

# Council Plan

Mid-term Refresh

Performance Framework

We are fair, We are helpful, We are great collaborators, We value learning



Renfrewshire  
Council

# Delivering the Council Plan – Place

What we will do	Due Date
1. Progress Renfrewshire’s Housing-led Regeneration and Renewal programme	31-Mar-2031
2. Support our citizens to access affordable cross-tenure homes that are digitally enabled and meet community needs	31-Mar-2027
3. Deliver the ambitions in our long-term place visions for our key settlements and town centres	31-Mar-2026
4. Deliver Renfrewshire’s strategic capital investment programmes, including cultural, infrastructure, housing and school estate, and maximise the long-term benefits for our communities (CF)	31-Mar-2027
5. Develop Travel Renfrewshire 2035, our Transport Strategy, supported by revised Active Travel and Public Transport Strategies and aligned to the regional and national travel strategies.	31-Mar-2026
6. Deliver the next phase of Local Partnerships development, through our new Local Plans, Local Priorities and Local Voices programme	31-Mar-2025
7. Design a new Connected Communities service model for the Council, transforming how we support, collaborate and engage with our communities	31-Dec-2025

# Delivering the Council Plan – Place

Indicator	Current Status	2021/22		2022/23		2023/24		Explanation of performance
		Value	Target	Value	Target	Value	Target	
1. Opportunities to see or hear something positive about Paisley and Renfrewshire	Target achieved	314,041,621	240,000,000	204,638,668	240,000,000	268,082,849	240,000,000	This indicator is focused on measuring the reach of the Paisley.is destination brand. The significant drop in articles in Q4 (2 February 2024 – 1 March 2024) was due to downtime experienced by the media monitoring service provided to the council. This significantly impacted on the platform's ability to capture and measure coverage for clients, including Renfrewshire Council for several weeks.
2. Amount of Vacant and Derelict Land	Data only	208.6	Data only	254	Data only	248	Data only	The vacant and derelict land survey is undertaken each year covering the period between the 1 April to the 31 March. In 2023 there are 248 hectares of land recorded as vacant and derelict on the Council's survey. The total amount of vacant and derelict land continues to reduce across Renfrewshire with a 6 hectare reduction since last year. This will be reviewed following the completion of the latest audit.
3. Percentage of Council housing stock which meets the Scottish Housing Quality Standard	Below target	57%	100%	68.31%	100%	68.55%	100%	The Annual figure is the final figure to be returned to the Scottish Housing regulator as part of our ARC return. Our pass rate is still materially affected by EICR & Smoke Detector fails and by EESSH fails. A contract has recently started to enforce EICRS/Smoke detector installs and we expect the position to improve as a result, for next year's compliance rate.

# Delivering the Council Plan – Place

Indicator	Current Status	2021/22		2022/23		2023/24		Explanation of performance
		Value	Target	Value	Target	Value	Target	
4. Affordable housing completions	Target achieved	170	243	369	200	*	**	<p>The affordable newbuild housing programme involves both Council and Housing Association developments across sites in Renfrewshire. In 2022/2023 there were 369 affordable housing completions across Renfrewshire including new homes being built in Paisley, Johnstone, Renfrew and Bishopton. The Council continues to increase the supply and delivery of a range and choice of affordable homes to meet the housing needs of different groups.</p> <p>*This data is not yet available                      **In future updates of this indicator the target will be changed to reflect the emerging LDP3.</p>
5. Percentage of pothole repairs completed within timescales	Near target	83%	80%	95%	90%	94%	95%	<p>The 2023/24 % of potholes repaired was 94% falling just short of the 95% target. The service recently changed the Roads Inspector model, moving away from having carriageway inspectors, footway inspectors, statutory inspectors and capital inspectors. We now have a bank of 9 inspectors that cover all disciplines within their set area. It has taken time to get everyone trained up, and for a while, some of the inspectors that hadn't covered carriageways before, were raising emergency lines for potholes that weren't an emergency. This indicator was added at the Mid-term Refresh in June 2024.</p>

Please note, we plan to develop additional community indicators.

# Delivering the Council Plan – Economy

What we will do	Due Date
1. Develop an Investment Proposition for Renfrewshire that is clear on our economic ambitions for our place	31-Mar-2025
2. Monitor the benefits of City Deal Projects, including Glasgow Airport Investment Area, Clyde Waterfront and Renfrew Riverside and City Region wide employment programmes	31-Mar-2025
3. Fully participate in the AMIDS joint venture	31-Mar-2026
4. Complete the Tech Terrace development and attract the first large occupier	31-Mar-2026
5. Develop a Community Wealth Building Plan for Renfrewshire	31-Dec-2024
6. Continue to support local employment through the delivery of targeted support through the Council's employability programme	31-Mar-2027
7. Continue to progress core actions to support local and regional economic growth.	31-Mar-2027

# Delivering the Council Plan – Economy

Indicator	Current Status	2021/22		2022/23		2023/24		Explanation of performance
		Value	Target	Value	Target	Value	Target	
1. Percentage of Council procurement spend spent on local enterprises	Below target	18.87%	23%	19.3%	23%	*	23%	*23/24 data is provided by Improvement Service and will not be available until end of 2024.
2. Gross Value Added (GVA) per capita (LGBF)	Data only	£22,002	Data only	£23,758	Data only	*	Data only	* This is an LGBF indicator and data for 2023/24 will be available in 2025. 2019/20 figure reported as £24,701 2020/21 figure reported as £21,294
3. Number of people supported, sustained in work at 6 Months through Renfrewshire Council Employability Programme (INVEST)	Target achieved	221	180	340	180	268	180	Of those moving into work 268 have responded to say they are still in employment. The actual number may be higher than this, not all people respond / are in contact.
4. Number of new business start ups in Renfrewshire with Business Gateway support	Near target	272	320	206	320	305	320	During 23/24, 305 new businesses have started trading with the support of Business Gateway. This is slightly below the target set but a significant increase from the year before. Start Up numbers were significantly affected by covid and this is the first year of pre-covid figures. The team work with and support considerably more businesses (than 320) over the year but don't have control over when they start to trade.

# Delivering the Council Plan – Economy

Indicator	Current Status	2021/22		2022/23		2023/24		Explanation of performance
		Value	Target	Value	Target	Value	Target	
5. Renfrewshire Claimant Count (NOMIS)	Data only	4,180	Data only	3,755	Data only	*	Data only	*This is a national dataset and figures for 2023/24 are not yet available. Claimant rate currently 3.1%, compared to 3% in Scotland, and 3.7% in the UK.
6. Percentage of Renfrewshire population working age (16-64)	Data only	76.2%	Data only	*	Data only	*	Data only	* This is a national dataset and population estimates for 2022/23 and 2023/24 are not yet available.
7. Percentage of Renfrewshire population working age (16–64) who are economically inactive (calendar year)	Data only	25.9%	Data only	22.4%	Data only	*	Data only	*Data is reported after the end of calendar year so 2024 is not yet available. This is a new indicator, following the Mid-Term Refresh in June 2024. For 2023, around 25,100 people or 22.4% of the population aged 16 to 64 years in Renfrewshire were "economically inactive". This compares with around 29,400 people (25.9%) in the year ending December 2022. People are classed as "economically inactive" if they are not in employment but don't meet the criteria for being "unemployed". This means they have not been seeking work within the previous four weeks or were unable to start work within the next two weeks. Common reasons include being retired, looking after the home or family or being temporarily or long-term sick and disabled. (Source: ONS)



# Delivering the Council Plan – Fair

What we will do	Due Date
1. Deliver the Fairer Renfrewshire programme, working with partners to support Renfrewshire residents through the cost-of-living crisis (CF)	31-Mar-2025
2. Develop mechanisms for supporting individuals with lived experience of poverty to influence policy in this area	31-Mar-2025
3. Developing new and radical approaches to tackling child poverty in Renfrewshire (CF)	31-Mar-2027
4. The Promise Strategic Oversight Board and workstreams will progress and ensure Renfrewshire ‘Keeps the Promise’ and delivers improved outcomes for individuals who are care experienced, wherever possible keeping children within their families (CF)	31-Mar-2025
5. Build local capacity for transformational whole systems change and to scale up and drive the delivery of holistic whole family support services (CF)	31-Mar-2025
6. Develop the Trauma Informed and Responsive Renfrewshire Programme	31-Mar-2025
7. Progress the design and delivery of the Curriculum, Learning, Teaching and Assessment; the Families and Communities; and the Inclusion Portfolios within Children’s Services (CF)	31-Mar-2025
8. Deliver mental health and wellbeing support, including Ren10 mental health and wellbeing network to support children, young people and their families (CF)	31-Mar-2025
9. Deliver strategic and operational responses to migration and asylum, supporting individuals and families into settled accommodation	31-Mar-2026



# Delivering the Council Plan – Fair

Indicator	Current Status	2021/22		2022/23		2023/24		Explanation of performance
		Value	Target	Value	Target	Value	Target	
1. Percentage of children living in poverty (after housing costs)	Data only	23.3	Data only	*	Data only	*	Data only	<p>*Data has not yet been made available for 2021/22 and is expected later in 2023.</p> <p>The figure for this indicator is derived from the Local Government Benchmarking Framework indicator CHN24 '% of children living in poverty (after housing costs)'. The percentage in Renfrewshire in 2020/21 was 19.5% which was a considerable drop from 23.11% in 2019/20. Renfrewshire had the lowest rate amongst its family group for this indicator, while the Scottish average was 20.86%.</p>
2. Proportion of people earning less than the real living wage (LGBF)	Data only	19.8	Data only	12.5	Data only	*	Data only	<p>*This is an LGBF indicator and data for 2023/24 will not be available until March 2025.</p>
3. Percentage uptake of free school meals in primary schools (%)	Below target	49.3	75	53.4	52	52.5	60	<p>Although the overall figure for 2023/25 was 52.5%, there was an increase in Q3 and Q4. This is a direct result of activity in the schools, specifically targeting P5, where we see a very low uptake. Menus are being changed regularly in line with survey feedback from teacher, parents, children and catering staff. (new menu June 2024). Taster sessions are being run in schools with particularly low uptake.</p> <p>Also working with Head Teachers looking at ways to improving the dining experience, staggered lunches being considered, this will allow longer for children to eat.</p> <p>In Q3, 3 kitchens changed from import to cooking kitchens, so that increased the uptake too.</p>

# Delivering the Council Plan – Fair

Indicator	Current Status	2021/22		2022/23		2023/24		Explanation of performance
		Value	Target	Value	Target	Value	Target	
4. Number of children in receipt of school clothing grants	Data only	6094	Data only	6104	Data only	5860	Data only	*This is a new indicator, added at the June 2024 refresh.
5. Average time from household presenting themselves as homeless to completion of duty (number of weeks)	Target achieved	22.25	26	21.74	26	22.04	26	This is currently a manual calculation and has still to be submitted to the Scottish Government for ratification. Whilst the figure is better than target, this indicator relates to ‘closed’ cases only. Given the record high number of homeless applications during 2023/24 and the number of homeless applicants still staying in temporary accommodation (‘live’ cases), it is anticipated that this figure is likely to increase in the long run. A strong focus will continue to be required on social housing lets to those who are homeless

# Delivering the Council Plan – Green

What we will do	Due Date
1. Develop costed, targeted interventions and actions to support our net zero journey within the Council and working in partnership with key stakeholders (CF)	31-Mar-2026
2. Development of Low Emissions / Electrification Strategy	31-Mar-2025
3. Develop a Strategic Property Review of Council operational, non-operational and surplus assets	31-Mar-2025
4. Develop a funding strategy to support the resourcing of actions to deliver net zero	31-Mar-2025
5. Establish a carbon budget for Renfrewshire Council	31-Mar-2025
6. Review opportunities within the Council's infrastructure pipeline projects to align with the skills transition and green skills development for local people	31-Dec-2024

# Delivering the Council Plan – Green

Indicator	Current Status	2021/22		2022/23		2023/24		Explanation of performance
		Value	Target	Value	Target	Value	Target	
1. CO2 Emissions area wide per capita (LGBF) (tonnes)	Data only	4.51	Data only	*	Data only	*	Data only	* This is an LGBF indicator and data for 2022/23 will be available in March 2024. For 2020/21 this was 4.02 More recent data relating to the Council's emissions can be found in our annual Public Bodies Climate Change Duties Reporting <a href="#">here</a>
2. CO2 Emissions area wide: emissions within scope of LA per capita (LGBF)	Data only	3.91	Data only	*	Data only	*	Data only	* This is an LGBF indicator and data for 2022/23 will be available in March 2024. For 2020/21 this was 3.48 More recent data relating to the Council's emissions can be found in our annual Public Bodies Climate Change Duties Reporting <a href="#">here</a>
3. Amount of CO2 emitted by the public vehicle fleet	Near target	3,223	3,000	3,267	3,000	3,118	3,000	The total for the year is 3,118 tonnes of CO <sub>2</sub> emitted which is slightly over target of 3,000 tonnes of CO <sub>2</sub> e.
4. Amount of CO2 emitted from public space lighting	Near target	1,246	1,500	1,138	1,500	1216	1,100	The emissions levels are anticipated to level out, year on year, as the LED programme is substantially complete.
5. Amount of CO2 emitted from Council buildings	This is a new indicator, added for the Mid-term Refresh in June 2024							
6. Percentage of household waste Recycled (Calendar year data)	Target achieved	51.7% (2021 calendar year)	50%	53.7% (2022 calendar year)	50%	*	50%	*Data not yet available. The latest data available relates to the calendar year 2022.

# Delivering the Council Plan – Living our Values

What we will do	Due Date
1. Implement the next phase of transformation through the actions arising from the Council’s financial sustainability and improvement workstreams	31-Mar-2025
2. Deliver self-assessment activity across the organisation in line with revised best value audit methodology	31-Mar-2026
3. Lead implementation of the council brand, ensuring council communications are responsive, informed, inclusive and accessible (CF)	31-Mar-2025
4. Deliver a refreshed approach to workforce planning and workforce innovation, with a focus on recruitment and retention; learning and development; and career pathways.	31-Mar-2025
5. Embed our Wellbeing Strategy, meeting the current and future needs of our workforce	31-Mar-2025
6. Drive improved attendance and reduced absence across the organisation	31-Mar-2025
7. Continue to develop our approaches and activities in relation to Equality, Diversity and Inclusion, responding to the needs and views of our workforce	31-Mar-2025
8. Develop new approaches to consultation and engagement with our communities, underpinned by our values (CF)	31-Mar-2026

# Delivering the Council Plan – Living Our Values

Indicator	Current Status	2021/22		2022/23		2023/24		Explanation of performance
		Value	Target	Value	Target	Value	Target	
1. Average number of work days lost through sickness absence per employee	Below target	11.87	9.9	13.57	9.9	13.01	9.9	*The council has recorded an overall absence rate of 13.01 days lost per FTE employee, which is 3.02 days above the council target of 9.9 days.
2. Percentage of posts of the highest 5% of earners among employees (excl. Teachers) who are women (AS) (%)	Data only	58.15	Data only	56.84	Data only	*	Data only	*Data for 2023/24 is not available.  For 2022/23 there was a total number of employees = 6,217 Total number of employees in top 5% = 329 (per guidance value 308 has been increased to 311 due to numbers on the salary point)  Total number of women in top 5% = 187 (56.84%)
3. Percentage gender pay gap between average hourly rate of pay for male and female employees	Data only	2.29	Data only	0.48	Data only	*	Data only	*Data for 2023/24 is not available.  The pay gaps were calculated using the difference between male and female's average hourly rate which excludes overtime.  Average hourly rate of pay (Male) = £18.87 Average hourly rate of pay (Female) = £18.78 Gender Pay Gap % = 0.48%  The Council's pay gap of 0.48% was calculated as at 31st March 2023 and highlights the pay gaps between male and female employees.

# Delivering the Council Plan – Living Our Values

Indicator	Current Status	2021/22		2022/23		2023/24		Explanation of performance
		Value	Target	Value	Target	Value	Target	
4. Number of complaints closed at Frontline Resolution as a percentage of all complaints (%)	Near target	86.8	85	89.2	85	82.8	85	For 2023/24, across the Council 10,836 complaints, comments and compliments were recorded on the complaint system.  Of this 9,821 were closed as a frontline response complaint and 8,138 (82.8%) were closed within 20 working days. Target has not been achieved for the 2023/24 reporting period.
5. Percentage Of FOI requests completed within timescale (%)	Near target	95.4	90	94	90	89.9	90	89.9% FOI requests due in 2023/24 were completed on time. 1502 requests were received with 1350 completed within timescale.
6. Percentage of LGBF indicators performing in the top 2 quartiles (%)	This is a new indicator following the Mid-term Refresh in June 2024							



# Delivering the Council Plan – Improving Outcomes for Children and Families

Indicator	Current Status	2021/22		2022/23		Q1 2023/24		Explanation of performance
		Value	Target	Value	Target	Value	Target	
1. Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)	Below target	15.4	7	16	10	*	Data only	The percentage point gap between the attainment in literacy of pupils living in the most and least deprived areas has increased to 16 percentage points, in comparison to 15.4 percentage points in 2021/22.
2. Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils living in 30% Most Deprived areas and those living in 70% Least Deprived Areas (SIMD)	Below target	13.4	6	11	9	*	9	The percentage point gap between the attainment in numeracy of pupils living in the most and least deprived areas has decreased to 11 percentage points, after a slight increase between 2021 and 2022.
3. Average complementary tariff score of pupils living in SIMD 30% most deprived areas	Data only	545	Data only	496	Data only	*	Data only	*Latest data on school leavers attainment shows 2022/23 complementary tariff score is down on the figure for 2021/22, marking the second successive year that the figure has fallen. Please note, assessment methods continue to be impacted by the pandemic, and comparison with previous years should be treated with caution.
4. Average complementary tariff score of all school leavers in Renfrewshire	Data only	689	Data only	657	Data only	*	Data only	The average complementary tariff score decreased in 2022/23. The average tariff of 657 marks a further drop in the complementary tariff score since the 2021 exam cohort. Please note, assessment methods continue to be impacted by the pandemic, comparison with previous years should be treated with caution.

# Delivering the Council Plan – Improving Outcomes for Children and Families

Indicator	Current Status	2021/22		2022/23		2023/24		Explanation of performance
		Value	Target	Value	Target	Value	Target	
5. Percentage of Looked After Children cared for in the community (%)	Target achieved	92	89.9	90	89.9	91.7	89.9	The percentage of children looked after in the community has increased by 0.4pp compared with Q3 of 2023/24, and has remained between 90% and 91% throughout the past 12 months. The majority of children looked after in Renfrewshire continue to live in a community setting either with their own family or with an alternative family. A residential house or school can be more suitable for a small number of children and young people based on their particular needs, but the service will always seek to have a child live in a family setting where appropriate. Please note, this indicator is also reported annually and the figure is derived from the Local Government Benchmarking Framework indicator CHN9 'Proportion of children being looked after in the community'. The last data published for this indicator is for 2021/22; the percentage children looked after in Renfrewshire living with families in the community was 91.4%, above the Scotland average of 89.8%.

# Council Plan

Mid-term Refresh - Performance Framework  
June 2024

For more information, please contact:  
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