

Department of Business Operations and Partnerships

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Date: 20 May 2025

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TO: Councillors O O'Donnell (Chair); A Anderson (Vice Chair); D Devlin; and K Pragnell.

CABINET

A meeting of Cabinet will be held in the Council Chamber, Council Headquarters, Eastwood Park, Giffnock, G46 6UG on **Thursday 29 May 2025 at 10.00am.**

The agenda of business is as listed below.

Yours faithfully

Louise Pringle

LOUISE PRINGLE

DIRECTOR OF BUSINESS OPERATIONS AND PARTNERSHIPS

AGENDA

1. APOLOGIES FOR ABSENCE

2. DECLARATIONS OF INTEREST

Members are requested to give notice of any declarations of interest in respect of items of business on the Agenda.

3. LOCAL GOVERNMENT BENCHMARKING FRAMEWORK – 2023/24 PERFORMANCE

Report by Chief Executive (copy attached, pages 3 - 20)

4. COMMUNITY LEARNING AND DEVELOPMENT PROGRESS AND 2025-28 PLAN

Report by Director of Business Operations & Partnerships (copy attached, pages 21 - 94)

5. CREDIT UNION – PROPOSED INITIAL INVESTMENT

Report by Director of Business Operations & Partnerships (copy attached, pages 95 - 102)

6. MINUTE OF JOINT CONSULTATIVE COMMITTEE (FIRST TIER) HELD ON 12 FEBRUARY 2025

Submitted for approval as a correct record (copy attached, pages 103 - 104)

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EAST RENFREWSHIRE COUNCILCABINET29 May 2025Report by Chief ExecutiveLOCAL GOVERNMENT BENCHMARKING FRAMEWORK: 2023/24 PERFORMANCE**PURPOSE OF REPORT**

1. The purpose of this report is to update Cabinet on the national Local Government Benchmarking Framework (LGBF) and present a high level comparative overview of the Council's performance against the LGBF indicators for 2023/24. A data table is attached at Annex 1.

RECOMMENDATIONS

2. It is recommended that Cabinet:
- (a) Scrutinise the Council's performance against the comparative information; and
 - (b) Consider whether any aspect of the Council's performance needs further investigation.

BACKGROUND

3. Since 2010, the Society of Local Authority Chief Executives (SOLACE), and the Convention of Scottish Local Authorities (COSLA), has worked with the Improvement Service (IS) to develop and review a set of benchmarking indicators on behalf of Scottish councils. The key criterion of the indicators is that they are generally comparable across all 32 councils.

4. Benchmarking data from the LGBF has been recorded and publicly reported by all Scottish councils as a statutory requirement since 2010/11. All data is accessible via the online LGBF dashboard tool, which can be accessed [here](#). The dashboard provides the capability to compare and visualise council performance against the national context, family groupings, Scottish average as well as trend and ranking data.

5. The LGBF dataset is split across 9 key service areas: Adult Social Care, Children's Services, Corporate Services, Culture and Leisure, Economic Development, Environmental Services, Financial Sustainability, Housing and Tackling Climate Change. One measure on cost of museums per visit is excluded for East Renfrewshire Council as it is not relevant.

6. There is a time lag on the publication of the LGBF data and therefore the data in this report is for **financial year 2023/24**. The data is therefore not new, and some of the information will have been publicly reported at the East Renfrewshire level already as part of the Council's performance management arrangements, however the added value of this report is the comparative data insight provided.

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NATIONAL OVERVIEW REPORT

7. The Improvement Service published a [National Overview Report for 2023/24](#) on 21 March 2025. This report provides commentary on the national operating environment for local government and high-level analysis of councils' performance. Key pressure points for councils across Scotland are identified and these are summarised below:

- **Local Government Financial Pressures**

There is now significantly limited capacity for councils to manage and mitigate ongoing financial constraints with financial resilience tested by funding constraints and ring-fencing. Local government has suffered from a decade of underfunding for core and existing services, with funding levels not keeping pace with increased demand, growing need and rising cost pressures. Even where additional funding has been provided for new responsibilities, that funding often has not kept pace with increased costs and demand, leaving councils to fund the gap. The financial challenges have coincided with new burdens and additional policy commitments, with the funding for these being ring fenced and fixed allocations eroded by inflation. To remain within budget, councils are increasingly having to rely on the use of savings and reserves. They are also making progressively more difficult decisions about future service delivery and the level of service they can afford, with non-statutory services being significantly reduced, and some stopping altogether. This sustained fiscal pressure has occurred within a context of huge economic uncertainty driven by conflicts in the Middle East, the war in Ukraine, Brexit, Covid-19, and economic shocks arising from political instability and changing economic policy. The combined effect of these events and subsequent inflationary, cost and wage pressures has been significant, creating new demands on council services to respond to growing inequality and financial hardship within our communities.

- **Workforce Challenges**

Councils continue to face multi-faceted workforce capacity pressures which are impacting on overall organisational capacity and resilience. The scale of the problem is growing and spans a wide range of skills, professions, and occupations, with councils struggling to find and to keep the staff needed to provide the complex and pressured services local communities rely upon. Some workforce capacity issues being faced by councils are historical, linked to ring fenced budgets; pressure to make year on year savings; an ageing workforce demographic; geographic disparities in population; and generally reduced availability of funding to enable suitable or sustained workforce investment. Other challenges have emerged more recently and include significant shifts in local labour market workforce availability; recruitment difficulties due to skills and talent shortages; and wage inflation and associated pay erosion in professional roles across a range of services and functions.

- **Health and Social Care Pressures**

The biggest short-term and long-term pressure for council budgets is adult social care. Councils and their partners face significantly growing demands largely due to supporting the increasingly complex needs of people with disabilities and an ageing population. Since 2010/11, the over 65 population has grown by over 26%. This does not factor in increases in the numbers of people with learning disabilities or mental health issues. Against this context long-term underfunding has meant a greater proportion of the increasingly limited resource is being targeted at reducing waiting times and reducing the backlog of elective surgeries. This has constrained the managerial space for much needed early intervention and prevention planning. As such, pressures upon health and social care services will become increasingly stretched in coming years with phases such as winter pressure pushing services ever closer to the brink. While adult social care is an area of expenditure growth, financial pressures from rising inflation, pay uplifts and Covid-19 legacy costs are making it difficult to sustain services

at their current level and, collaborative, preventative and person-centred working is shrinking at a time when it is most needed. Cuts to services have been required, and being able to meet statutory service delivery let alone improving outcomes and meeting public expectations is becoming increasingly challenging across the sector.

- **Education for Children and Young People**

Despite a challenging backdrop for families in relation to the Covid pandemic and the ongoing cost-of living crisis, local government has continued to deliver progress on key priorities for children and young people. The LGBF data set provides evidence of the difference that has been made in outcomes for children and young people, including attainment in the Curriculum for Excellence and across the senior phase, and in terms of leaver destinations. It is important to recognise the improvement that local authorities are supporting, including work nationally around the Scottish Attainment Challenge (SAC). There is a strong focus on improving the wellbeing of children and young people, alongside the continued commitment to improved attainment. The SAC Stretch Aims articulate local authorities' collective ambition for where they want to be by 2025/26 and set out the priorities in relation to further improvements.

- **Tackling Poverty and Financial Hardship**

Over 21% of Scotland's population are now living in relative poverty, including 24% of children in Scotland. Escalating inflation, marked by rapidly increasing energy costs, food costs and other consumer goods prices, along with the diminishing value of core UK-wide benefits, is making it more difficult for financially vulnerable households to make ends meet and with this is increasing demand on council services. The impact is being borne unequally, with the most vulnerable in society most severely affected. Tackling poverty and financial hardship is a key priority for local government. Local government plays a vital role in delivering essential services to families, providing advice and working with key partners locally to create tailored solutions. While local authorities remain strongly committed to tackling poverty, data reveals the deepening fiscal, workforce and demand pressures facing councils and highlights the risks these pose to the future sustainability of vital services, including those that are essential in preventing and mitigating the effects of poverty. Recognising the importance of the support that councils provide in this vital area, and the challenges currently being faced, the LGBF Board decided that this should be the focus of the pilot phase for local government's Peer Collaborative Improvement approach. This approach is designed to bring local government peers together to support improvement in priority areas through working collaboratively and sharing learning and practice.

- **Performance of Local Government Services**

There is clear evidence that local government performance improvement overall has slowed in recent years. This follows a decade where considerable progress has been achieved against an increasingly challenging context. While the recent slow-down in performance improvement is system wide, and true for all councils regardless of local priorities and the policies they are pursuing, there is variation in the depth, severity and focus of impacts. For example, those councils who serve the most deprived communities generally report a greater slow-down in performance improvement compared to other councils. The long-term picture of council service performance remains positive, with 68% of performance indicators within the LGBF suite showing improvement since the base year. In recent years, however, year on year trends show a slowing in this improvement, and an increase in the number of performance indicators which are now declining. In the last two years, the rate of decline has overtaken the rate of improvement (45% compared to 39% respectively).

This is not unexpected. Councils are having to make increasingly difficult decisions about the shape and level of service delivery which are beginning to have a clear impact on performance and efficiency improvements gained in previous years.

SERVICE SATISFACTION DATA

8. The LGBF dataset includes service satisfaction data from the Scottish Household Survey (SHS). A note of caution must be added when considering this data. The SHS responses are based on a lower sample size than the Council's citizen's panel satisfaction data. The Improvement Service uses aggregates of Scottish Household Survey data for the indicators below. These results can be contextualised using the Council's citizen's panel data which asks broadly comparable questions. The Panel membership is drawn from a higher and more representative sample (bases of 570+). The SHS results for East Renfrewshire are based on a lower number of respondents (around 250). The table below shows significantly higher satisfaction was recorded across schooling, libraries and leisure facilities in the Citizens' Panel, though lower satisfaction in street cleaning in 2024.

LGBF (SHS data) (2021-24 aggregate)	Value	Citizen's Panel data (2024)	Value
Satisfaction with service		Rating service – very good/good	
Proportion of adults satisfied with local schools	76%	Primary education Secondary education	92% 90%
Proportion of adults satisfied with libraries	61%	Libraries	85%
Proportion of adults satisfied with parks and open spaces	88%	Public parks and open spaces	88%
Proportion of adults satisfied with leisure facilities	60%	Sport and Leisure facilities	73%
Proportion of adults satisfied with refuse collection	78%	Wheeled bin refuse collection	86%
Proportion of adults satisfied with street cleaning	62%	Street cleaning/litter control	44%

9. The LGBF dataset can be regarded as a useful 'can opener' in flagging up issues worthy of further investigation (rather than viewing the data as a 'league table'). For example, high costs for one indicator may reflect investment to affect a policy change rather than inefficient spend and a trade-off between cost and performance can be expected. When considering the data, it is also important to be aware of intended/expected levels of performance, rather than focusing on rank alone.

OVERVIEW OF COUNCIL PERFORMANCE

10. Of 93 measures (i.e. indicators with 2023/24 updates, or those which were updated with 2022/23 or aggregated data since last year's report) analysed for East Renfrewshire Council, 19 were ranked top in Scotland with 1 ranked bottom. The Council has performed better than the Scottish average on 69% (64) of the measures, whilst it was below the Scottish average on 28% (26) of the measures. On 3 measures the Council performed the same as the Scottish average. This analysis was the ranking position on the LGBF dashboard as at March 2025

update. Comparison with the Council's family groups¹ has also been included this year. The Council has performed better than the family group average on 67% (62) of the measures and was below the family group average on 33% (31) of the measures.

11. We have continued with a streamlined approach to reporting on LGBF data this year with less contextual and narrative information on performance provided. Annex 1 lists each indicator for 2023/24, the previous year's value, Scottish and family group average, and rank. Some key areas of performance are highlighted below by service area.

Children's Services

- Across all education indicators, East Renfrewshire Council continues to perform at the highest level. In the senior phase, the Council continues to be the highest performing authority in the country, ranking as the top performing authority in 9 of the 10 attainment indicators (2nd place in the other indicator). Similarly at primary level, the Council continues to perform very strongly in attainment, with the combined P1, 4 and 7 figures across both numeracy and literacy measures being ranked first based on the Curriculum for Excellence data published in December 2024. Performance in attendance, leaver destinations and the participation measure also continue to rank very strongly. The % of P1, P4 and P7 pupils achieving the expected Curriculum for Excellence level in literacy (89.4%) and numeracy (92.1%), where the Council performs better than the Scottish average for both (74% and 80.3%, respectively).
- East Renfrewshire is top in school attendance rate (per 100 pupils) at 93.1%.
- There has been a significant increase in the Council's performance in relation to the work to close the attainment gap in literacy and numeracy at primary stages. The improvement in this position results from an increase in both quintile 1 and quintile 5 performance although, importantly, with those in quintile 1 seeing a larger improvement, resulting in a narrowing of the gap. This has been, and will continue to be, a key area of focus for the Education Department, with regular reports considered by Education Committee on the ongoing work in this area, including the National Improvement Framework, Strategic Equity Funding update and the Pupil Equity Funding report, in addition to the updates to both the Literacy and Numeracy Strategies. The attainment gap between pupils in SIMD quintiles 1 and 5 stands at 20 percentage points in literacy and 13.3 percentage points in numeracy, an improvement on performance and rank, from 25 to 13, and 26 to 2 respectively.
- Satisfaction with schools fell from 79% to 75.7% and rank dropped from 9 to 11. However, data from the Citizens' Panel with a larger respondent base shows satisfaction remains high at 92% for primary education and 90% for secondary education.
- The attendance of our Looked After children and young people continues to be a focus and schools have implemented a number of measures to improve their attendance. The number of Looked After school age children is very small, currently around 45. Consequently, the attendance figure can fluctuate significantly. We are currently

¹East Renfrewshire is in family group 1 for Children, Social Work and Housing indicators. These councils are grouped by the type of population they serve, e.g. level of deprivation and affluence. Other councils included are East Dunbartonshire, Aberdeenshire, Edinburgh, Perth & Kinross, Aberdeen City, Shetland Islands and Orkney Islands.

East Renfrewshire is in family group 3 for Environmental, Culture & Leisure, Economic Development, Corporate and Property indicators grouped by the type of area they serve, e.g. rural, semi-rural and urban. Other councils included are Angus, Clackmannanshire, Midlothian, South Lanarkshire, Inverclyde, Renfrewshire and West Lothian.

linking with colleagues in the Scottish Government and the Improvement Service to better align their data collection for Looked After children and young people with the data held by the Education Department.

Adult Social Care

The Health and Care Experience Survey asks about people's experiences of accessing and using their general practice and out of hours services; aspects of care and support provided by local authorities and other organisations; and caring responsibilities and related support.

- % of adults supported at home who agree that their services and support had an impact in improving or maintaining their quality of life improved from rank 7 to 1.
- % of adults supported at home who agree that they are supported to live as independently as possible improved from rank 11 to 3.
- % of adults supported at home who agree that they had a say in how their help, care or support was provided improved from rank 11 to 1.

Performance in the Health & Care Experience Survey shows that as a partnership HSCP are focused on improving people's quality of life and allowing people to live as independently as possible with involved care planning. Responses in all areas have ranked higher over the last year indicating that our priorities are being met. Note, these survey indicators were not reported on last year and previous data was updated in 2021-22.

- Home care costs per hour for people aged 65 or over have risen from £35.05 to £39.23. East Renfrewshire has declined in rank from 15 to 22 - this is higher than the national average of £33.61 but lower than our family group of equivalent partnerships with a rate of £39.81. This is a fairly crude measure that looks at hours of care provided against the Local Finance Return homecare costs. Pressures that may have resulted in this increase could be due to a significant rise in staffing costs and the level of in-house services. Although our rank has decreased this has only been a small increase on costs, so any change is marginal.
- % of people 65+ with long-term care needs who are receiving personal care at home declined from 62.5% to 59.9% and rank dropped from 12 to 22. At the start of 2023/24, HSCP implemented our supporting people framework which meant we were focusing on providing services to people with substantial/critical need. The impact of this was that the number of people receiving care at home reduced, but with increasingly complex needs. Redressing the balance of care and allowing people to remain at home and being more independent as long as possible remains a priority for the HSCP. This was recognised in this year's Health and Care Experience Survey above, as we have moved from rank 11 to 3 for people who agree that they are supported to live as independently as possible.

Corporate Services

- While the gender pay gap increased slightly to 4.9%, rank dropped from 25 to 30. The council will continue to monitor performance in this area, and we are part of a Scottish wide group to ensure consistency in pay gap reporting which we believe will improve our overall position in the LGBF rankings.
- Sickness absence days per employee improved from 14.2 to 13.9 days and rank improved from 21 to 16. Targeted support has been provided to areas with higher levels of absence which has resulted in a decrease in absence compared with the previous year.
- Sickness absence days for teachers rose slightly from 5.5 days to 5.8 days, however rank improved from 5 to 3.

- Although the proportion of council tax collected improved from rank 7 to 1, the cost per dwelling of collecting council tax in East Renfrewshire increased from £13.06 to £13.52 in 2023/24 and is ranked 29. We are seeing the benefits of changing the council tax system being reflected in our collections, with more than 50% of data being submitted by residents through council tax online, allowing a timelier update of data and hence improved collection activity. In addition, we have made changes to our collection procedures, through updating the debt recovery policy which has provided additional clarity and support, and improved efficiency of our collection processes. The cost of collection ranking reflects the calculation of this indicator. Staffing costs have reduced, and the number of dwellings has increased suggesting the indicator should reduce, however, IT costs have increased due to the system change, which is driving the increased cost of collection trend.

Culture & Leisure

- Cost per library visit has continued to drop from £5.11 to £3.56, against the family group average of £2.99 and East Renfrewshire ranks 18 overall. The figures for 2023/24 continue the trend of returning to pre-Covid cost per visit levels. This is largely in part due to the work that library staff have done, both development and front-line teams, in creating varied and interesting programmes which result in repeat visits i.e. school visits, Bookbug events and activities, in addition to the more traditional library services of book borrowing and PC use. It should be noted that 'virtual visits' includes social media interactions (a retweet or a 'like' for example) and this can impact of the overall figure for the number of visits calculated.

Economic Development

- The percentage of unemployed people assisted into work from Council Programmes increased from 17% to 41.5% against a family group average of 15% and Scottish average of 12.1% and rank improved from 12 to 1. An increase in No One Left Behind and Parental Employment Support funding from Scottish Government, complemented by UK Shared Prosperity (People & Skills), led to an expansion of employability provision to residents and allowed for more targeted specialised provision to priority groups locally. Performance is also due to more people requiring employability support due to the cost-of-living crisis post Covid, and ongoing positive marketing campaigns on social media has resulted in increase of referrals and self-referrals to the service.
- The average time per business and industry planning application (weeks) improved from 17.6 weeks to 10.3 weeks, and rank improved from 27 to 13.
- The cost of Planning & Building Standards per planning application increased from £5,006 to £6,545 in 2023/24 and rank fell from 10 to 17. The volume, size and scale of planning and building standards applications cannot be controlled by the department and can have a significant impact on the benchmark measures. There has not been a significant change in the cost of providing these services or the overall performance of the department, but there are a spread of applications of differing sizes and scales over time.
- Town Vacancy Rates fell from 8.8% to 4.6% against a Scottish average of 12.3% and rank improved from 12 to 2. Low vacancy rates relate to strong rental sales across East Renfrewshire, on-going economic recovery and more people shopping locally contributing to sustainability of local businesses.
- The number of business gateway start-ups per 10,000 population fell from 18 to 12.1 and rank dropped from 14 to 21. Nationally, growth in the number of start-ups has fallen. The volume of evidence to claim a start-up from Business Gateway has increased leading to delays in businesses being able to be registered as a start-up.

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- Investment in Economic Development & Tourism per 1,000 population decreased from £57,898 to £43,519, against a family group average of £80,141, and rank dropped from 28 to 30.
- East Renfrewshire had the lowest proportion of procurement spend spent on local enterprises in Scotland at 11.4%, a 0.4% decrease from 2022-23. The Scottish average was 30.7%. Ranking on this indicator will always be comparably low for the Council given factors such as the existing supplier base and size and location of Council area. The business base in East Renfrewshire is limited and it is often the case that there is no suitable supplier to meet the requirement being issued. Scotland Excel offer contracts for use that attract good pricing and terms due to economies of scale. Ultimately, this does have an impact on the number of activities the Council will issue locally under a Quick Quote. When a requirement is available through a Scotland Excel framework, we will buy from this as it means that the procurement activity has already been completed, all necessary due diligence has been undertaken by Scotland Excel, and, therefore, there is a quick and efficient route to purchase. Although local suppliers are encouraged to register and apply for Scotland Excel contracts, to date, local suppliers in East Renfrewshire have rarely applied. Procurement is working with Economic Development on a targeted programme with interested local suppliers to support them to get bid ready for opportunities with the Council. The programme 'Build ER' includes Quick Quote and Tender support as well as sign posting to partners including Business Gateway and the Supplier Development Programme.

Environmental Services

- The percentage of total household waste that is recycled has increased from 56% to 58.2% and ranking has returned to 1. Performance remains well above the Scottish average of 43.5%.
- The cost of roads per kilometre increased from £26,406 to £34,354, against the family group average of £18,745. Rank fell from 30 to 31. The cost in 2023/24 includes additional capital allocation of £3.86m and the Aurs Road project (a large construction project which is part of our City Deal initiative).
- Net cost of waste collection per premise increased from £79.13 to £84.72 and rank fell from 17 to 22. This is due to the increased cost in processing waste. Every council has different agreements and collects waste in different formats, and we expect costs to reduce as a result of a new contract.
- The cost of Trading Standards and environmental health per 1,000 population increased from £17,760 to £19,239 and rank fell from 6 to 11. It should be noted that the cost of Trading Standards also includes Money Advice and Citizens' Advice Bureau costs.
- The Street Cleanliness Score improved from 89.9% to 95.7% against the family group average of 93.9% and rank improved from 19 to 8, however the proportion of adults satisfied with street cleaning- declined to 62%. There has been some improvement in our mechanical sweeping routes, and we have introduced larger street litter bins in areas which has resulted in less overflowing.

Housing Services

- The percentage of council dwellings meeting Scottish Housing Standards improved from 59.2% to 78.9%, against the family group average of 74%, and rank improved from 17 to 15.
- Despite the proportion of rent due in the year that was lost due to voids remaining at 1% against the Scottish average of 1.8% and family group average of 2.3%, rank fell from 5 to 8.

Tackling Climate Change

- CO2 emissions area wide: emissions within scope of Local Authority per capita (3.1 against a family group average of 4.1) ranks top in Scotland. Note most recent data is from 2022-23 for this indicator.

Financial Sustainability

- Actual outturn as a percentage of budgeted expenditure has increased from 96.1% to 100.1% (against the Scottish average of 98.6%) and rank has improved from 26 to 11. This has been due to the introduction of a new reserve in 2022/23 as a consequence of writing off our PPP/PFI debt over the life of the asset instead of the life of the contract. This was offset in part by the use of our Covid reserves allowing our reserve balance to increase considerably overall and therefore we spent less of our budget in 2022/23 than 2023/24.

PERFORMANCE REPORTING ARRANGEMENTS

12. Within the Council, performance on the indicators is scrutinised in services and Departments and monitored as part of our performance management arrangements.

FINANCE AND EFFICIENCY

13. There is an annual charge paid by all councils to participate in the LGBF which is covered within existing budgets- this was £3,783 in 2024/25. Participation in the framework is mandatory.

CONSULTATION

14. There is an ongoing review and development of the LGBF in consultation with councils and partners. We continue to work closely with the IS on the validation of the LGBF data and have contributed feedback as part of reviews of the dataset. The Improvement Service also host an annual learning event after the publication of the national report.

PARTNERSHIP WORKING

15. The Council participates in a range of LGBF Benchmarking learning events, where colleagues from services come together to collaborate to share practice and learn together. Benchmarking activity helps the Council to identify and learn from good practice in other councils. The use of LGBF and other benchmarking data to support service improvement is ongoing within the Council.

IMPLICATIONS OF THE PROPOSALS

16. As this report is primarily a progress and performance update, there are no implications in terms of staffing, property, legal, IT, equalities, and sustainability.

CONCLUSION

17. Despite the ongoing financial challenges faced by the Council, this high-level analysis shows that we continue to perform comparatively strongly in key outcome areas where we are making a positive impact on people's lives and the local environment. There remains an understanding of where there is scope for further improvement and services are working hard to affect change. Where our costs are above the national average, we have clear policy intentions underpinning our investment decisions.

18. The LGBF indicator set is only one means of recording and measuring the Council's performance. There is a wide range of performance information scrutinised and reported at Council, the Integration Joint Board, and to Cabinet and Education Committee providing detailed information on performance throughout the year. To achieve a balanced picture, the outcomes we report on through our strategic plans and through various audits and inspections should continue to be considered.

RECOMMENDATIONS

19. It is recommended that Cabinet:

- (a) Scrutinise the Council's performance against the comparative information and
- (b) Consider whether any aspect of the Council's performance needs further investigation.

REPORT AUTHORS

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BACKGROUND PAPERS

[Local Government Benchmarking Framework: 2022-23 Performance, Cabinet, 30 May 2024](#)

Annex 1 – 2022-23 v 2023-24 LGBF Data Comparison

Indicator Name	2022-23 ERC value (unless stated otherwise)	2023-24 ERC value (unless stated otherwise)	Indicator Performance	2023-24 family group average value (unless stated otherwise)	Performance against family group average value	2023-24 Scottish average value (unless stated otherwise)	Performance against Scottish average value	Overall 2022-23 Rank (unless stated otherwise)	Overall 2023-24 Rank (unless stated otherwise)	Rank performance
Children's Services										
Cost Per Primary School Pupil	£6,575	£6,732	Dropping	£7,221	Better	£7,213	Better	1	4	Dropping
Cost per Secondary School Pupil	£8,772	£8,860	Dropping	£8,913	Better	£8,957	Better	13	14	Dropping
Cost per Pre-School Education place	£12,180	£12,076	Improving	£11,919	Worse	£11,659	Worse	19	17	Improving
% of Pupils Gaining 5+ Awards at Level 5	89%	89%	Same	74%	Better	67%	Better	1	1	Same (top)
% of Pupils Gaining 5+ Awards at Level 6	70%	73%	Improving	47%	Better	39%	Better	1	1	Same (top)
% of Pupils from 20% most Deprived Areas Gaining 5+ Awards at Level 5	65%	66%	Improving	51%	Better	50%	Better	2	2	Same
% of Pupils from 20% most Deprived Areas Gaining 5+ Awards at Level 6	38%	47%	Improving	27%	Better	23%	Better	2	1	Improving (top)
Proportion of Adults Satisfied with Local Schools	79% (2020-23)	75.7% (2021-24)	Dropping	76.2% (2021-24)	Worse	70.7% (2021-24)	Better	9 (2020-23 rank)	11 (2021-24 rank)	Dropping
Proportion of Pupils Entering Positive Destinations	98.7%	98.2%	Dropping	96.3%	Better	95.7%	Better	1	3	Dropping
Overall Average Total Tariff	1456	1441	Dropping	1058	Better	918	Better	1	1	Same (top)
Average Total Tariff SIMD quintile 1	1050	1024	Dropping	720	Better	658	Better	2	1	Improving (top)
Average total tariff SIMD quintile 2	1158	1214	Improving	849	Better	762	Better	1	1	Same (top)
Average total tariff SIMD quintile 3	1296	1247	Dropping	980	Better	889	Better	1	1	Same (top)
Average total tariff SIMD quintile 4	1413	1393	Dropping	1085	Better	1049	Better	1	1	Same (top)
Average total tariff SIMD quintile 5	1623	1597	Dropping	1289	Better	1260	Better	1	1	Same (top)
% of P1, P4 and P7 pupils achieving expected CFE Level in Literacy	87.6%	89.4%	Improving	77.3%	Better	74%	Better	1	1	Same (top)

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Indicator Name	2022-23 ERC value (unless stated otherwise)	2023-24 ERC value (unless stated otherwise)	Indicator Performance	2023-24 family group average value (unless stated otherwise)	Performance against family group average value	2023-24 Scottish average value (unless stated otherwise)	Performance against Scottish average value	Overall 2022-23 Rank (unless stated otherwise)	Overall 2023-24 Rank (unless stated otherwise)	Rank performance
% of P1, P4 and P7 pupils achieving expected CFE Level in Numeracy	91.2%	92.1%	Improving	83.3%	Better	80.3%	Better	1	1	Same (top)
Literacy Attainment Gap (P1,4,7 Combined)	26.6 pp	20 pp	Improving	23.2 pp	Better	20.2 pp	Better	25	13	Improving
Numeracy Attainment Gap (P1,4,7 Combined)	22.4 pp	13.3 pp	Improving	18.9 pp	Better	17.4 pp	Better	26	2	Improving
Proportion of funded early years provision which is graded good/better	94.1%	94.4%	Improving	88.3%	Better	89.8%	Better	7	8	Dropping
School attendance rates (per 100 pupils)	93%	93.1%	Improving	91.8%	Better	90.3%	Better	1	1	Same (top)
School attendance rates (per 100 'looked after pupils')	83.7% (2020-21)	80.2% (2022-23)	Dropping	86.1% (2022-23)	Worse	84.4% (2022-23)	Worse	31 (2020-21 rank)	29 (2022-23 rank)	Improving
School exclusion rate (per 1,000 'looked after pupils')	51.6 (2018-19)	13.9 (2022-23)	Improving	102.2 (2022-23)	Better	96.9 (2022-23)	Better	2 (2018-19 rank)	3 (2022-23 rank)	Dropping
Participation rate for 16-19 year olds	97.1%	96.9%	Dropping	94%	Better	92.7%	Better	3	2	Improving
Proportion of children living in poverty (after housing costs)	14.4% (2021-22)	14% (2022-23)	Improving	18.2% (2022-23)	Better	21.8% (2022-23)	Better	1 (2021-22 rank)	1 (2022-23 rank)	Same (top)
Corporate Services										
Support services as a % of total gross expenditure	4.2%	4.2%	Same	4.3%	Better	4.1%	Worse	22	21	Improving
Proportion of the highest paid 5% employees who are women	62.6%	62.9%	Improving	61.2%	Better	59.8%	Better	6	7	Dropping
The gender pay gap (%)	4.6%	4.9%	Dropping	1.8%	Worse	2.0%	Worse	25	30	Dropping
The cost per dwelling of collecting council tax	£13.06	£13.52	Dropping	£10.33	Worse	£5.89	Worse	30	29	Improving
Sickness absence days per teacher	5.5	5.8	Dropping	7.7	Better	7.6	Better	5	3	Improving
Sickness absence days per employee (non-teacher)	14.2	13.9	Improving	15.1	Better	13.9	Same	21	16	Improving

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Indicator Name	2022-23 ERC value (unless stated otherwise)	2023-24 ERC value (unless stated otherwise)	Indicator Performance	2023-24 family group average value (unless stated otherwise)	Performance against family group average value	2023-24 Scottish average value (unless stated otherwise)	Performance against Scottish average value	Overall 2022-23 Rank (unless stated otherwise)	Overall 2023-24 Rank (unless stated otherwise)	Rank performance
% of income due from council tax received by the end of the year	97.6%	97.6%	Same	96.5%	Better	95.5%	Better	7	1	Improving (top)
% of invoices sampled that were paid within 30 days	89.3%	89.6%	Improving	92.4%	Worse	93.1%	Worse	23	25	Dropping
Proportion of SWF Crisis Grant decisions within 1 day	99.3%	99.3%	Same	98.7%	Better	94%	Better	5	6	Dropping
Proportion of SWF Community Care Grant decisions within 15 days	99.0%	98.8%	Dropping	94.9%	Better	83.3%	Better	5	6	Dropping
Proportion of SWF Budget Spent	129.9%	138.6%	Improving	140.2%	Worse	128.9%	Better	15	11	Improving
Proportion of DHP Funding Spent	80.5%	83%	Improving	91%	Worse	101%	Worse	27	28	Dropping
% of operational buildings that are suitable for their current use	84.8%	87.3%	Improving	89.8%	Worse	85.5%	Better	22	18	Improving
% of internal floor area of operational buildings in satisfactory condition	86.6%	87.1%	Improving	91.5%	Worse	89.8%	Worse	24	25	Dropping
Adult Social Care										
Home care costs per hour for people aged 65 or over	£35.05	£39.23	Dropping	£39.81	Better	£33.61	Worse	15	22	Dropping
Self-Directed Support (Direct Payments + Managed Personalised Budgets) spend on adults 18+ as a % of total social work spend on adults 18+	9.3%	9%	Dropping	7.5%	Better	9%	Same	7	9	Dropping
% of people 65+ with long-term care needs who are receiving personal care at home	62.5%	59.9%	Dropping	62.8%	Worse	62.6%	Worse	12	22	Dropping
% of adults supported at home who agree that their services and support had an impact in improving or maintaining their quality of life	83.6% (2021-22)	89.6%	Improving	75.7%	Better	69.8%	Better	7 (2021-22 rank)	1	Improving (top)

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Indicator Name	2022-23 ERC value (unless stated otherwise)	2023-24 ERC value (unless stated otherwise)	Indicator Performance	2023-24 family group average value (unless stated otherwise)	Performance against family group average value	2023-24 Scottish average value (unless stated otherwise)	Performance against Scottish average value	Overall 2022-23 Rank (unless stated otherwise)	Overall 2023-24 Rank (unless stated otherwise)	Rank performance
% of adults supported at home who agree that they are supported to live as independently as possible	80.4% (2021-22)	80.4%	Same	79.7%	Better	72.4%	Better	11 (2021-22 rank)	3	Improving
% of adults supported at home who agree that they had a say in how their help, care or support was provided	73.8% (2021-22)	75%	Improving	65.6%	Better	59.6%	Better	11 (2021-22 rank)	1	Improving (top)
% of carers who feel supported to continue in their caring role	28.4% (2021-22)	28.4%	Same	33.1%	Worse	31.2%	Worse	23 (2021-22 rank)	25	Dropping
Residential costs per week per resident for people aged 65 or over	£477	£482	Dropping	£1,054	Better	£723	Better	2	2	Same
Rate of readmission to hospital within 28 days per 1,000 discharges	69.1	73.6	Dropping	96.1	Better	103.9	Better	3	2	Improving
Proportion of adult care services graded 'good' or better	87%	89.3%	Improving	79.8%	Better	77%	Better	1	2	Dropping
Number of days people spend in hospital when they are ready to be discharged, per 1,000 population (75+)	385	349	Improving	583	Better	841	Better	6	6	Same
Culture & Leisure										
Cost per attendance at sports facilities	£5.43	£5.75	Dropping	£4.80	Worse	£4.35	Worse	24	25	Dropping
Cost per library visit	£5.11	£3.56	Improving	£2.99	Worse	£2.38	Worse	24	18	Improving
Cost of parks & open spaces per 1,000 population	£10,939	£11,014	Dropping	£22,167	Better	£23,376	Better	4	5	Dropping
Proportion of adults satisfied with libraries	61.3% (2020-23)	60.7% (2021-24)	Dropping	61.6% (2021-24)	Worse	67% (2021-24)	Worse	28 (2020-23 rank)	25 (2021-24 rank)	Improving
Proportion of adults satisfied with parks and open spaces	89.7% (2020-23)	87.7% (2021-24)	Dropping	86.1% (2021-24)	Better	85% (2021-24)	Better	9 (2020-23 rank)	9 (2021-24 rank)	Same

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Indicator Name	2022-23 ERC value (unless stated otherwise)	2023-24 ERC value (unless stated otherwise)	Indicator Performance	2023-24 family group average value (unless stated otherwise)	Performance against family group average value	2023-24 Scottish average value (unless stated otherwise)	Performance against Scottish average value	Overall 2022-23 Rank (unless stated otherwise)	Overall 2023-24 Rank (unless stated otherwise)	Rank performance
% of adults satisfied with leisure facilities	64% (2020-23)	60.3% (2021-24)	Dropping	61.7% (2021-24)	Worse	67% (2021-24)	Worse	29 (2020-23 rank)	28 (2021-24 rank)	Improving
Environmental Services										
Net cost of waste collection per premise	£79.13	£84.72	Dropping	£75.72	Worse	£78.72	Worse	17	22	Dropping
Net cost of waste disposal per premise	£94.27	£97.41	Dropping	£99.01	Worse	£104.38	Better	11	9	Improving
Net cost of street cleaning per 1,000 population	£10,841	£10,588	Improving	£14,608	Better	£15,961	Better	9	8	Improving
Street Cleanliness Score	89.9%	95.7%	Improving	93.9%	Better	92.1%	Better	19	8	Improving
Cost of roads per kilometre	£26,406	£34,354	Dropping	£18,745	Worse	£13,788	Worse	30	31	Dropping
% of A Class roads that should be considered for maintenance treatment	18.7% (2021-23)	20.6% (2022-24)	Dropping	24% (2022-24)	Better	28% (2022-24)	Better	6 (2021-23 rank)	7 (2022-24 rank)	Dropping
% of B Class roads that should be considered for maintenance treatment	21.8% (2021-23)	23.1% (2022-24)	Dropping	28.1% (2022-24)	Better	32.5% (2022-24)	Better	6 (2021-23 rank)	7 (2022-24 rank)	Dropping
% of C Class roads that should be considered for maintenance treatment	28.7% (2021-23)	27.9% (2022-24)	Improving	32.7% (2022-24)	Better	33.4% (2022-24)	Better	15 (2021-23 rank)	12 (2022-24 rank)	Improving
% of unclassified Class roads that should be considered for maintenance treatment	41.2% (2019-23)	41.9% (2020-24)	Dropping	35.3% (2020-24)	Worse	36.2% (2020-24)	Worse	26 (2019-23 rank)	26 (2022-24 rank)	Same
Cost of Trading Standards and environmental health per 1,000 population	£17,760	£19,239	Dropping	£19,161	Worse	£22,804	Better	6	11	Dropping
Cost of Trading Standards, Money Advice & Citizens Advice per 1,000 population	£9,461	£10,822	Dropping	£6,774	Worse	£7,266	Worse	23	27	Dropping
Cost of environmental health per 1,000 population	£8,299	£8,418	Dropping	£12,387	Better	£15,538	Better	1	2	Dropping
Proportion of total household waste arising that is recycled	56%	58.2%	Improving	49%	Better	43.5%	Better	3	1	Improving (top)

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Indicator Name	2022-23 ERC value (unless stated otherwise)	2023-24 ERC value (unless stated otherwise)	Indicator Performance	2023-24 family group average value (unless stated otherwise)	Performance against family group average value	2023-24 Scottish average value (unless stated otherwise)	Performance against Scottish average value	Overall 2022-23 Rank (unless stated otherwise)	Overall 2023-24 Rank (unless stated otherwise)	Rank performance
Proportion of adults satisfied with refuse collection	81% (2020-23)	77.7% (2021-24)	Dropping	82.7% (2021-24)	Worse	78.3%	Worse	19 (2020-23 rank)	20 (2021-24 rank)	Dropping
Proportion of adults satisfied with street cleaning	65% (2020-23)	62% (2021-24)	Dropping	64.2% (2021-24)	Worse	58%	Better	10 (2020-23 rank)	16 (2021-24 rank)	Dropping
Housing Services										
Gross rent arrears (all tenants) as at 31 March each year as a percentage of rent due for the reporting year	7.4%	8%	Dropping	11.1%	Better	9.5%	Better	8	9	Dropping
Proportion of rent due in the year that was lost due to voids	1%	1%	Same	2.3%	Better	1.8%	Better	5	8	Dropping
Proportion of council dwellings meeting Scottish Housing Standards	59.2%	78.9%	Improving	74%	Better	77.8%	Better	17	15	Improving
Average number of days taken to complete non-emergency repairs	7.1	7.9	Dropping	11.4	Better	10	Better	8	10	Dropping
Economic Development										
% of unemployed people assisted into work from council operated / funded employability programmes	17%	41.5%	Improving	15%	Better	12.1%	Better	12	1	Improving (top)
Cost of Planning & Building Standards per planning application	£5,006	£6,545	Dropping	£6,134	Worse	£6,679	Better	10	17	Dropping
Average time per business and industry planning application (weeks)	17.6	10.3	Improving	11.1	Better	10.7	Better	27	13	Improving
Proportion of procurement spend spent on local enterprises	11.90%	11.4%	Dropping	20.9%	Worse	30.7%	Worse	32	32	Same (bottom)
No of business gateway start-ups per 10,000 population	18	12.1	Dropping	15.1	Worse	13.6	Worse	14	21	Dropping
Investment in Economic Development & Tourism per 1,000 population	£57,898	£43,519	Dropping	£80,141	Worse	£118,765	Worse	28	30	Dropping

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Indicator Name	2022-23 ERC value (unless stated otherwise)	2023-24 ERC value (unless stated otherwise)	Indicator Performance	2023-24 family group average value (unless stated otherwise)	Performance against family group average value	2023-24 Scottish average value (unless stated otherwise)	Performance against Scottish average value	Overall 2022-23 Rank (unless stated otherwise)	Overall 2023-24 Rank (unless stated otherwise)	Rank performance
Proportion of properties receiving superfast broadband	97.2%	98%	Improving	97.2%	Better	95.9%	Better	18	15	Improving
Town Vacancy Rates	8.8%	4.6%	Improving	9.5%	Better	12.3%	Better	12	2	Improving
Immediately available employment land as a % of total land allocated for employment purposes in the local development plan	100%	96.6%	Dropping	48.70%	Better	24.5%	Better	1	2	Dropping
Claimant Count as a % of Working Age Population	1.7%	1.8%	Dropping	2.1%	Better	3.1%	Better	2	4	Dropping
Claimant Count as % of 16-24 Population	1.8%	1.9%	Dropping	2.3%	Better	3.4%	Better	2	2	Same
Tackling Climate Change										
CO2 emissions area wide emissions per capita	3.91 (2021-22)	3.62 (2022-23)	Improving	5.24 (2022-23)	Better	4.81 (2022-23)	Better	4 (2021-22 rank)	5 (2022-23 rank)	Dropping
CO2 emissions area wide: emissions within scope of Local Authority per capita	3.41 (2021-22)	3.12 (2022-23)	Improving	4.12 (2022-23)	Better	4.27 (2022-23)	Better	2 (2021-22 rank)	1 (2022-23 rank)	Improving (top)
Financial Sustainability										
Total useable reserves as a % of council annual budgeted revenue	22.3%	21.9%	Dropping	24.9%	Worse	23.9%	Worse	20	17	Improving
Uncommitted General Fund Balance as a % of council annual budgeted net revenue	2.3%	2.3%	Same	1.6%	Better	2.3%	Same	14	13	Improving
Ratio of Financing Costs to Net Revenue Stream - General Fund	7.2%	6.6%	Improving	4.1%	Worse	5.8%	Worse	24	22	Improving
Ratio of Financing Costs to Net Revenue Stream - Housing Revenue Account	31.5%	33.8%	Dropping	22.4%	Worse	20%	Worse	21	22	Dropping
Actual outturn as a percentage of budgeted expenditure	96.1%	100.1%	Improving	99.7%	Better	99.6%	Better	26	11	Improving

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EAST RENFREWSHIRE COUNCILCabinet29 May 2025Report by Director of Business Operations & PartnershipsCommunity Learning and Development
Progress and 2025-28 Plan**PURPOSE OF REPORT**

1. The purpose of this report is to advise Cabinet of the positive impact of [the 2021-24 Community Learning and Development \(CLD\) Plan](#) and to seek approval for the new CLD Plan 2025 – 2028 and associated year one Action Plan.

RECOMMENDATIONS

2. Cabinet is asked to:
 - a) note the positive impact on communities of the Community Learning and Development Plan 2021 – 2024 as set out in Annex 1 & 2.
 - b) approve the new CLD Plan 2025 – 2028 in Annex 3 and year one action plan in Annex 4.

BACKGROUND

3. Community Learning and Development (Scotland) Regulations (2013) require the production and publication of a 3 yearly plan of how youth work, adult learning and community capacity building/development services will be delivered by core CLD services and the wider Community Learning and Development Partnership.

4. The 2025-28 CLD Plan has been shaped by 'A Place to Grow', East Renfrewshire Community Planning Partnership's vision for the area by 2040, national policy and legislation, analysis of the data related to local needs and feedback from local communities. An Operational year 1 action plan has identified how partners will adopt a universal and targeted approach to meet the needs of residents in East Renfrewshire. Ongoing engagement and regular monitoring of the Action Plan will allow the CLD plan to continually evolve, reflect and respond to the changing circumstances, needs and priorities of our communities.

REPORTProgress to Date

5. The 2021-24 CLD Plan has had a positive impact on communities. Annex 1 gives an overview of impacts in the final year of the plan and Annex 2 sets out what has been achieved over the last 3-years of the plan. Activities and impact are reported around: health and wellbeing; learning, life and work; strong and resilient communities; diversionary work; equality and equity; digital skills; and early years.

Year 1 Plan & Next Steps

6. The new CLD Plan for 2025-28 is attached in Annex 3. Annex 4 contains a Year 1 action plan for approval. The initial targets set for Year 1 of the plan were developed as a result of consultation and engagement with our communities. The CLD partnership have developed new individual service measures and are piloting joint measures in year 1 to show the combined impact CLD services are having in communities across East Renfrewshire.

CONSULTATION

7. Consultation and engagement with local residents including young people, partners and staff influenced the key themes and strategic focus for the 2025 – 2028 plan. These themes fit naturally within the 3 pillars outlined in A Place to Grow. Regular consultation and engagement throughout the life of the plan will shape the CLD Partnership approach and inform targets for years 2 and 3.

PARTNERSHIP WORKING

8. CLD work involves partnership working between public bodies, community groups, individuals and the voluntary sector. CLD is always voluntary and learner led. The partnership is now the most broad-based and inclusive it has ever been. The 2025-28 plan has taken a few months longer to develop as a result, however this has broadened and deepened the ownership and buy-in of partners. The plan has also been reworked to align with 'A Place to Grow', ensuring a clear 'golden thread' between the work of the CLD Partnership and the long-term strategic ambitions of the Council and Community Planning Partnership.

9. The CLD Partnership has guided the development of the plan and subsequent year 1 Action Plan and will continue to work together to further develop, strengthen and monitor the delivery of the plan over its life.

10. The current CLD Partnership membership includes:

- Voluntary Action East Renfrewshire (VAER)
- Community Learning and Development (CLD) (Business Operations and Partnerships)
- Adult Learning Services (Education)
- Education Department
- Economic Development & Inclusive Growth (Environment)
- Work EastRen Employability Services (Environment)
- East Renfrewshire Health and Social Care Partnership (HSCP)
- East Renfrewshire Culture and Leisure Trust (ERCLT)
- West College Scotland
- Glasgow Clyde College
- East Renfrewshire Carers Centre
- Barrhead Housing Association (BHA)
- Include Me 2 (IM2C)
- Recovery Across Mental Health (RAMH)
- CORRA (Formerly Lloyds TSB Foundation)
- St Andrews Church, Barrhead

11. Whilst each member continues to have its own specific purpose, the CLD Partnership aims to bring stakeholders together, as equal partners, to jointly assess needs, plan services, review outcomes and develop practice for the benefit of local learners and participants.

IMPLICATIONS OF THE PROPOSALS

12. Outcomes from year 1 of the action plan and ongoing engagement will influence the development of the action plan and target setting for years 2 and 3 that are responsive to the needs of the community.

13. A full Equality Impact Assessment (EQIA) was carried out in 2024 to ascertain and address any potential equality issues.

14. The Council established a Community Capacity Building Reserve in 2023 as part of the development of the Council's ambitions around 'A Place to Grow'. The purpose of the reserve was to underpin work to:

- support local communities to be thriving, inclusive, and sustainable places;
- build the capacity and capability of community groups;
- support communities to have a distinct, positive sense of identity, place, and wellbeing;
- foster good relations between communities; and
- strengthening the skills, capabilities, and culture of staff and the organisation to engage, empower, and innovate new ways of working in partnership with local people and communities.

15. The communities reserve is supporting grant making participatory budgeting activities (PB) and upskilling employees' community engagement skills. It is being utilised to employ 2.6 FTE Community Workers within the CLD Team to focus on community work and capacity building. As a result much of the Council's contribution to Pillars 2 and 3 of 'A Place to Grow', as it relates to CLD, is funded through and being undertaken as a result of the communities reserve.

USING SOCIAL VALUE TO CAPTURE IMPACT

16. Some of the impacts of CLD work can be challenging to measure. The annexes refer to the concept of "Social Value". Social value enables organisations to capture the impact of difficult to measure activities that have improved people's quality of life, enhanced community cohesion, increased employment opportunities, and increased environmental sustainability.

17. In some cases a notional monetary value can be calculated by applying equivalent wages to activities such as volunteering or the equivalent cost of purchasing a service. For example, the value of volunteer hours can be estimated by using the average hourly wage for similar paid work.

CONCLUSIONS

18. The 2025-28 CLD Plan and year 1 Action Plan outline the themes identified by residents, partners, and CLD staff. By identifying the needs of our communities, along with the use of high quality, robust, data and background information, the CLD Partnership will aim to target resources at those requiring most support. Where continued needs or trends have been identified, the partnership will work over the duration of this plan and future plans to put in place early intervention provision to reduce longer-term barriers for individuals, families and communities.

19. The key focus for CLD for Year 1 of the plan will be to:

- Work with strategic and operational partners to address the ongoing anti-social behaviour involving young people where it arises and seek to mitigate the impact of risk taking behaviours that some young people may engage in, that have a higher risk of leading to negative life outcomes.
- Continue to provide learning opportunities with accreditation where appropriate for our residents which will enhance skills, wellbeing and sense of belonging and contribute to reducing the gap for our most disadvantaged residents.
- Work alongside local communities to enable them to lead on solutions, co-design processes and influence decisions which make our communities more inclusive and sustainable.

RECOMMENDATIONS

20. Cabinet is asked to:

- a) note the positive impact on communities of the Community Learning and Development Plan 2021 – 2024 as set out in Annex 1 & 2.
- b) approve the new CLD Plan 2025 – 2028 in Annex 3 and year one action plan in Annex 4.

Director of Business Operations & Partnerships

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BACKGROUND PAPERS

[CLD Plan 2021-24](#)

CLD PARTNERSHIP

Year 3 Progress

Health & Wellbeing

In 23/24 over **6000** local people participated in health and wellbeing activities delivered by CLD partners including targeted supports for young people, adult learning groups, peer support groups and wellbeing programmes. These activities are having a positive impact on the physical and mental wellbeing of local people, reducing social isolation and creating peer support opportunities and networks.



Providing carers with opportunities to focus on their health and wellbeing is hugely important. Evidence shows that carers are more likely to experience stress and anxiety connected to their caring role. ER Carer's Centre provide opportunities for carers and those they care for to participate in activities that support their health and wellbeing. Opportunities this year include the introduction of Health and Wellbeing Walks, alongside established peer support networks. These opportunities allow carers to share experiences and have time out, and are having positive impacts on reducing their isolation, stress and anxiety.

Education's No-one Left Behind programme deliver supports to young people aged 16-19 with their post-school destinations. A weekly check-in ensures that young people have the support they need to plan their week, set goals, attend appointments and engage in groups. This is benefiting young people's health and wellbeing including better sleep routines, eating habits, mood and removing barriers to participation.

Learning, Life & Work



Over **2700** residents have benefited from participation in lifelong and employability related learning opportunities in 23/24. These programmes targeted people from priority groups including young people, care leavers, those with additional support needs and refugees.

Partners continue to work together to help participants develop new skills, set and achieve goals and gain accreditation for their learning.

There has been a continued growth in youth volunteering in 23/24. Young people across East Renfrewshire have committed over **38,000** hours of volunteering in their communities. This is not only helping their own personal development and confidence but is having a significant contribution to the wider community with a social value of over **£200,000**.

With the introduction of Multiply this year, **118** participants have benefited from programmes that focus on maths and numeracy. These included SQA Maths, ESOL and Numbers, Maths and Culture, Outdoor Learning and Nutrition by Numbers. Participants are

experiencing positive impacts including progressing on to volunteering, further learning and gaining accreditation.

923 young people gained **1562** awards in school and in the community, recognising their learning and achievements through their participation in youth work. In 23/24 there has been a significant increase in the number of young people from SIMD 1 – 3 participating in programmes and achieving awards. This has more than doubled since Year 1 of this plan.

Strong & Resilient Communities

In 23/24, Participatory Budgeting in East Renfrewshire increased its reach. Alongside existing locality based PB in Barrhead, Neilston and Thornliebank new opportunities were developed. This included: PB allocations in Busby, Eaglesham and Mearns Village, East Renfrewshire-wide Food Growing PB, East Renfrewshire-wide Youth PB, including an allocation for climate change projects.

With almost **2700** residents engaged and voting, **108** local groups and projects benefited from **£170,000** of community led grant-making Participatory Budgeting.



Successful applicants included youth groups, Additional Support Needs (ASN) groups, adult friendship groups, gardening projects and sports clubs. PB has increased opportunities for local people to influence and decide how budgets are spent in local communities.

178 new and existing community groups have received support from CLD partners. Members of these groups have developed their skills in a range of areas including, applying for funding, governance, developing policies and procedures and planning events. As a result of this support, groups are active and confident in providing services in their own communities which have created friendships, provided learning opportunities and reduced social isolation.



A part of ERC's preparations for the UNCRC to be integrated into Scots Law, CLD have led on a range of engagement activities to establish a children and young people's committee that will work together with senior leaders to ensure that young people's rights are at the heart of decision making. **22** young people have formed ERC's Youth Rights Association with membership from communities across the authority and with representation from those living in the most disadvantaged communities, young people who are care experienced, young carers and young people with additional support needs. These young people have participated in a range of activities and experiences that are helping them to work together as a team, develop their own skills and confidence and work towards establishing themselves as an effective and influential committee.

Diversionary

Diversionary

Youth Work provides young people with opportunities to participate in meaningful activities. **538**

young people have participated in early intervention and prevention activities including youth clubs, holiday programmes and targeted group work. These opportunities have enabled young people to:

- develop supportive relationships with youth work staff;
- develop their skills and confidence;
- respect others and the community they live in;
- participate in new experiences;
- make informed decisions about their risk taking behaviours;
- feel safe and listened to, and have alternatives to “hanging about” the streets.

A proactive approach between CLD and Barrhead and St Luke’s High Schools, identified an early intervention opportunity to deliver universal issue-based inputs including knife crime, drugs and alcohol awareness through the Personal, Social, Health, and Economic (PSHE) curriculum. These activities provided over 150 young people with opportunities to explore myths and facts, discuss concerns and increase their knowledge and confidence in a safe and supportive environment.

In response to growing concerns around wilful fireraising and harmful behaviours, CLD and Scottish Fire and Rescue re-established the joint delivery of the successful Fireskills programme. CLD secured funding to target 20 young people to take part in week-long courses. The programme is designed to provide opportunities to challenge and discuss wilful fire raising and other risk taking behaviours. Young people who participate in the course experience what is involved in the role of a firefighter, learn emergency first aid skills and engage with other emergency services. These courses have had a positive impact on young people, developing their communication, team working and leadership skills. Participants have built good relationships with CLD and fire service staff and are making better choices in the community. An additional 25 young people benefited from a one day taster as part of the summer programme.

Equality & Equity



Equality and equity is threaded through all CLD activity. Ensuring that provisions are accessible, inclusive and needs-led is a priority for the Partnership and our communities. This year

717 local people with one or more protected characteristics have taken part in programmes delivered by CLD partners. Through their involvement participants have made new connections, developed skills and interests and had their voices heard in safe and supportive environments.

East Renfrewshire has strong sense of community with a variety of organisations working together to reduce isolation, remove barriers and celebrate culture, faith and diversity. This year CLD have provided

capacity building support to **18** local volunteers. This has strengthened their organisations and supported them to work with over **170** local people.

Digital Skills

Partners continued to provide opportunities for local people to enhance their digital skills. Barrhead Housing Association enabled 23 of their tenants to become digitally connected through their lending library. East Renfrewshire Culture and Leisure and Voluntary Action East Renfrewshire have seen over 600 attendances at sessions to support people to get online. Local people have improved their digital skills and confidence and are using these to access online services, apply for jobs, take part in courses and support their children’s learning.

Early Years

The partnership continues to work with children, young people and families through a variety of different programmes and activities. **120** parents have improved their literacy, numeracy and language skills with high levels of participants achieving their personal learning goals and reporting an increase in their skills and confidence.

Participation in Bookbug sessions across East Renfrewshire continue to grow with the highest number of attendance recorded this year with over **35000** attendances across 8 libraries.



There continues to be high numbers of young people supported in prevention and early intervention programmes. **224** young people have participated in programmes that provide them with a safe space to challenge and explore attitudes, learn and make informed decisions about their sexual health, parenting, relationships and gender based violence.

Other Highlights

HM Inspectors visited East Renfrewshire in October 2023 to inspect CLD provisions and progress made against identified priorities in the CLD plan 21-24. Feedback was extremely positive with inspectors reporting that -

CLD services and partners target their resources well to deliver a wide range of high quality, universal and targeted services.

CLD partners work effectively to support learners and community activists to gain skills and knowledge to meet their needs.

The CLD partnership share a common ambition to improve outcomes for those most in need and are working well together, using person centred approaches, to reduce barriers to participation.

(Community Learning and Development Progress Visit Report, East Renfrewshire Council, 28th November 2023).

Following the appointment of their own Youth Worker, St Andrews Church, Barrhead, joined the CLD Partnership in April 2024. This partnership brings a new outlook and understanding of the contribution the church makes to communities.



Community Learning & Development Partnership
End of plan figures
(2021-2024)

CLD Partnership Action Plan Year 3 Progress and 21-24 Total Figures

CLD Requirements

Through the Requirements for Community Learning and Development (Scotland) Regulations, 2013 - Local authorities have statutory duties to work with partners and engage with communities to identify CLD need and secure 'adequate and efficient' CLD in their area. The aim of these duties is to:

- Ensure that communities across Scotland – particularly those that are disadvantaged – have access to the CLD support they need
- Strengthen coordination between CLD providers at a local level
- Reinforce the role of communities and learners to shape CLD provision
- Articulate the important role and contribution of CLD.

All local authorities are required to develop 3 year strategic CLD Plans.

CLD Partnership

There is an established CLD Partnership who are responsible for delivering the plan. The partnership meet regularly to develop and monitor yearly Action Plans and report on performance on each of the priorities. Membership of the CLD Partnership includes:

Voluntary Action East Renfrewshire	CORRA Foundation	Education Department
Community Learning and Development	Adult Learning Services	West College Scotland
Economic Development & Inclusive Growth	Work EastRen Employability Services	East Renfrewshire Carers Centre
East Renfrewshire Health and Social Care Partnership	Barrhead Housing Association	Include Me 2
East Renfrewshire Culture and Leisure Trust	Glasgow Clyde College	Recovery Across Mental Health

In 2024 St Andrews Church, Barrhead recruited their own youth worker and joined the CLD Partnership bringing with them new skills, experiences, outlook and opportunities for the community.

Year 3 Priorities

Year 3 of the plan saw the CLD Partnership continue to deliver services and activities across the 7 identified priorities. To ensure that services met the needs of communities the partnership continued to look for opportunities for joint working to address gaps in opportunities/services.

During this year consultation and engagement with the community, partners and staff informed the development of the CLD plan 2024 – 2027.

Priorities and Critical Activities

Priority – Health & Wellbeing

Critical Activity 1: Enhancing opportunities for local people to come together in a range of settings which fosters community connections, reduces social isolation and allows residents to socialise, learn and participate.

Critical Activity 2: Delivering a range of programmes and activities to groups and individuals that support and promote positive health and wellbeing including mental health.

Priority – Learning, Life & Work

Critical Activity 1: Providing a range of opportunities to meet the employability related learning needs of local residents including skills development, accreditation and volunteering.

Critical Activity 2: Working with a range of partners to ensure that lifelong learning opportunities are available and accessible and meet the needs and aspirations of local residents.

Critical Activity 3: Supporting residents to identify their own learning goals and where appropriate access wider accreditation opportunities to recognise their achievements.

Priority – Strong & Resilient Communities

Critical Activity 1: Supporting communities to build the skills, confidence and expertise of local people to participate as equal partners in a range of community led decision-making processes, including Participatory Budgeting and Locality Planning.

Critical Activity 2: Working with a range of community planning partners to ensure communities are involved in the planning, design and delivery of local services and can influence decision making on matters that are important to them.

Critical Activity 3: Supporting community groups and organisations to restart and re-establish as part of the Covid recovery and renewal.

Critical Activity 4: Working alongside community organisations and local residents to identify new and emerging needs and support for the community and voluntary sector to build back from the pandemic.

Critical Activity 5: Empowering young people to influence the implementation of the UNCRC across all areas of the council's work.

Priority – Diversionary

Critical Activity 1: Providing community based youth work across East Renfrewshire which is informed by local data and meets the needs of young people (ODP 4.2).

Critical Activity 2: Delivering a targeted street work programme including a new problem solving detached youth work response to engage young people and help address anti-social and risk taking behaviour (ODP 4.2).

<p>Critical Activity 3: Strengthening links with partners to support the planning and delivery of youth work opportunities.</p> <p>Critical Activity 4: Providing opportunities for young people to explore and challenge their risk taking behaviours and support them to make informed choices</p>
<p>Priority – Equality & Equity</p> <p>Critical Activity 1: Strengthening partnerships to connect and engage with priority groups and those with protected characteristics, to establish a role for CLD.</p> <p>Critical Activity 2: Connecting and engaging with priority groups and those with protected characteristics to ensure that the needs of these groups are understood and met.</p> <p>Critical Activity 3: Supporting priority groups and those with protected characteristics to influence change.</p> <p>Critical Activity 4: Providing targeted CLD support for priority groups and those with protected characteristics which provide peer support and opportunities to socialise, learn and participate.</p>
<p>Priority – Digital</p> <p>Critical Activity 1: Continuing to develop the CLD learning offer using remote and blended approaches to meet the needs of residents.</p> <p>Critical Activity 2: Identifying residents who are digitally excluded and source opportunities to meet their digital needs.</p> <p>Critical Activity 3: Providing support to those who receive devices to ensure they can maximise its full potential.</p> <p>Critical Activity 4: Delivering a range of accessible digital learning opportunities which meet resident’s needs, goals and aspirations, including, engaging with and accessing services.</p>
<p>Priority – Early Years & Family Learning</p> <p>Critical Activity 1: Working in partnership with a range of services to plan and deliver needs led programmes for parents, parents to be, and families.</p> <p>Critical Activity 1: Providing opportunities for families to learn together and for parents to develop the skills and knowledge required to support their children’s learning.</p> <p>Critical Activity 3: Providing support to targeted young people around unplanned or underage pregnancy.</p> <p>Critical Activity 4: Working alongside local groups and individuals to identify the need for community led groups and peer support networks.</p> <p>Critical Activity 5: Supporting local groups and individuals to build their skills and capacity to deliver community led groups for parents and carers in their area.</p>

Definition - Social value

Duke of Edinburgh Scotland measures the Social Value contribution of Volunteering for all participants. This is calculated as the sum of number of hours volunteered multiplied by the current living wage. This demonstrates the positive impact for participants and the wider community measured in monetary terms.

Priority – Health & Wellbeing						
Critical Activity 1: Enhancing opportunities for local people to come together in a range of settings which fosters community connections, reduces social isolation and allows residents to socialise, learn and participate.						
Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Provide activities to bring local residents together for social, recreational and learning opportunities.	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>		26 groups 393 participants	28 groups 483 participants	31 groups 609 participants	85 groups 1485 participants
	Adult Learning Services <i>Lead officer</i> <i>Jennifer Nicol</i>		17 groups 141 participants	23 groups 156 participants	31 groups 200 participants	71 groups 497 participants
	Clyde College <i>Lead officer</i> <i>Sheila White</i>		11 groups 80 participants	11 groups 80 participants	19 groups 98 participants	41 groups 258 participants
	West College Scotland <i>Lead officer</i> <i>Paul Martin</i>		5 groups 15 participants	6 groups 19 participants	6 groups 51 participants	17 groups 85 participants
	Voluntary Action East Renfrewshire <i>Lead officer</i> <i>Linda McCullagh</i>	No. of groups and opportunities	11 groups 68 participants 25 volunteers	21 groups 574 participants 20 volunteers	23 groups 298 participants 26 volunteers	55 groups 940 participants 71 volunteers
	ER Carers Centre <i>Lead officer</i> <i>Lorraine Nelson</i>	No. of participants	5 groups 10 courses 140 participants	8 groups 12 courses 190 participants	7 groups 13 courses 195 participants 15 volunteers	20 groups 35 courses 525 participants 15 volunteers
	Include Me 2 <i>Lead officer</i> <i>Paul McIlvenny</i>		1 event 7000 attendees	1 event 8379 attendees	No event N/A	2 events 15379 attendees
	CORRA <i>Lead officer</i> <i>Gordon McLean</i>	No. of groups No. of activities becoming community-led	6 groups 3 groups	6 groups <i>No information available</i>	12 groups 12 groups 200 participants	12 groups 15 groups 200 participants
		No. of groups	14 groups 104 participants	24 groups 155 participants	35 groups 173 participants	73 groups 432 participants

	RAMH Causeway & ER Recovery College facilitated by RAMH <i>Lead officer</i> <i>Lee Millar</i>					
		Use of Short Warwick Edinburgh Mental Wellbeing Scale (SWEMWBS) to measure increase to wellbeing after participating in Causeway Support/ ER Rec College	Beginning and mid SWEMWBS scores for Aug 22 show a 6 % improvement in wellbeing from beginning of support to week 6 of physical activity	<i>No information available</i> SWEMWBS embedded into assessments and reviews	<i>No information available</i> SWEMWBS continues to be our chosen tool.	Considering new ways of using data to measure increase in wellbeing scores
		Increase in no. of peer trainees within the college that allow for those with lived experience to share their recovery and inspire others	5 peer trainees	5 peer trainees	2 peer trainees	12 peer trainees
	Root Cause <i>Lead officers</i> <i>Gary Morton</i>	No. of participants	All Thornliebank Primary School Classes	168 participants	N/A	3 full years of data not available
		No. of schools	1 school	N/A	N/A	
		Community uptake	N/A	N/A	Open Day 2024	

Priority – Health & Wellbeing						
Critical Activity 2: Delivering a range of programmes and activities to groups and individuals that support and promote positive health and wellbeing including mental health.						
Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Provide HWB activities in local communities that respond to needs and interests.	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	No. of opportunities No. of participants	12 groups 126 participants	37 groups 304 participants (in addition 953 young people have participated in one off learning activities through PSHE)	25 groups 307 participants	74 groups 737 participants
	ER Carers Centre <i>Lead officer</i> <i>Lorraine Nelson</i>		6 groups <i>No information available</i>	6 groups 157 participants	7 groups 120 participants	19 groups 277 participants
	Adult Learning Services <i>Lead officer</i> <i>Jennifer Nicol</i>		1 group 6 participants	3 groups 12 participants	3 groups 16 participants	7 groups 34 participants
	Education (No One Left Behind) <i>Lead officer</i> <i>David Gordon</i>		2 groups <i>No information available</i>	2 groups 4 participants	3 groups 35 participants	7 groups 39 participants
	Include Me 2 <i>Lead officer</i> <i>Paul McIlvenny</i>		446 sessions 183 participants	1117 sessions 596 participants	970 sessions 479 participants	2533 sessions 1258 participants
	East Renfrewshire Culture and Leisure Libraries Core Library Programme <i>Lead officer</i> <i>Gary Morton</i>		71 participants (Apr – Jun 2022)	6501 participants (Children 3922, Adults 2579)	Children's Activities 20700 attendances (with 19200 supporting adult attendances) Adult Activities 1200 attendances <i>(Data collection change now measuring attendances).</i>	<i>Not reportable for full 3 years as a different data collection method was introduced for 23/24 figures.</i>

	ERCL Holiday Sports Camps <i>Lead officers</i> <i>Gary Morton</i>		Easter 276 participants Summer 445 participants <i>No information available</i>	Easter 302 participants Summer 673 participants October 83 participants	Easter 322 participants Summer 925 participants October 124 participants	3160 participants
	CORRA <i>Lead officer</i> <i>Gordon McLean</i>	No. of community led groups No. of participants	2 groups 15 participants	3 groups 20 participants	7 groups 120 participants	12 groups 155 participants
	RAMH Causeway <i>Lead officer</i> <i>Lee Millar</i>	No. of community supports No. of participants No. of participants demonstrating an increase in wellbeing using SWEMWBS	19 supports 199 participants 6% improvement for people who used physical activity and had a beginning and mid score recorded	25 supports 328 referrals to Community service 368 referrals to Counselling Can be difficult to get reliable change as not everyone completes reviews.	141 participants (physical activity) Review processes to capture accurate reflection of progress.	
BHA Community Investment Projects	Barrhead Housing Association <i>Lead officer</i> <i>Bryan Dando</i>	No. of participants	164 participants	221 participants	1268 participants	1653 participants

Work in partnership with organisations to signpost and deliver programmes, supports and/or activities that improve young people's mental health.	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	No. of young people supported in CLD programmes through Healthier Minds Screening Hub	41 young people	29 young people	17 young people	87 young people
	East Renfrewshire Culture and Leisure/Health and Social Care Partnership <i>Lead officer</i> <i>Gary Morton</i>	No. of young people in care registered in the "For Your Entertainment" programme	115 participants	295 participants	176 participants	586 participants
	ER Carers Centre <i>Lead officer</i> <i>Lorraine Nelson</i>	No. of young people accessing support	100 young people	108 young people	125 young people	333 young people

Priority – Learning, Life & Work

Critical Activity 1: Providing a range of opportunities to meet the employability related learning needs of local residents including skills development, accreditation and volunteering.

Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Building on existing learning opportunities, further develop and create appropriate opportunities to meet local needs.	Work EastRen <i>Lead officer</i> <i>Emma Aeppli</i>	No. of people engaging with keyworker employability services (Work EastRen)	26 people	627 people	624 people	1277 people
		No. of people in employment including self-employment following support	192 people	237 people	256 people	256 people
		No. of people supported to gain a qualification or complete a course	26 people	125 people	97 people	97 people

		No. of people into volunteering	N/A	21 people	24 people	45 people
	Economic Development & Inclusive Growth <i>Lead officer</i> <i>Michael McKernan</i>	No. of participants engaging with employability services	218 participants	40 participants	112 participants	380 participants
		No. of participants supported into employment	<i>Not recorded in year 1</i>	10 participants	38 participants	48 participants
		No. of participants gaining a qualification	<i>Not recorded in year 1</i>	<i>Not recorded in year 2</i>	6 participants	6 participants
		No. of participants completing a course	<i>Not recorded in year 1</i>	<i>Not recorded in year 2</i>	8 participants	8 participants
	Adult Learning Services, Clyde College and West College Scotland <i>Lead officer</i> <i>Jennifer Nicol</i> <i>Sheila White</i> <i>Paul Martin</i>	Percentage of participants reporting improved skills and confidence in relation to identified work related learning goals as a result of participation	93% participants reported progress towards their work related goals	95% participants reported progress towards their work related goals	99% of participants reported progress towards their work related goals	An average of 96% participants reported progress towards their work related goals over a 3 year period.
	Include Me 2 <i>Lead officer</i> <i>Paul McIlvenny</i>	No. of people accessing vocational training and into employment.	38 trainees 100% progressed towards their personal goals.	75 trainees 100% progressed towards their personal goals	<i>No information available</i>	113 trainees <i>Only data for year 1 and 2 available</i>
	RAMH Causeway - Employability Service <i>Lead officer</i> <i>Lee Millar</i>	No. of people engaging	138 referrals	152 referrals	160 referrals	450 referrals

	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	No. of programmes No. of participants	7 programmes 34 participants	8 programmes 110 participants	13 programmes 121 participants	28 programmes 265 participants
	East Renfrewshire Culture and Leisure (Sports Leadership Development Initiatives) <i>Lead officers</i> <i>Gary Morton</i>	Sports Leadership Academy No. of participants No. completing the programme No. secured employment	21 participants 86% (18) completed the programme 55% (10) secured employment	20 participants 100% completing the programme. 15% (3) secured employment	24 participants 12.5% (3) secured employment	65 participants 16 secured employment
		UWS Phys. Ed. Partnership No. of participants No. completing the programme No. gaining employment.	20 participants 100% completed the programme 10% (2) gaining employment	19 participants 100% completed the programme	14 participants (79%) completing the programme	53 participants
	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	No. of volunteering hours completed by DoFE participants <i>Social Value – definition above</i>	9,802 hours of volunteering Value of £45285.24	11,622 hours of volunteering Value of £55892	13,143 hours of volunteering Value of £69384	34,567 hours of volunteering Value of £170,561.24
Support local residents to access and successfully participate in volunteering opportunities.	Voluntary Action East Renfrewshire <i>Lead officer</i> <i>Linda McCullagh</i>	No. of volunteers registered.	222 people	155 people	186 people 165 volunteers	563 people 499 volunteers

		No. of volunteers suitably matched	206 volunteers	128 volunteers		
	East Renfrewshire Culture and Leisure (Library Volunteering) <i>Lead officers</i> <i>Gary Morton</i>	No. of Summer Reading Challenge Volunteers 12-16 years No. of Library Housebound Service Volunteers No. of Macmillan Project East Ren Volunteers	30 volunteers 10 volunteers 17 volunteers	 10 volunteers 13 volunteers	 7 volunteers	27 participants volunteering with ERCL Libraries.
DYW School Coordinators and partners support to young people to meet their aspirations and reach a positive destination	Education NOLB/ Developing Young Workforce/Vocational Education <i>Lead officer</i> <i>David Gordon</i>	No. of young people who reach a positive destination	98.5% of young people aged 16 – 19 years, currently in education, employment or training	97.7% of young people aged 16 – 19 years, currently in education, employment or training	96.9% of 16-19 year olds were participating in 2024 with 86.8% in Education as recorded in the APM which was published Aug'24. At least 98.5% of 16–19-year-olds in Quintile 5 will be participating.	97.7% 3 year average
Continue to develop opportunities for young people obtain wider accreditation and contribute to closing the poverty related attainment gap	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	No. of awards No. of young people achieving an accredited award	473 awards 281 young people	1408 awards 774 young people 227 young people 3+ awards	1562 awards 923 young people	3443 awards 1978 young people 434 young people

		No. of young people achieving 3 or more awards No. of young people achieving awards who reside in SIMD 1 -3 No. of awards achieved No. of awards achieved by care experienced young people	35 young people 3+ awards 28 young people 50 awards 9 awards	47 young people 69 awards 10 awards	172 young people 3+ awards 66 young people 89 awards 10 awards	141 young people 208 awards 29 awards
BHA Our Brighter Futures programme	Barrhead Housing Association <i>Lead officer</i> <i>Bryan Dando</i>	No. of people accessing training	10 participants	22 participants	17 participants	49 participants

Priority – Learning, Life & Work

Critical Activity 2: Working with a range of partners to ensure that lifelong learning opportunities are available and accessible and meet the needs and aspirations of local residents.

Action	Lead	Success Measure	2021-2022 Results	2022-2023 Results	2023-2024 Results	3 Year Overview
Building on existing lifelong learning opportunities, further develop and create appropriate learning opportunities to meet local needs.	Adult Learning Services, Clyde College and West College Scotland <i>Lead/s</i> <i>Jennifer Nicol</i> <i>Sheila White</i> <i>Paul Martin</i>	No. of participants reporting improved skills and confidence in relation to identified personal learning goals.	131 participants	153 participants	200 participants	484 participants
	Multiply Adult Learning Services, Clyde College, RAMH, Voluntary Action East	No. of adult numeracy courses No. of people participating in	<i>New project 23/24</i>	<i>New project 23/24</i>	15 courses 118 participants	15 courses 118 participants

	Renfrewshire, Money Advice and Rights Team <i>Lead officer</i> <i>Jennifer Nicol</i>	Multiply funded courses No. of people achieving a qualification Increased adult numeracy			26 participants 118 participants	26 participants 118 participants
	Voluntary Action East Renfrewshire <i>Lead officer</i> <i>Linda McCullagh</i>	No. of participants	14 participants	252 participants	112 participants	378 participants
	CORRA Foundation <i>Lead officer</i> <i>Gordon McLean</i>	No of participants	14 participants	21 participants	25 participants	60 participants
	Community Learning and Development Health Issues in the Community (HIIC) <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	No. of participants No. of awards	<i>New project 22/23</i>	7 Participants 35 awards	7 participants 18 awards	14 participants 43 awards
	Barrhead Housing Association Tenancy Sustainment Course <i>Lead officer</i> <i>Bryan Dando</i>	No. of participants	New project 22/23	250 participants	14 participants	264 participants

Priority – Learning, Life and Work						
Critical Activity 3: Supporting residents to identify their own learning goals and where appropriate access wider accreditation opportunities to recognise their achievements.						
Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Continue to further embed processes that ensure residents can identify and negotiate goals, review progress, and shape provision.	Adult Learning Services, Clyde College, West College Scotland <i>Lead officer</i> <i>Jennifer Nicol</i> <i>Sheila White</i> <i>Paul Martin</i>	Percentage of participants who are offered opportunities to identify and negotiate learning goals and receive guidance.	100% of participants	100% of participants	100% of participants	100% of participants
		Percentage of participants offered accreditation opportunities.	19% of participants	28% of participants	48% of participants	32% 3 year average

Priority - Strong and Resilient Communities						
Critical Activity 1: Supporting communities to build the skills, confidence and expertise of local people to participate as equal partners in a range of community led decision-making processes, including Participatory Budgeting and Locality Planning.						
Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Support to Youth Voice to deliver Participatory Budgeting (PB) for young people.	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	No. of groups receiving funding through Youth PB	14 groups	30 groups applied with voting to take place in October 2023	19 groups	33 groups
		No. of youth voice participants reporting improved confidence and increased skills.	12 participants	15 participants	23 participants	50 participants
	Community Learning and Development	No. of groups receiving funding	59 groups	51 groups	108 groups	218 groups

Support to partners (council & community) to deliver Participatory Budgeting.	Community-led Grant Making Participatory Budgeting <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	through grant making PB No. of local residents involved in developing and delivering Grant Making PB No. of services supported by CLD to deliver mainstream PB opportunities.	5 participants 2 services	7 participants 6 services	20 participants 8 services	32 participants 16 services
	Education <i>Lead officer</i> <i>David Gordon</i>	No. of schools using parts of budgets such as PEF to adopt a participatory budget approach	A number of schools participated in PB CLPL	Schools and the education dept. allocated approx. £167k via PB in 2022-23, of which £88k was allocated by schools. The est. no. of stakeholder participants across these activities was 2569.	Schools and the education department allocated approximately £984k via PB in 2023-24, of which £487k was allocated by schools. These represent significant increases. The estimated number of stakeholder participants across these activities was 12,720	£575,000 allocated 15289 stakeholders
Provide PB opportunities for local residents to influence how Humanitarian funds are distributed in local communities.	Voluntary Action East Renfrewshire <i>Lead officer</i> <i>Linda McCullagh</i>	No. of groups receiving funding through grant making PB	VAER did not deliver PB in 2021/22	36 groups received funding via PB	21 groups received funding via Food Fund 28 groups received funding via Winter Planning Fund	36 groups received PB funding in Year 2

Barrhead Housing Community Fund	Barrhead Housing Association <i>Lead officer</i> <i>Bryan Dando</i>	Value of funds distributed to communities No. of groups receiving funding	£15,938 18 groups	N/A	N/A	£15938 shared across 18 groups in year 1.
Raise awareness of and create opportunities to increase communities' involvement and re-establish Locality Planning post Covid.	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	No. of opportunities for involvement No. of participants	11 sessions 180 participants (attending information events)	17 sessions 180 participants (attending information events)	8 sessions 27 participants (attending consultation meetings to shape locality planning structure)	36 sessions 387 participants
Work alongside local residents to establish Locality Planning Steering Groups	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	No. of steering groups No. of participants	Focus for CLD was to establish contact and raise awareness with residents as per previous action.	Focus for CLD was to establish contact and raise awareness with residents as per previous action.	1 steering group 19 participants	1 steering group 19 participants

Priority - Strong and Resilient Communities

Critical Activity 2: Working with a range of community planning partners to ensure communities are involved in the planning, design and delivery of local services and can influence decision making on matters that are important to them.

Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Stakeholders and services are involved in creation of local action plans	Economic Development and Inclusive Growth <i>Lead officer</i> <i>Michael McKernan</i>	<i>No Information available</i>	<i>No Information available</i>	Economic Development team undertook public consultations to shape the development of Local Actions Plans. These surveys generated over 6000 contributions	<i>No information available</i>	
Community led Local Action Plans to identify future capital infrastructure and investments in town centre and neighbourhood.						

Priority - Strong and Resilient Communities						
Critical Activity 3: Supporting community groups and organisations to restart and re-establish as part of the Covid recovery and renewal process (ODP 4.4)						
Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Support existing community organisations to provide services in their local community.	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	No. of groups supported	3 groups	11 groups	27 groups	41 groups
	Voluntary Action East Renfrewshire <i>Lead officer</i> <i>Linda McCullagh</i>		69 groups	71 groups	79 groups 35 social enterprises	219 groups 35 social enterprises
	Corra Foundation <i>Lead officer</i> <i>Gordon McLean</i>	No. of groups No. of participants	2 groups 12 volunteers (Foodshare) 15 adults 18 children (Parent & Toddlers)	5 groups	8 Groups 22 Volunteers	15 groups 36 volunteers
	East Renfrewshire Community and Leisure Trust Community Sports Hubs <i>Lead officer</i> <i>Gary Morton</i>	No. of active hubs/clubs.	Number of hubs reduced to 5 with the merger of Whitecraigs and Eastwood Community Sport Hubs under the name of “Newton Mearns”	5 Community Sport Hubs	5 Community Sports Hubs	5 community sports hubs per year over the 3 year plan

Priority - Strong and Resilient Communities						
Critical Activity 4: Working alongside community organisations and local residents to identify new and emerging needs and support for the community and voluntary sector to build back from the pandemic.						
Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Working with partners to further embed the Community Hub initiative to provide support to local communities.	Community Learning and Development/Voluntary Action East Renfrewshire/ Health	No. of residents signposted to services and supported through Community Hub	203 residents	855 calls to community hub	702 call to community hub	Measure changed after year 1. 1557 calls received by Community Hub in years 1 and 2.

	and Social Care Partnership (Talking Points) <i>Lead officer</i> <i>Kelly Giudici</i> <i>Alan Campbell</i> <i>Alan Stevenson</i>					
Work alongside communities to support the development of new community groups/ organisations	Voluntary Action East Renfrewshire <i>Lead officer</i> <i>Linda McCullagh</i>	No. of new groups supported to establish	5 new groups	7 new groups	8 new groups	21 new groups
	Corra Foundation <i>Lead officer</i> <i>Gordon McLean</i>		4 groups	4 groups	6 groups	14 groups
	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>		New targets for CLD in 2022/23	2 groups	10 groups	12 groups

Priority - Strong and Resilient Communities

Critical Activity 5: Empowering young people to influence the implementation of the UNCRC across all areas of the councils work.

Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Creation of a Children’s Rights Committee to include representatives from various children and young people groups to influence decisions on matters related to UNCRC	UNCRC Implementation Group (Community Learning and Development, Education, Health and Social care Partnership, Children First, East Renfrewshire Culture and Leisure)	No. of young people reporting they influence decision-making. UNCRC evident in Policies	New project 2022/23	12 young people part of UNCRC planning group Over 70 young people attended Youth Assembly 53 young people who attended the Youth Assembly have expressed an interest in participating in the	240 young people engaged in roadshows 40 young people attended youth rights event 22 young people Youth Rights Association	350 young people engaged in UNCRC discussion and activities. The Youth Rights Association was established in 2024. 22 young people are members of YRA This action will carry into the new 2025-28

				next stages of implementation.		plan with a focus on working with senior leaders to ensure that young people's rights are at the heart of decision making
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Priority – Diversionary

Critical Activity 1: Providing community based youth work across East Renfrewshire which is informed by local data and meets the needs of young people (ODP 4.2)

Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Provide a range of targeted opportunities to young people most in need.	Community Learning and Development <i>Lead officer/s</i> Susan Craynor Emma Ball Kelly Giudici	No. of opportunities	6 opportunities	12 opportunities	14 opportunities	32 opportunities
		No. of young people participating	202 young people	307 young people	425 young people	934 young people
	CORRA Foundation <i>Lead officer</i> Gordon McLean	No. of opportunities	8 per week during holiday programme	3 events (Summer)	Holiday Activities provided year round (Happy Dunterlie)	875 participants
		No. of participants	100 participants	375 participants	400 participants	

Priority – Diversionary

Critical Activity 2: Delivering a targeted street work programme including a new problem solving detached youth work response to engage young people and help address anti-social and risk taking behaviour (ODP 4.2)

Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Delivering a targeted street work programme including a new problem solving detached youth work response to engage young people and help address anti-social and risk taking behaviour	Community Learning and Development <i>Lead officer/s</i> Susan Craynor Emma Ball Kelly Giudici	No. of interactions with young people.	August 21-July 22 3089 contacts	August 22 – July 23 3107 contacts	August 23 – July 24 2619 contacts	8815 contacts
			70 % contact made 12-15 years old	73% contacts made 12 – 15 year olds	72 % contacts made 12 – 15 year olds	876 shifts
			387 shifts – 967.50 hours	263 shifts -657.5 hours	226 shifts - 565 hours	2877.5 hours

Priority – Diversionary

Critical Activity 3: Strengthening links with partners to support the planning and delivery of youth work opportunities.		
Action	Lead	2022-2023/2023-2024
Use shared data and intelligence to plan and deliver youth work opportunities which respond to the needs of partners, young peoples and communities.	Community Learning and Development <i>Lead officer/s</i> Susan Craynor Emma Ball Kelly Giudici	<p>CLD work with a range of community safety partners at strategic and operational levels to share data and information in relation to crime and anti-social behaviour. This is allowing us to target our resources effectively and work together to ensure a proactive approach to targeting ASB in communities and that young people are safe (and enjoying themselves!)</p> <p>As a result of increased concerns in relation to young people and antisocial behaviour in the Barrhead and Newton Mearns areas, CLD have worked alongside a range of community safety partners to provide a targeted response to concerns. This has included an increased detached youth work presence, changes to opening times of youth work facilities and targeted interventions for young people involved in or on the fringes of this behaviour. Feedback from partners tell us that this approach has had a positive impact on young people and the wider community. Young people and their parents report that through their involvement young people feel supported and more able to make positive decision about their lives.</p>

Priority – Diversionary						
Critical Activity 4: Providing opportunities for young people to explore and challenge their risk taking behaviours and support them to make informed choices.						
Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Deliver a range of group work interventions.	Community Learning and Development <i>Lead officer/s</i> Susan Craynor Emma Ball Kelly Giudici	No. of schools participating in the programme No. of young people participating in school programmes. No. of young people taking part in community based programme	3 schools 47 young people 1 groups 10 young people	6 schools 84 young people 1 group 12 young people 6 one to one longer term supports to young people	7 schools 73 young people 2 groups 36 young people 4 1 – 1 supports	By the end of the plan all 7 secondary schools were participating in the programme 204 young people 4 groups 58 young people 10 1 – 1 supports

Priority – Equality & Equity		
Critical Activity 1: Strengthening partnerships to connect and engage with priority groups and those with protected characteristics, to establish a role for CLD		
Action	Lead	2022-2023/2023-2024

To coordinate networking opportunities for organisations who provide support to children, young people and adults with additional support needs.	Community Learning and Development <i>Lead officer/s</i> Susan Craynor Emma Ball Kelly Giudici	CLD regularly bring together a range of partners through the Additional Needs Partnership to share information, provide support, facilitate training and when appropriate share resources. The aim of this partnership is to provide opportunities to work collaboratively and avoid duplication of services. CLD continues to engage with organisations to ensure that the membership is representative and current.
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Priority – Equality & Equity						
Critical Activity 2: Connecting and engaging with priority groups and those with protected characteristics to ensure that the needs of these groups are understood and met						
Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Provide a range of opportunities in the community for people with protected characteristics.	Include Me 2	No. of groups	7 groups	22 groups		
	<i>Lead officer</i> Paul McIlvenny		446 sessions	1117 sessions	970 sessions	2533 sessions
	ER Carers Centre Including BAME worker	No. of sessions	183 participants	596 participants	479 participants	1258 participants
		No. of participants	1 group 15 participants	3 groups 30 participants	3 groups 37 participants	7 groups 82 participants

Priority – Equality & Equity						
Critical Activity 3: Supporting priority groups and those with protected characteristics to influence change.						
Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Members Mingle and Forum	Include Me 2 <i>Lead officer</i> Paul McIlvenny	No. of participants	30 participants	15 participants	No information available	

Priority – Equality & Equity						
Critical Activity 4: Providing targeted CLD support for priority groups and those with protected characteristics which provide peer support and opportunities to socialise, learn and participate						
Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Provide a range of targeted opportunities to young people most in need.	Community Learning and Development <i>Lead officer/s</i> Susan Craynor Emma Ball	No. of groups	7 groups	10 groups	15 groups	32 groups
		No. of participants	66 participants	77 participants	126 participants	263 participants

	<i>Kelly Giudici</i>					
Provide a range of opportunities in the community for people with protected characteristics.	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	No. of groups No. of participants	1 group 20 participants	2 groups 29 participants	3 groups 75 participants	6 groups 124 participants
	Include Me 2 <i>Lead officer</i> <i>Paul McIlvenny</i>	No. of opportunities No. of sessions No. of participants No. of participants that report their needs are being met	7 opportunities 446 sessions 183 participants 100% of participants report needs being met.	26 opportunities 2056 sessions 662 participants 100% of participants report needs being met.	 479 participants 100% of participants report needs being met.	 1324 participants 100% of participants report needs being met.
Provide capacity building supports to community group for adults with protected characteristics	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	No. of groups No. of participants directly supported No. of participants benefiting indirectly (wider reach)	In 2021 -2022 many of these were unable to meet due to Covid restrictions and access to Community Spaces.	2 groups 7 participants 65 wider reach	6 groups 18 participants 172 wider reach	8 groups 25 participants 237 wider reach

Priority – Digital

Critical Activity 1: Continuing to develop the CLD learning offer using remote and blended approaches to meet the needs of residents

Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Provide a range of options for residents to choose how they participate in social, recreational and learning opportunities.	Adult Learning Services <i>Lead officer</i> <i>Jennifer Nicol</i>	No. of participants engaged in remote or blended opportunities Percentage of participants who	131 participants 97% offered remote or blended opportunities	35 participants 50% offered remote or blended opportunities	We will continue to offer blended learning opportunities but this no longer needs to be a critical activity for Adult Learning Services. Any remote	166 participants 2 years of data

		are offered remote or blended opportunities			or blended learning will be included in our digital skills learning offer outcomes.	
	Include Me 2 <i>Lead officer</i> <i>Paul McIlvenny</i>	No. of participants in the Online Digital Programme, Digital Champions and Get Online Support Group	25 participants 9 Digital Champions	18 participants 9 Digital Champions	No information available 10 Digital Champions	43 participants 10 Digital Champions

Priority – Digital

Critical Activity 2: Identifying residents who are digitally excluded and source opportunities to meet their digital needs

Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Working in partnership with the Digital Inclusion Partnership to co-ordinate access to devices, venues with devices and internet access.	Adult Learning Services <i>Lead officer</i> <i>Jennifer Nicol</i>	No. of devices issued No. of MiFi devices issued	18 devices 18 MiFi	No requests received for this support.	This is no longer a priority that we see in the community. We will support any initiatives if they arise but can't set targets and won't be planning around this outcome.	190 devices across the partnership
	Voluntary Action East Renfrewshire <i>Lead officer</i> <i>Linda McCullagh</i>		2 Chromebook 5 MiFi devices	No requests received for this support.	No requests received for this support.	
	Barrhead Housing Association <i>Lead officer</i> <i>Bryan Dando</i>		75 devices 75 MiFi devices	10 residents supported by our Digital Drop ins Digital lending library established for BHA residents.	45 digital engagement sessions with ERCLT under Brighter Futures Lending Library launched 23 people are part of this	
	Include Me 2 <i>Lead officer</i> <i>Paul McIlvenny</i>		95 devices 95 Mifi devices	Digital support is available as and when	Digital support will be available as and	

				required for recipients of devices	when required for recipients of devices	
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Priority – Digital

Critical Activity 3: Providing support to those who receive devices to ensure they can maximise its full potential

Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
To provide support to residents through Digital Champions role and other programmes.	Adult Learning Services <i>Lead officer</i> <i>Jennifer Nicol</i>	No. of participants offered access to ongoing support to use the devices received through Connecting Scotland and other local initiatives.	62 participants	62 participants	All partners continued to offer support to residents as required	All partners continue to offer support to residents as required.
	Voluntary Action East Renfrewshire <i>Lead officer</i> <i>Linda McCullagh</i>		8 participants	We continue to provide face to face support through our digital support volunteer.		
	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>		90 participants	90 offered continuous support 1 person accessed support through established support offer to those who received devices.		
	Barrhead Housing Association <i>Lead officer</i> <i>Bryan Dando</i>		75 participants	75 offered support 10 participants supported part of a lending library		
	Include Me 2 <i>Lead officer</i> <i>Paul McIlvenny</i>		12 participants	24 participants		

Priority – Digital

Critical Activity 4: Delivering a range of accessible digital learning opportunities which meet resident's needs, goals and aspirations, including, engaging with and accessing services.

Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Building on existing digital learning opportunities, further develop and create appropriate opportunities to meet local	Adult Learning Services <i>Lead officer</i> <i>Jennifer Nicol</i>	Percentage of participants reporting improved skills and	94% participants reported improved skills and confidence.	98% participants reported improved skills and confidence.	99% participants report improved skills and confidence	97% 3 year average

needs including opportunities for accreditation.		confidence in relation to identified digital learning goals.				
	Include Me 2 <i>Lead officer</i> <i>Paul McIlvenny</i>	No. of Digital Champions	9 digital champions	9 digital champions	10 digital champions	10 digital champions
	Voluntary Action East Renfrewshire <i>Lead officer</i> <i>Linda McCullagh</i>	No. of participants supported to access digital learning to access services.	228 participants	360 participants	76 IT support appointments carried out.	664 participants
	East Renfrewshire Culture & Leisure (Libraries Digital Inclusion) <i>Lead officer</i> <i>Lynsey Ng</i>	No. of attendances through Libraries Digital Inclusion programme	219 attendances	350 attendances	531 attendances	1100 attendances

Priority – Early Years & Family Learning

Critical Activity 1: Working in partnership with a range of services to plan and deliver needs led programmes for parents, parents to be, and families.

Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Support to parents to provide opportunities for them to socialise, develop new skills and provide peer support.	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	No. of participants involved	4 participants	7 participants	11 participants	22 participants

Priority – Early Years & Family Learning

Critical Activity 2: Providing opportunities for families to learn together and for parents to develop the skills and knowledge required to support their children's learning.

Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Deliver a range of ESOL for Parents and Adult Literacy and Numeracy Support programmes for Parents.	Adult Learning Services and Clyde College <i>Lead officer/s</i> <i>Jennifer Nicol</i> <i>Sheila White</i>	No. of participants with identified family learning goals.	48 participants	60 participants	86 participants	194 participants

		Percentage of participants reporting improved skills and confidence in relation to their goals.	93% have reported improved skills and confidence	98% have reported improved skills and confidence	99% reporting improved skills and confidence	
Delivery of parent and child activities delivered in local communities	Multiply Adult Learning Services Glasgow Clyde College Voluntary Action East Renfrewshire <i>Lead Officer Jennifer Nicol</i>	No. of parents taking part in Numeracy for Parents courses. No. of parents gaining accreditation for their learning.	Year 3 project Year 3 project	Year 3 project Year 3 project	34 participants N/A	34 participants new project for 23/24
	East Renfrewshire Culture and Leisure (Library Family Programme) <i>Lead officer Gary Morton</i>	No. of Bookbug locations (including SIMD 1 – 3) No. of attendances	8 libraries 4674 attendances	8 libraries 21979 attendances	8 Libraries 35254 Attendances <i>Children 17964 Adults 17254</i>	8 libraries 61907
	Barrhead Housing Association Community Investment Projects <i>Lead officer Bryan Dando</i>	No. of participants No. of children receiving books No. of books distributed	54 participants 44 children 500 books distributed	<i>No information available</i> 18 children 216 books distributed	<i>No information available</i> 	54 participants 62 children 716 books distributed
	Corra Foundation <i>Lead officer Gordon McLean</i>	No. of participants	15 adults 18 children	4 Young Volunteers 4 Families engaged in planning and delivering activities.	4 groups 65 participants	102 participants 2 family events 4 Families engaged in planning and delivering activities.

				2 new groups supported 2 Family events		2 new groups supported
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Priority – Early Years & Family Learning

Critical Activity 3: Providing support to targeted young people around unplanned or underage pregnancy.

Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Provide group work opportunities to targeted groups of young people with a focus on sexual health and wellbeing, healthy relationships and gender based violence to enable informed decision making	Community Learning and Development/Education <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	No. of programmes delivered	9 programmes	11 programmes	16 programmes	36 programmes
		No. of young people participating in RespectER, PSHE programmes and Mentors in Violence Prevention	137 participants	214 participants	224 participants	575 participants

Priority – Early Years & Family Learning

Critical Activity 4: Working alongside local groups and individuals to identify the need for community led groups and peer support networks.

Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
Support to local residents to identify the need for male parent-led support groups in the local community	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	Conduct local mapping exercise to establish community need.	New project 2023/24	New project 2023/24	Mapping exercise and community engagement activity completed. No requirement at this time.	No requirement at this time.

Priority – Early Years & Family Learning

Critical Activity 5: Supporting local groups and individuals to build their skills and capacity to deliver community led groups for parents and carers in their area

Action	Lead	Success Measure	2021 – 2022 Results	2022 – 2023 Results	2023 – 2024 Results	3 Year Overview
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Provide training and support to groups and individuals to increase community capacity	Community Learning and Development <i>Lead officer/s</i> <i>Susan Craynor</i> <i>Emma Ball</i> <i>Kelly Giudici</i>	No. of groups supported No. of participants supported	New project 2023/24	New project 2023/24	2 groups 6 participants	2 groups 6 participants
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East Renfrewshire CLD Plan 2025-28

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East Renfrewshire Community Learning and Development Plan 2025 – 2028

The Requirements for Community Learning and Development (Scotland) Regulations (2013) state that education authorities are required to secure adequate and efficient provision of school education, further education and Community Learning Development (CLD). Each authority is required to publish a Plan every 3 years detailing information about the provision of community learning and development within their area. Although the focus of the CLD Regulations is upon local authorities, the Scottish Government recognises that successful CLD plans can only be achieved through partnership activity with third sector organisations and other providers of public services.

The Community Learning and Development Plan 2025 – 2028 is East Renfrewshire's 4th CLD Plan and it sets out how CLD services will be delivered over the next 3 years by the East Renfrewshire Community Learning and Development Partnership. Local data, consultation and engagement with residents, partners and staff have influenced the strategic focus for this plan.

The 5 key priorities are:

- **Health and Wellbeing**
- **Skills for Learning, Life and Work**
- **Diversionary**
- **Strong, Resilient and Inclusive communities**
- **Early Years and Family Learning.**

The CLD partnership is committed to ensuring that provision is inclusive and accessible. Through identification of barriers the partnership will put in place solutions that will widen access, participation and progression.

This CLD Plan is intended to be a living document that is flexible and responsive to the changing needs in communities. Using universal and targeted approaches, individuals and communities will be supported to participate, have their voices heard, and create communities that are thriving and sustainable. Ongoing engagement and regular monitoring throughout the life of the plan will allow the partnership to continually evolve, reflect and respond to the changing circumstances, needs and priorities of our communities.

Learning: For All. For Life. – A report from the Independent Review of Community Learning and Development (July 2024)

In 2021 in recognition of the changing landscape and emerging needs of learners, the Scottish Government committed to reviewing CLD regulations. The Minister for Higher and Further Education requested this commitment be taken beyond the legislative requirements for CLD and focus on how the Community Learning and Development sector is delivering positive outcomes for some of Scotland's most vulnerable learners. On 5 December 2023 an independent review was announced to consider CLD

DRAFT CLD PLAN 2025 – 2028

provision across Scotland and in turn provide independent advice and recommendations on the delivery of CLD services in the context of a reformed education and skills system. The review is now complete, Ministers will respond to the recommendations in due course. Once any recommendations have been made public, the CLD Partnership may need to revisit priorities and actions within this plan.

What is Community Learning and Development?

Community Learning and Development is a professional practice which is underpinned by a set of values, ethics and principles. CLD is always developed in dialogue with communities and participants. Using a person-centred approach participants are empowered to participate, direct their own learning, identify individual and collective goals and take action to make changes for themselves and their communities. The CLD approach is based on the following principles:

- Self-determination
- Inclusion
- Empowerment
- Working collaboratively
- Promotion of learning as a lifelong activity

The Scottish Government's strategic focus for CLD is:

- to improve life chances for people of all ages, through learning, personal development and active citizenship.
- stronger, more resilient, supportive, influential and inclusive communities.

CLD comprises of 3 distinct strands; youth work, adult learning and community development and is a key component of the education sector in Scotland.

Youth Work

Youth work is an informal, rights-based educational practice that supports young people's personal, social and educational development. Youth workers form developmental relationships with young people that help them to explore their values and beliefs; address issues that affect them; develop skills for learning, life and work; develop their voice, influence and place in society; realise their rights; and reach their full potential.

Statement on the Nature and Purpose of Youth Work February 2024

In East Renfrewshire this is delivered through universal and targeted programmes and activities in a of range settings including community venues, in schools and on the streets.

Adult Learning

Adult Learning refers to a range of formal, non-formal and informal learning activities, both general and vocational, for adults in the community. Adult Learning practitioners use the Social Practice model to respond to individual adults' goals and aspirations. This approach recognises and values the range of skills, strengths, learning styles and life experiences of each adult. Learning is contextualised to each adults' identified needs and priorities for learning and they are encouraged to take ownership of their learning journey, helping to shape the curriculum.

In East Renfrewshire this includes; Adult Literacies, ESOL, Skills for Work, Family Learning, Digital Skills and Wellbeing.

Community Development

Community Development is a process where people come together to take action on what is important to them.

In practice, community development:

- supports communities, of place and identity, to use their own assets to improve the quality of community life.
- helps communities and public agencies to work together to improve services and the way in which decisions are made.

Scottish Community Development Centre (SCDC)

In East Renfrewshire this involves working with community groups to support them to be well-run, sustainable and independent. It also focuses on growing community-led groups and services that make communities more cohesive, sustainable and better able to overcome the challenges they face.

Context in East Renfrewshire

Youth work and community capacity building are delivered by the CLD team within the Business Operations and Partnerships department with Adult Learning Services sitting within the Education department. Services work collaboratively to deliver a needs-led offer to individuals and communities. Although the core elements are delivered by professionally qualified ERC staff, there are range of partners who form the wider Community Learning and Development Partnership.

East Renfrewshire's CLD Partnership is a strategic group responsible for co-ordinating a multi-agency response to promote and deliver Community Learning and Development. The partnership supports primarily disadvantaged and vulnerable groups and individuals to engage in learning, personal development and active citizenship, bringing about changes in their lives and communities. Although CLD activity takes place across the authority, there is a strategic focus in the locality plan areas of Barrhead, Neilston and Thornliebank. During the life span of the 2025-28 CLD Plan, the CLD partnership will continue to evolve, develop a shared ambition, and represent the diversity in our communities. Partners, both voluntary and statutory, are responsible for ensuring appropriate resources are directed to meet the priorities in the plan.

CLD Partnership Vision

The partnership believe that by working together East Renfrewshire will have **“Cohesive, sustainable and resilient communities where residents are empowered to participate, make decisions, learn and achieve”**.

The Partnership is committed to eliminating discrimination, promoting equality and diversity to ensure that our services are equitable. It aims to ensure equal opportunities for all our residents, taking full account of the information available about protected characteristic groups, as defined in the Equality Act 2010. It will also use local and national data and intelligence to identify, target and engage with priority groups, including but not exclusive to young people with additional support needs, those from minority ethnic backgrounds and the LGBT+ community.

The membership includes:

ERC Community Learning and Development	Voluntary Action East Renfrewshire	Recovery Across Mental Health
ERC Adult Learning Services	East Renfrewshire Culture and Leisure Trust	West College Scotland
ERC Economic Development and Inclusive Growth	Barrhead Housing Association	Include Me 2
ERC Education Department	Renfrewshire Carers Centre	Barrhead St Andrews Parish Church
ERC Work East Ren Employability Services	Clyde College	CORRA Foundation
East Renfrewshire Health and Social Care Partnership		

Governance and Performance Management

The CLD Partnership meets regularly to develop and monitor actions and performance towards the priorities, outcomes and contributions contained in the CLD Plan, this includes developing detailed yearly action plans across each of the priorities. The CLD Partnership report progress at Cabinet on an annual basis. This allows scrutiny of CLD performance and activity as well as an opportunity for the CLD Partnership to showcase good practice, case studies and improvement actions. To ensure that East Renfrewshire communities are aware of the progress on each of the priorities in the plan, yearly action plans and high-level impacts are shared with them and published on East Renfrewshire Council’s website.

There are robust management information systems in place that record baselines, targets and outcomes. These will continue to be used to monitor the progress towards outcomes contained in this Plan. CLD services have a range of both formal and informal reporting methods to report progress to stakeholders. Mid and end year corporate reports, and quality standards reports, are complimented by less formal reporting mechanisms including infographics, use of social media, press releases and award ceremonies.

Self-Evaluation

There is a well-established culture of self-evaluation which drives improvement at both strategic and operational levels. The partnership use this to identify risks and anticipate and plan for change. Effective systems are in place across all CLD provision to jointly plan, evaluate and gather feedback with participants, staff and partners. As well as using How Good is our Community Learning & Development 4 (HGIOCLD4) self-evaluation framework, CLD also use a range of other quality improvement systems which allow to us evaluate, inform and plan our services. These include the development of Service Business Plan, SWOT and PEST analyses, PDSA improvement model and the scrutiny of local and national data.

Education Scotland Progress Visit – October 23

To support improvement and provide external assurance of the quality of CLD provision in Scotland, a Progress Visit model led by Education Scotland HM Inspectors of Education (HMIE) was introduced in September 2023. All 32 local authorities were inspected using this model during 2023/24 and focused on the extent to which local authorities are fulfilling their statutory duties in relation to CLD.

East Renfrewshire CLD services were visited by HMIE in October 2023. During this 3-day visit inspectors met with senior leaders, CLD staff, operational and strategic partners, community members, young people and learners to ensure that the CLD provision that takes place across the CLD partnership meets legislative requirements and the needs of communities. Inspectors provided feedback reports highlighting areas of positive progress, areas for improvement and where appropriate identify areas of highly effective practice.

Inspectors provided very strong and positive feedback highlighting 2 areas of highly effective practice. Effective practice case studies are published by Education Scotland and shared widely across the sector.

Youth Work in partnership with Barrhead High School

Youth work in partnership with Barrhead High School is planned very well. The school and the CLD service are clear on the progress made by each young person. This includes reduced risk-taking behaviour, improved attendance and engagement in a wider range of curriculum areas, including Duke of Edinburgh's Award. Data shows increased engagement of young people from deprived areas in CLD programmes and an increase in the number of youth awards achieved. The school values the role of youth work and recognises its contribution to strong and sustained school leaver destination figures.

The Linking Communities approach – community led participatory budgeting

Effective capacity building opportunities delivered by the council CLD services support community led PB in local planning areas. Highly skilled volunteers take responsibility for leading the process and supporting change in their communities. They are actively involved in influencing priorities and encouraging community engagement in PB. As a result, there has been an increase in the number of local residents engaged in local issues and planning priorities.

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During the progress visit Inspectors identified a number of areas of positive progress including:

- Leadership of CLD at all levels is strong;
- Reports on progress are comprehensive, measurable and demonstrate good progress in almost all areas;
- CLD leaders make very good use of analysis of external, internal and local intelligence to inform high-level priorities and drive improvements in performance;
- The CLD partnership is well established and share a common ambition to improve outcomes for those most in need;
- The CLD partnership and local partners use data very well to demonstrate progress and target their resources, delivering a wide range of high quality, universal and targeted services. Many partners have effective arrangements in place to identify and remove barriers to participation. This is helping to improve the life chances of learners and communities; and
- CLD partners work effectively to support learners and community activists to gain skills and knowledge to meet their needs.

Areas for development

- The CLD partnership should continue with their plans to revisit their vision to help ensure a shared understanding of the aspirations and responsibilities of all partners. The CLD partnership's approach to gathering data could be strengthened to better demonstrate impact and outcomes against planned priorities more efficiently;
- The CLD Partnership should continue with their plans to develop a more systematic approach to the gathering of performance information to further improve their reporting on progress; and
- There is potential for the further use of accreditation and awards for adults, for example, through further joint adult accreditation with colleges and exploring opportunities for further direct delivery of awards by the local authority and its partners.

The full inspection report can be viewed through the link below

[Community Learning and Development Progress Visit Report 28/11/23 \(education.gov.scot\)](#)

Since the visit in October 23, the partnership have participated in development sessions with Education Scotland and the CLD Standards Council to focus on these areas for improvement. The partnership will continue to have a key focus on strengthening the gathering and use of data which evidences the collective impact of CLD provision. This includes streamlining what we gathered for the 21/24 plan and developing shared strategic measures to ensure that progress is clear, consistent and demonstrates positive outcomes.

Adult Learning Services have worked in partnership with West College Scotland and Glasgow Clyde College, to increase accreditation opportunities for adults and will continue to explore additional opportunities longer term.

Strategic Context - About East Renfrewshire

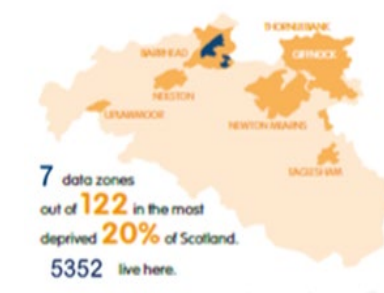
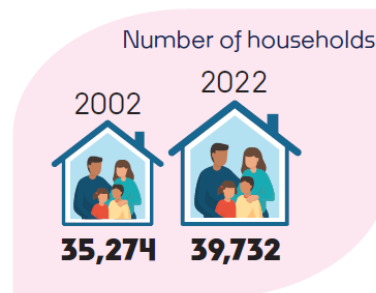
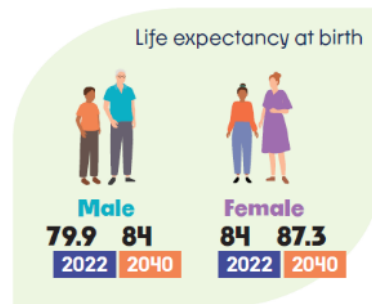
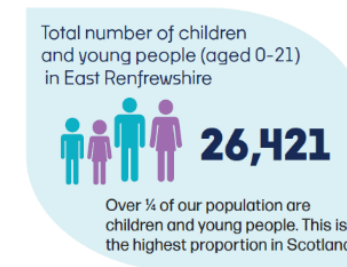
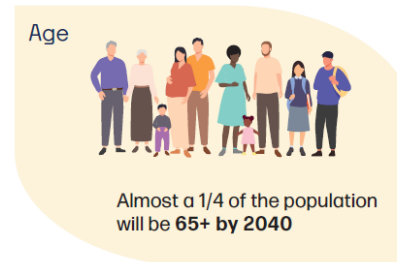
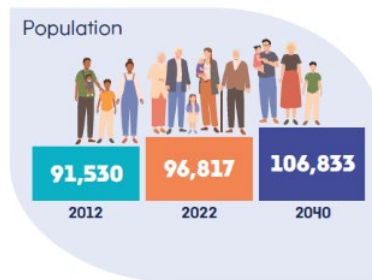
East Renfrewshire has a unique geography and diverse population with the highest proportion of children and young people in Scotland, along with a growing ageing population. Just over 16% of our people are from minority ethnic backgrounds. Many people move into the area due to our high-performing education provision, good health services, central location and overall quality of life. There are five main town centres and 23 neighbourhood centres, located mainly in the northern part of the authority with a wide expanse of rural areas in the more southern half. Over 60% of our residents live within a 5-minute walk of wooded areas, parks or rivers. We have one of the highest rates of home ownership in Scotland, however the average house prices are also very high. East Renfrewshire residents are among the highest earners in Scotland although people who work within the area have among the lowest average earnings with nearly 1 in 3 earning less than the Living Wage. Although often considered an affluent area, there are pockets of deprivation with approximately 5% of the population living in more deprived areas. Life expectancy in East Renfrewshire is higher than the Scottish average, but we have the fourth highest population of people living with one or more long-term health conditions.

Thriving communities and places



Fast Facts

Data collection and analysis are used to inform and direct the strategic planning and service delivery across East Renfrewshire Council and partners. The information below is a snapshot of data that has been used to direct the CLD plan.



'A Place to Grow' is East Renfrewshire's long-term strategic vision that sets out the hopes and aspirations from now until 2040 ensuring that East Renfrewshire is a place where everyone can flourish, thrive and grow.

The vision is built on three pillars:

A future where:

1. Our children and young people flourish;
2. Our communities and places thrive; and
3. We all live well.

Within each pillar there are a number of priorities and outcomes which includes addressing inequalities and closing the gap for our most disadvantaged communities.

There is a strong synergy and interdependence between the three pillars as our communities and places will only thrive if our children and young people flourish and we all live well. Some of the challenges, opportunities and aspirations outlined will intersect all three pillars and no single individual, service or organisation can tackle some of our more complex issues alone.

The CLD Plan 24-27 will detail the CLD Partnership's unique contribution to achieving the shared hopes, aspirations and ambitions of 'A Place to Grow.'



Empowering Communities

The Community Empowerment (Scotland) Act 2015 places formal requirements upon CPPs to support communities to be involved in decision-making in their community and to be active in improving their local area. CLD makes a critical contribution to this through building the capacity and resilience of community groups and empowering them to participate in the decision-making process. The Scottish Government is currently reviewing the act with a focus on community ownership and strengthening decision-making to improve outcomes for local communities. On publication of recommendation or changes to the act, the CLD Partnership will reflect this within the plan.

Ensuring Young People's Rights

In preparation for the incorporation of the UNCRC into Scots Law, East Renfrewshire Council, the HSCP along with the wider Children's Services 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:

- Participate - participation of children and young people;
- Promote - promotion of rights across all services; and
- Publicise - publicising children's rights to children and families.

CLD have led on the participate theme and have supported the establishment of a young person's rights committee (Youth Rights Association). This group of young people will play an important role in ensuring that young people's rights are at the heart of all council decision making, service design and delivery.

Throughout the development of this plan the CLD Partnership has considered the rights of children and young people. The Partnership understands their responsibilities to protect the rights of all young people including those who experience barriers to realising their rights. Over the next 3 years we will continue to seek young people's views on CLD priorities and delivery.

Equality and Fairness Impact Assessment

The CLD Partnership have completed East Renfrewshire Council's integrated Equality, Fairness and Rights Assessment. The purpose of this assessment is to consider how the CLD plan could impact on the needs of those protected by the Public Sector Equality Duty, the Fairer Scotland Duty and the UN Convention of the Rights of the Child.

Local and National Drivers

To avoid duplication, the priorities in the CLD plan will only focus on those that CLD partners will be responsible for. The tables below are included to demonstrate the breadth of local strategic policies that CLD contribute to and the key national drivers that have informed the development this plan.

1. Health and Wellbeing
2. Learning Life and Work
3. Strong Resilient Communities
4. Diversionary
5. Early Years and Family Learning



Local Strategies, Policies & Plans	Priority				
East Renfrewshire A Place to Grow	Blue	Red	Yellow	Green	Pink
East Renfrewshire's Children and Young Persons Services Plan- At Our Hearts 2023 - 26	Blue	Red	Yellow	Green	Pink
East Renfrewshire's Equalities Outcomes 2025-29	Blue	Red	Yellow	Green	Pink
East Renfrewshire Alcohol and Drugs Plan 2024-27	Blue		Yellow	Green	
East Renfrewshire Local Employability Partnership Plan 2022 - 25	Blue	Red			
Local Improvement Plan 2024/27 East Renfrewshire Council Education Department	Blue	Red			Pink
East Renfrewshire Local Child Poverty Action Report 2022-23(YEAR 5)		Red			Pink
Equalities Mainstreaming Report 2021 - 2025		Red	Yellow		
Get to Zero Action Plan Feb 2024			Yellow		
Economic Development/Community Wealth Building Strategy (TBC)		Red	Yellow		
Arts and Heritage Strategy	Blue	Red	Yellow		Pink
East Renfrewshire Community Justice Outcome Improvement Plan	Blue	Red			Pink
Public Libraries Strategy	Blue	Red	Yellow		Pink
Sports and Physical Activity Strategy	Blue	Red	Yellow		Pink
East Renfrewshire Adult Carers Strategy 2024 - 2026 Working Together with People who Care	Blue	Red	Yellow		Pink
West College Scotland – Our College, Our Region	Blue	Red			
Barrhead Housing Strategy 2030	Blue	Red	Yellow		Pink

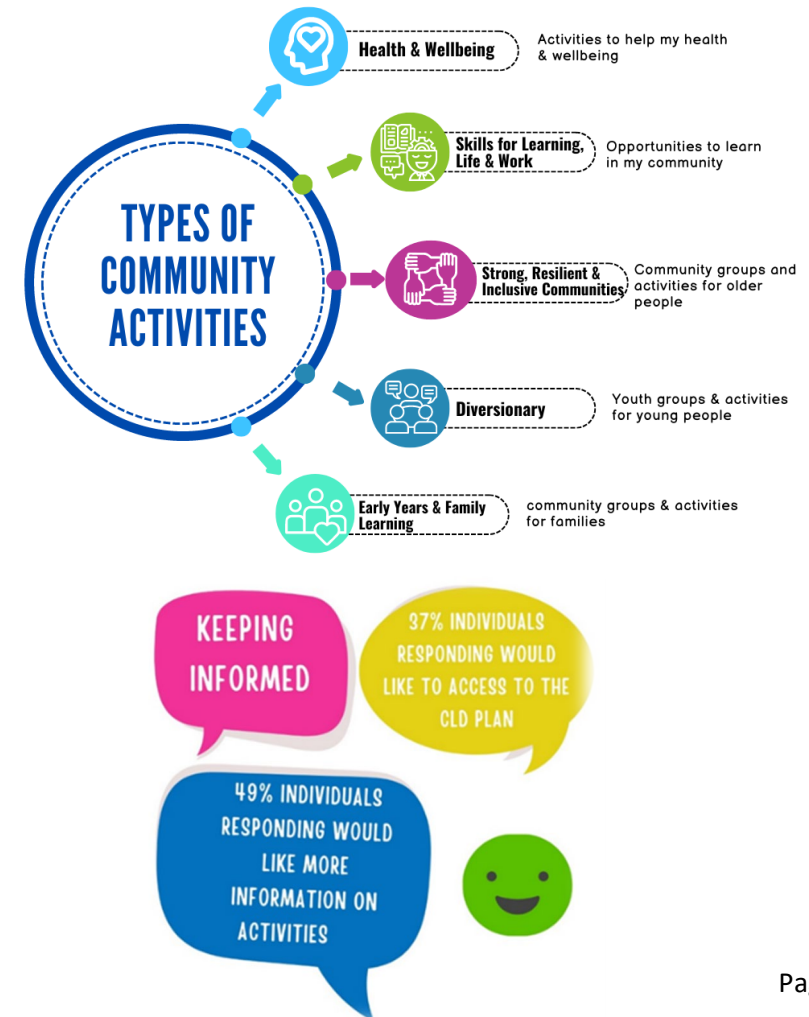
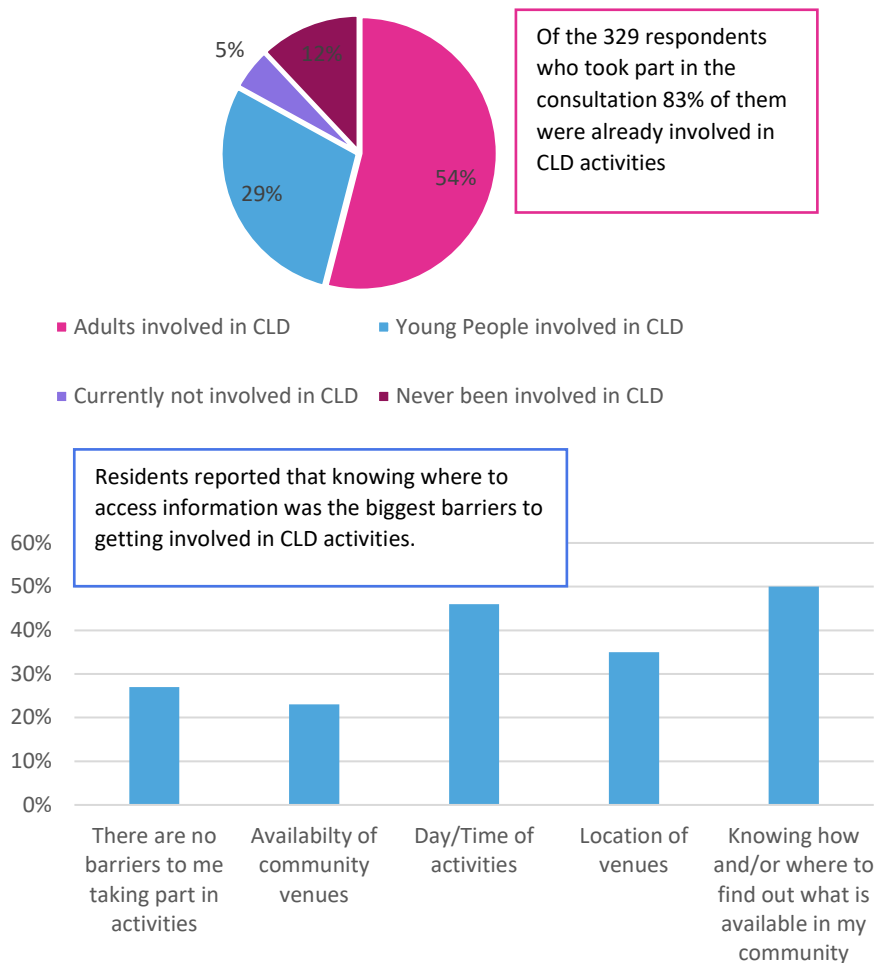
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National Drivers
National Youth Work Strategy (awaiting publication)
Adult Learning Strategy 2022–2027
New Scots Refugee Integration Strategy 2024
UNCRC (Incorporation) (Scotland) Act 2024
No One Left Behind Employability Strategic Plan 24-27
The Scottish Attainment Challenge : Scotland, The Best Place In The World To Learn
Scotland’s Refreshed Curriculum Narrative Sept 2019 (CforE)
National Improvement Framework and Improvement Plan 2024
The Promise: Reflect, Refocus, Reset Plan 24 - 30
UK Shared Prosperity Fund
Scotland’s Volunteering Action Plan
Scotland’s Public Library Strategy 2021-25

Community involvement and influence is at the heart of CLD

During May and June 2024, the CLD Partnership, used data and local intelligence to develop a consultation activity that allowed local residents to influence and shape the priorities of the CLD Plan 2025-28. Consultation was carried out through online surveys, focus groups, targeted face to face group work and one to one discussions with 329 local residents contributing. Nineteen partner organisations, including representation from Education, HSCP, Environment and the third sector, also participated in the consultation. CLD practitioner development sessions were held to ensure they had a key role in influencing the contributions and activities that are detailed within this plan. All stakeholders' feedback has informed the plan and will continue to shape service delivery in the future.

Residents and partners were asked for their views on local priorities, the types of community based activities they'd like to see on offer, barriers to participation and how they would like to be kept informed.



CLD Plan 2025 – 2028 Priorities

Consultation analysis identified 5 priorities for the CLD Partnership. These are:

- **Health and Wellbeing**
- **Skills for Learning, Life and Work**
- **Diversionary**
- **Strong, Resilient and Inclusive communities**
- **Early Years and Family Learning**

Using an early intervention and prevention approach, CLD plays a vital role in ensuring that our residents have positive outcomes and are flourishing, thriving and living well. The CLD priorities clearly align with East Renfrewshire’s ambitious vision for 2040 ‘A Place to Grow’ and the 3 pillars within it, this is detailed in the table below.

<p>Our Children & Young People Flourish</p> <p>Our ambition is that every child and young person, regardless of background or circumstance, will fully flourish on their journey to adulthood.</p> <p>We want East Renfrewshire’s children to grow up loved, respected and given every opportunity to be happy and fulfilled. We want them to feel safe, included, and have a sense of belonging. They will be healthy and active, have someone to trust, have friends, feel seen and heard, develop a love of learning, and most of all, have hope and a sense of control over their lives.</p>	<p>CLD has a crucial role in supporting children, young people, parents, parents of the future and families to thrive. These programmes support residents to learn about themselves, their health, their education and development and that of their children Early Years and Family Learning</p> <p>CLD are at the heart of providing services for young people in communities. CLD’s unique contribution supports young people to participate, have fun, spend time with their peers, form relationships with trusting adults and make informed choices about anti-social and risk-taking behaviour. CLD work alongside Community Safety partners to ensure that services are needs led, informed by data, accessible and responsive. Diversionary</p> <p>CLD plays a significant role in supporting young people to reach their full potential. CLD learning opportunities are a key part of young people’s learning journey and are always developed with them at the centre. These programmes provide experiences for young people to develop their knowledge and skills and gain accreditation to support them in their journey to adulthood. Skills for Learning, Life and Work</p>
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<p>Our Communities & Places Thrive</p> <p>Our ambition is an inclusive, connected and green place with a fair, sustainable and healthy local economy that our residents are proud to call home.</p> <p>We will have more affordable, accessible and sustainable housing, work, and transport options. Our places will have strong identities, with connected communities. There will be more opportunities to live locally within easy reach of shopping, recreation and leisure activities, green spaces, schools and local services. This will help us live as healthily as possible, support our local economy, and look after and enjoy our environment.</p>	<p>Creating stronger, more resilient, supportive, influential and inclusive communities is a key to ensuring our neighbourhoods and places thrive. The CLD partnership empowers communities to promote inclusivity and diversity, be equal partners in decision making and take action. The programmes support people to connect, develop their skills and work towards common goals. Strong, Resilient and Inclusive Communities</p> <p>CLD supports vulnerable learners to overcome barriers and develop skills for learning, life and work. This plays a critical role in developing a strong social economy and sense of belonging. Skills for Learning, Life and Work</p>
<p>We All Live Well</p> <p>Our ambition is that everyone can live well at all stages of life and communities will be taking the lead in driving change for good health and wellbeing.</p> <p>We want East Renfrewshire to be more than just a place where people live; we want people to live full, connected, active and happy lives. We want our residents not just to ‘get by’, but to thrive and flourish.</p>	<p>CLD plays a fundamental role in protecting, supporting and promoting positive health and wellbeing. CLD interventions positively impact local people by providing opportunities to connect with others, reduce isolation and develop skills and understand how to improve their health and wellbeing. Health and Wellbeing</p> <p>Lifelong learning is at the heart of CLD, enhancing the wellbeing of our residents and communities. It supports them to develop skills; build social capital; gain volunteering experience; work towards personal and work related goals; and gain accreditation. Skills for Learning, Life and Work</p>

Our Children & Young People Flourish

Our Children & Young People Flourish	A Place to Grow Priority	The CLD Partnership will contribute by ...
<p>Our ambition is.....</p> <p>that every child and young person, regardless of background or circumstance, will fully flourish on their journey to adulthood.</p>	<p>Our children and young people will experience love, safety, happiness, good physical and emotional health, have friends and adults they trust, and hope for the future.</p> <p>Achievement will continue to improve in all our establishments, with every child and young person in East Renfrewshire learning successfully and being well prepared for their future.</p> <p>Children and young people facing challenges and disadvantage will be supported as early as possible in a compassionate and aspirational way that builds on their strengths.</p> <p>The voice of every child and young person will be heard and their rights recognised, respected and nurtured.</p>	Providing community-based youth work across East Renfrewshire which is informed by local data and meets the needs of young people.
		Delivering targeted youth work programmes including problem solving detached youth work which responds to and engages young people and helps address anti-social and risk-taking behaviour.
		Delivering early intervention programmes for parents and parents to be that respond to local need.
		Providing support to targeted young people around unplanned or underage pregnancy.
		Providing opportunities for families to learn together and for parents to develop the skills and knowledge required to support and enhance their children's learning.
		Empowering young people to be equal partners in the implementation of the UNCRC (Incorporation) (Scotland) Act 2024.
		Providing lifelong learning opportunities for residents to achieve their learning needs, goals and aspirations and where appropriate access wider accreditation and progression opportunities.
		Providing opportunities to meet the employability related learning needs of local residents including skills development, accreditation and volunteering.

14.4% of children and young people live in relative poverty

9.5% of children and young people live in absolute poverty

HEALTH

Teenage pregnancies= 15.1 per 1,000



Total number of children and young people (aged 0-21 in East Renfrewshire.

Over 1/4 of our population are children and young people. This is the highest proportion in Scotland.

Our Communities and Places Thrive

Our Communities and Places Thrive	A Place to Grow Priority	The CLD Partnership will contribute by ...
<p>Our ambition is</p> <p>an inclusive, connected and green place, with a fair, sustainable and healthy local economy, that our residents are proud to call home.</p>	<p>We will have attractive places that encourage wellbeing and strong community bonds.</p>	Supporting residents and groups to build their skills and capacity to participate in decision-making processes including participatory budgeting, locality planning and community assets.
		Providing training and support to enable partners to work effectively in partnership with communities.
		Supporting community groups and organisations to provide services in their local community in response to local needs.
		Providing opportunities to meet the employability related learning needs of local residents including skills development, accreditation and volunteering.



Isolation



26% of residents living in our most deprived areas have felt lonely at least some of the time in the last 2 weeks

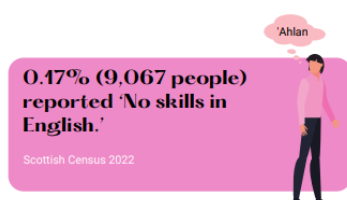
COMMUNITY



82% of people are satisfied with East Renfrewshire as a place to live and 60% feel strong sense of community

We All Live Well

We All Live Well	A Place to Grow Priority	The CLD Partnership will contribute by ...
<p>Our ambition is.....</p> <p>that everyone can live well at all stages of life and communities will be taking the lead in driving change for good health and wellbeing.</p>	<p>Our communities will be stronger, more connected and collaborative and will be leading on solutions to support people to live well.</p> <p>Health inequalities will have significantly reduced, and residents will have routes out of poverty.</p> <p>Our older population will be supported to live healthy, active lives and have opportunities to participate, contribute and thrive.</p> <p>Our residents will be enabled and empowered to make healthier choices and have access to high-quality sport and physical activities and facilities.</p> <p>Our residents will have access to creative and vibrant cultural experience and have opportunities to celebrate their diversity of heritage.</p> <p>Life-long learning will be valued and available to all.</p>	Creating inclusive opportunities for local people to foster community connections, reduce social isolation and enable them to socialise, participate and volunteer in their community.
		Delivering a range of universal and targeted learning programmes that protects, supports and promotes positive health and wellbeing.
		Providing lifelong learning opportunities for residents to achieve their learning needs, goals and aspirations and where appropriate access wider accreditation and progression opportunities.
		Providing digital support and learning opportunities which meet resident's needs, goals and aspirations.



Workforce Development

To ensure that service delivery is current and of high quality, we are committed to workforce development and continuous improvement. Practitioners, volunteers and partners access and share regular Career Long Professional Learning (CLPL) opportunities to improve practice and develop new skills based on areas of work and/or specialisms. There are processes in place for staff and managers to identify professional development needs throughout the year including Quality Conversations and Personal Development and Appraisal. The CLD partnership will seek personal development opportunities focusing on the five priorities outlined within this plan that have been identified by our communities.

Workforce development priorities for CLPL in 2025-28 will include, but not exclusive of:

- Trauma informed practice
- The Promise
- Accreditation for all
- Mental health
- Inclusive communication

The CLD Partnership remains committed to further developing practitioners knowledge and understanding of equalities and human rights.

All core CLD staff and partners have access to ongoing support for planning and self-evaluation, to ensure consistency, quality of practice and improved impact for learners. There will also be a refreshed CLD Practitioners Network to ensure that there are opportunities to network, share good practice, identify areas for joint working and learn from peers and colleagues.

The partnership will continue to access national upskilling and sector specific development opportunities through involvement in the West CLD Alliance, CLD Standards Council and Education Scotland. Local strategic partnerships also provide opportunities for shared professional development training and collaborative working. This will ensure practice remains current and we continue to meet evolving needs.

Challenges and unmet need

CLD Regulations 2013 (Regulation 2) requires CLD Partnerships to consider challenges and potential unmet need throughout the cycle of this plan. Over the course of the next three years, the CLD Partnership will use local data and work with residents and community groups to review priorities and monitor performance as well as assess potential unmet need.

Local and national factors can change over the lifetime of the plan, e.g. national policy or the needs of local communities. We are currently awaiting the Scottish Government's response to the national review of CLD. The partnership will review and revise priorities and actions within this plan as circumstances change.

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While CLD support is open to all, partners are unable to provide support to every group, individual or community that might wish to access their service. Partners prioritise CLD provision and resources to target those individuals, families and communities most in need in line with 'A Place to Grow'.

The CLD Partnership will continue to work together to explore and identify new opportunities for residents in East Renfrewshire participate, make decisions, learn and achieve.

Resourcing the Ambition of 'A Place to Grow' and the CLD Plan

The Council established a Community Capacity Building Reserve in 2023 as part of the development of the Council's ambitions around 'A Place to Grow'. The purpose of the reserve was to underpin the Council's work to:

- support local communities to be thriving, inclusive, and sustainable places;
- build the capacity and capability of community groups;
- support communities to have a distinct, positive sense of identity, place, and wellbeing;
- foster good relations between communities; and
- strengthening the skills, capabilities, and culture of staff and the organisation to engage, empower, and innovate new ways of working in partnership with local people and communities.

The communities reserve is supporting grant making participatory budgeting activities (PB) and upskilling employees' community engagement skills. It is being utilised to employ 2.6 FTE Community Workers within the CLD Team to focus on community work and capacity building. As a result, much of the Council's contribution to Pillars 2 and 3 of 'A Place to Grow', as it relates to CLD, is funded through and being undertaken as a result of the communities reserve.

Further Information

To request access to this plan in an alternative formats or languages please [Contact Customer Services](#).

Our Children & Young People Flourish	Key
Our children and young people will experience love, safety, happiness, good physical and emotional health, have friends and adults they trust, and hope for the future.	1.1
Achievement will continue to improve in all our establishments, with every child and young person in East Renfrewshire learning successfully and being well prepared for their future.	1.2
Children and young people facing challenges and disadvantage will be supported as early as possible in a compassionate and aspirational way that builds on their strengths.	1.3
The voice of every child and young person will be heard and their rights recognised, respected and nurtured	1.4

Our Communities & Places Thrive	Key
We will have attractive places that encourage wellbeing and strong community bonds.	2.3

We All Well	Key
Our communities will be stronger, more connected and collaborative and will be leading on solutions to support people to live well.	3.1
Health inequalities will have significantly reduced, and residents will have routes out of poverty.	3.2
Our older population will be supported to live healthy, active lives and have opportunities to participate, contribute and thrive	3.3
Our residents will be enabled and empowered to make healthier choices and have access to high-quality sport and physical activities and facilities.	3.4
Our residents will have access to creative and vibrant cultural experience and have opportunities to celebrate their diversity of heritage.	3.5
Life-long learning will be valued and available to all.	3.6

Our Children & Young People Flourish								
Our ambition is that every child and young person, regardless of background or circumstance, will fully flourish on their journey to adulthood								Joint Measures
The CLD Partnership will contribute by ...	PTG Priorities	Who	What	Participation Data	Participation Target 2024-2025	Impact Measures	Impact Target 2025-2026	
Providing community-based youth work opportunities where young people belong, are safe, included, understood and encouraged. Local data and an understanding of young people's needs shapes opportunities which allow them to explore issues that affect them, build relationships with staff and peers, and take part in new activities and experiences. (D)	1.1 1.2 1.3 1.4	Community Learning and Development	Youth Groups including :- Neilston x1 Barrhead x3 Woodfarm x 1 Newton Mearns Dunterlie x2 LGBTI Barrhead Girls 16+ Boys (seperated yp) MNG x 2 Rulebreakers Care Experienced Autism Girls	No. of groups No. of participants <i>Partners are exploring additional measures to evidence participation impacts which include</i> <i>No. of SIMD participants</i> <i>Repeat attendance %</i> <i>No. of Awards</i> <i>Retention figures (developing new processes to allow us to record this information and used to evidence impact)</i>	16 groups 340 participants	% of participants reporting positive relationships with peers % of participants reporting positive relationships with staff	90% 95%	explore whether we can adopt new measures related to pillar one once they are developed
		Carers Centre	All young carers groups (Respite activities, junior, senior clubs)	No. of groups No. of participants	4 groups 135 participants	% of young carers and families reporting that they have received postive experience of support % of young carers who report that engaging with the services provides them with the opportunity to benefit from a break from their caring role	90% 90%	
		Include Me 2 Club IM2C	Inclusive groups and clubs for people with ASN's (all ages 0-adults)	No. of groups No. of participants	10 groups 200 participants	% of members engaging with IM2C % of members attending sessions % of members enjoying sessions	Awaiting Confirmation	
		St Andrew's Church	Uniformed youth organisations (Boys Brigade, Scouts, Guides)	Number of participants	230 participants	% of participants engaging in and enjoying the activities	90%	
			Youth Church		10 participants	% of participants showing an increase in their personal/spiritual development	80%	
			Youth Outreach		15 participants	% of participants reporting positive relationships with peers and staff	80%	

The CLD Partnership will contribute by ...	PTG Priorities	Who	What	Participation Data	Participation Target 2024-2025	Impact Measures	Impact Target 2025-2026	
Undertaking bespoke diversion, prevention and early intervention programmes including detached youth work (street work) to support young people at risk of participating in potentially harmful behaviours in the community e.g. drug and alcohol use, weapon carrying, fire-raising, anti-social behaviours. r (D)	1.1 1.2 1.3 1.4	Community Learning and Development	Detached Youth Work	No. of contacts No. of hours <i>Age</i> <i>Location</i> <i>Topics (this is additional impact data that can be presented)</i>	2200 contacts 460 hours	% of participants reporting relationships with peers and staff % reduction in anti social behaviour (to be agreed by community safety partners that data can be collected)	70% To be further explored with Community Safety Partners	No CLD Partnership measure agreed for year 1
			Targeted Group Work Safer Choices, Fireskills, Risk Taking Film Project, Safer Film Project	No. of groups No. of participants No. of awards <i>Partners are exploring additional measures to evidence participation impacts</i> <i>No. of SIMD participants</i> <i>Repeat attendance %No. of SIMD participants (can be collected to evidence impact)</i>	12 groups 80 participants 50 awards	% of participants reporting that they are making informed choices % of participants reporting increased knowledge and awareness of 'risk'	90% 90%	
Delivering early intervention programmes for parents and parents to be that respond to local need. (EY&FL)	1.1 1.2 1.3 1.4	Community Learning and Development	Parenting Programme in School	No. of groups No. of participants No. of awards <i>Partners are exploring additional measures to evidence participation impacts</i> <i>No. of SIMD participants</i> <i>Repeat attendance %</i> <i>No. of SIMD participants</i>	4 classes 60 participants 40 awards	% of participants who have learned new skills and knowledge that will help them be prepared for their future	95%	No CLD Partnership measure agreed for year 1
		Adult Learning Service (Partnership with Family First)	Parenting Programmes (Incredible Years)	No. of participants	14 participants	% of parents who report that the course has increased their confidence and skills in managing their children's behaviour % of participants offered ILP meeting with Adult Learning Services staff	90% 100%	
Providing bespoke prevention and early intervention programmes to allow young people to explore their understanding and make informed decisions in relation to healthy relationships, consent, risky sexual behaviours and unplanned/underage pregnancy. (EY&FL)	1.1 1.2 1.3 1.4	Community Learning and Development	RespectER	No. of groups No. of participants No. of Awards <i>Partners are exploring additional measures to evidence participation impacts</i> <i>No. of SIMD participants</i> <i>Repeat attendance %</i> <i>No. of SIMD participants</i>	4 groups 20 participants	% of participants reporting that they are making informed choices % of participants understand healthy relationships	95% 95%	No CLD Partnership measure agreed for year 1

The CLD Partnership will contribute by ...	PTG Priorities	Who	What	Participation Data	Participation Target 2024-2025	Impact Measures	Impact Target 2025-2026	
Providing opportunities for families to learn together and for parents to develop the skills and knowledge required to support and enhance their children's learning. (EY&FL)	1.1 1.2 1.3 1.4	Barrhead Housing Association BHA	Support to parent-led groups	No. of groups No. of adult participants No. of child/yp participants Social Value Contribution	2 groups 20 adult participants 60 child/yp participants £900,000 Social Value Contribution	% People reporting they can gain advice locally % Reporting an increase in confidence % of people feeling they belong to a community	90% 90% 90%	No CLD Partnership measure agreed for year 1
		Adult Learning Service	A range of programmes to meet family learning goals incl. Adult Literacies/ ESOL for Parents and Multiply for Parents	No. of adult participants No. of child/yp participants	30 adults 30 young people	% of parents achieving their personal and family related learning goals	97%	
		East Renfrewshire Culture and Leisure	Library Family Learning Activities – Bookbug – Brik Fast, Rise & Shine, STEM, Stay & Play, etc	Attendances: Bookbug - Children's attendances - Accompanying Adults Other Activities - Children's attendances - Accompanying Adults	Bookbug Children's attendances 24/25: 19,500 Adult attendances 24/25: 19,000 Other Activities: - Children's Attendances: 3,000 - Accompanying Adults: 1,900	% of participants reporting enjoyment of learning	Awaiting Confirmation	
			Summer Reading Challenge	No. joining programme No. completing programme	1600 participants 1000 participants completed	% of participants & parents reporting increased interest in reading	Awaiting Confirmation	
			Summer Library Volunteers	No. taking part	20 young people	% of participants & parents reporting increased interest in reading	Awaiting Confirmation	
		St Andrew's Church	Messy Church – family crafts, activities and learning	No. of adult participants No. of child/yp participants	20 adults 30 children and young people	% of children and adults engaging in and enjoying the activities % of participants reporting increase in learning and family activities	90% 90%	
Empowering young people to be equal partners in the implementation of the UNCRC (Incorporation) (Scotland) Act 2024. (SR&IC)	1.1 1.2 1.3 1.4	Community Learning and Development	Youth Rights Association Youth Voice/Rights, MSYPs, Youth Ambassadors/PB groups/PB peer mentor	No. of groups No. of participants No. Awards Partners are exploring additional measures to evidence participation impacts No. of SIMD participants Repeat attendance %No. of SIMD participants No of wider participant reach (youth assemblies, consultation sessions etc)	6 groups 66 participants 35 awards	% of young people reporting that they are developing skills and knowledge to participate and influence	90%	No CLD Partnership measure agreed for year 1
		Education	Continue to implement UNCRC across all education establishments.	No. of education establishments with Gold RRSA accreditation.	18 settings with Gold RRSA	% of pupils agree that their school helps them to understand their rights	90%	

The CLD Partnership will contribute by ...	PTG Priorities	Who	What	Participation Data	Participation Target 2024-2025	Impact Measures	Impact Target 2025-2026	
Providing lifelong learning opportunities for residents to achieve their learning needs, goals and aspirations and where appropriate access wider accreditation and progression opportunities. (SFL&W)	1.1 1.2 1.3 1.4	Barrhead Housing Association BHA	First Homes Skills Programme (S4/S5)	No. of Schools No. of participants No. of certificates No. of Sessions	2 Schools 50 participants 45 No. of certificates 20 sessions	% People reporting they can gain advice locally % Reporting an increase in confidence % of people feeling they belong to a community	90% 90% 90%	No CLD Partnership measure agreed for year 1
		Community Learning and Development	Youth Work in Schools	No. of groups No. of participants No. of Awards <i>Partners are exploring additional measures to evidence participation impacts</i> <i>No. of SIMD participants</i> <i>Repeat attendance %No. of SIMD participants</i>	65 groups 515 participants 300 awards	% of participants reporting positive relationships with staff % of participants who achieving their personal goals	95% 90%	
		Include Me 2 Club IM2C	Volunteering opportunities, work towards awards and accreditations in clubs, hub club and life skills sessions	No. of groups No. of members attending hub club and life skills sessions <i>No. of certificates/awards</i> <i>Partners are exploring additional measures to evidence participation impacts</i> <i>No. of SIMD participants</i> <i>Repeat attendance %</i> <i>No. of volunteering hours</i>	15 groups 100 participants/members 100 awards	% of members who feel like they have developed a skill/knowledge % of members who have interacted with the process of gaining an award	Awaiting Confirmation	

The CLD Partnership will contribute by ...	PTG Priorities	Who	What	Participation Data	Participation Target 2024-2025	Impact Measures	Impact Target 2025-2026	
Providing opportunities to meet the employability related learning needs of local residents including skills development, accreditation and volunteering. (SFL&W)	1.1 1.2 1.3 1.4	Community Learning and Development	Duke of Edinburgh	No. of Groups No. of participants No. of awards <i>Partners are exploring additional measures to evidence participation impacts</i> <i>No. of SIMD participation</i> <i>Repeat attendance %No. of volunteering hours</i> <i>No. of SIMD participants(reportable data)</i>	13 groups 450 participants 500 awards	% of participants who are achieving their personal goals	95%	DRAFT MEASURE % of participants who achieving their personal goals % of participants reporting increased skills
			Employability Supports for Young People (S3+)(including PD, Medic Society, work experience week, leadership programme, work experience)	No. of groups No. of participants No. of awards No. of SIMD participants	10 groups 125 young people	% of participants reporting positive relationships with staff % of participants who achieving their personal goals	95% 90%	
		Work East Ren	Range of youth employability programmes aimed at local young people including Youth Employability Programme, Care Experienced Employability Programme, Next Steps Programme (Enable Works) for young people with additional support needs	No of participants No of participants achieving training/qualification No of participants gaining employment or self-employment. No of participants completing work experience or volunteering	120 participants 25 achieving training/qualifications 55 gaining employment 10 completing work experience or volunteering	% of positive outcomes	75%	
		East Renfrewshire Culture and Leisure	Sports Leadership Academy	No. of SLA participants registered No. of participants completing <i>No. of SLA participants offered paid work</i>	28 participants 20 participants	% of available posts filled (6 posts)	100%	
			UWS Partnership	No. of participants registered	11 participants	% of participants agreeing they have a better idea of working in this field	90%	
		St Andrew's Church	Boys Brigade King's Badge – leadership, skills and volunteering	No. of participants No. of awards	2 participants 2 awards	% of participants reporting increase in confidence and skill development	100%	
		Education	DYW School Coordinators and LEP partners support all young people to achieve positive and sustainable post school destinations	Annual Participation Measure <i>Employer engagement reported through RUBI</i> <i>Destinations reported via SDS through National Data Hub via Initial Leaver Destination Follow Up Leaver Destination reports</i>	APM 97.0% participating	% of Positive Pathways participants who report that they have achieved their personal goals % of Positive Pathway participants who report an increase in readiness to participate	90% 90%	
		Voluntary Action	Saltire Awards	No of new registrations No of volunteers matched	145 new registrations 76 matches	Not required	Not required	

Our Communities and Places Thrive								
Our ambition is an inclusive, connected and green place, with a fair, sustainable and healthy local economy, that our residents are proud to call home								
The CLD Partnership will contribute by ...	PTG Priorities	Who	What	Participation Data	Participation Target 2024-2025	Impact Measure	Impact Target 2025-2026	Joint Measure
Supporting residents and groups to build their skills and capacity to participate in decision-making processes including participatory budgeting, locality planning and community assets. (SR&IC)	2.3	Community Learning and Development	PB Steering Groups (all areas) Locality Planning Steering Groups Groups supported with CAT (Nelly Boxes) East Renfrewshires Equalities Forum Dunterlie Action Group	No. of groups No. of participants	14 groups 60 participants	% of participants who report an increase in confidence, skills and knowledge. % of participants who feel that they have positively impacted their community	90% 90%	DRAFT MEASURE % of participants who report an increase in confidence, skills and knowledge.
		Barrhead Housing Association	BHA – Participatory Budgeting Fund in St Lukes and Barrhead HS	Value of funding allocated No. of pupils voting No. of projects supported	£6k allocated via PB to 2 schools 1000 pupils voting No. of projects supported	% of people reporting they have had influence on choice of projects	100%	
		Carers Centre	Carers Collective and other opportunities to link in with carers issues	No. of participants No. of groups	1 groups 10 participants	% of carers who feel they are supported to have a voice to influence	90%	
		Include Me 2 Club (IM2C)	Member-led inclusive groups and clubs for people with ASN's (all ages 0-adults)	No. of participants	100 participants	% of members who have a better understanding of how to budget	Awaiting Conformation	
		CORRA	Dunterlie Action Group	No of participants No of member groups Partners are exploring additional measures to evidence participation impacts No. of SIMD participants Repeat attendance % No of partners Amount of funding sourced	20 participants 18 groups	% of participants who report an increase in confidence, skills and knowledge. % of participants who feel that they have positively impacted their community	90% 90%	
			Better Buses Barrhead	No of participants No of partners No of local people engaged	20 participants 4 partners 200 local people			
		Education	Continue to support education establishments to adopt a participatory budget approach where appropriate.	Proportion of education department budget allocated via PB. The number of stakeholder participants across these activities.	To be agreed			

The CLD Partnership will contribute by ...	PTG Priorities	Who	What	Participation Data	Participation Target 2024-2025	Impact Measure	Impact Target 2025-2026	Joint Measure
Providing training and support to enable partners to work effectively in partnership with communities. (SR&IC)	2.3	Community Learning and Development	Effectively Engaging with Communities PB Officers Group Additional Needs Partnership	No. of participants No. of services	26 participants 5 Services	% of participants who have developed skills/knowledge to work alongside communities	90%	No CLD Partnership measure agreed for year 1
Working alongside residents in new build and expanded communities across East Renfrewshire to foster a sense of neighbourhood and identity and enable residents to be more connected with the wider community. (SR&IC)	2.3	Community Learning and Development	New area of work to be developed in Year 2 of CLD Plan	No. of engagements No. of activities/events (to be agreed by partners that data can be collected)		% of participants who feel an increased sense of belonging through involvement in activities in around their local community (to be agreed by partners that data can be collected)		

We All Live Well								
Our ambition is that everyone can live well at all stages of life and communities will be taking the lead in driving change for good health and wellbeing.								
The CLD Partnership will contribute by ...	PTG Priorities	Who	What	Participation Date	Participation Target 2024-2025	Impact Measure	Impact Target 2025-2026	Shared CLD Partnership Measure
Creating inclusive opportunities for local people to foster community connections, reduce social isolation and enable them to socialise, participate and volunteer in their community. (HWB)	3.1 3.3 3.4 3.5 3.6	Community Learning and Development	Youth Groups All youth clubs Neilston Barrhead x3 Woodfarm Newton Mearns Dunterlie x2 LGBTI Barrhead Girls 16+ Boys (separated yp) MNG (ASN) x2 Rulebreakers (ASN) x1 Care Experienced x1 Autism Girls x1	No. of groups No. of participants <i>Partners are exploring additional measures to evidence participation impacts</i> <i>No. of SIMD participants</i> <i>Repeat attendance %</i> <i>No. of SIMD participants</i> <i>Repeat attendance %</i>	16 groups 340 participants	% of participants reporting that taking part in CLD activities contributes to them feeling connected to their community	90%	DRAFT MEASURE % of participants reporting that taking part in activities contributes to them feeling connected to their community
			Community Groups Older Peoples Groups Barrhead Womens Group Diversity Kirkhill/Maidenhill Pilot project		8 groups 50 participants	% of participants reporting that taking part in CLD activities contributes to them feeling connected to their community % of participants reporting that involvement in CLD activity provides opportunities for them to socialise/be less isolated	90% 90%	 % of participants reporting an improved sense of wellbeing
		Voluntary Action East Renfrewshire (VAER)	The Community Hub	No. of enquiries	694 enquiries	% of people reporting they can gain advice locally	90%	
			Community Health & Wellbeing Fund	No. of awards	44 awards	% of people reporting improvement in their mental health & wellbeing	95%	% of participants who report an increase in confidence, skills and knowledge.
		St Andrews Church	Memory Lane – dementia support groups	No. of participants	40 participants	% of participants and carers reporting increase in personal interaction and reduction in isolation	90%	
			Community Soup Lunch		30 participants	% of participants meeting new people and feeling more connected to the community	90%	
			WOW Meeting – social and spiritual meeting		30 participants	% of participants reporting an increase in well being and social interaction	90%	
			Guild Group - social and spiritual group		25 participants	% of participants reporting an increase in and social interaction	90%	

The CLD Partnership will contribute by ...	PTG Priorities	Who	What	Participation Date	Participation Target 2024-2025	Impact Measure	Impact Target 2025-2026	Shared CLD Partnership Measure
Creating inclusive opportunities for local people to foster community connections, reduce social isolation and enable them to socialise, participate and volunteer in their community. (HWB)	3.1 3.3 3.4 3.5 3.6	Include Me 2 Club	Inclusive groups and clubs for people with ASN's (all ages 0-adults)	No. of participants	100 participants	% of members engaging with IM2C % of members attending sessions % of members enjoying sessions	Awaiting Confirmation	
		Barrhead Housing Association (BHA)	Brighter Futures Programme (with 11 community partners) Participatory Budgeting Events	No. of participants Volunteer Hours No. of Sessions No. of people who can gain advice locally No. of people who feel part of a community No. of groups supported Social Value generated	400 participants 2000 volunteer hours 220 Sessions 350 people who can gain advice locally 350 people who feel part of a community 11 groups supported £3,000,000 Social Value generated	% People reporting they can gain advice locally % Reporting an increase in confidence % of people feeling they belong to a community % of people increasing exercise to mild or moderate	90%	
		Corra/Dunterlie Action Group (Dunterlie Resource Centre)	Bookbug, Weigh In Weigh Less, Bumps and Babies, Dunterlie Men's Group, Band F, Dunterlie Parents and Toddlers, Dunterlie Arts and Crafts, ERA, Happy Dunterlie	No. of participants No. of groups No. of community events	350 participants 10 groups 2 joint events	% of participants reporting that taking part in CLD activities contributes to them feeling connected to their community % of participants reporting that involvement in CLD activity provides opportunities for them to socialise/be less isolated	90% 90%	
		Adult Learning Services	Integration events –World Cafés, Language Exchange Cafés	No. of events	4 events 100 participants	% of adults who positively evaluated the events' ability to increase networks, information and confidence	95%	
			Learner Voice Forum	No. of participants	3 events 30 participants	% of adults who feel included and able to make a meaningful contribution to service provision and decision making processes	95%	
		RAMH	Peer Volunteer	No. of Placements	2 placements	% of volunteers reporting increased skills and confidence	100%	
			Wellbeing Hubs (Levern & Eastwood) Men Do Talk Time to Talk Living Life to Full	No. of Groups No. of participants	4 groups 56 participants	% of participants reporting an improved sense of wellbeing	70%	
		Carers Centre	Peer Support Groups	Number of groups supported Number of information sessions	7 groups 200 participants	% of participants who feel included and supported by their peers % of participants who feel informed and knowledgeable on issues that affect them % of participants who feel supported to get a break from their caring role	90% 90% 90%	

The CLD Partnership will contribute by ...	PTG Priorities	Who	What	Participation Date	Participation Target 2024-2025	Impact Measure	Impact Target 2025-2026	Shared CLD Partnership Measure
Supporting community groups and organisations to provide services in their local community in response to local needs. (SR&IC)	3.1 3.2 3.3 3.4 3.5 3.6	Community Learning and Development	Support to establish new groups in response to local need Lunching Ladies Hong King Food & Culture Mearns Village Community Garden	No. of groups No. of participants	5 groups 10 participants	% of participants who report an increase in skills and knowledge % of participants who report that they feel confident in their role (in running their own group)	95%	No CLD Partnership measure agreed for year 1
			Partner Auchenback Active Happy Dunterlie Dunterlie Toddlers Better Buses Barrhead Lunching Ladies DAG Eaglesham Community Garden Women of Colour Heritage Group Barrhead Over 50's Group	Partneres are exploring additional measures to evidence participation impacts No. of SIMD participants Repeat attendance % Wider Impact (number of resident participating in community activities)	12 groups 40 participants	% of participants who report an increase in skills and knowledge % of groups who report that CLD support has improved their effectiveness % of groups who report that they are having a positive impact in their community	90% 95% 95%	
		St Andrews Church	Providing meeting space, catering, publicity channels, signposting participants, fostering networking, community surveying	No. of groups No. of participants	20 groups 450 participants	% of participants reporting engaging in services which meet their social, physical or other personal needs	90%	
		Barrhead Housing Association	Support to establish new community groups	No of groups	1 group	% of people reporting they feel they belong to a community	90%	
		East Renfrewshire Culture and Leisure	Community Sports Hubs	No. of Community Sport Hubs <i>Partneres are exploring additional measures to evidence participation impacts No. of SIMD participants Repeat attendance %Overall numbers Total Participants Qualified Coaches Volunteer Coaches</i>	5 viable hubs	% of community sports hubs operating with required no of qualified coaches	100%	
						% of community sports hubs operating with sufficient numbers of PVG registered and child safety trained adults	100%	
		Corra	Foodshare	No of weekly participants No of participants overall <i>Partneres are exploring additional measures to evidence participation impacts No. of SIMD participants Repeat attendance %No of bags distributed No of vouchers distributed No of participants using partner services</i>	25 participants weekly 50 participants overall	% of volunteers reporting increased skills and confidence % of volunteers who feel group is more effective and confident due to Corra support % of volunteers who feel group is more sustainable due to Corra support	90%	

The CLD Partnership will contribute by ...	PTG Priorities	Who	What	Participation Date	Participation Target 2024-2025	Impact Measure	Impact Target 2025-2026	Shared CLD Partnership Measure
Delivering a range of universal and targeted learning programmes that protects, supports and promotes positive health and wellbeing. (HWB)	3.1 3.2 3.3 3.4 3.5 3.6	Adult Learning Services (ALS) and West College Scotland	SQA Wellbeing Course (ALS)	No. of participants <i>Partners are exploring additional measures to evidence participation impacts</i> <i>No. of SIMD participants</i> <i>Repeat attendance %No. of Qualifications achieved (if applicable)</i>	1 course 3 participants	% of participants who positively evaluate the course and report that it has contributed to improved wellbeing	95%	No CLD Partnership measure agreed for year 1
		Adult Learning Services	Positive Living		20 participants			
		Community Learning and Development (CLD)	MHWP Supports for young people (CLD) One to one, Healthier Minds, Seasons for Growth, Anxiety Group Work	No. of groups No. of participants <i>Partners are exploring additional measures to evidence participation impacts</i> <i>No. of SIMD participants</i> <i>Repeat attendance %No. of SIMD participants</i>	5 groups 25 participants	% of participants who report that involvement in CLD activities support them to understand their own HWB % of participants reporting positive relationships with staff	90% 95%	
		East Renfrewshire Culture and Leisure	Vitality/Live Active	Vitality No. of participants No. of attendances Live Active No. of participants No. of attendances	Vitality No. of participants - 110 No. of attendances - 3629 (Q2) Live Active No. of participants - 182 No. of attendances - 1816 (Q2)	% of participants who feel that the programme keeps them active and healthy	90%	
		Voluntary Action East Renfrewshire (VAER)	Healthy Walks	No. of walks No. of participants	340 walks 3303 participants	% of people reporting that involvement in the walks has improved their health & wellbeing	80%	
			Chairbased Exercise	No. of classes No. of participants	2 classes 12 participants	% of people reporting that involvement in the classes has improved their health & wellbeing	80%	
		Barrhead Housing Association	Be Well Project	No. of participants No. of Sessions	20 Participants 150 sessions	% People reporting they can gain advice locally % Reporting an increase in confidence % of people feeling they belong to a community	80% 80% 80%	
			Physical Activity Interventions	No. of participants	53 participants	% of participants reporting improved sense of wellbeing	50%	
			Living Life to the Full	No. of groups No. of participants	5 groups 30 participants	% of participants reporting improved sense of wellbeing	70%	
		Education	Provide bespoke group work programmes focussing on health and wellbeing for young people aged 16-19 who are NEET.	No of groups No. of participants	4 groups 40 participants	% of participants reporting improved sense of wellbeing	90%	
		Include Me 2 Club (IM2C)	Clubs and groups focusing on life skills. 1:1 Buddy up service	No. of one to ones No of participants	50 one to ones 100 participants	% of members who have developed a life skill % of members who report increased confidence	Awaiting Confirmation	

The CLD Partnership will contribute by ...	PTG Priorities	Who	What	Participation Date	Participation Target 2024-2025	Impact Measure	Impact Target 2025-2026	Shared CLD Partnership Measure
Providing lifelong learning opportunities for residents to achieve their learning needs, goals and aspirations and where appropriate access wider accreditation and progression opportunities. (SFLL&W)	3.1 3.5 3.6	Community Learning and Development (CLD)	Blended Pieces	No. of participants	12 participants	% of participants who report an increase in skills and knowledge	95%	No CLD Partnership measure agreed for year 1
			Health Issues In the Community (HIIC)	No. of groups No. of participants <i>Partners are exploring additional measures to evidence participation impacts</i> <i>No. of SIMD participants</i> <i>Repeat attendance %No. of SIMD participants</i> <i>No. Awards</i>	2 groups 8 participants	% of participants who progress to HIIC 2, volunteering and/or other opportunities % of participants who achieve their personal goals	80% 90%	
		Adult Learning Services (ALS)	ESOL, Life in the UK, SQA ESOL	No. of participants No. of qualifications	80 participants 10 qualifications	% of learners who achieve their self directed personal learning goals	97%	
Providing opportunities to meet the employability related learning needs of local residents including skills development, accreditation and volunteering. (SFLL&W)	3.1 3.2 3.3 3.4 3.6	Adult Learning Services, Glasgow Clyde College, RAMH, VAER, MART (Multiply Partners)	Multiply Maths Programmes including Financial Numeracy.	No. of participants No. of qualifications	80 participants 20 qualifications	% of learners who achieve their maths & numeracy related learning goals	95%	No CLD Partnership measure agreed for year 1
		Include Me 2 Club (IM2C)	Support throughout life from age 0 – adults of any age	No of members/volunteers	1600 members and volunteers	Awaiting Confirmation		
			Volunteering opportunities, work towards awards and accreditations in clubs, hub club and life skills sessions	No. of certificates/awards No. of volunteering hours	50 awards 1750 hours	% of members who have developed a skill through doing an award/accreditation % of members who report increased confidence	Awaiting Confirmation	
		Adult Learning Services (ALS) Glasgow Clyde College and West College Scotland	Skills for Work, ESOL for Work, SQA Childcare Courses	No. of participants No. of qualifications	45 participants 40 qualifications	% of adults who achieve their self directed personal and work related learning goals	97%	
		Work East Ren	Parental Employment Support Funding – range of parental employability programmes aimed at reskilling/upskilling parents	No of parents engaging	120 parents	% of positive outcomes for parents % of parent receiving and increase in income	80% 20%	
			Specialised employability provision for people with mental health, disabilities and/or long term health conditions. Individual Placement & Support Programme (delivered by Scottish Action for Mental Health) and Supported Employment Programme (delivered by Values into Action)	No of participants No of participants achieving training/qualification No of participants gaining employment or self-employment.	120 participants 40 participants achieving training/qualifications 60 participants into employment	% of positive outcomes	85%	
		Voluntary Action East Renfrewshire (VAER)	Make It Happen	No of participants with ASN supported No of participants with ASN matched	22 supported 19 matched	% of participants reporting increased and gaining new skills	90%	

The CLD Partnership will contribute by ...	PTG Priorities	Who	What	Participation Date	Participation Target 2024-2025	Impact Measure	Impact Target 2025-2026	Shared CLD Partnership Measure
Providing digital support and learning opportunities which meet resident’s needs, goals	3.1 3.2 3.3 3.4 3.5 3.6	Include Me 2 Club (IM2C)	Volunteering opportunities and accreditations/awards	No of awards	50 awards	% of members who have developed a skill through doing an award/accreditation % of members who report increased confidence	Awaiting Confirmation	
			Support for members if they need it. Media makers and media explorers		As and when required	% of members who report increased confidence with digital technology	Awaiting Confirmation	
		Barrhead Housing Association (BHA)	BHA Digital Lending Library BHA Digital Drop in	No. of People accessing a device No. of People who can access the internet	20 people accessing a device 20 people who can access the internet	% People reporting they can gain advice locally % Reporting an increase in confidence	90% 90%	
			Voluntary Action East Renfrewshire (VAER)	Digital Champion	No of participants	10 participants	Awaiting Confirmation	
		Excel Classes		8 participants				
		Adult Learning Services (ALS)	Range of digital learning programmes.	No. of participants No. of qualifications	20 participants	% of adults achieving their digital learning goals	97%	
			West College Scotland		SQA IT courses			
		East Renfrewshire Culture and Leisure	Libraries Digital Participation Team	No. of WiFi connections in ERCL facilities	Awaiting Confirmation	Review qualitative measure in Year 2	Awaiting Confirmation	
				No. of customer PC session in libraries No. of in-person teaching sessions				
		Delivering early intervention programmes for parents and parents to be that respond to local need. (EY&FL)	3.1 3.2 3.6	Adult Learning Service	Wellbeing for Parents	No. of participants	20 participants	
% of parents achieving their personal and family related learning goals	97%							

EAST RENFREWSHIRE COUNCILCABINET29 May 2025Report by Director of Business Operations and PartnershipsCREDIT UNION – PROPOSED INITIAL INVESTMENT**PURPOSE OF REPORT**

1. The purpose of this report is to seek Cabinet approval of proposals to re-establish a Credit Union presence back within East Renfrewshire and provide initial seed-funding to support implementation.

RECOMMENDATIONS

2. Cabinet is asked to approve:

- a) partnership working with Pollok Credit Union Ltd (PCU) and other community planning partners to re-establish a credit union presence in East Renfrewshire;
- b) initial seed-funding of up to £200,000 over 3 years from the Community Capacity Building Reserve (via the recent top-up from the Investment for the Future Reserve) to support the start-up costs of the Credit Union until a break-even position is maintained and on the basis of a local shop-front branch in Barrhead open at least 3 days a week, augmented by online and telephone provision and onward development of outreach provision across wider areas of East Renfrewshire;
- c) the award of 100% charitable relief for Non-Domestic Rates to the Credit Union from the opening of the PCU branch in Barrhead until further notice and subsequent amendment of the Non-Domestic Rates policy;
- d) delegation to the Director of Business Operations & Partnerships to liaise with the Credit Union and partners; oversee any initial investment to assist the East Renfrewshire branch to start-up and reach a break-even position; and maintain scrutiny on the development and delivery of the credit union's business plan towards a sustainable status; and
- e) delegation to the Directors of Business Operations & Partnerships and Environment to work together with PCU to determine and facilitate a suitable

central location for the Credit Union base in Barrhead, noting that this may require an interim temporary location for the initial period of operation.

BACKGROUND

3. Credit unions are not-for-profit savings organisations or co-operatives whose members pool their savings to provide each other with credit at a low interest rate.

4. East Renfrewshire has been without a local Credit Union service since the demise of the Barrhead-based Pioneer Mutual Credit Union in 2021, which had 3,500 members at the time of closure.

5. It is recognised that credit unions are an important mechanism helping people who are financially vulnerable and/or at risk of poverty to save and borrow money to meet essential needs. Given national cost of living pressures and the increasing challenge of the closure of local banks in the area, scoping work has been done to encourage a credit union back into East Renfrewshire.

REPORT

6. Through 'A Place to Grow' the Community Planning Partnership is committed to our children and young people flourishing; our communities and places thriving; and we all live well. The 'Communities & Places Thrive' pillar makes a commitment to community wealth building – a local credit union has been expressed as a key ambition of that approach. In addition, the 'Live Well' pillar contains specific commitments to ensure our residents have routes out of poverty and that our communities have varied and diverse groups and third sector organisations that are respected and valued partners.

7. There has been a long-standing commitment to reinstating a Credit Union back into East Renfrewshire and discussions over several years with potential providers, which have struggled to get beyond scope for online-only provision. This commitment has further strengthened with the recent closure in May of the last remaining bank in Barrhead, which also served the broader communities of Neilston and Uplawmoor. A further bank closure in Newton Mearns was also announced in March.

8. A Prior Information Notice (PIN) was published on Public Contracts Scotland during March/April 2025 to seek information from prospective credit union providers who may be willing to provide an online and an (at least) part-time, face-to-face presence in the East Renfrewshire area and perhaps across a range of local communities.

9. The PIN outlined that the Council and its partners may be willing to provide a degree of support in the form of a contribution towards initial start-up costs or accommodation in a partnership site. To inform requirements-gathering and an onward business case, prospective Credit Union providers were invited to declare an interest in provision within East Renfrewshire and contribute to some detailed questions. It was stipulated that organisations must be

authorised and regulated by the Financial Conduct Authority (FCA) and the Prudential Regulation Authority (PRA).

10. One response to the PIN was received from Pollok Credit Union Ltd (PCU). This has been reviewed by the Director of Business Operations & Partnerships in consultation with colleagues in Procurement, Legal, Finance, Money Advice & Rights, Economic Development and Strategic Services. Broader Community Planning partners in the form of East Renfrewshire Citizens Advice Bureau (ERCAB), Voluntary Action East Renfrewshire (VAER) and Barrhead Housing Association (BHA) were also involved. It is considered that the proposal from Pollok Credit Union Ltd (PCU) is competent and has scope to develop a sustainable service within Barrhead and broader areas of East Renfrewshire.

Summary of Proposal

11. PCU is one of the largest community-based credit unions in the West of Scotland, with over 6000 members, including 107 members from Barrhead. There are currently 3 PCU branches across Glasgow, open a mix of full- and part-time hours and augmented by a telephone service Monday to Friday and an app which allows members access to their accounts online 24 hours a day. Current membership is split 80% online/telephone and 20% face to face. PCU state that the 20% who attend at local branches are some of their most vulnerable members, who need the most support.

12. PCU's focus is to "support people with practical support – a place to save and borrow affordably – and as an honest broker to support people in terms of crisis. They are authorised and regulated by the Financial Conduct Authority and the Prudential Regulation Authority and are members of the Financial Services Compensation Scheme (FSCS) which protects members' savings, in the event of a closure, up to a maximum of £85,000.

13. PCU's proposal is to establish a branch in Barrhead which would open between three and five days per week. It would be branded along the lines of 'PCU – East Renfrewshire Branch' and work in partnership with East Renfrewshire Council, BHA, VAER, advice agencies and local community groups to promote the credit union. PCU want the credit union to be as independent as possible and would look for prominent premises, preferably in the Main Street area of Barrhead. This would be staffed by two Member Services Officers with support from the PCU's Chief Executive initially and then current senior staff within PCU. Subject to Cabinet approval, the Council will work with PCU to identify possible sites for a local branch in Barrhead – this is likely to be a rental site, either council-owned or by a private landlord. Given pressure on suitable Main Street/central Barrhead locations at the current time, it may be that the credit union is established in temporary premises as soon as possible, but with a view to finding longer-term premises as opportunities arise.

14. Members joining would have the opportunity to save and or borrow depending on their needs and circumstances. PCU offer several ways to pay into a member's account – benefit direct, standing order, direct debit, debit card and cash at a local branch. Members looking to withdraw can do this by telephone, in person or through the app. In-person attendees can withdraw cash up to a maximum of £350 per day.

15. PCU's Board comprises of 8 directors with a variety of skills and experience and it meets monthly.

16. PCU would look to attract around 1,000 active members over a three-year basis and believe that would give them the numbers to be sustainable and cover the costs of providing service within East Renfrewshire. PCU's estimated revenue costs of running a local branch are in the region of £80,000 per annum, which would be made up from interest on loans annually to sustain the branch. The incremental nature of the credit union business means that loans will build up over a 3-year period to a sustainable level, whereby the branch can meet its annual costs. Initial seed-funding is sought from the Council to establish the credit union over the initial 3-year period until the Credit Union can break even on costs.

FINANCE AND EFFICIENCY

17. PCU's outline financial proposal for the initial 3-year period is detailed below, totalling £209,144 excluding rental costs which are yet to be determined, for a 5-day a week face to face offering. This reduces if the opening hours are reduced to 3 or 4 days. Exclusive of rental costs, a 3-day a week opening is estimated to reduce staffing costs by 40% so would reduce the 3-year cost, excluding rent and inflation, to £153,454.

Revenue Cost	Year 1	Year 2	Year 3	Total
Capital Costs (refit of premises, PCs, broadband installation, furniture, printers etc)	£33,500			£33,500
Staff Costs				
Gross Wages*	£41,381	£41,381	£41,381	£124,143
Pension Costs	£1,164	£1,164	£1,164	£3,492
Employers NI	£3,863	£3,863	£3,863	£11,589
Broadband costs	£3,600	£3,600	£3,600	£10,800
Rent	TBC	TBC	TBC	TBC
Utility costs	£3,440	£3,440	£3,440	£10,320
Equipment hire	£3,600	£3,600	£3,600	£10,800
Insurance	£500	£500	£500	£1,500
Office sundries	£1,000	£1,000	£1,000	£3,000
Total Cost	£92,048	£58,548	£58,548	£209,144

*Annual cost of living increases for staff would be met by existing PCU resources.

18. When setting the budget for 2025/26, the Administration noted that the Council was working with partners on proposals for a Credit Union in East Renfrewshire, which would offer further financial assistance to residents. It was noted that this prospect had become essential following the decision to close the last bank in Barrhead.

19. In February 2025, Cabinet approved proposals for the Investment for the Future Reserve, and specifically an extension of £1.2M for the Community Capacity Building Reserve.

20. It is proposed that that funding of a total of up to £200K from the Community Capacity Reserve (via the recent top-up from the Investment for the Future Reserve) is made available over the next 3 years to support the development of a Credit Union within East Renfrewshire, with the aim that the Credit Union's business plan would be sufficiently progressed by the end of this period, with an established local customer base and financial profile, that the organisation can be self-sustaining thereafter. This will be closely monitored through the Credit Union's annual accounts, establishment of a Service Level Agreement and regular stakeholder meetings.

21. The above table is an estimate of costs, should costs (including onward rental costs) be higher than this, the expectation is that these will be met by the broader resources of PCU. The Council's investment will be limited to a point where the PCU East Renfrewshire branch breaks even and/or up to a maximum of £200,000, whichever occurs sooner.

22. Should the above funding be agreed, discussions will continue with PCU to find suitable local standalone premises in the Barrhead area in line with the Council's Estates procedures. Given pressures on Barrhead Main Street at the current time, it may be that a temporary location is identified to get the service up and running, with a more suitable long-term option being taken as opportunities arise.

23. It is proposed that the Credit Union is granted 100% charitable Non-Domestic Rates relief, which would be in the region of £12-15K per annum depending on the final physical premise.

CONSULTATION & PARTNERSHIP WORKING

24. Colleagues from the Council, ERCAB, VAER and BHA have been involved in discussions on the Credit Union proposals. It is envisaged that there would be close working relationships and service signposting between the Credit Union and local partners and there would also be the potential for co-location of partners in the Credit Union office (e.g. to meet referred customers) and vice versa.

25. In addition, there is scope for the Credit Union to integrate into ongoing partnership meetings such as FAIRER (Forum for Advice Information & Rights East Renfrewshire), which is chaired by the Council Leader.

IMPLICATIONS OF THE PROPOSALS

26. There are no staffing, IT, legal, sustainability or other specific implications associated with this report. An Equality, Fairness & Rights Assessment has been completed.

27. Consideration has been given to the implications of the subsidy control regime to this matter and we are satisfied that the proposal can be accommodated within the terms of those rules.

28. One of the main obstacles for credit unions in becoming financially sustainable is high running costs when compared to the revenue generated from its products. Today's proposal represents a seed-funding investment to establish a local credit union presence within East Renfrewshire. This will allow time to build a solid customer and financial base that will sustain the organisation beyond the Council's initial investment. It will be necessary to work in close partnership with the Credit Union to monitor progression of their business plan, monitor their financial sustainability through Board reports and their annual accounts, and ensure close linkages with Council/HSCP services and other local partners including ERCAB, VAER and BHA.

29. A Service Level Agreement will be created to outline the expectations in return for the Council's investment and there will be at least 6-monthly meetings to check progress.

30. There are several benefits to supporting a local credit union including providing local people, including those with poor credit scores, with access to affordable loans and thus keeping them away from more risky forms of loan-taking; provision for financial transactions given the closure of the last bank in Barrhead; the opportunity to signpost to advice and partnership agencies including Money Advice & Rights Team (MART) to maximise income and access other support required; job creation; an addition to Barrhead town centre's offering; and furthering community wealth building objectives.

CONCLUSION

31. Local credit unions are an important component of the drive to alleviate poverty, by helping people save and borrow at more affordable rates to enable them to meet essential needs and avoid the pitfalls of more expensive, and sometimes unregulated, lending. The proposal to allocate some initial seed-funding towards a break-even position is considered essential to encouraging a credit union back into East Renfrewshire and supporting them through the initial years as they establish a solid and self-sustaining base with local people and across local communities.

RECOMMENDATION

32. Cabinet is asked to approve:

- a) partnership working with Pollok Credit Union Ltd (PCU) and other community planning partners to re-establish a credit union presence in East Renfrewshire;

- b) initial seed-funding of up to £200,000 over 3 years from the Community Capacity Building Reserve (via the recent top-up from the Investment for the Future Reserve) to support the start-up costs of the Credit Union until a break-even position is maintained and on the basis of a local shop-front branch in Barrhead open at least 3 days a week, augmented by online and telephone provision and onward development of outreach provision across wider areas of East Renfrewshire;
- c) the award of 100% charitable relief for Non-Domestic Rates to the Credit Union from the opening of the PCU branch in Barrhead until further notice and subsequent amendment of the Non-Domestic Rates policy;
- d) delegation to the Director of Business Operations & Partnerships to liaise with the Credit Union and partners; oversee any initial investment to assist the East Renfrewshire branch to start-up and reach a break-even position; and maintain scrutiny on the development and delivery of the credit union's business plan towards a sustainable status; and
- e) delegation to the Directors of Business Operations & Partnerships and Environment to work together with PCU to determine and facilitate a suitable central location for the Credit Union base in Barrhead, noting that this may require an interim temporary location for the initial period of operation.

Director of Business Operations and Partnerships
May 2025

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BACKGROUND PAPERS

- Leader's budget speech, Council [26 February 2025](#).
- Investment for the Future Reserve – Proposals, Cabinet [6 February 2025](#).

MINUTE

of

JOINT CONSULTATIVE COMMITTEE (FIRST TIER)

Minute of Meeting held at 1.00pm in the Council Chamber, Council Headquarters, Giffnock on 12 February 2025.

Present:

Councillor Andrew Anderson
Councillor Tony Buchanan
Provost Mary Montague

Councillor Owen O'Donnell
Councillor Gordon Wallace

Union Representatives:

Karen Catlow (UNISON)
John Guidi (SSTA)
Gary McIntosh (GMB)

Des Morris (EIS)
Steven Larkin (UNISON)

Des Morris (EIS) in the Chair

Attending:

Steven Quinn, Chief Executive; Louise Pringle, Director of Business Operations and Partnerships; Kirsty Stanners, Head of Finance; Lesley Bairden, Head of Finance and Resources (Chief Financial Officer), HSCP; Sharon Dick, Head of HR and Corporate Services; Kenny Markwick, Head of Environment (Operations); Mark Rodgers, Head of Housing and Property; Tracy Morton, Education Senior Manager (Developing People); and John Burke, Democratic Services Officer.

Apologies:

Kerry Cameron, (UNISON), Deborah Clarke (UNISON).

MINUTE OF PREVIOUS MEETING

1. The Committee considered and approved as a correct record the Minute of the meeting held on 12 September 2024.

A matter was raised regarding the circulation of two documents: "Advice and Guidance for Educational Establishments to Ensure Compassionate and Consistent Approaches to Supporting Staff Following an Incident of Violence in the Workplace (Physical and Verbal)"; and "ERC Debrief Guidelines – Post Incident Support and Learning Review". It was confirmed that both documents had been circulated following the previous meeting, as requested.

BUDGET UPDATE

2. The Head of Finance provided an overview of the budget position for the Council, advising that there had been no substantial change since previous meetings with the Trade Unions. Papers relating to the budget would be made available through the normal process, and were scheduled to be published the week after the meeting.

There followed a discussion where the Trades Unions sought clarity that the policy of no compulsory redundancies would continue. However, it was indicated that the situation would be made clear at the budget announcement.

The Chair acknowledged the meetings that had been held between Trades Unions and the Council, in particular the Budget Strategy Group meeting on 19 December 2024. He expressed his hope that comments made by Trade Union colleagues during that process would be taken on board.

The Committee noted the position and comments made.

COUNCIL HEALTH AND SAFETY COMMITTEE

4. The Committee considered and noted the Minute of the meeting of the Council's Health and Safety Committee held on 27 August 2024.

DATE OF NEXT MEETING

5. It was noted that the next I meeting was scheduled to take place on Thursday, 15 May 2025.

CHAIR