EAST RENFREWSHIRE COUNCIL

26 April 2023

COUNCIL

Report by Chief Executive

<u>DRAFT OUTCOME DELIVERY PLAN AND FAIRER EAST RENFREWSHIRE PLAN FOR</u> <u>2023-2024</u>

PURPOSE OF REPORT

1. The purpose is to consider our one-year Draft Outcome Delivery Plan and Fairer East Ren Plan 2023-2024. These plans include key planned activities for meeting our outcomes and indicators to measure success. The plans include contributions from the Health and Social Care Partnership (HSCP) and East Renfrewshire Culture and Leisure Trust (ERCLT).

RECOMMENDATIONS

- 2. It is recommended that Council:
 - (a) Considers and approves the content of the Outcome Delivery Plan 2023-2024 (Annex 1) and Fairer East Ren Plan 2023-2024 (Annex 2) and;
 - (b) Notes that these are both one-year operational plans while the Council undertakes a focused period of longer-term strategic planning.

BACKGROUND AND CONTEXT

- 3. The Community Plan sets out the Community Planning Partnership's (CPP) vision for all of East Renfrewshire's communities.
- 4. The Community Plan incorporates Fairer East Ren (our Local Outcome Improvement Plan) required under the Community Empowerment Act. Fairer East Ren (FER) is focused on tackling inequalities and closing the gap between communities in East Renfrewshire.
- 5. The Outcome Delivery Plan (ODP) is the Council's contribution in partnership with HSCP and ERCLT to the shared outcomes in the Community Plan with the additional organisational outcomes of Customer, Efficiency and People.
- 6. Vision for the Future, the Council's longer-term strategy, complements the Community Plan and presents how the Council will deliver the long-term ambitions of the Community Plan.
- 7. At the Council meeting on the 3 March 2022, it was agreed that Vision for the Future strategy would be reviewed to reflect the impact of Covid on our communities and the growing importance of addressing climate change. This was followed by the election period and a new administration.
- 8. A Community Planning Partnership workshop was held in October 2022 and it was agreed to align the Community Plan more to Vision for the Future with a focus on people and place.

- 9. A Vision for the Future workshop was held with the CMT and Budget Strategy Group on 23 March 2023 to explore the ambitions and vision for East Renfrewshire Council for the next 10-15 years. Further detail on this work will be considered at the Council meeting in June. The vision will be further shaped by engagement taking place with community planning partners, networks and groups throughout 2023.
- 10. Since 2020 there have been one-year updates to both the ODP and FER plans, initially due to the reprioritisation of our work in response to the Covid pandemic and the timing of local elections. The plans' annual timeline is being continued this year to enable space for the review of the Council and partners' longer-term strategy.
- 11. Prior to Covid the ODP plan was presented for approval to Council in April to align with the start of the planning year. This timeline changed in the past few years with the forward-looking plan being aligned with the annual performance reports presented to Council in June.
- 12. The Vision for the Future strategy will be presented to Council on the 28 June this year. In order to fully focus on the longer-term strategic vision of the Council at this meeting, it has been agreed to bring forward the ODP and FER one-year operational plans to this Council meeting on 26 April.
- 13. Bringing the timeline forward has meant that departments and partners have completed a light touch update of the key activities, as presented in the Annexes. For both plans, there are no graphs included to show progress against targets, as we will not have this trend data until the end of April. This information, along with financial information and an updated contextual narrative will be added prior to publication of the plans on the Council website.

PROPOSED UPDATES TO PLANS

- 14. The shared outcomes across both ODP and FER plans reflect our strategic priority areas to improve outcomes for:
 - 1. Early years and vulnerable young people
 - 2. Learning, life and work
 - 3. Economy and the environment
 - 4. Safe, supportive communities
 - 5. Older people and people with long term conditions
- 15. These outcomes and associated intermediate outcomes remain unchanged. However, there are some proposed changes to the critical activities required to achieve these outcomes, mainly in the ODP. The details of these are noted below.

Outcome 1

Under 1.1 of the Fairer East Ren outcome (Annex 2) that focuses on reducing child poverty, a critical indicator has been changed for measuring the uptake of Free School Meals to ensure that it is specifically counting low-income uptake.

Under 1.3 of the ODP (Annex 1), a number of new activities have been added by Education with a focus on parental and stakeholder involvement and pupil well-being including:

- Strengthening parental involvement and representation in the life and work of schools and early years settings
- Supporting and challenging schools and early learning and childcare settings to adopt collaborative self-evaluation and consultation approaches to identify local barriers to stakeholder involvement and address these
- Creating a Wellbeing Hub to improve attendance and engagement with learning

Outcome 2

Changes to 2.2 in the ODP (Annex 1) include the provision of continued Education Department professional learning opportunities, a focus on diversity and inclusion and an emphasis on mitigating cost-of-living challenges. The activities are

- Implementing the recommendations from both the national ASL (Additional Support for learning (ASL) review and the department's ASN (Additional Support Needs) review, including providing professional learning around inclusive practice in ELC (Early Learning Centres) settings and schools
- Providing professional learning opportunities to increase knowledge and skills in: planning curriculum, learning, teaching and assessment to recognise, value and include diverse identities; supporting bi-lingual learnings; anti-racist education; and LGBT inclusive education
- Supporting and challenging schools to reduce the cost of the school day

In 2.3 of the OPD (Annex 1) an activity has been added on investment of resources to improve outcomes for children and young people through Strategic Equity Funding in relation to reading, writing, talking and listening, numeracy and mathematics.

Outcome 3

No significant changes have been made under outcome 3.

Outcome 4

Under 4.1 of the Fairer East Ren plan (Annex 2) new critical activities have been added to better reflect the HSCP's Strategic Implementation Plan to support mental health. These are:

- Maximising opportunities for skills development in relation to mental health across services and the wider partnership
- Supporting mental health and wellbeing interventions delivered through third sector and community-led activity

Within the ODP, 4.5 (Annex 1) has been updated by HSCP to ensure information is provided on a full range of services for alcohol and drug related harm and mental health rather than just awareness raising.

Outcome 5

Under 5.1 FER (Annex 2) one new activity has been added to offer a single point of contact where residents can get advice on health, social care and community opportunities.

Council Organisational Outcomes – Customer, Efficiency and People (Annex 1)

For the Customer outcome some activities have been added to achieve improved customer experience and better online services. These are:

- Refreshing and updating our customer strategy
- Introducing a unified communication platform to improve customer experience contacting the council and improved ways of working for staff
- Developing and improving My East Ren customer portal and online services for customers, introducing new functionality to include online appointments

Under the People outcome there has also been a move from contingency planning for staff disruption to a focus on skills and leadership development and staff recruitment and retention. There has also been an enhancement of some activities to further empower and support our workforce. These are:

• Empowering the Staff Equality network to shape and influence council policy

Implementing training to strengthen people management skills for managers to lead a
flexible workforce that has the resilience to adapt to the organisation of the future.
 There are only minor text updates to the Efficiency outcome.

PERFORMANCE MONITORING

16. Performance against the targets in the ODP will be recorded and monitored and data will be scrutinised as part of the Council's mid and end year performance reporting arrangements and discussed at Directors' review meetings with the Chief Executive. Performance for FER plans will be recorded and monitored, and data will be scrutinised at the Community Planning Partnership Board in autumn 2023.

FINANCE AND EFFICIENCY

17. There are no budget requirements associated with this report.

IMPLICATIONS OF THE PROPOSALS

18. The current Equality, Fairness and Rights Impact Assessment for the ODP and FER plans will be reviewed and updated as required to cover the 2023-2024 period.

CONCLUSION

19. The Council continues to face ongoing challenges as we continue to recover from the pandemic, while also experiencing unprecedented budgetary challenges. Nonetheless, it is vital that we commit to a long-term strategy with ambitious aims for East Renfrewshire communities and the area. The one-year operational ODP and FER plans will ensure we continue to drive forward the critical work of the Council while enabling time for a focused period of longer-term strategic planning.

RECOMMENDATIONS

- 20. It is recommended that Council:
 - a) Considers and approves the content of the Outcome Delivery Plan 2023-2024 (Annex 1) and Fairer East Ren Plan 2023-2024 (Annex 2) and;
 - b) Notes that these are both one-year operational plans while the Council undertakes a focused period of longer-term strategic planning.

REPORT AUTHOR

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Lorraine McMillan, Chief Executive

BACKGROUND REPORTS

<u>Draft Outcome Delivery Plan</u> and <u>FER Delivery Plan</u>, Council, 29 June 2022 <u>Strategic Planning, Council, 3 March 2022</u>

43 Annex 1

East Renfrewshire Council

Outcome Delivery Plan 2023-2024

One year operational plan



Contents

Introduction	2
Our Strategic Outcomes and Intermediate Outcomes: This section includes diagrams detailing our intermediate outcomes, contributions, and critical activities and indicators.	
1 All children in East Renfrewshire experience a stable and secure childhood and succeed	8
2 East Renfrewshire residents are healthy and active and have the skills for learning, life and work	11
3 East Renfrewshire is a thriving, attractive and sustainable place for residents and businesses	15
4 East Renfrewshire residents are safe and live in supportive communities	20
5 Older people and people with long term conditions in East Renfrewshire are valued; their voices are heard and they enjoy full and positive lives	25
Customer, Efficiency and People This section includes diagrams detailing our Customer, Efficiency and People outcomes, contributions, critical activities and indicators.	29

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^{*} Financial information to be added at a later stage

Introduction

East Renfrewshire Council is committed to improving the lives of local people, promoting equality and fairness, and enhancing the area in which we live, now and for the future. Our one year operational Outcome Delivery Plan (ODP) for 2023-2024 sets out how services across the Council are contributing to the delivery of our outcomes, and our vision to be: "A modern, ambitious council, creating a fairer future with all"

Our focus is on delivering better outcomes for all our customers and residents across East Renfrewshire, while managing the significant challenge of increasingly complex local service demands against a backdrop of decreasing public sector funding. In this challenging climate, exacerbated by the long term impact of COVID-19, we continue to focus on renewal, and find innovative and efficient solutions to meet the challenges ahead. A main focus for us is to reduce inequalities through early intervention and preventative approaches. We build these approaches across all areas of service delivery so that we can make a difference to the lives of our residents. We are working towards a more sustainable future, and are embracing technology to improve the capability of our organisation, our employees and our services. We also strive to be the best Council we can be by putting our values at the heart of everything we do, and our values are ambition, kindness and trust.

We work with our Community Planning Partners to deliver on our strategic outcomes. These outcomes describe what life will be like for our children, young people, adults and older people when we achieve our ambitions. There are currently five priority areas that are consistent throughout our strategic planning. These are:

- Early years and vulnerable young people
- · Learning, life and work
- Economy and environment
- Safe, supportive communities
- Older people and people with long term conditions

East Renfrewshire's Community Planning Partnership articulates our shared vision for East Renfrewshire, our five strategic outcomes and the priorities of our partnerships:

- The East Renfrewshire Community Plan is a long-term high level plan which sets out our vision for our communities.
- Fairer East Ren is the name of the Local Outcomes Improvement Plan (LOIP) as required under the Community Empowerment (Scotland) Act 2015.

Focusing on tackling inequalities across East Renfrewshire, we are delivering on action plans for each of the Fairer East Ren themes with our community planning partners. We work closely with our partners including community organisations and groups in Auchenback, the Arthurlie/Dunterlie/Dovecothall area of Barrhead, Neilston, and Thornliebank to identify specific needs, priorities and aspirations and to respond to them, as required by the Act. We are taking this approach as parts of these communities experience poorer outcomes compared to East Renfrewshire as a whole.

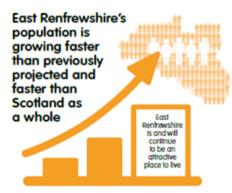
Our Outcome Delivery Plan

Our Outcome Delivery Plan outlines the key contributions Council departments will make to the delivery of the Community Plan and Fairer East Ren. It also presents the planned key activities to be carried out by Council departments in partnership with the Health and Social Care Partnership (HSCP), East Renfrewshire Culture and Leisure Trust (ERCLT) and local partners including Voluntary Action East Renfrewshire, to help deliver our strategic outcomes. We are a high performing council with a reputation for excellence and continuously improving services. We have identified key areas where we need to excel as an effective organisation if we are to continue our success going forward. These are our five capabilities, embedded throughout everything we do and are reflected across the critical activities in the plan. The capabilities are prevention; empowering communities; data, evidence and benchmarking; modernising how we work; and digital.

As well as the capabilities, the cross cutting themes of equalities and sustainability are woven through the plan, and we work to reduce all forms of inequality so that no one is disadvantaged or left behind in East Renfrewshire. In 2021, in partnership with our stakeholders, we set our equality outcomes for 2021-25 to enable the Council to fulfill its equality duties in the Equality Mainstreaming Report. Progress on our outcomes is currently being reviewed.

We work closely with all our partners using a joint and transparent approach to resource, implement, monitor, and evaluate our key activities. This strong partnership working in place across East Renfrewshire was enhanced through the pandemic and has provided a strong foundation as we continue to work with our partners to respond to the cost-of-living challenges and significant budgetary pressures.

EAST RENFREWSHIRE'S POPULATION - WHAT TO EXPECT



The number of people living in east Renfrewshire is projected to increase by 6.4% by the year 2028. This is higher than the Scottish rate of 1.8%



The two age groups that will grow the most



Children and Ok young people ag

aged 0-15 years



Older people aged 85+

More houses are being built for three reasons

More families are moving in

Fewer people live in the average bouse

People are living longer

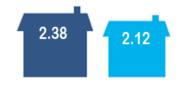
Demand will increase for services



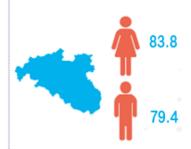
For older people, as well as general public services (such as health and care, leisure and environmental services)



More places will be needed in early years, primary and secondary education establishments East Rentrewshire currently has the highest average household size in Scotland, but this is projected to shrink as more people live alone



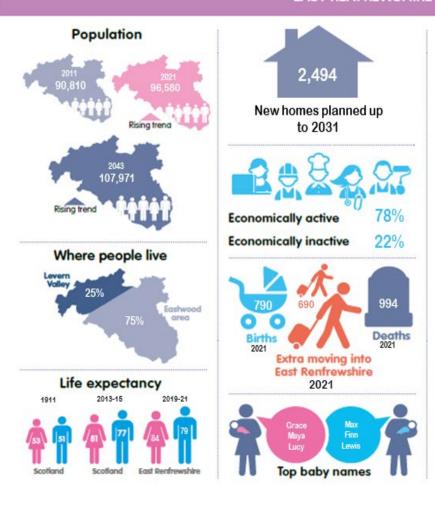
East Renfrewshire has the second highest life expectancy at birth for females and the fourth highest for males



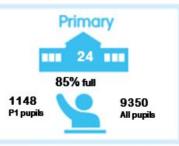
Household size Gender Country of birth Age 59 20 Children and Adults 65 and young people older 89 Scotland England Wales, Northern Tenure Ireland, Republic of Ireland Other EU countries Other countries Travelling to work Faith Rent social landlord 4 Rent council 7 60 69 Rent privately 6 Own 83 At home 10 Health 26 Where people live On foot 28 17 25 Detached Semi Flat Other Terrace house detached house 0000000000 *Figures rounded

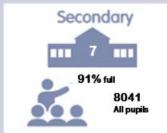
IF EAST RENFREWSHIRE HAD 100 PEOPLE

EAST RENFREWSHIRE FAST FACTS

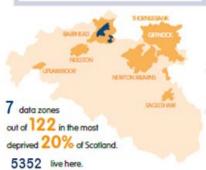


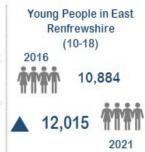












Demographic Context

Our Outcome Delivery Plan takes into account the demographics and needs of the local area and sets out how the Council is going to work to improve outcomes for local people over the period 2023-2024. In the latest mid-year estimates, the population of East Renfrewshire was 96,580, and the overall population of the area is expected to rise. This has implications for many services that cater for a broad section of the public, including waste management and roads maintenance, education, housing, transport and social care services. East Renfrewshire has the second highest life expectancy in Scotland and is also one of Scotland's most ethnically and culturally diverse areas with significant Muslim and Jewish communities.

Local Area

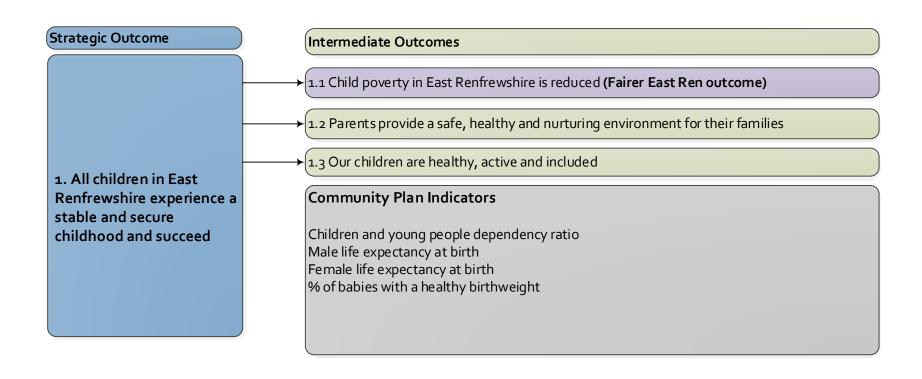
East Renfrewshire is situated to the south of the city of Glasgow. It covers an area of 67 square miles; 85% of which is rural land with the remaining area comprising mainly residential suburbs. The towns of Barrhead and Neilston and the village of Uplawmoor lie to the west of the authority. Newton Mearns, Giffnock, Thornliebank, Clarkston, Netherlee and Stamperland are located to the east, together with the smaller villages of Busby, Eaglesham and Waterfoot.

Deprivation

Although East Renfrewshire is a relatively prosperous area, it does have pockets of deprivation. The Scottish Index of Multiple Deprivation is an accessible tool for understanding deprivation. East Renfrewshire has the highest percentage of data zones of all the Scottish Local Authorities classed as being in the 20% least deprived in Scotland. Seven of the 122 data zones (population units) in East Renfrewshire are classed as being within the 20% most deprived in Scotland, this represents 7% of data zones in East Renfrewshire. They are located within Barrhead, Auchenback and Dunterlie, East Arthurlie and Dovecotehall. Two of the data zones are classed as being within the 10% most deprived in Scotland and one of these is classed as being within the 5% most deprived. Reducing inequalities arising from socioeconomic disadvantage is a corporate priority. The Council, along with partners across sectors, uses a 'locality' approach in these areas of East Renfrewshire. This means all those responsible for providing services and looking after assets there are thinking about the unique challenges; are taking a whole neighbourhood view; and are planning together, and with the people who live there to support inclusive growth and thriving places.

S1

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



Parents provide a safe, healthy and nurturing environment for their families

Strategic Outcome

The Outcome we want is...

Intermediate Outcome

We will know we are making good steps along the way WHEN...

Our Contribution

So what we need to achieve is

Critical Activities

Ву.....

All children in East Renfrewshire experience a stable and secure Childhood and succeed Parents provide a safe, healthy and nurturing environment for their families

Improved Maternal Health and Wellbeing

→ Safer home environments

Implementing the Maternal and Infant Nutrition Framework

Critical Indicators

Breastfeeding at 6-8 weeks in 15% most deprived SIMD data zones

% of children with child protection plans assessed as having an increase in their level of safety

Delivering targeted safety messages to parents to keep families safe

9

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

Strategic Outcome

The Outcome we want is...

Intermediate Outcome

We will know we are making good steps along the way WHEN...

Our Contribution

So what we need to achieve is ...

Critical Activities

Ву.....

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

An increase in activities which support prevention and early intervention, improve outcomes and reduce inequalities

Strengthened family capacity

through prevention and early

intervention

Strengthening parental involvement and representation in the life and work of schools and early years settings

Implementing the Promise and the principles of the Getting it Right for Every Child refresh across all schools and classrooms

Supporting and challenging schools and early learning and childcare settings to adopt collaborative self-evaluation and consultation approaches to identify local barriers to stakeholder involvement and address these

Offering Family Decision making at the initial referral stage through Request for Assistance

Embedding the Signs of Safety practice principles across all child and family interventions

Undertaking scoping activity that quantifies the need for community resources for children and young people with additional support needs

Creating a Wellbeing Hub to improve attendance and engagement with learning

Expanding and enhancing the Healthier Minds Service to ensure it supports all children, young people and families

Developing the framework to deliver improved opportunities in relation to Children's Rights

Fully implementing new Scottish Child Interview Model (SCIM), alongside key partner agencies ensuring trauma informed support from referral to recovery

Working in partnership with children, young people and their families to implement the recommendations of the Independent Review of Care Report (The Promise)

Critical Indicators

% of children reaching their development milestones by start of P1

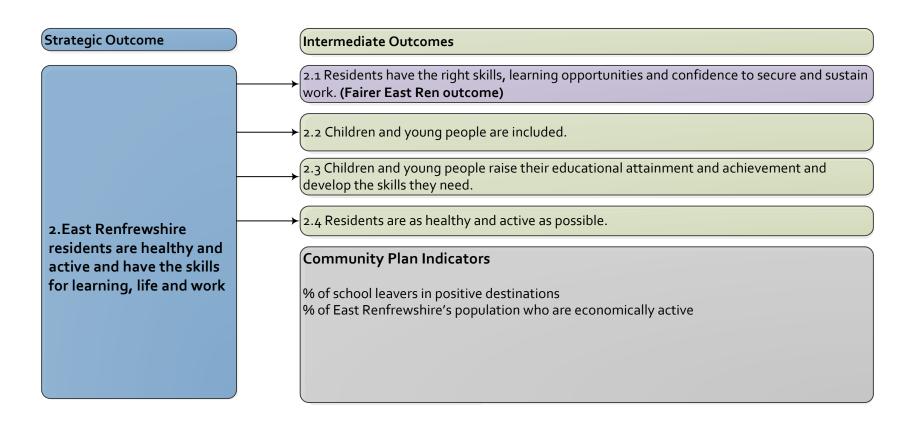
% attendance for Looked After pupils

% of children subject to child protection who are offered advocacy service Improved support for vulnerable children

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

S2

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



Children and young people are included

Strategic Outcome

The Outcome we want is...

Intermediate Outcome

We will know we are making good steps along the way WHEN...

Our Contribution

So what we need to achieve is ...

Critical Activities

Ву.....

Children and young people are included

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

Implementing UNCRC to improve participation of all children in decision making

Implementing the recommendations from both the national ASL review and the department's ASN review, including providing professional learning around inclusive practice in ELC settings and schools

Providing professional learning opportunities to increase knowledge and skills in: planning curriculum, learning, teaching and assessment to recognise, value and include diverse identities; supporting bi-lingual learnings; antiracist education; and LGBT inclusive education

→ Updating policies on racism and prejudice-based bullying

Supporting and challenging schools to reduce the cost of the school day

Critical Indicators

Rate of exclusions – primary

Rate of exclusions – secondary

Number of ERC schools with Rights Respecting Award – Gold Level

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

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

Strategic Outcome

The Outcome we want is...

Intermediate Outcome

We will know we are making good steps along the way WHEN...

Our Contribution

So what we need to achieve is

Critical Activities

By.....

Children and young people raise their education need

attainment and achievement and develop the skills they

Improved attainment in the broad general education and senior phase

Supporting and challenging schools to use Pupil Equity Funding effectively to improve education outcomes

Implementing the Numeracy and Mathematics and Literacy Strategies

Critical Indicators

Primary pupils attainment- Reading

Primary pupils attainment- Writing

Primary pupils attainment- Mathematics

Primary pupils attainment- Talking/ Listening

S4 roll with Insight points of 264 or above

Proportion of pupils achieving 5+ awards at SCQF level 6

S4: reduce gap between most and least deprived achieving 5 or more awards at SCQF level 5

Awards achieved by young people participating in school and community based programmes

Increased participation in wider achievement activities

A curriculum which enables all learners to be successful, confident, responsible and effective

Investing Strategic Equity Funding to provide high quality professional learning on the teaching of reading, writing, talking and listening, numeracy and mathematics

Continuing to work in partnership with ELC settings, schools and ER Culture and Leisure Trust to ensure all children and young people have high quality opportunities for achievement that are recognised and celebrated

Working in partnership with school Developing the Young Workforce Co-ordinators to support them to work with employers to promote greater understanding of numeracy and maths as an essential skill for learning, life and work

Introducing an Effective Learning and Teaching Collaborative learning programme to improve learning and teaching

Implementing the Digital Learning and Teaching and Science, Technology, Engineering and Mathematics strategies

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

Residents are as healthy and active as possible

Strategic Outcome

The Outcome we want is...

East Renfrewshire residents are healthy and active

Intermediate Outcome

We will know we are making good steps along the way WHEN...

Our Contribution

So what we need to achieve is...

Critical Activities

By.....

Residents are as healthy and active as possible and have the skills for learning, life and work

More residents are active in leisure, cultural, and physical activity

Reviewing products, programmes and prices to ensure that services meet the needs of the widest range of customers, and are complemented by a range of targeted, charitable initiatives aimed at the hardest to reach and those that need support

Critical Indicators

Leisure centre attendances

Library visits

% of adult population participating in physical activity

% of adult population engaged in cultural activity

Reduced health inequalities through targeted intervention Delivering tailored health improvement programmes in communities with greater health inequalities

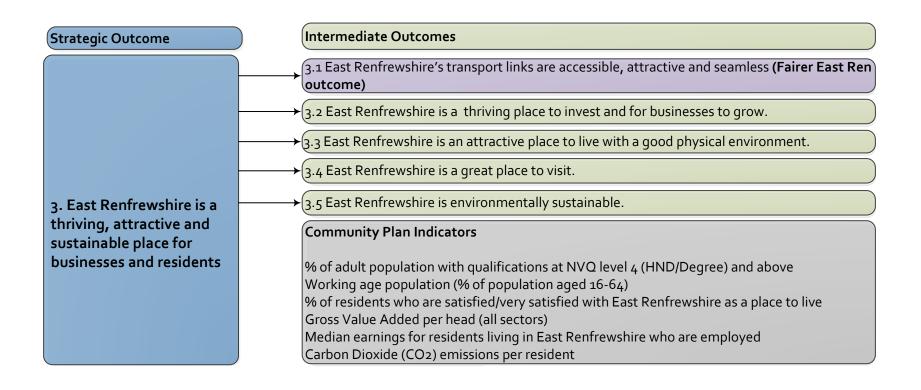
Parks and greenspaces offer residents accessible outdoor spaces and a variety of health focused pursuits

Improving the quality and ensuring variety in the type of open space and play/sports facilities on offer to our residents

S3

SECTION 3

East Renfrewshire is a thriving, attractive and sustainable place for businesses and residents



East Renfrewshire is a thriving place to invest and for businesses to grow

Strategic Outcome

The Outcome we want is...

Intermediate Outcome

We will know we are making good steps along the way WHEN...

Our Contribution

So what we need to achieve is...

Critical Activities

Ву.....

East Renfrewshire is a thriving place to invest and for businesses to grow

An environment in which new and existing businesses can grow

Providing targeted business support to new and existing companies through our advice, grants and loans services

Delivering a range of measures to support businesses including the priorities outlined in our Local Action Plans in partnership with stakeholders such as the Business Improvement Districts and the East Renfrewshire Chamber of Commerce

Maximising the level of community benefit which arises from Council led procurement

Providing Supplier Development Programme and Grow Local support to local businesses to increase their competitiveness and improve their potential for contracting opportunities

Critical Indicators

Number of businesses assisted to improve performance as a result of support received from the Council e.g. grants, loans and advice

City Deal expenditure against approved Capital Plan

% of overall road network that should be considered for maintenance treatment

Key employment areas safeguarded for employment uses

Improved road infrastructure and public transport links

Providing accommodation and identifying sites to facilitate local business start-up and growth whilst promoting the development and diversification of the local employment base.

Delivering a range of City Deal projects including the construction of new business growth accommodation supported by new transport facilities and road connection improvements'

Prioritising our road asset investment according to the agreed criteria

Facilitating a transport modal shift in order to enable more sustainable travel in line with a refreshed Local Transport Strategy

East Renfrewshire is a thriving, attractive and sustainable place for businesses and residents

East Renfrewshire is an attractive place to live with a good physical environment

Strategic Outcome

The Outcome we want is...

Intermediate Outcome

We will know we are making good steps along the way WHEN...

Our Contribution

So what we need to achieve is...

Critical Activities

By.....

East Renfrewshire is an attractive place to live with a good physical environment

Critical Indicators

Street Cleanliness Score

Number of additional units brought into affordable housing supply

Clean, well maintained and accessible public places

Development located on sites which can be accessed sustainably and meet the long term needs of the area

Improved open spaces and infrastructure that meets the needs of our visitors and residents

An environment with improved services and facilities which meets the needs of the local community

Maintaining public spaces and levels of cleanliness in public areas and open spaces to a high standard

Implementing the Local Development Plan with partners through the Action Programme

Applying a placemaking approach to deliver safer, accessible well designed sustainable places and environments

Ensuring the provision of houses across all tenures to meet our housing land requirements

Using capital provision, development contributions and seeking other funding opportunities to improve the environment, facilities and infrastructure in local communities

Addressing infrastructure needs for current and future Local Development Plans

Taking a place based approach to working with our partners and communities to deliver improvements in infrastructure and services to meet local needs

East Renfrewshire is a thriving, attractive and sustainable place for businesses and residents

East Renfrewshire is a great place to visit

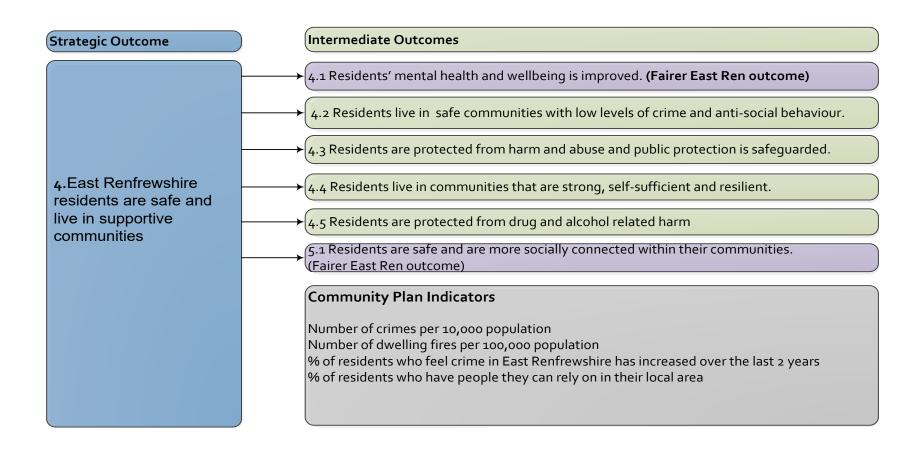
Strategic Intermediate Outcome **Our Contribution Critical Activities** Outcome We will know we are making So what we need to achieve good steps along the way The Outcome is... we want is... WHEN... Developing and improving our tourist, culture, sports and An enhanced range of facilities and leisure facilities through the delivery of our Capital Plan attractions for visitors and residents East Renfrewshire is a great including City Deal projects East Renfrewshire is a thriving, attractive and sustainable place for businesses and residents place to visit Facilitating a wide and varied programme of events and activities across East Renfrewshire Maintaining our core parks to a very high standard and provide a variety of activities for residents and visitors Critical Indicator Effective promotion and marketing Exploring opportunities to deliver a varied programme of Percentage of service users of our visitor attractions and activities to develop East Renfrewshire as a visitor rating public parks and open facilities within East Renfrewshire destination and tourism centre spaces good/very good and beyond Continuing to promote our local businesses via our Shop Local and Scotland Loves Local campaigns

East Renfrewshire is environmentally sustainable

Strategic Intermediate Outcome Our Contribution Critical Activities Outcome We will know we are making good steps along the way So what we need to achieve is... The Outcome By..... WHEN... we want is... Applying modern, sustainable digital solutions to our activities Protection of material resources and in order to maximise efficiencies of collection and to waste minimisation significantly reduce residual (household) waste being transferred to landfill East Renfrewshire is sustainable place for businesses and residents Implementing capital projects across the Council's property East Renfrewshire is a thriving, attractive and environmentally sustainable estate to reduce energy consumption in our buildings Ongoing replacement of all street lighting, lit street furniture A reduction in the Council's energy and traffic signals with more energy efficient equipment consumption Increasing the availability of electric charging point Critical Indicators infrastructure across the Council building estate Ensuring our vehicles are maintained to a very high standard and Council controlled carbon all replacement vehicles meet low emission standards emissions % of total household waste that is Embedding robust environmental policies within key Council recycled The historic, built and natural environment is protected and Promoting the provision of green spaces and multi-functional % of street lights which are LED development is directed to reen networks to provide a sustainable natural environment for sustainable locations future generations. Reducing and managing flood risk through natural flood management, green network creation and through the use of SUDs (Sustainable Urban Drainage Systems). Procuring the Council's goods, works and services in a way that Sustainable procurement is achieves value for money and generates social, environmental promoted and integrated and economic benefits

S4

SECTION 4 East Renfrewshire residents are safe and live in supportive communities



Residents live in safe communities with low levels of crime and anti-social behaviour

Population Outcome

The Outcome we want is...

Intermediate Outcome

We will know we are making good steps along the way WHEN...

Our Contribution

So what we need to achieve is ...

Critical Activities

Ву.....

Residents live in safe communities with low levels of crime and anti-social behaviour

Better targeting of resources, focused on hotspot areas (as a result of data-led evidence gathering)

Enhancing partnerships and improved use of data-sharing with police and other key partners (including through Greater Results in Partnership (GRIP)) to support operational and renewal planning

Developing a wider range of opportunities for residents to communicate with community safety partners, including digital

Critical Indicator

% of total complaints reporting anti social behaviour which has recurred

Young people have a range of opportunities to engage safely in their community

Providing community based youth work across East Renfrewshire which is informed by local data and meets the needs of young people

Delivering targeted youth work programmes including problem solving detached youth work which responds to and engages young people and helps address anti-social and risk taking behaviours

East Renfrewshire residents are safe and live in supportive communities

Residents are protected from harm and abuse and public protection is safeguarded

Strategic Outcome

The Outcome we want is...

Intermediate Outcome

We will know we are making good steps along the way WHEN...

Our Contribution

So what we need to achieve is

Effective arrangements are in

Effective interventions are in

place to protect people from

Critical Activities

By.....

Residents are protected from harm and abuse and public protection is safequarded

place to identify and manage risk

harm

to manage risk and harm

Delivering multi-agency public protection arrangements

Working in collaboration to identify, empower and protect residents at risk of financial harm

Working in partnership with a range of organisations to ensure vulnerable residents are safe and secure at home

Working in partnership with people at risk of harm to assess their needs and provide appropriate support

Providing a range of services for women who experience domestic abuse

Using appropriate assessment tools to identify risk and need

Delivering a whole systems approach to diverting young people and women from custody

Delivering accredited programmes aimed at reducing reoffending

Working with local partners to re-establish the range of beneficial unpaid work opportunities and maximise uptake

Critical Indicators

People agreed to be at risk of harm have a protection plan in place

Change in women's domestic abuse outcomes

% of people reporting community payback order helped to reduce their offending Reduced levels of offending and reoffending

East Renfrewshire residents are safe and live in supportive communities



Residents live in communities that are strong, self-sufficient and resilient

Intermediate Outcome **Our Contribution** Population Critical Activities Outcome We will know we are making So what we need to achieve is good steps along the way By..... The Outcome WHEN... we want is... Resilient communities are Working with partners to provide support to new and existing supported and support one another networks in response to emerging priorities Residents live in communities that are strong, Supporting community groups and organisations to provide East Renfrewshire residents are safe and live in self-sufficient and resilient services in their local community in response to local needs Skilled and confident communities Supporting communities and groups to engage in community led decision making processes e.g Mainstreaming Participatory that can influence change on Budgeting issues that matter to them Establishing structures to ensure local people are involved in the Critical Indicators locality planning process, Vision for the Future and local action plans % of adults with a strong sense of supportive communities Skilled and confident Council and belonging to their community Providing training and support for council and partner staff to partner staff who are working with % of additional units brought into enable them to work effectively in partnership with communities to deliver shared the affordable housing supply communities outcomes (cumulative over 5 years) which are adapted or adaptable to lifetime needs or wheelchair adapted Delivering new affordable homes which will meet a range of Homes which meet a range of households' lifetime needs residents' needs and allow people to successfully remain/reside within Enabling existing homes to be enhanced and adapted, to their community improve their physical and financial sustainability for householders

Residents are protected from drug and alcohol related harm

Strategic Outcome

The Outcome we want is...

Intermediate Outcome

We will know we are making good steps along the way WHEN...

Our Contribution

So what we need to achieve is ...

Critical Activities

Ву.....

Residents are protected from drug and alcohol related harm

Access to accurate, consistent and reliable information about alcohol and drugs and the supports available

Improving the availability and accessibility of information on the full range of services and supports for alcohol and drug related harm and improved mental health and wellbeing (including public sector, third sector, community supports and online resources)

Critical Indicator

Individuals moving from alcohol and drug treatment to recovery

More people recover from alcohol and drugs due to participation in our programmes

Enhancing frontline staffing in alcohol and drugs services to achieve the Medication Assisted Treatment Standards and ensure fast, appropriate access to person-centred treatment

Working with people with lived experience to develop and enhance community and service-based recovery supports for individuals and families

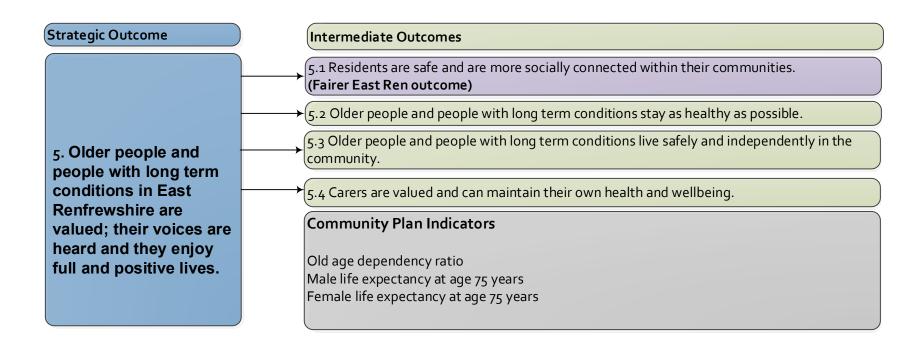
Working with third sector partners to develop new services to identify people at risk, reduce harm and support recovery, including peer services delivered by workers with lived experiences

East Renfrewshire residents are safe and live in supportive communities

S5

SECTION 5

Older people and people with long term conditions in East Renfrewshire are valued; their voices are heard and they enjoy full and positive lives



Older people and people with long term conditions stay as healthy as possible

Strategic Intermediate Outcome **Our Contribution Critical Activities** Outcome We will know we are making So what we need to achieve is The Outcome good steps along the way By..... we want is... WHEN... Older people and people with long term conditions in East Renfrewshire are valued; their voices are heard Working with our partners in Culture and Leisure to deliver Older people and people with Older and disabled people are Ageing Well programme and other low level physical long term conditions stay as physically active due to an activity across the authority healthy as possible increased range of activities Promoting physical activity opportunities including chair and they enjoy full and positive lives based exercise, strength and balance, and walking programmes Critical Indicator Percentage of those whose care need has reduced following re-More people supported to ablement Improving links and pathways between our rehabilitation recover following a period of ill and re-ablement services health Working with partners to develop pathways and supports for people recovering from the effects of COVID-19

Older people and people with long term conditions live safely and independently in the community

Strategic Outcome

The Outcome we want is...

Intermediate Outcome

We will know we are making good steps along the way WHEN...

Our Contribution

So what we need to achieve ...

Critical Activities

By.....

people to get immunised this winter

Older people and people with long term conditions are living independently in the community

More people stay independent and avoid reaching a crisis through early intervention

Promoting the range of local supports and opportunities available through the Community Hub, Talking Points digital opportunities that support independence

Supporting flu vaccination programmes and encouraging local

Reviewing and refreshing our roll out of individual budget calculator and access to self-directed options

Working with people to develop outcome focused support plans

Critical Indicators

% of people supported at home who agree that they are supported to live as independently as possible

% of adults with intensive care needs receiving care at home

% of people aged 65+ with intensive needs receiving care at home

% of people aged 65+ who live in housing rather than a care home or hospital

People reporting 'living where you/as you want to live' needs met (%)

Improved pathways for people leaving or at risk of going into hospital

More people have choice and

control over their life through

planning support plans with us

More people are supported through Telecare to live independently in their own homes for longer

Developing Bonnyton House to provide recuperation and rehabilitation for people who need additional support

Progressing local out of hours response arrangements to support implementation of Urgent Care Resource Hub

Continuing to support to local care homes and other supported living providers through safety and professional assurance arrangements

Continuing support through our Technology Enabled Care services as we recover from the pandemic

Older people and people with long term conditions in East Renfrewshire are valued; their voices are heard and they full and positive lives

Carers are valued and can maintain their own health and wellbeing

Strategic Outcome

The Outcome we want is...

Intermediate Outcome

We will know we are making good steps along the way WHEN...

Our Contribution

So what we need to achieve is

Critical Activities

By.....

Carers are valued and can maintain their own health and wellbeing

Staff are able to identify carers and value them as equal partners

> Implementing a new carers' support plan including planning for emergencies with individual carers

> Working in partnership with Carers Centre provide

of caring and requirements of Carers Act

information and training to raise awareness of the impact

Critical Indicator

People reporting 'quality of life for carers' needs fully met (%)

Every carer identified is being offered the opportunity to develop their own carer support plan including planning for emergencies

Carers can access accurate

eligibility criteria and supports

information about carers' rights,

Improved outcomes as a result of Implementation of Children and Young People's Act 2014 duties

Training advisers in key partner organisations who can develop plans with and for carers

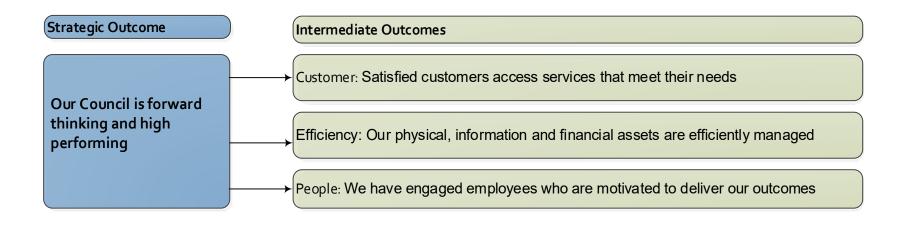
Publicising our clear prioritisation framework (eligibility criteria) for support and implement consistently

Ensuring that carers and support organisations are aware of the scope and different types of respite care and shortbreak provision available

Developing and implementing Young Carer's Statements as set out in the Carers' (Scotland) Act 2016

Older people and people with long term conditions in East Renfrewshire are valued; their voices are heard and they enjoy full and positive lives

STRATEGIC OUTCOMES Customer, Efficiency and People

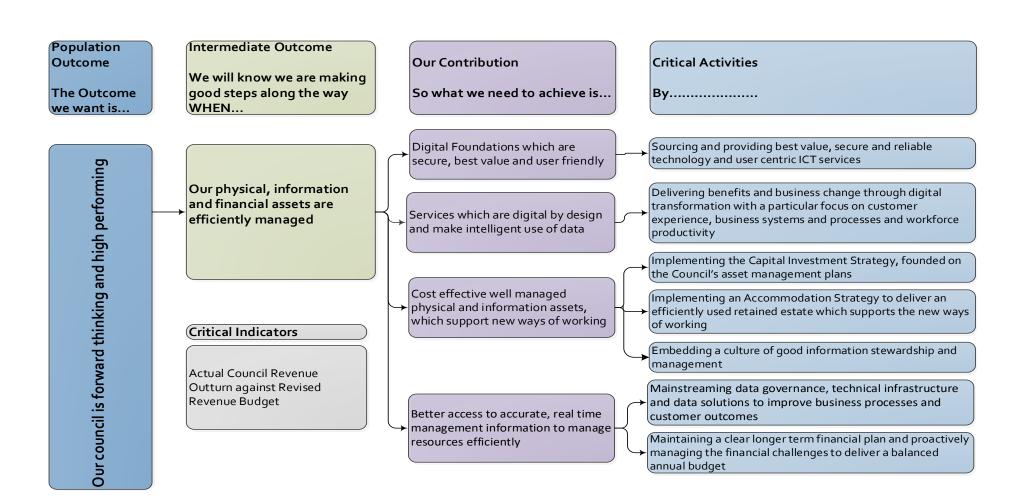


CUSTOMER

Satisfied customers access services that meet their needs

Population Intermediate Outcome **Our Contribution** Outcome Critical Activities We will know we are making So what we need to achieve is good steps along the way The Outcome By..... WHEN... we want is... Adopting user research methods and strengthening data Our council is forward thinking and high performing reporting and analysis to help design services A good understanding of our customers Satisfied customers access services that meet their Embedding high quality Equality, Fairness and Rights needs Impact Assessments into core business Developing and improving My East Ren and online services for customers, introducing new functionality to **Critical Indicators** include online appointments Promoting online customer services to support channel Consistent end-to-end customer % satisfaction with Council shift and reduce face to face contact levels experience designed with the services user at the heart Refreshing and updating our customer strategy % of customer contact made online excluding payments Introducing a unified communication platform to improve customer experience contacting the council and improved ways of working for staff

EFFICIENCY Our physical, information, and financial assets, are efficiently managed



PEOPLE

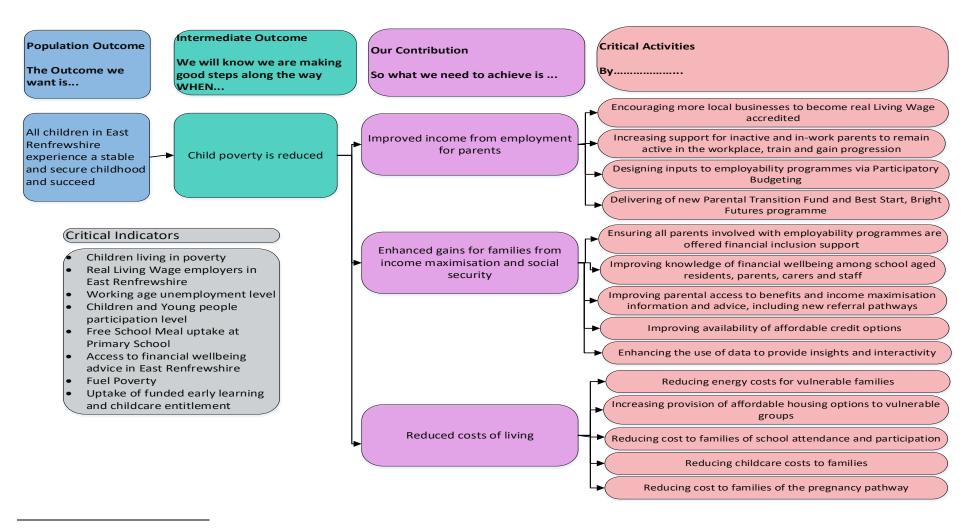
We have engaged employees who are motivated to deliver our outcomes

Population Intermediate Outcome Outcome **Our Contribution** Critical Activities We will know we are The Outcome making good steps along So what we need to achieve is ... By..... we want is... the way WHEN... Using employee feedback to focus on positive health and wellbeing for our employees and continue to develop our health and wellbeing action plan. Our council is forward thinking and high performing Empowered, resilient and engaged Promoting our capabilities and values with regular employees at all levels of the communication and engagement to break down barriers and promote collaborative working across the workforce organisation We have engaged Encouraging workforce planning to drive forward skills and employees who are leadership development, recruitment and retention to ensure motivated to deliver our the organisation has the right people with the right skills outcomes Empowering the Staff Equality network to shape and influence council policy Promoting the Council as an employer of choice for all **Critical Indicators** A diverse, skilled workforce Promoting equality and diversity of our workforce in line with our equality and human rights commitments Sickness absence Supporting service users in service design and organisational Gender pay gap A flexible workforce that embraces Implementing training to strengthen people management change, innovation, digitalisation and skills for managers to lead a flexible workforce that has the delivers customer focussed services resilience to adapt to the organisation of the future Implementing training to develop the digital and data capacity and skillset of employees to maximise use of technology and the way we work

	1- Childhood	2 - Learning, life and Work	Community Plan 3 - Economy and Environment	4 - Safe, supportive communities	5 - Older People and people with long term conditions				
Community Plan Strategic Outcomes	All children in East Renfrewshire experience a stable and secure childhood and succeed.	East Renfrewshire residents are healthy and active and have the skills for learning, life and work.	East Renfrewshire is a thriving, attractive and sustainable place for residents and businesses	East Renfrewshire residents are safe and live in supportive communities	Older people and people with long term conditions in East Renfrewshire are valued; their voices are heard and they enjoy full and positive lives.				
mes	1.1- Child poverty in East Renfrewshire is reduced.	2.1- Residents have the right skills, learning opportunities and confidence to secure and sustain work.	3.1 East Renfrewshire's transport links are accessible, attractive and seamless	4.1- Residents' mental health and wellbeing is improved.	5.1- Residents are safe and are more socially connected within their communities.				
	1.2- Parents provide a safe, healthy and nurturing environment for their families.	2.2- Children and young people are healthy, active and included.	3.2- East Renfrewshire is a thriving place to invest and for businesses to grow	4.2- Residents live in safe communities with low levels of crime and anti-social behaviour	5.2- Older people and people with long terms conditions stay as healthy as possible				
ntermediate Outcomes	1.3- Children and young people are cared for, protected and their wellbeing is safeguarded	2.3- Children and young people raise their educational attainment and achievement and develop the skills they need.	3.3- East Renfrewshire is an attractive place to live with a good physical environment	4.3- Residents are protected from harm and abuse and public protection is	 5.3- Older people and people with long terms conditions live safely and independently in the community 5.4- Carers are valued and can maintain their own health and wellbeing 				
Interm		2.4- Residents are as healthy and active as possible	3.4- East Renfrewshire is a great place to visit3.5- East Renfrewshire is environmentally sustainable	4.4 - Residents live in communities that are strong, self-sufficient and resilient					
				4.5 - Residents are protected from drug and alcohol related harm					

Outcome Delivery Plan Customer, Efficiency , People				
	cil is forward performing	thinking		
	r: customers ac			
	y: cal, informati assets are eff			
People: We have who are r outcomes	engaged em notivated to c	oloyees Ieliver our		

The impact of child poverty is reduced



[§] Outcomes 1.1-5.1 are our Fairer East Ren activities.

Residents of East Renfrewshire have the right skills, learning opportunities and confidence to secure and sustain work

Intermediate Outcome **Population Outcome Critical Activities Our Contribution** We will know we are making good The Outcome we So what we need to achieve is ... By..... steps along the way WHEN... want is... Raising awareness of and developing pathways for employability support for local residents with barriers to secure and sustain work. Support will be provided to those newly East Renfrewshire Targeted and personalised support for unemployed as a result of the pandemic and deemed 'work Residents of East Renfrewshire have the residents are healthy people facing barriers eg mental health, ready', as well as ongoing and more intensive support for those right skills, learning opportunities and and active and have additional support needs, disabilities residents with barriers to employment identified as 'not work confidence to secure and sustain work the right skills for ready'. learning, life and work Delivering the 5 stage pipeline model to ensure young people and residents have the right skills to take advantage of employment opportunities created and accessible through the City Deal and other local developments. Increased variety and type of jobs with a Critical Indicators greater awareness of range of Strengthening partnership working within the LEP and improving opportunities available employer engagement with a focus on changing perceptions of particular cohorts with barriers to employment Real Living Wage employers in East Ren % 16-19 year olds participating in education, Identifying and securing resources for additional and enhanced services to support employers to hire people with barriers to employment or training securing/sustaining work % S4 pupils with school meal entitlement that achieved 5+ National 5 qualifications in S4 Sharing and making effective use of local data sources to create % 16-64 year olds claiming out of work a shared understanding of local needs, requirements, barriers to benefits employment % workless households A stronger partnership approach to Aligning vocational, apprenticeship and employment % working age population in employment address gaps in employability provision opportunities more closely with key areas of growth within the % people who are economically inactive community Supporting multi agency relationships and planning to ensure recruitment of young people from key equity groups, including care experienced and additional support needs Ongoing mapping of services requirements across the employability skills pipeline to identify gaps and avoid duplication. Ensuring information on services is accessible online, for all residents. Enabling new and existing businesses to grow and prosper through a co-ordinated package of advice, recruitment, financial Increased employment opportunities and training support. ERC using its position as a large employing organisation & procurer of goods & services to maximise income through employment of low income families

want is...

East Renfrewshire's transport links are accessible, attractive and seamless

Population Outcome The Outcome we

Intermediate Outcome

We will know we are making good steps along the way WHEN...

Our Contribution

So what we need to achieve is ...

Critical Activities

Ву.....

East Renfrewshire is an attractive and sustainable place for residents and businesses

East Renfrewshire transport links are accessible, attractive and seamless

Communities across East Renfrewshire are connected to services, leisure opportunities & employment/training Raising the ambition for public transport in East Renfrewshire

Maximising opportunities for partnership working with bus operators, Transport Scotland and other stakeholders

Critical Indicators

 Indicators will be established through the transport study Affordable transport and fewer barriers for deprived communities

Delivering new projects identified in the East Renfrewshire Transport Action Plan

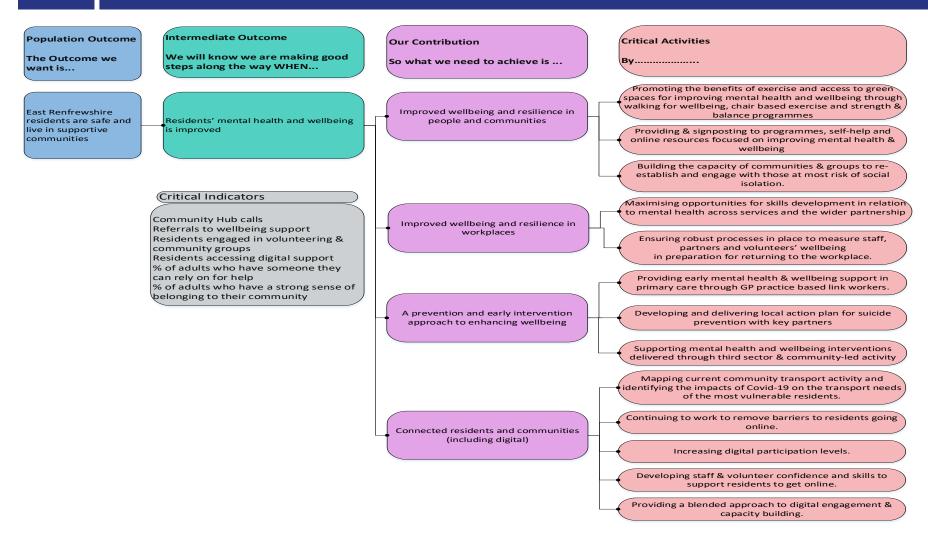
Identifying internal transport routes to address barriers to internal transport

Accessible transport that is easy to use

Assessing potential for social enterprise solutions

Delivering infrastructure improvements including high access kerbs throughout East Renfrewshire

Residents' mental health and wellbeing is improved



Residents are safe and more socially connected within their communities

Intermediate Outcome **Population Outcome Critical Activities Our Contribution** We will know we are making good The Outcome we So what we need to achieve is ... steps along the way WHEN... want is... Maximising the use of different resources and tools to engage with residents innovatively (inc. online digital footprint, media & marketing, branding & community Older people and spaces) Residents are safe and Communities have people with long more socially connected access to information and resources Developing and maintaining a comprehensive community term conditions in within their directory of local groups & services for signposting & East Renfrewshire communities referral are valued: their voices are heard Building the capacity of communities to develop and and they enjoy full deliver their own inclusive activities and positive lives Working with third sector, HSCP & ERC partners to offer a Critical Indicators single point of contact where residents can get advice on health, social care & community opportunities Confidence at home packages Domestic abuse data Increasing the awareness of the 'Talking Points' locations, Public nuisance calls Socially isolated help lines and internal referral pathways as an approach to % of adults with a strong sense of people are identified support & link people with local assets and find more local belonging to their community and connected to their communities sustainable solutions % of adults who have someone they can rely on for help Assisting with the development & growth of community resources & groups based on statistical analysis of Talking Points throughput with partners in the Community Hub Using data to identify crime and disorder trends and patterns within communities and inform targeted actions Identifying and raising awareness of safe public places for Residents feel safe in vulnerable people in the community through I am me: their communities Keep Safe project Creating safe open spaces and parks for all Co-ordinating a multi-agency approach to prevent falls in Residents are safe Delivering fire home safety visits which signpost individuals from harm to relevant services & identify fire & non-fire related risks in Co-ordinating a multi-agency approach to reducing domestic abuse Raising awareness in recognising opportunities to tackle financial harm to our residents

Integrating National, Community Planning Partnership and Council Outcomes

East Renfrewshire Council's Vision: A modern, ambitious council creating a fairer future with all.

National Outcome			Strategic Outcome		Outcome Delivery Plan (and Fairer East Ren) - Intermediate Outcomes		
	. We grow up loved, safe and respected so that we ealise our full potential.	→	All children in East Renfrewshire experience a stable and secure childhood and succeed.	→	 Child poverty in East Renfrewshire is reduced. (Fairer East Ren) Parents provide a safe, healthy and nurturing environment for their families. Children and young people are cared for, protected and their wellbeing is safeguarded. 		
8	. We are well educated, skilled and able to contribute o society We are healthy and active.	→	2. East Renfrewshire residents are fit and healthy and have the skills for learning, life and work.	→	 Residents have the right skills, learning opportunities and confidence to secure and sustain work. (Fairer East Ren) Children and young people are healthy, active and included. Children and young people raise their educational attainment and achievement and develop the skills they need. Residents are as healthy and active as possible. 		
3. We tackle poverty by sharing opportunities, wealth and power more equally.			ower more equally.	→	CROSS CUTTING OUTCOME INTEGRATED WITHIN ALL OUR LOCAL OUTCOMES		
ir 7 9 e 1	We have a globally competitive, entrepreneurial, aclusive and sustainable economy. We have thriving and innovative businesses, with uality jobs and fair work for everyone. We value, enjoy, protect and enhance our nvironment. We are creative and our vibrant and diverse ultures are expressed and enjoyed widely.	→	3. East Renfrewshire is a thriving, attractive and sustainable place for businesses and residents.	→	 East Renfrewshire's transport links are accessible, attractive and seamless. (Fairer East Ren) East Renfrewshire is a thriving place to invest and for businesses to grow. East Renfrewshire is an attractive place to live with a good physical environment. East Renfrewshire is a great place to visit. East Renfrewshire is environmentally sustainable. 		
e 1	. We live in communities that are inclusive, mpowered, resilient and safe. 1. We respect, protect and fulfill human rights and we free from discrimination.	→	East Renfrewshire residents are safe and live in supportive communities.	→	 Residents' mental health and wellbeing is improved. (Fairer East Ren) Residents are safe and are more socially connected within their communities. (Fairer East Ren) Residents live in safe communities with low levels of crime and anti-social behavior. Residents are protected from harm and abuse and public protection is safeguarded. Residents live in communities that are strong, self-sufficient and resilient. Residents are protected from drug and alcohol related harm. 		
	. We are healthy and active.	→	5. Older people and people with long term conditions in East Renfrewshire are valued; their voices are heard and they are supported to enjoy full and positive lives	→	 Residents are safe and are more socially connected within their communities.(Fairer East Ren) Older people and people with long terms conditions stay as healthy as possible. Older people and people with long terms conditions live safely and independently in the community. Carers are valued and can maintain their own health and wellbeing. 		
	. We are open, connected and make a positive ontribution (internationally).	→	Strategic outcomes- Customer, Efficiency and People				

Vision for the future

Our vision is to be a modern, ambitious council creating a fairer future with all and our ultimate aim is to make people's lives better.

We are working across East Renfrewshire to achieve best Outcomes for



EARLY YEARS AND VULNERABLE YOUNG PEOPLE



LEARNING, LIFE AND WORK



ENVIRONMENT AND ECONOMY



SAFE, SUPPORTIVE COMMUNITIES



OLDER PEOPLE
AND PEOPLE WITH
LONG-TERM CONDITIONS

We will achieve this by excelling in our Five Capabilities











And along this journey, in everything we do, we must live our Values









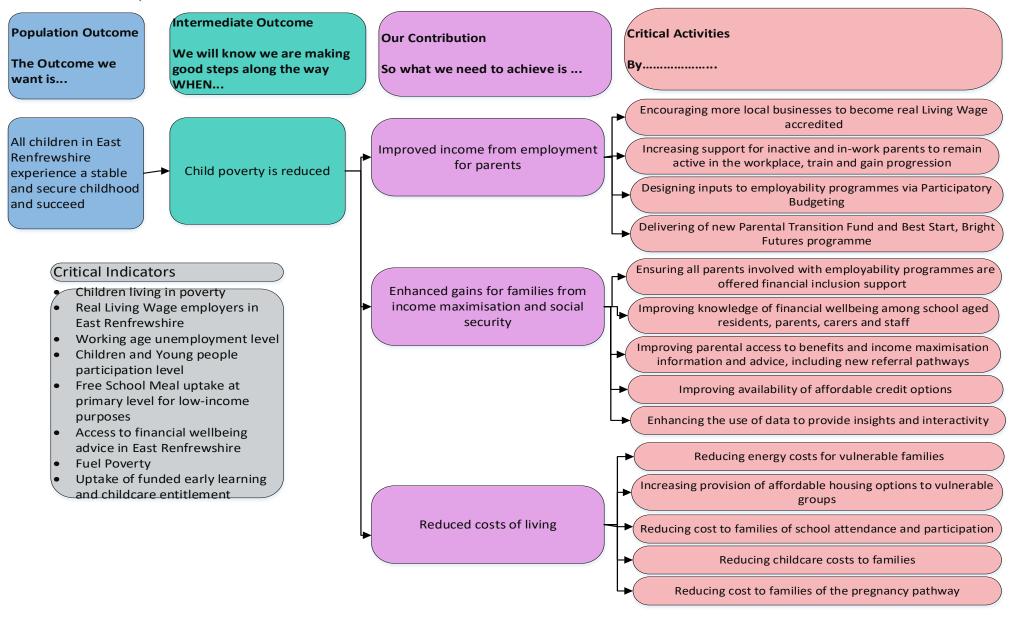
Fairer East Ren: Delivery Plans 2023/2024

Delivering the outcomes of the East Renfrewshire Community Plan

Background

- Fairer East Ren is the Local Outcome Improvement Plan for East Renfrewshire Community Planning Partnership.
- A requirement of the Community Empowerment (Scotland) Act 2015, is that a Local
 Outcomes Improvement Plan (LOIP) is produced to outline how community planning
 partners will work with communities to improve outcomes for individuals, families and
 communities and reduce socio-economic inequality.
- Fairer East Ren is set out in a number of themed delivery plans:
 - 1.1 Child poverty in East Renfrewshire is reduced (Local Child Poverty Action Report)
 - 2.1 Residents have the right skills, learning opportunities and confidence to secure and sustain work
 - 3.1 East Renfrewshire's transport links are accessible, attractive and seamless
 - 4.1 Residents' mental health and wellbeing is improved
 - 5.1 Residents are safe and socially connected within their communities
- Our Local Transport Strategy is currently in development and will contribute to achieving the activities laid out in outcome 3.1.
- The partners reviewed these plans in early 2021 and agreed that transitional plans were required while communities and services recovered from the impact of Covid-19.
- Following local elections in spring 2022, and a newly elected council administration, it was agreed that the transitional plans would be rolled forward for 2022/2023.
- The Council is currently undertaking a longer term strategic planning exercise that was
 explored with Community Planning Partners at a workshop in October 2022. As this will take
 us into the 2023/2024 year period, a further one year Fairer East Ren plan has been
 produced.
- In early 2023, the relevant thematic groups considered the outcomes, progress indicators and critical activities from previous plans in line with the pandemic recovery and renewal, as well as the ongoing cost-of-living pressures, and updated them accordingly.
- These updated plans allow us to work together in partnership to ensure that critical
 activities to reduce socio- economic inequality remain a key focus for the Community
 Planning Partnership.

1.1 Child Poverty in East Renfrewshire is reduced



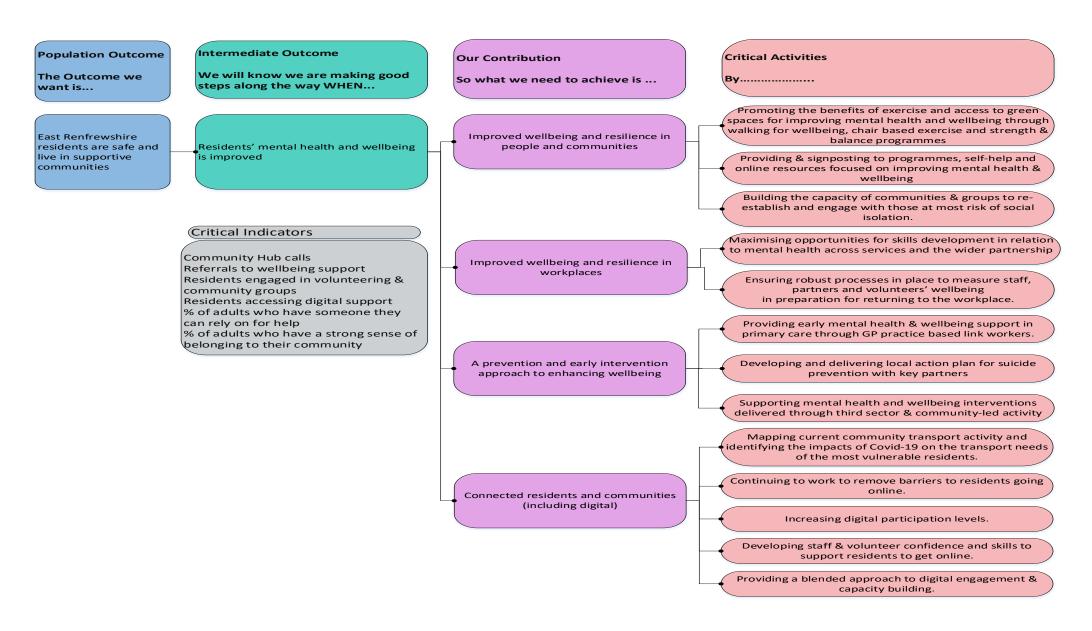
2.1 East Renfrewshire residents are healthy and active and have the right skills for learning, life and work

Intermediate Outcome **Population Outcome Critical Activities Our Contribution** We will know we are making good The Outcome we So what we need to achieve is ... By..... steps along the way WHEN... want is... Raising awareness of and developing pathways for employability support for local residents with barriers to secure and sustain work. Support will be provided to those newly East Renfrewshire Targeted and personalised support for unemployed as a result of the pandemic and deemed 'work Residents of East Renfrewshire have the residents are healthy people facing barriers eg mental health, ready', as well as ongoing and more intensive support for those right skills, learning opportunities and and active and have residents with barriers to employment identified as 'not work additional support needs, disabilities confidence to secure and sustain work the right skills for ready'. learning, life and work Delivering the 5 stage pipeline model to ensure young people and residents have the right skills to take advantage of employment opportunities created and accessible through the City Deal and other local developments. Increased variety and type of jobs with a (Critical Indicators greater awareness of range of Strengthening partnership working within the LEP and improving opportunities available employer engagement with a focus on changing perceptions of particular cohorts with barriers to employment Real Living Wage employers in East Ren Identifying and securing resources for additional and enhanced % 16-19 year olds participating in education, services to support employers to hire people with barriers to employment or training securing/sustaining work • % S4 pupils with school meal entitlement that achieved 5+ National 5 qualifications in S4 Sharing and making effective use of local data sources to create • % 16-64 year olds claiming out of work a shared understanding of local needs, requirements, barriers to benefits employment % workless households A stronger partnership approach to • % working age population in employment Aligning vocational, apprenticeship and employment address gaps in employability provision opportunities more closely with key areas of growth within the % people who are economically inactive community Supporting multi agency relationships and planning to ensure recruitment of young people from key equity groups, including care experienced and additional support needs Ongoing mapping of services requirements across the employability skills pipeline to identify gaps and avoid duplication. Ensuring information on services is accessible online for all residents. Enabling new and existing businesses to grow and prosper through a co-ordinated package of advice, recruitment, financial Increased employment opportunities and training support. ERC using its position as a large employing organisation & procurer of goods & services to maximise income through employment of low income families

3.1 East Renfrewshire's transport links are accessible, attractive and seamless

Intermediate Outcome **Population Outcome Critical Activities Our Contribution** We will know we are making good The Outcome we So what we need to achieve is ... By..... steps along the way WHEN... want is... Raising the ambition for public transport in East Communities across East East Renfrewshire is Renfrewshire Renfrewshire are connected to an attractive and East Renfrewshire transport links are services, leisure opportunities & sustainable place for accessible, attractive and seamless employment/training residents and Maximising opportunities for partnership working businesses with bus operators, Transport Scotland and other stakeholders Delivering new projects identified in the East Critical Indicators Renfrewshire Transport Action Plan Affordable transport and fewer barriers for deprived communities Indicators will be established Identifying internal transport routes to address through the transport study barriers to internal transport Assessing potential for social enterprise solutions Accessible transport that is easy to use Delivering infrastructure improvements including high access kerbs throughout East Renfrewshire

4.1 Resident' mental health and wellbeing is improved



5.1 Residents are safe and more socially connected within their communities

Intermediate Outcome **Population Outcome** Our Contribution **Critical Activities** We will know we are making good The Outcome we So what we need to achieve is ... steps along the way WHEN... want is... Maximising the use of different resources and tools to engage with residents innovatively (inc. online digital footprint, media & marketing, branding & community Older people and spaces) Communities have Residents are safe and people with long more socially connected access to information and resources Developing and maintaining a comprehensive community term conditions in within their directory of local groups & services for signposting & East Renfrewshire communities referral are valued; their voices are heard Building the capacity of communities to develop and and they enjoy full deliver their own inclusive activities and positive lives Working with third sector, HSCP & ERC partners to offer a Critical Indicators single point of contact where residents can get advice on health, social care & community opportunities Confidence at home packages Domestic abuse data Increasing the awareness of the 'Talking Points' locations, Public nuisance calls Socially isolated help lines and internal referral pathways as an approach to % of adults with a strong sense of people are identified support & link people with local assets and find more local belonging to their community and connected to their communities sustainable solutions % of adults who have someone they can rely on for help Assisting with the development & growth of community resources & groups based on statistical analysis of Talking Points throughput with partners in the Community Hub Using data to identify crime and disorder trends and patterns within communities and inform targeted actions Identifying and raising awareness of safe public places for Residents feel safe in vulnerable people in the community through I am me: their communities Keep Safe project Creating safe open spaces and parks for all Co-ordinating a multi-agency approach to prevent falls in the home Residents are safe Delivering fire home safety visits which signpost individuals from harm to relevant services & identify fire & non-fire related risks in the home Co-ordinating a multi-agency approach to reducing domestic abuse Raising awareness in recognising opportunities to tackle financial harm to our residents

The Community Planning Partners will oversee the progress towards a Fairer East Ren and will publish updates on our webpages at https://eastrenfrewshire.gov.uk/community-planning-partnership

As we continue to deliver a Fairer East Ren we will create opportunities for working together with local people to ensure the plans meet their needs.