

EAST RENFREWSHIRE COUNCIL

16 September 2015

Report by Deputy Chief Executive

COMMUNITY LEARNING AND DEVELOPMENT STRATEGY 2015-2018

**PURPOSE OF REPORT**

1. To seek approval for the East Renfrewshire Community Learning and Development (CLD) Strategy which is part of the new statutory requirements for CLD introduced in 2013.

**RECOMMENDATIONS**

2. Council is asked to:
- i. approve the CLD Strategy 2015-18 as set out in Annex 2; and
  - ii. delegate authority to the Chief Executive to further refine and strengthen the strategy over its lifetime without further recourse to Council.

**BACKGROUND**

3. The Scottish Government's national strategic focus for CLD is:
- improved life chances for people of all ages through learning, personal development and active citizenship;
  - stronger, more resilient, supportive, influential and inclusive communities.
4. CLD provides young people (aged 12-25) and adults (aged 16+) with skills for life, learning and work including addressing personal and social development and individual health and wellbeing issues. CLD includes work with community groups to support them to be well-run, sustainable and independent. It also focuses on growing some types of community-led groups and services that make communities more cohesive, sustainable and better able to overcome the challenges they face.
5. In East Renfrewshire core CLD services sit within Corporate and Community Services and Education Departments of the Council together with Voluntary Action East Renfrewshire. Other services and partners make key contributions to CLD as part of their work.
6. The Requirements for Community Learning and Development (Scotland) Regulations 2013 places a legal obligation on local authorities to work with partners to assess the need for CLD within their authority area through consultation, then develop and publish a plan for 2015-2018 by September 2015. The guidance requires CLD providers:
- identify target individuals and groups in each of the key life stages i.e. early years, young people, adults and older people;
  - consider the needs of these target individuals and groups for CLD;
  - assess the degree to which those needs are already being met; and
  - identify barriers to the adequate and efficient provision of relevant CLD.

7. The requirements for the strategy are very prescriptive. A summary version of the strategy has been produced and is attached at Annex 1. The full strategy is attached at Annex 2. The draft strategy document has now been published; this fulfils the requirement to publish by 1 September 2015. There is no requirement to submit the strategy to the Scottish Government or Education Scotland; however the strategy will be a material consideration in any future Community Learning and Development inspection.

## **NEEDS ANALYSIS & CONSULTATION**

8. The development of the Single Outcome Agreement (SOA) resulted in a sound understanding of the socio-economic profile of East Renfrewshire at an individual community level. Data shows trends of the key life stages of residents, which has been compared with the Scottish national average. The CLD Strategy combines this with information on CLD needs and priorities. Between October 2014 and June 2015, participants and representatives from a broad range of CLD and community groups, partners and providers were consulted. The consultation findings and the data analysis forms the basis of the strategy.

## **KEY STRATEGIC PRIORITIES**

9. The CLD strategy contributes directly to the SOA and has been organised under the five SOA outcomes. As a result of data analysis and feedback from participants and partners our key strategic focus for the CLD is summarised below:

### **SOA 1**

- i. Reducing the number of underage and unplanned pregnancies, and young women engaging in high risk behaviour particularly in Auchenback;
- ii. Grow parenting support groups infrastructure and increase the number of community-led parent support groups, focussing upon Barrhead initially (links to SOA 3); and
- iii. Targeted work with parents who may need support to:
  - Reduce chaos and stress in pregnancy and their children's early years;
  - Provide a stable, positive and nurturing environment for their children;
  - Access peer support and multi-agency professional advice;
  - Mitigate the impact of poverty; and
  - Develop the skills for further learning or employment that will enable parents to support their family. (links to SOA 2)

### **SOA 2**

- i. Increasing personal resilience of young people and adults to prepare them for the life challenges of continuing education and employment;
- ii. Supporting young people to achieve and sustain a positive destination following school;
- iii. Engaging and supporting adults who need to improve their core skills in order to progress in their personal, family, work and/or community lives;
- iv. Encouraging residents to maintain active and healthy lifestyles and to improve or maintain their physical and mental wellbeing.

### **SOA 3**

- i. Support a broad range of groups to be independent and sustainable with the ability to respond to need within their community;
- ii. Support young people to have an effective voice in community planning through MSYPs and expanding the East Renfrewshire Youth Forum;
- iii. Involve residents in decision-making within their community;

- iv. Provide opportunities for learners to influence future learning provision;
- v. Support the growth of parenting support groups in Barrhead (links to SOA 1) and the growth of groups for older people. (links to SOA 5)

#### SOA 4

- i. Support for groups targeted at our vulnerable residents;
- ii. Support for young people with ASN towards independence and employment;
- iii. Development of ASN support groups within the authority;
- iv. Early intervention support for unpaid carers to reduce pressures from caring responsibilities.

#### SOA 5

- i. Increasing the number of groups for older people and supporting older people to become more involved in their community; (links to SOA3)
- ii. Developing intergenerational projects;
- iii. Supporting older people to remain active and maintain good physical and mental health;
- iv. Encourage older people to develop their skills and learning;
- v. Supporting older people to live in their own homes for longer.

### **FINANCE AND EFFICIENCY**

10. There are no specific financial implications arising from this report. Departments will continue to work together with communities, sharing resources where required, to fulfil the outcomes set out in the strategy.

### **CONSULTATION**

11. The strategy was subject to broad-based consultation between October 2014 and June 2015 which has shaped the document. Consultation work included 42 focus group sessions with 209 CLD service users. Over 250 local community groups were invited to participate. 68 local groups with a combined membership of 3000 took up the opportunity to articulate their needs and priorities through completing an online survey.

### **PARTNERSHIP WORKING**

12. CLD work involves partnership working between public bodies, community groups, individuals and the voluntary sector. 14 local partners were involved in the development of the strategy and will continue to work together to further develop and strengthen the strategy over its life.

### **EQUALITY**

20. An initial equality impact assessment has been completed and indicates that the strategy will help to reduce inequality and foster good relations.

### **UPDATING THE STRATEGY**

21. The CLD Strategy requires full Council approval. It is important that the Strategy remains a "live" document through-out its lifespan and is updated to reflect evolving local needs and that partners continue to develop and strengthen their joint working arrangements. With this in mind Council is asked to delegate authority to the Chief Executive

to further refine and strengthen the strategy over its lifetime without recourse to Council. The strategy is required to be refreshed every three years. A fully updated strategy will be brought back to elected members in 2018 for 2018-21.

## **CONCLUSION**

22. East Renfrewshire is a healthy, successful and vibrant area with active and independent communities, community groups and individuals. There are pockets of disadvantage and deprivation which require targeted CLD support to increase the resilience of the communities and improve outcomes for residents. There is a good understanding of the community infrastructure which has enabled the findings of a comprehensive needs analysis to shape CLD provision in the future. Having an approach which considers preventative and early intervention support allows ERC and partner organisations to contribute to the Scottish Government's national strategic focus and improve life changes for all people within East Renfrewshire.

## **RECOMMENDATIONS**

23. Council is asked to:

- i. approve the CLD Strategy 2015-18 as set out in Annex 2; and
- ii. delegate authority to the Chief Executive to further refine and strengthen the strategy over its lifetime without further recourse to Council.

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**East Renfrewshire Council**  
**Community Learning and Development Strategy**  
**2015 - 2018**

## **1. INTRODUCTION AND NATIONAL CONTEXT**

Community learning and development (CLD) provides young people (under 25) and adults (aged 16+) with skills for life, learning and work including addressing personal and social development and individual health and wellbeing issues. CLD includes work with community groups to support them to be well-run, sustainable and independent. It also focuses on growing some types of community-led groups and services that make communities more cohesive, sustainable and better able to overcome the challenges they face. CLD is always learner-led and participation is voluntary.

The Scottish Government's national strategic focus for CLD is:

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

## **2. LOCAL CONTEXT**

East Renfrewshire has a population of 91,500. The authority is affluent in comparison to the Scottish average although there are pockets of significant disadvantage and deprivation – particularly within Barrhead and Neilston. Satisfaction with the area is very high - 91% of residents report being satisfied or very satisfied.<sup>1</sup> The authority has some of the best schools in the country. Pupils have very high levels of attainment and achievement and almost all young people progress to a positive destination from school.

East Renfrewshire has the second highest life expectancy in Scotland<sup>2</sup>; however there are disparities between local communities. The population of older people is both growing in size and aging. The over 65's are predicted to rise to 25% of the population by 2025.<sup>3</sup> 61% of people with a long term health condition are 60 or over.

There is a diverse voluntary sector in East Renfrewshire. 44% of residents surveyed report they undertook voluntary work on at least once in the previous year<sup>4</sup>, this compared to 30% nationally. In 2014/15, 3,587 volunteers were registered with Voluntary Action East Renfrewshire (VAER), an increase of 1,256 from 2013/14.

## **3. CONSULTATION**

A broad spread of local people and partners have shaped this strategy. This includes 21 partner organisations, 42 focus groups involving over 200 learners, and 68 local groups completing a survey. Staff were also consulted on their training and support needs.

## **4. PRIORITIES**

See Over

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<sup>1</sup> East Renfrewshire Council: 20th Citizens' Panel Survey, Craigforth, January 2015 p. 6

<sup>2</sup> <http://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/life-expectancy/life-expectancy-in-scottish-areas>

<sup>3</sup> National Records Scotland: <http://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-projections/sub-national-population-projections/2012-based/list-detailed-tables-2014>

<sup>4</sup> Scottish Household Survey 2013

**SOA 1: All children in East Renfrewshire experience a stable and secure start to their lives and are supported to succeed.**

<b>1.1</b>	<b>Parents are supported to provide a safe, healthy and nurturing environment for their families.</b>
<b>1.2</b>	<b>Our young children are healthy, active and included.</b>

### **Strategic Context**

All parents want to be good parents and CLD can support them in this. Research indicates that reducing the chaos and adversity that children experience from conception and in their early years can have a profound impact that can improve their personal and social development; educational attainment; and life-long health outcomes, including personal resilience (mental health), life-expectancy and healthy-years lived. Children who experience chaotic early years are more likely to engage in or experience violence, substance misuse, crime, and, poor physical and mental health in later life. This results in an expensive drain on public services over time. This area of work is the focus of the Early Years Collaborative (EYC). CLD has a key role in this both helping partners engage hard to reach families and undertaking preventative work alongside partners with parents and families.

### **Needs Analysis**

East Renfrewshire has some of the best outcomes for children and families in Scotland however, a few areas experience higher levels of disadvantage and deprivation. The communities of Barrhead and Neilston have higher proportions of children in poverty, young parents (under 25) and single parent households. Those with the most complex needs are often concentrated within the neighbourhoods of Dunterlie, Arthurlie and Auchenback which also have higher instances of smoking during pregnancy and low birth-weight babies.<sup>5</sup>

East Renfrewshire's teenage pregnancy rate is lower than the Scottish average (7.5% versus 12.9%<sup>6</sup>). While some teenage pregnancies are a positive experience, it is often associated with teenage parents experiencing lower levels of educational attainment and mental health issues. Over half the teenage pregnancies in East Renfrewshire occur in Barrhead, with Auchenback having 21% of all teenage pregnancies in the authority.<sup>7</sup> Children born to teenage parents are more likely to become teenage parents themselves.<sup>8</sup> Reducing the number of unplanned and/or underage teenage pregnancies will have a positive impact in the long-term.

East Renfrewshire has fewer young parent-led household than the Scottish average (2.6% versus 4.7%). In most East Renfrewshire communities women are more likely to delay starting a family until they are 30 or older.<sup>9</sup> While there are 54 parenting groups available across East Renfrewshire only a few are specifically aimed at young parents who often require a higher level of support. As a result young parents often report feeling isolated in the community.

<sup>5</sup> ISD Scotland SMR02: <http://www.isdscotland.org/Health-Topics/Maternity-and-Births/Teenage-Pregnancy/>

<sup>6</sup> ISD Scotland SMR02

<sup>7</sup> ISD Scotland SMR02

<sup>8</sup> Health and Sports Committee 5<sup>th</sup> report 2013 Report on Teenage Pregnancy: [http://www.scottish.parliament.uk/S4\\_HealthandSportCommittee/Reports/heR-13-05w.pdf](http://www.scottish.parliament.uk/S4_HealthandSportCommittee/Reports/heR-13-05w.pdf) p.12

<sup>9</sup> <https://isdscotland.scot.nhs.uk/Health-Topics/Maternity-and-Births/Publications/2014-08-26/2014-08-26-Births-Summary.pdf?57473391295>

Parents report there is a gap in early years groups which are suitable for children of differing pre-school ages. While there are support groups accessible for families with babies aged two and under, these are often inappropriate for older siblings aged 3 and 4.

In August 2012 22.5% of families with dependent children in East Renfrewshire were headed by a lone parent.<sup>10</sup> Of the 1,705 children in East Renfrewshire living in a financially disadvantaged position in August 2012, 73% belonged to a lone parent family.<sup>11</sup> This is more prevalent in Barrhead, where 40% of all family households are headed by a lone parent compared to 22.5% across all of East Renfrewshire. Young carers are more common in lone parent families and both children and parents from lone parent families contribute more hours of unpaid care than those living in two parent households.<sup>12</sup>

### CLD Strategic Focus

The CLD focus around SOA 1 is on:

Strategic Focus	Key Partners
Reducing the number of underage and unplanned pregnancies, and young women and men engaging in high risk behaviour, particularly in Auchenback.	YPS & HSCP
Growing parenting support groups infrastructure and increase the number of community-led parent support groups, focussing upon Barrhead initially. (Linked to SOA 3)	CP Team & VAER
Targeted work with parents who may need support to: <ul style="list-style-type: none"> <li>• Reduce chaos and stress in pregnancy and their children's early years;</li> <li>• Provide a stable, positive and nurturing environment for their children;</li> <li>• Access peer support and multi-agency professional advice;</li> <li>• Mitigate the impact of poverty; and</li> <li>• Develop the skills for further learning or employment that will enable parents to support their family. (linked to SOA 2)</li> </ul>	YPs and the CP Team working with Early Years Collaborative

### Targets

1. Reduce teenage pregnancies in Auchenback by 25% by 2018.
2. Increase number of parent support groups in Barrhead by 50% by 2018.
3. Have 50% of young mums enrolled in YPS programmes breastfeeding at 4 weeks.
4. Establish a baseline for parents and care-givers from minority ethnic backgrounds, and lone parents accessing AL services by 2017.
5. Increase Bookbug participation among families from deciles 1-3 of SIMD neighbourhoods within the authority from 25% to 35-40% by 2018.
6. Establish a baseline for sports participation by children from deciles 1-3 of SIMD neighbourhoods within the authority by 2017.

<sup>10</sup> HMRC, Children in low income households [www.gov.uk/government/statistics/personal-tax-credits-children-in-low-income-families-local-measure](http://www.gov.uk/government/statistics/personal-tax-credits-children-in-low-income-families-local-measure)

<sup>11</sup> Census 2011

<sup>12</sup> Scotland's Carers: An official statistics publication for Scotland: <http://www.gov.scot/Resource/0047/00473691.pdf> page 24

## SOA 2: East Renfrewshire residents are fit and active and have the skills for learning, life and work.

2.1	Children are confident, effective learners and achieve their full potential.
2.2	Children and young people raise their education attainment and achievement, developing the skills they need during their school years and into adulthood.
2.3	Residents have the skills for employment through increased take up of education and training opportunities.
2.4	Residents are active and optimise their health and wellbeing.

### Strategic Context

Almost all young people in East Renfrewshire progress to a positive destination on leaving school<sup>13</sup>, however there remain some young people who are not achieving or sustaining a positive outcome. The new Education (Scotland) Bill seeks to narrow the attainment gap and reduce educational inequality. CLD provision can make a key contribution by targeting young people who are not engaging with formal academic education, employment or vocational based training to develop their skills for life and work.

Part of the Scottish Government's Economic strategy is to prepare young people for employment through Developing Scotland's Young Workforce which includes enhancing vocational opportunities. Supporting positive employment outcomes for young people is a key element of Curriculum for Excellence and the National Youth Work Strategy. CLD staff and schools work in partnership around wider achievement, training, qualifications and the development of practical skills and personal development. CLD can support young people to develop the resilience, skills and abilities necessary to become work ready and be an active part of the labour market.

The economic landscape is changing and welfare reforms are affecting many residents. There has been a shift away from a 'job for life' towards short-term and zero hour employment. Some job seekers may not have the IT skills needed for negotiating the on-line benefits systems, conducting job searches and completing job applications. CLD can help support workers and job-seekers of all ages and backgrounds to increase their resilience and develop essential skills. The draft East Renfrewshire Employability Strategy 2015-2018 aims to support individuals towards securing employment, remain employed and to progress in their career by working with employers.

Responsibility for Community Justice Services will soon transfer to Community Planning Partnerships. Education and stable employment are key factors in people giving up crime.<sup>14</sup> CLD provision can support the rehabilitation of ex-offenders through offering core skills and employability programmes which will add to participants' personal resilience and confidence.

The Scottish Government wants to support people to live longer healthier lives. Health and wellbeing is integral to CLD provision. The Scottish Government's Equally Well report identifies the need to improve life circumstances and environments, and engage individuals, families and communities most at risk of poor health. The ERC Sport and Physical Activity Strategy aims to empower and support people and communities to undertake sports and physical activity, and reduce social and financial barriers.

### Needs Analysis

Qualifications are an important factor for young people to secure employment. Education provision in East Renfrewshire is recognised as being among the best in Scotland and almost all our young

<sup>13</sup> Skills Development Scotland - ERC CPP Report June 2015

<sup>14</sup> What works to tackle reoffending: A summary of the evidence: <http://www.gov.scot/Resource/0047/00476574.pdf>



people have high levels of educational attainment. Almost all of our school leavers continue to a positive destination (96% in October 2014), with the majority enrolled in further or higher education (81.1% in October 2014).<sup>15</sup> This compares favourably with the Scottish averages of 92.3% and 62.9% respectively. Barrhead and Neilston have the most young people reporting they are unemployed 6 months after leaving school.<sup>16</sup> Local data shows that young people aged 16-24 with a qualification level lower than Level 6, or with no qualifications, are more likely to be long-term unemployed than those aged over 25 with the same level of attainment.<sup>17</sup> While this affects a minority of young people, CLD can help to prepare these young people to develop skills for life and work.

Unemployment levels of those aged 16 to 74 in East Renfrewshire (4.6%) are lower than the Scottish average (6.2%). East Renfrewshire benefit claims have fallen from 5,240 in 2009 to 4,190 in 2014.<sup>18</sup> This is partly due to changes to the eligibility criteria for some benefits. The number of families eligible to claim lone parent support has reduced by 40% between 2008 and 2014. Employment support allowance claims have also fallen and further welfare reform changes are expected to have the largest impact in the more deprived areas. CLD classes and training provide people with skills to improve their employment options. Those in greatest need of support are aged between 45 and 54 while 44% of East Renfrewshire's out of work claimants live in Barrhead.

Replacing Disability Living Allowance with Personal Independence Payments will affect nearly 2,000 local residents. 73% of people claiming Disability Allowance also received an out of work benefit. CLD partners can deliver targeted programmes and support to those most at risk of stress and anxiety experienced by claimants, as well as shape provision in anticipation of further reform. VAER and Job Centre Plus are working in partnership to offer additional support to claimants at risk of being sanctioned. Active volunteering, where appropriate, can help fulfil the requirements for claims and contribute to the employability of participants. Placement organisations often require some additional help to understand the skills required to support individuals in the initial stages.

The core skills required for all four key areas of adult life (personal, family, work and community) have come into sharper focus in recent years as UK government policy on welfare reform has taken effect. The skills of being to read, write, work with numbers, use computers, and navigate the internet are essential for those seeking work and applying for benefits. There is an increase in the need for provision to improve individuals' skills in these areas and this trend has been observed by CLD staff and partners across East Renfrewshire.

Census 2011 data shows that approximately 2,500 people aged 16+ need some type of assistance with their reading and writing skills and this rate rises in deprived communities. It is recognised that there is an increase in the level of support required among ex-offenders. Many adults are reluctant to acknowledge they need help therefore the true extent of the need is unknown.

With many aspects of everyday life moving online support needs to be targeted to ensure people can actively participate in the digital world. There are 10 libraries within the authority where IT equipment and access to the internet are available free of charge. Libraries staff provide support in the use of IT and IT classes and workshops are provided within libraries.

Residents of all ages require support with English as a second language. Barrhead, Newton Mearns and Giffnock have the greatest numbers requiring assistance. The majority report being able to comprehend spoken English but require support with speaking, reading and writing. Over 65s tend to

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<sup>15</sup> East Renfrewshire Council Community Planning Partnership Report June 2014 produced by Skills Development Scotland

<sup>16</sup> ERC CPP Report June 2014 produced by Skills Development Scotland lists these areas as Dunterlie East, Arthurlie and Dovecothal; West Neilston and Uplawmoor; and Auchenback.

<sup>17</sup> Census 2011.

<sup>18</sup> DWP, Working Age client Group as at August 2014, available at [www.nomis.co.uk](http://www.nomis.co.uk)

require higher levels of support. There are also requests from parents of school age children looking for support to improve their language skills to allow them to assist their children with their homework.

Residents in East Renfrewshire report having very good or good general health (86%) which is slightly higher than across Scotland (82%).<sup>19</sup> The Scottish Health Survey 2013 found the most socio-economically disadvantaged had greater risk of long term health conditions linked to obesity, smoking, poor mental health and poor physical health. CLD can provide support to reduce smoking, eat more healthily and encourage people to be more active in their community.

Physical inactivity remains one of Scotland's major public health issues. Encouraging children to be healthy and active leads to healthier adult lives. Older people who undertake recommended levels of physical activity have better general health and can reduce their risk of falls.<sup>20</sup> The health and wellbeing focus in CLD provision includes programmes such as Eat Better Feel Better. Community sports hubs have an important role in increasing sports participation and increasing community capacity to sustain that participation.

### CLD Strategic Focus

The CLD focus around SOA 2 is on:

Strategic Focus	Key Partners
Increasing personal resilience of young people to prepare them for the life challenges of education and employment.	YPS and Schools
Supporting young people to achieve and sustain a positive destination following school.	YPS and Schools
Engaging and supporting adults who need to improve their resilience and core skills in order to progress in their personal, family, work and/or community lives.	Adult Learning, Libraries and Employability
Supporting adults to develop skills to search for, secure and sustain employment.	AL and Employability
Encouraging residents to maintain active and healthy lifestyles, and to improve or maintain their physical and mental wellbeing.	ERCL
Developing effective relationships and promote partnership working with local Colleges through establishment of classes at the Foundry.	Economic Development

### Targets

1. Increase provision of SQA accredited courses to 3 by 2017.
2. Increase the number of learners participating in adult literacies courses by 10% by March 2017.
3. To have 1350 awards achieved by young people participating in school and community based CLD programmes by 2018.
4. Develop tracking measure for young people in positive destinations due to participation in CLD programmes by 2017. This will measure % of young people securing a positive destination for 1 year due to CLD.
5. By 2018, have 95% of adults who complete learning programmes report that the learning has improved their ability to obtain, improve or sustain employment.
6. Increase the number of secondary school pupils participating in sports leadership programmes by 5% by 2017.

<sup>19</sup> Census 2011

<sup>20</sup> [www.who.int/dietphysicalactivity/factsheet\\_recommendations/en/index.html](http://www.who.int/dietphysicalactivity/factsheet_recommendations/en/index.html)

### SOA 3: East Renfrewshire is a thriving, attractive and sustainable place for residents and businesses to grow.

**3.3** Residents live in communities that are strong, self sufficient, resilient and supportive.

#### Strategic Context

Building stronger, more resilient, supportive, influential and inclusive communities is one of the two key strategic focuses for CLD as outlined in the national Strategic Guidance. Communities with a broad range of well-run groups that offer peer support and meet local needs tend to cope better with social and economic challenges. The CP Team and VAER work with other partners to deliver capacity building support to the local voluntary and community sectors. This is done through working with local voluntary groups and organisations to promote sustainable, effective and well managed groups that are able to contribute to the local community. Support can include committee skills and constitutional awareness training, support to gain funding, and support to establish a project locally.

Community involvement has been a key aspect of the development of this strategy and reflects the National Standards for Community Engagement and the Community Empowerment (Scotland) Act. It is anticipated that there will be a need to provide capacity building support to ensure communities are fully able to participate under the terms of the Act. CLD staff support young people to be engaged in the democratic process through the Youth Forum and Scottish Youth Parliament.

The talents, skills and experience provided by volunteers are an invaluable contribution to building resilient communities. Providing individuals with the support and opportunities to use their skills and knowledge gained from work and personal development to benefit other individuals and community groups is part of the ethos of community capacity building.

#### Needs Analysis

East Renfrewshire is comprised of resilient and active communities and there is a vibrant third sector. As a result there are approximately 846 groups available for residents to access across East Renfrewshire. The most common are sports and hobby/activity groups (245), early years education (128), education for adults (78) and seniors groups (53). The range is diverse with a good spread across gender, age, ethnicity and location.

These groups are offered by the following providers:

- Public sector– 33%
- Third sector (including church and faith groups) – 25%
- Private, Independent or community based groups – 42%

With support from the CP Team, local groups secured over £200,000 of grant support in 2014/15<sup>21</sup> and 89 groups attended funding workshops run by VAER. During 2014/15 East Renfrewshire saw a 20% increase in the numbers of paid staff in the 3<sup>rd</sup> sector and a 1.7% increase in turn over<sup>22</sup>. This work contributes to Scotland's Economic Strategy by strengthening the success and resilience of local communities.

VAER have used a targeted approach in 2014/15 to promote volunteering to under 25's, over 50s and people that need extra help to get involved in volunteering. They also aim to increase awareness of the benefits of volunteering, such as improving participants' employability, which can support them to move on to a positive destination.

<sup>21</sup> Data from Community Planning Team service plan

<sup>22</sup> VAER have been monitoring 20% of local social enterprises on behalf of the Economic Development Department since 2011.

There is a strong ethos of active citizenship across the authority. The area has 100% coverage by active community councils, however these have tended not to require competitive elections to date. Participation in elections is often among the highest in the country. There was 81.2% turnout in the 2015 General Election which was the second highest across the UK, 63.4% in the 2011 Scottish Parliamentary Elections and 90.4% in the 2014 Scottish Independence Referendum. In 2015 the first large-scale contested election for the Scottish Youth Parliament Elections was held with 1644 votes cast in East Renfrewshire by local young people. There were 15 candidates standing for 3 seats who were provided with award-winning<sup>23</sup> support from YPS. Citizens' Panel data shows that there is a 6% increase from 2012/13 to 2013/14 of East Renfrewshire residents reporting that they feel they can influence decisions affecting their local area.

### CLD Strategic Focus

The CLD focus around SOA 3 is on:

Strategic Focus	Key Partners
Supporting a broad range of groups to be independent and sustainable with the ability to respond to need within their community.	CP Team and VAER
Supporting young people to have an effective voice in community planning through MSYPs and expanding the East Renfrewshire Youth Forum.	YPS and CP Team
Involving residents in decision-making within their community.	CP Team
Providing opportunities for learners to influence future learning provision.	All partners
Growing the number of volunteers regularly participating in volunteering activities in East Renfrewshire as well as supporting volunteers to develop their skills.	VAER and CP Team
Supporting the growth of parenting support groups in Barrhead (linked to SOA 1), ASN groups (linked to SOA 4), and groups for older people (linked to SOA 5).	CP Team, EYC and VAER

### Targets

1. Maintain the percentage of groups receiving support from the Community Planning Team remaining active after one year.
2. Increase the number of Citizens' Panel respondents who strongly agree/agree that they can influence decisions affecting their local area by 10% by 2018.
3. Have 100% MSYP representation and 100% Youth Forum representation across learning communities by 2018.
4. Increase the number of parenting support groups in Barrhead by 50% by 2018. (linked to SOA 1)
5. Increase the number of CLD-led support groups, networks and programmes for individuals with ASN by 50% by 2018. (linked to SOA 4)
6. Develop measure and target for growing older peoples' groups in Eastwood by 2017. (See SOA 5.)
7. Increase the number of Sports Hubs within the authority from four to six with two new hubs to be opened in Neilston and Clarkston/Busby by 2016.

<sup>23</sup> MSYP Support Worker of the Year

## SOA 4: East Renfrewshire residents are safe and supported in their communities and homes.

4.4	Our vulnerable residents are able to live as safely and independently as possible in the community and have control over their care and support.
4.5	Carers' roles in providing care are recognised and valued.

### Strategic Context

The work by YPS and the CP Team contributes to the Scottish Government aim to encourage young people with ASN towards independence and employment, a key recommendation for Scotland's young workforce. VAER encourage people of all ages with Additional Support Needs (ASN) to be involved in volunteering and highlight the benefits of volunteering to potential volunteers.

Carers are described as providing unpaid care if they look after or give help or support to a family member, friend, neighbour or other person because of long term physical or mental health conditions, disability or problems related to old age. It is important to note that many people do not self-identify as carers as they often do not recognise their activities as falling within the scope of unpaid caring, but rather assume caring duties as part of their role as family member or friend. This can result in under-reporting of carers and caring duties in the available data.

### Needs Analysis

#### ASN

There are 1,185 primary age children and 1,571 secondary age children identified as having additional support needs in East Renfrewshire schools. These are similar to the figures across Scotland.<sup>24</sup> Dyslexia and learning difficulties are the most common additional support needs among children and young people. There are approximately 321 individuals with autism accessing local public services.<sup>25</sup> The burden and costs of care falls mainly to the families of those with ASN, and there are costs to the local economy in East Renfrewshire, including through underemployment of those with ASN.<sup>26</sup>

The consultation process for the East Renfrewshire Autism Strategy showed that stakeholders reported good practice with local services including having good networks of contacts, support with daily living (where required), and educational opportunities. However, more support to compliment what is available from social work and education would be welcomed by families. Parents can access a wide range of formal support groups as well as informal networks. Much provision and support comes from national organisations however there are also local support groups which can be accessed such as those supported by YPS. One of the aims of the ERC Parenting Strategy is to increase the number of parents' networks for supporting parents of children with ASN.

Of significance is the difference in the number of benefit claims made by or on behalf of children and young people with a range of long term health conditions and/or additional support needs and the number of young people self-reporting a long term health condition. This indicates there are young people and their families who may be entitled to benefits who are not claiming and this gap is expected to increase with further welfare reforms and changes to the application process.

<sup>24</sup> School census 2014 data showed 14% of primary pupils and 20% of secondary pupils had ASN in ER. Across Scotland the figures were 19% and 21% respectively.

<sup>25</sup> 89 primary school pupils, 110 secondary pupils, 46 in special school setting and 76 adults known to adult services – figures from draft Autism Strategy.

<sup>26</sup> Estimated at £39 million for autism in support and underemployment for East Renfrewshire in 2009: <http://www.lse.ac.uk/newsAndMedia/news/archives/2009/05/MartinKnappAutism.aspx>

## Carers

Carers make an important contribution to the community with 10.3% of East Renfrewshire residents aged 16+ providing unpaid care (similar to the Scottish average of 9%)<sup>27</sup>. East Renfrewshire reflects the Scottish trend of women being more likely carers than men and most carers are in employment (excluding full-time students). It is important to support carers with opportunities to maintain their health and wellbeing. Physical and mental health conditions can be an issue for those with caring responsibilities. 10.2% of people aged 65+ with no caring responsibilities report their health as being bad or very bad, this increases to 15.2% among those providing 35+ hours of care per week for the same age group.

Across Scotland, the proportion of people providing unpaid care living in the most deprived areas is similar to those living in the least deprived areas. However, in the more deprived areas there is likely to be an increase in the number of hours and intensity of care provided. This indicates that Barrhead and Neilston are likely to have carers with the most demand placed upon them and initial support should be targeted at carers in these communities.

In East Renfrewshire 1.9% of people who have caring responsibilities are aged under 16<sup>28</sup>, usually providing unpaid care to a family member within their household. As stated above, those young carers living in more deprived areas are more likely to provide more hours of care, but all young carers are affected by reduced time for education due to caring commitments. This can have a significant impact upon life outcomes for young carers including education attainment, employment, and their health and wellbeing. The East Renfrewshire Carer's Centre work with approximately 150 young carers to provide emotional and practical support, information and advice.

### **CLD Strategic Focus**

The CLD focus around SOA 4 is on:

<b>Strategic Focus</b>	<b>Key Partners</b>
Providing support for groups targeted at our vulnerable residents.	CP Team
Providing support for young people with ASN towards independence and employment.	YPS and CP Team
Further developing ASN support groups within the authority.	CP Team and VAER
Providing early intervention support for carers to reduce pressures from caring responsibilities.	East Renfrewshire Carers Centre

### **Targets**

1. Increase the number of CLD-led support groups, network and programmes for individuals with ASN by 50% by 2018. (Baseline is 4.)
2. Increase participation of young carers in CLD groups and programmes by 20% by 2018.

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<sup>27</sup> Census 2011

<sup>28</sup> Census 2011

**SOA 5: Older people in East Renfrewshire are valued; their voices are heard and they are supported to enjoy full and positive lives for longer.**

<b>5.1</b>	Older people are able to live as safely and independently as possible in the community and have control over their care and support.
<b>5.2</b>	Older people feel included and empowered to make a valuable contribution to their local communities.

**Strategic Context**

Scottish Government's strategy All Our Futures: Planning for a Scotland with an Ageing Population identifies priority areas which this CLD strategy will contribute to. These include growing intergenerational relations between younger and older people, and ensuring there are opportunities for learning accessible by older people. Provision of social activities, learning classes and other groups for older people increases their activity, wellbeing and involvement in the community. Physical activity is a key factor in reducing mental and physical health issues, maintaining mobility and retaining independence for people in later life. The Sport and Physical Activity Strategy has identified older people as being a target for physical activity opportunities.

Reshaping Care for Older People: A Programme for Change highlights the contribution that society makes towards the care of older people with most care being provided by family and friends or through private purchase rather than through formal NHS care. One aim of the Scottish Government is to increase the proportion of older people who are supported to live independently at home. This preventative approach intends to make significant savings on the cost of hospital care through supporting older people to remain in their own homes or within the community for longer. The Health and Social Care Partnership (HSCP) deliver programmes and community activities to improve the health and wellbeing of older people to encourage and sustain independence.

**Needs Analysis**

The percentage of older people (aged over 65) living in East Renfrewshire is similar to the Scottish average<sup>29</sup> and population predictions estimate that by 2025, approximately a quarter of the population in East Renfrewshire will be over 65 years of age<sup>30</sup> with the biggest increase being the 80-84 and over 85 age groups. These age groups are currently the greatest users of health and social care services, therefore support and service provision will need to be increased in line with the predicted population increase. The gender distribution changes with age - 61.3% of over 75's are women. While poverty levels among older people have reduced, 66% of pensioners on a low income are women without a partner. Of those aged 65+, 22% receive payments to cover cost of their care. The poor outcomes associated with deprivation are reflected in the health outcomes of older people living in deprived areas.

Targeted preventative and proactive support for older people enables them to remain in their own homes and communities for longer. East Renfrewshire's Health and Social Care Strategic Plan aims to provide more people with end of life care outside of hospital and in 2013/14, 88.5% of people spent the last 6 months of their lives at home or community setting. In East Renfrewshire there are 53 known groups catering exclusively to seniors, with many more leisure, sport and activity groups appropriate for and accessed by seniors. Some older people may have difficulty in attending social activities through lack of transport or availability of a suitable companion to offer assistance. In East Renfrewshire, 34% of those aged 65+ live alone which increases to almost 50% in Busby. Figures show that relative to the population of older single adult households, Busby and Eaglesham have greatest unmet need for community groups. However it must be recognised that provision is stronger in Clarkston, Giffnock and Newton Mearns and many older adults travel to access groups in these areas.

<sup>29</sup> Census 2011

<sup>30</sup> National records Scotland population projections



## CLD Strategic Focus

The CLD focus around SOA 5 is on:

Strategic Focus	Key Partners
Increasing the number of groups for older people and supporting older people to become more involved in their community.	VAER ,CP Team and HSCP
Supporting older people to remain active and maintain good physical and mental health.	VAER, HSCP, ERCL and CP Team
Encouraging older people to develop their skills and learning.	AL and VAER
Supporting older people to live in their own homes for longer.	HSCP and VAER
Developing intergenerational projects to encourage younger and older people to work together, share experiences, and promote understanding of one another.	CP Team, YPS, VAER and the Kirkton Service

### Targets

1. Work with partners to develop measures and targets for older peoples' groups in year 1.
2. Increase older peoples' use of council sport and leisure facilities by 5% by 2018.
3. Increase the number of older people participating in ERCL activity programmes by 5% by 2018.

## 5. CONCLUSION

East Renfrewshire is a healthy, successful and vibrant area with active and independent communities, community groups and individuals. There are pockets of disadvantage and deprivation which require targeted CLD support to increase the resilience of the communities and improve outcomes for residents.

There is a good understanding of the community infrastructure which has enabled the findings of a comprehensive needs analysis to shape CLD provision in the future. CLD provision will cover the whole life cycle of residents: support for parent and care-givers to improve outcomes for children; support for young people to achieve and sustain positive destinations; support for people of working age who may be facing change and transitions; to foster cohesive communities; to increase the independence and resilience of community groups; and to increase the activity and involvement of older people.

Having an approach which considers preventative and early intervention support allows ERC to contribute to the Scottish Government's national strategic focus and improve life changes for all people within East Renfrewshire.



**East Renfrewshire Council**

**CLD Strategy**

**2015 - 2018**

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## **1. INTRODUCTION & NATIONAL CONTEXT**

Community learning and development (CLD) provides young people (aged 12-25) and adults (aged 16+) with skills for life, learning and work including addressing personal and social development and individual health and wellbeing issues. CLD includes work with community groups to support them to be well-run, sustainable and independent. It also focuses on growing some types of community-led groups and services that make communities more cohesive, sustainable and better able to overcome the challenges they face.

The Scottish Government's national strategic focus for CLD is:

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

Although the focus of the CLD Regulations is upon local authorities, Scottish Government recognises that successful CLD delivery can only be achieved through partnership activity with third sector organisations and other providers of public services. Local authorities are expected to work closely with partners in the delivery of public services as well as to provide leadership and direction for partners, and encourage more cohesive partnership working. There should be a focus on the quality of CLD delivery as well as an appropriate means to evaluate service delivery.

CLD is always learner-led and participation is voluntary. In East Renfrewshire Council (ERC), CLD delivery is split into three core elements - youth work, community capacity building, and adult learning. A wide range of public and third sector partners use CLD approaches in their work to make significant contribution to meet the priorities of the Christie Commission report.

## **2. LOCAL STRATEGIC CONTEXT**

East Renfrewshire Council has a clear vision: *A modern ambitious Council creating a fairer future with all*. CLD work is integral to achieving this vision through supporting individuals, families and community groups. Since 2012, all Community Planning Partners (CPPs) in East Renfrewshire have been working together to ensure consistent delivery of CLD practices, supporting the growth of resilient communities within East Renfrewshire.

Through the development of the Single Outcome Agreement (SOA) there is a sound understanding of the socio-economic profile of East Renfrewshire. For the first time we have over-lapping data sets for socio-economic needs and community infrastructure. This allows CLD support to be targeted more effectively than ever before. Data shows trends of the key life stages of residents which has been compared with Scottish national averages (where available). The extensive consultation process and systematic assessment used to research the SOA complies with the CLD Strategic Guidance for Community Planning Partnerships 2012 and enables a focus on a preventative approach and the innovative use of existing resources.

### **3. OVERVIEW OF EAST RENFREWSHIRE**

In East Renfrewshire, youth work is largely delivered by Young Persons Services (YPS) with learning and development support for volunteering from Voluntary Action East Renfrewshire (VAER). Community capacity building is delivered by the Community Planning Team (CP Team) and VAER. YPS has 12 staff (10 FTE) plus casual youth workers and the CP Team has 3 community workers (3 FTE). Both teams are based in Corporate and Community Services within ERC. The Adult Learning Team (AL) delivers adult learning courses and support and is based within the Education Department of ERC. It has 8 staff (6.94 FTE) plus casual specialist tutors and volunteer tutors. VAER has 2 fulltime CLD practitioners supporting 4 full-time staff and 1 part-time staff member who deliver CLD services.<sup>1</sup>

East Renfrewshire lies to the south of Glasgow and the population in June 2014 was estimated to be 91,500<sup>2</sup> in June 2014 and is predicted to grow to 95,482 by 2025<sup>3</sup>. The authority is affluent in comparison to the Scottish average although there are pockets of significant disadvantage and deprivation – particularly within Barrhead and Neilston. These neighbourhoods are in the worst 10% nationally based on the Scottish Index of Multiple Deprivation (SIMD) and residents in these communities are generally more vulnerable and require higher levels of support and service provision.

Satisfaction with the area is very high. 91% of residents surveyed for the Citizens' Panel<sup>4</sup> report being satisfied or very satisfied with living in East Renfrewshire in 2014/15<sup>5</sup>. Residents consider the authority to be a safe place to live and cite the safe and clean environment as being a main reason for living in the area<sup>6</sup>. There are low levels of crime and minimal police presence; however Citizens' Panel data shows that respondents rank crime and anti-social disorder as the first priority for ERC and partners to tackle<sup>7</sup>.

The area has some of the best schools in the country which consistently outperform comparators. Pupils have very high levels of attainment and achievement and almost all young people progress to a positive destination from school.

East Renfrewshire is one of Scotland's most ethnically and culturally diverse authorities in Scotland. Minority groups have grown in size between 2001 and 2011 with the Asian population showing the largest increase - currently 5% of the total population in the authority<sup>8</sup>. 41% of the Scottish Jewish population live in the area and 3.3% of the local population are Muslim compared to 0.84% across Scotland<sup>9</sup>.

East Renfrewshire has the second highest life expectancy in Scotland<sup>10</sup>; however there are disparities between communities within the authority. The population of older people is both growing in size and age. There has been a 17% increase in adults aged 65+ living in the authority between 2001 and 2011 which is higher than the 10.6% average increase across Scotland<sup>11</sup>. This increase has led to a significant pressure on resources and services provided within the authority for this age group,

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<sup>1</sup> Staff figures captured on 30 July 2015 and are subject to change.

<sup>2</sup> National Records of Scotland population mid year estimate for June 2014.

<sup>3</sup> [www.clydeplan-sdpa.gov.uk/sdp/approved-strategic-development-plan-may-2012](http://www.clydeplan-sdpa.gov.uk/sdp/approved-strategic-development-plan-may-2012)

<sup>4</sup> The East Renfrewshire Citizens' Panel is a group of approximately 1,200 local people that broadly represent the local population, based on census data on area of residence, age, gender, ethnicity and tenure. Panel members provide their views on major issues that affect East Renfrewshire.

<sup>5</sup> East Renfrewshire Council: 20th Citizens' Panel Survey, Craigforth, January 2015 p. 6

<sup>6</sup> Citizen Panel, p. 8

<sup>7</sup> Citizen Panel . p 12

<sup>8</sup> Census 2011

<sup>9</sup> Census 2011

<sup>10</sup> <http://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/life-expectancy/life-expectancy-in-scottish-areas>

<sup>11</sup> Census 2011

including CLD provision. The number of adults aged 65+ in East Renfrewshire is predicted to rise to 25% of the total population by 2025<sup>12</sup> which will further shape CLD provision in the future. Although the number of children and young people fell by 6.9% between 2001 and 2011, East Renfrewshire is the authority with the highest proportion of 10-14 year olds and the second highest proportion of 0-15 year olds in Scotland<sup>13</sup>. The proportion of working age people (aged 16-64) has remained constant at 64%<sup>14</sup>.

The majority of residents enjoy good health with 86% rating their health as good or very good<sup>15</sup>. 27.3% report having one or more long-term health conditions which is lower than the rate for Scotland (29.9%)<sup>16</sup>. Health conditions become more apparent with age with 61% of people reporting they are limited a lot by a long term health condition being aged 60 or over. The average age of a carer is 52 in East Renfrewshire<sup>17</sup>, and as people age they are increasingly likely to perform unpaid caring duties.

There is a diverse voluntary sector in East Renfrewshire with 44% of respondents to the Citizens Panel survey reporting they are involved in voluntary work on at least one occasion throughout the previous year<sup>18</sup>. These Citizens' Panel figures are higher than the findings in the Scottish Household Survey 2012 where 30% of people across Scotland were involved in volunteering. In 2014/15, 3,587 volunteers were registered with VAER, which is an increase of 1,256 registered volunteers from 2013/14.

#### **4. CONSULTATION**

Between October 2014 and June 2015, the CLD Strategy working group<sup>19</sup> consulted members and representatives from a broad spectrum of CLD groups, partners and providers to express their opinions, ideas and suggestions on priorities emerging from the data analysis and service provision in the future.

Consultation included:

- 42 focus group sessions with 209 participants from a broad range of CLD groups spread across the authority representing a broad cross section of age, gender, and socio-economic status;
- 68 responses to a survey available online from 3 March 2015 and 16 May 2015 which was directly emailed to 262 community based organisations (26% response rate). Local records show that the combined membership of the groups responding was just below 3000 residents;
- Three internal ERC sessions attended by almost all core CLD staff;
- 21 partnership organisations were directly consulted. A consultation session was attended by staff from seven partner organisations including secondary schools, the Carers Centre and other voluntary sector organisations. Members of the CLD Strategy working group gave briefings at CPP meetings and partner working groups. These briefings reached staff from an additional 14 partner organisations.

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<sup>12</sup> National Records Scotland: <http://www.nrscotland.gov.uk/statistics-and-data/statistics/statistics-by-theme/population/population-projections/sub-national-population-projections/2012-based/list-detailed-tables-2014>

<sup>13</sup> Census 2001 and 2011

<sup>14</sup> Census 2001 and 2011

<sup>15</sup> Census 2011

<sup>16</sup> Census 2011

<sup>17</sup> Census 2011

<sup>18</sup> Scottish Household Survey 2013

<sup>19</sup> The CLD strategy working group consisted of key staff from the CP Team, A L and YPS.

Core CLD staff were consulted to determine where there are gaps in Continuous Professional Development (CPD) and where CPD should be directed in the future to be most effective in developing and delivering future provision. Key findings were that staff wanted further support around their use of self-evaluation and Assessment for Learning. A programme of support has been put in place for 2015/2016 which will complement their National Standards for CLD Competency based CPD which is part of the councils Performance, Review and Development (PRD) process.

## **5. IMPLEMENTATION AND REVIEW**

Each local authority is required to consult on and publish plans every three years with the initial plan to be made public by 1 September 2015. The CLD strategy must acknowledge and explain where the needs of residents cannot be met – See Annex 1. Implementation of the Strategy will be lead by ERC but partners are aware where they contribute to the strategic focus for each SOA outcome. ERC and partners will review the CLD strategy on an annual basis and update the strategy to reflect changing priorities and needs. Community engagement will be embedded into all programmes and service delivery by all partners to ensure that provision is adjusted as required to reflect the need of the community.

The planned review for 2016/17 will focus upon:

- Building closer links and improving partnership working with East Renfrewshire Culture and Leisure (ERCL), Health and Social Care Partnership (HSCP), VAER, East Renfrewshire's Local Employability Partnership and the Council's employability support services (WorkER);
- Implementing the requirements of community justice reforms;
- Implementing the requirements from the Community Empowerment (Scotland) Bill passed in June 2015;
- Building and strengthening post-school pathways to continuing education and employment – including upcoming construction and end-use employment opportunities in coming from the Council's City Deal programme and other strategic developments;
- Addressing the gaps in the 2015/16 plan that have not been met.

## 6. PRIORITIES

**SOA 1: All children in East Renfrewshire experience a stable and secure start to their lives and are supported to succeed.**

1.1	<b>Parents are supported to provide a safe, healthy and nurturing environment for their families.</b>
1.2	<b>Our young children are healthy, active and included.</b>

### **Strategic Context**

All parents want to be good parents and CLD can help vulnerable parents support their children to thrive. Research indicates that reducing the chaos and adversity that children experience from conception and in their early years can have a profound impact that can improve children's personal and social development; educational attainment; and life-long health outcomes, including personal resilience (mental health), life-expectancy and healthy-years lived.

Children who experience chaotic early years are more likely to engage in or experience violence, substance misuse, crime, and, poor physical and mental health in later life. This results in an expensive drain on public services over time; it also presents a key opportunity for CLD to adopt a clear preventative approach for service design and delivery. All parents benefit from support at times, but research indicates that young parents, unemployed/low income families and single parents are some of the groups most likely to benefit from support however they are often the hardest for mainstream services to reach. The ERC Parenting Strategy, the local interpretation of the National Parenting Strategy 2012 aims to deliver an efficient service that has universally accessible provision with targeted early intervention support. The CLD strategy and CLD providers can support this through extending the infrastructure of parent support groups with focussed programmes which reflect current demand.

The Early Years Collaborative (EYC) was launched in October 2012 to bring CPPs together to build on the work they are currently doing, to develop a clearer understanding about the application of improvement methodology and to share learning about effective early years practice and evidence based intervention. The CP Team supports the EYC to plan and implement effective community engagement into their work. Work to support the EYC is delivered in conjunction with health partners from HSCP some of which is jointly planned and delivered by the CP Team and HSCP staff. VAER also have an advisory role in the working group.

### **Needs Analysis**

East Renfrewshire has some of the best outcomes for children and families in Scotland however, a few areas experience higher levels of disadvantage and deprivation which are key factors contributing to poor outcomes in later life. The communities of Barrhead and Neilston have higher proportions of children in poverty, young parents (under 25), children with long term health conditions and single parent households. Those with the most complex needs are often concentrated within the neighbourhoods of Dunterlie, Arthurlie and Auchenback which also have higher instances of smoking during pregnancy, lower levels of sustained breast feeding and low birth-weight babies<sup>20</sup>.

Across East Renfrewshire, the teenage pregnancy rate (girls aged 13-19) is lower than the Scottish average (7.5% in East Renfrewshire compared to the Scottish average of 12.9%).<sup>21</sup> There is a well established link between underage and unplanned pregnancies and deprivation. Over half the children born to teenage mothers in East Renfrewshire occur in Barrhead, with the small

<sup>20</sup> ISD Scotland SMR02: <http://www.isdscotland.org/Health-Topics/Maternity-and-Births/Teenage-Pregnancy/>

<sup>21</sup> ISD Scotland SMR02 as above

neighbourhood of Auchenback accounting for 21%<sup>22</sup>. While some teenage pregnancies are a positive experience, there are poorer outcomes often associated with teenage parents including lower levels of educational attainment and mental health issues. These effects are often passed to the children of teenage parents, and children born to teenage parents are more likely to become teenage parents themselves<sup>23</sup>. The effects of this cycle can be reduced through preventative work to decrease the numbers of unplanned and underage teenage pregnancies in the short-term which will have a long-term influence on future generations.

In the most deprived areas in Scotland mothers most commonly start a family at around 20 years old, in contrast to those in less deprived areas where women are more likely to delay starting a family and the most common age for a first birth is 30.<sup>24</sup> This is reflected in East Renfrewshire where there were 86 births to women aged under 25 in 2013, and 500 births to women aged 30+. There are over 300 families in East Renfrewshire headed by a parent aged 16 – 24, approximately 2.6% of all families. This figure is lower than the average level for Scotland (4.7%). Young parents often report feeling isolated in the community and while there are 54 parenting groups available across East Renfrewshire, very few are specifically aimed at young parents who often require a higher level of support.

Parents report there being a gap in early years groups which are suitable for children of differing pre-school ages. While there are support groups accessible for families with babies aged two and under, these are often not inclusive of children aged 3 and 4. Therefore families with siblings of different ages may struggle to find suitable support groups.

In August 2012, 22.5% of families with dependent children in East Renfrewshire were headed by a lone parent<sup>25</sup>. Of the 1,705 children in East Renfrewshire living in a financially disadvantaged position in August 2012, 73% belonged to a lone parent family. This shows a clear link between lone parent families and child poverty. This is more prevalent in Barrhead, where 40% of all family households are headed by a lone parent compared to 22.5% across all of East Renfrewshire. Young carers are more common in lone parent families and both children and parents from lone parent families contribute more hours of unpaid care than those living in two parent households<sup>26</sup>.

Provision of early years groups is strong in the more affluent areas of Busby, Giffnock, Newton Mearns and Uplawmoor. **Figure A** below shows that Barrhead, a community with high levels of deprivation, has over 40% of East Renfrewshire's lone parent families with children aged 0-4, more than double the number of any other community, yet it has the second lowest proportion of infant and parent groups per 100 lone parents.

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<sup>22</sup> ISD Scotland SMR02 as above

<sup>23</sup> Health and Sports Committee 5<sup>th</sup> report 2013 Report on Teenage Pregnancy:

[http://www.scottish.parliament.uk/S4\\_HealthandSportCommittee/Reports/heR-13-05w.pdf](http://www.scottish.parliament.uk/S4_HealthandSportCommittee/Reports/heR-13-05w.pdf) p.12

<sup>24</sup> <https://isdscotland.scot.nhs.uk/Health-Topics/Maternity-and-Births/Publications/2014-08-26/2014-08-26-Births-Summary.pdf?57473391295>

<sup>25</sup> HMRC, Children in low income households [www.gov.uk/government/statistics/personal-tax-credits-children-in-low-income-families-local-measure](http://www.gov.uk/government/statistics/personal-tax-credits-children-in-low-income-families-local-measure)

<sup>26</sup> Scotland's Carers: An official statistics publication for Scotland: <http://www.gov.scot/Resource/0047/00473691.pdf> p. 24



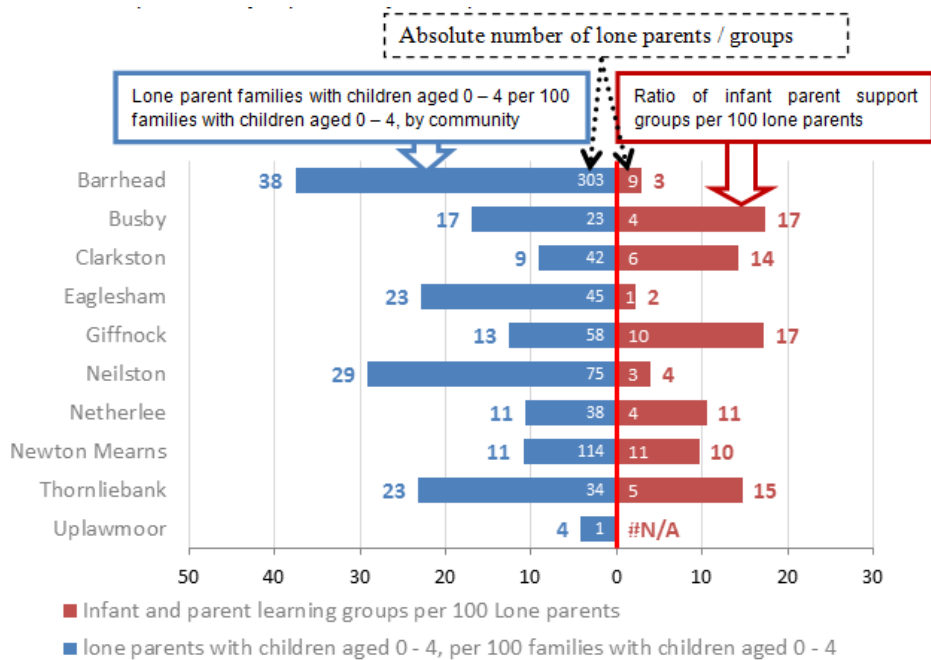


Figure A

### Consultation Findings

Current parenting support is generally attended by mothers and female care-givers, therefore fathers and male-caregivers can be missed. Also highlighted was a desire for further playgroups for young parents (under 25 years old). There is a similar request for open groups from families with children of mixed ages as parents feels they cannot access any group that caters to siblings from the under 2 and the 3-5 age groups. The feedback also highlighted a gap in provision for families in the evening and on weekends to support working parents. There are parents seeking support to help their children with homework as well as requests for facilitated meetings in schools with education professionals to discuss education issues. Parents of disabled children, from a range of socio-economic backgrounds, report feeling isolated because of a lack of inclusive facilities. Feedback from the Early Years Collaborative is that there is desire from parents to establish peer-led parenting groups that are open, inclusive and unstructured as an alternative to targeted, professional-led, structured programmes of support.

## CLD Strategic Focus

The CLD focus around SOA 1 is on:

Strategic Focus	Key Partners
Reducing the number of underage and unplanned pregnancies, and young women engaging in high risk behaviour particularly in Auchenback.	YPS
Growing parenting support groups infrastructure and increase the number of community-led parent support groups, focussing upon Barrhead initially. (Linked to SOA 3)	CP Team
Targeted work with parents who may need support to: <ul style="list-style-type: none"> <li>• Reduce chaos and stress in pregnancy and their children's early years;</li> <li>• Provide a stable, positive and nurturing environment for their children;</li> <li>• Access peer support and multi-agency professional advice;</li> <li>• Mitigate the impact of poverty; and</li> <li>• Develop the skills for further learning or employment that will enable parents to support their family. (Linked to the employability theme in SOA 2)</li> </ul>	YPS and the CP Team working with Early Years Collaborative

## Targets

1. Reduce teenage pregnancies in Auchenback by 25% by 2018.
2. Increase number of parent support groups in Barrhead by 50% by 2018. Baseline is 10. (Linked to SOA 3)
3. Have 50% of young mums enrolled in YPS programmes breastfeeding at 4 weeks.
4. Establish a baseline for parents/carers from minority ethnic backgrounds and lone parents accessing AL services by 2017.
5. Increase the number of families from deciles 1-3 of SIMD neighbourhood, who are participating in Bookbug programmes by 50% by 2018.
6. Establish a baseline for sports participation by children from deciles 1-3 of SIMD neighbourhoods within the authority by 2017.

Priority	Current Provision	Gaps and Barriers	Future Developments	Success Measures
<p><b>i</b></p> <p><b>Reducing the number of underage and unplanned pregnancies, and young people engaging in high risk behaviour</b></p>	<p>RespectER: a 20 week relationship and sexual health programme delivered by YPS to particularly vulnerable girls who are at high risk of early sexual behaviour and unplanned and/or underage pregnancy.</p> <p>Detached street-work by YPS staff in Barrhead to engage young people who are more likely to participate in high risk behaviour.</p> <p>YPS deliver a parenting programme in school which is designed to raise awareness around the responsibilities of being a parent.</p> <p>There is a wider approach from partners within the CPP including HSCP who focus on reducing teenage pregnancy in many aspects of their programmes and work.</p>	<p>Referral process may miss young people at risk</p> <p>Some at-risk young people may not have the confidence to participate in programmes.</p> <p>Personal relationships may undermine some RespectER programmes.</p> <p>Some young people may lack skills and confidence to discuss sexual issues.</p> <p>Some young men are reluctant to engage with social and health services.</p>	<p>A risk matrix is in development to identify those young people at risk of teenage pregnancy. This is will be piloted in summer 2015 by YPS in Barrhead with local secondary schools and HSCP.</p> <p>Develop and improve targeting of other preventative programmes e.g. drugs and alcohol abuse, gangs etc.</p> <p>There is scope to extend sex education provision to secondary age school pupils.</p> <p>Scottish Government will publish their Pregnancy and Parenthood in Young People Strategy in autumn 2015 which will shape future provision in East Renfrewshire which aims to reduce underage and unplanned pregnancy.</p>	<p>Increase number of at-risk young people identified.</p> <p>Keep underage and/or unplanned pregnancies for RespectER participants at zero.</p> <p>Reduction in teenage pregnancy rates across the authority and Auchenback in particular.</p> <p>Levels of uptake of contraception.</p>
<p><b>ii</b></p> <p><b>Increasing the infrastructure and number of parent support groups</b></p>	<p>Establishing and supporting Barrhead Man and Toddler Group, providing an opportunity for men to access peer support and professional advice specific to their needs as most traditional parenting groups are aimed at female parents and care-givers.</p> <p>Little Bumps: a 20 week Prenatal support programme for young parents delivered jointly with a midwife from the Royal Alexandria Hospital in Paisley. This is currently in the process of being expanded to include young parents attending the Southern General Hospital</p>	<p>Referral process for young parents may miss parents potentially in need of support.</p> <p>Current support programmes for young mothers in Barrhead do not extend beyond the child being a year old.</p> <p>Timing of meetings for parent support groups tends to be mid-week which may exclude some working parents from attending.</p> <p>Openness of groups to young parents, and, male parents and care-givers.</p>	<p>See SOA 3 for further details of the work of the CP Team to support the development of parent-led groups within Barrhead.</p> <p>Establish and support a follow-on group for young mothers with toddlers to provide continued support.</p> <p>Offer options for parents to pursue work-related activities in preparation for welfare reforms.</p> <p>Prioritise more direct and early intervention support for disadvantaged families.</p>	<p>Increase in the number of parenting support groups in Barrhead. This also contributes to the ERC Parenting Strategy.</p> <p>Increase in the number of parents and care-givers accessing peer support groups and programmes in Barrhead.</p>

Priority	Current Provision	Gaps and Barriers	Future Developments	Success Measures
	<p>Baby Love: a 12 month post-natal group to support young first-time mums in Barrhead.</p>	<p>Not enough early years groups aimed at the parents of 0-2 year olds are able to accommodate older siblings aged 3 to 5.</p>		
<p>iii <b>Targeted work to support parents.</b></p>	<p>ParentingER, a group aimed at mothers under 25, focusing on child development and parental health &amp; wellbeing.</p> <p>Employability and other core-skills courses attract some lone parents in Barrhead.</p> <p>Job Centre Plus are currently encouraging participation in learning for lone parents on Income Support when their children turn 3 and can access a funded part-time nursery place.</p> <p>Family English for Speakers of Other Languages (ESOL) courses: This is a joint approach between AL, St John's Primary School and other educational establishments that develops the language needed by parents to engage with their child's school and how the curriculum is taught.</p> <p>Adult Learning partnership with McCready Family Centre in Barrhead provides transition support for parents and care-givers.</p> <p>Regular weekly and fortnightly Bookbug and Storytime sessions held in libraries across East Renfrewshire.</p>	<p>Lone parents in receipt of Income Support with children under 5 are less likely to be seeking employment, training and/or learning opportunities as there is less immediate pressure on them to become work-ready.</p> <p>Limited access to childcare, and inflexible childcare provision are a potential barrier in engaging with lone parents with children aged 0 to 3 years old.</p> <p>New welfare reforms have particularly affected lone parents in receipt of Income Support. When their youngest child turns 5 and/or starts school, lone parents have to demonstrate they are undertaking job seeking activity to fulfil their benefit claim criteria.</p> <p>Support is generally aimed at mothers and female care-givers therefore fathers and male care-givers can be isolated.</p> <p>Few early years groups meet in the evenings and/or on weekends therefore are not accessible by many working parents.</p>	<p>Creation of new play scheme and toy library. Toy libraries have a direct impact on attachment and play which is a key focus of the ERC Parenting Strategy and contributes to the Play Strategy for Scotland. The CP Team are engaging with partners and inviting local community groups to be involved in shaping the project.</p> <p>Further engage with lone parents in the lead up to the child's 5<sup>th</sup> birthday so they are better equipped to secure long-term, stable employment .</p> <p>Increase in the number of parent-child playgroups and social groups.</p> <p>Increase parents networks to support parents for children with ASN – See SOA 4.</p> <p>HSCP have committed to undertaking a review of the parenting programmes they offer which includes Triple P to address gaps in universal and targeted provision to parents.</p> <p>Sustain partnership work with McCready Family Centre to engage vulnerable parents/carers in personal development programmes.</p> <p>Develop co-ordinated programme for pre-5 and carers within Barrhead Foundry.</p>	<p>Outcome measures for participants including:</p> <p>Increasing and/or improving</p> <ul style="list-style-type: none"> <li>• Breastfeeding</li> <li>• Mental health</li> <li>• Healthy eating</li> <li>• Benefits uptake</li> <li>• Reading/Singing to baby</li> <li>• Further/ Higher Education</li> <li>• Employment destinations (when ready)</li> <li>• Participation levels of lone parents in employability and other core skills courses</li> </ul> <p>Reducing</p> <ul style="list-style-type: none"> <li>• Smoking</li> <li>• Requirements for Social Work Interventions</li> <li>• Domestic Violence.</li> </ul> <p>Number of parents enrolling in antenatal parenting programmes.</p> <p>Increased support for early years physical literacy from ERCL as well as further develop programmes of activity targeting pre-fives, their carers and families.</p> <p>Number of parents/carers from the target areas of Dunterlie and Auchenback accessing parental support networks.</p>

Priority	Current Provision	Gaps and Barriers	Future Developments	Success Measures
	<p>Triple P parenting programme is delivered to parents across the authority by family centre staff.</p> <p>HSCP support the Baby Cafe Peer Support Project in Auchenback which is aimed at all pregnant women, new mums and their partners to offer support and advice with all aspects of breastfeeding.</p> <p>HSCP support the Family Nurse Partnership which targets young first-time parents throughout pregnancy and until their child is 2 to enable parents to build their skills and resources to improve pregnancy outcomes; child health and development; and parents' economic self-sufficiency.</p> <p>Family First Project is an informal information and advice service in Auchenback and Dunterlie in Barrhead. It is supported by Family Centres to build the capacity of parents to access universal services.</p>	<p>Young fathers tend not to engage with health and social care services due to the female focus of maternity and health services.</p>	<p>There is scope to further develop Bookbug provision to extend participation from SIMD deciles 1 to 3.</p> <p>East Renfrewshire CPP will be implement the Psychology of Parenting Programme by spring 2016. This will target families with young children who have elevated levels of behaviour problems.</p>	<p>Number of parents/care givers of young children from minority ethnic backgrounds accessing parental support networks.</p> <p>Number of lone parents accessing parental support networks.</p>

**SOA 2: East Renfrewshire residents are fit and active and have the skills for learning, life and work.**

<b>2.1</b>	Children are confident, effective learners and achieve their full potential.
<b>2.2</b>	Children and young people raise their education attainment and achievement, developing the skills they need during their school years and into adulthood.
<b>2.3</b>	Residents have the skills for employment through increased take up of education and training opportunities.
<b>2.4</b>	Residents are active and optimise their health and wellbeing.

**Strategic Context**

Almost all young people in East Renfrewshire progress to a positive destination on leaving school<sup>27</sup>, however there remain some young people who are not achieving or sustaining a positive outcome. The new Education (Scotland) Bill requires councils to narrow the attainment gap and reduce education inequality. CLD provision can make a key contribution to achieving this by targeting young people who are not engaging with formal academic education, employment or vocational based training to develop their skills for life.

Part of the Scottish Government’s Economic strategy is to prepare people for employment which includes extending learning through the implementation of Developing Scotland’s Young Workforce. This report emphasises that education has to work for all young people and proposes actions to enhance vocational education opportunities to achieve the same level of acclaim as higher education. To encourage positive employment outcomes for young people, they need to be supported in gaining qualifications in a variety of ways that also comply with the Curriculum for Excellence and support the aims of the National Youth Work Strategy. YPS and schools work in partnership to focus upon youth awards, training, qualifications and the development of practical skills and personal development. CLD can support young people to develop the resilience, skills and abilities necessary to become work ready and an active part of the labour market. This is a key focus of the Education Working for All – Commission for Developing Scotland Workforce.

The recent recession has impacted upon East Renfrewshire and welfare reforms are affecting many residents. Nationally there is a shift away from the security of a ‘job for life’ towards contract, short-term and zero hour employment. Consequently there is a need to support workers and job-seekers of all ages and backgrounds to increase their resilience in a fluctuating job market. Adults who have been in employment for some time, and are now out of work, may find it difficult to search for jobs as the on-line application processes are new and they may not have needed the necessary ICT skills previously.

The Community Justice Bill introduced in May 2015 will transfer responsibility of community justice services to CPPs. Research suggests that education programmes are important for the positive development of offenders and stable employment is recognised as a factor in people giving up crime.<sup>28</sup> CLD provision can support the rehabilitation of ex-offenders through offering core skills and employability programmes which will add to participants’ personal resilience and confidence.

Health and wellbeing is integral to CLD provision with some support being more focussed such as the Eat Better Feel Better programme (details below). This contributes to the Scottish Government’s strategic objective for a healthier Scotland<sup>29</sup> and to support people to live longer healthier lives. The ERC Sport and Physical Activity Strategy aims to empower and support people and communities and

<sup>27</sup> Skills Development Scotland - ERC CPP Report June 2015

<sup>28</sup> What works to tackle reoffending: A summary of the evidence: <http://www.gov.scot/Resource/0047/00476574.pdf>

<sup>29</sup> Scottish Government Strategic Objectives: <http://www.gov.scot/About/Performance/Strategic-Objectives>

to promote sport and physical activity as well as reduce social and financial barriers to accessing sports and physical activities. The ERC Arts Strategy seeks to extend the range of arts development activities and link the arts in East Renfrewshire more strongly to regeneration.

## **Needs Analysis**

### Young people

Education provision in East Renfrewshire is recognised as being among the best in Scotland and almost all our young people have high levels of educational attainment. Almost all of our school leavers continue to a positive destination (96% in October 2014), with the majority enrolled in further or higher education (81.1% in October 2014)<sup>30</sup>. This compares favourably with the Scottish averages of 92.3% and 62.9% respectively. There are early intervention support programmes involving YPS staff, which target young people who are most at risk of not entering a positive destination as outlined in Opportunities for All. The areas with the most young people reporting they are unemployed 6 months after leaving school are in Barrhead and Neilston<sup>31</sup> therefore these communities are in need of targeted provision delivered by CLD partners to contribute towards closing the attainment gap.

Qualifications are an important factor for young people to secure employment. Although many young people will secure employment with a lower level of qualifications or no qualifications, SCQF Level 6 (equivalent to Highers and Modern Apprenticeship SVQ3) is perceived as an unofficial minimum standard of attainment. Local data shows that young people aged 16-24 with a qualification level lower than Level 6, or with no qualifications, are increasingly likely to be long-term unemployed than those aged over 25 with the same level of attainment<sup>32</sup>. While this affects a minority of young people, CLD can help to prepare those young people with limited qualifications for work, a key focus of the More Choices More Chances agenda, by involvement in community groups and access to relevant work experience through volunteering opportunities. This will increase the prospects of young people, particularly those who do not pursue further education. This supports the recommendations in the Developing the Young Workforce - Scotland's Youth Employment Strategy and contributes to the Council's Economic Development Strategy to support the local labour market.

### Benefit Claims

The recent and prolonged economic recession has had a significant impact upon East Renfrewshire. In August 2009, the number of out of work benefit claims peaked at 5,240 subsequently falling to 4,190 claims in May 2014<sup>33</sup>. This reduction in claims is attributed partly due to economic recovery and partly due to welfare reform restricting the eligibility criteria for some benefits subsequently decreasing the number of people who qualify. The number of eligible families able to claim lone parent support has reduced by 40% between 2008 and 2014 as the criteria regarding the maximum age of a child has been reduced from 12 to 4. Employment support allowance has also seen a drop in claims with more people subject to work related activity agreements and independent medical assessment. Further welfare reform will affect all communities within the authority to some degree, but is expected to have the largest impact on the more deprived areas including Barrhead as shown by the number of claimants in **Figure B**.

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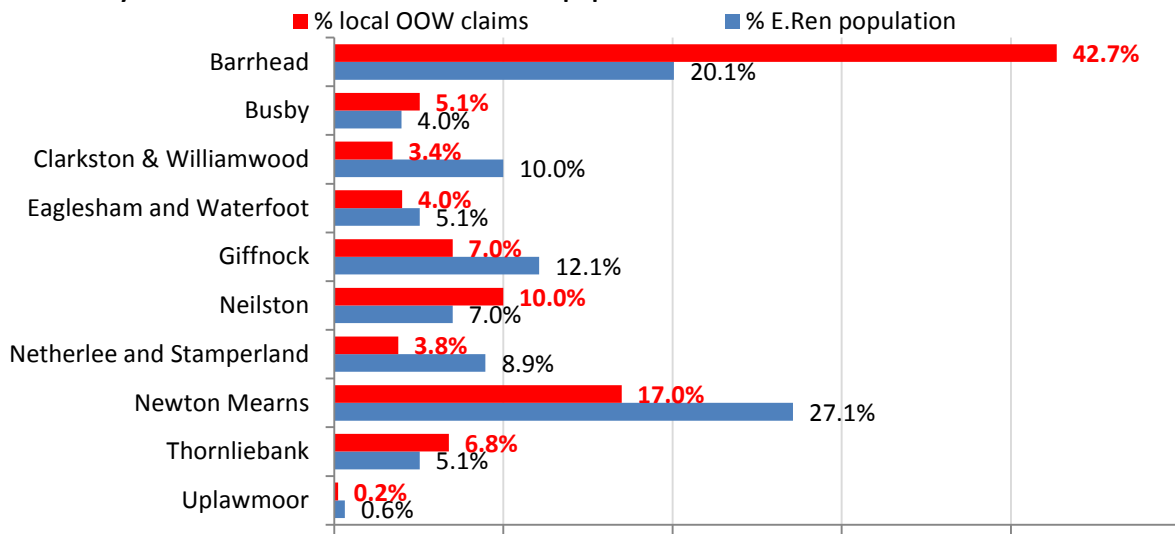
<sup>30</sup> East Renfrewshire Council Community Planning Partnership Report June 2014 produced by Skills Development Scotland

<sup>31</sup> ERC CPP Report June 2014 produced by Skills Development Scotland lists these areas as Dunterlie East, Arthurlie and Dovecothal; West Neilston and Uplawmoor; and Auchenback.

<sup>32</sup> Census 2011.

<sup>33</sup> DWP, Working Age client Group as at August 2014, available at [www.nomis.co.uk](http://www.nomis.co.uk)

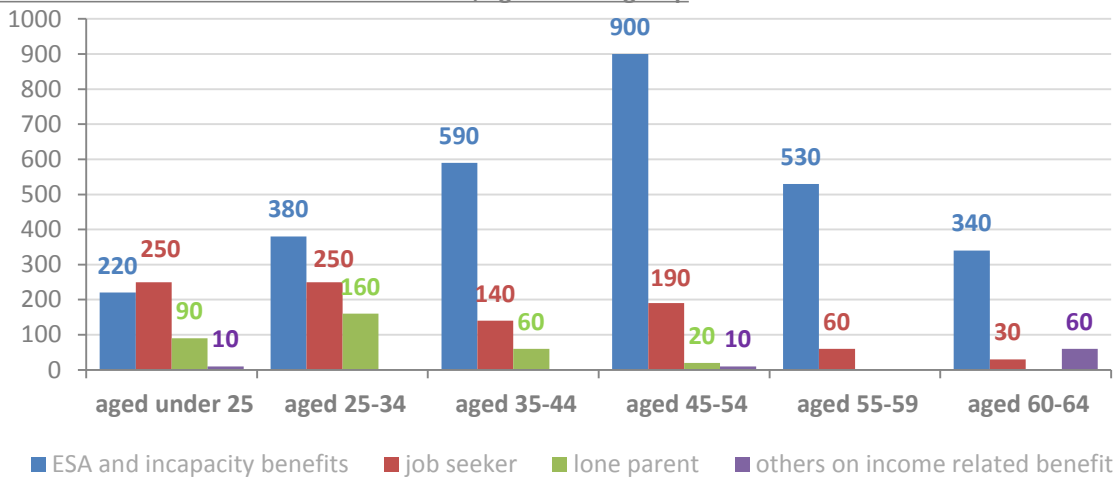
**Community contribution to OOW count and E.Ren population**



**Figure B**

There is a clear link between having a disability and making an out of work benefit claim. In May 2014, 73% of people claiming Disability Allowance also received an out of work benefit<sup>34</sup>. **Figure C** gives a breakdown of claimants and shows that individuals with mental health issues, developmental disorders and learning difficulties are more likely to be unemployed than those with no health conditions or those who have a physical disability. Approximately 21% of health related incapacity claimants have been medically assessed as being work ready<sup>35</sup> and transferred to Job seekers claims. Replacing Disability Living Allowance with Personal Independence Payments will affect nearly 2,000 local residents, many of whom may need support to navigate the new process for claiming.

**Contribution to out of work benefit caseload, age & client group**



**Figure C<sup>36</sup>**

<sup>34</sup> DWP Disability Living Allowance caseload and the working group client data

<sup>35</sup> ESA Claimant Count Statistics: [http://data.gov.uk/dataset/employment\\_support\\_allowance\\_esa\\_claimant\\_flows](http://data.gov.uk/dataset/employment_support_allowance_esa_claimant_flows)

<sup>36</sup> ESA Claimant Count Statistics: [http://data.gov.uk/dataset/employment\\_support\\_allowance\\_esa\\_claimant\\_flows](http://data.gov.uk/dataset/employment_support_allowance_esa_claimant_flows)



By monitoring the impact of recent welfare reform upon local residents, ERC and partners can deliver targeted programmes and support to those most at risk of stress and anxiety experienced by claimants as well as shape provision in anticipation of further reform. VAER and Job Centre Plus are working in partnership to offer additional support to claimants at risk of being sanctioned. Active volunteering, where appropriate, can help fulfil the requirements for claims and contribute to their employability. Successful employability volunteering however does not simply require supporting an individual to take up a suitable role. Often, the placement organisations require some additional help to understand the skills required to support individuals in the initial stages. Developing claimants' skills to move them into employment would benefit businesses, residents and individuals.

### Employability

The East Renfrewshire employability programme, WorkER, works with employers to identify opportunities for meaningful employment, and to support employers in finding appropriate training and education for staff. A new ERC Employability Strategy is currently in development which will consider the needs of individuals to move towards securing employment, to remain employed and to progress in their careers. It will also consider young people making the transition from school to work and working with employers.

Unemployment levels of those aged 16 to 74 in East Renfrewshire (4.6%) are lower than the Scottish average (6.2%)<sup>37</sup>. There are various classes and training available across the authority to provide people with skills to improve their employment options, however this even spread does not currently accurately reflect the need in the authority. Most out of work claimants are aged between 45 and 54 and Barrhead has 44% of out of work claimants in East Renfrewshire but only 20% of the working age population.

There is a need to engage with people who have significant progression barriers including people with no previous work history. Welfare reform has increased the number of people who are not eligible for claiming benefits and these people must be targeted to increase their skills and readiness to enter the workforce. There is recognition that in addition to the long-term unemployed, people who have been long-term employed and who now face a period of unemployment, may not have appropriate job-seeking skills or the necessary familiarity with ICT requirements to make welfare claims.

There is an increasing level of recognition that poor physical and mental health can be caused by worklessness and equally worklessness can be attributed to poorer health and wellbeing outcomes.

### Adult Core Skills

The core skills required for all four key areas of adult life (personal, family, work and community) have come into sharper focus in recent years as UK government policy on welfare reform has taken effect. The skills of being to read, write, work with numbers, use computers, and navigate the internet are essential for those seeking work and applying for benefits. There is an increase in the need for provision and this trend has been observed by CLD staff and partners across East Renfrewshire.

Census 2011 data shows that approximately 2,500 people aged 16+ need some type of assistance with their reading and writing skills and this rate rises for deprived communities. It is recognised that there is an increase in the level of support required among ex-offenders. Many adults are reluctant to acknowledge they need help due to the stigma around literacies so many do not seek assistance therefore the true extent of the need within East Renfrewshire (and across Scotland) is unknown.

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<sup>37</sup> Nomis local authority profile statistics for East Renfrewshire

There are up to a million people across Scotland who lack the necessary ICT skills to use the basic functions of a computer and access online facilities<sup>38</sup>. With many aspects of everyday life moving online support needs to be targeted to ensure people can actively participate in the digital world. There are 10 libraries within the authority where ICT equipment and access to the internet are available free of charge. Libraries staff provide support in the use of IT and IT classes and workshops are provided within libraries. An increase in the provision of ICT courses will prepare individuals for the changes to benefit claims following changes to the welfare system, and also contribute to their employability skills. This work contributes to building the skills of the population of Scotland as outlined in Scottish Government's Economic Strategy and Scotland's Digital Future, and meets the requirements of Scotland's Digital Participation Charter.

Residents requiring support where English is not their first language are spread across a broad range of age groups. Barrhead, Newton Mearns and Giffnock have the greatest number of residents requiring assistance. The majority, self-report being able to comprehend spoken English but require support with speaking, reading and writing in English. Those who require higher levels of support tend to be aged over 65. There are also requests from parents of school age children looking for support to improve their language skills to allow them to assist their children with their homework.

### Health and Wellbeing

Residents in East Renfrewshire report having very good or good general health (86%) which is slightly higher than across Scotland (82%)<sup>39</sup>. Research indicates that the biggest factor in health inequalities is socio-economic influences. The Scottish Health Survey 2013 found that those who were the most socioeconomically disadvantaged had greater risk of long term health conditions, had poor self-reported health, low levels of wellbeing and below average life-satisfaction. Research shows that obesity, smoking, poor mental health and poor physical health are more present among people from the lower socioeconomic groups. Equally Well: Report on the ministerial task force on health inequalities identifies key area of focus which include, improving the range of circumstances and environments to improve people's health and life circumstances and engaging individuals, families and communities most at risk of poor health. CLD can contribute to improving the health and wellbeing of residents by providing support to groups and their members to reduce smoking, eat more healthily and be more active in their community. This research indicates that the areas within East Renfrewshire which experience higher levels of deprivation, Barrhead and Neilston are priorities for CLD provision with a focus upon health and wellbeing. Life expectancy variations also indicate that there is greater need in these communities relative to the remainder of the authority.

Physical inactivity remains one of Scotland's major public health issues and results in an estimated 2,500 premature deaths in Scotland per year and costs the NHS £91 million annually<sup>40</sup>. The physical and mental health benefits of maintaining a physically active lifestyle for all ages are well documented. Older people who undertake recommended levels of physical activity report as having better general health and those with mobility issues can reduce their risk of falls<sup>41</sup>. Evidence suggests that by encouraging healthy and active lifestyles for children and young people, and embedding these behaviours, it leads to healthier adult lives. CLD can help address physical inactivity through increased involvement in community groups, particularly those with a health and wellbeing focus such as Eat Better Feel Better. Community sports hubs have an important role in increasing sports participation and increasing community capacity to sustain that participation.

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<sup>38</sup> SCVO Digital Participation website: <http://digital.scvo.org.uk/>

<sup>39</sup> Census 2011

<sup>40</sup> A More Active Scotland: Building a Legacy from the Commonwealth Games [www.gov.scot/Resource/0044/00444577.pdf](http://www.gov.scot/Resource/0044/00444577.pdf)

<sup>41</sup> [www.who.int/dietphysicalactivity/factsheet\\_recommendations/en/index.html](http://www.who.int/dietphysicalactivity/factsheet_recommendations/en/index.html)

## Consultation Findings

There is a desire among young people to improve their readiness for employment and life beyond formal education. Young people report being well supported in their education but are concerned about a lack of practical work skills and access to relevant work experience opportunities. Some young people also reported that there was a gap in high quality sex-education. The impact of welfare reform upon residents is very apparent with many concerned about how they will be affected by cuts and sanctions in the short term and further reforms in the future. There are concerns that these stresses and worries will add to mental health issues for some. The requirement of the claimant commitment and work search requirements were also raised as areas where people would like further help. Support for mental health issues, stress and isolation were also cited as being key concerns.

## CLD Strategic Focus

The CLD focus around SOA 2 is on:

Strategic Focus	Key Partners
Increasing personal resilience of young people to prepare them for the life challenges of education and employment.	YPS and Schools
Supporting young people to achieve and sustain a positive destination following school.	YPS and Schools
Engaging and supporting adults who need to improve their resilience and core skills in order to progress in their personal, family, work and/or community lives.	Adult Learning, Libraries and Employability
Supporting adults to develop skills to search for, secure and sustain employment.	AL and Employability
Encouraging residents to maintain active and healthy lifestyles and to improve or maintain their physical and mental wellbeing.	ERCL
Developing effective relationships and promote partnership working with local Colleges through establishment of classes at the Foundry.	Economic Development

## Targets

1. Increase provision of SQA accredited courses offered by AL to 3 by 2017.
2. Increase the number of learners participating in adult literacies courses by 10% by March 2017.
3. To have 1350 awards achieved by young people participating in school and community based CLD programmes by 2018.
4. Developing tracking measure for young people in positive destinations due to participation in CLD programmes by 2017. This will measure % of young people securing a positive destination for 1 year due to CLD.
5. By 2018, have 95% of adults who complete learning programmes report that the learning has improved their ability to obtain, improve or sustain employment.
6. Increase the number of secondary school pupils participating in sports leadership programmes by 5% by 2017.

Priority	Current Provision	Gaps and Barriers	Future Developments	Success Measures
<p>i</p> <p><b>Increasing personal resilience of young people</b></p>	<p>Duke of Edinburgh (DoE) is a well recognised award which aims for participants to develop skills in resilience, leadership, team-working, organisation, initiative and communication. YPS support DoE groups in all secondary schools in the authority as well as two open access groups. In 2014/15 there were approximately 1000 participants in East Renfrewshire and in July 2015, the projected awards for the 2014/15 session were 165 Bronze and 24 Silver awards.</p> <p>YPS support the attainment of various awards aimed for young people such as John Muir awards, Dynamic Youth awards and SQA leadership.</p> <p>There are various leadership programmes to develop skills for young people who aspire to continue with Higher Education. ER Challenge 2016 enrolls 20 local young people from across the authority in a leadership programme to build resilience and gain life skills culminating in a 2 week expedition in the Atlas mountains in Morocco.</p> <p>YPS and local secondary schools delivery a partnership programme focusing on personal development. This targets young people who are most at risk of not entering a positive destination at their school leaving date. This programme equips at risk young people with interpersonal , team working and employability skills and involves a community based project and residential activity.</p> <p>YPS support 8 youth clubs within the authority as well as Pin It and Dump to Devine. These encourage young people to develop transferable employability and life skills.</p> <p>There are YPS supported transition groups to address the issues or concerns arising where pupils move from primary to secondary school. This has led to a similar programme being developed for pupils in S5 with ASN who are moving from formal education to independent living classes at local college.</p>	<p>Provision to support our high achieving students to compete for University places against highly qualified peers elsewhere in Scotland.</p> <p>Some young people are reporting gaps in high quality sex-education.</p> <p>Transitions into Further Education. There is no single college campus within the authority – the area is served by a number of colleges. West College Scotland is a newly established presence within The Foundry centre in Barrhead, but this is in its early stages.</p>	<p>Development of a specific DoE group supporting those with ASN.</p> <p>VAER will promote the use of the Saltire award scheme in Primary schools and other youth organisations to increase participation and awareness.</p>	<p>Number of young people securing awards.</p> <p>Increased number of Silver and Gold Duke of Edinburgh Awards achieved.</p> <p>Participants securing and sustaining positive destinations.</p> <p>Participants successfully completing ER Challenge programme.</p> <p>Participants securing and sustaining positive destinations.</p> <p>Participants securing and sustaining highly competitive and demanding post-school destinations.</p> <p>Number of new groups in deprived communities.</p> <p>Number of learners participation in learning programmes with a focus on personal resilience and wellbeing.</p> <p>Increase in the number of learning programmes containing a personal resilience and/or wellbeing component in the course descriptor.</p>

Priority	Current Provision	Gaps and Barriers	Future Developments	Success Measures
	<p>Drop in clinics and detached youth work by YPS staff allows engagement with young people in particular areas where a specific need has been identified. These areas typically have higher levels of youth disorder and little or no services for young people. This can lead to creation of new support groups based on need and demand e.g. Auchenback Transition Group.</p> <p>VAER promote and support the Saltire awards which recognise the value of involvement in volunteering for young people. In 2014/15 there were 2179 Saltire registrations.</p> <p>Three young people are being educated and supported to develop entrepreneurial skills through development of an Enterprise Mentor Programme coordinated by VAER.</p> <p>VAER have assisted 1018 young people to register/access volunteering opportunities across the authority and there are currently 1129 young people under 25 matched to volunteering opportunities. In 2014/15 there were 2001 SALTIRE awards presented to young people.</p>			
ii	<p><b>Supporting young people to achieve and sustain a positive destination on leaving school.</b></p> <p>YPS work in each of the 7 secondary schools to work with young people in need (More Choices More Chances). This involves 75 hours per week in face to face sessions with pupils in local secondary schools with 350 pupils.</p> <p>Inspire ER: a bespoke employability skills programme focussing on hair design. The programme has been benchmarked at SCQF Level 5.</p> <p>Early Intervention support in each secondary school by YPS to ensure those who are most at risk of not entering a positive destination at their school leaving date are equipped with information for employment, training and activity agreements.</p>	<p>There is a need to prepare young people for work, and equip them with practical work skills, particularly focussing upon those who are unlikely to enrol on further education upon leaving school.</p> <p>Finding appropriate opportunities for young people looking to gain experience in specific areas e.g. health, working with animals and working with children.</p>	<p>Develop need-based programmes with alternative accreditation, personal development and social skills.</p> <p>VAER are launching a new youth focussed website as a result of consultation with local young people.</p> <p>Develop a link between InspireER participants and local colleges to further progress participants towards a career.</p>	<p>Young people remaining engaged in CLD programmes.</p> <p>Young peoples' formal accreditation: i.e. Awards and Achievements.</p> <p>Young people sustaining Activity Agreements.</p> <p>Young peoples' destinations following school.</p>

Priority	Current Provision	Gaps and Barriers	Future Developments	Success Measures
	<p>YPS design and deliver targeted programmes to young people participating in Activity Agreements. There are youth workers acting as trusted professionals for at risk young people post-school.</p> <p>Each of the 10 libraries in the authority has dedicated space for children and young people who can access a wide range of books and digital resources.</p>			
<p>iii <b>Engaging and supporting adults who need to improve their resilience and core skills in order to progress in their personal, family, work and/or community lives.</b></p>	<p>Dedicated provision is delivered by AL and partners for all of the core skills where this is most effective for learners. A proportion of the provision integrates core skills development into context like employability or parenting to meet individual needs.</p> <p>AL has incorporated stress management, personal development and supportive networking between learners into its employability courses and group work approach to learning in the community.</p> <p>ESOL provision includes SQA ESOL (delivered with Clyde College), ESOL for Work and ESOL for Parents.</p> <p>131 individuals have attended ESOL events and projects in 2014/15.</p> <p>AL hosted four Gaelic language courses in 2014/15 for beginners, lower and upper intermediate and advanced learners. 37 people participated in these classes.</p> <p>There are currently three Adult Literacies groups in East Renfrewshire where individuals can work towards gaining an SQA qualification.</p> <p>There is one dedicated AL staff member delivering 10 hours of ICT learning per week and ERCL has 2 full-time workers dedicated to IT support. This includes five introductory classes for both personal and work use, as well as advanced classes, parental learning and other activities.</p>	<p>More support, information and advice around welfare reforms and the potential impact of further reforms upon residents.</p> <p>There is a stigma around seeking help for adult literacies which often prevents people from taking up learning opportunities, therefore the true extent of this need within East Renfrewshire (and across Scotland) is unknown.</p> <p>Many learners struggle to sustain learning due to reasons including chaotic lifestyles, poor mental health and poor physical health.</p> <p>The pressure of Claimant Commitment provides a conflict in terms of motivation to learn.</p> <p>Lack of access to ICT equipment and the internet at home.</p> <p>Availability of jobs within the authority.</p>	<p>Further develop integrated literacies courses with themes around employability, health and finances.</p> <p>Continue to build relationships with educational establishments to engage with parents and carers.</p> <p>Barrhead will remain the main focus but the Thornliebank area has been identified by AL as an area where further engagement is required to identify the extent of need, particularly for ICT skills driven by welfare reform.</p> <p>VAER are implementing a tracking system to monitor volunteers referred from Job Centre Plus.</p> <p>Develop links with local Colleges to offer learners and potential learners a greater level of support when considering further education options.</p> <p>AL partnerships with the Criminal Justice Social Work team, HSCP's Recovery team and RAMH<sup>42</sup> to further develop joint working around personal resilience and health &amp;</p>	<p>Numbers of participants at AL courses and events.</p> <p>The number of adults achieving an SQA qualification.</p> <p>ICT course participation.</p> <p>Increase in users of local library facilities.</p> <p>Measure satisfaction levels of library users.</p> <p>Secure funding for the continuation of ESOL provision in 2015/16.</p>

<sup>42</sup> RAMH is a voluntary organisation who aim to deliver services to individuals and their families in their local community to enable recovery from mental ill health and promote well-being

Priority	Current Provision	Gaps and Barriers	Future Developments	Success Measures
	<p>In 2014/15, there were 347 learners on entry-level ICT courses.</p> <p>There are 10 libraries within East Renfrewshire which provide free access to computers with high speed internet, office applications, assistive technologies and printing facilities in addition to staff support and learning opportunities. In 2013/14 there were 429,400 library visitors and 294,100 virtual visitors to libraries. Staff are available to assist library users and to support residents to develop ICT skills. Several libraries have dedicated learning suites for AL provision including ICT, Adult Literacies and ESOL. There is further ICT provision from VAER who support the delivery of a computing club in Barrhead. This involves informal learning delivered by volunteers who support individuals to learn ICT.</p> <p>VAER offer targeted recruitment support through Barrhead Job Centre to help people who are unemployed and at risk of sanctions into Volunteering opportunities that will enhance their core skills.</p>		<p>wellbeing.</p> <p>Provide 3 ESOL for employability courses.</p>	
<p><b>iv</b>   <b>Employability</b></p>	<p>WorkER help individuals and businesses identify opportunities for meaningful employment, training and education. Users of the service can access jobs advertised on the WorkEr database and apply for vacancies with the support of a designated advisor.</p> <p>AL offers a range of tailored courses, information and support in relation to the skills and knowledge required to search and apply for work including SQA, STEPS to excellence, ICT and Adult Literacies. The majority of referrals come from Job Centre Plus.</p> <p>196 learners have attended Adult Learning's employability related courses. The majority of courses take place in The Foundry in Barrhead, Newton Mearns and Thornliebank to meet local demand.</p>	<p>Provision in Eastwood is limited at present due to the demand in Barrhead and Neilston and the lack of partner referrals or self referrals from the Eastwood area.</p> <p>An increase in participation from volunteers looking to build employability skills, leads to increased pressure to find appropriate roles. There is also an increase in the level of support required by volunteers with confidence issues and low self esteem.</p>	<p>The Local Employability Partnership is undertaking a review of employment services offered within East Renfrewshire. This will include a review of how the council and partner organisations access external funding to support people on the employability pathway.</p> <p>The Council's City Deal programme is linked to the employability agenda and aims to maximise economic returns for residents of East Renfrewshire through jobs, training and volunteering opportunities.</p>	<p>The number of referrals from partners for personal development, numeracy, money management and accredited courses like SQA.</p> <p>The number of on-line Individual Learning Plans completed.</p> <p>The number of employability projects created in Auchenback and Neilston.</p>

Priority	Current Provision	Gaps and Barriers	Future Developments	Success Measures
	<p>WorkER supports individuals and businesses in East Renfrewshire to identify opportunities for employment, education and training.</p> <p>Citizens Advice Bureau's HERO (Helping East Renfrewshire Online) project provides drop in sessions to help people throughout East Renfrewshire search and apply for jobs, manage their sanctions and access information and advice.</p> <p>RAMH provide an employability service, to support individuals who are experiencing mental health problems, to focus on improving and developing their skills and experience to improve opportunities for employment for residents with mental health issues.</p> <p>A component of the work with the HSCP Recovery team has a focus on transitions into work.</p> <p>Literacy, numeracy, ICT and employability classes provided by AL are available to ex-offenders through an effective partnership with the Criminal Justice social work team.</p> <p>The 12 month Flexible Support Project pilot encouraging adults, searching for work and in receipt of benefits, to volunteer began in July 2015.</p> <p>The CP Team will support community groups, such as the Auchenback Resource Centre (ARC) and Neilston Development Trust to develop employability projects in communities in partnership with other organisations.</p>		<p>It is anticipated that as a result of upcoming welfare reforms, there will be a greater demand for CLD provision as more people will require support to manage their benefit claim and improve their job seeking skills and to become work ready.</p> <p>The claims process transferring to an online version will affect those with little or no ICT experience and limited or no access to ICT equipment. Current provision in this field will be developed in line with local demand in partnership with relevant services.</p> <p>Continue to develop the integration of ICT learning and employability related provision.</p> <p>Further build on partnership with DWP to encourage referrals for a wider range of courses including personal development, numeracy, money management and accredited courses like SQA</p> <p>The opening of the Barrhead Foundry, with a range of services co-located, provides opportunities to create learning pathways reaching from introductory levels to employability. It also provides opportunities to reach potential learners who might not otherwise have engaged.</p> <p>AL will implement electronic Individual Learning Plan and Review processes within employability related provision using the Plan, Do, Study Act Improvement Model.</p>	



Priority	Current Provision	Gaps and Barriers	Future Developments	Success Measures
			Improved partnership working and coordination with other employability programmes, including a more accurate referral process between partners to ensure people are directed to the most appropriate service.	
v	<p><b>Health and well-being</b></p> <p>Health and wellbeing elements have been integrated into AL's employability related courses (managing stress, STEPS to Excellence course).</p> <p>To directly address the impact and effect of deprivation in Barrhead, the CP Team and HSCP jointly developed the Eat Better Feel Better programme to promote better choices for healthy living.</p> <p>RAMH and ERC's Recovery team have an important role within the Health and Wellbeing agenda and offer a variety of services across the local authority</p> <p>VAER have supported 37 residents to access Health improvement volunteering opportunities.</p> <p>HSCP in partnership with Wise Connections, deliver mental health awareness training to volunteers and staff to develop basic awareness of mental health issues.</p>	<p>As a result of the closure of two health clinics for young people there is a gap in engaging with young people around health and wellbeing.</p> <p>There is a problem reaching people who do not recognise that they may benefit from support or those who are reluctant to access services due to stigmas associated with mental health.</p>	<p>As mental health issues are increasingly recognised, there will be an increased demand from individuals to access to support, information and advice.</p> <p>A multi-agency consultation group to offer advice on complex cases for children and young people with mental health difficulties will be developed.</p> <p>The Integrated Children Services Partnership plan to create an information hub with literature and self-help materials for young people and frontline staff to access. This will be developed in consultation with young people to determine where the best location will be.</p> <p>AL will continue to work in partnership with Recovery Around Mental Health, the Recovery team and develop new partnerships to ensure effective referral processes and support for local people.</p> <p>The review of venues programming by ERCL is likely to provide opportunities to improve health &amp; well-being including among those residents whose health or self-confidence act as barriers to employability or engagement in community life.</p>	<p>Number of participants in health and wellbeing programmes.</p>

Priority	Current Provision	Gaps and Barriers	Future Developments	Success Measures
			<p>The new Eastwood Health and Care Centre is due to open in March 2016 and will offer facilities which can be used for CLD work as well as providing training opportunities.</p>	

**SOA 3: East Renfrewshire is a thriving, attractive and sustainable place for residents and businesses to grow.**

**3.3** Residents live in communities that are strong, self sufficient, resilient and supportive.

**Strategic Context**

Building stronger, more resilient, supportive, influential and inclusive communities is one of the two key strategic focuses for CLD as outlined in the national Strategic Guidance. Communities with a broad range of well-run groups that offer peer support and meet local needs tend to cope better with social and economic challenges. The CP Team currently support a broad range of groups, providing training or direct support based on their identified needs – from committee skills and constitutional awareness training, to support to gain funding or establish a project locally.

The CP Team and VAER work with Community Planning Partners (CPPs) to deliver capacity building support to the local voluntary and community sectors. This is done through working with local voluntary groups and organisations to promote sustainable, effective and well managed groups that are able to contribute to the local community. Support can include helping groups identify their development needs, accessing funding and providing appropriate training.

Community involvement has been a key aspect of the development of this strategy and reflects the National Standards for Community Engagement and the Community Empowerment (Scotland) Bill. The latter gives communities more powers to take on land and buildings and to have a say on how their services are delivered. It is anticipated that there will be a need to provide capacity building support to some local community groups to ensure they are fully able to participate under the terms of the Bill. Our understanding of need and demand for support around these issues are expected to become clearer over the first year of the strategy.

YPS and the CP Team support the youth forum to involve young people and engage them in the democratic process. In the future they can be active global citizens and be more involved in their community. ERC uses Citizen Space, an online consultation tool, to seek feedback, opinions and suggestions on various issues including shaping future service provision.

The talents, skills and experience provided by volunteers is an invaluable contribution to building resilient communities. Providing individuals with the support and opportunities to use their skills and knowledge gained from work and personal development to benefit other individuals and community groups is part of the ethos of community capacity building.

**Needs Analysis**

East Renfrewshire is comprised of resilient and active communities and there is a vibrant third sector. As a result there are approximately 846 groups available for residents to access across East Renfrewshire. The most common are sports and hobby/activity groups (245), early years education (128), education for adults (78) and seniors groups (53). The range is diverse with a good spread across gender, age, ethnicity and location. The area has 100% coverage by active community councils, however these have tended not to require competitive elections to date.

These groups are offered by the following providers:

- Public sector– 33%
- Third sector (including church and faith groups) – 25%
- Private, Independent or community based groups – 42%

With support from the CP Team, local groups secured over £200,000 of grant support<sup>43</sup> in 2014/15 and 89 groups attended funding workshops run by VAER in partnership with the CP Team. During 2014/15 East Renfrewshire saw a 20% increase in the numbers of paid staff in the 3<sup>rd</sup> sector and a 1.7% increase in turn over<sup>44</sup>. This work contributes to Scotland's Economic Strategy by strengthening the success and resilience of local communities.

VAER have used a targeted approach in 2014/15 to promote volunteering to under 25's, over 50s and people that need extra help to get involved in volunteering. They also aim to increase awareness of the benefits of volunteering, such as improving participants' employability, which can support them to move on to a positive destination.

There is a strong ethos of active citizenship across the authority. Participation in elections is often among the highest in the country. There was 81.2% turnout in the 2015 General Election which was the second highest across the UK, 63.4% in the 2011 Scottish Parliamentary Elections and 90.4% in the 2014 Scottish Independence Referendum. In 2015 the first large-scale contested election for the Scottish Youth Parliament Elections was held with 1644 votes cast in East Renfrewshire by local young people. There were 15 candidates standing for 3 seats who were provided with award-winning<sup>45</sup> support from YPS. Citizens' Panel data shows that there is a 6% increase from 2012/13 to 2013/14 of East Renfrewshire residents reporting that they feel they can influence decisions affecting their local area.

### **Consultation Findings**

One of the key concerns from specific interest and hobby groups is how they can attract more members and volunteers, and more specifically, attract younger people to become members. There were requests for assistance with advertising and promoting groups, as well as assistance and training on the use of social media. There are requests for further support to recruit and train volunteers. It was also suggested that social media could be used more effectively by ERC to engage with residents - particularly to involve residents in decision-making. There was a request to help facilitate engagement between council services and residents to encourage further consultation with the community in decision-making. Lastly, it was noted that there is a lack of feedback given to participants once consultations have completed.

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<sup>43</sup> Data from Community Planning Team service plan

<sup>44</sup> VAER have been monitoring 20% of local social enterprises on behalf of the Economic Development Department since 2011.

<sup>45</sup> MSYP Support Worker of the Year

## CLD Strategic Focus

The CLD focus around SOA 3 is on:

Strategic Focus	Key Partners
Supporting a broad range of groups to be independent and sustainable with the ability to respond to need within their community.	CP Team and VAER
Supporting young people to have an effective voice in community planning through MSYPs and expanding the East Renfrewshire Youth Forum.	YPS and CP Team
Involving residents in decision-making within their community.	CP Team
Providing opportunities for learners to influence future learning provision.	All partners
Growing the number of volunteers regularly participating in volunteering activities in East Renfrewshire as well as supporting volunteers to develop their skills.	VAER and CP Team
Supporting the growth of parenting support groups in Barrhead (linked to SOA 1), ASN groups (linked to SOA 4), and groups for older people (linked to SOA 5).	CP Team, EYC and VAER

## Targets

1. Maintain the percentage of groups receiving support from the Community Planning Team remaining active after one year.
2. Increase the number of Citizens' Panel respondents who strongly agree/agree that they can influence decisions affecting their local area by 10% by 2018.
3. Have 100% MSYP representation and 100% Youth Forum representation across learning communities by 2018.
4. Increase the number of parenting support groups in Barrhead by 50% by 2018. (linked to SOA 1)
5. Increase the number of CLD-led support groups, networks and programmes for individuals with ASN by 50% by 2018. (linked to SOA 4)
6. Develop measure and target for growing older peoples' groups in Eastwood by 2017. (See SOA 5.)
7. Increase the number of Sports Hubs within the authority from four to six with two new hubs to be opened in Neilston and Clarkston/Busby by 2016.

Priority	Current Provision	Gaps and Barriers	Future Developments	Success Measures
<p><b>i</b></p> <p><b>Support groups to be independent and sustainable with the ability to address needs within their communities.</b></p>	<p>Between October 2014 and May 2015, the CP Team delivered 26 training sessions to 13 community groups with 131 individuals attending. They also provided direct support to 30 groups with 169 individuals in attendance at these support sessions and meetings. This support will have a wider impact and will include the community group members not present as well as the wider community.</p> <p>The CP Team provide training and direct support to ERC staff and partners to connect services with community groups to enable effective community engagement on issues that matter to local people.</p> <p>VAER delivered 7 workshops in 2014/15 to inform third sector organisations and offer community capacity building support. In addition, a further 72 groups have been supported and provided with help, information and guidance to build their capacity and access sustainable funding.</p>	<p>Ensuring the feedback loop is completed as part of the consultation process.</p>	<p>VAER and the CP Team are developing a single point of access to ensure third sector organisations are better informed and able to access community capacity building support.</p> <p>CP Team to develop social media engagement training for community groups.</p> <p>CLD practitioners will be required to reinvigorate the membership of groups as health concerns and other commitments may lead to member's having reduced time for involvement</p>	<p>Number of groups accessing support who remain active after one year.</p> <p>Number of groups using social media to interact with the community following attendance at social media training.</p>
<p><b>ii</b></p> <p><b>Support young people to have an effective voice in community planning.</b></p>	<p>YPS supports three Members of the Scottish Youth Parliament (MSYP) who represent East Renfrewshire on a national level. The recent MSYP elections had 15 candidates running for 3 seats and 1466 votes were cast.</p> <p>East Renfrewshire Youth Forum is run jointly between YPS and the CP Team, and allows young people to become active citizens and participate in decision-making for issues that affect them.</p>		<p>To capitalise on the successful MSYP election in March 2015, the youth forum is expanding by inviting those who were involved in the recent MSYP elections to join.</p> <p>Establish youth action initiatives</p> <p>Promote votes at 16 for upcoming Scottish Elections.</p>	<p>Increase in the number of young people participating on the youth forum.</p> <p>Increase numbers of young people voting in election they are eligible for.</p>
<p><b>iii</b></p> <p><b>Involve residents in decision-making within their community</b></p>	<p>Through their Third Sector Forum VAER facilitates biannual forum meetings 'East Ren Collaborates'. To facilitate and support third sector organisations to have an effective voice in the community planning process. VAER will endeavour to ensure the voices of 3<sup>rd</sup> sector services participants are heard through 'East Ren Collaborates'.</p>		<p>To implement the requirements of the Community Empowerment Bill where and when appropriate.</p>	<p>Number of Citizens Panel respondents reporting they can influence decisions affecting their local area.</p> <p>Participation levels in Citizen Space consultations.</p>

Priority	Current Provision	Gaps and Barriers	Future Developments	Success Measures
	<p>The Voluntary Action Academy is a network to keep the sector updated and connected. A flexible programme of smaller issue based meetings are also being held as required.</p> <p>ERC use Citizen Space to engage with the residents in the community. The site has hosted 98 consultations from various council departments, with over 6,000 responses. Of these, 11 were specific to CLD with 675 responses<sup>46</sup>.</p>			
<p><b>iv</b></p> <p><b>Provide opportunities for learners to influence future learning provision</b></p>	<p>Practice around Individual Learning Planning and Review processes is well established within the CLD services.</p> <p>A range of consultations and focus groups are an integral part of CLD practice within the services.</p>	<p>Learners influencing wider decision making.</p> <p>An integrated learner voice approach.</p> <p>Due to a high turnover of learners in some provision, capturing a sustained learner voice is difficult.</p>	<p>Further develop approaches used to capture the 'Learner Voice' to provide consistent feedback and to influence future CLD provision.</p>	<p>Learner voice consistently influencing provision.</p>
<p><b>v</b></p> <p><b>Support volunteering across East Renfrewshire.</b></p>	<p>The Sports Development Team has engaged with over 1,000 volunteer club leaders and club coaches in 2014/15. They also run a variety of sports coaching courses for volunteers to gain accreditation.</p> <p>VAER support volunteers to move onto a positive destination through securing employment or enrolling in education. VAER placed 1720 volunteers in appropriate opportunities during 2014/15 with targeted supports we successfully placed:</p> <ul style="list-style-type: none"> <li>337 volunteers aged between 25 and 50</li> <li>1129 under 25s</li> <li>240 over 50s</li> <li>14 volunteers did not disclose their age.</li> </ul>		<p>ERCL will develop an equality club audit framework to identify membership, volunteers and officials.</p>	<p>Number of people qualifying as coaches.</p> <p>Number of volunteers in sports programmes, groups and clubs.</p> <p>VAER are targeting those aged over 25 with long term health conditions with support to access volunteering (see SOA 4).</p>

<sup>46</sup> Citizen Space data collated on 17.07.15

## SOA 4: East Renfrewshire residents are safe and supported in their communities and homes.

4.4	Our vulnerable residents are able to live as safely and independently as possible in the community and have control over their care and support.
4.5	Carers' roles in providing care are recognised and valued.

### Strategic Context

The work by YPS and the CP Team contributes to the Scottish Government aim to encourage young people with ASN towards independence and employment, a key recommendation for Scotland's young workforce. VAER encourage people of all ages with Additional Support Needs (ASN) to be involved in volunteering and highlight the benefits of volunteering to potential volunteers.

Carers are described as providing unpaid care if they look after or give help or support to a family member, friend, neighbour or other person because of long term physical or mental health conditions, disability or problems related to old age. It is important to note that many people do not self-identify as carers as they often do not recognise their activities as falling within the scope of unpaid caring, but rather assume caring duties as part of their role as family member or friend. This can result in under-reporting of carers and caring duties in the available data.

### Needs Analysis

#### ASN

There are 1,185 primary age children and 1,571 secondary age children identified as having additional support needs in East Renfrewshire schools. These are similar to the figures across Scotland<sup>47</sup>. Dyslexia and learning difficulties are the most common additional support needs among children and young people. There are approximately 321 individuals with autism accessing local public services<sup>48</sup>. The burden and costs of care falls mainly to the families of those with ASN, and the cost to the local economy in East Renfrewshire, including through underemployment of those with ASN, is considerable<sup>49</sup>.

The consultation process for the East Renfrewshire Autism Strategy showed that stakeholders reported good practice with local services including having good networks of contacts, support with daily living (where required), and educational opportunities. However, further support to compliment what is available would be welcomed by families. Parents can access a wide range of formal support groups as well as informal networks. Much provision and support comes from national organisations however there are also local support groups which can be accessed such as those supported by YPS (see table below). One of the aims of the ERC Parenting Strategy is to increase the number of parents' networks for supporting parents of children with ASN.

There are over 1000 children and young people with a range of long term health conditions and/or additional support needs within East Renfrewshire<sup>50</sup> as shown in **Figure E**.

<sup>47</sup> School census 2014 data showed 14% of primary pupils and 20% of secondary pupils had ASN in ER. Across Scotland the figures were 19% and 21% respectively.

<sup>48</sup> 89 primary school pupils, 110 secondary pupils, 46 in special school setting and 76 adults known to adult services – figures from draft Autism Strategy.

<sup>49</sup> Estimated at £39 million for autism in support and underemployment for East Renfrewshire in 2009: <http://www.lse.ac.uk/newsAndMedia/news/archives/2009/05/MartinKnappAutism.aspx>

<sup>50</sup> Census 2011 Data



### Long term health conditions (0 - 24's)

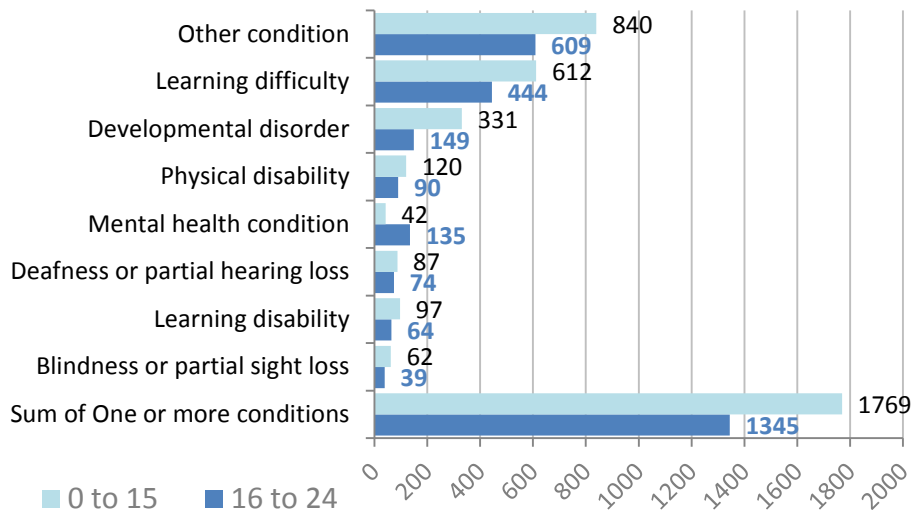


Figure E

Of significance is the difference in the number of benefit claims made by or on behalf of children and young people in **Figure F** below and the number of young people self-reporting a long term health condition in **Figure E** above. This indicates there are young people and their families who may be entitled to benefits who are not claiming and this gap is expected to increase with further welfare reform and changes to the application process.

### 0 - 24's claiming DLA

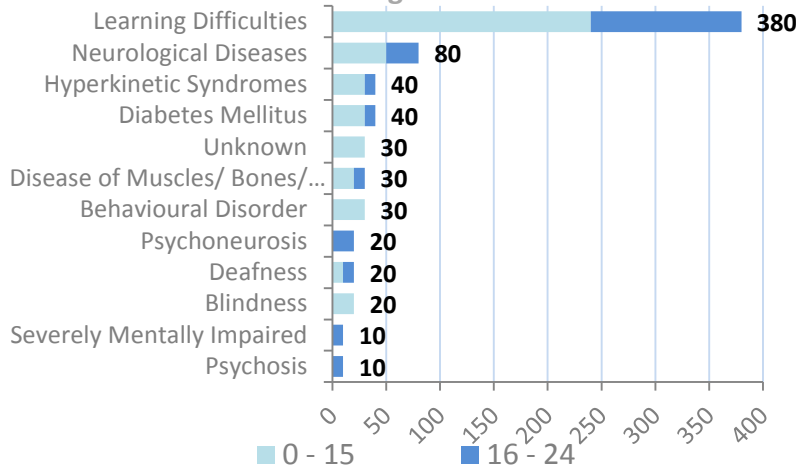


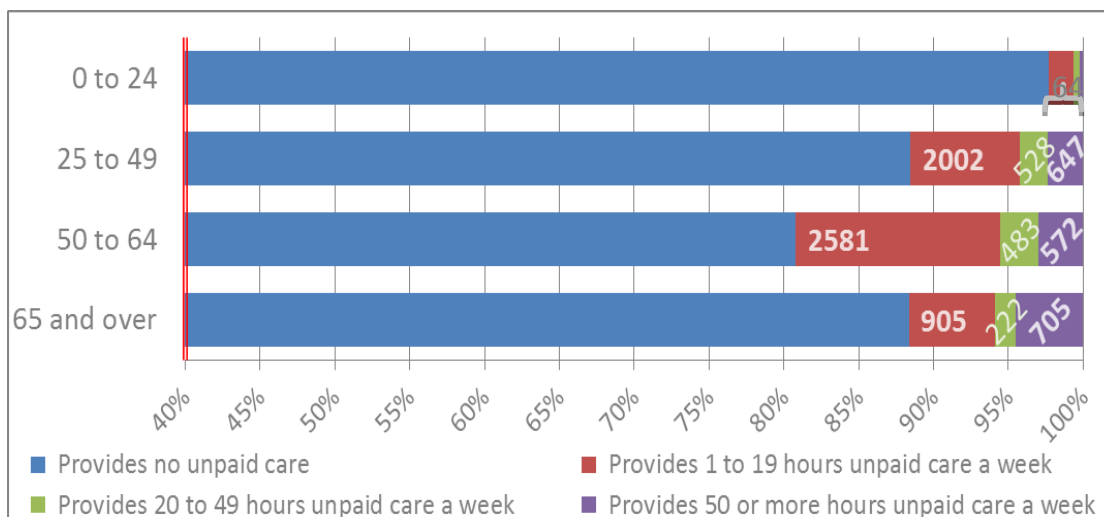
Figure F

### Carers

Carers make an important contribution to the community with almost all people undertaking some form of unpaid care in their lifetime. 10.3% of East Renfrewshire residents aged 16+ providing unpaid care (similar to the Scottish average of 9%)<sup>51</sup>. **Figure D** shows that 3177 (34%) are aged 25 – 49, 3636 (39%) are aged 50 – 64, and 1832 (20%) are aged 65+<sup>52</sup>.

<sup>51</sup> Census 2011

<sup>52</sup> Census 2011



**Figure D**

There is huge diversity among carers and East Renfrewshire reflects the trend across Scotland that women are more likely to be carers than men and most carers (56.7%) are in paid employment (excluding full-time students)<sup>53</sup>. It is important to support carers in their caring role through providing opportunities to maintain their health and wellbeing. Physical and mental health conditions can be an issue for those with caring responsibilities, particularly those aged over 65 and those providing more intense levels of care<sup>54</sup>. 10.2% of people aged 65+ with no caring responsibilities report their health as being bad or very bad and this level increased to 15.2% among those providing 35+ hours of care per week for the same age group. Respite opportunities, peer support and advice, training and information are effective ways to support carers, to ensure good mental and physical wellbeing, and allow people to sustain their caring role.

Across Scotland, the proportion of people providing unpaid care living in the most deprived areas is similar to those living in the least deprived areas. However, in the more deprived areas there is likely to be an increase in the hours and intensity of care provided. This indicates that Barrhead and Neilston are likely to have carers with the most demand placed upon them and initial support should be targeted at carers in these communities.

In East Renfrewshire 1.9% of people who have caring responsibilities are aged under 16<sup>55</sup>, usually providing unpaid care to a family member within their household. As stated above, those young carers living in more deprived areas are more likely to provide more hours of care, but all young carers are affected by reduced time for education due to caring commitments. This can have a significant impact upon life outcomes for young carers including education attainment, employment, and their health and wellbeing. The East Renfrewshire Carer's Centre work with approximately 150 young carers to provide emotional and practical support, information and advice.

### Consultation Findings

Feedback shows there is some demand for social groups and learning classes which cater for both the carer and the cared for individual. There is a demand from families where children have needs that are not severe or complex enough to access ASN services but the children are also not able to attend mainstream clubs and groups or the groups lack suitably trained staff. Also cited was a lack of support for families with pre-school age children with ASN. There are no specific LGBT groups within

<sup>53</sup> Census 2011

<sup>54</sup> Census 2011

<sup>55</sup> Census 2011

the authority although it was not clear from the feedback if there was a requirement for support groups or just an observation that there are none available within the authority.

### CLD Strategic Focus

The CLD focus around SOA 4 is on:

Strategic Focus	Key Partners
Providing support for groups targeted at our vulnerable residents.	CP Team
Providing support for young people with ASN towards independence and employment.	YPS and CP Team
Further developing ASN support groups within the authority.	CP Team and VAER
Providing early intervention support for carers to reduce pressures from caring responsibilities.	East Renfrewshire Carers Centre

### Targets

1. Increase the number of CLD-led support groups, network and programmes for individuals with ASN by 50% by 2018. Baseline is 4.
2. Increase participation of young carers in CLD groups and programmes by 20% by 2018.

Priority	Current Provision	Gaps and Barriers	Future Developments	Success Measures
<p>i <b>Support for groups targeted at our vulnerable residents.</b></p>	<p>The CP Team provide support to East Renfrewshire Disability Association (ERDA) whose members come from a variety of different disability groups across the authority. ERDA host information sessions on the rights, entitlements and exemptions for people with disabilities.</p> <p>The Self Directed Support Forum offers information and support to individuals to ensure they get the care and support they need to allow them to live more independently.</p> <p>The MAWs Group was created by local parents and the CP Team to meet the demand for continuing support for families with children aged 0-8 affected by parental substance misuse. The MAWs group links into East Renfrewshire Parenting Strategy outcome 2 and SOA 1. The CP Team are working with the group to build an established group infrastructure and increase peer-support for parents affected by substance misuse.</p> <p>HSCP support a long term conditions peer support group helps people to self-manage their condition(s) through involvement in community activity. Members can access information on local opportunities and support to overcome barriers.</p>	<p>No specific LGBT groups in the authority although there are accessible groups operating in Glasgow.</p>	<p>Raise profile of ERDA within East Renfrewshire Council, their partners and the community. ERDA with support from the CP Team, are working towards an event to re-launch group and re-focus activity.</p> <p>Further research will be conducted into the desire for LGBT support groups locally.</p>	<p>Number of LGBT individuals who want support are able to access appropriate support.</p>

Priority	Current Provision	Gaps and Barriers	Future Developments	Success Measures	
ii	<p><b>Support of young people with ASN towards independence and employment.</b></p>	<p>YPS support three age specific groups for young people with a range of complex and additional support needs. These groups support young people with ASN to develop interpersonal, communication and social skills in a range of ways appropriate to their age. Sessions and activities are driven by the needs and interests of participants. It allows young people to participate in educational and social activities with their peers. Participation levels are consistently high with a waiting list in place indicating there is demand for expansion.</p> <p>YPS deliver specific sexual health education to young people with ASN based on demand.</p> <p>VAER are targeting potential volunteers with ASN to access appropriate opportunities. In 2014/15, 11 people with ASN were matched to an appropriate role.</p>	<p>Access to appropriate services to meet complex needs of groups' users.</p> <p>Complexity of needs of the young people can be a barrier to participation. Each participant requires a risk assessment to ensure their attendance can be effectively supported. Those with particularly complex needs are accommodated by other services which can be constrained.</p> <p>Venue support – although existing groups are open to all in the authority, limited venue options mean there are some who cannot travel to The Edge. An appropriate venue in Barrhead would benefit those living on that side of the authority.</p>	<p>YPS are working with schools to shape a Duke of Edinburgh Award group specifically aimed at young people with ASN to encourage participation and award attainment through a service appropriate to their needs.</p> <p>One aspect of the ERC Local Housing Strategy is to improve outcomes for young people with ASN by developing clear pathways for accommodation and support.</p> <p>Consultation by the CP Team between November 2014 and June 2015 has directly led to the establishment of a parent support group for children with ASN.</p> <p>YPS are piloting a summer camp in summer 2015 for young people with ASN</p>	<p>Number of participants registered and awards issued from attendees of ASN DoE.</p> <p>Record areas of influence over service delivery</p> <p>Percentage of young people with ASN in positive destinations.</p> <p>Number of people with ASN regularly volunteering.</p> <p>Barrhead Autism Awareness Group is sustained and members report they are able to influence services locally.</p>
iii	<p><b>Development of ASN support groups within the authority</b></p>	<p>In Barrhead, the Autism Awareness Group has been supported by the CP Team and aims to influence services for families with children with ASN to make them more accessible. The group is well attended, with a waiting list of families wanting to become involved.</p>	<p>Support for families who have children under 5 with ASN needs.</p>	<p>Establish age specific support groups for the families, parents and carers of young people aged 0-12 and 12-25 which is fully accessible by all.</p> <p>Create an online support forum providing information to families with ASN about local services.</p> <p>Set up and support the development of an activities group for families with ASN for the 0-8 &amp; 8-12 age groups.</p>	<p>Number of families accessing support groups.</p>

Priority		Current Provision	Gaps and Barriers	Future Developments	Success Measures
				Set up and support the development of a community led activities group for families with young adults with ASN (12-25 years)	
iv	<b>Targeted support for carers</b>	CLD provision does not specifically target carers and young carers but is accessible by this group.	Identification of carers is a problem as many people do not recognise their activity as being within the scope of unpaid caring.		Number of young carers participating in CLD programmes.

**SOA 5: Older people in East Renfrewshire are valued; their voices are heard and they are supported to enjoy full and positive lives for longer.**

5.1	Older people are able to live as safely and independently as possible in the community and have control over their care and support.
5.2	Older people feel included and empowered to make a valuable contribution to their local communities.

**Strategic Context**

Scottish Government’s strategy All Our Futures: Planning for a Scotland with an Ageing Population identifies priority areas which this CLD strategy will contribute to. These include to grow intergenerational relations between younger and older people, and ensuring there are opportunities for learning accessible by older people. Provision of social activities, learning classes and other opportunities for older people increases their activity, wellbeing and involvement in the community. Physical activity is a key factor in reducing mental and physical health issues, maintaining mobility and retaining independence for people in later life. The Sport and Physical Activity Strategy has identified older people as being a target for physical activity opportunities.

Reshaping Care for Older People: A Programme for Change highlights the contribution that society makes towards the care of older people with most care being provided by family and friends or through private purchase rather than through formal NHS care. One aim of the Scottish Government is to increase the proportion of older people who are supported to live independently at home. This preventative approach intends to make significant savings on the cost of hospital care through supporting older people to remain in their own homes or within the community for longer. HSCP deliver programmes and community activities to improve the health and wellbeing of older people to encourage and sustain independence.

**Needs Analysis**

The percentage of older people (aged over 65) living in East Renfrewshire is similar to the Scottish average<sup>56</sup> and population predictions estimate that by 2025, approximately a quarter of the population in East Renfrewshire will be over 65 years of age<sup>57</sup> with the biggest increase being the 80-84 and over 85 age groups. These age groups are currently the greatest users of health and social care services and support and service provision will need to be increased in line with the predicted population increase. The gender distribution changes with age - 61.3% of over 75’s are women.

An anticipatory approach where older people have access to preventative and proactive support and services will allow older people to remain in their own homes and communities for longer. East Renfrewshire’s Health and Social Care Strategic Plan aims to provide people with end of life care outside of hospital and in 2013/14, 88.5% of people spent the last 6 months of their lives at home or in a community setting.

In East Renfrewshire there are 53 known groups catering exclusively to older people, with many more leisure, sport and activity groups appropriate for and accessed by seniors. Some older people may have difficulty in attending social activities through lack of transport or availability of a suitable companion to offer assistance. In East Renfrewshire, 34% of those aged 65+ live alone which increases to almost 50% in Busby. **Figure G** shows that relative to the population of older single adult households, Busby and Eaglesham have greatest unmet need for community groups therefore older adults living alone in these communities are at the greatest risk of isolation. VAER run a

<sup>56</sup> Census 2011

<sup>57</sup> National records Scotland population projections

successful befriending project that aims to build up the confidence of older people by providing a listening ear and encouraging the person to rediscover old interests or find new friends.

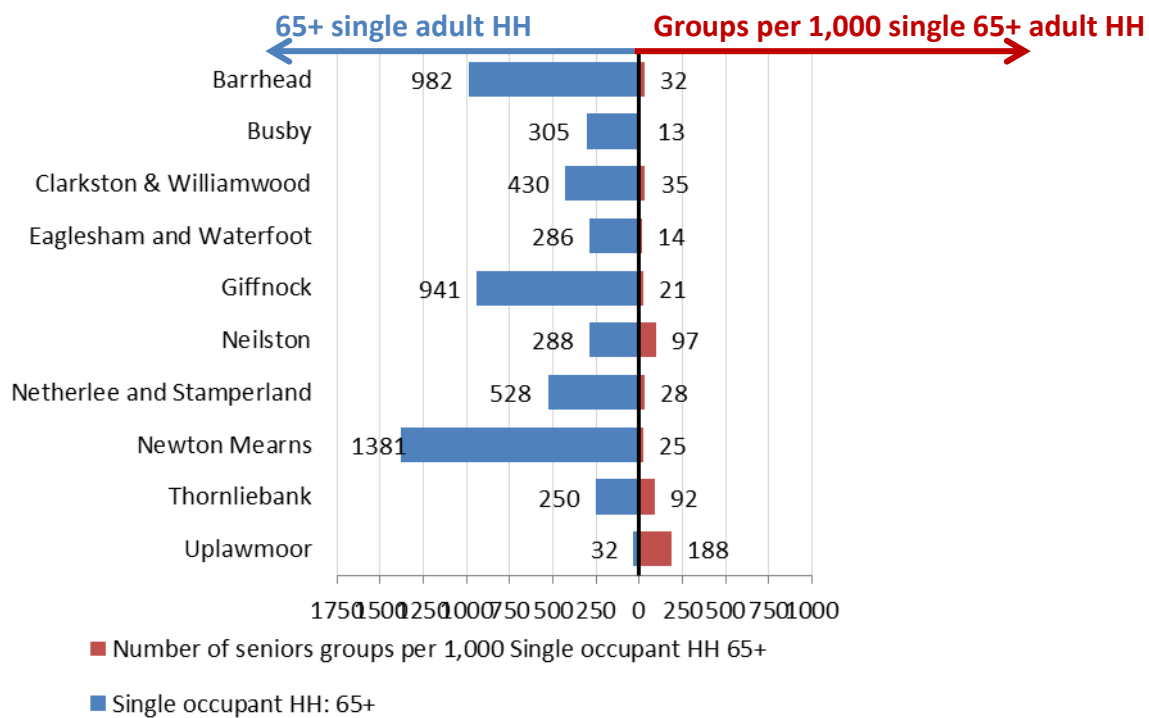


Figure G

Figure H shows that in the latest Citizens' Panel results, 66% of respondents reported that older people in their community were supported.

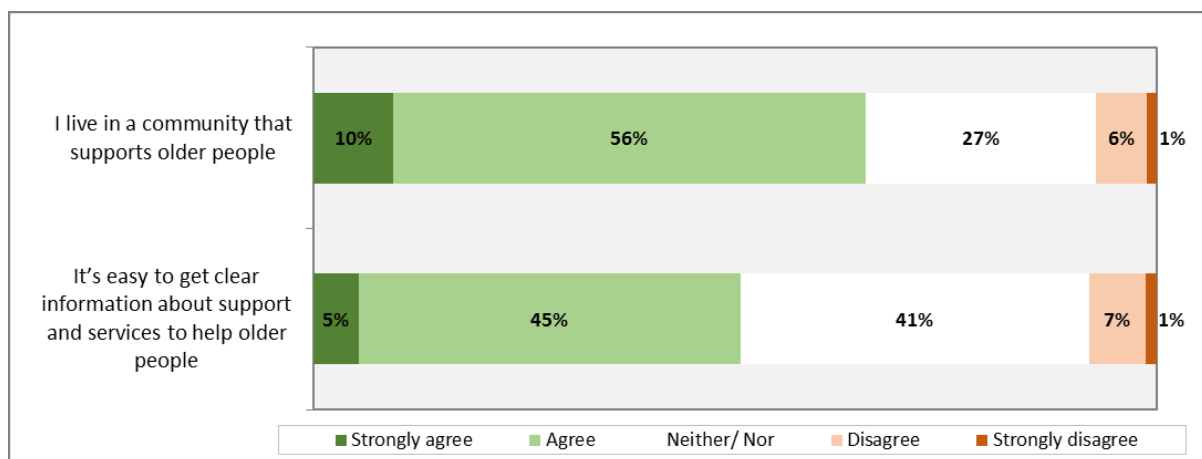


Figure H

While poverty levels among older people have reduced, 66% of pensioners on a low income are women without a partner. Of those aged 65+, 22% receive payments to cover cost of their care. The poor outcomes associated with deprivation are reflected in the health outcomes of older people living in deprived areas.



### Consultation Findings

There are concerns about the aging population and the pressures upon services as well as increasing social isolation among older residents. Transportation is cited as a limiting factor in community involvement. However there was recognition that there are many older people involved in volunteering and older people have a strong presence within the third sector.

### CLD Strategic Focus

The CLD focus around SOA 5 is on:

Strategic Focus	Key Partners
Increasing the number of groups for older people and supporting older people to become more involved in their community.	VAER ,CP Team and HSCP
Supporting older people to remain active and maintain good physical and mental health.	VAER, HSCP, ERCL and CP Team
Encouraging older people to develop their skills and learning.	AL and VAER
Supporting older people to live in their own homes for longer.	HSCP and VAER
Developing intergenerational projects to encourage younger and older people to work together, share experiences, and promote understanding of one another.	CP Team, YPS, VAER and the Kirkton Service

### Targets

1. Develop measure and target for growing older peoples' participation in the community by 2017. (Linked to SOA 3)
2. Increase older peoples' use of council sport and leisure facilities by 5% by 2018.
3. Increase the number of older people participating in ERCL activity programmes by 5% by 2018.

Priority	Current Provision	Gaps and Barriers	Future Developments	Success Measures
<p>i <b>Increase the number of older people's support groups and encourage increase of participation among older people.</b></p>	<p>VAER support 6 projects specifically aimed at older people to promote volunteering opportunities for those aged 50+. 240 over 50s have been matched and 83 registered to access volunteering opportunities.</p> <p>The Senior Together project created befriending opportunities with 46 people having a 1:1 match, 2 peer support groups running and 147 older people attending older peoples' activities within their local community in 201/15. This work supports the development of inclusive opportunities for older people living at home, offering access to information and support services where necessary to increase their resilience and ability to live independently for longer.</p> <p>The Corporate Equality Unit have been providing engagement and fundraising support to a drop-in group at Fairweather Hall which is attended predominantly by older people from minority ethnic backgrounds.</p> <p>Men's Shed is a local group supported by HSCP which aims to reduce isolation through participation in group projects and sharing of skills.</p> <p>HSCP work with the Kirkton Service in Barrhead to offer activity sessions to encourage social interaction.</p>	<p>There are fewer community based groups for older people in Busby and Eaglesham in relation to the number of older people within the community (compared to other communities of East Renfrewshire).</p> <p>Some older people may have difficulty in attending social activities through lack of transport or availability of a suitable companion to offer assistance</p>	<p>VAER Seniors Together project aims to attract more volunteers.</p>	<p>Increase in the number of volunteers.</p> <p>Measurement of volunteers reporting that they feel they are making a positive contribution and have personally enjoyed improved health and wellbeing.</p>

Priority	Current Provision	Gaps and Barriers	Future Developments	Success Measures
<p>ii <b>Support older people to remain active and maintain good physical and mental health.</b></p>	<p>VAER work in partnership with 8 Sheltered Housing Complexes (SHC) to have more activities and support delivered by volunteers to relieve pressures on SHC staff.</p> <p>Health Walking programmes are lead by trained volunteers. As well as developing volunteer skills, these walks contribute to the physical health and reduced isolation of participants.</p> <p>Chair based exercise groups supported by HSCP aim to improve physical health as well as have social benefits to participants.</p> <p>Health Improvement supports the Waterworks Project to develop health improvement activity, including outdoor physical activity in Barrhead.</p> <p>The Public Partnership Forum, supported by Health Improvement is an influencing group concerned with health and social care services for adults, older adults and children/families and young people . They are part of the HSCP strategic planning.</p>		<p>VAER are evaluating the impact volunteering has upon the health and wellbeing of older adult which will determine future provision.</p> <p>ERCL will increase support for older peoples' activity programmes and promote social contact and community engagement through leisure. The Barrhead Foundry will begin developing pilot programmes in 2105/16.</p>	<p>An increase in the number of SCH's with volunteer involvement.</p>
<p>iii <b>Encourage older people to develop their skills and learning.</b></p>	<p>The University of the Third Age run 25 groups within East Renfrewshire.</p> <p>High proportion of AL dedicated ICT learners are over 60.</p> <p>VAER support volunteers to run a 9 week course aiming to teach basic ICT skills and to promote digital inclusion and social communication among older people.</p> <p>A book delivery service operates within the authority for homebound residents with visits made by volunteers. A resource service is also provided to residential care homes and primary schools throughout East Renfrewshire.</p>			<p>Number of over 60's accessing book delivery service.</p>

Priority		Current Provision	Gaps and Barriers	Future Developments	Success Measures
iv	<b>Support older people to live in their own homes for longer.</b>	VAER and their partners have a focus upon rehabilitation and reablement as a way of empowering older people to re-gain skills they may have lost as a result of a hospital stay.		Across East Renfrewshire, people from organisations including VAER and HSCP, are working in partnership to deliver improved experiences for older people returning home from hospital. By consulting with older people, services are being designed to ensure older people in East Renfrewshire are confident and supported in their own homes.	
v	<b>Develop intergenerational projects</b>	<p>The CP Team are working on projects with an intergenerational focus. This includes:</p> <ul style="list-style-type: none"> <li>• an award-winning annual Intergenerational Quiz delivered in partnership with YPS, schools and the Kirkton Service; and</li> <li>• a digitally focused project in partnership with local schools, older people and the Richmond Fellowship.</li> </ul> <p>VAER support intergenerational activity and projects include text lessons and arts initiatives such as knitting sessions.</p>	Engaging people with intergenerational programmes and sustaining their involvement.	<p>Develop and run Intergenerational training courses for staff, partners and community groups.</p> <p>Investigate potential programme for intergenerational 'ambassadors' among both young and older people.</p>	Core processes are in place for all Intergenerational projects as a result of involvement in attendance at intergenerational training.

## **7. CONCLUSION**

East Renfrewshire is a healthy, successful and vibrant area with active and independent communities, community groups and individuals. There are pockets of disadvantage and deprivation which require targeted CLD support to increase the resilience of the communities and improve outcomes for residents.

There is a good understanding of the community infrastructure which has enabled the findings of a comprehensive needs analysis to shape CLD provision in the future. CLD provision will cover the whole life cycle of residents: support for parent and care-givers to improve outcomes for children; support for young people to achieve and sustain positive destinations; support for people of working age who may be facing change and transitions; to foster cohesive communities; to increase the independence and resilience of community groups; and to increase the activity and involvement of older people.

Having an approach which considers preventative and early intervention support allows ERC and partner organisations to contribute to the Scottish Government's national strategic focus and improve life changes for all people within East Renfrewshire.

## Annex 1 - Unmet Needs

Outcome	Unmet Needs in 2015/16
<b>SOA 1</b>	<p>Evening and weekend playgroups and support groups for working parents.</p> <p>Early years groups aimed at parents of children in the 0-2 age group that are also accommodating of siblings aged 3 to 5.</p>
<b>SOA 2</b>	<p>Targeted support for unemployed people aged between 45-54 years old. (This is for employability provision specifically within the third sector.)</p> <p>Finding appropriate work experience placements which are linked to CLD programmes for young people to gain relevant skills and experience.</p>
<b>SOA 3</b>	<p>Support for uniformed organisations (e.g. Girl Guide and Boys Brigade) to grow their community groups and access appropriate funding.</p>
<b>SOA 4</b>	<p>Accessible groups for families where their children have ASN that are not severe or complex enough to access ASN services but the children are also not able to attend mainstream clubs and groups.</p>
<b>SOA 5</b>	<p>Further research and understanding of how older people living in Eastwood, particularly Eaglesham and Busby, use local transportation networks to access community groups in other places where CLD provision is stronger such as Newton Mearns and Giffnock.</p>

## **Annex 2 - Staff and Volunteer Skills Development**

The CP Team have delivered community engagement training to 37 staff and partners in 2014/15 which is being extended in 2015/16. These training courses have been tailor made to suit different groups with the core element of building staff understanding and use of standard engagement principles.

In line with staff needs, The CLD Strategic Guidance and the CLD National Standards Council CPD Competencies, the Evaluation and Improvement Teams support to core CLD staff has focused recently on use of Assessment For Learning. Staff are using assessment to develop and deliver more clearly focused and integrated support for communities and individuals. This is resulted in increased outcomes for participants of CLD programmes. Prior to this the focus was on effective planning and self-evaluation by services and key partners to improve performance and deliver better outcomes for learners and communities.

CLD sessional staff all receive training in First Steps to Youth Work, Principles and Practice 1. They are also offered First Steps to Youth Work, Principles and Practice 2, Child Protection, First Aid, Mental Health First Aid, Disability Awareness Training. Volunteers are offered all this training.

## **Annex 3 – Strategies and policies considered**

### **ERC policies**

Arts Strategy  
Autism Strategy 2014-2024 (Draft)  
Community Planning Partnership Single Outcome Agreement – 2013 – 2016  
East Renfrewshire Culture and Leisure Trust Business Plan  
East Renfrewshire HSCP Joint Strategic Needs Assessment: Data Supplement to Strategic Planning Consultation 2015  
Economic Development Strategy – 2008 - 2013  
East Renfrewshire Employability Strategy 2015-2018  
Health and Social Care Strategic Plan  
Libraries Strategy – 2013 - 2016  
Local Housing Strategy 2012-2017  
Parenting Strategy  
Planning – Key Demographic Trends March 2015  
Sport and Physical Activity Strategy 2015-2018  
Strategic Development Plan for the Third Sector in East Renfrewshire (Draft updated May 2015)

### **National policies**

Adult Learning in Scotland: Statement of Ambition (2014)  
All Our Futures: Planning for a Scotland with an Ageing Population (2007)  
Adult Literacies in Scotland 2020 (2010)  
Caring Together: The Carers Strategy for Scotland (2010-2015)  
Commission on the future of public services (2011)  
Community Empowerment (Scotland) Bill (passed 17 June 2015)  
Community Justice (Scotland) Bill (introduced May 2015) – 7 May 2015  
Curriculum for Excellence – 1 November 2004  
Developing the Young Workforce - Scotland's Youth Employment Strategy (2014)  
Early Years Framework (2008)  
Education (Scotland) Bill (introduced 24 March 2015)  
Education Working For All! Commission for Developing Scotland's Young Workforce (2014)  
Equality Act 2010- First published 27 February 2013 – updated 16 June 2015  
Equally Well: Report of the Ministerial Task Force on Health Inequalities (2008)  
ESOL Strategy 2015-2020  
Getting it Right for Every Child (2012)  
Human Rights Act (1998)  
Literacy Action Plan (2010)  
More Choices, More Chances: A Strategy to Reduce the Proportion of Young People not in Education, Employment or Training in Scotland (2006)  
National Parenting Strategy (2012)  
National Standards for Community Engagement (2005)  
National Youth Work Strategy (2014-2019)  
Offender Learning: Options for Improvement (2010)  
Opportunities for All: Supporting all young people to participate in post-16 learning, training or work (2012)  
Putting Learners at the Centre: Delivering Our Ambitions for post-16 education (2011)  
Play Strategy for Scotland (2013)  
Reshaping Care for Older People: A Programme for Change 2011-2021  
Scotland's Digital Future: A Strategy for Scotland (2011)  
Scotland's Digital Participation Charter (2011)  
Scotland's Economic Strategy (2015)



#### Annex 4: Partners and their roles

East Renfrewshire Carers' Centre	East Renfrewshire Carers' Centre provides a full programme of practical and emotional support to carers and young carers. This includes providing information and advice, respite opportunities and social activities.
Early Years Collaborative (EYC)	The Early Years Collaborative was launched in October 2012 to bring community planning partners together to build on the work they are currently doing; to develop a clearer understanding about the application of improvement methodology; and to share learning about effective early years practice and evidence based intervention.
East Renfrewshire Culture and Leisure (ERCL)	The East Renfrewshire Culture and Leisure trust delivers culture, leisure and learning services on behalf of ERC. It also provides experiences and opportunities in support of SOA outcomes.
Health and Social Care Partnership (HSCP)	East Renfrewshire HSCP is working to improve health and reduce inequalities. It promotes healthy choices in diet, exercise, alcohol consumption, smoking, and sexual health. It is working to meet the needs of the rising number of older people who need complex packages of support. The HSCP has a significant focus on the needs of vulnerable children and young people, people with mental health problems, and long-term conditions.
Job Centre Plus	Job Centre Plus provides services primarily to those attempting to find employment and to those requiring the issuing of a financial provision to assist with the living costs and expenditure necessary to the secure employment.
Local further education colleges	The focus of East Renfrewshire's Further Education partners is around the Community Learning and Development and Employability agendas. They provide a range of vocational and adult learning provision.
North Strathclyde Community Justice Authority (NSCJA)	The North Strathclyde Community Justice Authority is focused on reducing re-offending and improving the management of offenders.
Recovery Across Mental Health	RAMH is a voluntary organisation that delivers services to individuals and their families in their local communities to enable people to recover from mental ill health and to build independent, full lives. They also promote wellbeing and provide crisis support, counselling, other care services and raise awareness and provide advice on mental health.
Skills Development Scotland (SDS)	Skills Development Scotland aims to improve Scotland's skills performance. Within East Renfrewshire, its strategic focus is to provide information, advice and guidance across all ages to support individual clients to achieve and sustain positive outcomes related to the Employability agenda and provision of redundancy advice. SDS has a particular focus on supporting unemployed young people aged 16-24 years who face barriers to sustaining education, employment and training.
Voluntary Action East Renfrewshire (VAER)	Changes to the third sector funding structure saw VAER appointed as the single third sector interface within East Renfrewshire. VAER act as a single access point and support organisations and groups to identify the right support from the most appropriate agency. Voluntary Action plays a key role in supporting the development of the local social economy and encourage a more enterprising, less grant-dependent third sector as well as support and encourage new social enterprises through social entrepreneurship across East Renfrewshire.