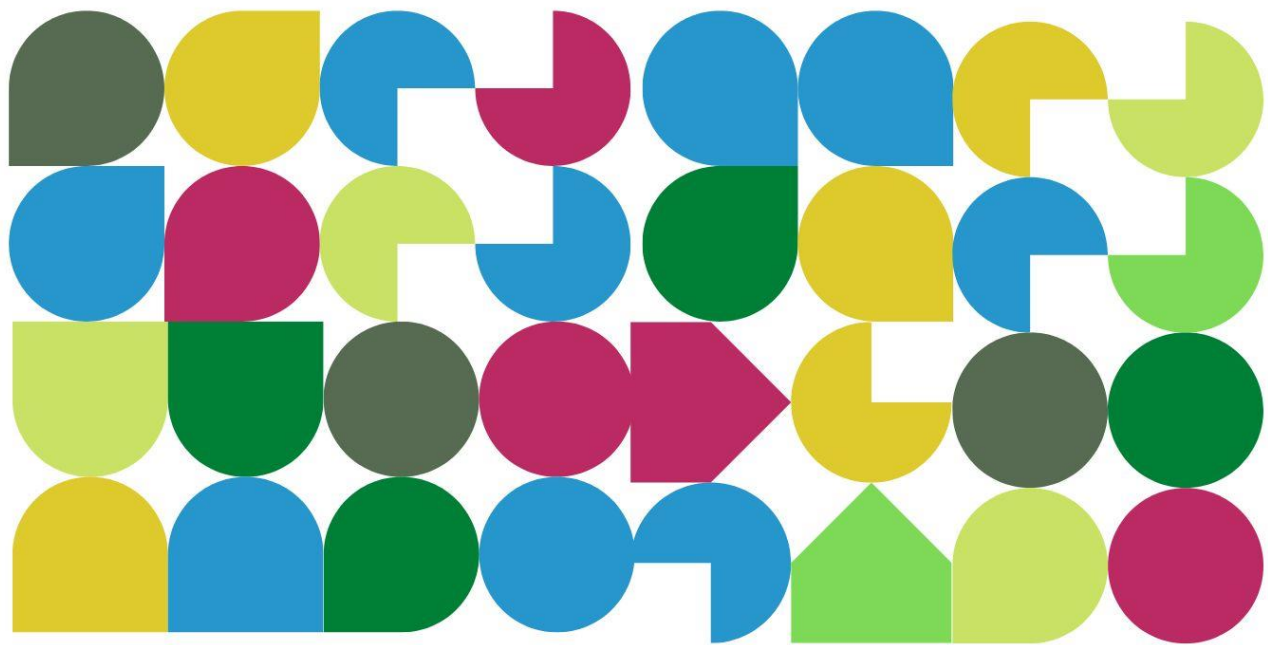




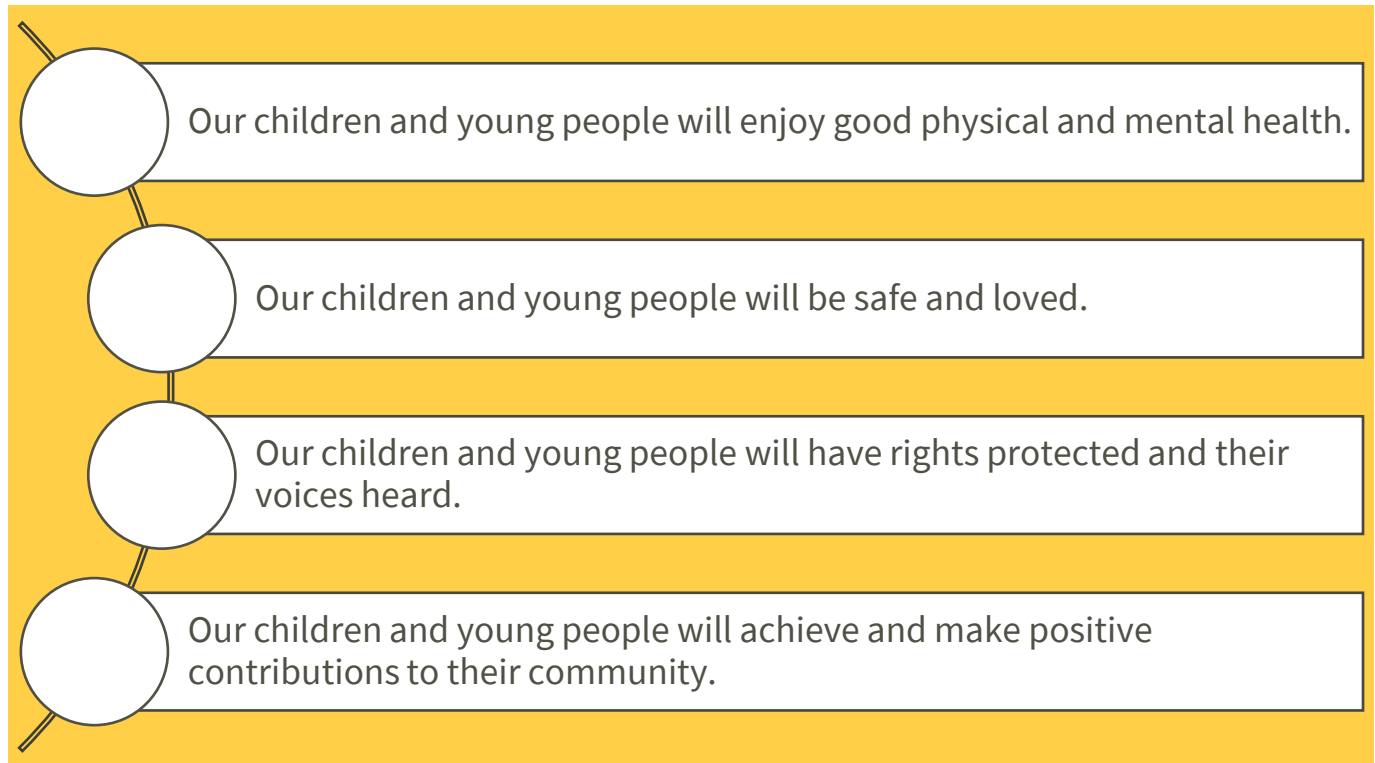
RENFREWSHIRE CHILDREN'S SERVICES PARTNERSHIP PLAN EVALUATION

Annual evaluation of the Plan (24/25)

1. INTRODUCTION

The Renfrewshire Children's Service Partnership Plan 2023– 2026 was approved by the Education and Children's Services Policy Board on 9 March 2023 and following this by the Integration Joint Board on 31 March 2023. The Plan identifies key collaborative activities that Renfrewshire Council, statutory partners and third sector organisations will undertake over a three-year period to ensure Renfrewshire's children and young people are happy, healthy, safe and thriving.

The Plan identifies four outcomes which Partners want to achieve for the children and young people of Renfrewshire:



Outcomes were informed by a needs assessment and data review, drawing on the views of children and young people expressed through projects and engagement activity. The outcomes represent opportunities where the Partnership can add value to single-agency activity through collaboration and targeted use of information and resources.

Although out with the scope of this evaluation, partners recognise the positive impact that individual services, organisations and other multi-agency partnerships and plans have on improving outcomes for children and young people, e.g. The [Fairer Renfrewshire Child Poverty Action Plan](#) sets out activities undertaken in Renfrewshire to reduce child poverty and support our children to thrive. This multi-agency plan includes immediate supports, short-term actions that sit alongside existing initiatives and longer-term plans which support families out of poverty. The partnership has embedded the voice of those with lived experience in our policy and practice.

This report demonstrates key examples of the Partnership's work in the second year of the Plan to develop and deliver services in response to young people's needs. It identifies the added value of collaboration across several projects/initiatives, and the impact this work has had on children and young people's outcomes. It also reflects on Partners' experiences of the Partnership and discusses challenges and opportunities for the future.

2. EXECUTIVE SUMMARY

The Renfrewshire Children's Services Partnership (RCSP) continues to deliver against its 2023–2026 Plan, which outlines a shared ambition for all children and young people to be safe, healthy, heard, and thriving. This year's evaluation highlights the tangible progress made across services, the growing strength of partnership relationships, and the challenges and emerging opportunities to embed change more deeply and sustainably.

Over the past year, cross-sector working has matured. Professionals consistently reported stronger collaboration, improved trust, and clearer shared purpose. Examples of joint training, shared systems, and co-developed programmes demonstrate how the Partnership is supporting responsive and joined-up delivery. This relational foundation is viewed by practitioners as a key enabler for future transformation.

Services increasingly use shared approaches to engage families early and flexibly. The Whole Family Wellbeing Service (WFWS), for example, has created more consistent pathways to support and developed strong third sector partnerships that are now integral to delivery. Similarly, physical activity work led by OneRen has engaged diverse groups of young people and supported the development of a new PE curriculum that will improve consistency and inclusion across schools.

Progress is also visible across the Plan's four strategic aims. Young people are increasingly accessing opportunities to support their wellbeing and development. There is greater awareness of trauma, rights, and inclusion across sectors. Participation has begun to move beyond consultation, with some services embedding co-design and voice in everyday practice, though with clear appetite to increase Voice across the Partnership.

Important challenges remain, however. While collaboration is strong, the Partnership's strategic plan is not yet consistently reflected in service-level planning or decision-making. Partners noted a need for clearer expectations, stronger governance, and greater accountability for collective outcomes. Evaluation and data collection remain at points fragmented, limiting the ability to measure impact system-wide, though it is appreciated that these need time to develop and represent a clear opportunity for the Partnership going forward.

There is also a desire to better embed participation and rights across the Partnership. While examples of good practice exist, there is not yet a coherent, Partnership-wide strategy for engaging children, young people, and families in shaping services and decisions

The RCSP enters the third year of delivery with strong foundations, shared learning, and a clear appetite and pathways for progress. This is a system increasingly capable of delivering collaborative, rights-based, and impactful services for children, young people, and families in Renfrewshire.

Recommendations

Using the Shared Evaluation Strategy:

- Deliver short workshops to build awareness and understanding of the evaluation strategy.
- Provide core outcome indicators and tools for shared use.
- Create a central bank of evaluation resources and templates.

Refresh Partnership Meetings:

- Introduce a rotating focus on one strategic aim or theme per meeting.
- Rotate the chair of meetings across Partners.

Training:

- Map existing cross-partner training and identify gaps.
- Create space, whether at meetings or development days, for training.

Leadership and Plan Visibility:

- Appoint a named RCSP Lead in each partner organisation.
- Develop a communications plan to raise internal awareness of the Plan.
- A roadshow from the leadership of the RCSP about the plans aims and priorities to boost awareness of the Plan at this midpoint.
- Produce case studies of where the Plan has been used to impact delivery that demonstrates the action taken.

3. METHODOLOGY

This year's evaluation of the Renfrewshire Children's Services Partnership Plan (2023–2026) builds on the approach taken in 2023/24, while strengthening its focus on outcomes. The methodology reflects the Partnership's commitment to collaborative learning, continuous improvement, and alignment with Scotland's national policy landscape, including GIRFEC, The Promise, and the incorporation of the United Nations Convention on the Rights of the Child (UNCRC).

Purpose and Scope

The primary aim of this evaluation is to assess the progress made by the Partnership in the second year of the Plan's implementation. It does so by drawing on a broad base of qualitative and quantitative data to explore how services are working together to improve outcomes and develop learning towards the added value of the RCSP.

Evaluation Principles

This evaluation was designed around three core principles:

1. **Outcomes-focused** – prioritising evidence of impact and change, rather than simply activity.
2. **Partnership-led** – drawing insight from the collective experience of practitioners across sectors and settings.
3. **Rights-based** – taking into account the experiences, and participation of children, young people, and families wherever possible.

Data Sources and Methods

This year's evaluation used a triangulated approach, combining multiple sources of evidence to ensure a balanced and credible account of progress. These included:

- **Qualitative Interviews:** In-depth, semi-structured interviews were conducted with key practitioners across services involved in delivering the Plan. These interviews explored reflections on progress against strategic aims, experiences of partnership working, enablers and barriers to delivery, and views on next steps.
- **Thematic Case Studies:** Three updated case studies were developed focusing on key areas of collaborative work – The Promise, OneRen's physical activity work, and the Whole Family Wellbeing Service. Each case study explores delivery context, value added by partnership working, outcomes for children and families, and reflections on what has been learned.
- **Survey of Partners:** The survey captured practitioner perspectives on collaboration, shared understanding of the Plan, confidence in delivery, and views on rights, participation, and data use.
- **Secondary Data:** Data of key indicators has been used, as well as data and research from services and organisations within the Partnership.

Analysis

All qualitative data was analysed thematically. Interviews and survey responses were reviewed to identify patterns, recurring concepts, and cross-cutting themes. Where relevant, responses were grouped against the four strategic aims and four partnership characteristics. This allowed the evaluation to assess both the content of delivery and the functioning of the Partnership as a system.

4. EVALUATING PARTNERSHIP EFFECTIVENESS

By fulfilling the Partnership characteristics below, the Partnership is able to demonstrate how effective collaborative partnership working can add value to improve outcomes for children, young people and families.

Pairing	Aspiration
Clear and Transparent	The partnership has clarity of purpose, aims and roles. All partners are individually aware of the partnership purpose, aims and roles. All partners are honest and transparent about required areas of improvement and development.
Sharing and Communicative	The partnership communicates effectively. All partners are informed at all times of relevant partnership developments. Knowledge and experience is shared around the partnership which allows all partners to be aware of current practices and processes.
Collaborative and Accountable	The partnership makes decisions collaborative with all partners having an equal chance to influence decision making processes. As a result of this collaborative approach, all partners are equally accountable to partnership outcomes.
Evaluative and Open	The partnership treats evaluation as a necessary process for continual self-improvement. All partners are committed to completing self-evaluation and open to sharing reflective knowledge around the partnership.

Clear & Transparent

The interviews highlighted progress in creating shared strategic direction across the Renfrewshire Children's Services Partnership (RCSP). Partners consistently described a unifying vision and broad alignment around the four high-level aims, and the Partnership characteristics. A recurring theme however was the gap between strategic ambition and operational clarity.

While staff and delivery leads felt empowered, many also reported uncertainty about specific goals, expectations, and success measures: *"We know what the big picture is, but not always what we're being asked to deliver within that"*.

This ambiguity was most keenly felt in newer or evolving service areas. It was noted that despite having a strong voice in strategic spaces, translating that influence into sustained multi-agency action still requires more clarity.

Across the Partnership, there was a shared view that the next iteration of the Plan must provide stronger direction on local delivery priorities, metrics of progress, and the role of each partner in delivering change.

Sharing & Communicative

Renfrewshire's partnership landscape was widely praised for its openness and willingness to collaborate. Interviewees described a growing culture of informal communication, joint planning, and cross-sector learning: *"We're much better now at picking up the phone or linking up - there's not the same silos"*.

Third sector representatives particularly noted improvements in being included in discussions and having their insights valued. One interview illustrated how regular joint planning sessions with voluntary organisations enabled better co-ordination of support: *"We're building trust. They're not just a provider - they help shape the work"*.

However, a deeper layer of reflection revealed that this communicative culture is still variable. Partners commented on inconsistent representation at meetings, a lack of shared preparation or follow-up, and difficulties in creating truly shared language: *"It sometimes feels like we're all speaking slightly different dialects of the same thing"*.

Improved communication was recognised as a strength, but also as an area requiring continual reinforcement through shared learning, joint training, and purposeful facilitation.

Collaborative & Accountable

The strongest theme under this theme was the value of collaboration rooted in trust and flexibility. Across all interviews, partners described examples of responsive, needs-led working that went beyond traditional boundaries. This was evident in WFWS's multi-agency triage, OneRen's creative programming, and the Promise's integration into corporate planning, among other examples: *"There's less 'us and them' now. We work around families—not within organisational limits"*.

At the same time, there were calls for stronger structures to balance this flexibility with accountability. Some interviewees felt there was still too much reliance on goodwill or personality-driven relationships. In the words of one senior lead: *"It's working—but it's working because we're making it work. We need more from the center"*.

Accountability was strongest where shared frameworks existed (e.g. staged intervention). However, without a Partnership-wide outcomes framework or formal reporting structures, measuring collective progress remained a challenge. Participants expressed a desire to co-develop a governance model that reflects both collective responsibility and local flexibility.

Evaluative & Open

There is a clear shift in the Partnership's culture toward being more evaluative and reflective. However, this evaluation remains fragmented: *"Everyone's collecting data—but it's not telling a shared story"*.

The absence of a unified evaluation strategy was repeatedly noted. Interviewees spoke about an earlier commitment to develop a Partnership-wide framework, which was seen as a great opportunity as a next step for the Partnership. As one stakeholder said: *"We've now got tools, learning, and momentum. We just need to bring it together"*.

This openness to improvement was consistent across interviews. Leaders and frontline staff alike expressed willingness to engage with learning, share data, and work collaboratively.

Embedding Getting It Right For Every Child (GIRFEC) and the United Nations Convention on the Rights of the Child (UNCRC)

The rights and wellbeing of children and young people have remained a guiding focus across the work of the Renfrewshire Children's Services Partnership during this second year of Plan delivery. The incorporation of the United Nations Convention on the Rights of the Child (UNCRC) into Scots law in July 2024 has heightened the importance of a system-wide commitment to upholding children's rights in both principle and practice. Evaluation feedback suggests growing awareness of the UNCRC among partners, and a desire to better embed its values at all levels of planning and delivery.

While much work is still emerging, there are already examples where a rights-based approach is helping to shape more inclusive and participatory services. The Celebrating Renfrewshire Fund was regularly highlighted by partners as an example of rights in action. The participatory budgeting process – co-designed by Renfrewshire Youth Voice and supported by Youth Services – enables young people aged 12–25 to vote on how £150,000 is spent in their local area. The process has embedded choice, voice, and local relevance into service planning, and was widely cited as a model for wider participatory work, and you can read more about this in a Spotlight Box below.

At the same time, the GIRFEC (Getting It Right for Every Child) framework continues to act as a shared foundation across services. Staff reflected that GIRFEC principles – including early intervention, child-centred practice, and multi-agency collaboration – have become increasingly embedded, particularly through services like the Whole Family Wellbeing Service. Practitioners spoke positively about the use of staged intervention pathways, a whole-child perspective, and a consistent focus on relational practice.

There is also an opportunity to further strengthen how participation is embedded within strategic decision-making – ensuring the voices of children, young people, and families shape not only service delivery, but also how priorities are set and evaluated. Looking forward, the continued integration of UNCRC and GIRFEC offers a vital opportunity to align service delivery with national expectations and, more importantly, with what children and young people say matters most to them.

5. REFLECTIONS ON PROGRESS TOWARDS STRATEGIC AIMS

The RCSP Plan sets out four Strategic Aims, which were reflected upon throughout the evaluation process.

Strategic Aim 1: Our children and young people will enjoy good physical and mental health

Evidence from case studies (next chapter) and interviews points to significant progress in expanding inclusive access to physical activity, particularly through OneRen and Renfrewshire Council. The introduction of targeted programmes for young people with additional support needs, LGBTQ+ youth, and those in lower SIMD areas was repeatedly noted as impactful. The PE audit and new curriculum development further signal a strategic shift toward consistency and equity in physical education. OneRen also reported improved collaboration with schools and social work to reach vulnerable young people, while feedback from young people noted feeling more welcome and involved in designing physical activity opportunities.

From the Whole Family Wellbeing Service (WFWS), improved family support and early intervention were linked to reductions in stress and isolation. The service now delivers joined-up wellbeing support across the home, school and community. Wellbeing outcome data from families will strengthen future assessments. Survey feedback highlighted that staff value cross-sector learning and want more shared mental health training, as well as training on how to best engage with the views of young people.

Strategic Aim 2: Our children and young people will be safe and loved

The Promise case study reveals strategic commitment to keeping children safe and loved, with a dedicated Promise lead overseeing multi-agency implementation. Mapping of national Calls to Action has clarified responsibilities and helped influence system-wide change. Training efforts, including a network of Promise Keepers, were described as supporting better relational practice. While the number of trained Keepers and quantitative impact measures were not confirmed, qualitative reflections described growing awareness and consistency.

WFWS and Home Link services described improved responses to early signs of distress, often through supportive keyworker relationships. Staff across services emphasised that co-location and team integration supported quicker, more holistic safeguarding responses.

Strategic Aim 3: Our children and young people will have their rights protected and their voices heard

Progress on rights and participation is emerging but not yet consistent across the Partnership. Examples of good practice include: OneRen co-designing movement programmes with young people, WFWS involving families in evaluation design, The Promise embedding care experience awareness at governance level. However, feedback from both the survey and interviews suggests the absence of a coordinated participation framework. Partners expressed interest in UNCRC-aligned tools and clearer structures for youth voice in governance: *“We need a plan for how we do participation across the Partnership”*.

It was widely recognised the work being undertaken by organisations and services in working with young people to gather their views and empower their voices, and many participants in the evaluation indicated learning more about this work – including training – would be of great value to them.

Strategic Aim 4: Our children and young people will achieve and make positive contributions to their community

Participants consistently reflected on the importance of recognising achievement in its broadest sense, including opportunities for young people to contribute to their communities, experience success in non-academic settings, and re-engage with learning and development.

The evaluation found that collaborative working across services has supported more inclusive and responsive opportunities for young people to thrive. Practitioners noted that creative, sporting, and wellbeing-based approaches were particularly effective in engaging those who had become disengaged from traditional education. These activities not only supported individual growth but also helped build confidence, identity, and a sense of belonging.

There was also evidence that whole-family approaches have had a ripple effect, enabling parents and carers to reconnect with their communities and, in some cases, supporting young people to return to education or sustain positive destinations. Participants described wraparound support as key to preventing school exclusions, improving transitions, and enabling meaningful achievement for those facing complex barriers.

Strategically, there was growing awareness of the need to make community spaces more inclusive and empowering, particularly for care-experienced young people and other ‘seldom-heard’ groups. Respondents recognised the need to continue shifting mindsets around who is included in community life, and whose voices shape public spaces and services. However, the evaluation also identified a gap in how youth participation and community contribution are currently captured and evidenced. While examples of success were shared anecdotally, there is limited data on the extent to which young people influence local decision-making or contribute to place-shaping. Partners expressed a desire for more systematic mapping of participation opportunities and greater alignment between youth voice and strategic outcomes.

6. Performance Indicators

Children and young people will be achieving physically, actively and have the best physical health	All agencies will work together to provide support to children and families at the earliest possible stage, as part of our commitment to The Promise	Children, young people, and their families can access all support in one place		
Indicator	Baseline 21/22	Performance 22/23	Performance 23/24	
PHS Early Years Development – 27–30-month review – Percentage of children with at least one developmental concern recorded (the trend line for this measure has been inverted to reflect the language of the health outcomes)	22.2%	21%	19.4%	
PHS – Primary 1 BMI (Epidemiological Thresholds used for population modelling) – Percentage of children at a healthy weight	78.7%	79%	77.2%	
Active Schools Health Survey – Percentage of pupils completing over 3hrs of exercise per week	60%	63%	68%	
Primary Achievement of a Curriculum for Excellence Level – Percentage of P1, P4, P7 Care Experienced pupils combined meeting the expected level in Literacy	40%	32%	44%	
Primary Achievement of a Curriculum for Excellence Level – Percentage of P1, P4, P7 Care Experienced pupils combined meeting the expected level in Numeracy	54%	55%	61%	
Renfrewshire Wellbeing Census – Average Wellbeing Score (14-70)	45.2	48.3	48.8	
Renfrewshire Wellbeing Census – Percentage of pupils with low wellbeing	37%	25%	24%	
Initial Leavers Destinations – Percentage of all looked after children entering a positive initial destination	83%	91%	94.1	
Leavers Attainment – Percentage of all looked after children leaving with 1+ award at SCQF level 6	29%	24%	26%	
Attendance – Percentage of pupils with less than 50% attendance in Renfrewshire	1.93	2.14	2.3	
Positive Destinations – Percentage of school leavers in Renfrewshire in a positive destination	91.8%	93.6%	97.1%	
Looked After Children – Total looked after population in Renfrewshire	592	640	610	
Child Poverty – Number of children living in relative poverty	7186	7321	7241	
Free School Meals – Percentage of children in Renfrewshire eligible for free school meal	20.54%	25.83%	18.42%	
Clothing Grant – Percentage of children in Renfrewshire eligible for clothing grant	24.6%	20.26%	20.84%	

The data presented of the performance indicators reflects the impact of collective efforts Partners across the Renfrewshire Children's Services Partnership (RCSP), highlighting both sustained progress and areas requiring continued focus. Across a wide range of indicators - from early years development and school attainment of pupils with Care Experience to wellbeing, destinations, and poverty-related measures - there is encouraging evidence of positive change, much of which points to the value of the immense work being taken forward across the RCSP.

One of the most notable areas of improvement is in the proportion of care-experienced pupils achieving Curriculum for Excellence levels. Both literacy and numeracy outcomes have improved steadily since the baseline year, with numeracy performance increasing from 54% in 2021/22 to 61% in 2023/24, and literacy showing a strong rebound from a dip in 2022/23. These gains are particularly important given the structural challenges faced by care experienced young people and reflect a coordinated commitment across services to closing the attainment gap. Similarly, initial and positive destination data for school leavers in general show very strong upward trends. Positive destinations for school leavers have increased from 91.8% to 97.1%, and the percentage of care experienced pupils entering a positive initial destination rose from 83% to over 94%. This is an indication of effective partnership work across education, social work, and employability services.

Wellbeing measures present a more mixed picture, though still with signs of progress. The average wellbeing score from the Renfrewshire Wellbeing Census has improved from 45.2 to 48.8 over two years, suggesting an overall uplift in young people's reported wellbeing. At the same time, the proportion of pupils reporting low wellbeing has continued to fall, albeit slightly. These results suggest the cumulative impact of targeted mental health and wellbeing interventions across schools and services.

The rise in children engaging in physical activity (as measured through the Active Schools Health Survey) from 60% to 68% may be both an outcome and contributor to broader wellbeing improvements.

Overall, the data demonstrates the RCSP Partners' significant progress in improving outcomes for children and young people, particularly those facing the greatest challenges. While some measures indicate ongoing challenges, particularly around poverty and wellbeing, the general trend is one of sustained improvement.

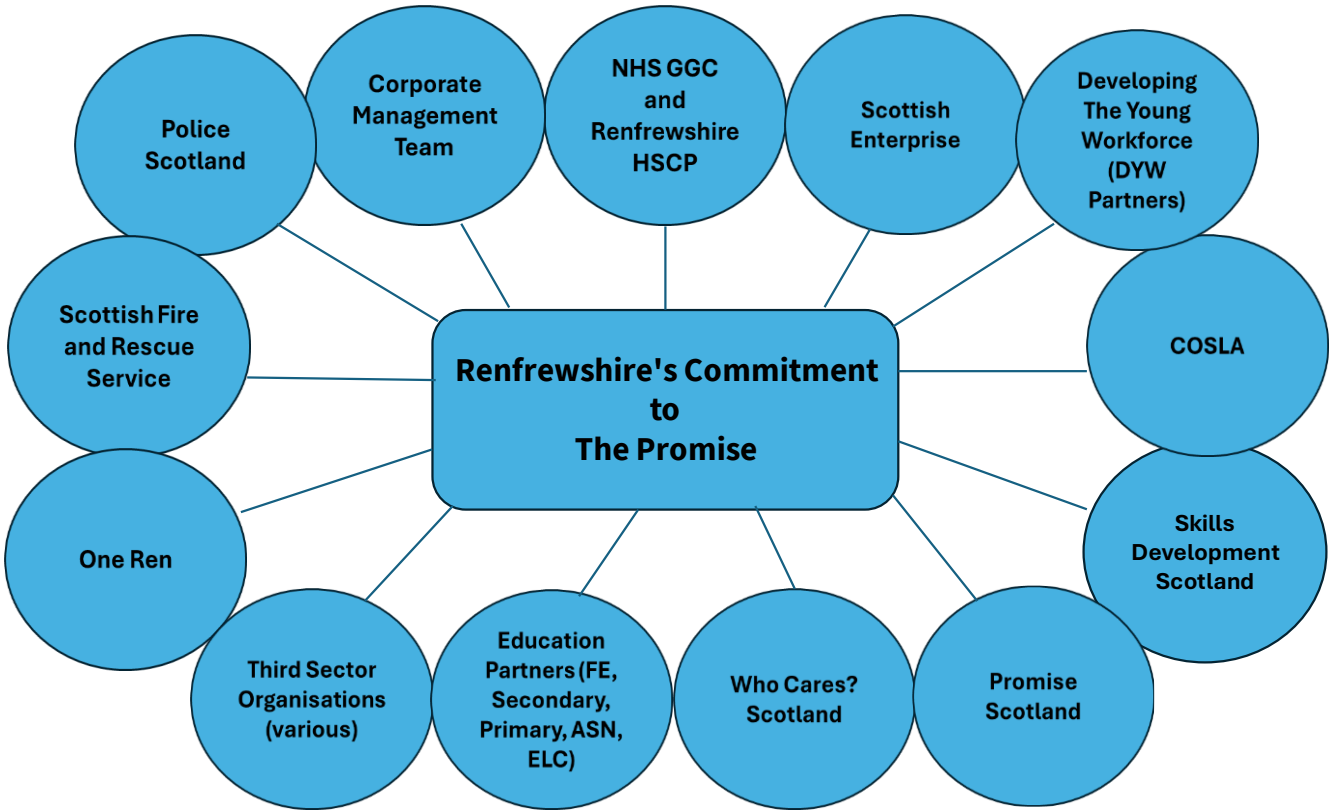


7. Case Studies

Case Study: Keeping The Promise in Renfrewshire

High-Level Aim

Keeping The Promise – All agencies will work together to provide support to children and families at the earliest possible stage, as part of our commitment to The Promise.



Overview and Strategic Context

The Promise is Scotland’s national commitment to care experienced children and young people. Renfrewshire has made The Promise a core priority in its Children’s Services Partnership Plan, signaling a commitment to systemic change and a rights-based approach to support embedding its principles across services. Renfrewshire’s structure of this support is unique in that the authority has invested in a dedicated, Senior Promise Manager role, embedded within Children’s Services and with a strategic remit across multiple planning and delivery structures. Though it is important to note that the work goes beyond the RCSP itself into other areas, originations, and partnerships.

The Promise is not treated as a standalone programme. Instead, it is integrated across services. This integration has been enabled by strategic access to senior leadership and deliberate positioning across the council’s governance and planning infrastructure.

Description of Activity and Delivery

Within the last year, there has been the development of a detailed mapping tool to match each national Call to Action to local structures and plans. This tool supports accountability by identifying which partnership, service or board holds responsibility for progressing each area of work.

Renfrewshire's Promise Keeper Network has continued to grow, reaching 263 members across 22 sectors and services. These individuals act as local champions, advocating for the rights and needs of care experienced young people. There has also been the launch of the 'Human Library': The Promise Human library is a collection of real people from a wide range of careers and professions – all of whom are happy to chat with Care Experienced young people. They are there to share their career journeys, talk about the paths they have taken, and offer encouragement, advice, and inspiration along the way.

Young people will be able to explore real life insights and experiences about careers and jobs in the some of the following ways:

- An email exchange.
- A phone call or Teams call.
- An in-person meeting.
- An office visit.
- Work shadowing.

The most recent annual Promise Progress Report reflects cross-sector activity, gaps, and priorities. Including setting out that ongoing engagement includes:

- Strategic alignment with Community Planning Partnership, GIRFEC, and Whole Family Wellbeing.
- Presentations and updates to Community Planning structures, The Promise Oversight Group, and Oversight and Monitoring Group.
- Continuous advocacy for embedding The Promise in service design and delivery.
- Sector-specific engagement with partners including OneRen, Engage Renfrewshire and housing services.

Outcome Evidence

The Promise lead reflected that the role has elevated the visibility of care experience across services and provided a mechanism for strategic influence. Having a senior post dedicated to this work has helped maintain momentum and drive cross-cutting discussions. *"It's very important for me. It's where I go for a lot of my lead on activity. That's where I make relationships."*

The mapping work has also supported strategic alignment with Programme for Government aims and helped Renfrewshire prepare for upcoming legislation such as the Children and Young People (Care Experience) (Scotland) Bill.

Value Added by Partnership Working

The Children’s Services Partnership offers a foundation for collaboration, information sharing, and shared planning according to not those involved with the work. The RCSP was described it as a space for relationship-building and strategic dialogue, even while recognising that accountability and delivery often rest elsewhere. The value of the Partnership lies in its ability to convene, align, and support a cross-sector response.

Reflections and Next Steps

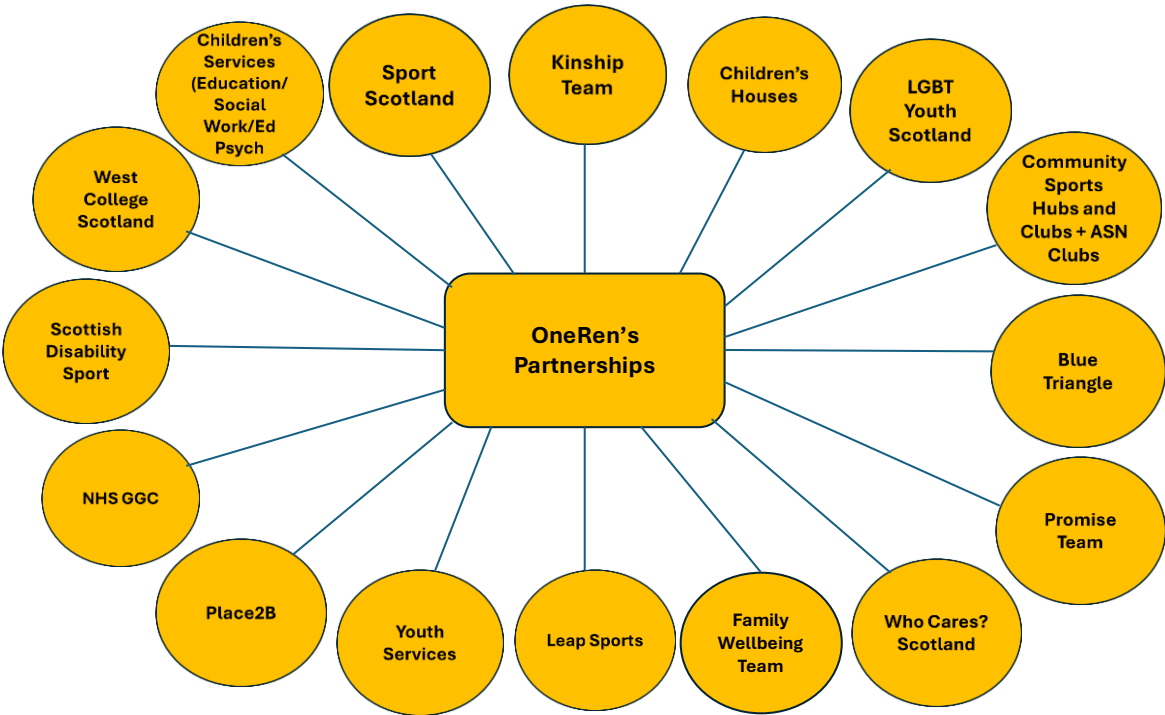
Looking ahead, there is a strong desire to maintain The Promise, as a visible and central priority in the 2026 – 2029 Children’s Services Plan. The Promise lead reflected on the importance of sustaining momentum and embedding Promise aligned decision-making into all aspects of public service planning.

Next steps include strengthening accountability measures, improving system wide understanding of care experience, and ensuring planning frameworks are trauma-informed and inclusive.

Case Study Study: OneRen

Relevant High-Level Aim

OneRen – Our children and young people will enjoy good physical and mental health.



Overview and Strategic Context

OneRen is Renfrewshire's culture, leisure and sport trust, and a key delivery partner for the Children's Services Partnership. Their work supports the health and wellbeing of children and young people across the authority, with a particular emphasis on physical activity and community inclusion. The trust delivers universal and targeted programmes in schools and community settings. Its work aligns directly with Renfrewshire's priority to ensure children and young people enjoy good physical and mental health, and increasingly works collaboratively with education, social work, and third sector organisations to reach those with greatest need.

Description of Activity and Delivery

In the past year, OneRen has continued to deliver a broad range of physical activity programmes aimed at improving wellbeing, confidence, and engagement.

These have included:

- School-based activities delivered as part of PE and beyond.
- Community sessions including targeted support for children with additional support needs.
- Tailored interventions for specific groups such as LGBTQ+ young people or those living in SIMD area.

Spotlight Box: PE Audit and Curriculum Development

As part of the partnership's physical activity workstream, a collaborative audit of PE provision across Renfrewshire primary schools was undertaken. This emerged from a recognition that PE planners had not been reviewed in many years. It was explained that the audit became a valuable opportunity to assess current delivery and explore how it could be improved.

A cross-sector strategy group, including school-based practitioners, OneRen staff and a national consultant from Education Scotland, was formed. Together, they conducted a teacher survey and conducted focus groups with children and young people to understand delivery, confidence, and needs across the authority. This revealed three clear areas of focus:

- **Progressive Skills Development:** Schools were looking for a resource to support consistent skill progression from early years through P7.
- **Training for Teachers:** Staff often felt underprepared to deliver certain elements of PE, with requests for specific support in areas like gymnastics and hockey.
- **Resources & Equipment:** There was confusion around what basic kit schools should have, especially among staff without PE specialisms.

The group is now developing a new progressive PE curriculum, co-designed by a primary and secondary teacher with Education Scotland support. The final product will be interactive, video-rich, and tailored for Renfrewshire schools.

This project also lays the foundation for deeper partnership working: *“That’s when the partnership with OneRen will get really exciting... when we’re ready to roll out the training, we’ll be working together to deliver it. It’ll be much more meaningful than just filling seats at meetings.”*

The new PE framework is expected to be ready for rollout in the 2025–26 school year and has already been recognised by national bodies as a unique and promising initiative.

Staff reflected on the importance of adapting to meet the needs of young people who may not connect with traditional forms of sport or physical education. For example, programmes were designed to build social confidence through creative activities or gentler forms of movement.

OneRen’s staff also reported increased collaboration with schools and with Renfrewshire’s Whole Family Wellbeing Service, allowing referrals and information-sharing to better coordinate support. Training and shared development emerged as a critical enabler of joined-up delivery. OneRen staff reflected on the importance of being able to access learning alongside other services, particularly in areas such as trauma-informed practice and understanding of complex needs: *“It’s really valuable for us to be in the room with schools, social work, third sector people...hearing the same message, developing the same mindset.”*

Training sessions offered through the Partnership helped OneRen staff better understand the lived experiences of young people they were trying to reach. This supported more inclusive and empathetic service design.

Staff also described a strong sense of professional respect and relationship-building emerging through joint training: *“Sometimes it’s not even the content it’s the connections you make. Knowing who you can pick up the phone to makes a huge difference.”*

Reflections and Next Steps

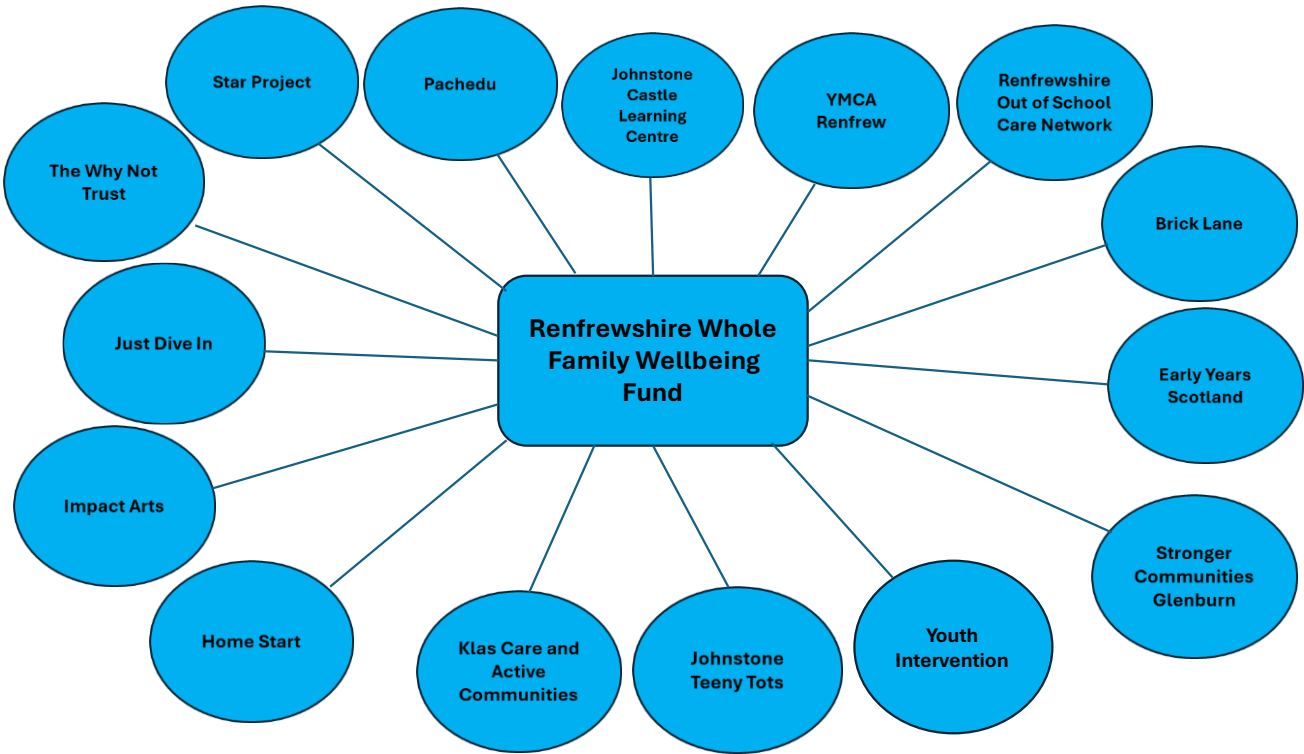
OneRen’s current project has now concluded. Staff reflected that it provided powerful insights into what works for young people on the margins of sport and movement. They are now using that learning to shape a new phase of work, informed by participation, flexibility, and cross-sector collaboration: *“We’re thinking about what comes next. It’s not about repeating the same thing—it’s about applying what we’ve learned in a way that works for new young people, in new contexts.”*

This includes deeper integration with schools, more targeted support for equity groups, and a fresh programme shaped around the voices of young people themselves.

Case Study: Whole Family Wellbeing Service

Title and Relevant High-Level Aim

Whole Family Wellbeing Service – Families have one route to support and can access the right help for as long as needed.



Overview and Strategic Context

The Whole Family Wellbeing Service (WFWS) in Renfrewshire is a transformational redesign that brings together three previously distinct support services into a single, unified service model. This restructuring has allowed for increased clarity in delivery, reduced duplication, and improved consistency of support across the authority. WFWS is built on the staged intervention framework and operates at three levels of need, ensuring a continuum of support that is holistic and proportionate. It aligns with Renfrewshire’s strategic commitment to prevention, early intervention, and delivering support at the right time and in the right place. Although national policy and the Children’s Services Partnership Plan have influenced strategic aims, WFWS has retained a significant degree of operational autonomy and direction.

Description of Activity and Delivery

This year, WFWS has embedded its service structure into everyday practice. A staged intervention framework has been clarified and applied to how families access support, moving beyond a school-centric approach. This framework now ensures that referrals from schools, other agencies, or self-

referrals are met with consistent assessment and a tailored response from within the service. The creation of internal guidance and triage models has helped define how and when families access support from services, and from which team or tier of the service. This is particularly important in a landscape where demand is high, and families' needs are diverse and often complex.

Crucially, WFWS has prioritised the development of local partnerships with the third sector. These relationships have been formalised through regular contact, shared planning, and a dedicated steering group which helps shape service delivery. Third sector partners are now recognised as integral to the WFWS offer, especially in delivering community-based, flexible, and early support.

The service is funded by the Scottish Government throughout the life of this Parliament (2022 to 2026), therefore there is a risk around future funding and potential unintended impacts from service reductions elsewhere in the system.

Spotlight Box: Family Wellbeing Scale

The Family Wellbeing Scale (FWS) is a tool – intended to be understandable and accessible – designed to both help families understand wellbeing within their family and assist services and practitioners to understand family’s needs, plan intervention, and measure the impact of interventions. It is being rolled out for use by all Partners within the service.

The FWS comprises sixteen positively worded items that encourage families to identify their strengths and areas for growth. According to East Renfrewshire Council, where the tool was developed and first implemented, the FWS *‘provides a structured yet flexible framework which facilitates meaningful conversations between families and practitioners, promoting collaborative efforts to enhance wellbeing’*.

The questionnaire is designed to be administer alongside families before an intervention, and then once an intervention is complete (or is at a progressed point of implementation). Designed to be completed during a conversation with practitioners, the sixteen questions (as seen in Figure One below) are considered. The FWS uses a 1 to 5 rating system and is intended to support discussion rather than provide definitive answers.

The scores, between the initial conversation and the follow-up one post-intervention, can then be compared to assess the effectiveness (or otherwise) of interventions.

As demonstrated below, the data across the service can be seen with an increased score across all areas:

	Pre Avg	Post Avg	Difference
Family bonding	9	9.58	0.58
Togetherness	7.97	8.89	0.93
Respect	3.6	4	0.4
Openness	7.4	8.26	0.86
Communication	7.15	8.05	0.9
Affection	8.35	8.79	0.44
Overall	43.48	47.58	4.1

Qualitative Impact

Staff and partners have identified that embedding a consistent model and shared language of support has strengthened intervention quality. One team member commented: *“It’s been a big shift for everyone, but it’s helped clarify who does what. We now have a clearer sense of what’s in our scope...and families are getting more consistent responses.”*

Third sector partners report feeling increasingly embedded and empowered: *“We’re part of the same table now. We meet regularly; we plan together. It’s not just us delivering our own services, it’s a collective offer.”*

Value Added by Partnership Working

WFWS has built meaningful and practical partnerships with the third sector, elevating them beyond traditional ‘referral’ relationships. Regular partner meetings, planning sessions, and shared referral pathways have fostered a sense of joint ownership and accountability for family outcomes.

The development of steering groups and network support mechanisms has helped shape collaborative delivery. This integrated approach is also supported by the use of consistent assessment tools such as the Family Wellbeing Scale, and plans are in place to develop a shared outcomes framework in the coming year.

Reflections and Next Steps

While structural integration has brought clarity and consistency, there is growing recognition that further development is needed in the area of evaluation. Staff have reflected on the need for a clearer governance model and for more active direction and accountability from the Children’s Services Partnership.

A new evaluation strategy is being developed in 2024/25 to help better understand what is working, for whom, and under what conditions. This will include a review of how outcomes are recorded, how lived experience is captured, and how the service can best demonstrate impact in line with its high-level aim.



Spotlight Box: Youth Voice - Connected Communities – Street Stuff

Renfrewshire’s youth services and community partners have continued to strengthen opportunities for youth voice, leadership, celebration, and inclusion through a wide range of programmes and events. These initiatives, brought together under the Connected Communities approach, aim to ensure young people are not just heard, but actively involved in shaping the communities around them. A key highlight was the annual Duke of Edinburgh Celebration event, held in February 2025 at Paisley Town Hall. Attended by over 500 people – including young participants, families, DoFE leaders, and civic guests – the event marked the achievements of 214 young people who were presented with bronze, silver, and gold awards by Renfrewshire’s Provost. For many, the ceremony was a moment of pride and recognition of months of commitment and personal growth.

Supporting care-experienced young people to lead and participate has also been a central priority. The Promise Champs – a group of care-experienced young people – continued to lead the way in community engagement. In December 2024, they delivered the Promise Present Drive, securing 211 donated gift parcels from community members, staff and organisations. These gifts supported 304 care-experienced children and young people across Renfrewshire. The Champs also co-designed the Love2Care event, hosted in February 2025 at Paisley Town Hall. This inclusive event welcomed young people aged 12–24 with care experience, providing opportunities to engage in workshops, shape future Promise Champs activities, and contribute designs to a new Love2Care mural.

Beyond Renfrewshire, young people have been influencing regional change through the West Partnership Youth Voice Ambassadors Programme. The 24 ambassadors, including several from Renfrewshire, undertook local research as part of their Participatory Democracy Certificate. The Renfrewshire group explored the experiences of refugees and asylum seekers, producing a video, self-help guide, and school resource pack now being rolled out across local youth settings.

The Renfrewshire Youth Assembly in November 2024 brought together 150 young people from schools and community projects to discuss priority issues including safety, violence, and substance use. Supported by the Young and Equally Safe in Renfrewshire (YES Renfrewshire) project, the event included expert panels and interactive sessions – ensuring young people were directly involved in generating solutions.

Youth Services also supported long-term, targeted programmes. The Evolve programme, run in partnership with Castlehead High School, supported S2 girls in developing key skills through groupwork, outdoor activities, and creative sessions focused on wellbeing. Meanwhile, the Street Stuff programme continued provide a range of diversionary activities including multisport, gaming and youth clubs 6 nights per week in areas most in need across Renfrewshire. These activities act as a safe space for young people to chat with each other and staff. Staff are trained to support young people in a variety of ways including Confidence building, alcohol and drugs awareness, child protection, CSE and CCE with strong links with partners if required to ensure young people have the help, they need at the earliest opportunity and to support their mental health.

Street Stuff also continued to work with schools through the new ‘Street to School’ programme providing alternative learning provision for children and young people. They work across high schools and primary schools taking learning into the community with physical activity in the form of history field trips, walks and other physical activities whilst working towards their learning and awards via Duke of Edinburgh, Princess Trust or the John Muir award. This approach supports attendance at school as well as closing the attainment gap.

Finally, young people were central to shaping Renfrewshire’s future through the Celebrating Renfrewshire participatory budgeting fund (£150,000 in 2025), and youth-led Place Standard consultations supporting the Council’s Local Development Plan. Together, these initiatives reflect a strategic and community-led commitment to ensuring young people are at the heart of Renfrewshire’s decisions, celebrations, and community life.

8. Partnership Reflections: Strengths and Opportunities

Strengths:

- ***Collaborative Culture and Relational Practice:*** Across interviews and survey responses, a defining strength of the partnership was the strong culture of collaboration and relational working. Participants described a supportive environment where cross-sector relationships are built and where innovative approaches emerge across boundaries. This has enabled new practices to take root and contributed to a more connected system of support.
- ***Training as a Mechanism for Shared Values and Capacity:*** Joint training was consistently described as a valued feature of the partnership, contributing to shared language, improved confidence, and a sense of collective responsibility. Participants appreciated the opportunity to learn with and from colleagues across sectors and noted that training supported consistency of approach and better understanding of diverse roles and responsibilities.
- ***Greater Awareness of Service Pathways and Supports:*** Respondents described improved understanding of how to access services and who to contact for specific types of support. Participants felt that communication, and practical relationships had all improved, making it easier to navigate the system: *“We now have a much clearer understanding of who does what and how we work together.”*
- ***Commitment to Learning and Improvement:*** The research found an encouraging commitment to continuous learning across the partnership. Interviewees reflected positively on efforts to adapt practice based on evaluation findings and lived experience feedback. There was a general openness to piloting new approaches and a recognition that evidence-informed change takes time and persistence: *“We’ve now got tools, learning, and momentum. We just need to bring it together.”*

Opportunities for Development:

- ***Partnership Meetings as Passive Spaces:*** A common reflection from participants was that partnership meetings often focus on information-sharing rather than decision-making or transformation. Several respondents described these meetings as passive, with limited challenge or forward planning: *“It becomes passive. We’re just sharing what we’ve done. Not deciding what comes next.”*
- ***Variable Accountability:*** Although there is strong endorsement of the Partnership’s aims, participants highlighted a lack of clarity around accountability. It was unclear to many how services and individuals are expected to contribute to shared goals or report on progress. Indeed, there is a wide and deep appreciation that there is so much excellent work happening across Partners, but a question as to whether much of this would be taking place anyway.
- ***Limited Integration of the Plan into Everyday Practice:*** While the strategic plan is well supported at the partnership level, many respondents felt that it is not consistently used to guide day-to-day practice or planning within organisations. For some, the plan remains distant from operational decision-making: *“If I’m honest, the Plan doesn’t really inform our service decisions.”*

- **Unclear Ownership and Strategic Leadership:** Some interviewees described a lack of visible, proactive leadership around partnership direction and delivery. There was interest in seeing a clearer shared vision and greater consistency in how priorities are set and resourced: *“The direction comes from us. No one’s challenged it.”*
- **Participation and Voice Not Yet Fully Embedded:** Although there were promising examples of participation, the research found that a consistent, rights-based approach to involving children, young people and families is not yet fully embedded. Several participants described the need for a more coordinated and strategic framework for engagement: *“We need a plan for how we do participation across the Partnership.”*

9. Reflections and Next Steps

As Renfrewshire’s Children’s Services Partnership concludes its second year under the 2023–26 Plan, there is strong evidence of collective learning, deepening collaboration, and a shared appetite for continued improvement. The reflections gathered from partners, survey responses, and qualitative case studies suggest a system that is becoming more relational, increasingly joined up, and better placed to meet the needs of children, young people, and families. At the same time, structural and strategic opportunities remain for embedding and sustaining this progress.

The Partnership has made demonstrable progress in building a culture of collaboration. Practitioners consistently describe cross-sector relationships as stronger and more trusting. Opportunities for shared training, joint triage, and co-delivery have created a growing sense of collective responsibility for outcomes.

Quantitative performance indicators reinforce this picture of progress. The most recent dataset highlights clear upward trends across several priority areas, particularly for care-experienced children and young people. Notable improvements include increased achievement of Curriculum for Excellence levels in both literacy and numeracy, and a significant rise in the proportion of school leavers entering positive destinations. There has also been steady progress in wellbeing outcomes, with average scores increasing and fewer pupils reporting low wellbeing. While some challenges persist, such as a slight rise in poor attendance and continued high levels of child poverty, the overall pattern suggests that the collaborative efforts of Partners are translating into tangible improvements in the lives of children and families. These results reflect the growing impact of joined-up planning, relational working, and targeted intervention across services.

Yet, across interviews and survey responses, there remains a sense that the strategic intent of the Plan is not consistently embedded in organisational decision-making or planning processes. For some, the Plan is a valued reference and for others, it remains distant from day-to-day priorities. Partners have highlighted the need for clearer governance, a stronger strategic steer, and a more consistent approach to accountability, particularly in how contributions to shared aims are tracked and evaluated. Moving forward, aligning planning and reporting processes to the Partnership Plan will be essential to achieving

collective impact. Meetings could be better utilised as opportunities for deep dive focuses into one area or organisation rather than updates where some Partners engage more than others.

Participation and children's rights have featured prominently throughout the second year of delivery. There are positive examples of engagement evolving beyond consultation to meaningful co-design and influence, particularly in localised service design and programme delivery.

Similarly, the development of a new shared evaluation strategy presents a vital opportunity. While many partners recognise the value of reflective practice, current approaches to data and measurement remain fragmented. Practitioners frequently reflected on the lack of shared outcomes, consistent reporting mechanisms, or feedback loops that enable the system to learn and adapt. A collective accountability and evaluation framework -designed with input from partners and aligned to the four strategic aims may enable the Partnership to demonstrate impact and make informed, timely improvements.

The evaluation also highlighted the need for clearer strategic leadership. While operational relationships are strong and delivery is often characterised by innovation and commitment, some partners noted a lack of visibility or cohesion in how decisions are made and priorities agreed. The next phase of delivery may benefit from rearticulating the Partnership's shared vision, particularly as the system prepares for future planning cycles.

More broadly, this evaluation shows that the conditions for more integrated, outcome-focused working are developing. Frontline staff, managers, and leaders across the system share a commitment to the wellbeing of children and young people, and an understanding of the value of working together.

Recommendations

Using the Shared Evaluation Strategy:

- Deliver short workshops to build awareness and understanding of the evaluation strategy.
- Provide core outcome indicators and tools for shared use.
- Create a central bank of evaluation resources and templates.

Refresh Partnership Meetings:

- Introduce a rotating focus on one strategic aim or theme per meeting.
- Rotate the chair of meetings across Partners.

Training:

- Map existing cross-partner training and identify gaps.
- Create space, whether at meetings or development days, for training.

Leadership and Plan Visibility

- Appoint a named RCSP Lead in each partner organisation.
- Develop a communications plan to raise internal awareness of the Plan.
- A roadshow from the leadership of the RCSP about the plans aims and priorities to boost awareness of the Plan at this midpoint.
- Produce case studies of where the Plan has been used to impact delivery that demonstrates the action taken.

Looking ahead, the Partnership is well-positioned to consolidate progress and build the infrastructure required to sustain change. This includes investing in participation systems, agreeing joint evaluation and reporting approaches, and strengthening ownership of the Plan. As planning begins for the next cycle of strategic delivery beyond 2026, these reflections provide a strong foundation upon which to build upon and be focused on long-term impact.

With thanks to all who participated in the evaluation process.

