

EAST RENFREWSHIRE COUNCIL

14 May 2014

Report by Chief Executive

DRAFT SINGLE OUTCOME AGREEMENT UPDATE FOR 2014 / 2015

PURPOSE OF REPORT

1. The purpose of this report is to present to Council the East Renfrewshire Community Planning Partnership's (CPP) draft Single Outcome Agreement Update for 2014-15, attached in Annex 1. The Council, as the lead Partner of the East Renfrewshire CPP, is asked to approve the draft document for submission to the East Renfrewshire CPP Board for final approval on 10 June.

RECOMMENDATION

2. It is recommended that Council:

- (a) Considers and approves the content of the draft SOA Update 2014-15 (Annex 1); and
- (b) Agree that the draft SOA is submitted for final approval to the CPP Board on 10 June 2014.

BACKGROUND

3. A full scale review of the SOA took place over 2012-13 which resulted in a revision of the outcomes. The CPP received feedback during a national Quality Assurance process and a number of development areas were identified which the CPP has been working towards.

4. The Scottish Government's Statement of Ambition for community planning partnerships recommended that all CPPs should have "genuine Boards" in place to have strategic oversight of planning and delivery of SOA outcomes. The establishment of an East Renfrewshire CPP Board was approved by the Council on 23 October 2013 and the inaugural meeting took place on 14 January 2014.

REPORT

5. For 2014-15, a light refresh of the SOA has been carried out. The strategic focus of the SOA and the five high level outcomes and intermediate outcomes remain consistent. The purpose of the update has been to:

- ensure that all socio-economic data is up-to-date and takes account of the release of 2011 Census information
- reflect the recent changes to community planning arrangements including the establishment of a CPP Board, the implementation of the Model for Improvement approach to SOA outcomes delivery
- update the work of the Partnership around prevention and joint resourcing
- show improvements that we have made to the presentation of indicators and targets, including trend data and the inclusion of new indicators as a result of improved data availability and;
- update on development areas agreed during SOA Assurance Process last year.

6. The Council's contribution to the delivery of SOA outcomes is outlined in the Outcome Delivery Plan for 2014-17, which is included in Item 6(iii) of the meeting agenda,

PERFORMANCE MONITORING

7. Six monthly performance against the targets set in the SOA will be recorded and monitored in the council-wide performance management system (Covalent). The data will be used in the Council's mid and end year performance reporting cycles and end year performance for 2013-14 will be reported to the Performance and Accountability Review group on 27 May 2014.

PARTNERSHIP WORKING

8. Engagement with Community Planning Partners at the recent Board and Performance and Accountability Review meetings has informed the development of the SOA Update and each Partner has taken the opportunity to consider the content of the SOA prior to formal approval by the Board in June.

IMPLICATIONS OF THE PROPOSALS

9. A full Equality Impact Assessment (EIA) was carried out in April 2013 to ascertain and address any potential equality issues. As the SOA and ODP are strategic documents it is expected that other strategies and plans sitting below these will also undertake an equality impact assessment. Scotland's 2011 census information has recently been published and analysis will be undertaken to assess whether there are any equality impacts resulting from the SOA and ODP.

CONCLUSION

10. The SOA Update 2014-15 reflects the continuous improvement approach being taken to ensure that the CPP has the necessary arrangements in place to deliver on SOA outcomes and meet national expectations around community planning.

RECOMMENDATION

11. It is recommended that Council:

- (c) Considers and approves the content of the draft SOA Update 2014-15 (Annex 1); and
- (d) Agree that the draft SOA is submitted for final approval to the CPP Board on 10 June 2014.

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BACKGROUND REPORTS

East Renfrewshire Community Planning Arrangements, East Renfrewshire Community Planning Partnership Board Membership, 23 October 2013, Report by Deputy Chief Executive

KEY WORDS

Community Planning, Single Outcome Agreement, Outcomes

**Draft for
Council**

East Renfrewshire Community Planning Partnership

Single Outcome Agreement Update

2014-15

Prepared 7 May 2014

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PURPOSE & SCOPE OF THE AGREEMENT

The purpose of our Single Outcome Agreement (SOA) is to improve the lives of the people of East Renfrewshire and promote equality and fairness.

The SOA reflects the most important priorities of our residents. It is the core strategic document for the East Renfrewshire Community Planning Partnership (CPP) as we work to deliver excellent services that focus on the delivery of outcomes. The SOA is a key demonstration of our commitment to the people of East Renfrewshire and sets out the outcomes we plan to achieve.

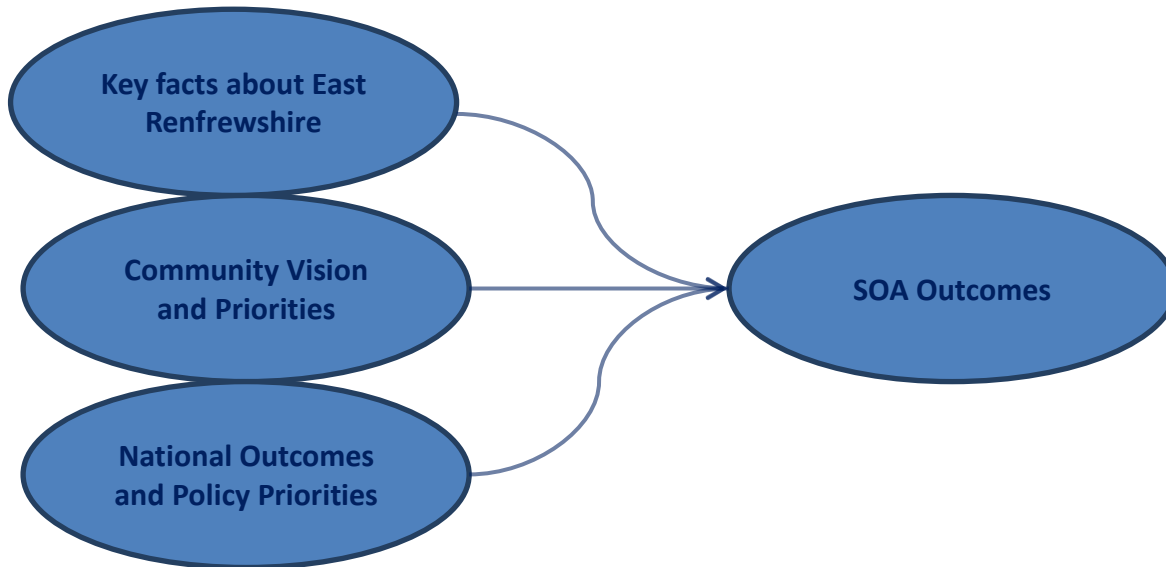
The Single Outcome Agreement encompasses the work of all statutory community planning partners, other key public sector agencies and the voluntary and business sectors. It sets out the overarching context for partnership working in East Renfrewshire and it is the cornerstone of the relationship between the Scottish Government and East Renfrewshire Community Planning Partnership. It sets out how we will prioritise our approach to prevention and tackle the key issues facing our communities. In this document the CPP makes a commitment to delivering community planning through a robust set of arrangements that assure the delivery of outcomes and a strategic approach to our preventative work.

This document is a light touch refresh of the SOA for 2014-15. The outcomes, based on extensive community consultation during 2012, have remained the same. The socioeconomic profile and strategic context have been brought up-to-date to reflect the release of 2011 Census data and changes to the way the East Renfrewshire Community Planning Partnership operates.

OUR LOCAL OUTCOMES

East Renfrewshire Community Planning Partnership wants to deliver ambitious outcomes for its residents and customers. Our five strategic outcomes have a focus on life stages and demonstrate what the CPP aims to achieve for local residents from pre-birth and early years through to older age. Our outcomes have been influenced by a range of evidence, shown in Figure 1.

Figure 1:



The prioritised local outcomes of the East Renfrewshire Community Planning Partnership are based on a sound understanding of the needs of different communities in the area. During 2012 a detailed socio-economic analysis was undertaken at a small area level to identify the key issues facing local communities. This involved analysing socio-economic indicators and trend data covering key life stages from pregnancy to older age, breaking these down by the ten communities across the authority and making comparisons to the national average.

At the same time a large scale consultation process was undertaken to share aspects of the socio-economic analysis with local communities and explore priorities for key life stages i.e. for babies and young children through to older people.

All community planning partners came together during November 2012 to consider the full range of evidence and prioritise the outcomes for the SOA. In the same way that the socio-economic analysis and consultation process focused on life stages, the SOA outcomes describe what life will be like for our babies, children and families, young people adults and older people when we achieve our ambitions.

East Renfrewshire Single Outcome Agreement – Outcomes for 2013-16

SOA1: All children in East Renfrewshire experience a stable and secure start to their lives and are supported to succeed.

- 1.1 Parents are supported to provide a safe, healthy and nurturing environment for their families.
- 1.2 Our young children are healthy, active and included.
- 1.3 Our young children are safe and cared for.

SOA2. 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 educational 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

SOA3. East Renfrewshire is a thriving, attractive and sustainable place for residents and businesses to grow.

- 3.1 The economy is stronger through increased business growth, targeted support and investment.
- 3.2 Our natural and built environment is enhanced and our environmental impact minimised.
- 3.3 Residents live in communities that are strong, self sufficient, resilient and supportive.
- 3.4 Residents live in warm, dry and energy efficient homes.
- 3.5 Residents have access to a range of services via travel choices based on an integrated and sustainable transport network.

SOA4. East Renfrewshire residents are safe and supported in their communities and homes.

- 4.1 Communities experience fewer incidents of vandalism, street disorder and anti-social behaviour.
- 4.2 Community safety and public protection is safeguarded
- 4.3 Residents are protected from harm and abuse and their dignity and human rights are respected.
- 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.
- 4.6 People are improving their health and well being by recovering from problematic drug and alcohol use.

SOA5. 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.

Cross-cutting themes

As well as the strategic outcomes there are also a number of cross cutting themes which are woven through the SOA, these are;

- prioritising prevention and early intervention;
- building the capacity of individuals and assets of communities to enable the realisation of outcomes;
- using data and evidence to guide and prioritise our approach; and
- tackling and reducing social, economic and health inequalities among and between communities

In working to achieve the five key strategic outcomes, these cross-cutting themes will be at the heart of the CPP's activities.

Scottish Government Policy Priorities

The SOA shows how the East Renfrewshire CPP will contribute to the outcomes the Scottish Government want to see delivered for Scotland as a whole. The national outcomes have been developed around the Scottish Government's Policy Priorities, where it is expected that all CPPs will have a common and sharp focus on these areas and aim to achieve transformational, not incremental, performance improvement:

- Economic recovery and growth;
- Employment;
- Early years;
- Safer and stronger communities, and reducing reoffending;
- Health inequalities and physical activity; and
- Outcomes for older people.

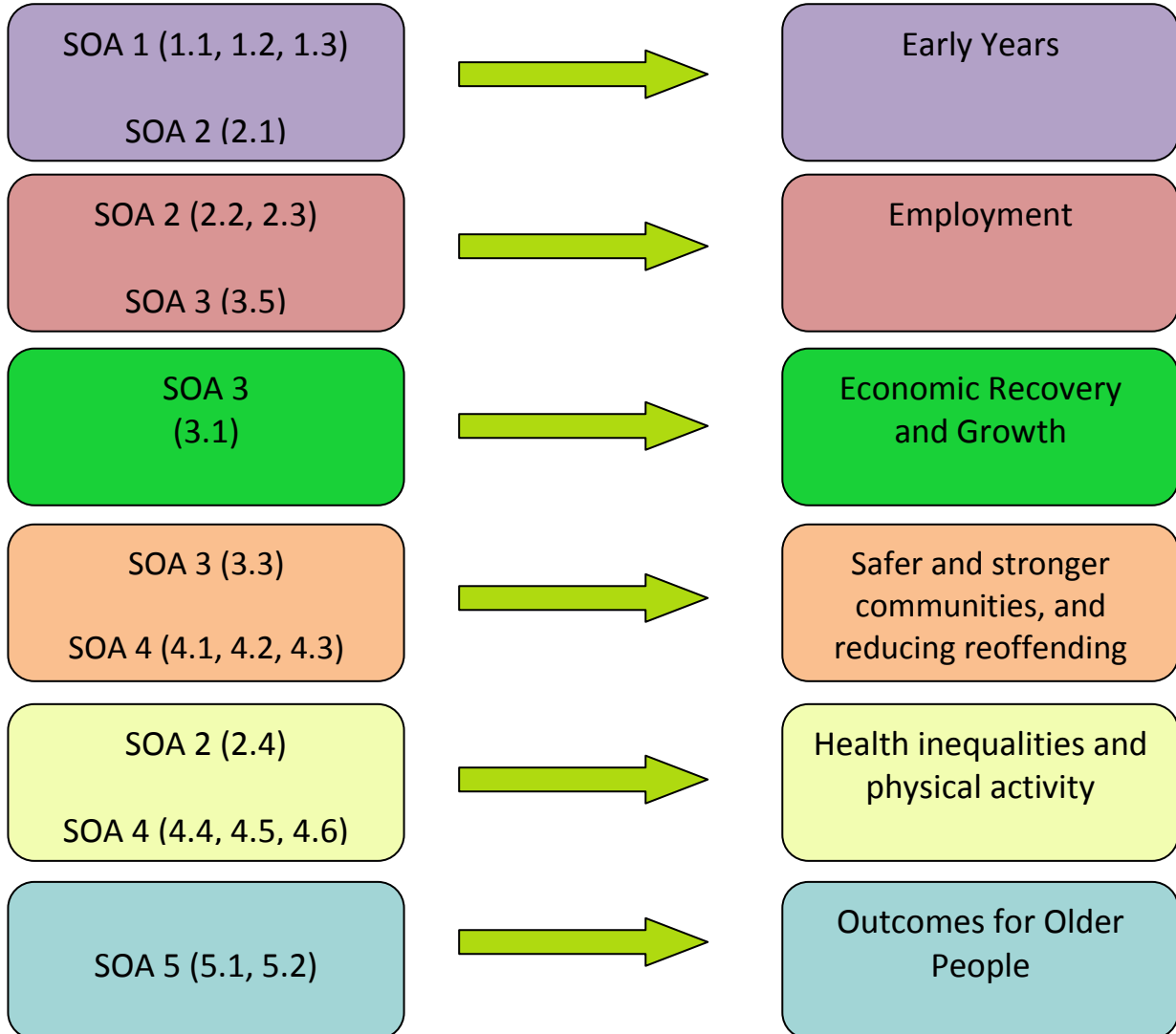
In meeting these aims, the CPP will fulfil the duties placed on it of community planning, Best Value, equalities and sustainable development. Together with East Renfrewshire's robust community planning arrangements, the SOA provides community planning partners and the Scottish Government with a clear framework for working together and being held to account. An Equality Diversity and Poverty Impact Assessment has been completed on the SOA and can be made available on request.

Annexes 1 and 2 detail some additional information on the equality approaches of the partners, as well as setting out their roles and key strategic focus.

The links between outcomes identified by the East Renfrewshire CPP and the Scottish Government's six policy priorities are demonstrated below. The templates on pages 35 to 44 show the indicators and targets against these outcomes, and therefore East Renfrewshire CPP's planned contribution to these national policy priorities.

East Renfrewshire Outcomes

Scottish Government Priority



East Renfrewshire – An Analysis of Place February 2013

East Renfrewshire CPP bases the development of our SOA on robust analysis of the context and needs of East Renfrewshire, as demonstrated through socio-economic data and engagement with our local residents.

Through this SOA update process, East Renfrewshire CPP is laying the foundations for a place based approach, which will take account of the unique circumstances in each of our communities. While it is important to maintain an overview of the issues affecting the local authority area as a whole and how these sit in comparison with the national level, the CPP has also explored in more detail the issues affecting specific communities within East Renfrewshire and, where the data allows, how they compare to Scotland as a whole.

Our analysis of place in East Renfrewshire is based on current community council boundaries as these are broadly recognised as distinct communities by local residents, shown in Map 1. Communities vary in size from 643 in Uplawmoor to 24,802 in Newton Mearns - this presents a series of challenges when comparing them against each other and the national picture. Using a range of the most informative socio-economic variables we have developed a picture of each of our communities. These demonstrate, using the Scottish average as a benchmark, where the strengths of our communities lie and where there are areas for concern.

These socio-economic profiles will be combined with the results of a comprehensive asset mapping process to compile a Community Resilience Assessment for each of East Renfrewshire's places. These will be used to help communities learn about themselves and as a tool by Community Planning Partners to assess where support is required and where communities can learn from and help one another¹

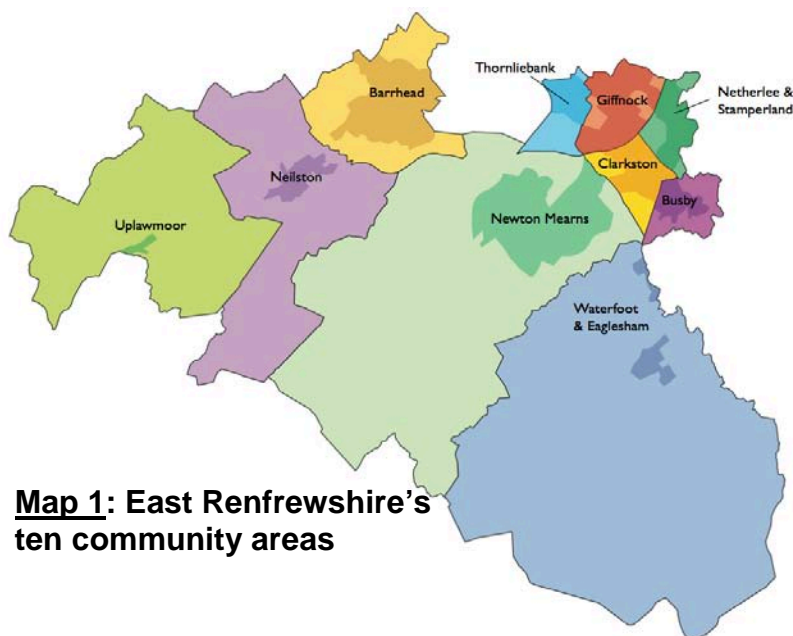
Our Area

East Renfrewshire is situated to the south of the city of Glasgow. It covers an area of 17,400 hectares; 75% of which is rural land. The town of Barrhead lies to the west of the authority with Newton Mearns, Clarkston, Giffnock, Thornliebank and Busby located in the east. There are three bustling villages: Neilston and Uplawmoor in the west, Eaglesham in the east and two smaller settlements: Waterfoot and Shillford.

Our residents are very happy with the quality of life in East Renfrewshire. There are high levels of satisfaction with the area and this has been increasing steadily in recent years. Overall

93% of 699 local residents sampled in the *18th Citizens Panel Survey* were satisfied or very satisfied with East Renfrewshire as a place to live in 2012/13², 44% were very satisfied and 49% satisfied.

We have a thriving 3rd sector in East Renfrewshire that contributes to life, well-being and economic development of the area. Our residents contribute a significant amount of their time to design and



**Map 1: East Renfrewshire's
ten community areas**

¹ A best fit approach has been used to match data zones to the ten community profile areas

² The confidence interval, based on the sample size is +/-3.75%

delivery of 3rd sector services and activities – a growing aspiration across the sector and within our communities.

Our People

East Renfrewshire Council now produces a comprehensive demographic analysis in – *Planning for the Future of East Renfrewshire*, this is available online. Search “Planning for the Future of East Renfrewshire” or access the document directly through this link:

<http://www.eastrenfrewshire.gov.uk/index.aspx?articleid=4772>

Planning for the Future is updated every 3 months, collating all key demographic statistics produced at a national and local level. The Single Outcome Agreement will not re-produce this analysis, instead it has a narrower focus upon population and social issues.

The population of East Renfrewshire increased by 1.6 % to 91,030 over the decade 2002 - 2012.

Chart 1: 10 year population change

Change in population structure, 5 year age bands: 2001 - 2011

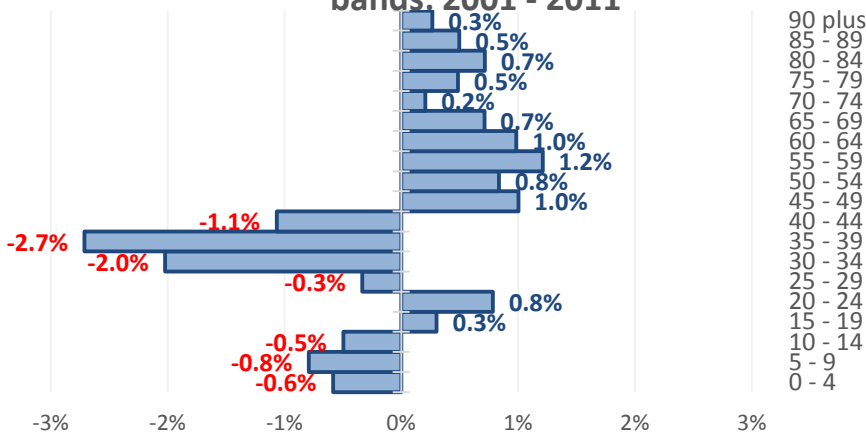
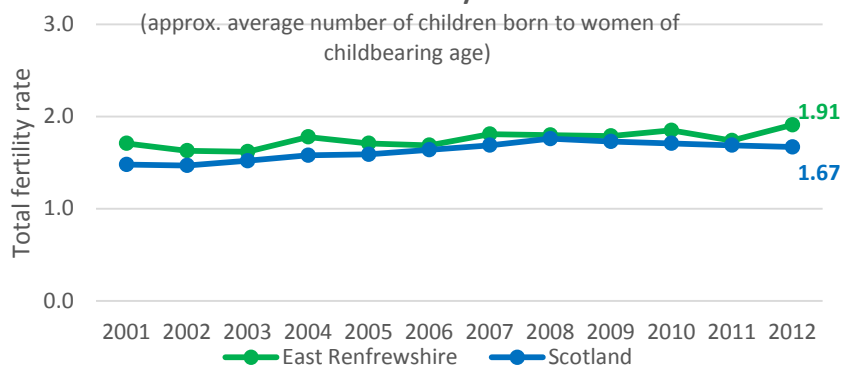


Chart 1 shows that the population structure of East Renfrewshire has undergone some notable changes since 2001. The population share of those aged 45 + has increased since 2001. The population share of those aged 15 – 29 has risen slightly to 15.8% locally, although this is below the national share of 19.5%. There have also been significant declines in the number of 30 – 44 year olds in the local area, down by 4330 people.³

The average maternal age of mothers in East Renfrewshire has remained around the age of 31 across 2008 – 2012⁴ and Chart 2 shows a slight drop in the average number of children born to each woman throughout their child bearing years.⁵ This, combined with an overall decrease in the population share of those aged 30 – 44 may have contributed to a decrease in the number of children aged 0 – 14 over the same period.

Chart 2: Total fertility rate



This picture is mirrored across all local communities, with the exception of Busby and Newton Mearns which have had an increase in the number of those aged 0 – 14 by 4.3% and 0.3% respectively. The

³ Comparison between 5 year aged bands proportion of population in Scotland's 2001 and 2011 Census

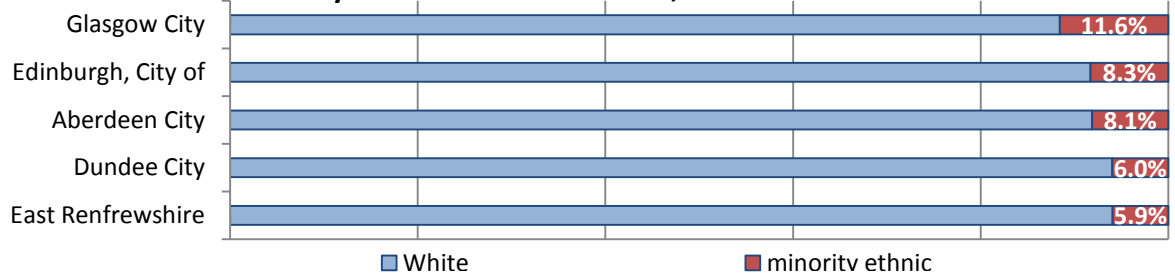
⁴ National Records Scotland (2014): Vital events, section 3; Births. Available: <http://www.gro-scotland.gov.uk/statistics/theme/vital-events/general/ref-tables/2012/section-3-births.html>

⁵ National Records Scotland (2014): Fertility rates time series, 1991 – 2012. Available: <http://www.gro-scotland.gov.uk/statistics/theme/vital-events/births/time-series.html>

decreasing numbers of children and 25 – 39 year olds are not expected to continue in light of new affordable housing developments, the high demand for local housing for those with young children linked to the exceptional track record of local schools.

Chart 3: Ethnicity and Religion⁶

Chart 3. 5 most ethnically diverse local authorities, Scotland



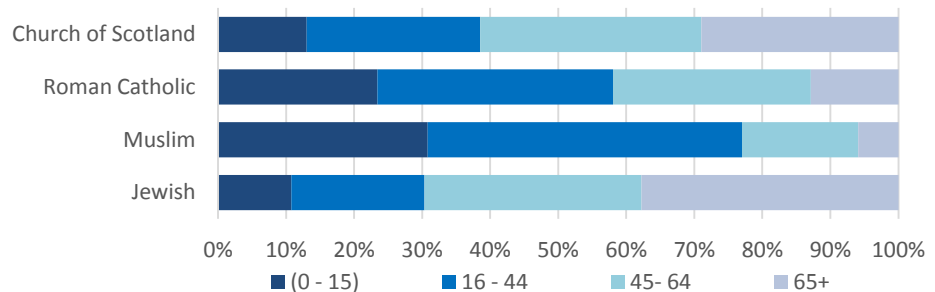
The 2011 Census highlighted East Renfrewshire as one of the most ethnically and culturally diverse areas in Scotland, with significant Jewish and Muslim communities.

The number of residents from an ethnic minority background in East Renfrewshire increased from 3,436 in 2001 to 5,363 in 2011, an increase of 56%. In 2011, ethnic minority residents accounted for 5.9% of East Renfrewshire’s population compared to 4% in Scotland. The most prominent among minority ethnic groups in East Renfrewshire are Pakistani Scottish / British – 3.1% (2,779) and Indian Scottish/British – 1.2% (1,061).

The proportion of East Renfrewshire’s population stating they follow a religion is 73.5%, the 4th highest in Scotland. 40.8% of the Jewish population of Scotland live in East Renfrewshire, locally 2.6% (2,399) of the population are Jewish, although this is down from 3.1% (n. 3,128) in 2001. Contrastingly, the Muslim population has grown, accounting for 3.3% (n. 3,002) of local population – compared to 2.1% (n. 1918) on 2001.

The decline in the Jewish population can be partly attributed to population structure. Only 30% of the Jewish population are children or of typical child bearing age (0 – 44), whereas 38% are aged 65 or over.

Religion in East Renfrewshire, by age



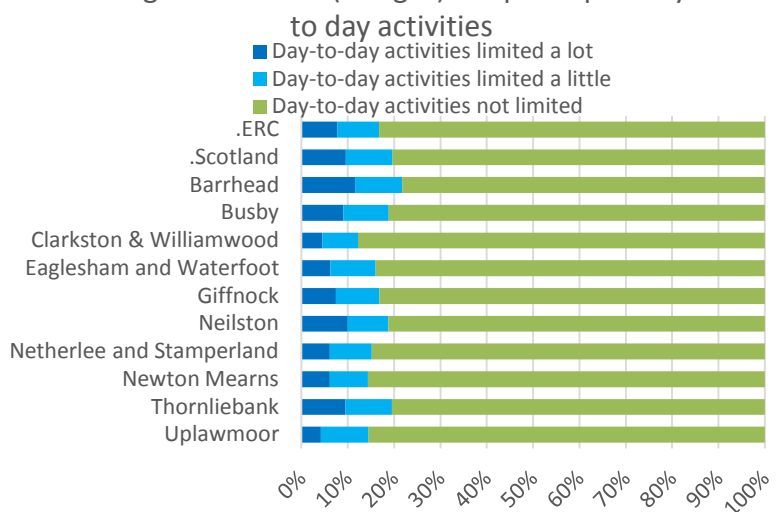
Population characteristics distributed in this way are often linked to declining population groups. The age structure of Jewish population contrasts with the Muslim and Roman Catholic populations where 77% and 58% of their respective populations are aged 0 – 44.

Health

Chart 5:

16.7% of East Renfrewshire’s population self-report to have a long term health condition which has an impact upon their routine daily activities, this is slightly below levels experienced in Scotland – 19.6%. Barrhead is notable among East Renfrewshire’s communities in that it experiences a higher level of limiting and

Long Term Health (all ages) - impact upon day



⁶ Scotland’s Census 2011, release 2a

long-term health conditions - 21.8% - than Scotland; Thornliebank, Busby and Neilston all have levels similar to Scotland's.

When considering the working age population (16 - 64), 12.1% East Renfrewshire self-report as having a limiting long-term health condition compared to 15% in Scotland. The working age populations in Barrhead (18.1%) and Thornliebank (15.5%) have higher levels of long-term illness than found in the Scottish population. These areas also suffer from the highest levels of worklessness locally.

Ill health has a defined impact upon people's prospects in life. Unemployment among working age people with disabilities and long term limiting health conditions is very high, statistics show that 74% of those claiming a disability benefit also claim some kind of work related benefit. Analysis of the out of work benefits caseload shows 43% of individuals also receive a disability benefit (May 2013), underlining the links between ill health, employment and life opportunities.

Education Context

Education is one of the most powerful tools for reducing poverty, promoting inclusion and building capacity within a community. East Renfrewshire's Community Planning Partners are committed to ensuring all our children and young people have the skills for learning, life and work that they need to be successful.

East Renfrewshire is renowned for the quality of its education and the high performance of its schools. In the 2013 SQA examinations East Renfrewshire remained the highest performing local authority in the key indicators at Levels 5 and 6. The 2012-13 results which young people achieved in their national examinations were excellent, in particular:

- 71% of S4 pupils achieved 5 or more awards at SCQF Level 5, the highest result to date.
- The Higher results for S5 pupils were the best ever with significant increases in all measures. 40% of S5 pupils achieved 5 or more Highers (based on the original S4 cohort).
- East Renfrewshire out-performed its comparator authorities for all key indicators at Levels 4 to 7.

In terms of the proportion of leavers entering positive destinations, East Renfrewshire also had its highest performance to date in 2012-13. 95.8% of school leavers were in positive destinations, up from 95.3% the previous year and well above the national average and comparator authorities.

Whilst the analysis of place in East Renfrewshire is primarily focused on geographic community boundaries, the partnership recognises the "myriad of overlapping ways" that people come together to establish communities. Over a number of years East Renfrewshire CPP has developed extensive, robust and place based analysis of educational performance at an authority, school and pupil level. The analysis includes the use of detailed benchmarking at various levels such as groups of pupils, subjects, school level and local authority, allowing schools and the partnership to identify trends and target areas for improvement. There is a wealth of data in this area and not all of it can be incorporated into the place based analysis overleaf.

When East Renfrewshire secondary schools are compared to nationally defined similar schools across Scotland, all seven generally perform in the top 25% against their group of schools and are often top in their group. In 2012-13 all ERC schools had a greater proportion of leavers in positive destinations than the national average.

East Renfrewshire CPP is fully committed to further improving the outcomes for all children and young people. Future key activities include supporting schools to implement our *Recognising Achievement Raising Attainment Strategy* action plan; *Curriculum for Excellence* action plan; and the Opportunities for All Plus strategy. The CPP and schools will continue to make rigorous use of attainment and benchmarking data at all levels to inform improvement. Partners have a key role in supporting improvement and implementing *Curriculum for Excellence*; our action plan is supported by stakeholders working within and beyond the Council including: further education; sports, arts and

culture; parent representative groups; local business; economic development; young person's services; the voluntary sector; and, young people and adult learners.

East Renfrewshire primary and secondary schools track individual pupil attainment and the progress of specific groups of pupils such as boys and girls, ethnic groups, pupils in receipt of free school meals and the lowest performing pupils to ensure all children and young people are being fully supported. Within East Renfrewshire analysis from tracking systems provides evidence of progress and focus for future improvement and allows early intervention when appropriate. As a result of analysis, targets are set to raise attainment for all pupils, with specific targets set for key underperforming groups, in some cases at whole school level. In particular there is a significant focus on raising the attainment of the lowest performing primary and secondary pupils and on improving the performance of pupils from more deprived communities.

Analysis of the East Renfrewshire 2012-13 baseline assessment of P1 children, reveals that children from the 20% most deprived areas are around 8 points below the authority average in attainment of numeracy and literacy skills. The performance of children in the baseline from the Barrhead area is 6 points below the authority average of 100 in numeracy and 7 points below in literacy. Baseline assessment is being used in conjunction with developmental milestone analysis and nursery information to build up a detailed picture of individual progress. Identifying children who are at risk of underperforming at this early stage and providing all learners with appropriate support, will be crucial in improving the attainment of children and young people from disadvantaged areas and in ensuring that East Renfrewshire achieves its target of all school leavers entering positive destinations.

Community focused analysis:

During the SOA assurance process in 2013 East Renfrewshire agreed with the Scottish government to further specify a plan for prevention locally and to further disaggregate targets. The East Renfrewshire Community Planning Partnership has conducted extensive data analysis at small area level to identify the key issues and trends within its communities. This place-based analysis has been further refined and is being used as an evidence base for the development of SOA outcome collaboratives (further details on page 21), which will roll out a targeted approach to prevention across all service areas.

In the following refocused community analysis each measure shows;

- number of affected people or households across the ten communities, Scotland and East Renfrewshire
- Comparisons of the ten communities within East Renfrewshire against Scotland and East Renfrewshire

Further aspects of our analysis can be made available on request.

KEY:

Colour coded cells	Better than Scotland
	Proximate to Scotland
	Worse than Scotland

For each indicator, both the number and percentage for Scotland East Renfrewshire and community geography are provided, as shown in example below:

	Scotland	East Renfrewshire	Barrhead
No. people affected in area	3210	28	8
% population, for comparing areas	2.0%	1.3%	1.9%

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Young people

Variable	Scotland	ERC	Barrhead	Busby	Clarkston & Williamwood	Eaglesham & Waterfoot	Giffnock	Neilston	Netherlee & Stamperland	Newton Mearns	Thornliebank	Uplawmoor	
Low weight births (<2.5kg) 2010 - 2012	3210	28	8	0	3	1	3	6	0	6	1	0	N.
	2.0%	1.3%	1.9%	0.0%	1.3%	0.8%	1.2%	4.5%	0.0%	1.0%	0.7%	0.0%	%
Age at first birth <20 2009 - 2011	10231	68	37	2	1	1	5	9	1	9	3	0	N.
	12.4%	6.9%	17.5%	5.9%	1.1%	1.6%	4.3%	12.7%	1.0%	3.8%	5.0%	0.0%	%
Age at first birth 35+ 2009 - 2011	10680	168	13	4	19	8	26	11	19	52	14	2	N.
	12.9%	16.9%	6.1%	11.8%	20.4%	12.9%	22.2%	15.5%	19.4%	21.8%	23.3%	28.6%	%
Smoking at first booking 2010 - 2012	32727	268	120	12	8	18	16	22	12	40	20	0	N.
	19.2%	11.1%	24.9%	13.8%	3.1%	13.2%	5.8%	15.3%	5.0%	6.4%	13.5%	0.0%	%
Children OOW H/H, 2012 (0 - 4)	62040	535	270	20	10	20	25	70	15	65	40	0	N.
	21.8%	11.5%	29.7%	12.1%	1.8%	8.7%	4.8%	24.1%	3.3%	5.1%	18.6%	0.0%	%
Mothers exclusively breastfeeding first antenatal visit 2012-2013	19507	336	47	9	43	14	49	16	42	104	12	no births	N.
	35.2%	41.1%	27.3%	37.5%	45.3%	40.0%	52.7%	32.7%	55.3%	42.6%	42.9%	no births	%
Mothers exclusively breastfeeding 6 - 8 week antenatal visit 2012-2013	13730	251	32	6	35	11	34	12	29	85	7	no births	N.
	26.1%	32.4%	18.6%	28.6%	36.8%	30.6%	42.0%	24.5%	42.0%	36.6%	35.0%	no births	%
Children OOW H/H, 2012 (0 - 4)	62040	535	270	20	10	20	25	70	15	65	40	0	N.
	21.8%	11.5%	29.7%	12.1%	1.8%	8.7%	4.8%	24.1%	3.3%	5.1%	18.6%	0.0%	%
Children OOW H/H, 2012 (5 - 9)	62230	625	290	35	10	30	30	65	20	110	35	0	N.
	19.2%	9.7%	26.9%	14.0%	1.4%	9.2%	3.7%	17.6%	3.5%	5.7%	11.9%	0.0%	%
Children OOW H/H, 2012 (10 - 15)	49410	585	235	25	25	15	35	65	30	115	35	5	N.
	17.1%	9.8%	21.7%	11.1%	4.1%	4.9%	5.0%	16.0%	5.4%	6.7%	11.7%	12.5%	%
Children OOW H/H, 2012 (0 - 15)	173680	1710	805	80	55	50	75	185	55	290	110	5	N.
	19.3%	10.0%	26.2%	12.5%	2.9%	5.8%	3.7%	17.4%	3.5%	5.9%	13.6%	4.8%	%
Children OOW H/H, 2012 (0 - 18)	191800	1915	880	90	60	60	90	210	55	340	120	10	N.
	18.7%	9.7%	24.9%	12.2%	2.7%	6.1%	3.8%	16.9%	3.0%	5.9%	12.8%	8.3%	%
OOW families with children, 2012 households	111260	1165	525	50	50	55	60	115	40	200	65	5	N.
	18.0%	10.3%	24.0%	11.6%	4.1%	9.6%	4.7%	15.8%	3.7%	6.2%	12.1%	7.7%	%
Children in low income lone parent HH(<60% median income) 2011	142265	1350	650	50	50	60	60	145	40	200	90	5	N.
	22.9%	11.9%	30.0%	11.1%	4.1%	10.4%	4.5%	19.5%	3.7%	6.3%	16.7%	7.1%	%
Children in low income couple HH (<60% median income) 2011	47800	490	175	30	15	0	30	60	25	125	30	0	N.
	7.7%	4.3%	8.1%	6.7%	1.2%	0.0%	2.2%	8.1%	2.3%	4.0%	5.6%	0.0%	%
Postive school leaver destinations		958	194	36	106	53	107	69	91	246	56	added to Neilston	N.
	91.4%	95.8%	95.1%	100.0%	96.4%	96.4%	97.3%	96.9%	91.0%	97.2%	93.3%	added to Neilston	%
JSA claim count 16 - 24 (M + F) Feb-14	45835	275	160	20	0	0	10	25	5	20	35	0	N.
	4.7%	2.0%	5.2%	3.5%	0.0%	0.0%	0.6%	2.4%	0.4%	0.6%	4.5%	0.0%	%
JSA claim count 16 - 24 Female Feb-14	13850	40	25	5	0	0	0	0	0	0	10	0	N.
	2.8%	0.6%	1.6%	1.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	2.6%	0.0%	%
JSA claim count 16 - 24 Male Feb-14	31985	235	135	15	0	0	10	25	5	20	25	0	N.
	6.6%	3.3%	9.0%	5.3%	0.0%	0.0%	1.2%	4.5%	0.8%	1.1%	6.3%	0.0%	%
DLA (0 - 15) Feb-13	29375	565	140	15	50	45	45	20	35	175	35	5	N.
	3.2%	3.2%	4.4%	2.3%	2.4%	5.1%	2.1%	1.8%	2.0%	3.4%	4.3%	4.6%	%

Variable	Scotland	ERC	Barrhead	Busby	Clarkston & Williamwood	Eaglesham & Waterfoot	Giffnock	Neilston	Netherlee & Stamperland	Newton Mearns	Thornliebank	Uplawmoor	
	N. individuals claiming any benefit 16 - 64	534835 15.4%	5925 10.5%	2275 20.1%	295 13.2%	295 5.2%	245 8.6%	495 7.3%	560 14.2%	265 5.3%	1085 7.1%	395 13.9%	15 4.2%
Job seekers 16 - 64	119695 3.4%	1095 1.9%	435 3.9%	60 2.7%	45 0.8%	45 1.6%	80 1.2%	110 2.8%	40 0.8%	200 1.3%	80 2.8%	0 0.0%	N. %
Employment support 16 - 64	265575 7.6%	2840 5.0%	1180 10.4%	140 6.3%	100 1.8%	120 4.2%	205 3.0%	300 7.6%	130 2.6%	470 3.1%	190 6.7%	5 1.4%	N. %
Lone parents (children aged 0 - 4)	39710 1.1%	375 0.7%	195 1.7%	10 0.4%	15 0.3%	25 0.9%	30 0.4%	30 0.8%	0 0.0%	45 0.3%	25 0.9%	0 0.0%	N. %
Out of Work Aug-13	437150 12.6%	4415 7.8%	1870 16.6%	225 10.1%	170 3.0%	190 6.7%	320 4.7%	445 11.3%	170 3.4%	715 4.7%	305 10.7%	5 1.4%	N. %
DLA (16 - 59) Feb-13	179845 5.7%	2190 4.3%	760 7.4%	125 6.2%	120 2.3%	105 4.2%	165 2.7%	215 6.1%	125 2.7%	415 3.0%	160 6.1%	0 0.0%	N. %
DLA claimants aged 16 - 60 also receiving an out of work benefit Feb 2013	137575.0 76.5%	1565.0 71.5%	615.0 80.9%	85.0 68.0%	65.0 54.2%	75.0 71.4%	75.0 45.5%	170.0 79.1%	90.0 72.0%	270.0 65.1%	125.0 78.1%	added to Neilston	N. %
Census 2011 Adults aged 16 - 74 who have never worked	26416 0.67%	295 0.46%	111 0.86%	14 0.56%	18 0.28%	7 0.21%	25 0.31%	26 0.59%	14 0.24%	65 0.37%	12 0.38%	<5 0.63%	N. %
Census 2011 Adults aged 16 - 74: long term unemployed	73269 1.85%	846 1.31%	290 2.24%	36 1.44%	52 0.80%	35 1.04%	59 0.73%	86 1.94%	46 0.79%	185 1.06%	54 1.70%	<5 0.63%	N. %
DLA (All ages) Feb-13	352855 6.6%	4410 4.8%	1500 8.6%	230 6.4%	235 2.6%	210 4.5%	405 3.5%	420 7.0%	260 3.1%	860 3.4%	275 6.3%	15 2.4%	N. %
DLA (60+) Feb-13	143635 11.5%	1655 7.4%	600 15.3%	90 9.7%	65 3.2%	60 4.9%	195 5.6%	185 13.5%	100 4.7%	270 4.3%	80 8.6%	10 4.9%	N. %
Low income pensioners Aug-13	178640 14.3%	1940 8.6%	590 15.0%	130 14.0%	55 2.7%	110 9.0%	235 6.7%	170 12.4%	95 4.5%	420 6.7%	135 14.6%	0 0.0%	N. %
Low income pensioners with modest savings Aug-13	234980 18.8%	2525 11.2%	765 19.4%	175 18.8%	90 4.5%	135 11.0%	295 8.4%	235 17.1%	140 6.6%	530 8.5%	160 17.3%	0 0.0%	N. %
All pension credits (60 - 69) Aug-13	71800 11.8%	615 5.9%	220 11.9%	55 14.6%	40 4.0%	25 4.1%	45 3.0%	75 10.3%	25 2.7%	95 3.3%	35 8.7%	0 0.0%	N. %
All pension credits (70 - 79) Aug-13	83390 20.7%	840 11.6%	270 19.1%	50 15.5%	20 3.0%	55 13.2%	80 7.6%	80 20.6%	45 6.6%	185 9.5%	55 18.3%	0 0.0%	N. %
All pension credits (80+) Aug-13	79785 33.5%	1070 22.4%	275 40.8%	70 30.7%	30 8.2%	55 26.6%	170 18.2%	80 31.4%	70 14.2%	250 18.4%	70 31.3%	0 0.0%	N. %

Adults

Older people

COMMUNITIES AT THE HEART OF THE SINGLE OUTCOME AGREEMENT

Community Views Have Shaped the SOA

The outcomes in this SOA are informed by the views and priorities of the local community.

In October 2012, the East Renfrewshire Community Planning Partnership (CPP) engaged with 263 local residents through a series of events to find out their priorities for the future, including:

- 100 focus group participants from equalities backgrounds (including minority ethnic, faith groups, parent councils, disability, carers, older people)
- 118 young people
- 45 members of active community groups and Third Sector forum members

During the same period 700 people took part in the East Renfrewshire Citizens' Panel Survey and 50 people attended the Bridges to Change Equalities Conference.

A report on the detailed findings of this engagement and how they influenced the setting of outcomes for the SOA is available at:

<http://www.eastrenfrewshire.gov.uk/CHttpHandler.ashx?id=9010&p=0>

Mapping Community Activity and Assets

To further enhance the socio-economic picture of our local communities in East Renfrewshire illustrated on pages 14-18, a piece of work is currently ongoing to gather information on all the community groups and organisations active in the area, from sports and recreations clubs, to parent and toddler groups, through to influencing and campaigning groups. This will tell us a lot about the strength and resilience within our communities and together with the socio-economic data for the areas, can be used to inform strategies and service provision.

Engaging the Third Sector

The East Renfrewshire CPP is continuing to build links with the local third sector – the sector has a unique role in presenting the expressed priorities and needs of their service users as well as contributing to the delivery of SOA outcomes through their service provision. Such service provisions include offering care and support for the most vulnerable people in our communities, advocating for people using these services, as well as ensuring they are engaged in community life. The sector incorporates a diverse range and scope of organisations and community groups, with East Renfrewshire reflecting the national picture whereby two thirds of these groups have an income of less than £25,000. However, this does not reflect the contribution that the sector makes to East Renfrewshire. It is the second largest employer in the area after the Council. The top 26 organisations operating in East Renfrewshire brought in excess of £23.5 million with many of the employees living in the area. In July 2012 an analysis of the economic value of volunteering was calculated at £163m for the previous year.

Each local authority area in Scotland has a Third Sector Interface to support, promote, develop and represent the third sector:

- Community groups
- Voluntary organisations
- Social enterprises
- Volunteering

Third Sector Interfaces (TSI) have now formed across Scotland. The Interface arrangements bring together four key, local infrastructure functions:

- support to voluntary organisations operating in the area, both local and those national organisations that deliver services at the local level;
- support to and promotion of volunteering;
- support and development of social enterprise;
- connection between the Community Planning Partnership and the third sector.

Voluntary Action East Renfrewshire (VAER), as the TSI for the wider Third Sector in East Renfrewshire, is appointed by Scottish Government to represent the sector's interests in the Community Planning Partnership. Their achievement of EFQM Committed to Excellence status reflects their commitment to deliver quality services to the people and communities of East Renfrewshire.

As the single interface they are involved in engaging with a wide range of organisations and agencies across the local area to aid the development and delivery of the SOA. To carry out this role effectively the Interface utilises the contributions from communities, local and national networks and community planning partners alike. VAER continues to support and develop the Third Sector Forum (TSF) to raise the voice of the sector locally. In April 2013, there was a refresh of the TSF structure in the light of the increased expectation on the Sector to design, develop and deliver new and existing services. The new format includes an annual forum held in April each year, along with the development of thematic networks meeting on an eight 'weekly' basis which link directly to the 5 SOA outcomes. They continue to facilitate a 'flexible programme' of smaller issue based meetings as required.

Case Study: Welfare Reform

VAER run a Third Sector Chief Officers' Network, facilitate the 'practitioners' employability network' involving relevant third sector and public sector partners and sit on the strategic 'Opportunities for All' partnership so have strategic and operational intelligence to contribute to local thinking.

The *Chief Officers' Network's recent discussions have focussed on the impacts of Welfare Reform on local people. We agreed that there were funding streams that might help to deal with these impacts. Two applications brought success:

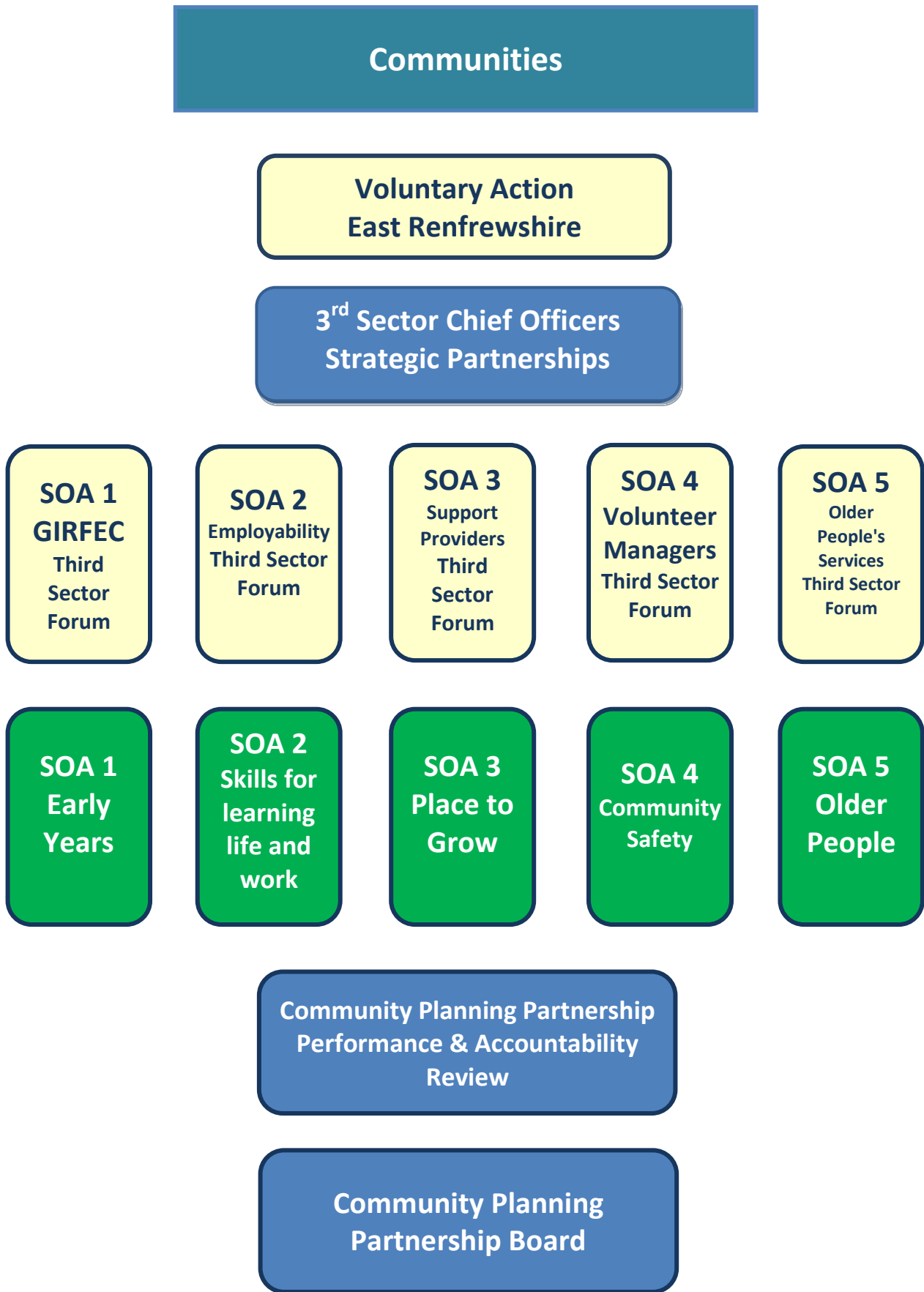
- **HERO (Helping East Renfrewshire Online funded by Scottish Legal Aid Board)** – Citizens' Advice Bureau (CAB) is lead partner of this project that supports local people that do not have access to computers to learn how to use them and how to do online benefit registration and job searches. This support is available to any East Ren resident. (Partners include CAB, BHA and VAER)
- **PCER (Partnership Care East Renfrewshire funded by Big Lottery)** - BHA took the lead partner role to develop an application that would provide support to BHA and Arklet tenants to access:
 - energy advice
 - support to change utility providers
 - benefit maximisation
 - financial management support
 - Credit Union bank accounts
 - specialist support to disabled people.

This support is available to Arklet and Barrhead Housing Association (BHA) tenants only to help address fuel poverty issues. (Partners include BHA, Arklet Housing, CAB, Credit Union & VAER)

A requirement of both funds is to have a steering group of the key partners but as the TSI, VAER felt it essential to include a much wider range of local agencies because of the circumstances of the people most likely to need these services. (**Participants listed at end of this case study)

Our aspiration is that we complement these services by accessing funding to make sure other all other East Ren residents that need it but do not live in Arklet/BHA housing stock to have access to these kinds of support. Negotiations are underway to involve all of the key Council departments to develop a third sector/public sector application.

Diagram 1:



COMMUNITY PLANNING IN 2013-16: A CONTINUOUS IMPROVEMENT APPROACH

Having a CPP that is fit for purpose

In 2009 the East Renfrewshire CPP was radically reconfigured to make it more effective and efficient. The CPP streamlined decision making arrangements and the focus on performance and improvement was strengthened through two six monthly Performance and Accountability Reviews (PARs), as well as by ensuring each of the 11 outcomes in the previous SOA had an Outcome Delivery Mechanism (ODM) underpinned with support around Outcome Focussed Planning.

In order to ensure that our current community planning working arrangements are capable of supporting the delivery of the current SOA, and that the CPP can meet the increased national expectations around community planning, we undertook a review of these CPP working arrangements. The revised CPP working arrangements that are now in place address the “layers” of partnership working set out below, and are well placed to meet the new challenges for community planning.

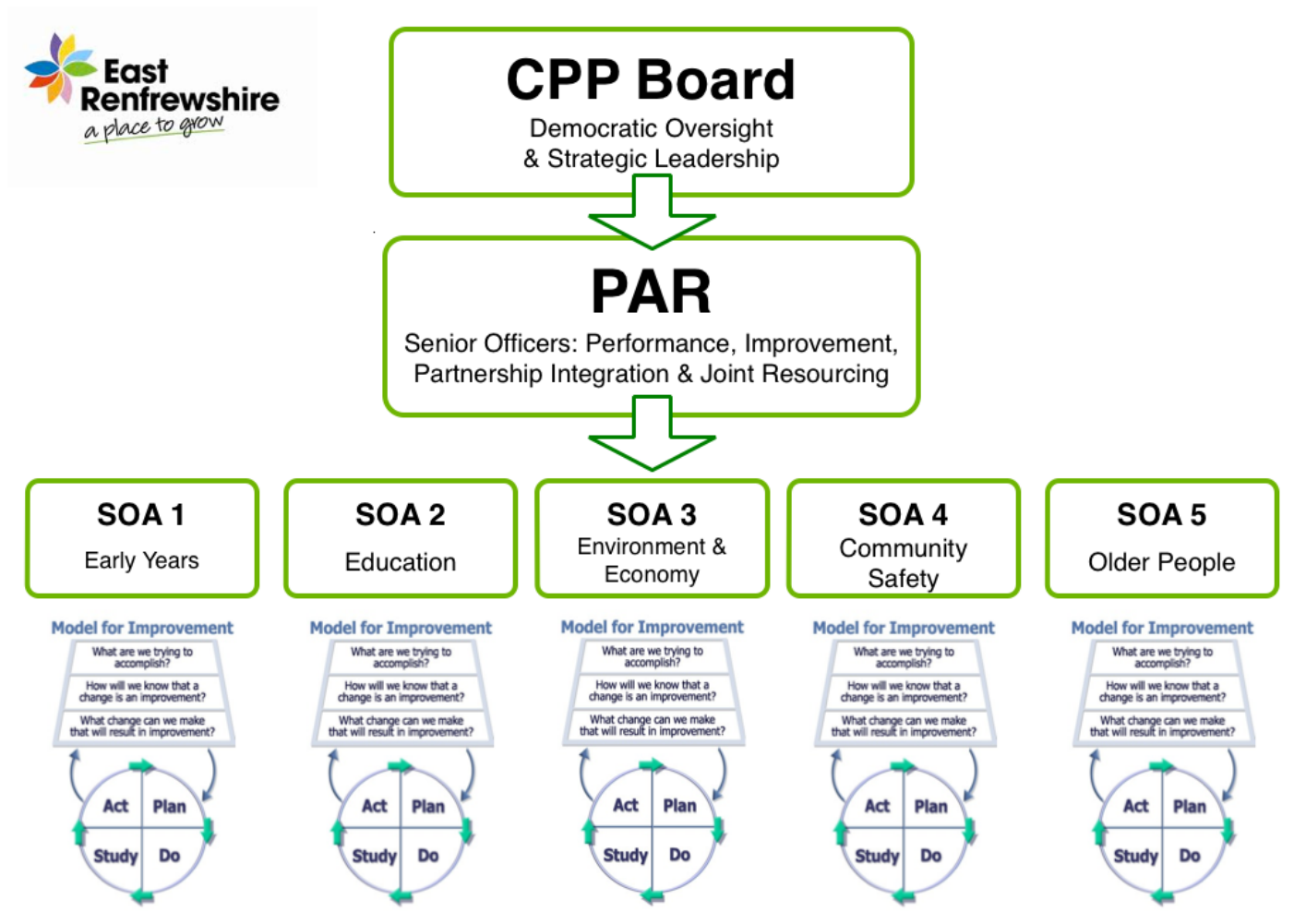


CPP Layers



Strengthening Democratic Accountability

The CPP provides democratic oversight and strategic leadership to guide community planning in East Renfrewshire, as illustrated below.



The newly established CPP Board met for the first time on 14 January, and will meet, at a minimum annually. The Terms of Reference for the Board outline its key functions to:

- i. Review local evidence, socio-economic picture, community priorities, and data highlighting local needs and service demand.
- ii. Agree the Single Outcome Agreement (SOA) / SOA update: to promote a single frame work for the optimal coordination of public sector resources and assets within East Renfrewshire's Community Planning Partnership.
- iii. Review and discuss performance; to enhance the level of scrutiny and oversight within the Community Planning Partnership by bringing together key partnership officers and elected members. The Board is to establish joint and collective accountability through these reviews.
- iv. Assess how partnership resources are being deployed; the Board must ensure that the SOA is properly resourced and ensure that contributions from across the Community Planning Partnership are appropriate to meet the outcomes / objectives set out in the SOA.
- v. To discuss the key activities and improvement priorities for the coming year.

- vi. The Board will link into other Community Planning partnership structures, including but not exclusively, the Performance and Accountability Review, SOA work streams, Community Planning Information and Consultation Sessions and so on.

The membership of the Board is made up of elected members and the Chief Executive of the Council, with high level representation from each of the community planning partners.

Strategic Leadership & Performance Management

We continue to build on the success of the current 6-monthly Performance and Accountability Review meetings. The group will review, assess and direct work stream progress and performance; promote integrated partnership working; ensure there are aligned and targeted joint resources underpinning key activities and agendas; drive the CPPs approach to continuous improvement; take an overview of community priorities, feedback, capacity/resilience and engagement activity and prioritise and monitor staff skills and development.

Implementing an Improvement Model Approach to Outcome Delivery

The CPP's approach to integrated operational partnership working will be driven by the five SOA work streams and the management of the cross-cutting issues as set out above. The CPP identified key leads and stakeholders for each work stream in 2013 and is currently planning and providing training for all those involved. The table below shows the named Champions and co-ordinators for each SOA work stream.

Outcome	Champion	Draft stretch aim(s)**
SOA Outcomes 1 and 5	Julie Murray Director of CHCP	<i>Currently under development</i>
SOA Outcome 2	Mhairi Shaw Director of Education	All Young People (16 - 25) in Barrhead will be in a positive destination by 20XX
SOA Outcome 3	Andy Cahill Director of Environment	<i>Currently under development</i>
SOA Outcome 4	Chief Inspector Campbell Crawford Area Commander East Renfrewshire	We will reduce alcohol related anti social behaviour and crime by 5% in Main Street, Barrhead by March 2015.

** These aims are currently being refined and developed and delivery work will begin in the coming 6 months

With the implementation of the model for improvement using the Plan Do Study Act approach across SOA outcome areas the Community Planning Partnership are relying less on targets and moving toward setting stretch aims which are informed by multiple, statistical, measures. Work is currently ongoing across the SOA outcome collaboratives to identify and prioritise a small number of stretch aims that will have the biggest impact on the achievement of outcomes. The aim of the model for improvement is to gain a comprehensive understanding of how SOA outcomes can be improved through reshaping organisational processes and coordinating activities across the Community Planning Partnership. The learning from this will then be used to increase the scale of the activities that have been the most successful.

Community Engagement, Development & Co-Production

We are always seeking to improve how the Council and its partners engage with communities and support them to influence services, deliver some services themselves and be more resilient and sustainable.

The CPP is undertaking a review of Local Area Forums and community engagement. An extensive and thorough research process was undertaken to explore key questions related to community engagement in East Renfrewshire. Participants included: officers from agencies of the Community Planning Partnership, elected members, community councillors, and community group representatives. At the current time, East Renfrewshire Council is in the process of undertaking a review of the scheme of establishment for Community Councils (started on 17 February 2014). This will further inform the community engagement review.

In addition the Scottish Government published the draft Community Engagement & Renewal Bill (CERB) in December 2013 – a CPP response was provided to this in January 2014.

DEVELOPMENT AREAS IDENTIFIED FOR YEAR ONE OF THE SOA: UPDATE

The delivery of the SOA is a medium to long term plan for East Renfrewshire. In 2013 we agreed a number of development areas with the Scottish Government as part of a continuous improvement approach to the SOA. East Renfrewshire CPP is now progressing several pieces of work to address the identified development areas. Some pieces of work are crucial as they address multiple development areas. These are outlined in the table below and further detail on each area of work is given in the remainder of this section.

Strategic Approach and Leadership

In 2012, the East Renfrewshire CPP made the following commitments to putting prevention at the heart of the community planning approach:

Partners agreed to:

- Make a genuine commitment to joint working and breaking down silos.
- Develop our approach to prevention through the SOA process using existing structures where possible.
- Take a localised approach to place based on need.
- Work with communities rather than do things to them.
- Equip staff and communities with the skills they need to succeed.
- Share, not compete, for resources.

Through the SOA process, East Renfrewshire CPP is laying the foundations for a strengthened approach to prevention, which prioritises action to prevent social and economic problems from occurring and growing. This approach will meet the needs of local communities and build resilience for the future.

Specific preventative activities are still under development. However partners agreed the CPP's strategic over-arching approach to prevention on 9 May 2013.

The CPP agreed that each of East Renfrewshire's five SOA outcomes will be treated as a work stream. We are adapting and utilising the change model being used in the Early Years collaborative to support the achievement of outcomes, undertake preventative activities, promote integration and track performance. We also have a small number of cross-cutting themes such as tackling poverty to help ensure the partnership is operating on a joined-up basis and addressing key issues across the work streams strategically.

The table below illustrates this approach. Each work stream has a Champion; a senior official from within the partnership. Each work stream also has a coordinator that is supported by a collaborative group of key staff and managers from across the CPP in relevant fields.

East Renfrewshire approach to our development areas

Actions	Year One Development Areas					
	Develop a more detailed prevention plan	Identify leading and lagging indicators at local level	work on further disaggregated targets for our outcomes	4capturing joint resourcing commitments towards prevention	Staff development opportunities	Develop and refine governance and partnership working arrangements
Strategic Governance – establishment of Community Planning Partnership Board, continuing development of the PAR and Information and Consultation Sessions for elected members						√
The improvement model approach to outcome delivery	√	√	√	√	√	
High level discussions on Joint Resourcing at the PAR				√		
Additional disaggregated targets added to the SOA during refresh process. Work will continue to identify new sources of disaggregated data.			√			

DEVELOPING PREVENTATIVE APPROACHES IN EAST RENFREWSHIRE

We recognise the effectiveness of preventative and early intervention approaches across our population. Preventative approaches developed locally span across primary, secondary and tertiary prevention. We have substantial experience of working through Reshaping Care for Older People, community addictions and the Reducing Reoffending Change Fund in addressing areas of prevention and early intervention. This covers community capacity building, re-ablement, tele-care, anticipatory care, post-diagnostic support in dementia, recovery-focused interventions, Public Social Partnerships, mentoring and peer support. Personalisation and the shift to self-directed support fits well with preventative spend with individualised budgets being tailored to realise people's outcomes in a flexible way. This experience provides a base on which to build further sustained shifts towards prevention and early intervention.

Over the last year, the East Renfrewshire CPP has been involved in shaping the agenda around the existing Change Funds for early years, reshaping care for older people and reducing re-offending. In addition we are looking at the preventative focus of services under our other high level SOA outcome areas.

Outcome 1: All children in East Renfrewshire experience a stable and secure start to their lives.

Early Years

The priority at a CPP level has been to progress the prevention agenda for early years. The Early Years Collaborative work will drive outcome 1 and a local place-based partnership integration agenda is being developed around Auchinback - a neighbourhood within Barrhead where the community faces a number of socio-economic challenges related to early years.

The Early Years Collaborative is an approach to delivering services that puts partnership working, community involvement and quality improvement techniques at the heart of everything we do. It is a national initiative that was launched in October 2012 and is being implemented in all 32 Community Planning Partnership areas across Scotland. Its aim is to make Scotland the best place in the world to grow up.

The Collaborative has been set up because evidence shows that the earliest stages of life are crucial to a child's development and to future life chances. The more positive a child's early years, the more likely that they will go on to be healthy, happy and successful adults. The more negative, the more likely that they will experience issues around lower educational attainment, substance misuse or poorer health outcomes. At the launch of the Collaborative, the Chief Medical Officer Sir Harry Burns said:

"The evidence is incontrovertible - improving health equality and life expectancy rests on tackling the problems in early years. Problems in early years lead to poor educational attainment, increased offending, poor health. I am clear this process cannot be top down – we must all work with people to gather insight, offer opportunities and give people control. This is an exciting and pioneering process that I am pleased to be involved in and am confident we can deliver change."

The Children and Young People Minister Aileen Campbell said:

"I want to make Scotland the best place in the world to grow up and give every child the best start in life. Today marks the start of a new and ambitious approach to early intervention and investment in our children and families. Getting it right in the early years is the right thing to do for children and parents. By investing in development from the start, and preventing problems later on, the benefits go beyond families to Scotland's wider society and economy."

The work is broken down into four work streams that focus on:

- -9 months (pre-birth) to 1 month
- 1 month to 3 years

- 3 years to 5 years
- Leadership.

The East Renfrewshire Collaborative will be led by the Early Years Working Group, which is jointly chaired by two Convenors and membership includes Sir Harry Burns. This group will steer its development and progress and provide updates to the CHCP Committee and Cabinet.

The operational priorities for East Renfrewshire include a focus on:

- Parenting Skills and Family Engagement
- Attachment
- Nutrition
- Income Maximisation

The strategic priorities include:

- Developing Organisational Development Priorities
- Engaging with the community to identify local priorities

A multi-partner Home Team has been developed to take these areas forward and a series of structured tests of change will begin in May 2014.

The Collaborative approach is based on the Model for Improvement. This model gives those involved in service delivery a framework to think about how they work and then make changes that will ensure that we are always achieving the best possible outcomes for our communities. These changes can be about anything from how we deliver a service, how we involve community members to how different service providers work together. The emphasis is on allowing officers and community members an opportunity to lead on continuous improvement of their work in a way that benefits all involved.

Our local approach focuses on implementing the model in Auchenback (Barrhead) in the first instance. This community is one which has issues of need around early years but which also has a lot of community activity that can get involved in what we are doing.

Early years Collaborative

Teams from across the Community Planning Partnership have come together to develop preventative Early Years initiatives. Using the aims of the SOA as the basis – the Early Years Strategy, the Parenting Strategy and the Early Years Collaborative – East Renfrewshire’s teams have focused on initiatives that are preventative and involve community engagement wherever possible. This work is being focused on 5 key themes for the next 6 months, these are:

- Parenting Skills
- Family Engagement
- Attachment
- Nutrition
- Income Maximisation

Teams involved so far include Health Visiting, Social Work, Educational Psychology, Community Planning, Young Person’s Services, Educational Psychology, Adult and Family Learning, Libraries, Environmental Health and Family Centre Managers. Preventative initiatives that have been developed so far include increasing attendance at Family Centres, developing a package of support to help parents play with their children, opportunities for Dads to participate in sport activities with their children, outreach Arts and Culture groups, parenting skills training programmes and improving nutritional advice for families.

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

Opportunities for All Plus

Many of the young people in East Renfrewshire who are not in positive destinations are disadvantaged, vulnerable and disaffected, requiring additional coordinated support through local agencies, providers and partners in this strategic approach.

The Opportunities for All Plus strategy group is ERC's Local Employability Partnership. During 2013 it transitioned from the Opportunities for All group which targeted young people in the 16 -25 age range. The group has broad based membership and is taking forward an all age agenda with a prioritised focus on young people. Funding has been secured from the Scottish Government for the group to undertake a process of strategy development. Through the employment of a graduate intern supplementary work will be undertaken on the Place to work Website and on the further development of the Youth Employment Activity Plan (YEAP) as an online interactive resource.

An "Operations" group and an Employer facing group stand as sub groups and current themes in development include multi agency community based "job clubs" and school leaver opportunities. The new strategy will map out key outcomes building from the previous Opportunities for All strategy.

Opportunities for All Planning – Activity Agreements

Activity Agreements provide an opportunity to support the most vulnerable young people into a positive destination beyond school. They help young people to develop the values, qualities and skills which enable them to move on. They are pitched appropriately at the young person's level and develop with them.

Partnership working provides the opportunity to plan and implement a wide range of activities targeting the specific needs and interests of young people. Activities are young person friendly and delivered by a range of community planning partners. Young people are supported by a Trusted Professional who builds a positive and consistent working relationship and provides ongoing information advice and guidance.

Examples of the range of opportunities young people have undertaken through Activity Agreements:

Construction; Volunteering; Pin it – (Job searching and crafts); Knit and Natter; Allotment project; Bling It (decorative arts utilising small beads); DJ ; Sports; Manicure; Hairdressing; Driving theory; Impact Arts – workshop activity; Healthy eating; Young Person Services - ACE programme, short courses to improve job skills, e.g. CSCS card or REHIS certificate,

Last year the young people worked hard to raise £500 for Yorkhill Children's Charity by holding an environmentally friendly Christmas Fayre.

Over January to March 2014 92% of participants remained on programme and were committed to securing improved life circumstances for themselves, retention levels in East Renfrewshire are consistently higher than those in Scotland. Participating young people have reported;

- Improved confidence and self esteem
- less anxious about interacting in groups and meeting new people
- Improved social skills
- Improved self awareness
- Confidence to access training and education
- Transferable skills for employment
- learning to accept support and services

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

In order for preventative action to be successful, local people must be involved in shaping priorities and in the initiation, design and delivery of services. The East Renfrewshire CPP believes that working with communities in this way will result in strong and resilient communities who can identify and achieve their own ambitions. There are different degrees of this resilience and strength across the communities of East Renfrewshire and the CPP wants to ensure that support is provided to the communities who need it most.

Part of our work to support this is to develop our knowledge and understanding of the community organisations working in each community, the role that they play in supporting the community and the goals they wish to achieve. We will use this understanding to work with communities to identify where capacity building support would be beneficial.

In addition we are working to deliver economic recovery and growth for the area through our Place to Grow Vision- 'Growing Our Future' This vision aims to ensure we are providing high quality housing, education and green spaces.

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

Preventative Work in Community Safety

Work in community safety focuses on prevention and has a strong partnership focus. This service is delivered on a continuous 24 hour basis. The service comprises of the following.

In the Community Safety control room, Community Safety officers (operators) control and monitor 62 public space CCTV cameras and a further 213 property cameras located in council schools and public buildings. CCTV cameras are used to keep residents safe and operators will direct police and warden resources to situations in the community that need a preventative intervention. Operators are trained to identify the potential for trouble, violence or anti-social behaviour and through well-established communication can direct warden or police resources to areas of greatest need. This enables the police and/or wardens to take appropriate action to diffuse a situation in order to prevent a crime or potentially serious incident occurring. The control room also provides a 24hr antisocial behaviour help line, out of hours homelessness support and out of hours housing repairs.

This team also provide Telecare call handling services for 1800 vulnerable and elderly residents. This is a life line for residents who have varied needs and provision of this service allows the residents to remain in their own homes safely. A joint initiative with Scottish Fire and Rescue service is actively promoting fire safety with Telecare residents by jointly installing a linked smoke detector and providing home safety assessments to ensure all unnecessary fire risks are removed.

We provide Community Safety Officers (wardens) who provide mobile and foot patrols throughout East Renfrewshire. These officers also have an environmental focus by enforcing litter, dog fouling, smoking, domestic noise, fly tipping and decriminalised parking legislation. Joint patrols with the police are also regularly undertaken. These patrols are intelligence led through information provided at the weekly Great Results in Partnership (GRIP) meeting. Representatives from Police, Fire, Housing Associations and varied council services attend this weekly meeting where information is shared and joint action plans developed to address crimes or antisocial behaviour.

Criminal Justice

Successful community re-integration for offenders leaving custody or serving community based sentences is key to reducing the risk of re-offending and harm. In this way, the following preventative work aims to support offenders to live at reduced risk of committing further offences.

The CHCP, through its social work (community justice) services will work to enhance access to adult learning services. This builds on the previous 'No Barriers' offenders literacy project but will also aim to improve links with the employability partnership. Work is ongoing to establish whether sharing resources with neighbouring local authorities could develop capacity.

Social work (community justice) services, alongside Renfrewshire Council, aim to develop a clear pathway for women who offend, ensuring access to group work and individual support to meet underlying needs such as housing, health, addiction support and income maximisation. This follows publication of the report of the Commission on Women Offenders in 2012.

We will work with partners, including non-justice services, in a preventative approach to reducing re-offending and harm. This will include evidence-based practice to support offenders to address underlying problems that contribute to offending. We will support the implementation of public social partnerships via the Reducing Re-offending Change Fund to improve interventions for women and prolific offenders to improve outcomes for service users.

Telecare

Elderly male pressed alarm and stated that he needed assistance as a result of him falling. The operators contacted the responders to attend. A few minutes later the same man pressed his alarm and stated that he no longer required assistance. The operator was unhappy with this and contacted the responders to update them however; he believed that the client still required assistance and that they should attend. On site the responders discovered that he had fallen down the internal stairs and was lapsing in and out of consciousness. An ambulance was summoned and he was taken to hospital and his family informed.

This underlines the importance of elderly residents having access to household emergency alarms alongside the decision making skills of telecare operators and the CHCP responders who work closely in partnership around community safety.

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

Reshaping Care for Older People

Following the commencement of the Reshaping Care for Older People Change Fund in 2011-12 a range of CPP partners have been developing a long-term approach to developing an assets based approach to Older Peoples services.

The emphasis of the Change Fund and the activities that flow out of it are on:

- Re-shaping the nature of service delivery away from reactive approaches to preventative and anticipatory care and support to meet the challenges associated with changing demographics meaning increased demand, set in the context of reducing public sector budgets.
- Providing services and support across health, social care, the independent and third sector which optimise the independence and wellbeing for older people. For example, the Re-ablement service changes the culture of home care from task and time to improved outcomes and it shifts from 'doing for' the person to 'doing with' them to maximise long term independence, confidence and quality of life. It also continues the investment from Big Lottery. In Seniors Together, older volunteers support the most socially isolated older people to remain at home through a mix of 1:1 and group befriending that provides opportunities for socialisation and reconnection with local communities.

- Re-balance the provision of care towards anticipatory and preventative care, to enable older people to retain independence for as long as possible and to remain engaged with their communities. Examples on how this will be achieved include:
 - Focusing on building community capacity in third sector organisations as well as increasing the number of older volunteers and volunteering opportunities in East Renfrewshire. This includes signposting older people to community resources using a dedicated signposting website resource. Dedicated community signposting link workers have been aligned to CHCP RES Clusters, participating in multi-disciplinary team meetings and raising awareness of opportunities for older people in the community.
 - Advanced Nurse Practitioners use SPARRA to proactively to identify older adults most at risk of going to hospital and work with them, GP colleagues, RES teams and third sector organisations to develop anticipatory care plans to minimise avoidable hospital admissions.
 - The Telecare Responder Service provides an emergency response 24/7, enabling people to live independently and safely in their own home, and providing reassurance and peace of mind for informal carers.
 - Medicines Management focus on early intervention to manage poly-pharmacy related issues, and discharge medication checks prevent the likelihood of adverse drug reactions which often lead to avoidable hospital admissions.
 - 'Wise Connections' Older Adults Mental Health service supports older adults to self-manage low to moderate mental health issues through gaining an understanding and applying psychological therapy interventions, including 1:1 cognitive behavioural therapy sessions and class based psychosocial interventions such as the Living Life to the Full course. Training has also been delivered to a range of cross-sector staff to spread the use of this approach.
 - Carers provide a lot of support for older people in East Renfrewshire, and many may not even recognise themselves as a carer. East Renfrewshire Carers Centre provides older carers with an opportunity for a short personalised break, such as a sitting service provided by a support worker, to help them in their caring role. This investment directly benefits the carer and the cared-for.
 - Senior social work practitioners are based in hospital wards as hospital discharge liaison workers, supporting transitions for older people from hospital to their home through identification of East Renfrewshire residents in the hospital, participating in hospital multi-disciplinary team meetings and liaising with colleagues in primary care.

Reshaping Care for Older People: Polypharmacy

The Early Intervention Service has delivered polypharmacy medication reviews to over 100 individuals to date, using NHS patient data, local intelligence at GP practices, referrals from health and social care, and targeted approaches with vulnerable groups including sheltered housing residents, people with dementia and their carers. Polypharmacy reviews have consistently resulted in a reduction in the number of medicines people are taking, and a reduction in the number of high risk medicines that are linked to avoidable hospital admissions.

Case Study, Polypharmacy:

94 year old patient referred by homecare. Takes own medicines via blister pack, but getting homecare services to administer eye drops / oral gel four times a day. Medicines reviewed and eye drops stopped after discussion with GP. Patient able to manage oral gel following education / support, with consequent reduction in homecare package. Also given advice regarding the management of constipation, and referred for DXA to determine ongoing need for bone-strengthening medicines.

This intervention led to a reduction in formal homecare services, with no detriment to patient care. It also made the patient feel more confident and independent. In addition, the holistic review resulted in improvements in the treatment of her other conditions.

An Evidence-based Data-Driven Approach

East Renfrewshire's approach to prevention going forward is rooted in our evidence-based understanding of the communities and neighbourhoods that make up East Renfrewshire. We have conducted an extensive data analysis at small area level to identify the key issues and trends within its communities. Each of the five SOA outcomes is underpinned by a disaggregated socio-economic analysis.

We have used that analysis to undertake a socio-economic "triage" (the process of prioritizing work based on the highest concern so as to have maximum impact when resources are low) of the ten communities that make up East Renfrewshire. This work can be seen in summary on pages 13-16. We have begun to combine this analysis of national socio-economic indicators with local data-sets, including child protection data, data on looked-after and accommodated children and mapping of local community groups and organisations.

In 2013 / 2014 we have identified that the majority of partnership activities have been performing well against their targets. In November 2013 the Employability Partnership were asked to present to the Performance and Accountability Review, due to their average performance when compared to other Scottish local authorities. The outcome of this meeting was positive, and has led to a broader consideration of those who are out of work beyond the national priority group of 16 - 24 year olds, which accounted for 9% of all those on out of work benefits in 2013. The development and roll out of the Opportunities for All Plus partnership will take shape over the 2014/2015 financial year.

Over the coming year we will continue to look at leading and lagging indicators at a local level in each work stream to help determine if we are making short and medium term progress towards our three year and ten year objectives. Further work has also been carried out to disaggregate targets by various geographies, age groups, client groups and so on. This analysis will feature in the development and refinement of local strategies this year to ensure our services are best tailored to local population needs.

Community & Staff Development

In tandem with our work with communities to strengthen their capacity and help deliver our SOA Outcome 3, we recognise the need to develop the coproduction skills of our workforce to enable them to effectively work alongside communities to provide services which go further in preventing negative outcomes than before.

We are working across the work streams to identify staff development needs and cultural issues to address over the lifetime of the SOA. We have been holding a number of PDSA workshops to make sure that those working on the SOA work streams have the knowledge and resources they need. In addition we have been compiling information on all community groups, services and assets in East Renfrewshire. This will form the cornerstone for planning all community development activities, whilst providing all staff and residents with up to date information on what services are on offer and what activities take place locally. Looking forward this information resource will help the council to support our community-led partners to form stronger links and networks with each other. This asset map will also enable the local authority to better engage with local residents by providing direct key information on potential stakeholders.

Making the Most of our Resources

East Renfrewshire CPP has a progressive outlook to the delivery of the five strategic outcomes in our SOA. We are actively working as a Partnership to put effective and efficient arrangements in place to assure successful delivery of our outcomes and are committed to implementing the Agreement on Community Planning and Joint Resourcing. In East Renfrewshire there is plenty to learn from and build upon on our journey towards a CPP-wide approach to joint resourcing.

Two of the five East Renfrewshire SOA outcomes are led by the CHCP where there is a well-established open and transparent system of joint resourcing and aligned budgets. The Single Outcome Agreement

outcomes frame the CHCP operational delivery plan and this shapes the Organisational Performance Review which is undertaken jointly with both parent organisations to the partnership at mid-year and year-end. These OPRs feed directly into the Performance Accountability Reviews undertaken by the CPP. The two largest partners in the partnership are committed to this open approach and to deepening it further with a number of joint transformation projects underway to help deliver on the agreed outcomes and respond to funding pressures.

To improve outcomes in this area, the Integrated Resource Framework (IRF) has been used to develop a picture of the balance of care at GP practice level. We make use of outcome-focused planning and 'turning the curve' methodologies. Service re-design has focused on integrating and co-locating around clusters of GP practices within rehabilitation and enablement services.

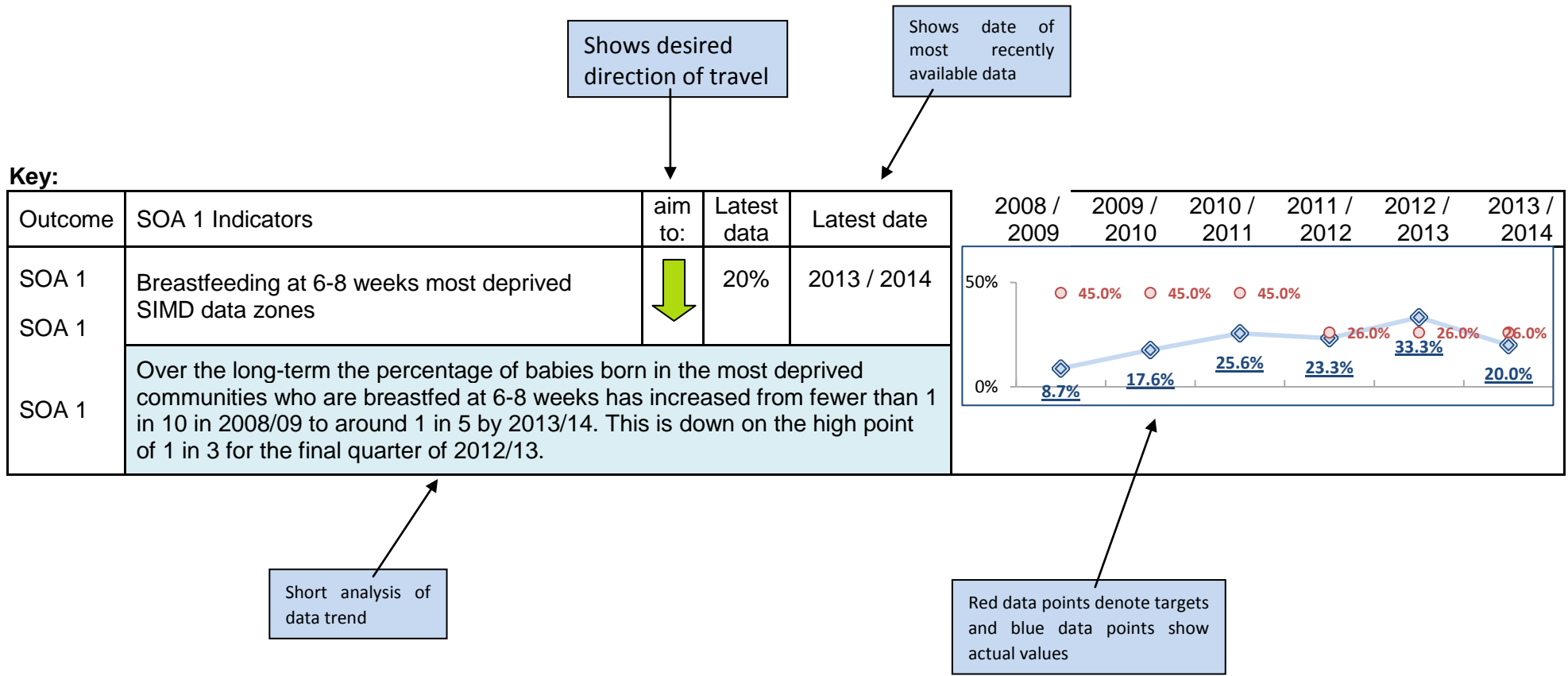
To support the delivery of outcome 4, which has a focus on community safety, weekly GRIP meetings with Police, Fire and a host of Council services including community safety and housing are held to jointly prioritise use of resources including shared intelligence, joint patrols and visits to known perpetrators and shared plans for targeted hotspots (mainly around anti-social behaviour). Joint resourcing in targeted priority areas between the above partners such as community campus cops, CCTV directed vehicles and tele-care assessments/smoke detector linked assessments are common place.

The Performance and Accountability Review group recently focused on the work of the employability partnership and this highlighted potential areas of overlap in resource deployment by multiple agencies around work incentives. This is an area that was recognised by the partners as being in need of a wider look at both a local and national level to ascertain potential for streamlining and greater integration between agencies and resource planning.

It is recognised that there are significant challenges around implementation of this agreement and these are shared by many CPPs. Partner organisations are well advanced in their budget setting processes for 2014-15 and ERC set a two year budget up to March 2015 therefore opportunities to discuss resourcing for 2014-15 have been limited. We recognise however that the focus is not on immediate budgets but on future resource planning and also the deployment of workforce, and utilisation of facilities, equipment and buildings and future resource planning. To this end there is much good joint work ongoing at an outcome level.

To realise the most efficient use of resources East Renfrewshire's Community Planning Partnership has committed to: ensuring a shared understanding of the issues and needs of the local area; develop a grasp of who is deploying resources to what challenges / areas; and, redesigning services as means of further pooling resources.

OUR PERFORMANCE MANAGEMENT FRAMEWORK – OUTCOMES, INDICATORS AND TARGETS



SOA1 All children in East Renfrewshire experience a stable and secure start to their lives and are supported to succeed.

- 1.1 Parents are supported to provide a safe, healthy and nurturing environment for their families.
- 1.2 Our young children are healthy, active and included.
- 1.3 Our young children are safe and cared for.

Key Partners:

East Renfrewshire Council
NHS Greater Glasgow and Clyde
Police Service Scotland

The following key plans and strategies will be delivered over the lifetime of the SOA and contribute to the delivery of the outcomes:

Integrated Children's Services Plan
Parenting Strategy
East Renfrewshire CHCP Development Plan
Local Transport Strategy

Key Activities:

Early Years Collaborative Model to share good practice and take concerted action to shift towards early intervention, tackle inequalities and deliver positive outcomes for children by March 2016.
Identify, and build the capacity of, local community groups to deliver support services to young parents across East Renfrewshire by March 2014.
Target and deliver Respect ER sexual health programme (Postponing Parenthood) at young people engaged in high risk sexual activity.
Roll out of family centre approaches across all nurseries by June 2015.
Deliver cycle training to all school pupils and increase on-road cycle training offered in schools to embed healthy lifestyles in children.

SOA 1 Indicators	aim to:	Latest data	Latest date	2008 / 2009	2009 / 2010	2010 / 2011	2011 / 2012	2012 / 2013	2013 / 2014																																
Positive pregnancies - a reduction of 15% in the rates of stillbirths by 2015.	↓	5.54	2011 / 2012																																						
The stillbirth rate has fallen from 6.42 over 2005 - 2007 to 3.86 2008 - 2010 before rising again to 5.54 in 2009-12. The Early Years collaborative aims to reduce still births to 3.1 per per 1,000 by 2015.				<table border="1"> <tr><th>Year</th><td>2008/09</td><td>2009/10</td><td>2010/11</td><td>2011/12</td><td>2013/14</td></tr> <tr><th>Rate</th><td>4.6</td><td>3.86</td><td>4.75</td><td>5.54</td><td>3.6</td></tr> </table>						Year	2008/09	2009/10	2010/11	2011/12	2013/14	Rate	4.6	3.86	4.75	5.54	3.6																				
Year	2008/09	2009/10	2010/11	2011/12	2013/14																																				
Rate	4.6	3.86	4.75	5.54	3.6																																				
Positive pregnancies - a reduction of 15% in the rate of infant mortality by 2015.	↓	2.79	2011 / 2012																																						
2000 - 2007, the infant mortality rate has been declining from 5.70 in 2005-07 to 2.79 in 2009-12 (most recent data).				<table border="1"> <tr><th>Year</th><td>2008/09</td><td>2009/10</td><td>2010/11</td><td>2011/12</td><td>2013/14</td></tr> <tr><th>Rate</th><td>6.16</td><td>4.65</td><td>3.98</td><td>2.79</td><td>2.6</td></tr> </table>						Year	2008/09	2009/10	2010/11	2011/12	2013/14	Rate	6.16	4.65	3.98	2.79	2.6																				
Year	2008/09	2009/10	2010/11	2011/12	2013/14																																				
Rate	6.16	4.65	3.98	2.79	2.6																																				
85% children reach expected developmental milestones 27-30 month child health review by 2016	↑		Data being compiled	<table border="1"> <tr><th>Year</th><td>2013/14</td></tr> <tr><th>Percentage</th><td>85</td></tr> </table>						Year	2013/14	Percentage	85																												
Year	2013/14																																								
Percentage	85																																								
Programme of 30 month checks began in August 2013. Initial data on number undertaken expected in																																									
Percentage of newborn children exclusively breastfed at 6 - 8 weeks.	↑	33%	2012 / 2013																																						
The percentage of babies exclusively breastfed at 6-8 weeks has fallen slightly in H1 2013/14 after a period of improvement 2010/11 and 2011/12. Re-design of community services is expected to impact on this over the remainder of 2013/14.				<table border="1"> <tr><th>Year</th><td>2008/09</td><td>2009/10</td><td>2010/11</td><td>2011/12</td><td>2012/13</td><td>2013/14</td><td>2013/14</td></tr> <tr><th>Percentage</th><td>34.0%</td><td>33.5%</td><td>33.1%</td><td>35.8%</td><td>33.0%</td><td>36.8%</td><td>36%</td></tr> </table>						Year	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2013/14	Percentage	34.0%	33.5%	33.1%	35.8%	33.0%	36.8%	36%																
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Percentage	34.0%	33.5%	33.1%	35.8%	33.0%	36.8%	36%																																		
Breastfeeding at 6-8 weeks most deprived SIMD data zones	↑	20%	2013 / 2014																																						
Over the long-term the percentage of babies born in the most deprived communities who are breastfed at 6-8 weeks has increased from fewer than 1 in 10 in 2008/09 to around 1 in 5 by 2013/14. This is down on the high point of 1 in 3 for the final quarter of 2012/13.				<table border="1"> <tr><th>Year</th><td>2008/09</td><td>2009/10</td><td>2010/11</td><td>2011/12</td><td>2012/13</td><td>2012/13</td><td>2013/14</td></tr> <tr><th>Percentage</th><td>8.7%</td><td>17.6%</td><td>25.6%</td><td>23.3%</td><td>26%</td><td>33.3%</td><td>26%</td></tr> <tr><th>Year</th><td>2013/14</td><td></td><td></td><td></td><td></td><td></td><td>20.0%</td></tr> <tr><th>Percentage</th><td></td><td></td><td></td><td></td><td></td><td></td><td>20.0%</td></tr> </table>						Year	2008/09	2009/10	2010/11	2011/12	2012/13	2012/13	2013/14	Percentage	8.7%	17.6%	25.6%	23.3%	26%	33.3%	26%	Year	2013/14						20.0%	Percentage							20.0%
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Year	2013/14						20.0%																																		
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% of P1 children who have reached all of the expected milestones on entry to school.	↑		Data being compiled	<table border="1"> <tr><th>Year</th><td>2008/09</td><td>2009/10</td><td>2010/11</td><td>2011/12</td><td>2012/13</td><td>2013/14</td></tr> <tr><th>Percentage</th><td>0%</td><td>0%</td><td>0%</td><td>0%</td><td>0%</td><td>0%</td></tr> </table>						Year	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	Percentage	0%	0%	0%	0%	0%	0%																		
Year	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14																																			
Percentage	0%	0%	0%	0%	0%	0%																																			
No data collected as of yet.																																									
% of 0 - 19's in poverty	↓	9.35%	2011 / 2012																																						
1870 children in low income households (< 60% contemporary median income), down from 1925 in 2010. Benchmarking: Best performing - 1st quartile among Scottish Local Authorities. Ranked 5th of 32.				<table border="1"> <tr><th>Year</th><td>2008/09</td><td>2009/10</td><td>2010/11</td><td>2011/12</td><td>2012/13</td><td>2013/14</td><td>2013/14</td></tr> <tr><th>Percentage</th><td>9.77%</td><td>9.53%</td><td>9.35%</td><td>9.6%</td><td>9.2%</td><td>9.0%</td><td>8.8%</td></tr> </table>						Year	2008/09	2009/10	2010/11	2011/12	2012/13	2013/14	2013/14	Percentage	9.77%	9.53%	9.35%	9.6%	9.2%	9.0%	8.8%																
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SOA 1 Indicators	aim to:	Latest data	Latest date	2008 / 2009	2009 / 2010	2010 / 2011	2011 / 2012	2012 / 2013	2013 / 2014		
% of 0 - 19's in poverty SIMD 20% MD	↓	35.1%	2011 / 2012		39.9%	38.2%	35.1%	34.0%	33.0%	32%	
540 (0 - 19's) in low income households, down from 590 in 2010. Benchmarking: Better than average - 2nd quartile among Scottish Local Authorities. Ranked 12th of 32.											
Percentage of children looked after away from home who experience 3 or more placement moves	↓	6.7%	2013 / 2014		8.3%	6.1%	4.5%	5.0%	5.8%	6.7%	
There are over 170 looked after children, with 75 looked after away from home. 6.7% of those looked after away from home had three or more placement moves in Q2 2013/14. This is a small increase on recent quarters but maintains long-term improvement and target levels.											
004.2 Percentage of obese children in primary 1	↓	7.7%	2011 / 2012		6.7%	5.3%	7.7%	7.7%	7.4%	7.4%	
Data not available at mid year.											
% school pupils, whose usual main method of travel to school is by walking or cycling.	↑	38.1%	2012 / 2013		38.0%	39.0%	41.0%	41.7%	38.1%	41.5%	42%
2011/12 data showed stability in overall proportion categorised as 'obese' (7.7%) with some reduction in 'severely obese' (down to 4.0 from 4.7%).											
004.4 Low birth weight live singleton births as a % of total live singleton births	↓	5.6%	2013 / 2014		2.5%	5.0%	4.0%	3.2%	4.2%	5.6%	
The % of babies born with a low birthweight (under 2.5kg) fell around the end of 2011 (to around 2.4%), has since increased and for the year to end June 2013 stood at 5.6%. Reasons for low birthweight are complex and relate to deprivation and maternal age.											
Number of teenage pregnancies	↓	61	2011 / 2012		70	67	61	60	57		
Data refers to 2011 calendar year. Local rate is 20.8% of all births were to a mother under the age of 20. Benchmarking: Best performing - ERC 1st quartile among Scottish Local Authorities; ranked - 1st of 32											

SOA2 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 educational 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

Key Partners:

East Renfrewshire Council

NHS Greater Glasgow and Clyde

Skills Development Scotland

Department for Work and Pensions

Voluntary Action East Renfrewshire

Strathclyde Partnership for Transport

The following key plans and strategies will be delivered over the lifetime of the SOA and contribute to the delivery of the outcomes:

Opportunities for All (More Choices, More Chances) Strategy

A Place to Grow Vision

Curriculum for Excellence Action Plan

East Renfrewshire Volunteering Strategy

Libraries strategy

Recognising Achievement and Raising Attainment

East Renfrewshire CHCP Development Plan

Education Local Improvement Plan

Sports Strategy

CLD strategy

SPT Three year cycling programme

Arts strategy

Key Activities:

- Delivery of Skills Development Scotland's Employability Fund, including the work programme, through WorkER
- Provide targeted support and training opportunities for young people including earlier interventions to reduce youth unemployment
- Support all schools to implement new national assessment framework and Curriculum for Excellence Action Plan
- Deliver local public health programmes in partnership with others – smoking, alcohol, physical activity and healthy eating, with a focus on deprivation and vulnerable individuals
- Develop community sports hubs and libraries as community focal points
- Further investment in the walking and cycling network
- The DWP Youth Contract: a mix of employer incentives and employability support to help unemployed young people

SOA 2 Indicators	aim to:	Latest data	Latest date	2008 / 2009	2009 / 2010	2010 / 2011	2011 / 2012	2012 / 2013	2013 / 2014
Cumulative number of East Renfrewshire smokers living in the most deprived communities supported to successfully stop April-Nov cumulative quits number 54 against target of 50.	↑	54	2013 / 2014				96	101	54
3 year average in national examination results: 5+ @ L5 by end of S4							79	79	79
The 2012-13 result was the best-to-date. East Renfrewshire compares very well to the national figure of 38.4% and comparator authorities at 42.5%.									
3 year average in national examination results: 5+ @ L6 by end of S5									
The 2012-13 result was the best-to-date. East Renfrewshire compares very well to the national figure of 13.2% and comparator authorities at 16.7%.									
Male Life expectancy at birth	↑	78.3	2010 / 2011						
Data for 2008-10 shows that male life expectancy at birth has increased to 78.3. Male life expectancy ranks third in Scotland.									
Female life expectancy at birth	↑	82.3	2010 / 2011						
Data for 2008-2010 shows that female life expectancy at birth has increased to 82.3 years. East Renfrewshire female life expectancy is third highest in Scotland.									
Male life expectancy at birth in 15 per cent most deprived communities	↑	71.9	2010 / 2011						
Despite this improvement the life expectancy gap for males has widened in this period as the overall average life expectancy for males increased by 0.9 years while the most deprived communities saw only a 0.2 years improvement.									
Female life expectancy at birth in 15 per cent most deprived communities	↑	78.3	2010 / 2011						
Female life expectancy in the 15 per cent most deprived communities has increased from 77.7 to 78.4 between 2008/09 and 2010/11. The overall female life expectancy at birth rose by 0.3, for more deprived communities it rose by 0.7 years.									

SOA 2 Indicators	aim to:	Latest data	Latest date	2008 / 2009	2009 / 2010	2010 / 2011	2011 / 2012	2012 / 2013	2013 / 2014			
Percentage of adult population who smoke	↓	15.6%	2011 / 2012	20.0%	18.3%	16.9%	18.3%	16.3%	18.3%	15.6%	18.3%	18.3%
From local results of Health and Wellbeing Survey 2011. Shows continuing downward trend from around 20 per cent to 15.6 in 2011/12.												
Number of claimants in receipt of out of work benefits per 10,000 of the working age population	↓	846	2012 / 2013	989	1000	941	1000	902	890	950	900	875
Figure revised. Number claiming out of work benefits: 4730. Population base: 56267 (Q1 [April] 2013) Benchmarking: Best performing - 1st quartile among Scottish local authorities, ranked 4th of 32												
% of school leavers going into employment, education or training	↑	95.8%	2011 / 2012	92.9%	99.5%	94.5%	100%	93.3%	100%	95.3%	100%	95.8%
East Renfrewshire was the 2nd highest performing Council in mainland Scotland in terms of percentage of young people entering positive destinations (employment, education, training, or voluntary work.)												
Working age in employment	↑	73.7%	2012 / 2013	76.7%	76%	72.2%	76%	72.4%	73%	72.4%	74%	75%
Data is for Q1 2012 (April 2012 - March 2013) Benchmarking: Better than average - 2nd quartile among Scottish local authorities, ranked 13th of 32.												
Number of 16 - 24 year olds claiming job seekers allowance	↓	410	2012 / 2013	190	345	410	445	445	445	445	445	423
New Measure for 2014 - Linked to the Employability Partnerships activities of securing a positive destination for all 16 - 24 year olds in East Renfrewshire												

SOA3 East Renfrewshire is a thriving, attractive and sustainable place for residents and businesses to grow.

- 3.1 The economy is stronger through increased business growth, targeted support and investment.
- 3.2 Our natural and built environment is enhanced and our environmental impact minimised.
- 3.3 Residents live in communities that are strong, self sufficient, resilient and supportive.
- 3.4 Residents live in warm, dry and energy efficient homes.
- 3.5 Residents have access to a range of services via travel choices based on an integrated and sustainable transport network.

Key Partners:

East Renfrewshire Council
Scottish Enterprise
Strathclyde Partnership for Transport
Voluntary Action East Renfrewshire

The following key plans and strategies will be delivered over the lifetime of the SOA and contribute to the delivery of the outcomes:

A Place to Grow Vision
East Renfrewshire Volunteering Strategy
Local Development Plan
Local Housing Strategy
Local Transport Strategy
Regional Transport Strategy and SPT Transport Outcomes Report
Third Sector Interface Work Plan

Key Activities:

- Development of 'A Place to Grow' campaign which aims to support local business during difficult economic times, attract new businesses, investment and visitors to the area
- Undertake physical regeneration projects in town centres
- Support communities, including local equality community organisations to improve their operation effectiveness and sustainability
- Utilise resources from Heritage Lottery Fund to make improvements to Rouken Glen Park.
- Delivery of Waste (Scotland) 2012 Regulations which will increase our recycling.

SOA 3 Indicators	aim to:	Latest data	Latest date	2008 / 2009	2009 / 2010	2010 / 2011	2011 / 2012	2012 / 2013	2013 / 2014
Citizens Panel - Satisfaction with East Renfrewshire as a place to live. The majority of residents sampled continue to be happy with East Renfrewshire as a place to live. Due to sample effects it cannot be determined whether there has been any improvement	↑	93%	2012 / 2013	94%	94%	94%	94%	94%	94%
% of total household waste that is recycled Benchmarking: best performing, 1st quartile among Scottish Local Authorities, ranked 7 of 32.	↑	52.8%	2012 / 2013	64%	64%	45.4%	80%	85%	100%
% of council dwellings that meet the Scottish Housing Quality Standard The Housing Service has made significant progress to meet the SHQS. Benchmarking (2012/13): better than average - 2nd quartile among Scottish Local Authorities, 9th of 26 (6 areas had no data)	↑	93.0%	2012 / 2013	94%	94%	95%	93%	93%	94%
001.1 Number of new business births per 10,000 resident population Data relates to 2010/11. 295 business starts. Figure translates to 40 business starts per 10,000 adult population. Benchmarking: best performing - 1st Quartile among Scottish local authorities, ranked 6th of 32.	↑	40	2010 / 2011	36	35	40	36	36	37
001.2 % of the businesses that survive for at least three years Data is for 2010/11. Of 250 business births, 165 survived 3 years. No data is presently available beyond 2011. Benchmarking: lower than average - 3rd quartile among Scottish local authorities, ranked 17th of 32.	↑	66%	2010 / 2011	66%	67%	66%	67%	65%	65%

SOA4 East Renfrewshire residents are safe and supported in their communities and homes.

- 4.1 Communities experience fewer incidents of vandalism, street disorder and anti-social behaviour.
- 4.2 Community safety and public protection is safeguarded
- 4.3 Residents are protected from harm and abuse and their dignity and human rights are respected.
- 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.
- 4.6 People are improving their health and well-being by recovering from problematic drug and alcohol use.

Key Partners:

East Renfrewshire Council
Police Scotland
Scottish Fire and Rescue Service
NHS Greater Glasgow and Clyde (through East Renfrewshire CHCP)

The following key plans and strategies will be delivered over the lifetime of the SOA and contribute to the delivery of the outcomes:

East Renfrewshire Local Police Plan 2013-14
Community Safety for East Renfrewshire
Local Fire Plan for East Renfrewshire 2013-14
East Renfrewshire CHCP Development Plan

Key Activities:

- Work in partnership to target “hotspots” and improve community safety outcomes
- Scottish Fire and Rescue Service will undertake strategic assessment based on incidence and location of fires, traffic and other incidents and tackle accordingly
- Improve outcome focused interventions with women offenders and persistent offenders through public social partnership approach using the Reducing Re-offending Change Fund
- Partnership approach to tackling alcohol and drug misuse

SOA 4 Indicators	aim to:	Latest data	Latest date	2008 / 2009	2009 / 2010	2010 / 2011	2011 / 2012	2012 / 2013	2013 / 2014
Drug-related deaths per 100,000	↓	4.4	2012 / 2013	6.7	7.8	4.5	3.4	4.4	
Benchmarking (crude rate): best performing - 1st quartile among Scottish local authorities, ranked 6th of 32.				4.6	4.6	4.6	4.6	4.6	4.6
Number of suicides per 100,000 population.	↓	10.98	2013 / 2014	11	7.8	7.8	11.01	10.98	
There were 10 deaths from suicide and undetermined intent during 2012. The five year rate stands at 10.7 against Scotland rate of 14.9 and NHSGGC rate of 16.9. East Renfrewshire remains in the lowest quartile for suicide rate but the rate is well above target.				7	7	7	7.7	7.7	7.7
Rate of common & serious assaults per 10,000 pop'n	↓	0	data being compiled					45	
No updates									
Rate if antisocial behaviour complaints per 10,000 pop'n	↓	0	Data being compiled					507	
No updates									
Rate of alcohol related hospital admissions per 100,000 population.	↓	500	2012 / 2013	484	423	419	428	500	
The increase noted at end of last year has continued with the rate of alcohol-related admission rising abruptly to over 500 per 100,000 for the year ending Dec2012. Benchmarking: best performing - 1st quartile, ranked 4th of 32				504	504	500	497	493	490
Volume and rate of violent crimes, including sexual crimes, per 10,000 population	↓	12.8	2012 / 2013	16	19.6	17.7	15.4	12.8	
During 2012 / 2013 there were 114 crimes within this category. This marks a reduction of the previous years rate.				19	19	17	14	14	
Rates of domestic abuse incidents per 10,000 population	↓	63.3	2012 / 2013	42.4	47.2	54	57.2	63.3	
Half yearly figure for 2013/4- 24.7 domestic incidents per 10,000 population have been reported to the police. A total of 201 incidents have been reported during this period compared to 306 incidents during the same period in 2012/3.				44.3	44.3	21	63	27	63

SOA 4 Indicators	aim to:	Latest data	Latest date	2008 / 2009	2009 / 2010	2010 / 2011	2011 / 2012	2012 / 2013	2013 / 2014				
Number of people killed or seriously injured (KSI) in road accidents	↓	14	2012 / 2013	26	33	20	33	26	14	19	24	22	
14 people were killed or seriously injured in 2011													
The volume and rate of domestic housebreaking per 10,000 population.	↓	19.4	2012 / 2013	33	26	35	26	32.4	29	29.1	31	19.4	24
Half yearly figures for 2013/4 for this category crime is 6.6 with only 59 crimes of this category having been committed during this 6 month period - on target.													
Number of fire fatalities and casualties	↓	13	2012 / 2013	9	10	10	10	14	9	20	13	10	10
During the first six months of 2013/4 there were zero fatal fires, same as previous year. There was a substantial reduction in casualties falling from 8 last year to 3 this year.													
Total Number of Primary Fires (reportable fires in a building/vehicle)	↓	139	2012 / 2013	154	154	154	151	150	147	142	139	150	150
At mid year there have been 71 primary fires, figure is 16% higher than last year. It is anticipated that after the bonfire festivities will be able to assess target for year end.													
Total Number of Secondary Fires (fires involving refuse/rubbish of no financial value)	↓	208	2012 / 2013	283	283	283	291	276	188	276	208	270	270
There were 128 secondary fires recorded in the first 6 months of 2013/14, has been consistent with the figures from the previous two years. Should this trend continue the annual target will be met.													

SOA5 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.

Key Partners:

East Renfrewshire Council

Fire and Rescue Service

NHS Greater Glasgow and Clyde (through East Renfrewshire CHCP)

Voluntary Action East Renfrewshire

Strathclyde Partnership for Transport

The following key plans and strategies will be delivered over the lifetime of the SOA and contribute to the delivery of the outcomes:

Community Safety for East Renfrewshire

Local Fire Plan for East Renfrewshire 2013-14

East Renfrewshire Volunteering Strategy

Local Housing Strategy

Third Sector Interface Work Plan

East Renfrewshire CHCP Development Plan

SPT Bus Policy

Key Activities:

- Through the Reshaping Care for Older People agenda:
- Re-shaping the nature of service delivery away from reactive approaches to preventative and anticipatory care to meet the challenges of rising demand and reducing budgets
- Providing services which optimise the independence and wellbeing for older people.
- Focus on building capacity within third sector organisations as well as increasing the number of older volunteers and volunteering opportunities in East Renfrewshire.
- Ensuring the roll out of policies and investment in the bus network including the SPT My Bus demand responsive transport service for vulnerable and older people.

SOA 5 Indicators	aim to:	Latest data	Latest date	2008 / 2009	2009 / 2010	2010 / 2011	2011 / 2012	2012 / 2013	2013 / 2014	
Delayed discharge: waiting more than 28 days to be discharged from hospital	↓	1	2013 / 2014	0	0	0	0	4	1	
Benchmarking: ERC is in the 1st quartile of Scottish local authorities, 12.1 delayed discharge per 1,000 on Q3 2012 / 2013										
People reporting 'having things to do' needs fully met (%)	↑	71.1%	2013 / 2014	59.0%	78.6%	62.4%	59.0%	67.9%	67.7%	71.1%
Outcomes on the 'having things to do' Talking Points measure are positive in the first half of 2013/14 with continued improvement on previous periods shown.										
People reporting 'staying as well as you can' needs fully met (%)	↑	79.8%	2013 / 2014	73.0%	88.9%	75.4%	73.0%	79.2%	77.1%	79.8%
Performance on the 'staying as well as you can' Talking Points - Personal Outcomes measure is positive for H1 of 2013/14 at 79.8% of people reporting these outcomes to be fully met.										
Percentage of those whose care need has reduced following re-ablement.	↑	90.2%	2013 / 2014	10.0%	20.0%	30.0%	30.0%	86.6%	91.5%	90.2%
Improvement in the Indicator of Relative Need (IoRN) dependency score continues to be positive at almost 89 per cent for H1 2013/14.										
Percentage of time in the last six months of life spent at home or in a homely setting.	↑	94.1%	2011 / 2012	90.7%	88.4%	90.7%	91.1%	92.8%	94.1%	91.6%
This is above the Scottish average of 91 per cent for the same period and represents an improvement on previous years. This is linked to interventions in primary care and care homes.. Benchmarking: Best performing - 1st quartile among Scottish CHP areas, ranked 3rd of 34.										
Percentage of people aged 65+ who live in housing rather than a care home or hospital	↑	96.6%	2012 / 2013	96.2%	95	96	96.6	96.6	96.7	97
The percentage of older people living in a housing rather than a care home or hospital has remained stable at over 96 per cent with continuing care remaining at around 38 people, a further 561 people in care homes and the remaining 16,307 older people living in the community.										
Rate of emergency inpatient bed-days for people aged 75 and over per 1,000 population	↓	4702	2012 / 2013	4837	4887	4925	4956	4845	4944	4769
There has been further reduction in inpatient bed-days for people aged 75 and over in 2012/13 from 4,944 in 2011/12 to 4,702 per 1,000 people.										
Mental health hospital admissions (as a rate per 1,000 population)	↓	1.5	2012 / 2013	2.35	2.5	2.5	2.5	2.3	2.3	1.5
In the year ending June 2013 there were 138 mental health related hospital admissions for East Renfrewshire residents. While this is slightly up on the calendar year 2012, it does represent a continuation of a long-term downward trend. The rate per head of population remains stable.										

ANNEX 1: KEY ROLES OF PARTNERS

The SOA is underpinned by the key delivery strategies and plans of all partners. The table below sets out the roles and strategic focus of key partners in relation to the East Renfrewshire SOA.

Partner	Strategic Focus	Key Plans and Strategies
<p>East Renfrewshire Council (ERC)</p>	<p>East Renfrewshire Council has an overarching focus on delivering all the outcomes in the SOA. The authority will work to ensure that the needs of local communities are met; our customers are at the heart of everything we do; and local services are efficient and effective.</p> <p>The Council is committed to tackling poverty and promoting inclusion and equality. It is working to develop the local economy; promoting employability, safeguarding the environment and encouraging our communities to be successful and sustainable.</p> <p>The authority is focused on maintaining high levels of achievement and attainment among learners and improving the life chances of underachieving groups.</p>	<p>Outcome Delivery Plan</p>
<p>NHS Greater Glasgow & Clyde (through East Renfrewshire Community Health & Care Partnership (CHCP))</p>	<p>East Renfrewshire CHCP is working to improve health and reduce inequalities.</p> <p>It is promoting healthy choices in diet, exercise, alcohol consumption, smoking, and sexual health.</p> <p>It is working to meet the needs of the rising number of older people who need complex packages of support.</p> <p>The CHCP has a significant focus on the needs of vulnerable children and young people, people with mental health problems, and long-term conditions.</p>	<p>CHCP Development Plan</p>

Partner	Strategic Focus	Key Plans and Strategies
Police Scotland	<p>Police Scotland is focused on keeping communities safe by reducing violence and increasing the visibility and accessibility of policing services. It is seeking to increase public confidence and disrupt the activities of those engaged in Serious and Organised Crime.</p> <p>It is working to reduce the harm caused by those engaged in illegal drug activity, reduce the risk from terrorism and extremist activity and to work with partners to protect children from sexual, physical and emotional neglect and abuse.</p>	Police Scotland Annual Police Plan
Scottish Fire and Rescue Service	<p>The Fire (Scotland) Act 2005 requires Fire & Rescue Authorities to make provision in the areas of firefighting, fire safety prevention and education, enforcement of fire safety legislation, fire investigation and rescue from road traffic collisions and other hazardous situations.</p> <p>In carrying out our legal requirements, and in order to successfully assess and reduce risk to communities, Strathclyde Fire and Rescue (SFR) has set itself a number of corporate priorities based on Community, People, Protection, Partnership and Environment in order to deliver its vision of making our communities a safe places to live, work and visit.</p>	Scottish Fire and Rescue Strategic Plan 2013-16
Department for Work and Pensions (DWP)	DWP has an agenda of reform which aims to create a new welfare system; to transform the opportunity for people without jobs to find work and support themselves and their families; and to ensure the most vulnerable in society are protected. These reforms will help people who are out of work, including those in disadvantaged groups and tackle poverty through a simplified welfare system that encourages and incentivises people to find work.	DWP Business Plan 2012-15

Partner	Strategic Focus	Key Plans and Strategies
Scottish Enterprise (SE)	Scottish Enterprise focuses on the achievement of national outcomes in alignment with 5 key strategic priorities; renewables, growth companies, international trade and investment, innovation and the low carbon economy opportunity. SE works in partnership in East Renfrewshire with the Economic Development team at ERC and the Business Gateway to maximise opportunities for companies with growth potential and to articulate where the growth markets and sector opportunities are emerging.	Scottish Enterprise Business Plan
Skills Development Scotland (SDS)	At a national level, 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 e.g. More Choices More Chances clients 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. SDS also provides National Training Programmes e.g. Modern Apprenticeships, Training for Work and Get Ready for Work on behalf of Scottish Government and offers support to employers to upskill the workforce through a range of initiatives including Individual Learning Accounts and Flexible Training Opportunities.	SDS Operating Plan
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.	tbc

Partner	Strategic Focus	Key Plans and Strategies
Voluntary Action East Renfrewshire (VAER)	<p>Voluntary Action plays a key role in supporting the development of the local social economy. The focus this year is to encourage a more enterprising, less grant-dependent third sector as well as support and encourage new social enterprises through social entrepreneurship across East Renfrewshire.</p> <p>VAER will work with partners to deliver a strategy that promotes the benefits of volunteering as a key contributor to co-production and reshaping local services in East Renfrewshire.</p>	Third Sector Interface Work Plan
North Strathclyde Community Justice Authority (NSCJA)	The North Strathclyde Community Justice Authority is focused on reducing re-offending and improving the management of offenders.	NSCJA Area Plan 2011-14
Strathclyde Partnership for Transport (SPT)	<p>Good transport is essential to economic growth; improved levels of employment and employability; reducing carbon emissions; cohesive, sustainable communities; and healthy, active, independent lives.</p> <p>SPT is working in partnership with East Renfrewshire Council to invest in and deliver transport services and infrastructure as detailed in the annual Transport Outcome Reports.</p>	SPT Local Transport Outcomes Report
Other partners working with the CPP through our Outcome Delivery Partnerships include:	<p>University of the West of Scotland Gleniffer Estates Ltd Mearns Castle Golf Academy Mactaggart and Meikle Visit Scotland Educational Institute of Scotland Scottish Children's Reporter Administration (SCRA) Scottish National Heritage (SNH) Scottish Environment Protection Agency (SEPA) Strathclyde Partnership for Transport (SPT) Scottish Government Barrhead Housing Association Arklet Housing Association East Renfrewshire Chamber of Commerce</p>	

ANNEX 2: EQUALITIES

Partner Organisation	Relevant Equality Duties	Progress to Date
East Renfrewshire Council (ERC) and East Renfrewshire Community Health and Care Partnership (CHCP)	East Renfrewshire Council (including the CHCP), as part of the Equality Act 2010, is required to publish a Mainstreaming Equality report which shows how the Council is integrating the general equality duty into its functions. The Council will also publish a set of equality outcomes, which cover the full range of protected characteristics, and report on progress towards these every two years.	<p>East Renfrewshire Council has undertaken a range of pieces of work to develop equality outcomes for the area, including:</p> <ul style="list-style-type: none"> • A range of focus groups with key equalities groups, including minority ethnic community members, older people, people with disabilities, young people and parents. • Organised a Bridges to Change community conference to consult on the proposed set of equalities outcomes. • Internal consultation with Council Heads of Service, and departmental equality officers <p>11 equality outcomes have now been drafted with a set of corresponding intermediate outcomes. These will be integrated into individual departmental and service plans and progress on these will be reported every two years. East Renfrewshire Council's Cabinet will consider the full set of equality outcomes on 18 April 2013.</p> <p>The list of outcomes is available on request.</p>
Police Service Scotland (Greater Glasgow Division)	To develop, publish and report on equalities outcomes under the Equality Act 2010	The Scottish Police Authority (SPA) has developed draft equality outcomes which are going through internal consultation. These are linked to the strategic priorities and objectives in the Strategic Police Plan. Local police services will be developing locally relevant equality outcomes
Strathclyde Fire & Rescue	To develop, publish and report on equalities outcomes under the Equality Act 2010	Currently being compiled
Department for Work and Pensions (DWP)	Under the Public Sector Equality Duty, DWP is required to publish an Equality Information Report on an annual basis and equality objectives.	<p>DWP has published an Equality Information Update for 2012 which shows information and data relating to policies, practices, service users and employees.</p> <p>Equality objectives have also been produced at UK level, which have been adopted by all local DWP offices, available at http://www.dwp.gov.uk/about-dwp/diversity-and-equality/dwp-equality-objectives/</p>

Partner Organisation and Key Officer	Relevant Equality Duties	Progress to Date
Scottish Enterprise (SE)	To develop, publish and report on equalities outcomes under the Equality Act 2010	Scottish Enterprise has developed equalities outcomes, based around work with growth companies for service provision and for employees. These are currently going through the relevant approval processes.
Skills Development Scotland (SDS) Bill Fraser	To develop, publish and report on equalities outcomes under the Equality Act 2010	Skills Development Scotland has developed Equality Outcomes which support our Corporate Strategy 2012 – 2015. The outcomes focus on our Careers Information Advice and Guidance Services, Modern Apprenticeships and our staff. Actions linked to the outcomes have been embedded in directorate and team work plans.
Voluntary Action East Renfrewshire (VAER)	The statutory duties apply to public sector and not 3 rd sector. However, there is a legal requirement on every individual in Scotland to comply with the Equalities Act. VA aims to operate as a best practice organisation and therefore does not discriminate on specific characteristics as laid out in this legislation.	We target our services to the most marginalised people across the communities of East Renfrewshire whether they come under the protected characteristics or not. We will be able to demonstrate impact on equalities outcomes as a result of our day-to-day business.
Strathclyde Partnership for Transport (SPT)	To develop, publish and report on equalities outcomes under the Equality Act 2010	SPT undertook an audit of its policies to influence the development of draft equalities outcomes. We also undertook an engagement process with the public, stakeholders, passengers and representatives of equality groups. SPT's equality outcomes have now been approved by the Partnership Board and we are developing an action plan to help meet these outcomes.

CONTACT FOR FURTHER INFORMATION

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