CLACKMANNANSHIRE COUNCIL

Report to: **Clackmannanshire Council**

Date of Meeting: **10 August 2023**

Subject: People Directorate Business Plan

Report by: Catriona Scott, Senior Manager, People

1.0   Purpose

This report presents the People Directorate Business Plan 2023/24. The People Business Plan aligns with a number of strategic local and statutory plans (see **Appendix 3**) , some of which are also presented at this Council), namely :
- National Improvement Framework Plan
- Violence Against Women Strategic Plan
- Family Wellbeing Partnership Plan
- Promise Plan

2.0   Recommendations

2.1   It is recommended that Council, note, comment on and approve this Plan.

3.0   Considerations

3.1   The People Directorate Business Plan is focused on transformation and in particular 'Be the Future' programme workstreams of:

- Sustainable Inclusive Growth
- Empowering Families and Communities
- Health and Wellbeing

3.2   The service is committed to progressing workforce development and leadership plans to support the transformation of services.

4.0   Sustainability Implications

4.1   None

5.0   Resource Implications

5.1   *Financial Details*

5.2   None

5.3   *Staffing*

5.4   There are no implications for staffing arising from this report

6.0   Exempt Reports

6.1   Is the report exempt?   No

7.0   Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

(1)   **Our Priorities** (Please double click on the check box ☑)

Clackmannanshire will be attractive to businesses & people and
ensure fair opportunities for all   ☑
Our families; children and young people will have the best possible
start in life   ☑
Women and girls will be confident and aspirational, and achieve
their full potential   ☑
Our communities will be resilient and empowered so
that they can thrive and flourish   ☑

(2)   **Council Policies** (Please detail)

10.0   Equalities Impact

10.1   Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?

Yes.

11.00   Legality

11.1   It has been confirmed that in adopting the recommendations contained in this report, the council is acting within its legal powers.

Yes.

12.0   Appendices

(Appendix 1) People Directorate Business Plan

(Appendix 2) Clackmannanshire Demographic Profile

(Appendix 3) People Strategic Planning Framework
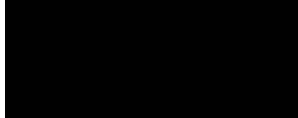

13.0   Background Papers

13.1   Have you used other documents to compile your report? Yes
- Clackmannanshire Family Wellbeing Partnership Strategic Plan 23-24
- The Promise Plan 23-24
- Clackmannanshire Children's Services Plan, 2021-2024
- Clackmannanshire National Improvement Framework Plan 23-24

Author(s)

NAME	DESIGNATION	TEL NO / EXTENSION
Catriona Scott	Senior Manager	2469

Approved by

NAME	DESIGNATION	SIGNATURE
Lorraine Sanda	Strategic Director People	██████████

People Directorate

Business Plan 2023-24

1   SERVICE OVERVIEW
1.1   SERVICE PURPOSE & OBJECTIVES

The People Directorate plays an integral role in supporting the delivery of the Council's vision and outcomes. The Directorate is committed to improving the life chances and outcomes for children, families and communities, with a particular focus on the most vulnerable.

The Plan sets out our shared vision, values and priorities over the next 12 months and has been developed considering the views and experiences of children, young people and families. It articulates where partnership working improves outcomes. Individual services have their own Plans and where partnership working enhances the priorities of discrete Service Plans, they are included within our priorities.

Where pre-existing partnership groups exist, these have been referenced in the Plan. For example, the Tackling Poverty Partnership, Children and Young People's Strategic Partnership, Child Protection Committee and Clackmannanshire and Stirling Alcohol and Drug Partnership. These provide a place to develop a coherent and whole systems approach to tackling local and national priorities.

The Council's Vision – Be the Future
"We will be a valued, responsive, creative organisation, through collaboration, inclusive growth and innovation, to improve the quality of life for every person in Clackmannanshire."

Council Values

- **Be the customer** - Listen to our customers; communicate honestly and with respect and integrity.

- **Be the team** - Respect each other and work collectively for the common good.

- **Be the leader** - Make things happen, focusing always on our vision and outcomes, and deliver high standards of people leadership and corporate governance.

- **Be the collaborator** - Work collaboratively with our partners and communities to deliver our vision and outcomes.

- **Be the innovator** - Look outwardly, be proactive about improvement and strive always for innovation and inclusive growth.

- **Be the future** - Work always towards ensuring that we deliver our vision and live our values, so that we become a valued, responsive Council with reputation for innovation and creativity.

People Directorate Principles

- **Tackle Inequalities** - Reduce the gap in outcomes between the most and least deprived children and young people in Clackmannanshire by working to reduce child poverty within our communities and keep our children and young people safe from harm.

- **Support our Care Experienced Young People** - Work to bring about the changes demanded by the Independent Care Review that we keep 'The Promise' that children and young people who are care experienced are supported to improve their life experiences and life chances and that they grow up, loved, safe and respected.

- **Improve Health and Wellbeing** - Ensure all children, young people and families are supported to achieve and maintain good physical and mental health and wellbeing, as reflected in the Clackmannanshire Sport and Active Living Framework, which takes a whole population approach to sport and active living, ensuring it is accessible for all and particularly those who already face barriers through poverty, life circumstances or disability.

- **Promote Children's Rights and Participation** - Work to ensure we are delivering on the provisions of the United Nations Conventions on the Rights of the Child (UNCRC) as incorporated into Scots Law.

- **VAWG -** Women and Girls in Clackmannanshire are Equally Safe at Home, at Work and in the Community. By working collaboratively, across all our organisations and with our partners, we can deliver significant change for women, children and young people affected by violence and abuse.

- **Justice -** Improving Community Safety through Robust Assessment and Management of Risk- Providing effective community disposals/interventions and tackling re-offending through effective partnership working.

This Plan sets out the key actions that will be delivered by the People Directorate in 2023-2024 and will contribute to the delivery of key strategic objectives as set out within:

- Local Outcomes Improvement Plan 2017-27 (Wellbeing Economy Local Outcomes Improvement Plan under development)

- Clackmannanshire Council's Children's Services Plan 2021-24

- Clackmannanshire Community Justice Plan 2018-23

- Violence against Women and Girls Strategic Plan 23-24

- The Promise Plan 21-24

- The National Improvement Framework Plan 23-24

It is guided by, and aligned with, the 'Be the Future' Programme, Community Wealth Building and the Wellbeing Economy.

The plan sets out targeted aims, outcomes, priorities and activities for 2023-24. It focuses on collaboration and intelligence gathered from across the system - in particular stakeholders' needs. There is a continuing focus on Health and Wellbeing - of our staff, our families and communities, as we continue to address the short, medium and long term effects and learning from the impact of the Covid crisis.

As set out in the 'Be the Future' Programme, we need to work differently to deliver sustained and improved outcomes for our communities, connecting and collaborating with our public sector and third sector partners, business and empowering our families and communities.

This means embracing new ways of working, structuring and delivering our services differently, in a more integrated and collaborative way, based on the principle of continuous improvement, which prioritises getting the basics right, as outlined in Clackmannanshire's Targeted Operating Model (TOM).
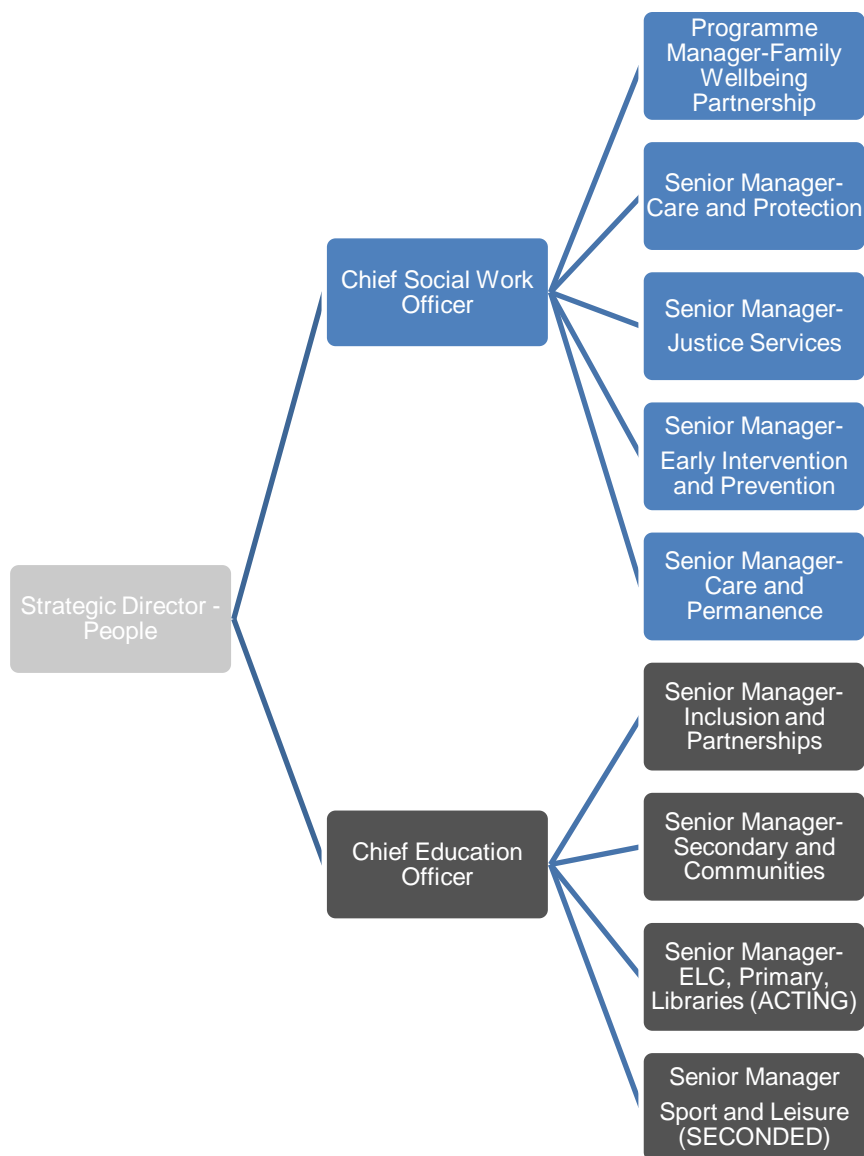
The People Directorate will deliver improved outcomes in the following areas:

Be the Future Workstreams	People Service Workstreams
Sustainable Inclusive Growth	- Reducing Poverty - Ensuring Digital Equity and Safety - Developing the Young Workforce - Positive and Sustained Destinations - Skills Framework - Learning Estate - Learning for Sustainability - Regional Improvement Collaborative
Empowering Families and Communities	- The Promise - United Nations Convention on the Rights of the Child - Family Wellbeing Partnership

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	● Learning , Teaching and Assessment ● Community Engagement ● Early Learning and Childcare (ELC) ● Additional Support for Learning ● Youth Justice ● Workforce and Leadership ● Violence Against Women and Girls
Health and Wellbeing	● Sport, Physical Education and Active Living ● Alcohol and Drug Misuse ● Mental Health ● Child Protection ● Getting it Right for Every Child (GIRFEC) ● Violence Against Women and Girls ● STRIVE – Safeguarding through rapid intervention ● GIRFEC Forum ● Wellbeing Hub

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1.2 SERVICE STRUCTURE

The organisational structure is designed to promote a deeper integration of People Services and supports. The Service continues to progress with networks of collaborative teams, clearly focused on the needs of children, families, individuals and communities. These teams work in an integrated way across Education, Children's Social Work, Justice Services, Sport, Leisure, Libraries and Community Learning and Development, as well as more closely with other Directorates and Alliance Partners.

```
Strategic Director - People
├── Chief Social Work Officer
│   ├── Programme Manager-Family Wellbeing Partnership
│   ├── Senior Manager-Care and Protection
│   ├── Senior Manager-Justice Services
│   ├── Senior Manager-Early Intervention and Prevention
│   └── Senior Manager-Care and Permanence
└── Chief Education Officer
    ├── Senior Manager-Inclusion and Partnerships
    ├── Senior Manager-Secondary and Communities
    ├── Senior Manager-ELC, Primary, Libraries (ACTING)
    └── Senior Manager Sport and Leisure (SECONDED)
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1.3 BUDGET

This budget is based on the current People Directorate allocations and may be subject to change due to additional financial burdens.

Revenue Budget 23/24	**£,000**
Care and Protection	17,140
Education and Learning	57,549
Strategic Director-People	-224
Support and Wellbeing	1713
TOTAL	**76,178**
Capital Budget	**£,000**
Digital Learning Strategy	250
Social Services IT System	80
ICT Replacement Secondary Schools	125
Fitness Equipment	12
Wellbeing Hub	3,300
Lochies School	1,195
Free School Meals Infrastructure	754 (under review)
TOTAL	**5,716**

The ambition is to improve approaches to service delivery in the face of current pressures including:

- reduced funding
- impact of Covid-19
- increased demand on public services
- reduced availability of qualified staff
- demographic and socio-economic pressures
- cost of living crisis
- increasing inequalities

The People Directorate operates within a highly complex environment and its key objectives are driven by a number of overlapping strategic plans, legislation and policies.

- National Improvement Framework – a key driver for dynamic and agile improvement in education. It underpins work on the all the Attainment Funding (Scottish Attainment Challenge, Pupil Equity Funding, Care Experienced Funding)
- Children and Young People (Scotland) Act 2014)
- Getting It Right For Every Child
- Children's Rights - United Nations Convention on the Rights of the Child (UNCRC)
- Expansion of Early Learning and Childcare
- Curriculum for Excellence
- Community Empowerment (Scotland) Act 2015
- Community Learning and Development (Scotland) Regulations 2013
- Parental Involvement (Scotland) Act 2006 and national Parental Involvement and Engagement Action Plan "Learning Together" launched in August 2018
- The Education (Additional Support for Learning) (Scotland) Act 2003 (as amended 2009)
- Developing the Young Workforce and Youth Employment Strategy
- Tackling Child Poverty Delivery Plan 2022-26- Best Start, Bright Futures
- The Promise Plan 21-24
- Forth Valley and West Lothian Regional Improvement Collaborative (RIC) Plan
- Equally Safe Strategy - Scotland's strategy for prevention and eradicating violence against women and girls

- Framework for Risk Assessment Management & Evaluation (FRAME) with children aged 12-17. Standard, Guidance & Operational Requirements for risk practice June 2021
- Age of Criminal Responsibility (Scotland) Act 2019
- Section 13 of the Children's (Scotland) Act 2020 (Standing Up for Siblings)
- Secure Care Pathways and Standards Scotland October 2020
- National Youth Justice Vision and Strategy June 2021
- National Guidance for Child Protection in Scotland 2020.

This schedule includes key strategic documents and publications:

Service Strategy or Policy	Approved / Last Reviewed	Date for Review
Clackmannanshire Children's Services Plan, 2021-2024	Launched August 2021	August 2024
Community Justice Improvement Plan, 2018-2023 Community Justice Improvement Plan 2023-2028	2018 (following LOIP Plan) Under development	2023 December 23
The Promise 2021-24	May 2021	May 2024
National Improvement Framework (NIF) Education Plan 2023-24	August 2023	August 2024
Family Wellbeing Partnership Plan 23-24	under review	under review
Digital Learning Strategy, 2023-2025	May 2023	May 2025
Additional Support for Learning Strategy, 2019-22	October 2019	October 2022
Strategic Equity Fund Plan 2023-2024 (Part of NIF Plan)	September 2023	September 2024
Health and Wellbeing Strategy	August 2023	August 24

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Learning, Teaching and Assessment Strategy	Implementation Phase	December 2022
Outdoor Learning Strategy	Implementation Phase	December 2023
Numeracy Strategy	August 2023	August 2024
Literacy Strategy	August 2023	August 2024
Parental Involvement and Engagement Strategy	August 2021	August 2024
Learning Estate Strategy, 2019-40	2023	2040
Community Learning and Partnership Plan, 2023-24	August 2023	August 2024
Sport and Active Living Framework for Clackmannanshire, 2018-28	2018	Under development
Violence against Women and Girls Strategy 23-24	under development	under development
Safe and Together	Implementation Phase 2023	2024
Forth Valley Care and Risk Management Procedures 2022-2025	2023	2024
Forth Valley Social Work Operational Child Protection Procedures	2023	2024
Forth Valley Guidance Getting our Priorities Right for Children and Families affected by Parental Alcohol and Drug Use (2019)	2023	2024
Forth Valley Secure Pathway and Standards Procedures	under Development	under Development

2 KEY ISSUES FOR THE DIRECTORATE

Financial sustainability remains a key challenge and theme for the Council. The negative impacts of rising costs, the Covid crisis and on-going economic challenges are felt across Clackmannanshire and add continuing pressure on services.

As a result, our focus must remain on transforming services and alternative delivery models.

The context of need in our communities is evidenced in the demographic profile **(Appendix 2)** and continues to be challenging with:

• Higher than average incidences of care experienced children and child protection cases, often due to areas of significant deprivation, and parental drug and alcohol misuse.
• Increasing numbers of children with additional support needs in schools and Early Learning Centres.
• Increased emphasis on Public Protection incorporating Child Protection, Adult Support and Protection, substance misuse, gender-based violence and Multi-Agency Public Protection Arrangements in respect of Community Justice.
• Identification with partners of new and innovative community payback placements for unpaid work.
• On average, there were 118 incidents of domestic violence recorded by the police in Scotland per 10,000 population in 2021-22. Clackmannanshire was in 4th place (146), a slight fall in the previous year's figures of 3rd place (158).

An additional key issue for the People Directorate is impending educational reform, which has been informed by the findings of the OECD, Muir, Hayward and Withers reviews. Consequently, there will be a number of significant developments within Scottish Education over the months ahead.

In Clackmannanshire, we aim to ensure that the voices of our learners, practitioners and communities are pivotal to our trajectory and we will respond to national educational developments in a manner which best meets the needs of the Children and Young People in our Clackmannanshire context.

3 APPROACHES

3.1 TRANSFORMATION, INNOVATION AND COLLABORATION

The Council's Target Operating Model (TOM), agreed in August 2022, aims to allow the Council to transform from its current operating model to one that is sustainable for the future.

The People Directorate has made significant contribution to the 'Be the Future' Transformation Programme and elements within the TOM:

- Family Wellbeing Partnership *
- Innovative and collaborative approach to the Wellbeing Hub development
- STRIVE – Safeguarding through Rapid Intervention
- Mental Health Transformation
- The Promise
- Digital Learning
- Non Statutory Domestic Abuse Early Intervention

The Family Wellbeing Partnership is an overarching cross portfolio approach which aims to shift to early intervention and prevention, person-centred delivery models and increased collaboration with community partners and third sector organisations."It is not a project, it is a way of working".*

3.2 STAKEHOLDER ENGAGEMENT

On-going Stakeholder Engagement is essential as we move forward with different ways of working and empowering families and communities.

As well as capturing all stakeholders' views, this Plan has been devised to take into account the incorporation of the United Nations Convention on Children's Rights into Scottish law.

The collective goal is to improve our approach to engaging all stakeholders in the development of services, and to increase their direct participation in decision-making which directly affects them and their future. The rapid shift to digital platforms for service delivery offers further potential to improve the range of methods for engaging stakeholders while ensuring that services continue to build 'one-to-one' in person support and relationships.

Some examples of engagement with stakeholders this year are listed below:

- Engagement with stakeholders on new Vision and Values for Education Services

- Participation with children and families and community partners on Family Learning projects.

- Engagement with Third Sector, Statutory partners, schools, ELCs and community on the Planet Youth / Icelandic Model.

- Support and engagement sessions within the community on MCR Pathways (Young Clacks Talent).

- Mental Wellbeing Survey for Primary and Secondary pupils

- Six Weekly Parent Council Forum Chairs meetings.

- Engagement with Youth Council and all schools to share information on areas such as UNCRC

- Collaboration and engagement across Central Scotland Regional Equalities Council.

- Collaboration and engagement across the Regional Improvement Collaborative (RIC) with teachers, officers, unions, Heads, CLD, Educational Psychologists across Stirling, Falkirk, Clackmannanshire and West Lothian

- Partner engagement stakeholders to develop key priorities for Service Development – Columba 1400, MCR Pathways, Youth Link Scotland, Winning Scotland Foundation, DYW, Skills Development Scotland, NHS, etc.

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- Implementation of the RIC Youth Charter to influence service provision locally

- Violence Against Women Partnership - Implementation of three national pilots each targeting earlier intervention and support relating to domestic abuse. The Non Court Mandated Caledonian Programme, the STRIVE support for Women and Perpetrators and the new Men's Self Referral helpline launched in January 23 are part of a collaboration between the Scottish Government Housing, Police Scotland, Community Justice Partnership and the Alcohol and Drug Partnership.

- Community Justice Partnership - Collaboration with Housing to provide an Addiction Recovery Worker as part of Justice Services

- Columba1400 Cohorts with Young People, Families, Individuals and Communities

- WEAll–Wellbeing Economy Alliance

- Review of holiday provision provided by the Sport & Leisure team undertaken with both attendees and their families after October, Easter, Christmas & Summer programmes annually which help shape future planning of activities

- Continued public, stakeholder and partner engagement has taken place to informing the development of the Wellbeing Hub and Lochies School development.

- Extensive public and partner engagement informing the development of the Wellbeing Hub and future Leisure Provision.

- Corporate Parenting Group.

- Children and Young People's Strategic Partnership.

- Developing the Young Workforce including employers and college.

- Engagement with Kinship Carers.

- Oor Clacks Voices and Oor Wee Clacks voices with some of our care experienced children and young people.

- Young Carers' Groups in schools.

- LGBT Youth - Clax LGBT Youth Group (13-25 yrs.).

3.3 MANAGING SERVICE PERFORMANCE

Across the People Directorate there is *a relentless focus* on improving outcomes to determine the positive impact our actions have on our children, young people and families.

There is a robust planning methodology, which ensures that there is a clear rationale for each action with defined outcomes and a measurement plan for evidencing impact

Our outcomes are that:

- Our families; children and young people will have the best possible start in life.
- Our communities will be resilient and empowered so that they can thrive and flourish.

and that there is an emphasis on minimising the effects of childhood poverty and a commitment to raising attainment for all children and young people.

The People Directorate Performance Indicators, including from within the Local Government Benchmarking Framework, are outlined below and are reported on.

Early Years
- Cost per ELC registration
- Funded Early Years provision graded good or better
- Communication and vocabulary gap

Attainment
- 4th year pupils gaining 5+ awards at level 5 or above
- 5th year pupils gaining 5+ awards at level 6 or above
- 4th year pupils from deprived areas gaining 5+ awards at level 5 or above
- 5th year pupils from deprived areas gaining 5+ awards at level 6 or above
- Average tariff score in SIMD quintile 1 (most deprived)
- Average tariff score in SIMD quintile 2 (2nd most deprived)
- Average tariff score in SIMD quintile 3 (middle)
- Average tariff score in SIMD quintile 4 (2nd least deprived)
- Average tariff score in SIMD quintile 5 (least deprived)
- Overall average tariff score – all pupils

Schools
- Cost per primary school pupil

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- Cost per secondary school pupil
- Average working days lost through sickness absence per teacher
- School attendance - all pupils
- School attendance - Looked After Children
- School exclusions - all pupils (per 1,000 pupils)
- School exclusions - Looked After Children (per 1,000 Looked After Children)
- School leavers entering positive destinations
- 16-19 year-olds participating in employment, education or training
- Satisfaction with schools (3 year average)

Child Care
- The number of children placed in out of authority placements
- The number of Looked After Children in the community per child per week
- The number of children subject to Compulsory Supervision Orders (CSO)
- The number of children protection referrals
- The number of child protection registrations
- Looked After Children with more than 1 placement in the last year
- Child Protection re-registrations within 18 months
- Number of children who have been on the register for 12 months or longer

Justice Services
- % of Criminal Justice Social Work Reports (CJSWRs) submitted to Court on time (within 48hrs of court date
- % of First Direct Contacts with new Community Payback Orders undertaken within 1 working day of Order being imposed
- % of Induction appointments for new Community Payback Orders arranged within 5 working days of Order being imposed
- % Unpaid Work Requirements started work placement within 7 working days of Order being imposed
- % Unpaid Work Requirements completed within allotted timeframe
- % LSCMI case management plans completed within 20 working days of Order being imposed

16

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The Key Indicators shown below are termed People Directorate *obsessions* and are relentlessly tracked and monitored.

<table>
<tr><td colspan="2">21 Key Indicators (tracked by SIMD 1 & 2 and overall)
COVID Recovery will be integral to all key indicators</td></tr>
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- % Children achieving expected levels of Literacy & Numeracy*
- % Young people achieving at SCQF Levels in Literacy & Numeracy*
- No of Awards achieved by young people by end of Senior Phase
- No of Children & Young People (C&YP) gaining volunteering awards at school and in the community
- Attendance figures*
- Poverty Related Attainment Gap
- Number of external placements for Care Experienced
- Care Experienced young people with more than one placement
- Number of children on the child protection register / length of time registered
- Number of individuals accessing mental health support (Justice)
- Number of referrals received for Caledonian Programme (domestic abuse)
- Number of orders for Caledonia Programme granted (domestic abuse)

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- Sustained Positive Destinations*
- No of C&YP reporting engagement in leadership opportunities
- No of children / families in SIMD 1&2 with access to digital resources
- No of C& YP who area aware of their rights in relation to UNCRC
- No of young people who report drinking alcohol
- Mental Health Indicator – No. of young people (3years-18 years) accessing digital mental health supports
- % of children expected to achieve their chronological vocabulary/communication level
- Permanency Timescales

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4 DELIVERY PLAN 2023-2024

Business Plan 2023-24
The People Directorate proposes the following workstreams, priorities and actions to achieve the 'Be the Future' objectives of *Sustainable Inclusive Growth, Empowering Families* and *Communities* and *Health and Wellbeing.*

Service objective / priority

Key Organisational Performance Results

Code	KPI	2020-21	2021-22	2022-23	Target	Lead
		Value	Value	Value		
YTH LVR 01a	Positive Destinations	95.9%	96.5%	Not yet available	97%+	Chief Education Officer
PTR DTR 001	No. of children / families with access to digital resources as part of 1:1 digital device rollout	--	58.3%	75%	As per 10 year programme	Chief Education Officer
	Percentage of P1, P4 and P7 pupils combined achieving expected CFE level in literacy.	66.9%	63.3%	69.5% (unpublished)	72.3%	Chief Education Officer
	Percentage of P1, P4 and P7 pupils combined achieving expected CFE level in Numeracy	74.7%	71.7%	72.4% (unpublished)	79.1%	Chief Education Officer
	Numeracy attainment gap (P1,4,7 combined) - percentage point gap between the least deprived and most deprived pupils	-27.4pp	-15.6pp	-17.8pp (unpublished)	-21.3pp	Chief Education Officer

Code	KPI	2020-21	2021-22	2022-23	Target	Lead
		Value	Value	Value		
	Literacy attainment gap (P1,4,7 combined) - percentage point gap between the least deprived and most deprived pupils	-22.2pp	-19.3pp	-18.6pp (unpublished)	-20.3pp	Chief Education Officer
	% Young people achieving at SCQF Levels in Literacy (Levels 4, 5 & 6)	74%	73.5%	Not yet available	78.1%	Chief Education Officer
	% Young people achieving at SCQF Levels in Numeracy (Levels 4, 5 & 6)	57.2%	56.8%	Not yet available	63.3%	Chief Education Officer
	Proportion of adolescents who have used alcohol in last 30 days (Icelandic Model / Planet Youth)	No data	36%	Not yet available	Reduce	Chief Education Officer
	No. of referrals received for Caledonian Programme (domestic abuse)	16	28	20	Increase	Senior Manager, Youth Justice
	No. of orders for Caledonian Programme imposed (domestic abuse)	9	15	8	Increase	Senior Manager, Youth Justice

Code	KPI	2020-21	2021-22	2022-23	Target	Lead
		Value	Value	Value		
	Women Supported through Caledonian Service Referrals Received for Women Workers' Support for the Caledonian Programme	35	26	Not yet available	Increase	Senior Manager, Youth Justice
	Reduction in rates of completed suicide	[2016/20] 17.1:100k	7	Not yet available, but youngest person to date this year is 34	Reduce	Chief Education Officer
	No. of children referred to Children's Reporter	149	161	118	Reduce	Chief Social Work Officer
New	No. of young people (3years-18 years) accessing digital mental health supports	72% (Mind Moose) 187 (Kooth)	642	681	Increase	Chief Education Officer
SCH ATD B3a	Attendance figures	92.2%	92.2%	90.5% (unpublished)	94%	Chief Education Officer
NEW	Reduction in number of external placements	96	125	115	Reduce	Chief Social Work Officer
NEW	Reduction in number of unplanned external placement changes for children	7	9	1	Reduce	Chief Social Work Officer
NEW	Increase in children and young people's participation/consultation feedback for LAAC reviews	No Data	No Data	23%	50%	Improvement Analyst

Please note – any PIs which are as yet unpublished may change as part of the validation process. SCQF data will be available after the 8ᵗʰ of August.

Code	ACTION	Impact	By When	Lead
PPL 23 01	**Digital Learning Strategy** Roll out the revised Digital Learning Strategy 2023-2025. Continue Digital Device Deployment Programme and evaluate.	A. Children and families know how to stay safe online. B. All young people know the importance of responsible digital citizenship.	31 Aug 2024	Senior Manager-Secondary and Communities
PPL 23 02	**Developing the Young Workforce** Monitor and track progress of all young people who enter commissioned training programmes of sector based provision with the Scottish Government's 'No-one Left Behind' grant. Work in partnership with new Key Worker for Employability post to support the transition of young people leaving school and into appropriate pathways. Continue collaboration with DYW Coordinators to strengthen links with employers and businesses. Strengthen partnership with FIDA (Futures Institute at Dollar Academy).	A. All young people who enter short term training programmes continue into a positive destination, ensuring that sustained destination figures improve. B. Young people are empowered to learn in new ways, through innovative projects rooted in the United Nations' Sustainable Development Goals.	31 Aug 2024	Senior Manager-Secondary and Communities
PPL 23 03	**Skills Framework** Collaborate with partners from the Local Employability Partnership, schools and establishments to develop a Skills Framework for Clackmannanshire which reflects local labour market intelligence, puts learners and employers at the centre, ensures parity of esteem between vocational and academic routes and aligns with the findings of the Withers review, with a specific focus on learner demographics relating to the City Region Deal's target groups: - Women and girls - People with a disability - Those living in areas experiencing the highest levels of deprivation (top 20%)	A. All children and young people are able to articulate the skills they need for learning, life and work. B. Schools have a continued focus on apposite progression pathways for young people. C. On-going work with employability partners addresses how workforce skills development allows all learners to enjoy rewarding careers, and contribute to efforts to move the economy towards a net-zero basis.	31 Aug 2024	Senior Manager-Secondary and Communities
PPL 23 04	**Learning for Sustainability** Continue work with Regional Improvement Collaborative Learning for Sustainability (LfS Workstream). Increase the number of schools and establishments with 'Eco School' status. Build on the success of the Scottish International Environment Centre (SIEC) Young Pathfinder Programme.	A. All schools and establishments will be able to evidence Lfs in their curriculum. B. Increased number of establishments participating in Social Enterprise initiatives. C. Young Pathfinders have a higher profile in Clackmannanshire.	31 Aug 2024	Senior Manager-Secondary and Communities
PPL 23 05	**Positive Destinations** Continued partnership with Academies, Local Employability Partnership	A. Initial positive destinations in Clackmannanshire remain in the highest quartile of all 32 local	31 Aug 2024	Senior Manager-Secondary and

Code	ACTION	Impact	By When	Lead
	and Skills Development Scotland to ensure all young people enter an initial positive destination. Work with Clackmannanshire Partners Participation Group to improve sustained destinations (6 months after school leaving date) and to track those at risk beyond this date.	authorities. B. The gap between initial and sustained destinations has narrowed. C. Greater monitoring of short term training programmes to ensure young people progress into a positive pathway beyond this.		Communities
PPL 23 06	**Data Map** The People Directorate and the Family Wellbeing Partnership, in conjunction with the Hunter Foundation and Scottish Government, will work with a researcher to deliver a data map for Clackmannanshire. **Governance** The People Directorate will review Associated Governance of all strategic plans to ensure a more holistic approach to meeting needs.	A. This will mean that the People Directorate and Clackmannanshire Council and its partners move towards a model driven by a real evidence based approach to service design and implementation. B. The above approach will ensure the lessons from Clackmannanshire can herald real public sector reform, benefiting our community and lessons learned would be shared across Scotland, the UK and internationally; leaving a lasting legacy of public sector reform.	31 Aug 2024	Senior Managers – All
PPL 23 07	**Family Wellbeing Partnership** Increase understanding of wellbeing and capabilities approach across Council and partners.	A. 5% increase in staff and partners working together on FLM. B. Community entity is developed. C. 'What Matters to You?' is activated.	31 Aug 2024	Programme Manager – Family Wellbeing Partnership
PPL 23 08	**Family Wellbeing Partnership** Identify barriers and share learning of our transformation journey; learning from others who are transforming systems.	A. Wellbeing Economy Alliance Scotland (WEALL) report completed, disseminated and action plan agreed. B. 5% increase in number of people who are skilled, trained and ready for learning and employment.	31 Aug 2024	Family Wellbeing Partnership
PPL 23 09	**Family Wellbeing Partnership** Redesign structures around relationships and needs.	A. 10% increase in number of parents accessing school for adult/family supports from baseline. B. 5% increase in number of families accessing childcare. C. 20% increase in number of families actively. supported by Clackmannanshire's Family Wellbeing Partnership from baseline.	31 Aug 2024	Senior Manager Early Intervention
PPL 23 10	**Family Wellbeing Partnership** Mobilise and support Community of change makers.	A. 5% increase in number of families accessing childcare.	31 Aug 2024	Senior Manager Partnerships and Inclusion
PPL 23 11	**Family Wellbeing Partnership** Align money flow, funding and reporting.	A. 5% increase in families supported. B. 5% increase in partners involved in community around the school. C. New funding and resources are leveraged and directed to FLM. D. Transformation Momentum secured.	31 Aug 2024	Programme Manager – Family Wellbeing Partnership
PPL 23 12	**UNCRC** Continue work with Regional Improvement Collaborative on	A. The duties that will be placed on public authorities under the Bill will have widespread implications for	31 Aug 2024	Senior Manager-Secondary and

Code	ACTION	Impact	By When	Lead
	implementation of UNCRC Incorporation (Scotland) Bill, further to the announcement from Scottish Parliament in June 2023 that changes will be brought forward to the Bill. Develop a timeline to refresh professional learning of staff and to engage with the Improvement Service (IS) which is actively supporting local authorities across Scotland to prepare for the incorporation of the UNCRC and take forward a children's rights approach to policy and practice.	policy and practice beyond services that are directly related to children and young people. B. All staff will be fully cognisant of the need to ensure that they are acting in a manner that is compatible with UNCRC requirements and that they will need to report every three years on what they are doing to meet UNCRC requirements. C. Increased number of families conversant with expectations of the Bill.		Communities
PPL 23 13	**Youth Voice** Youth Charter Guidance Framework to be launched in August 2023 to support practitioners and leaders. Establishment of cross sector youth voice networks within each authority in the RIC.	A. Plans and policies in schools and establishments have the voice of children and young people as an integral component and the Youth Charter is used routinely to ensure this is captured in a meaningful way.	31 Aug 2024	Senior Manager-Secondary and Communities
PPL 23 14	**Empowerment Agenda** Continue to embed the work of Empowerment Group, building on the good practice from session 22/23. Embed support for an empowered system, working collectively and in partnership across all establishments and with relevant stakeholders.	A. Increased understanding of an Empowered System with resultant improvement in outcomes for all.	31 Aug 2024	Senior Managers-Education
PPL 23 15	**Intensive Therapeutic Service** Extend the range of therapeutic supports available through the Intensive Therapeutic Service that are specifically targeted towards the refugee population within Clackmannanshire.	A. Increase the percentage of children and young people who state that they know where and how to access support. B. Increase uptake of SHOUT, our evidence based, trauma informed text based service for suicide prevention for 5-26 year olds to ensure awareness of crisis support which is available 24/7, 365 days per year.	31 Aug 2024	Educational Psychology/ Refugee Team
PPL 23 16	**STRIVE/Family Wellbeing Partnership** To support local service delivery and tackle needs early, embed STRIVE model as a common early intervention approach that delivers improved outcomes for children, young people, families and adults. The range of family support provision within communities is enhanced and incudes the redesign of and investment in early help and intensive family support services.	A. Reduction in repeat VPDs and referrals to statutory services.	31 Aug 2024	Senior Manager – Early Intervention
PPL 23 17	**Early Intervention Commissioning Strategy** Alongside the development of the Early Intervention Service within the People Directorate, the Commissioning Strategy will support the provision of flexible and holistic family support services which enable families to build resilience and capacity. The range of family support provision within communities is enhanced and includes the re-design of and investment in early help and intensive family support services.	A. Reduction in children and young people subject to statutory measures.	31 Aug 2024	Senior Manager – Early Intervention
PPL 23 18	**Inter Agency Support for Families and Vulnerable People** Families and vulnerable people get the help and support they need as	A. Reduction in children and young people subject to statutory measures.	31 Aug 2024	Senior Manager – Early Intervention

Code	ACTION	Impact	By When	Lead
	early as possible, from agencies working together. The range of family support provision within communities is enhanced and includes the redesign of and investment in early help and intensive family support services.			
PPL 23 19	**Family Voice** Support practitioners to have the appropriate knowledge, skills, tools and good practice exemplars to work with families to deliver Family Learning as outlined in School Improvement Plans Ensure Parent/Carer Councils are supported to fulfil their legally prescribed and constituted role, offering individual support as identified and required.	A. Increased offer of Family Learning opportunities and impact evaluated. B. 100% of Parent/Carer Councils fulfil their legal role defined by the 2006 Parental Involvement Act.	31 Aug 2024	Improving Outcomes Team – Education
PPL 23 20	**Early Intervention Referrals** The range of family support provision within communities is enhanced and includes the redesign of and investment in early help and intensive family support.	A. Increase number in families who have received an intensive family support service. B. Increased number of families supported in the Early Intervention Team. C. Decreased Numbers of children on statutory orders. D. Decreased numbers of children becoming care experienced.	31 Aug 2024	Senior Manager – Early Intervention
PPL 23 21	**Remuneration - Care Experienced Service Design** Implement a fair and transparent policy for remunerating care experienced individuals involved in co-designing and co-producing aspects of service design in order that they receive fair remuneration for their time/input.	A. Care experienced young people receive fair remuneration for participating in co-design and co-production activities.	31 Aug 2024	Educational Psychology Service
PPL 23 22	**Increased Local Care Provision** Continued focus on reducing use of external placements to support children and young people to remain within the local area. Continued review and development of the Resource Allocation Group demonstrating reduction in admissions to care and use of external resource. Recruitment of local foster carers will be achieved through increased dedicated resource within Family Placement Team and implementation of new recruitment strategy. Increased support to foster carers in order to prevent unplanned endings, increase retention, and improve reputation locally. Development of additional residential provision in Clackmannanshire.	A. The continuation of a trend in reduction of admissions to care and use of external residential and foster care placements. B. An increase in the number of internal foster carers. C. Increased retention rates.	31 Aug 2024	Senior Manager – Permanence
PPL 23 23	**Care Experienced Young People** Increase support available to care experienced young people. Development of Supported Lodgings Service for young people aged 16-25.	A. Elimination of homelessness for care experienced young people as a result of leaving care on an unplanned basis, or through being unable to sustain a tenancy. B. Use of outcomes star alongside qualitative data will show a trend towards young people feeling	31 Aug 2024	Senior Manager – Permanence

Code	ACTION	Impact	By When	Lead
	Development of supported accommodation for young people leaving care in Clackmannanshire. Development of a multidisciplinary model of working to support care experienced young people with the aims of reducing isolation, creating community, and creating accessible pathways of support based on learning from Aberlour/Vardy work with young people and partners.	less isolated, more supported, and evidencing improved indicators of wellbeing.		
PPL 23 24	**Improving participation and planning for children and young people** Review of approaches to planning for children in order to increase participation and improve outcomes. Implementation of a new team dedicated to leading planning for children with a focus on quality assurance, participation and language. Extending remit of Independent Reviewing Officers to include children living at home, and dedicated resource for pathway planning.	A. Reduction in time taken to achieve permanent destinations for Looked After Children. B. Reduction in young people leaving care in an unplanned way. C. Evaluation of children's planning meetings with young people and stakeholders will demonstrate improvement in young people's experience of participating in planning and review processes as well as increased numbers.	31 Aug 2024	Senior Manager – Permanence
PPL 23 25	**Youth Criminal Justice** A whole system approach is developed for young people who are involved or on the cusp of involvement with youth or criminal justice services. Review and redesign of service is underway with ongoing support and with Children and Young People's Centre for Justice (CYCJ). Further workshops are being scheduled, including workshops consisting of operational staff and those with lived experience. The need for a shared language/approach across services has been identified to ensure a consistent approach to intervention, support and recording of outcomes. The Outcome Star tool has been identified and the first training event takes place in June 23 and consists of staff from Children Services, Justice Services, Community Justice and Housing.	A. A reduction in the number of children and young people in the youth or criminal justice system. A. Youth crime is reduced. B. Services are accessed and provided at the earliest opportunity by those best placed to provide specialist support as part of a collaborative approach with partners. C. Interventions are targeted and trauma informed.	31 Aug 2024 31 Aug 2024	Senior Manager Justice Senior Manager Care & Protection
PPL 23 26	**Readiness for Learning** Re-fresh and re-launch the Readiness for Learning (R4L) approach to ensure establishments are maximising their ability to provide trauma-informed environments and approaches to closing the poverty-related attainment gap.	A. Improvements in a range of individual (e.g. BRIEF2, SDQ, NME Mini Map) and outcome (e.g. attendance, Staged Intervention statistics) measures. R4L included in School Improvement Plans. B. Increased number of staff completing R4L modules. C. Increased number of schools achieving R4L accreditation status.	31 Aug 2024	Empowerment Leadership Team/Educational Psychology Service
PPL 23 27	**Education and Libraries Partnership Plan 23/24** Increased partnership working between primary schools and Librarians through the implementation of Education and Libraries partnership plan 23/24.	A. Increased access to dyslexia friendly books and eBooks. B. Creation of a Children's Reading Festival providing children with direct access to authors. C. Develop a system to promote ECALM (Every Child a Library Member) through existing Book Bug P1 bag.	31 Aug 2024	Senior Manager ELC Primaries Libraries

Code	ACTION	Impact	By When	Lead
PPL 23 28	**Assessment of Children's Progress** Implement key actions outlined in Clackmannanshire's 'Numeracy and Literacy Frameworks' to support increased attainment and improved practice across the Broad General Education.	A. Increased attainment in Literacy and Numeracy at P1, P4 and P7 combined and at Third Level.	31 Aug 2024	Improving Outcomes Team
PPL 23 29	**Tracking Vulnerable Groups** Implementation of the Virtual School Improvement Plan in line with Phases 1 & 2 of 'Change Programme One' within The Promise. Supporting establishments to identify, monitor and track the attainment and achievement of Care Experienced Young People (CEYP) and those furthest from engagement, From August 2023, monthly People Directorate meetings focussed on Improvement Analyst's Tracking Spreadsheet of CEYP. Ensure all agencies around young people are both accountable and working effectively together. Strengthen links between MCR Pathways Coordinators and monitor the impact of mentoring.	A. All care experienced children are referenced within a newly devised local authority and dashboard, which allows all within the professional network to have a single point of access to all information relating to the child, leading to a more cohesive approach to supporting all children. B. % Care Experienced Young People attaining in the senior phase. mentored young people stay on until S5. C. All care experienced young people have an MCR Mentor and involvement in Columba 1400.	31 Aug 2024	Virtual Headteachers
PPL 23 30	**Improving learning and teaching across all establishments** Develop opportunities with the support of the Regional Improvement Collaborative and Education Scotland to share effective practice around 'How Good is Our School? 4' Quality Indicator 2.3 Learning, Teaching and Assessment, with the aim of raising attainment and closing the poverty related attainment gap.	A. Improved learning experience for children and young people in Clackmannanshire. B. Improved HMIE grades for this area in inspections in Clackmannanshire.	31 Aug 2024	RIC Funded Quality Improvement Officer
PPL 23 31	**Active Learning** Develop increased opportunity for learners to engage in active learning including Outdoor Learning and Wider Achievement. Explore opportunities of developing a 'Clackmannanshire Active Learning Academy'.	A. Improved academic achievement, social skills, and mental health. B. Reduced isolation and social exclusion for learners with additional support needs or those disengaged/disengaging from education. C. Increased awareness of the benefits of active learning for learners with additional support needs among parents, teachers, and other stakeholders. D. An increase in attendance and attainment for disengaged learners.	31 Aug 2024	Chief Education Officer
PPL 23 32	**Additional Support for Learning** Improved strategy for Additional Support for Learning across Clackmannanshire.	A. Learners with ASL have access to the best possible education and support. B. Improvement in ASL appropriate environments within mainstream setting. C. Strengthened quality assurance model for specialist provisions strengthened. D. Continue to build capacity and expertise across all schools to support learners with ASL.	31 Aug 2024	Senior Manager Partnerships and Inclusion
PPL 23 33	**Transitions** Improved transitions for children and young people with Additional Support Needs.	A. Smooth and successful transitions to adulthood will result in: positive destinations. B. Smooth and successful transitions to primary and secondary school will result in improved outcomes for young people including increased attendance	31 Aug 2024	Senior Manager Partnerships and Inclusion

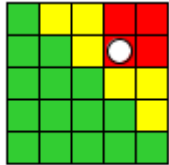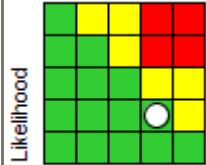| Code	ACTION	Impact	By When	Lead
		and sustained placements. C. Review and update transitions guidance following consultation with children/young people, parents/carers and staff/other professionals. D. Provide CLPL for establishments relating to process E. Develop and monitor database of transitions.		
PPL 23 34	**Education Reform** Ensure all stakeholders are fully appraised of the latest developments within Scottish education, informed by the OECD, Muir, Hayward and Withers reviews and have opportunities to discuss this and provide feedback.	A. The voices of our learners, practitioners and communities are pivotal to our trajectory regarding how we implement reform which best meets the needs of the Children and Young People in our Clackmannanshire context.	31 Aug 2024	Senior Manager-Secondary and Communities
PPL 23 35	**Raise attendance overall whilst closing the attendance gaps for Quintile 1, ASN and Care experienced learners.** Use resources and support provided by our Regional Improvement Collaborative to improve practice in relation to attendance in the following key areas:- • Ethos and Relationships • Policy and procedures • Targeted interventions Partnership working.	A. Improved attendance at all levels. B. Ethos and Relationships improve. C. Policies and Procedures are in line with national guidance and established good practice. D. Targeted Interventions are data informed using relevant up to date data. E. Partnership working is established as the norm.	31 Aug 2024	Strategic Lead for Attendance (Data Coach)
PPL 23 36	**Strategic Equity Funding** Ensure that Strategic Equity Funding (SEF) interventions continue to be targeted to those areas of greatest need, to improve outcomes and close the poverty related attainment gap.	A. Increase in the number of establishments reporting that their improvement planning clearly outlines how Attainment Scotland Funding (PEF, SAC, CE) is used to close the poverty related attainment gap.	31 Aug 2024	Improving Outcomes Team
PPL 23 37	**Stretch Aims- Poverty Gap** Ensure that stretch aims articulate both ambitious and achievable aims and take into account evidence-based self-evaluation.	A. Reduction in the poverty related attainment gap across identified aims.	31 Aug 2024	Improving Outcomes Team
PPL 23 38	**Sportscotland School Sport Awards** Schools to put young people at the heart of decision making, planning and implementation of extra-curricular school sport to achieve greater levels of participation and engagement.	A. 100% of schools have pupil-led school sport committees. B. 100% of schools complete the self assessment process of the Sportscotland School Sport Award. C. 100% of schools implement a continuous improvement action plan based on award level.	31 Aug 2024	Senior Manager – Team Leader Sport & Leisure

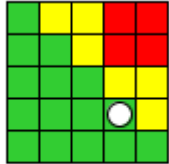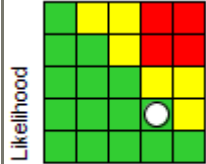| Code	ACTION	Impact	By When	Lead
PPL 23 39	**Improved outcomes for young adults with disabilities** Develop an integrated transitions strategy and operational procedure to improve outcomes for disabled children and young people to support their timely transition to adulthood and accessing adult services/support.	A. Increased number of young people with severe and complex disabilities who have a timely transition to adult care services. B. Revised Transition policy and procedure in place.	31 Aug 2024	Senior Manager-Early Intervention
PPL 23 40	**R4L** Through R4L principles and practice, increase knowledge and skill of Clacks educators to include and meet the needs of all learners.	A. Educators will have a deep understanding of readiness for learning principles and practice. B. Educators will be better able to create learning environments that are responsive to the needs of all learners.	31 Aug 2024	Quality Improvement Officer ASL
PPL 23 41	**Active Learning** Develop increased opportunity for learners with additional support needs to engage in active learning including Outdoor Learning and Wider Achievement. Explore opportunities of developing a 'Clackmannanshire Active Learning Academy'.	A. Improved academic achievement, social skills, and mental health. B. Reduced isolation and social exclusion for learners with additional support needs or those disengaged/disengaging from education. C. Increased awareness of the benefits of active learning for learners with additional support needs. among parents, teachers, and other stakeholders D. An increase in attendance and attainment for disengaged learners.	31 Aug 2024	Quality Improvement Officer ASL
PPL 23 42	**Quality Assurance** Review the Quality Assurance model for ASN/ EASN to ensure there is a relentless improvement agenda to meet learners' needs.	A. Learners with ASN/EASN have access to the best possible education and support. B. Identification of areas of strength and areas for development will lead to an improved model.	31 Aug 2024	Quality Improvement Officer ASL
PPL 23 43	**ASD Support** Build capacity and expertise across all school to support learners with ASD to ensure our mainstream schools have a level of expertise.	C. Improved emotional well-being for learners with ASD. D. Improvement in ASD appropriate environments within mainstream settings. E. Increased academic achievement for all learners F. Increased parental satisfaction with the school system.	31 Aug 2024	Senior Manager Partnerships and Inclusion
PPL 23 44	**Transitions** For learners with ASN/EASN, improve the key stage transitions experience for learners and families.	A. Smooth and successful transitions to adulthood will result in: positive destinations, and increased participation in extracurricular activities. B. Smooth and successful transitions to primary and secondary school will result in improved outcomes for young people including increased attendance and sustained placements. C. Early and ongoing communication between schools and families and with social work, adult care and providers will reduce the stress cause by uncertainty.	31 Aug 2024	Senior Manager Partnerships and Inclusion

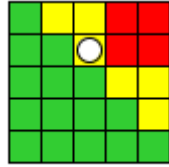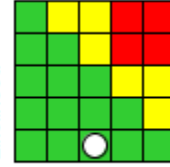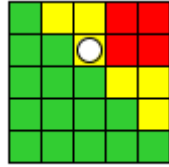| Code	ACTION	Impact	By When	Lead
PPL 23 45	**CLD Re-design Implementation** Implement the re-design of the CLD team to a locality model, adhering to Organisational` Change processes.	A. There is a more streamlined approach to service delivery, moving closer to communities. B. Creation of a flexible workforce and a vibrant and productive working environment which enables staff to work collectively to meet organisational needs and customer expectations.	31 Aug 2024	Senior Manager Secondary and Communities
PPL 23 46	**Effective GIRFEC systems and processes** Clackmannanshire to implement revised GIRFEC materials and Pathways, in line with Forth Valley activity.	A. Reduction in number of children and young people subject to statutory measures.	31 Aug 2024	Improving Outcomes Team - Early Intervention
PPL 23 47	**Year 1 Developmental Milestones** Develop and implement a systematic approach to gathering developmental milestone data for 2 yr olds. Make effective use of developmental milestone data to ensure experiences provided in ELCs meet children's needs. Provide professional learning to support observational assessment of developmental milestones.	A. Robust local data will supplement NHS 27-30 month review data providing more detailed local information. B. ELCs will provide developmentally appropriate experiences. C. Confident and skilled workforce.	31 Aug 2024	Senior Manager ELC Primaries Libraries
PPL 23 48	**Sport and Active Living Framework** Through the 5 year refresh process & as part of a re-alignment of priority areas, revise Implementation Plan within Sport and Active Living Framework.	A. Identify wider opportunities for children & young people to be active in the community. B. Raised awareness of local sport and community organisations within schools. C. Increased access to leadership and coaching opportunities for young people through pathways & partnerships with community groups/clubs.	31 Aug 2024	Senior Manager – Team Leader Sport & Leisure
PPL 23 49	**Partnership Agreement Between Sportscotland and Clackmannanshire Council** Creation of a 4 year action plan with key priority areas.	A. High quality opportunities to take part in sport and physical activity before school, during lunchtime and after school supported by the Active Schools team. B. 2% increase in the number of children taking part in extra curricular sport in both primary & secondary schools. C. Maintain the number of Community Sport Hubs across Clackmannanshire but increase the number of clubs / organisations involved by 5%.	31 Aug 2024	Senior Manager – Team Leader Sport & Leisure
PPL 23 50	**Primary PE** Maintain 2 hours (per pupil per week) of high quality curricular PE for all children in all primary establishments.	A. All pupils receive the same Council wide curriculum at each stage / level. B. Increase in pupil confidence level. C. Increase of 1% on 21/22 baseline in attainment in First Level for Primary 4 learners for physical competencies and personal qualities.	31 Aug 2024	Senior Manager – Team Leader Sport & Leisure
PPL 23 51	**Primary 5 School Swimming Programme** Deliver the Primary 5 School Swimming Programme for all schools.	A. 100% of children in 18 primary and Lochies School attend 5 weeks of Water Safety & Aquatics skills sessions. B. CPD / training programme in place for Primary PE team, Swimming Teachers and Lifeguards.	31 Aug 2024	Senior Manager – Team Leader Sport & Leisure
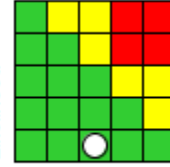
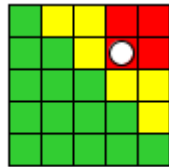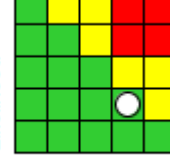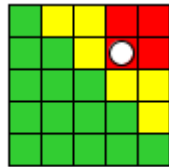| Code	ACTION	Impact	By When	Lead
		C. Pupils and staff report increased confidence in their abilities both in / out of the pool.		
PPL 23 52	**Therapeutic Supports across People Directorate** Identify and extend the range of therapeutic supports offered across the People Directorate to ensure an integrated pathway of therapeutic support to further increase the impact of individual interventions.	A. Integrated, coherent approach to supporting individuals is developed across the People Directorate.	31 Aug 2024	Principal Educational Psychologist/ Senior Manager - Performance
PPL 23 53	**Trauma-informed suicide service** Increase uptake of Text Clacks, an evidence-based trauma-informed text-based service for suicide prevention for 5 – 26 year olds to ensure awareness of crisis support that is available 24/7, and 365 days.	A. Usage rate of 6% of target 5-26 year old population. B. Reduction in completed suicides within Clackmannanshire, particularly those 26 and under.	31 Aug 2024	Principal Educational Psychologist
PPL 23 54	**Mental Health Transformation Project** Extend the continuum of support available within the Mental Health and Wellbeing in Clacks Transformation Project in order that children and young people can access the right support at the right time in the right place.	A. Usage figures for individual services. B. Improvements in a variety of relevant mental health and wellbeing measures for children and young people accessing services (e.g. YP-CORE, CROPS/PROPS, SDQ, BRIEF2 etc.)	31 Aug 2024	Principal Educational Psychologist
PPL 23 55	**Trauma-informed practice across workforce** Integrate aspects of Readiness for Learning ('R4L') into the wider development of trauma informed practice across the workforce in order to better support children, young people and families.	A. Greater awareness of impact of trauma on children, young people and their families across the workforce leading to improved service delivery and better outcomes.	31 Aug 2024	Principal Educational Psychologist
PPL 23 56	**Child Protection** Improve the responses and identification of children in need of protection alongside the intervention strategies that will support recovery and safety. Implementation of the Scottish Child Interview Model (SCIM), a trauma informed, evidenced and rights based approach to interviewing children/young people involved with the Child Protection process.	A. Child Protection Referrals decrease. B. Where Child Protection processes are required, a trauma informed and rights based approach with children/young people will be implemented from March 2024.	31 Aug 2024	Senior Manager Care and Protection
PPL 23 57	**Icelandic Prevention Model** Implement Phase 2 of the Icelandic Prevention Model to ensure that all practitioners have access to clear, practical support, training and help to enhance the consistency of response particularly in relation to substance use, self-harm and suicidal intent.	A. Reduction in the number of Secondary pupils reporting that they have seriously considered suicide. B. IPM Census Data 2021 – 28%. C. Reduction in the number of Secondary pupils reporting that they have self-harmed on purpose. D. IPM Census Data 2021 – 44%.	31 Aug 2024	Senior Manager Inclusion and Partnerships

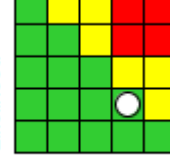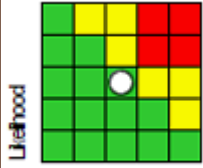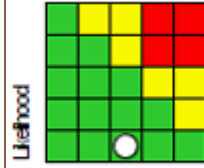| Code	ACTION	Impact	By When	Lead
PPL 23 58	**Domestic Abuse – Criminal Justice** There is collaborative investment in Safe and Together and the Caledonian Model for working with families and children who have experienced domestic abuse. In consultation with partners we are looking to develop and introduce a 2 year full time Domestic Abuse Coordinator post. This is in line with COSLA recommendations relating to Equally Safe.	A. Feedback highlights that children and families. experiencing domestic abuse are supported and feel safer. B. Rates of domestic Abuse incidents decrease. C. Services are directed and accessible at an earlier stage of intervention to prevent further trauma and address risk.	31 Aug 2024	Senior Manager Justice
PPL 23 59	**Domestic Abuse Education** Working with Clackmannanshire Violence Against Women, support practitioners to embed the principles and practice within the Scottish Government's 'Equally Safe at School' strategy to prevent and eradicate violence against women and girls. Increase offer of support measures.	A. Rates of domestic abuse incidents decrease.	31 Aug 2024	Improving Outcomes Team Education
PPL 23 60	**Wellbeing Hub & Lochies School Project** Deliver a new Lochies School and Wellbeing Hub that provides a range of inclusive and accessible health, well-being and learning services that are connected, holistic and well signposted both internally and with other services in Clackmannanshire, creating a destination that the community takes pride in. Progress the project through the RIBA pre construction stages, completing RIBA Stage 2 - Concept Design, and RIBA Stage 3 Spatial Coordination, and begin RIBA Stage 4 Technical Design. Ensure effective communication with all stakeholders throughout the RIBA process.	A. Deliver a new Wellbeing Hub that provides a range of health, wellbeing and learning services that are connected, holistic and well signposted, creating a destination that the community takes pride in, and a new Lochies School which benefits from the facilities of the Hub and provides and excellent learning environment for its pupils.	31 Aug 2024	Senior Manager Sport & Leisure

Service Risk Register

ID & Title	PPL SRR 001 ELC establishment gradings	Approach	Treat	Status	🛑	Managed By	IO Manager	Current Rating	16	Target Rating	8
Description	ELC Partner providers not achieving gradings of 'Good or above' through inspection										
Potential Effect	Children would not have a high quality ELC experience. Ability to offer funded places may be withdrawn leading to decreased capacity to deliver 1140 hours across Clackmannanshire.										
Related Actions	People Business Plan	Early Learning, Primary and Secondary school curricula continue to be developed and implemented. Robust quality assurance is enhanced and improvement activity is in place.		**Internal Controls**	People Directorate						
					Children's Services						
Latest Note	Two partner provider establishments and one local authority establishment are currently being supported for improvements										

ID & Title	PPL SRR 003 Leadership Recruitment & Retention	Approach	Monitor	Status	✅	Managed By	Improving Outcomes Manager - Broad General Education	Current Rating	8	Target Rating	8
Description	The Service may struggle to recruit and retain senior leaders within Primary Schools and ELC settings due to the national shortage of people willing to undertake such roles										
Potential Effect	Concern around the quality of new leaders in promoted posts, and pressure on other staff members										
Related Actions	People Business Plan	Work with partners to provide opportunities for staff to participate in leadership development training and other LAs to understand how they are responding to these challenges		**Internal Controls**	Recruitment & Retention Policy Education Senior Management Team						
Latest Note	Recent recruitment for head teachers and depute heads has been successful and a number of staff are undertaking leadership training courses										

276

ID & Title	COU CRR 011	A lack of capacity or stability in key roles reduces the Council's ability to fulfil statutory requirements and intervene to prevent the serious harm of child/children.	Status	⚠️	Managed By	Strategic Director	Current Rating	12	Target Rating	3

Potential Effect	Effects of injury or death on individual, family, friends & staff members, reputational & legal implications, with associated costs, as well as impact of reputational damage & negative publicity on morale, workforce development and sustainability.					

Related Actions	LOI LP1 102	Develop a workforce plan	Internal Controls	People Directorate
	PPL CSP	Children's Services Plan		Children's Services
	PPL DBP	People Directorate Business Plan		Child Protection Procedures

Latest Note	Measures in place include a risk management plan and case management framework which is regularly reviewed and updated by Senior Managers. We continue to recruit to vacant social worker posts as and when vacancies exist.

ID & Title	COU CRR 048	The Council fails to reduce the educational attainment gap between pupils from more and less deprived areas due to financial pressures, workforce issues, or wider economic, demographic and poverty-related issues.	Status	🛑	Managed By	Improving Outcomes Manager - Senior Phase	Current Rating	16	Target Rating	8

Potential Effect	Reputational damage, implications for inspection & funding, and continued poor school leaver destinations, participation & young people reaching potential, longer-term impacts on social mobility, poverty, life chances and economic growth.				

Related Actions	PPL DBP	People Directorate Business Plan	Internal Controls	Education Senior Management Team
	PPL EDU CRP	Covid-19 Education Recovery Plan		Scottish Attainment Challenge
	PPL EDU SAC	Scottish Attainment Challenge Action Plan		

Latest Note	Recovery Plans now form part of School Improvement Plans and support continues from Centre Teams & government funding. Health & wellbeing impacts and emerging challenges being addressed by Educational Psychology & partners. Redesigned approach to Scottish Attainment Challenge has seen funding to 9 Challenge Authorities (£43m) distributed equitably between all 32 local authorities - now named Strategic Equity Funding. This significantly reduces finance available for local Programme Plans, tapering down over next 4 years (2022-25). We continue to monitor attainment closely, with targeted support to close any identified gaps, and funding will be carefully allocated to mitigate risks.

Harm to Child(ren)	Strategic Director - People	Current Score	9	Target Score	3

Risk	A lack of capacity or stability in key roles reduces the Council's ability to fulfil statutory requirements and intervene to prevent the serious harm of a child/children.
Potential Impact	Effects of injury or death on individual, family, friends & staff members, reputational & legal implications, with associated costs, as well as impact of reputational damage & negative publicity on morale, workforce development and sustainability.
Note	Planning and measures are in place to address staffing, leadership, assurance and improvement planning, including quarterly reports to Committee. We have successfully recruited team leaders into posts and 2 senior practitioners(as part of the Children's Services re-design) to build resilience and skill within the workforce, particularly with the high number of newly qualified social workers within the service, this allows the service to develop an approach to practice that is trauma informed and rights based. There is also a recurrent social work recruitment campaign to ensure that all vacant posts are recruited to in a timely manner as well as forging links with academic institutions to highlight Clackmannanshire Council as a forward thinking local authority for child protection work, for newly qualified social workers. Furthermore, the locality model will provide greater flexibility and be more responsive to children/young people at risk of harm as well as focussing on strengthening early intervention at the first point of contact. The e-IRD system is now embedded and allows for agencies to respond in real time to children/young people at risk of harm for timely assessments and interventions. In addition there has been a sustained decrease in the number of child protection registrations.

Related Actions			Existing Controls	
	Children's Services Plan 2021-24	PPL CHC CSP		Child Protection Procedures
	Covid-19 Education Recovery Plan	PPL EDU CRP		Public Protection Chief Officers Group
	People Business Plan 2021-22	PPL PBP 212		Public Protection Committee

Clackmannanshire People Directorate

Demographic Profile

July 2023

The following profile includes data available at time of writing.

AIM: The aim of this profile is to provide background data to inform improvement planning across Clackmannanshire's People Directorate

GEOGRAPHY

Clackmannanshire has 9 main localities or neighbourhood settlements:

- Alloa
- Alva
- Clackmannan
- Dollar
- Menstrie
- Muckhart
- Sauchie
- Tullibody
- Tillicoultry

The Scottish Household Survey [SHS] is an annual survey of the general population in Scotland. Typically, SHS respondents are interviewed face-to-face, in their homes; however, in March 2020 the fieldwork approach was altered in response to the COVID 19 pandemic.

The majority of the 2020 survey fieldwork, and all of the 2021 survey fieldwork was carried out using telephone interviewing[i].

POPULATION

In June 2021, the population of Clackmannanshire increased by 0.5% to 51,540. Over the same period, the population of Scotland increased by 0.3%.
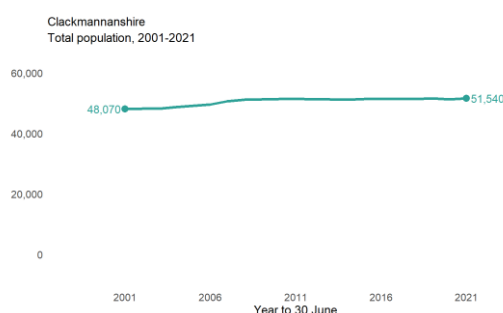
Between 2001 & 2021, the population of Clackmannanshire increased by 7.2%; this is the ***16th highest percentage change*** out of the 32 council areas in Scotland. [*Over the same period, Scotland's population rose by 8.2%*].[ii]

1

Between 2018 & 2028, the population of Clackmannanshire is projected to **decrease** by 0.4% compared to a projected increase of 1.8% for Scotland as a whole.

In 2021, the number of households in Clackmannanshire was **24,077.** This is a slight increase on the previous year [24,066].

In comparison, the number of households in Scotland overall increased by 0.8%[iii].

24077

In 2021 there was **no change** to the gender ratio with more females [51.1%] than males [48.9%] living in Clackmannanshire[iv].

DEPRIVATION

Scottish Index of Multiple Deprivation [SIMD] is an area-based measure of *relative deprivation*; not every person in a highly deprived area will experience high levels of deprivation.

If an area is identified as 'deprived', it can relate to people having a low income, fewer resources or opportunities.

SIMD looks at the extent to which an area is deprived across **seven domains**:
- income,
- employment,
- education,
- health,
- access to services,
- crime and
- housing[v].

25%

MOST DEPRIVED
AREAS

Clackmannanshire consists of **72 datazones** [out of 6976 across Scotland].

It has a **25%** share of the 20% most deprived data zones [18 datazones].

One of the datazones in Clackmannanshire features as the *6th highest* overall deprived data zone and the *10th highest* most income deprived data zone across Scotland[vi].

This means that some areas of Clackmannanshire still experience a *high number of vulnerable communities* associated with high levels of unemployment, including youth unemployment, substance misuse, mental health issues and young parents/one parent families.

High Levels of Deprivation

EMPLOYMENT[vii]

Clackmannanshire's employment traditionally consisted of industries such as brewing, coal mining and textiles. Now the area relies more heavily on public service employment, production and retail.

According to NOMIS figures for the year 2022 *[Jan – Dec]* Clackmannanshire had **61.9%** of its population in the age range 16 to 64 years, lower than the Scottish average of 63.8%.

Almost 70% [**69.5%**] of its population recorded as "Economically Active", less than the Scottish average of 77.1%.

4% of its population recorded as "unemployed"; higher than the Scottish average of 3.4%.

Higher Unemployment Rate than Scottish Average

WORKLESS HOUSEHOLDS

Across Clackmannanshire it is estimated there are 23.7% households classed as "workless"; this is higher than the Scottish average of 18.6%. [Workless Households: where no-one aged 16 or over is in employment. These members may be unemployed or economically inactive. Economically inactive members may be unavailable to work because of family commitments, retirement or study, or unable to work through sickness or disability].

23.7%

YOUNG PEOPLE EMPLOYMENT

Employment statistics for young people *[16-19 year olds]* is published by Skills Development Scotland and is part of a national measure, "Participation Measure" [PM].

90.7%

In 2022, the PM, i.e the percentage of 16 to 19 year olds participating in *education, employment, or training* was 92.4% across Scotland; in Clackmannanshire the percentage was lower at **90.7%[viii]**.
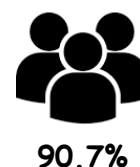
The gender participation gap [the difference between the PM for men and women] for young people is reported at 1.7pp in 2022 with young women participating more than young men.

This is an improvement on the year before [2021] where the gap was 2.8pp with the change caused by more young men participating in 2022.

CHILD POVERTY

Scottish Government reported in March 2023 that child poverty rates have stabilised at **24%** *[after housing costs]*.

It is estimated that in 2019-22, **69%** of children in relative poverty after housing costs were living in working households [170,000 children each year][ix].

Across Clackmannanshire there are **28.3%** of children living in poverty, higher than the Scottish average[x].

More than two thirds of children in poverty live in working households.

28.3%

HOMELESS[xi]

Over the same six month period, April to September, there has been *a 6% increase* in the number of homelessness applications across Scotland in 2022. Across Clackmannanshire this increase is higher at **8%.**

311 Homeless Applications

Over the same period there has also been a *6% increase* in the number of households across Scotland assessed as homeless or threatened with homelessness; in Clackmannanshire this is slightly higher at **7%.**

7% increase

45 children in temporary accommodation as of 30th Sept 22

Across Scotland there was a *10% increase* in the number of children in temporary accommodation; across Clackmannanshire there was no change with 45 children remaining in temporay accommodation.

HEALTH

Children's Health

"Every child has the right to the best possible health"

My Health, My Rights is a national campaign with the aim to give voice to Health Priorities that support the health and wellbeing of children and young people whilst raising awareness of health rights and the benefits of health-related play. This campaign will officially launch during Scottish Children's Health Week 2023 [**4-10 September 2023**] and is supported by Children's Health Scotland [Charity][xii].

4

SUBSTANCE MISUSE

ALCOHOL

Across Scotland the number of alcoholspecific deaths *rose by 5%* to 1,245 in 2021.

9 deaths

Across the Clackmannanshire area the number of alcohol related deaths *fell by a quarter* to 9 in 2021[xiii].

Average age: **58.7 years**

Average age: **59.7 years**

Two thirds deaths were male

In the five year period from 2017 to 2021 there have been a total of 50 alcohol related deaths across the Clackmannanshire area.

50 deaths

DRUG MISUSE

The Scottish Government has a National Mission to reduce drug deaths and improve the lives of those affected by drugs.

Suspected Drug Deaths – Police Scotland publish quartery reports on the number of [Police Scotland] suspected drug deaths. This report gives an indication whether drug related deaths are increasing or falling across the area. Across Scotland there were 298 suspected drug deaths between January and March 2023; 3 more than the previous quarter and 5% [13] higher than during the same period of 2022[xiv].

Across the Forth Valley area there were *14 suspected drug related deaths* [5% of the overall total]between January and March 2023; one less than the same period in 2022. Overall, in 2022, Police Scotland figures report **54 suspected drug related deaths**, a reduction on the year before where there were 63.

54 deaths in 2022 [Police Scotland figures]

Males still account for the largest percentage of drug deaths [just over two thirds] with the 35 to 54 age range experiencing the highest number of deaths.
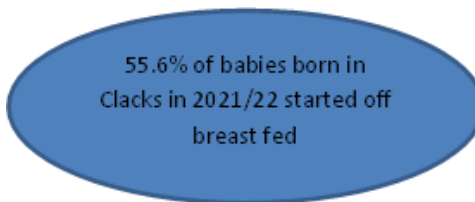
BREASTFEEDING

It has been long reported that breastfeeding provides the best nutrition for babies and young children supporting children's health in both the short and longer term. There is strong evidence that breastfeeding reduces children's risk of infections and can lead to a small but significant improvement in brain development.

5

Almost two thirds [65%] of babies born in Scotland in 2021/22 were breastfed for at least some time after their birth; a slight fall on the year before where it was 65.6%.

Lower no. of babies breast fed in Clacks

55.6% of babies born in Clacks in 2021/22 started off breast fed

More than half [55%] of babies were being breastfed at 10-14 days of age in 2021/22. This has increased from 44% in 2002/03, mainly due to an increase in mixed breast and formula feeding. Across Clackmannanshire this figure was slightly lower at 42.7%.

TEENAGE PREGNANCIES

43 teenage pregnancies in 2020

The teenage pregnancy rate in Scotland is at its lowest level since reporting began as rates fell to 23.9 per 1000 women in 2020 [equivalent to 3300 teenage pregnancies – women aged less than 20 years].While teenage pregnancy rates have reduced across all levels of deprivation, they have fallen more rapidly in the most deprived areas which has narrowed the absolute gap between the most and least deprived areas.[xv]

Across Clackmannanshire, this rate is *higher* at 32.8 per 1000 women however is much lower than the last recorded figure which was 46.8.

Teenage women from the most deprived areas are more likely to deliver than to terminate their pregnancy. In contrast, those from the least deprived areas are more likely to terminate than to deliver.

YOUNG PEOPLE - SUICIDE

1 in 4 Deaths in Young People - Suicide

The Scottish Suicide Information Database, [ScotSID] brings together data to improve the understanding of suicide in order to help reduce the number of suicide deaths in Scotland. The latest report concerns suicide amongst children and young adults aged 5 to 24 years during the period 2011 to 2020.

During this ten year period **820** young people resident in Scotland died as a result of suicide.*About one in four* of all deaths among young people is caused by suicide. This proportion is much greater than the proportion of deaths caused by suicide in older adults, which is around one in 100.

The overall number of suicides across Clackmannanshire fell to 7 in 2021[xvi]. *[Young person data not available at local authority level]*

Total No of Suicides
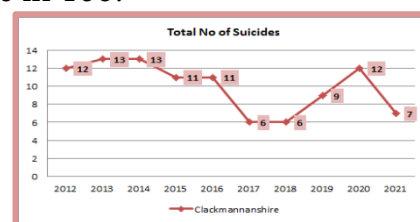
CRIME

Domestic Abuse

755 incidents

In 2021/22 the rate of domestic abuse at ***146 incidents per 10k population*** is the **fourth highest** in Scotland with Dundee City, West Dunbartonshire & Glasgow City higher [Scottish average was 118 incidents per 10k population][xvii].

Despite being the fourth highest, the number of incidents of domestic abuse fell by 6.6% in 2021/22 to 755. More than a third [37%] included a crime or offence being committed, slightly lower than the Scottish average of 39%.

The highest percentage of domestic incidents take place in the victim's home with females remaining the more common victim. The weekend remains the highest risk period for domestic incidents to occur.

Juvenile Offending [Referrals to Children's Reporter]

In 2022/23, 10,981 children and young people in Scotland were referred to the Children's Reporter; 1.2% of all children and young people in Scotland.

The majority of children and young people [9,025] were referred due to concerns about them [care and protection grounds].

Lack of parental care is the most common reason assigned by Reporters when a child or young person is referred to the Reporter

The most common ages for children and young people to be referred to the Reporter continues to be 14 and 15 years.

For very young children [those who were aged under one year] the principal concern identified related to ***a lack of parental care*** or having close connection with a person who has carried out ***domestic abuse***.

Fall in number of referrals

Across Clackmannanshire **118 children** were referred to the Children's Reporter in 2022/23, 43 children less than in 2020/21; a ***fall of 27%*** over a two year period.

The most common reason for referral remains "parental care/neglect" at 30% of all referrals. Young people "committing an offence" accounted for 24% of all referrals in 2022/23[xviii].

7
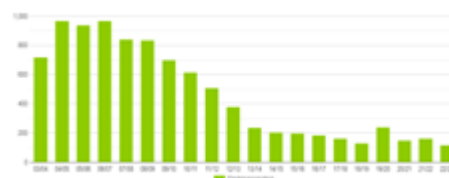
Prison Population

Prison Population has increased to 3.3 per 1k population [Clackmannanshire]

Scotland has one of the highest imprisonment rates in Western Europe [138 per 100,000 population in April 2023], although the prison population remains lower than pre-pandemic levels. As at the 1st April 2023, the average daily prison population in Scotland was **7,507[xix]**.

HMP Glenochil is located within Clackmannanshire and holds both short and long term convicted prisoners; some of whom may come from the Clackmannanshire area.

Offenders who live in the Clackmannanshire area are likely to be held on remand at HMP Barlinnie [Glasgow] or HMP Saughton [Edinburgh] with young offenders held at HMYOI Polmont.

Young people [under 21 years old] represented less than 3% of the total prison population in 2021/22, and the average daily numbers in prison fell to 193, driven by a reduction in both sentenced and tried population

Recent statistics released by the Scottish Prison System [SPS] report HMP Glenochil as having an average of 717 prisoners held each day in 2021/22; this is an increase of 11% on the year before.[xx]

The number of offenders who entered the prison system [arrivals] from the Clackmannanshire area in 2021/22 increased to a rate of 3.3 per 1000 population from 2.8 per 1k populaton the previous year; this rate is the ***second highest*** across Scotland.

EDUCATION

Educational Establishments

Clackmannanshire has 18 publicly funded primary schools, 3 publicly funded secondary schools, 2 Special Schools [Secondary School Support Service & Lochies], 4 Specialist Provisions [Alloa Academy [EASN], Alva Academy [ASD], Alva PS [ASD] & Primary School Support Service] and 4 standalone Early Learning & Childcare [ELC] establishments.

Staffing

At the latest annual school staff survey[xxi], Clackmannanshire is reporting **553 teachers** [including ELC], slightly lower than the year before but still an increase of 8% over the last 5 years.

The overall pupil teacher ratio hasn't changed at **12.1**, lower than the Scottish average of 13.2 [no change on previous year].

8

Early Learning & Childcare [ELC] Establishments

In 2021/22, there were more 2 year olds in placement within an ELC Establishment across Clackmannanshire; **30%** of all 2 year olds; *highest* across Scotland and much higher than the Scottish average [14%].

Establishment Roll

6666 pupils

Across Clackmannanshire, there were **6666 pupils** registered in 2021/22[xxii] [3,837 primary school pupils, 2,746 secondary school pupils & 83 pupils who attend our Special Schools], *a slight fall* on the year before [less than 1%].

Levels of Deprivation

32.4% of all pupils in Clackmannanshire establishments live in our most deprived areas [SIMD Q1] in 2021/22; a *slight increase* on the year before. **14.1%** live in our least deprived areas [SIMD Q5]. There is more than double the number of pupils in SIMD Q1 compared to SIMD Q5. Nationally the ratio is 22.3% & 19.3% respectively.

Class Size:

Average of 22 primary pupils per class

The average class size for primary schools across Clackmannanshire in 2021/22 was 22.1 pupils, *smaller* than the Scottish average of 23.2.

Additional Support Needs [ASN]

ASN

26.7%
[primary]
38.2%
[secondary]

DISABILITY: In 2021/22, the rate assessed and/or declared as having a disability fell to 12.3 per 1000 pupils; the previous year it was 13.7,. This rate remains lower than the Scottish rate at 27.7 per 1000 pupils.

In 2022, Clackmannanshire recorded **26.7%** of primary school pupils as having Additional Support Needs [ASN]; this is *a fall* on the year before [29.6%] and is now slightly lower than the Scottish average of 28.3% [the Scottish average has increased from 27.7% in 2020/21]. The more common support need remains at "*Social, emotional and behavioural difficulty*".

The percentage of secondary school pupils identified as having Additional Support Needs increased to **38.2%** in 2021/22 [previous year it was 37.6%][xxiii]. Despite the increase this rate remains lower than the Scottish average of 40.1% [also reporting a yearly increase]. The more common support for secondary school pupils is *"Dyslexia".*

Free School Meals

77% of primary school pupils and **21%** of secondary school pupils are registered for FSM. Both cohorts reporting an increase in the uptake of FSM. Scottish average 76% for primary & 17.8% for secondary][xxiv]
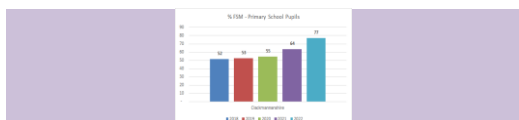

The chart opposite illustrates the *upward trend* in the uptake of Free School Meals for primary school pupils.

HEALTH & WELLBEING

Attendance

Statistics on attendance & absence are collected and published every two years by Scottish Government. In 2020/21 [*most recent published data*] attendance across Clackmannanshire was higher than the national average at 92.9%[xxv].
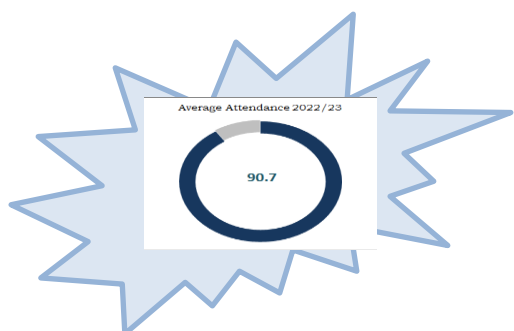
As previously reported, attendance across all educational establishments had been improving prior to COVID-19. Since schools returned to a normal timetable attendance across Clackmannanshire has been sporadic.

In 2021/22, the average attendance reported was 90.5% [authority figure]. Provisional figures for 2022/23 indicate that attendance has increased to **90.7%** [unpublished figures].

At the start of the new academic term in 2023/24 a new **Attendance Campaign** is being launched led by the Forth Valley & West Lothian Regional Improvement Collaborative (RIC).

Its slogan:

**Be INspired
Be INvolved
Be IN school**

Exclusions:

Since the introduction of a new exclusion policy across the authority, there have been **no recent exclusions**. The last reported exclusion was in 2020/21.

Bullying

In 2022/23, the number of reported bullying incidents *increased by 39%* compared to the year before[xxvi].

The main nature of reporting has changed to "Name calling, teased, put down or threatened", accounting for almost half of all bullying incidents [46.5%].

Note: A review of all recent bullying incidents has identified that only some schools seem to be using the new "Bullying & Equalities" reporting on SEEMiS. *Care also needs to be taken when comparing reporting of incidents and it is likely the reported increase is due to an increase in reporting and not necessarily an increase in bullying incidents.*
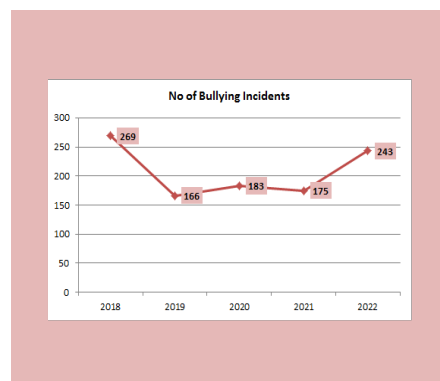
Lets Talk Scottish Education

The Scottish Government and COSLA co-convened a national discussion on the future of education in Scotland in response to Professor Ken Muir's report "Putting Learners at the Centre".

The "**All Learners in Scotland Matter: Our National Discussion on Education**" was subsequently published on 31st May 2023. This report is based on the findings of a listening exercise which took place between 21st September 21 & 5th December 2022.

More than one hundred organisations dedicated to supporting children and young people were consulted as well as education partners and parent and carer groups in designing the National Discussion.

The Scottish Government and COSLA, at the time of writing, are considering the report and are working to ensure that the vision for Scottish education is realised for all learners[xxvii].

ATTAINMENT INC. POVERTY RELATED ATTAINMENT GAP

Curriculum for Excellence [CfE] - [2021/22 results]

The following details the main findings from analysis of CfE results for 2021/22 [published data].

Early Level Reading beginning to show signs of recovery with the rate of 80.7% higher than the national average.

First Level Reading remained lower than the national average but reported a yearly increase at 69.9%.

The attainment gap for First Level Reading *narrowed* and remains smaller than the national gap.

Increases in Reading

11

The achievement rate for **Early Level Writing** increased to 76.1% and is higher than the national average.

The achievement rate for **First Level Writing** increased to 61.2%.

The attainment gap for First Level Writing *narrowed* although remains slightly more than the national gap.

The achievement rate for **Second Level Writing** reported a yearly increase and is higher than the national average.

Increases in Writing

The achievement rate for **Early Level Literacy** reported a yearly increase and is higher than the national average in 2020/21.

The achievement rate for **Second Level Literacy** also reported a yearly increase.

The achievement rate for *Early Level Numeracy* reported a yearly increase and is higher than the national average.

The achievement rate for *First & Second Level Numeracy* also reported yearly increases.

The attainment gap for First Level Numeracy *narrowed* in 2021/22 and is slightly smaller than the national gap.

The achievement rate for the combined cohort [P1, P4 & P7] for Literacy reported a yearly increase and the attainment gap narrowed.

The achievement rate for the combined cohort [P1, P4 & P7] for Numeracy also reported a yearly increase and the attainment gap narrowed.

Unpublished data for CfE reporting 2022/23 indicates a further improving picture with increases in Literacy & Numeracy together with further narrowing of the poverty related attainment gap.

Senior Phase - [2021/22 awards]

Results in 2022 were compared to results in 2019 [pre-COVID] as both years students undertook similar examinations with the two years in between involving different assessment models.

Compared to 2019 [last exam year]:

- Overall fall in National 4 awards but an increase in both National 5 & Higher results
- More students passing Advanced Higher Awards
- Overall increase in pass rate for Maths at National 5 continuing an increasing trend
- Despite increase in pass rates, the attainment gap *widened* at National 5 and Higher.
- All three secondary schools reported improvement in pass rates at National 4, National 5 and Higher.

12

SCHOOL LEAVERS

Attainment:

The percentage of school leavers attaining 1 or more passes at SCQF level 5 in 2021/22 fell to 84.1%. Despite the fall the rate is higher than in 2018/19 where the assessment circumstances were similar.

The percentage of school leavers attaining 1 or more passes at SCQF level 5 who live in our most deprived areas (Q1) *increased* in 2021/22 to 77.5%.

The percentage of school leavers attaining 1 or more passes at SCQF level 6 in 2021/22 fell to 54.8%. Despite the fall the rate is the same as 2018/19 where the assessment circumstances were similar.

The percentage of school leavers attaining 1 or more passes at SCQF level 6 who live in our most deprived areas (Q1) fell in 2021/22 to 36.7%.

Positive Destinations
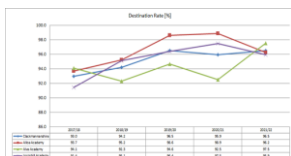
96.5%
Initial Destination Rate

96.5% of all young people in Clackmannanshire entered an initial positive destination in 2021/22; higher than the previous year & the Scotland-wide figure of 95.7%.

This rate matches the **highest rate** ever reported in Clackmannanshire [2019/20] and is higher than the previous year & the pre-COVID rate.

56.9% of young people in Clackmannanshire moved on to further or higher education, a *fall* on last year's figure of 66.8%, reflecting the fall nationally which is suspected as being an impact of increase in cost of living.

Three in ten young people entered employment, an *increase* on 28% from the previous year and higher than the Scottish rate of 25%.

Participation Rate

90.7%

The Annual Participation Measure [APM] reports on the economic and employment activity of 16 to 19 year olds in Scotland and is the source of the Scottish Government's National Performance indicator *"Percentage of young adults [16-19 year olds] participating in education, training or employment"*.

In 2022, this national indicator stood at 92.4%, a slight increase on the rate in 2021[xxviii]. Across Clackmannanshire the Participation Rate also increased to **90.7%** continuing a 3 year increasing trend.

67.8% participating in Education, 20.6% participating in Employment & 2.3% in other training & development.

13

CHILDREN & YOUNG PEOPLE

Child Social and Physical Development

Problems with early child development are strongly associated with long-term health, educational, and wider social difficulties. Detecting developmental problems early provides the best opportunity to support children and families with good evidence that parenting support and enriched early learning opportunities can improve outcomes for children including intensive early interventions for children with serious developmental problems.

The percentage of children meeting developmental milestones across Clackmannanshire continued to fall in 2021/22 to 75.9%. The Scottish average also fell to 73.2%[xxix] . The percentage with a concern about speech, language & communication development has continued to increase over the last 3 year period. *[Note: due to COVID-19 some assessment practices differed over the period under review.]*

Care Experienced [or LAC]

The total number of Looked After Children [LAC] across Clackmannanshire as of 31st July 2021 was 261; the total number LAC as of 31st July 2022 was 263, 3% of the population. This rate is **_higher_** than the Scottish average at 1%, and the highest rate recorded across all authorities [apart from West Dunbartonshire which has the same rate][xxx].

More males are Looked After than females with a split of 58% to 42% across Clackmannanshire. 16% aged under 5 years, slightly lower than the Scottish average of 17%; 14% aged over 16 years, again slightly lower than the Scottish average of 15%.

The largest proportion of LAC continues to be looked after by friends/relatives [43%], followed by foster carers purchased by local authority at 24%. Across Scotland 34% are looked after by friends /relatives and 10% purchased by local authority. The funding for LAC across Clackmannanshire is therefore **_more expensive_** than the Scottish average.

Child Protection

The number of children on the Child Protection Register across Clackmannanshire on 31st July 2022 was 15, a rate of **1.7 per 1000 children**. The national rate across Scotland was 2.2 per 1000 children[xxxi].

Across Scotland the main concern reported is linked to domestic abuse followed by parental substance abuse [drugs & alcohol] and then neglect. Across Clackmannanshire the main concern identified is linked to domestic abuse followed by neglect. In the year 2021/22, **80 children** were registered with the main concerns identified at case conference being neglect, domestic abuse and parental substance abuse [in that order]-all similar to what is being reported across Scotland.

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CLACKMANNANSHIRE EDUCATIONAL PSYCHOLOGY SERVICE

The Educational Psychology Service [EPS] has had **539** requests for assistance from establishments and parents/ carers looking for support and advice between August 2022 & June 2023, approximately *49 requests per month*[xxxii].

More than 600 [602] cases have been opened on the EPS database in this time period. The most frequent issue raised in requests for assistance remains *autism spectrum conditions*, with *anxiety* and *non-attendance* also featuring heavily.

Of the 602 cases opened, the majority were male [61.7%]; female – 37.8%; & other – 0.5%. The majority of work was in the Primary Sector [52% age 6-11 years, 20% age 0-5 years, 27% age 12-16 years and 1% age 17-24 years].

> The **Intensive Therapeutic Service** works regularly [usually weekly] with *13 children, young people and their families* to help resolve trauma that is affecting their education.
>
> A further *28 children and young people* are supported by the EPS in Out of Authority Placements.

Mental Health and Wellbeing in Clacks Transformation Project

The EPS over-sees the development and operation of a range of mental health services for children and young people, including

- The Counselling in Schools Service (CiSS);
- Creative Therapeutic Interventions for Children Service (CTIfCS);
- Through Care After Care Wellbeing Worker Service; and,
- Two digital mental health services.

In addition, the EPS is a stakeholder in the *Getting It Right Forum* for both mental health and Additional Support Needs.

There have been **156 referrals** to the Forum since Sept 2022 and 22 of these have been allocated to CTIfCS.

701 children and young people have been referred to our face-to-face services with statistically significant improvements [i.e. not by chance] in wellbeing scores for those accessing CiSS, and improvements in wellbeing for those accessing CTIfC that are heading towards statistical significance.

To date [June 2023], the digital services have been accessed by 841 individuals [approximately 6% of our target population].

Although time of use within the day fluctuates, both of our open-access services show a high level of use **out of normal working hours** [January – March 2023, 75% of Kooth and 51% for Shout contact/logins have been out of hours] indicating the importance of providing services around the clock.

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Mental Health & Wellbeing Survey

Fourth running of this survey has just taken place and more detailed analysis will be available by *mid-August 2023*.

Early indications are that across all sectors EPS are continuing to see a ***significant number*** of children and young people experiencing difficulties with their mental health and wellbeing, with particular concerns noted in relation to both behavioural regulation [e.g. being easily distracted, fidgeting] and emotional regulation [e.g. having lots of worries, appearing unhappy].

However, there remains a <u>high level of satisfaction</u> across all sectors with the emotional support and sense of safety provided by establishments.

EPS continue to see a high level of loss/bereavement within the population across Clackmannanshire, particularly within the secondary school population:

- Secondary: 55.7%,
- Primary: 38.3%
- Nursery:30.8%

have all lost someone close in the last year.

ACTIVE SCHOOLS

Active Schools have continued to offer an annual inclusive programme of physical activity, sport and leadership programmes to all pupils in primary, secondary and additional support needs settings.

The programmes key areas of work are[xxxiii]:

Delivery of free extra curricular sport sessions at lunchtime or after school over a 24 week period. During 2022/23, **2834 children & young people** participated which is an *18% increase* from the last academic year.

In addition a new programme of breakfast and extended after school clubs (3-5pm) were offered to children in three primary schools as part of the **Child Wellbeing Project**.

This programme was supported by sports coaches and local community sports clubs such as Esprit Judo Club delivering over 600 hours of activity for around 70 children.

The **Sportscotland School Sport Award** was re-introduced in September 2022 and all 22 schools put in place sports committees to support the development of action plans. In June 2023, 20 schools had completed an online self assessment with 17 schools rated **GOLD** standard, 2 **SILVER** and 1 **BRONZE** standard. These will be used as baseline figures for future tracking.

Lornshill Academy has continued to be supported to deliver the **Sports Leader UK SCQF Leadership in Sport Awards** with 13 young people achieving Level 6 in 2022/23.

All Primary 7 pupils across both the Alloa and Lornshill Academy Cluster have had

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access to a free bike as part of a Scottish Government programme in partnership with Forth Environment Link.

Every child received a day of journey training, bike maintenance and for those who needed it a new bike, helmet, lock and high viz vest was provided for the children to keep.

All primary 5 and 6 children continued to receive *free cycle skills* training with **556** P5s completing their Level 1 Bikeability Award and **593** pupils completing their Level 2 Bikeability Award.

Events & Festivals

During academic year 2022/23, every P1 to P7 had the opportunity to take part in a range of events and festivals either delivered at their own school or in a central venue.

During this period the full secondary events calendar was re-introduced with the schools badminton and athletics championships taking place for the first time since 2019.

There was also a full calendar of events for children & young people with *Additional Support Needs* and this included the local and regional Boccia Championships, local & regional cross country and athletics events, and the **Para Sport Festival** hosted by The Peak in Stirling.

This has returned the events calendar for everything to pre-COVID levels.

Physical Education

All primary pupils continue to receive 2 hours quality PE each week delivered by a qualified teacher.

All primary 5 pupils took part in a 5 week water confidence / aquatics skills programme during April to June 2023. This was due to the re-introduction of the curricular swimming programme with **590 pupils** from across 19 primary schools involved including Lochies.

All Primary 7 pupils are offered a day's ski instruction during the school day at Firpark Ski Centre.

Engagement in Sport

2022/23 is the first full year of data collection around the *participation levels* of school aged children in extra curricular sport and has built on the baseline set during 2021/22.

- 58% of primary school pupils took part in extra curricular sport; **up 5%** from previous year's figures
- 21% of secondary school pupils took part in extra curricular sport; **6% increase** from previous year's figures.

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People Service - Strategic Planning Framework and 'Golden Thread'

Appendix 3

Golden Thread
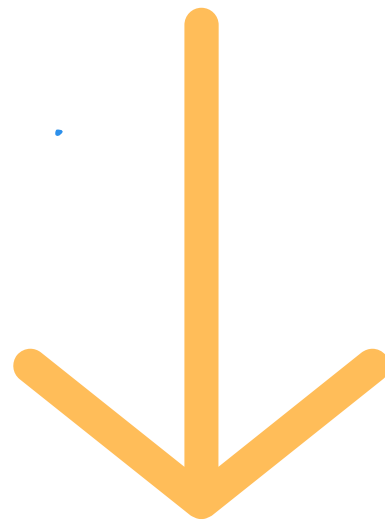
Clackmannanshire Wellbeing Economy Local Outcomes Improvement Plan

People Business Plan

Team Plans

People Strategy and Plans

Family Wellbeing Partnership Plan

National Improvement Framework Plan

Scottish Attainment Challenge & Strategic Equity Fund Plan

Promise Plan

Children's Services Plan

Community Learning Development Partnership Plan

Violence Against Women & Girls Strategic Plan

Criminal Justice Plan

Other Directorate's Plans

Community Wealth Building Plan

Local Employability Plan

Local Child Poverty Action Plan

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