



Children's Services

Service Improvement Plan 2025 – 28

Outturn Report

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



Renfrewshire
Council

Welcome to our end of year report

- This update reflects the performance of Children's Services across the 2025/26 period, highlighting areas where we have made progress and some areas we want to focus on more in future, perhaps because performance isn't moving in the direction we anticipated or because of other pressures or factors that makes this even more of a priority for us.
- The following pages shine a spotlight on some great projects or practice and highlight areas where we want to improve or develop further. At a service level, there is a stronger focus on the Strategic Outcomes of the Council Plan that are closely aligned with Children's Services. Towards the end of this document, you will find a full update against all the actions and performance indicators we use to measure progress.
- Through our Service Improvement Plan, we report on 34 performance indicators, 20 which are reported annually and 14 reported quarterly. Some annual indicators are based on data that is one-year behind, owing to having no more recent comparable information. This will be updated as comprehensive data becomes available through subsequent data collections.

Delivering the Council Plan



Green:

Ongoing collaboration with other local authorities to consider efficient school design and agree best practice for the sustainable operation of schools.



Living our Values:

Children's Services colleagues have undertaken Trauma informed training to raise awareness of the impacts of trauma and foster a safe environment for colleagues, families, and young people.

Economy:

We continue to work with partners to develop the young workforce in Renfrewshire. Young people have access to a variety of employability programmes to better aid them into positive destinations following school.

The Career Ready coaching programme supports young people in four secondary schools. A significant proportion of participants are care-experienced or are from SIMD Quintile 1 areas.

Creative Paisley launched in March, providing all S3 pupils with access to the region's cultural, creative and visitor economy sectors along with related educational and career pathways.



Place: Working together to enhance wellbeing across communities

The Learning Estate has been a key focus for Renfrewshire, with construction of the new Paisley Grammar School Community Campus on schedule for completion in Summer 2026.



Work on a new digital strategy is progressing, with a budget proposal being created in March 2026. Updates are shared with colleagues at the end of each term.

Work has continued with partners to implement the 'Equally Safe Delivery Plan' in Renfrewshire. Renfrewshire is also working with national groups to contribute to discussions around associated challenges.

We have continued to make progress on delivering the priority actions from the National Strategy with our Community Justice partners. Including work to identify how community benefits can strengthen the learning offer and delivery of unpaid work.



Fair: Nurturing bright, happy and healthy futures for all

Achievements

- We have continued to grow our Promise Keeper Network, which now has more than 400 members. Ensuring that The Promise remains at the heart of our services.
- Renfrewshire hosted our third annual Promise Keeper Conference with a focus on employability.
- The percentage of school leavers entering positive destinations has continued to improve, with 97.9% of leavers participating in employment, training, or education.
- We have established a new Front Door service to ensure that children and families receive the correct support at the right time. This allows challenges to be resolved as quickly as possible.



Attainment gap between the least and most deprived areas have decreased in both literacy and numeracy

Areas for improvement and development

- Gap between the Average Total Tariff Score of Looked After school leavers and that of the total Renfrewshire leavers cohort have increased.
- Attendance has improved in both primary and secondary levels but remains below target.
- The percentage point gap between the attainment in both literacy and numeracy of pupils entitled to Free School Meals and pupils not entitled has increased in the last year.



The majority of our Looked After Children are cared for in the community



Service Improvement Plan: Action Plan

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

Performance Key

ACTION STATUS	
	OVERDUE
	CHECK PROGRESS
	IN PROGRESS
	COMPLETED

Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
Progress development work in relation to the priority schools identified in the School Estate Management Plan - Paisley Grammar School Community Campus	31-Aug-2026		The project remains on schedule, with construction works on track for completion by 12 June 2026. Fit out activities are progressing well, with internal spaces continuing to take shape. As the project enters its final phases, on site activity is expected to increase to support transition planning for the school's move into the new building. Soft Landings familiarisation sessions are currently being developed in collaboration with the Architects to support a smooth and well managed transition for staff, pupils, and visitors. In parallel, construction of the East/West Link Road, to be delivered by AMIDS, is being accelerated to ensure full site access is available by 13 July 2026.
Progress development work in relation to the priority schools identified in the School Estate Management Plan - Thorn Primary School	31-Mar-2026		The Outline Business Case (OBC) for the Johnstone Primary Schools programme, incorporating Thorn Primary, was approved by the Education and Children's Services Policy Board in March 2026, enabling progression to the next stage of the programme in line with agreed governance arrangements. The Full Business Case (FBC), which will provide a comprehensive options appraisal supported by detailed financial and cost modelling, is scheduled for consideration by the Board in August 2027.
Undertake an evaluation of the roll out of full Wi-Fi across the school estate	31-Mar-2027		As part of the ongoing digital refresh in establishments, devices continue to be refreshed to make full use of the completed and installed Wi-Fi and switch upgrade.

Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
Progress development work in relation to the priority school identified in the Learning Estate Management Plan - Extension and Adaptations to Park Mains High School	31-Aug-2027		Advanced works are in progress, and preparation of the main works contracts is ongoing in advance of submission to the Finance Board in April 2026, followed by contract award in May 2026 Project remains on track for August 2027 completion.
Progress development work in relation to the priority schools identified in the Learning Estate Management Plan - A New Dargavel Primary School	31-Aug-2027		The Main Works construction for Thistle Primary continues to progress in line with the approved programme, with delivery remaining on track and visible progress providing assurance against key milestones. The appointment of the new Head Teacher, due to take up post on 20 April 2026, represents an important step in strengthening leadership ahead of occupation. Early planning activity is underway to establish future priorities and operational readiness, supporting a well-managed transition to the new school and the effective commencement of operations.
Implement the priority actions from the National Strategy for Community Justice with our Community Justice partners.	31-Mar-2027		Steady progress continued throughout Q4 as the partnership further embedded improvements across transition, early intervention and commissioning activity. Pre release planning was strengthened this quarter through the involvement of prison healthcare, enhancing our ability to plan around continuity of care and identify unmet health needs ahead of liberation. We also held the first in a series of thematic discussions in HMP Barlinnie (focusing on housing) helping us better understand the challenges people face before release and how well local housing pathways align to those needs. Through community justice participation in our Local Employability Partnership, we have moved into commissioning two specialist third sector justice providers to support priority groups: one focused on young people subject to Diversion from Prosecution, and another supporting women open to justice social work. This builds directly on the employability needs analysis completed earlier in the year and ensures future provision is better targeted. These developments reflect sustained partnership commitment to improving outcomes and aligning local practice with the national strategic priorities for community justice.

Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
Continue to implement ‘Equally Safe at School’ in line with Scottish Government’s Equally Safe Delivery Plan 2024-26	31-Mar-2027		All secondary schools and Mary Russell ASN school are registered for the programme and schools have been supported in ESAS improvement planning for school session 2025/26 in line with local authority expectations. Riverbrae School will join this this session with a focus on staff awareness of ESAS. This will be led by a member of the Senior Leadership Team who was brought on board last term as an authority trainer. To support schools with ESAS and how to use its questionnaire data to inform improvement, the HWB Development Officer in partnership with the Young and Equally Safe in Renfrewshire project lead and support workers from Women and Children First are working with a small group of schools. Support will be rolled out further in the new session. All schools are required to record incidences of gender-based violence on SEEMiS (Bullying and Equalities module) to enable monitoring and reporting of incidents over time. At present, very few schools are selecting GBV when describing the nature of an incident. Plans are in place to provide guidance for schools to support more accurate recording and reporting of GBV incidents. The MVP (Mentors in Violence Prevention) Programme continues to grow across Renfrewshire Council with a strong focus on school delivery of the programme and working creatively with partners across the authority. The secondary programme is being delivered across all 11 mainstream schools. Where needed, mentor training has been supported by the authority training team which included the HWB Development Officer and colleagues from Youth Services who lead on our Scottish Government funded project, Youth and Equally Safe in Renfrewshire. As previously mentioned, we are continuing to develop our partnership with Women and Children First following their involvement in school training. This work will focus on secondary school Personal and Social Education inputs around GBV. Education Scotland’s National MVP Train the Trainer event was again co-delivered with the HWB Development Officer and trainer from Renfrewshire’s Family Wellbeing Team. For the first time, we will be running a Train the Trainer event for Renfrewshire and neighbouring authorities in June 2026. This will allow us to expand our secondary trainer, Women and Children First colleagues and primary colleagues to expand the work we have been doing across this sector. Young and Equally Safe in Renfrewshire continues to work across schools and community offering bespoke small group work where needed, mentor support and campaign involvement, specifically Renfrewshire’s “Reclaim the Night” walk as part of 16 Days of Action. The project has received an additional two years funding which will allow us to further embed gender-based violence prevention approaches across the Renfrewshire community. The project has been shortlisted as a finalist in the YouthLink Scotland National Youth Work Awards 2026 with the results to be announced in June.

Delivering the Council Plan – Place

What we will do	Due Date	Status	Progress update
A digital strategy will be developed, implemented and evaluated for children, young people and families which will focus on Transformation, Capacity Building and Innovation	31-Mar-2027		Work has continued with the Working Party on the identified areas, with progress being shared each term with all staff to ensure openness and transparency. The update can be found here: https://blogs.glowscotland.org.uk/re/digilearnren/2025/12/17/term-2-update/ The Director meeting to discuss the budget and creation of a business case took place in November. An outline budget proposal was shared with Headteachers in December to gather their views and amended to reflect this. Work on this proposal is ongoing.
Ensure that evidence-based data driven decision making improves outcomes for children, families and communities	31-Mar-2026		This action is now complete – the service has a robust data strategy in place which continues to be strengthened.
Implement Renfrewshire's Equally Safe Strategy	31-Mar-2028		Work continues with partner agencies to implement the national Equally Safe Delivery Plan at a local level, with an additional workstream in around Authentic Voice. Key actions are underway including the ongoing roll out of the Safe and Together model and the introduction of the Equally Safe in Practice Framework across the partnership. The group is now linked into the AP/CP Comms Subgroup and stronger links have been established with the ADP in recognition of the connections and interface across these strategic areas. Renfrewshire is well represented in national forums such as the VAWG Chairs Meeting and the VAWG National Network and contributes actively to the ongoing discussions around the Independent Review of Funding and associated challenges.

Delivering the Council Plan – Economy

What we will do	Due Date	Status	Progress update
Working in partnership with Skills Development Scotland, West College Scotland, Invest in Renfrewshire and Developing the Young Workforce West, we will ensure planned robust approaches to supporting our most vulnerable learners into positive destinations	31-Mar-2028		Very good progress continues towards achieving the 2028 target of 100% positive post-school destinations. The latest figure, published on 25 February, shows Renfrewshire at 97.9%, placing the authority second nationally. • The Career Ready coaching programme supports 23 young people across four secondary schools during session 2025/26. Thirteen percent of participants are care-experienced, and 82% are from Quintile 1. In addition, 40% of mentees will be paired with a Career Ready coach from Renfrewshire Council, contributing to workforce planning across the authority. • The Pathfinders employability programme, established in August 2024 and now delivered by Invest in Renfrewshire, has expanded to two weekly groups. Since its launch, 48 young people have taken part, and an additional programme has been developed to support Christmas leavers. • Six school leavers have been successfully recruited into Soft FM positions within the authority, and the programme’s strong uptake is expected to support continued delivery in future years. • Forty-two young people have benefitted from enhanced transition support between school and college. • Nine of Renfrewshire’s eleven secondary schools are now confirmed to participate in the Top Up programme in partnership with the University of Glasgow. • The Developing the Young Workforce Engagement Officer is currently supporting 20 young people through the My Future Pathways curriculum. • Two Renfrewshire schools began their GROW journey with JPMorgan Chase in January 2026 • PT Pathways has supported West College Scotland with the launch of the Transition Link course and the revised Transitions 2 College course. • Two Renfrewshire schools began their GROW journey with JPMorgan Chase in January 2026. • Community Benefits programmes continue to provide valuable industry experiences for pupils across all 13 secondary schools, including site visits, work placements, and industry-awareness activities. • Creative Paisley launches on Monday 2 March, providing all S3 pupils across the 13 secondary schools with access to the region’s cultural, creative and visitor economy sectors along with related educational and career pathways.

Delivering the Council Plan – Economy

What we will do	Due Date	Status	Progress update
Contribute to the Council’s Workforce Plan and Strategic Recruitment and Talent Management Plan to enable us to meet workforce demands particularly in relation to Teaching and Social Work.	31-Mar-2027		Ongoing PRT and Early Career Teacher professional learning programmes. This included the opportunity for mock interviews for all in March. Evaluation of all aspiring leaders courses sent out in March – to be collated in April. One to one interview support for senior school leaders. Recruitment programme for the Into Headship qualification resulted in 7 primary applicants, 3 secondary and 2 ASN. All interviewed and being progressed to the course for session 2026-27. 12 Into Headship participants from Cohort 10 (session 2024-25) graduated in February 2026, over half with distinctions. 5 of the primary graduates are now in acting Headteacher posts and 2 in substantive Headteacher positions. In January 2 class teachers (1 primary & 1 secondary) appointed to join the Learning Estate Team. This is a new and exciting role which will utilise their expertise and knowledge of how schools operate to support future Learning Estate developments. Children’s Services Social Work are participating in a Graduate Apprenticeship Social Work Qualification course with UWS.

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
Implementation of the Learning, Teaching and Assessment Strategy that clearly articulates the vision for planning and delivering high quality learning, teaching and assessment	31-Mar-2027		Attendance at the above training was low and Designing for Everyone had to be cancelled due to no uptake. Initial discussion had with secondary L&T group to discuss best way forward for CLPL in future – considering podcasts/videos. Foundations Papers – one page summaries of L&T approaches beginning to be added to the Renfrewshire Way site. Assessment & Moderation Working Group collating best practice for inclusion on the site in the new year. Individual school and increased Literacy materials added to the Renfrewshire Way site.
Raise attainment and skills for learning, life, and work to enhance opportunities and choices for all our children and young people	31-Mar-2027		Target schools continue to support identified groups of learners. Baseline assessments have been completed and all interventions are now in place. Evaluations are being gathered to evaluate the impact of this work. We have introduced and implemented Phase 3 of the Targeted School Programme to raise attainment and close the poverty-related attainment gap across all literacy and numeracy measures for children living in SIMD 1 and 2 areas. Key actions include: • Identification of 17 target primary schools through detailed data analysis. • Deployment of additional staffing in these schools, funded through the Scottish Attainment Challenge (SAC). • Provision of bespoke support and CLPL for staff, delivered by Development Officers and colleagues with specialist expertise. • Ongoing monitoring and evaluation of baseline assessments and intervention strategies, supported by Development Officers.

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
We will embed the whole family wellbeing service and request for assistance process to ensure that families get the right support at the right time, based on need.	31-Mar-2028		Work is ongoing to embed whole family wellbeing with several events and groups being created. Case studies will be shared nationally through the Improvement Service. There is a video about the service which is to be launched in May and shared nationally. The community team have completed their pilot of the FORT system as the request for assistance model, and it is currently being extended to incorporate the schools team and the interrupted learners team which should be launched by June 2026. The key development actions for the Family Wellbeing Service during 2025-26 will be included in the Education Improvement Plan.
Work collaboratively with our key partners to ensure our children and young people enjoy good physical and mental health.	31-Mar-2028		A comprehensive audit of Physical Education (PE) curriculum planners and current practice was undertaken across Renfrewshire schools. The audit involved engagement with children and young people, teaching staff, and key strategic partners, including OneRen and Education Scotland. The findings highlighted gaps in the explicit teaching of PE skills and in the progression of these skills from Early to Third Level. In response, specialist PE teachers are leading the development of a structured skills framework, a targeted training programme and the identification of key resources to support consistent and progressive delivery of PE across all stages. Early and First level frameworks have been completed and trialled in schools as well as feedback being sought from the Education Scotland HWB Officer. Work is underway to develop the Second Level framework and explore appropriate platforms for delivery of the framework. The skills framework will now be shared more widely with interested schools to be part of a pilot approach.

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
Ensure robust action plans are in place to develop and align with the work of the Curricular Improvement Cycle.	31-Mar-2028		The central team have met with representatives from Education Scotland to raise awareness of the CIC. A presentation was shared with all head teachers to raise awareness of the ongoing work in this area and the timeframe for implementation. A number of head teachers are involved in national working groups representing Renfrewshire Council. This work is ongoing and headteacher involvement will be shared at upcoming Joint Head teacher Meetings.
Focus on securing permanency arrangements for children where this is the best outcome.	30-Jun-2027		More can be achieved however, and consideration is being given to a whole system approach involving Social Work / Legal Services / SCRA and CHS. This approach would be similar to the Permanence and Care Excellence work that Renfrewshire was a pathfinder for more than a decade ago. The new project would be on a smaller scale but with the same ambitions. Discussions have been initiated with colleagues in legal services..
Implement the recommendations from the children at risk of harm inspection.	31-Mar-2027		RCPC's updated Improvement Plan was approved in March 2025. It includes the improvement actions from the joint inspection of services for children at risk of harm in Renfrewshire and improvement actions from recent learning reviews. The priorities in the RCPC Improvement Plan are: • Voice of infants, children, young people and families (Inspection action) • Chronologies (Inspection action) • Data (Inspection action) • Mental Health Support (Inspection action) The Improvement plan is overseen by the Continuous Improvement Subgroup. The voice strategy has been approved and leads identified to take forward each of the priority areas. Work has progressed on all the priority areas. The data is being progressed by the new data team and will be fully embedded for next year. The end date has been amended to 31 March 2027.
Review the impact of the social work re-design.	30-Nov-2026		The impact of the social work service redesign is monitored on an ongoing basis by capturing and analysing a range of relevant data. Indications are that the changes implemented as part of the service redesign are having a positive impact on service delivery.

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
Provide support and intervention at the right level and the right time to allow children and families to move out of the system quickly when challenges are addressed and resolved.	30-Jun-2026		The new Front Door service is fully established and implemented.
Continue to work with establishment leaders to support our children and young people with Additional Support Needs.	31-Mar-2028		Engagement with senior leaders took place through an Inclusion workshop at the Joint Head Teacher meeting, with further consultation with parents through the Parent Ambassador Group. Feedback identified a clear need for ongoing professional learning to build staff confidence and skills in supporting learners with additional support needs, alongside a stronger focus on timely and targeted intervention. This has led to the expansion of the FLR resource, the establishment of a working group to clarify and strengthen the role of the FLR resource, and the development of a coaching and modelling team within primary schools. A model of targeted in reach and outreach support has been implemented within Early Years, supporting practitioners to strengthen inclusive practice and adapt learning environments to meet a wide range of needs. This has improved children’s access to their educational entitlement at the earliest stage. Evaluation of the pilot has highlighted the need to review and clarify the criteria for the range of enhanced Early Years resources, to ensure that the most appropriate provision is allocated to meet individual needs. The Virtual Head role was piloted during this session and has supported the development of a quality improvement framework across secondary Flexible Learning Resources (FLR), promoting greater consistency and a shared vision. This has been informed by examples of effective practice identified through quality improvement visits. In parallel, a needs assessment is currently underway to inform the development of a Skills Academy, which will enhance provision for learners in the senior phase within the Flexible Learning Resource. Attendance remains strong overall across Renfrewshire, with high primary attendance and a smaller ASN attendance gap evidencing the positive impact of early intervention and inclusive practice. While secondary attendance is lower and the ASN gap wider, reflecting increasing complexity of need in line with national trends, targeted support continues to be a key focus. Attendance in ASN schools is a clear strength, with Renfrewshire performing above the national average (89.8% compared to 87.8%), highlighting effective support arrangements for pupils with complex needs. Overall patterns reinforce the importance of sustained, targeted approaches, particularly at key transition points into the senior phase.

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
Managing and Reporting Violence and Aggression Incidents in Establishments Policy will continue to be embedded, ensuring that local processes are followed to track and monitor incidents resulting in appropriate interventions and supports being actioned.	31-Mar-2028		Training courses on the implementation of the refreshed Managing and Reporting Violence and Aggression Incidents in Educational Establishments policy is available both online and in person. To support the implementation of the refreshed policy, Managing and Reporting Violence and Aggression Incidents in Educational Establishments there continues to be a suite of training opportunities available to staff. Training includes: • The key points from the policy refresh; • Support with planning for distressed behaviour pre and post incident; • Suite of supports available. Support staff: A Teams session was delivered during the February in-service day session 24/25. A repeat of this will be available to new Support Staff and will be delivered on 18/02/26 9.30am - 11am Support staff will be able to sign up via a link which will be issued alongside a catalogue of support staff training being offered on the October and February in-service days. Training will continue to be delivered during session 2026–27. Education Managers and Heads of Service will continue to review VA data to monitor trends and inform targeted support. A revised, pupil centred approach to risk assessment will be piloted in a small number of schools, with learning from the pilot used to refine the approach prior to implementation across all establishments.

Delivering the Council Plan – Fair

What we will do	Due Date	Status	Progress update
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 2028		The 2026 Annual Report on Keeping The Promise in Renfrewshire was presented to the Education and Children's Services Policy Board on the 12 March 2026 and is now published. Members of Renfrewshire's Promise Strategic Oversight Group on the 13 March 2026 meeting were asked to share the report widely across their networks, ensuring strong visibility and awareness across services and partners. The report was also presented to the Audit, Risk and Scrutiny Board Meeting on Monday 16 March 2026 for the board's note. The report highlights strong local progress, emphasising the inclusion of infants and recognising the need for sustained national alignment and investment. The report will continue to be shared locally and nationally through the Stories of Progress route. Following discussion at Renfrewshire's Promise Strategic Oversight Group on 13 March 2026, the 2026–2029 Action Plan is now at final sign off. The plan has been developed through workshops in November, follow up sessions in December and January, and final refinements in February and March. All members of Renfrewshire's Promise Strategic Oversight Group have had the opportunity to review and shape the plan. It will be published in both the Main Report and Pinky Promise (Easy Read) formats. Once approved, both versions will be issued and will form the basis for reporting on Promise related activity. In line with the pre election period, the plan will be appropriately launched and shared initially with Renfrewshire's Promise Strategic Oversight Group. This three year plan includes built in flexibility to respond to changing needs and priorities and remains on schedule for senior leadership sign off for Spring 2026. Reporting will include annual progress reports, dashboard monitoring, and alignment with the Promise Progress Framework.

Delivering the Council Plan – Green

What we will do	Due Date	Status	Progress update
Continue to work with other council services to deliver improvements to the school estate which offer a high degree of environmental sustainability and energy efficiency.	31-Mar-2026		Renfrewshire Council continue to work in partnership with 4 other local authorities as part of the Hub West Collaboration Group to consider and identify consistent and efficient measures to improve and maximise the sustainability of buildings, with a particular focus on the school estate. The group has supported the development of route maps to decarbonise each Council's non-domestic estate, supporting a long-term strategic way forward. Key Council officers across Sustainability, Energy, Technical Services and Facilities Management are represented on the Learning Estate Project Board, ensuring environmental, sustainability and energy aspects are considered alongside the learning environment as part of all future planning and design.

Delivering the Council Plan – Living our Values

What we will do	Due Date	Status	Progress update
Engage and participate in Trauma Informed and Responsive Renfrewshire programme	31-Mar-2026		Progress continues to embed trauma-informed practice across Children's Services. To date, over 423 colleagues have completed the trauma-informed iLearn module, with a significant proportion (94 colleagues, around 22%) from Children's Services, supporting baseline awareness. This is complemented by the development of internal capacity, with a trained trauma-skilled facilitator based within the service, contributing to the delivery of trauma-skilled training locally. Children's Services is represented on the TiRR Steering Group and has supported the development of key tools, including wellbeing walkthroughs, trauma-informed self-assessments and the trauma-informed policy framework and language guide. Colleagues will now support the rollout of these approaches across the service, alongside participation in self-assessment and walkthrough activity to reflect on current practice and identify any areas for improvement. Looking ahead, Children's Services will contribute to the refresh of the TiRR Roadmap and colleagues will be able to take part in a trauma informed Community of Practice to support ongoing learning and improvement.

Delivering the Council Plan – Living our Values

What we will do	Due Date	Status	Progress update
Actively promote health and wellbeing support for staff	31-Mar-2027		Operational update in February 2025 for all senior leaders there will be a Health and Safety Team update from and an update on supports available for staff wellbeing from Organisational Development.
Place the human rights and needs of every child and young person at the heart of service planning and delivery (UNCRC)	31-Mar-2027		We continue to promote and ensure the following aims are embedded in the service, • To ensure children’s rights are respected and protected in law in Scotland • Public authorities legally required to respect and protect children’s rights in their work • Public authorities required to proactively promote children’s rights • Unlawful for public authorities to act incompatibly with UNCRC
Through engagement and participation, we will ensure the collective views, needs and aspirations of children, young people and families are met.	31-Mar-2027		The young leaders of learners programme has been developed further with 35 establishments now engaging in work relating to promoting pupil voice. YLL Celebration Events allowed Young Leaders to share their experiences and improvement actions and provide feedback on the programme. YLL staff training included 6 new schools who will join the programme in August 2025 – 4 primary schools, 1 ASN and 1 secondary. The Voice work treams are working on gaining the views of young people and families. YLL reciprocal school visits continued. Planning for sharing events has taken place with YLLs – Primary 8 June in Johnstone Town Hall and Secondary 10 June in Tweedie Hall. YLLs to present their journey to their peers. Quality assurance of the YLL programme carried out at 4 school visits.
In partnership with the HSCP, closely collaborate with young people and their families to ensure a smooth transition to adult services.	31-Mar-2027		Multi-agency development sessions have taken place in 2024 & 2025. Consultation with senior leadership team in children’s services social work and adult service social work under HSCP. Work is ongoing to further develop practice, policy and procedures.

Delivering the Council Plan – Living our Values

What we will do	Due Date	Status	Progress update
Take forward findings from Employee Survey and develop actions across the following three priority areas.	31-Mar-2028		A service action plan has been developed which will be shared with Departmental Management Team for approval..
Play a key role in the Reshaping Renfrewshire – Transformation Programme and associated workstreams.	31-Mar-2028		The Service is actively engaging with the transformation programme. The social work redesign has been in place for just over 9 months and is showing positive impact on outcomes.
Engage with the Data Advisory Group to ensure data activities align with the Data Strategy Framework, cross-service data sharing opportunities are identified, and data improvement activities are carried out in a consistent manner across the organisation.	31-Mar-2026		The Service have continued representation on the Data Advisory Group, and a data plan has been included in the SIP. Data is embedded throughout all aspects of improvement.
Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic medium and Gaelic learner education to Renfrewshire Council residents.	31-Mar-2026		Right to GME continues to be highlighted in P1 registration forms (November annually) and registrations have shown year on year increase, including registrations for August 26. These events have been highlighted by our Communications team via the Council's social media channels and feedback from parents regarding promotional events has been positive.



Performance Indicators

April 2026

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Performance Key

PERFORMANCE INDICATOR STATUS	
	BELOW TARGET
	WARNING (within 10% of Target)
	ON TARGET
	NOT COMPARABLE
	DATA ONLY
	PERFORMANCE IMPROVING
	PERFORMANCE IN RANGE
	PERFORMANCE GETTING WORSE

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q1 2025/26	Q2 2024/25	Q3 2025/26	Q4 2025/26		Explanation of performance
				Value	Value	Value	Value	Target	
Percentage of Looked After Children cared for in the community				91.8%	90.3%	91.8%	92.7%	89.9%	The proportion of looked after children residing in community settings has increased by almost 1%, to 92.7%. The majority of looked after children continue to be cared for within the community, either with their families or with alternative carers such as extended family or friends. This reflects the service’s ongoing commitment to prioritising family-based care wherever appropriate. While residential placements may be necessary for a small number of children and young people due to their individual needs, such arrangements are considered only when community-based care is not suitable. The overarching aim remains to support children in environments that promote stability, wellbeing, and continuity of care. This indicator is also reported annually through the Local Government Benchmarking Framework (CHN9: ‘Balance of care for looked after children’), which measures the percentage of children being looked after in the community.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q1 2025/26	Q2 2024/25	Q3 2025/26	Q4 2025/26		Explanation of performance
				Value	Value	Value	Value	Target	
Percentage of accommodated Looked After Children placed with families				90.6%	87.6%	90.1%	90.3%	83%	The majority of accommodated children continue to reside in family-based settings, typically with friends or relatives, which remains the preferred model of care. As of the end of December 2025, over 90% of accommodated children were placed in such settings going up very slightly since last quarter. Nonetheless, there are circumstances in which placement in a residential facility is deemed more appropriate, either to meet the specific needs of the child or as directed by a children’s hearing.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q1 2025/26	Q2 2024/25	Q3 2025/26	Q4 2025/26		Explanation of performance
				Value	Value	Value	Value	Target	
Percentage of care leavers participating in employment, training or education				60%	74.5%	50.3%	46.7%	55%	The percentage of care leavers with an open involvement of Throughcare team who were engaged in employment, education, or training is lower than in previous quarters. This is most likely due to a change in recording practice. At the end of Q4 2025/26, 46.7% of the 207 care leavers with an open relationship to the Throughcare team were positively participating in employment, education or training. The recording of this information is monitored on a regular basis.
Percentage of care leavers who have had a period of homelessness in the last 6 months				3%	2.8%	7.4%	7.7%	0%	The proportion of care leavers with a relationship of the Throughcare team who have experienced a period of homelessness in the past six months has increased. There were 16 individuals out of 207 care leavers. All individuals were accommodated either with family members, friends or provided with temporary homeless accommodation within Renfrewshire or in other Local Authority areas. Throughcare and Housing services continue to work collaboratively to prevent homelessness an to support care leavers in sustaining tenancies.

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q1 2025/26	Q2 2024/25	Q3 2025/26	Q4 2025/26		Explanation of performance
				Value	Value	Value	Value	Target	
The percentage of NEW clients subject to a new supervision order seen by a supervising officer within 1 week				71%	76%	80%	73%	85%	The targets set for this and following 4 indicators remains exceptionally challenging due to uncontrollable variables(detailed in explanations). These were recently scrutinised and acknowledged by the Performance Board on 21/1/26. It acknowledged the complex and inter-reliant nature of the service user group /wider justice systems which both directly impact these targets and most significantly, are out with control of the JSW teams. Q4 Target was not met 47 out of 64 were seen on target Of the 17 cases not meeting target: • 8 failed to attend • 4 cited illness • 4 late notifications from external courts • 1 in paid employment preventing making appointment in timescale
% of NEW unpaid work orders/requirement complete by the required date				78%	90%	67%	80%	75%	40 orders that completed were all on time. The remaining 10 were not completed because – • 4 revoked for Breach of order (failed to comply) • 6 revoked due to review (court decision)

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q1 2025/26	Q2 2024/25	Q3 2025/26	Q4 2025/26		Explanation of performance
				Value	Value	Value	Value	Target	
Percentage of NEW unpaid work clients seen within 1 working day of the order				66%	69%	71%	61%	70%	43 out of 71 were seen on target. Of the 28 cases not meeting target : • 1 already on Order or Supervision • 8 late notifications from other courts • 11 failed to attend • 2 subject undertaking paid employment • 1 in custody • 5 cited illness
Percentage of NEW unpaid work clients receiving an induction within 5 working days of the order				69%	69%	77%	66%	75%	47 out of 71 received an induction on target. Of 24 cases not meeting target - • 5 Currently already on unpaid work order or Supervision (effectively been seen) • 11 failed to attend • 4 cited illness • 1 very late court notification • 2 undertaking paid employment • 1 in custody

Delivering the Council Plan – Fair

Indicator	Current Status	Short term trend	Long term trend	Q1 2025/26	Q2 2024/25	Q3 2025/26	Q4 2025/26		Explanation of performance
				Value	Value	Value	Value	Target	
Percentage of NEW unpaid work clients beginning work placement within 7 working days of the order				71%	60%	55%	55%	65%	39 out of 71 cases met target Of the 32 cases not meeting target - • 6 clients already undertaking other UW order • 6 first direct contact occurred late - had knock on impact • 8 failed to attend • 1 in employment /vary start • 4 cited illness • 5 suitable work for needs /risks not available • 2 in custody

Delivering the Council Plan – Fair

Indicator	Status	Short Term Trend	Long Term Trend	2021/22	2022/23	2023/24	2024/25	Target	Explanation of Performance
				Value	Value	Value	Value		
% of Leavers attaining literacy SCQF Level 4				96.1%	95.7%	94%	96%	98%	Renfrewshire remains ahead of the national figures and in line with the virtual comparator in this measure. In the 2024/25 leavers cohort, 96% of Renfrewshire pupils achieved literacy at SCQF level 4, compared with 93% nationally and 95% for the virtual comparator. The percentage of leavers in Renfrewshire achieving literacy at SCQF level 4 or above has remained relatively constant over the past 5 years. Targets for this measure were set before the pandemic.
% of Leavers attaining numeracy SCQF Level 4				93.4%	93.0%	93%	93%	94%	Renfrewshire is consistently ahead of national figures over 5 years and remains in line with the virtual comparator. In the 2024/25 leavers cohort 93% of Renfrewshire pupils achieved SCQF level 4 numeracy, compared with 91% nationally and 93% for the virtual comparator. At SCQF level 4, numeracy attainment above the national and virtual comparator has been a consistent trend over the previous 5 years. .

Delivering the Council Plan – Fair

Indicator	Status	Short Term Trend	Long Term Trend	2021/22	2022/23	2023/24	2024/25	Target	Explanation of Performance
				Value	Value	Value	Value		
% of Leavers attaining literacy SCQF Level 5				87.1%	85.3%	83%	86%	88%	It is not possible to make a like for like comparison to previous years within this measure due to the cancellation of exam diets in 2020 and 2021. Renfrewshire is consistently in line with the virtual comparator and ahead of national figures in this measure. In the 2024/25 leavers cohort, 86% of Renfrewshire pupils achieved this measure, compared with 82% nationally and 85% for the virtual comparator. Targets for this measure were set before the pandemic.
% of Leavers attaining numeracy SCQF Level 5				76.9%	75.3%	76%	77%	77%	It is not possible to make a like for like comparison to previous years within this measure due to the cancellation of exam diets in 2020 and 2021. Renfrewshire remains ahead of the virtual comparator and national figures in this measure. In the 2024/25 leavers cohort, 77% of Renfrewshire pupils achieved this measure, compared with 73% nationally and 77% for the virtual comparator. Renfrewshire remains in line with pre-pandemic levels, which is the most credible like for like comparison. Targets for this measure were set before the pandemic.

Delivering the Council Plan – Fair

Indicator	Status	Short Term Trend	Long Term Trend	2021/22	2022/23	2023/24	2024/25	Target	Explanation of Performance
				Value	Value	Value	Value		
Average total tariff score of all school leavers in Renfrewshire				984	933	941	975	907	It is not possible to make a like for like comparison to previous years within this measure due to the cancellation of exam diets in 2020 and 2021. Renfrewshire’s data follows national trends with an increase during this period which is now returning to post-pandemic levels. Renfrewshire is consistently ahead of the national figure in this measure but remains marginally below the virtual comparator. The latest data is ahead of 2018/19 leavers cohort, which was 923. Targets for this measure were set before the pandemic.
Average total tariff score of leavers living in SIMD 30% most deprived areas				745	681	681	728	700	It is not possible to make a like for like comparison to previous years within this measure due to the cancellation of exam diets in 2020 and 2021. Renfrewshire’s data follows national trends with an increase during this period which is now returning to post-pandemic levels. Renfrewshire is consistently ahead of the national figure in this measure but remains marginally below the virtual comparator. The latest data is ahead of the 2018/19 leavers cohort, which was 674. Targets for this measure were set before the pandemic.

Delivering the Council Plan – Fair

Indicator	Status	Short Term Trend	Long Term Trend	2021/22	2022/23	2023/24	2024/25	Target	Explanation of Performance
				Value	Value	Value	Value		
Percentage gap in average total tariff score of school leavers resident in SIMD 30% most deprived and those from the 70% least SIMD deprived Renfrewshire areas.				32%	36%	38%	54%	28%	The size of the gap between pupils living in most and least deprived areas has increased further in 2024/25. This is because the average total tariff score of leavers from the 70% least deprived SIMD areas increased more than those from the 30% most deprived SIMD areas. Please note - leavers in the 2020, 2021 and 2022 cohorts experienced alternative assessment methods to pre-pandemic cohorts and therefore data should be treated with caution as it is not a direct comparator with previous years.
Average Total Tariff Score of Looked After Children (school leavers)				328	320	283	353	340	It is not possible to make a like for like comparison to previous years within this measure due to the cancellation of exam diets in 2020 and 2021. There is a high degree of variability in this data due to small cohorts. The 2024/25 data is ahead of pre-pandemic levels; in 2018/19, this figure was 280. Targets for this measure were set pre-pandemic.

Delivering the Council Plan – Fair

Indicator	Status	Short Term Trend	Long Term Trend	2021/22	2022/23	2023/24	2024/25	Target	Explanation of Performance
				Value	Value	Value	Value		
Gap between the Average Total Tariff Score of Looked After Children (school leavers) and that of the total Renfrewshire leavers cohort				67%	66%	62%	64%	63%	It is not possible to make a like for like comparison to previous years within this measure due to the cancellation of exam diets in 2020 and 2021. Attainment of both care experience pupils and the general cohort have followed similar patterns over this period. The percentage gap between the average total tariff score of care experienced school leavers and the general leavers cohort has increased by 2 percentage points since 2023/24.
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)				15.4	16	14	9	10	The size of the attainment gap has decreased by 6 percentage points since 2023-24 as a result of increased attainment of pupils living in SIMD 30% most deprived areas. The size of the gap is the lowest in the previous 7 years at 9 percentage points. Pupils living in most deprived areas were more significantly impacted by the pandemic which caused these gaps to widen. The data indicates that positive progress has been made to rectify this, and the size of the gap is now lower than in 2018-19.

Delivering the Council Plan – Fair

Indicator	Status	Short Term Trend	Long Term Trend	2021/22	2022/23	2023/24	2024/25	Target	Explanation of Performance
				Value	Value	Value	Value		
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)				13.4	11	11	9	9	The size of the attainment gap has decreased by 2 percentage points since 2023-24 as a result of improved attainment of pupils living in SIMD 30% most deprived areas. The size of the gap is the lowest in the previous 7 years. Pupils living in most deprived areas were more significantly impacted by the pandemic which caused these gaps to widen. The data indicates that positive progress has been made to rectify this, and the size of the gap is now lower than in 2018-19.

Delivering the Council Plan – Fair

Indicator	Status	Short Term Trend	Long Term Trend	2021/22	2022/23	2023/24	2024/25	Target	Explanation of Performance
				Value	Value	Value	Value		
Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Literacy between pupils entitled to Free School Meals and pupils not entitled				21	22	18	22.1	15	Please note that due to changes in free meal entitlement these comparisons are not reliable. Previous years data will include P4 attainment which is now covered under universal provision. In 2024/25, the size of the attainment gap has increased to similar levels in 2021/22. Attainment of pupils entitled to Free School Meals is 3 percentage points higher than pre-pandemic levels (2018/19), and 7 percentage points higher than in 2021/22.
Percentage Point Gap in % Pupils Achieving Expected Level for their stage in Numeracy between pupils entitled to Free School Meals and pupils not entitled				17	18	14	17	14	Please note that due to changes in free meal entitlement these comparisons are not reliable. Previous years data will include P4 and P5 attainment which is now covered under universal provision. The size of the attainment gap has decreased since 2022/23 and is now lower than in 2021/22. Attainment of pupils entitled to clothing grants is in line with pre-pandemic levels at 17 percentage points. This is an increase since 2023-24 but lower than the previous 3 years.

Delivering the Council Plan – Fair

Indicator	Status	Short Term Trend	Long Term Trend	2021/22	2022/23	2023/24	2024/25	Target	Explanation of Performance
				Value	Value	Value	Value		
% of School leavers in a positive destination				96.0%	96.4%	97.1%	97.9%	98%	The percentage of leavers entering a positive destination in Renfrewshire has remained consistent at 97.9% - an increase of 0.77 percentage points since 2023/24. This will continue to be monitored over the next year.

Delivering the Council Plan – Fair

Indicator	Status	Short Term Trend	Long Term Trend	2022/23	2023/24	2024/25	2025/26	Target	Explanation of Performance
				Value	Value	Value	Value		
No of foundation apprenticeships accessed by Renfrewshire school pupils				14	21	57	30	45	Currently there are 30 young people accessing a young apprenticeship for the academic session 2025-26. A richer curriculum is currently offered at school that includes a wide range of new courses and creates additional opportunities for young people. We will continue to work with West College Scotland to provide attractive options for young people and intend to grow this number year after year as part of the wider goal of positive post-school destinations for all young people.
Percentage of pupils satisfied with establishments Education Scotland Survey				77.3%	82.6%	75.8%	N/A	100%	Figures for this indicator are taken from pupil responses to surveys sent out by inspectors; in this case, it is the proportion responding positively to the statement “I enjoy learning at my school”. As such, they relate to a proportion of pupils in a small number of schools. Schools inspected in 2024/25 were Kirklandneuk Primary School, Bargarran Primary School, Mossvale Primary School & Nursery Class, Kilbarchan Primary School and Gleniffer High School. This measure does not take into account other statements which cover the broader aspects of school life, such as pastoral care, extracurricular activities, and the relationships between pupils and staff.

Delivering the Council Plan – Fair

Indicator	Status	Short Term Trend	Long Term Trend	2021/22	2022/23	2023/24	2024/25	Target	Explanation of Performance
				Value	Value	Value	Value		
% of children attending school (Primary)				92.6%	92.8%	93.1%	93.8%	95.5%	Renfrewshire primary schools have worked hard to maintain a strong level of attendance, with a further increase from 2023/24. This is the fourth consecutive increase following the pandemic. National and virtual comparator data for the 2024/25 school term will be available in Spring 2026.
% of children attending school (Secondary)				87.1%	86.9%	86.8%	87.6%	91%	Renfrewshire secondary schools have worked hard to maintain attendance in challenging circumstances since the pandemic. The latest data shows an increase in attendance since 2023/24 which has previously been static over the previous 3 years. National and virtual comparator data for the 2024/25 school term will be available in Spring 2026.

Delivering the Council Plan – Fair

Indicator	Status	Short Term Trend	Long Term Trend	2022/23	2023/24	2024/25	2025/26	Target	Explanation of performance
				Value	Value	Value	Value		
% of young people choosing to stay onto S5 (as % of S4 roll at September previous year)				92.1%	89.5%	91.4%	90.7%	92%	The percentage of pupils staying on to 5th year has decreased in comparison to 2024/25. There is no national comparator data for this specific measure at present.
% of young people choosing to stay onto S6 (as % of S4 roll at September two years before)				66.4%	62.6%	62.8%	65.8%	71%	The percentage of pupils staying on to 6th year has increased by 3 percentage points since 2024/25. Education for the senior phase has a strong focus on personal development and employability skills as well as on academic attainment, and support is offered to ensure positive post-school positive destinations for all. No comparator data is available at present.

Delivering the Council Plan – Living our Values

Indicator	Current Status	Short term trend	Long term trend	Q1 2025/26	Q2 2024/25	Q3 2025/26	Q4 2025/26		Explanation of performance
				Value	Value	Value	Value	Target	
% of Stage 1 complaints responded to within timescales agreed with customers				100%	88%	100%	100%	95%	Children Services have completed 12 Stage 1 complaints in Q4; 11 were to Education and 1 to Social Work. All were completed within target timescales. This maintains the performance from Q3 of 2025-26. An additional 2 complaints are still being worked on.
% of Stage 2 complaints responded to within timescales agreed with customers				90%	91%	100%	95%	95%	Children Services have completed 94 investigation (stage 2) complaints in Q4; 78 to Education and 16 Social Work. 77 Education and 12 Social Work complaints were completed with targeted timescales. This represents an 5 percentage point decrease on Q3. A further 13 stage 2 complaints are still being processed.
% of FOI requests completed within timescale by Children's Services				83%	79%	74%	83%	100%	83% of FOIs were completed within timescales for Q4 of 25/26. For Q4, Children's Services received 54 FOIs; 41 Education and 11 Social Work. All 9 that were completed outwith timescales were from Education. There were 2 FOIs allocated to both Social Work and Education, both went out on time.

Delivering the Council Plan – Living our Values

Indicator	Current Status	Short term trend	Long term trend	Q1 2025/26	Q2 2025/26	Q3 2025/26	Q4 2025/26	Explanation of performance
				Value	Value	Value	Value	
Completion rate of corporate induction within 30 days of starting employment with the Council.	New Indicator			6%	9%	1.1%	5%	This covers the number of new starts within Children’s Services who completed all nine induction modules on iLearn within the first 30 days of employment. There were 96 new starts in Children’s Services in Q4 2025-26* . 35 were teachers and 81 were local government (non-teachers). 5 new starts completed all 9 Induction Modules on iLearn within 30 days of their start date. All those who completed within timescales were non-teachers.
Completion rates of mandatory training courses.	New Indicator			46%	61%	65%	74%	Mandatory course completion figures cover the completion percentage at the end of Q4 for colleagues in Children’s Services with the Terms Local Government, Chief Officer, Teacher and Advisor/Psychologist. Children Services had 74% of colleagues with completed mandatory training in Q4. This represents 67% of teachers and 85% of non-teaching colleagues completing training.
Completion rates of Personal Development Plans.	New Indicator							This is a new indicator. Data will be available in future updates.

Management Information

Indicator	Q1 2025/26	Q2 2025/26	Q3 2025/26	Q4 2025/26	Explanation of performance
	Value	Value	Value	Value	
Percentage of children registered in this period who have previously been on the Child Protection Register	2.9%	18.7%	26%	14%	There were 42 new CP registrations between January and March 2026; Of the CP registrations in this period, 6 children had previously been registered. Of those 3 were from the same family. Re-registrations are monitored as part of the Renfrewshire Child Protection Committee’s performance management to ensure that there have been no inappropriate de-registrations.
Number of children on the Child Protection Register at quarter end date	67	78	93	94	As of the end of Q4 in 2025/26, 94 children were listed on the Child Protection Register (CPR). During this period, 43 children were newly registered, while 42 were removed from the register. 2 were added and removed from the Register during the quarter. The Renfrewshire Child Protection Committee monitors trends in child protection activity and receives regular reports detailing a range of performance indicators.

Please note that there are no targets for these indicators



Children's Services

Service Improvement Plan 2025 – 28
Outturn Report

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



Renfrewshire
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