



**Clackmannanshire
Council**

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Comhairle Siorrachd
Chlach Mhanann

Kilncraigs, Greenside Street, Alloa, FK10 1EB (Tel.01259-450000)

Meeting of Clackmannanshire Council

Thursday 2 October 2025 at 9.30 am

Venue: Council Chamber, Kilncraigs, Alloa, FK10 1EB



Clackmannanshire Council

There are 32 Councils in Scotland. Clackmannanshire Council is the smallest mainland Council. Eighteen Councillors are elected to represent the views of the residents and businesses in Clackmannanshire. The Council has approved Standing Orders that detail the way the Council operates. Decisions are approved at meetings of the full Council and at Committee Meetings.

The Council is responsible for approving a staffing structure for the proper discharge of its functions, approving new policies or changes in policy, community planning and corporate governance including standards of conduct.

The Council has further responsibility for the approval of budgets for capital and revenue expenditure, it also has power to make, alter or cancel any scheme made under statute and to make, alter or cancel any orders, rules, regulations or bye-laws and to make compulsory purchase orders. The Council also determines the level of Council Tax and approves recommendations relating to strategic economic development.

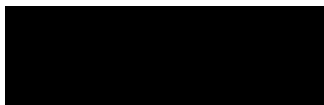
Members of the public are welcome to attend our Council and Committee meetings to see how decisions are made.

Details of all of our Council and Committee dates and agenda items are published on our website at www.clacks.gov.uk

If you require further information about Council or Committee meetings, please contact Committee Services by e-mail at committees@clacks.gov.uk or by telephone on 01259 452006 or 452004.

24 September 2025

A MEETING of the CLACKMANNANSHIRE COUNCIL will be held in the COUNCIL CHAMBER, KILNCRAIGS, ALLOA, on THURSDAY 2 OCTOBER 2025 at 9.30 AM



NIKKI BRIDLE
Chief Executive

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1. Apologies	--
2. Declaration of Interests Elected Members are reminded of their obligation to declare any financial or non-financial interest which they may have in any item on this agenda in accordance with the Councillors' Code of Conduct. A Declaration of Interest form should be completed and passed to the Committee Services Officer.	--
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EXEMPT INFORMATION

It is anticipated (although this is not certain) that the Council will resolve to exclude the press and public during consideration of these items.

It is considered that the undernoted items are treated as exempt from the Council's general policy of disclosure of all papers by virtue of Schedule 7A, Part 1, Paragraph 8 of the Local Government (Scotland) Act 1973.

18. Exempt Minutes of Meeting of Clackmannanshire Council held on 21 August 2025 (Copy herewith)	467

MEETING MANAGEMENT

The Convener has advised that subject to the efficient management of the meeting, meeting breaks will be as follows:

- There will be a 10-minute break after 2 hours sitting, as set out in Standing Orders.
- There will be a 45-minute break for lunch at 12.45 until 13.30
- There will be a 10-minute break at around 15.30.

Clackmannanshire Council – Councillors and Wards (Membership 18 - Quorum 5)

Councillors

Wards

Councillor	Phil Fairlie	1	Clackmannanshire West	SNP
Councillor	Darren Lee	1	Clackmannanshire West	CONSERVATIVE
Councillor	Graham Lindsay	1	Clackmannanshire West	SNP
Councillor	Mark McLuckie	1	Clackmannanshire West	LABOUR
Councillor	Donald Balsillie	2	Clackmannanshire North	SNP
Councillor	Martha Benny	2	Clackmannanshire North	CONSERVATIVE
Councillor	William Keogh	2	Clackmannanshire North	LABOUR
Councillor	Fiona Law	2	Clackmannanshire North	SNP
Councillor	Wendy Hamilton	3	Clackmannanshire Central	SNP
Councillor	Janine Rennie	3	Clackmannanshire Central	LABOUR
Councillor	Jane McTaggart	3	Clackmannanshire Central	SNP
Councillor	Kenneth Earle	4	Clackmannanshire South	LABOUR
Councillor	Ellen Forson	4	Clackmannanshire South	SNP
Councillor	Craig Holden	4	Clackmannanshire South	IND
Councillor	Bryan Quinn	4	Clackmannanshire South	SCOTTISH GREEN
Councillor	Scott Harrison	5	Clackmannanshire East	SNP
Councillor	Kathleen Martin	5	Clackmannanshire East	LABOUR
Councillor	Denis Coyne	5	Clackmannanshire East	CONSERVATIVE

Religious Representatives

We must appoint three religious representatives in accordance with Section 124 of the 1973 Act (inserted by Section 31 of the 1994 Act).

Religious representatives only have voting rights on matters relating to the discharge of the authority's function as education authority.

Our representatives are:

Reverend Sang Y Cha – Church of Scotland

Father Michael Carrie – Roman Catholic Church

Pastor Dee Jess – Baptist Church

Updated April 2025

MINUTES OF MEETING of the CLACKMANNANSHIRE COUNCIL held in the Council Chamber, Kilncraigs, Alloa, on Thursday 21 August 2025 at 9.30 am.

PRESENT

Councillor Phil Fairlie (Convener) (Chair)
Councillor Donald Balsillie (Provost)
Councillor Martha Benny
Councillor Denis Coyne
Councillor Kenneth Earle
Councillor Ellen Forson
Councillor Wendy Hamilton
Councillor Scott Harrison
Councillor Craig Holden (Via Teams)
Councillor William Keogh
Councillor Fiona Law
Councillor Darren Lee (Chambers & via Teams)
Councillor Graham Lindsay
Councillor Jane McTaggart
Councillor Janine Rennie (Via Teams)
Councillor Bryan Quinn

IN ATTENDANCE

Nikki Bridle, Chief Executive (Via Teams)
Chris Alliston, Strategic Director (Partnership & Performance)
Lorraine Sanda, Strategic Director (People) (Professional Adviser to the Chair)
Lindsay Sim, Chief Finance Officer (Partnership & Performance)
Colin Bruce, Chief Education Officer (People)
Sharon Robertson, Chief Social Work Officer (People)
Adrienne Aitken, Improving Outcomes Team Leader (People) (Chambers & Via Teams)
Claire Baillie, Assistant to the Chief Executive
Monika Bicev, Policy Officer, Housing (Place) (Chambers & Via Teams)
Michael Boyle, Improving Outcomes Business Manager (People) (Chambers & Via Teams)
Andrew Buchanan, Housing Operations Manager (Place)
Veronica Cully, Senior Manager, Partnership and Inclusion (People) (Chambers & Via Teams)
Wendy Forrest, Head of Strategic Planning and Health Improvement, HSCP (via Teams)
Claire Fullarton, Communications Officer (Partnership & Performance) (Via Teams)
Sarah Goldberg, Team Leader, Legal & Governance (Partnership & Performance) (Clerk to the Council)
Alastair Hair, Team Leader/Senior Manager (Partnership & Performance)
Cherie Jarvie, Senior Manager, Partnership & Transformation (Partnership & Performance)
Sarah Langsford, Team Leader/Senior Manager (Partnership & Performance)
Nicola Mack, Chief Accountant (Partnership & Performance) (Via Teams)
Carla MacFarlane, Communications Officer (Partnership & Performance)
Ross McGuire, Team Leader, Wellbeing Hub (People)
Wendy Robertson, Senior Manager, Transformation
Johan Roddie, Senior Manager, Permanence (People)
Catriona Scott, Senior Manager, Secondary Education (People)
Gillian Scott, Senior Manager, Early Intervention (People)
Murray Sharp, Senior Manager, Housing (Place)
Robbie Stewart, Senior Manager, Sport and Leisure (People)
Lesley Taylor, Psychological Services (People)
Melanie Moore, Committee Services (Partnership & Performance)
Gillian White, Committee Services (Partnership & Performance) (Minute)

CC(25)056 APOLOGIES

Apologies were received from Councillor Mark McLuckie and Councillor Kathleen Martin.

CC(25)057 DECLARATIONS OF INTEREST

There were no declarations of interest.

CC(25)058 MINUTES OF CLACKMANNANSHIRE COUNCIL – 26 JUNE 2025

The minutes of the meeting of the Clackmannanshire Council held on 26 June 2025 were submitted for approval.

Decision

The minutes of the meeting of Clackmannanshire Council held on 26 June 2025 were agreed as a correct record and signed by the Convener.

Action

Clerk to the Council

Councillor Darren Lee joined the meeting in the Council Chamber prior to the next item of business (9.36 am)

CC(25)059 DISPOSAL OF SL1

The report, submitted by the Strategic Director (Place), sought approval to terminate the agreement between Clackmannanshire Council and the Earl of Mar in respect to the use of SL1 licence plate on or around the year 1996 ("Agreement") on the vehicle used for civic purposes together with the sale of the civic vehicle to the Earl of Mar.

Motion

To agree the recommendations in the report.

Moved by Councillor Scott Harrison. Seconded by Councillor Jane McTaggart.

Decision

The Council:

1. Agreed to the termination of the Agreement which included relinquishing all rights associated with the use of the SL1 licence plate as outlined within paragraph 3.1 of the report;
2. Approved the sale of the civic vehicle as part of a private sale for the value outlined within paragraph 4.4 of the report; and otherwise
3. Noted the contents of this report.

The Provost gave his thanks to the Earl of Mar for the use of the licence plate and noted that it had been a privilege for the Council to be able to use it.

Action

Strategic Director (Place)

CC(25)060 WELLBEING HUB AND LOCHIES SCHOOL PROJECT UPDATE

The report, submitted by the Senior Manager, Sport and Leisure, provided Council with an update on the progress of the Wellbeing Hub & Lochies School project and sought approval of the Full Business Case (FBC) to allow the project to proceed to Financial Close and Contract Finalisation for the main construction programme.

The Strategic Director (People) shared information that confirmation had been received on 20 August 2025 that, in recognition of the progress of the project, and the aims the Council has committed to in terms of improving equalities and promoting inclusion, Sport Scotland have committed £500,000 of capital funding to the project. That is in addition to the money the Council is already receiving for the contribution to Lochies School, and also the £1m in contribution from Sport Scotland to the project so far.

The Senior Manager, Sport and Leisure presented the report to the Council.

Motion

To agree the recommendations in the report.

Moved by Councillor Graham Lindsay. Seconded by Councillor Scott Harrison.

Decision

The Council:

1. Approved the Hubco Stage 2 Submission and the Full Business Case (FBC) to allow the project to proceed to Financial Close and the Council to enter into a Design Build Development Agreement (DBDA) with Hub East Central Scotland Ltd (Hubco) (see paragraphs 3.1 to 3.18); and
2. Noted the key programme updates (see paragraphs 3.19 to 3.22).

Action

Senior Manager, Sport and Leisure

CC(25)061 COMMUNITY WELLBEING PLAN 2025-2026

The report, submitted by the Strategic Director (People), sought Council approval for the overarching Community Wellbeing Plan (the One Plan) for 2025-2026 (Appendix 1).

Motion

To agree the recommendations in the report.

Moved by Councillor Graham Lindsay. Seconded by Councillor Fiona Law.

Decision

The Council:

1. Approved the Strategic Priorities, Outcomes and Actions as set out in the Plan; and
2. Noted the continued pioneering approach to planning and reporting which is being supported at national level.

Action

Strategic Director (People)

**CC(25)062 PARTNERSHIP AND PERFORMANCE DIRECTORATE BUSINESS
PLAN 2025-26**

The report, submitted by the Strategic Director (Partnership and Performance), presented the Partnership and Performance Directorate Business Plan for 2025/26 for Council consideration and approval. The plan set out how the Directorate will enable the Council to deliver on its strategic priorities, respond to a complex and evolving operating environment, and drive forward transformation, innovation, and continuous improvement.

Motion

To agree the recommendations in the report.

Moved by Councillor Ellen Forson. Seconded by Councillor Wendy Hamilton.

Decision

The Council:

1. Noted the strategic context and key priorities outlined in the report; and
2. Approved the Partnership and Performance Business Plan 2025/26, attached at Appendix 1.

Action

Strategic Director (Partnership and Performance)

The Convener adjourned the meeting at 11.36 am for a comfort break. When the meeting resumed at 11.52 am, 16 members remained present.

CC(25)063 MISSING SHARES POLICY (HOUSING)

The report, submitted by the Strategic Director (Place), provided Council with information on the work undertaken to develop a Housing Service Missing Shares Policy. The Policy supports Clackmannanshire Council's Private Sector Scheme of Assistance and adheres to the statutory guidelines and recommendations outlined within the Housing (Scotland) 2006 Act.

Councillor William Keogh withdrew from the meeting at 12.02pm, during questions to this item of business. 15 Councillors remained present in the meeting.

Motion

To agree the recommendations in the report.

Moved by Councillor Jane McTaggart. Seconded by Councillor Scott Harrison.

Decision

The Council:

1. Noted the powers provided to local authorities to contribute a missing share payment under section 50 of the Housing (Scotland) Act 2006;
2. Noted that where a local authority does contribute a missing share there is a requirement for the Council to front fund such payments, and to manage the process thereafter in the recovery of funding and associated costs; and
3. Approved the Missing Shares Policy.

Action

Strategic Director (Place)

CC(25)064 HOUSING POLICIES: DAMP AND MOULD POLICY, HOUSING REPAIRS POLICY, RECHARGEABLE REPAIRS POLICY, WESTHAUGH PITCH ALLOCATIONS POLICY & HOMELESSNESS APPLICANT AREA CHOICE.

The report, submitted by the Strategic Director (Place), outlined the work undertaken to develop and review Housing Policies within the following areas: Damp and Mould; Housing Repairs; Rechargeable Repairs; Westhaugh Pitch Allocations; and Homelessness Applicant Area Choice.

These policies underpin the Council's commitment to maintaining its housing stock and travelling persons site to the latest required standards and in line with current legislation, ensuring homes are safe, secure, and well-maintained for tenants. The policies also ensure that there is clarity in situations where the Service may seek to recover the cost of repairs where applicable, and, in reference to homelessness, provide an efficient and effective service to our homelessness waiting list applicants.

Motion

To agree the recommendations in the report.

Moved by Councillor Jane McTaggart. Seconded by Councillor Scott Harrison.

Decision

The Council:

1. Approved the Housing Damp and Mould Policy (Appendix 1);
2. Approved the Housing Repairs Policy (Appendix 2);
3. Approved the Housing Rechargeable Repairs Policy Appendix 3);
4. Approve the Westhaugh Pitch Allocations Policy (Appendix 8);
5. Approve the proposed amendments to the existing Housing Allocations Policy to enable changes in the allocating of properties to homeless waiting list applicants (as noted in section 4.40 to 4.48 of the report); and
6. Note the child-friendly, plain English summary versions of the policies in line with the UNCRC requirements for all public bodies to present information in an accessible format for all children and young people (Appendices 4,5 and 6).

Action

Strategic Director (Place)

The Convener adjourned the meeting at 12.43 pm for a meal break. When the meeting resumed at 1.33 pm, 14 members remained present as Councillor Darren Lee had not re-joined the meeting.

CC(25)065 HR POLICIES

The report, submitted by the Strategic Director (Partnership and Performance), invited Council to approve the new Gender Based Violence and Domestic Abuse Procedure and the updated Health and Safety Policy.

Motion

To agree the recommendations in the report and to nominate Councillor Scott Harrison as Health and Safety Champion.

Moved by Councillor Ellen Forson. Seconded by Councillor Wendy Hamilton.

Decision

The Council:

1. Agreed that the policies and procedures, as tabled, are formally approved;
2. Noted the attached Equality/Fairer Scotland Impact Assessments;
3. As per paragraph 2.1.1 contained within the Health and Safety Policy, agreed to nominate an Elected Member as Health and Safety Champion; and
4. Agreed that Councillor Scott Harrison will be appointed as Health and Safety Champion.

Action

Strategic Director (Partnership and Performance)

Councillor Janine Rennie withdrew from the meeting at 1.55 pm and Councillor Darren Lee re-joined the meeting via Teams at 2.00 pm during the following item of business, therefore 14 members remained present in the meeting.

CC(25)066 EQUALITY IMPACT ASSESSMENT OF HOME TO SCHOOL TRANSPORT POLICY

The report, submitted by the Strategic Director, People, provided an Equality Impact Assessment (EQIA) of the Councils Home to School Transport Policy.

Motion

To agree the recommendations in the report.

Moved by Councillor Graham Lindsay. Seconded by Councillor Scott Harrison.

Voting

For the motion	14 votes
Against the motion	0 votes
Abstain from voting	0 votes

The motion was carried unanimously by 14 votes to 0 with 0 abstentions.

Decision

The Council:

1. Considered the findings of the EQIA and agreed that the current policy, while identifying a limited inequality, continues to support positive pupil transition and social inclusion. Given the small number of pupils affected and the wider implications of any policy change, agreed that the existing transport arrangements remain in place at this time; and
2. Agreed that a further paper be brought back to enable the Council to decide on the scope of any future public consultation on revisions to the home to school transport policy. The paper will outline the financial and equalities implications associated with the options to be considered as part of the consultation.

Action

Strategic Director (People)

CC(25)067 MOTION TO COUNCIL – CLOTHES RECYCLING

A notice of motion in terms of Standing Order 16.0 was submitted by Councillor Ellen Forson.

Motion

“Council notes that the current arrangement for clothes recycling bins across Clackmannanshire is delivered in partnership with the Salvation Army, under an agreement established in 2020.

While recognising the valuable contribution made by the Salvation Army, Council also notes that other organisations offer similar textile recycling services, including arrangements whereby a financial contribution is made for each bin uplifted.

In line with the principles of Community Wealth Building, and Clackmannanshire Council’s commitment to maximising local social and economic benefit, Council believes there is potential to review the current model and explore options that could generate income for local priorities.

In particular, there may be scope to channel any income received through such schemes directly to support community organisations and initiatives at a ward level, thereby enabling local benefit from local recycling activity.

Council therefore instructs officers to:

- Review the existing clothes recycling bin arrangement with the Salvation Army, including current performance, benefits and limitations;
- Explore alternative or supplementary models offered by other textile recycling providers, including those that offer a fee-per-uplift or community benefit payment; and
- Consider mechanisms to allocate any future income on a ward basis, in line with the Council’s Community Wealth Building approach.

Officers are requested to report back to a future meeting of Council or the relevant committee with findings and recommendations for next steps.”

Moved by Councillor Ellen Forson. Seconded by Councillor Scott Harrison.

Decision

The Council agreed the motion as set out above.

Action

Chief Executive

CC(25)068 MOTION TO COUNCIL – INVESTING IN INCLUSIVE PLAY: REFURBISHMENT AND FUTURE MANAGEMENT OF PUBLIC TOILETS AT WEST END PARK, ALLOA

A notice of motion in terms of Standing Order 16.0 was submitted by Councillor Ellen Forson.

Motion

“Council Notes:

- The Scottish Government’s £60 million Playpark Renewal Programme supports the enhancement of play spaces across Scotland.
- This funding may be used not only for play equipment but also for supporting infrastructure, including public toilets located within or adjacent to playparks.
- West End Park is Alloa’s largest public park and a key community space, with £372,000 already invested in play facility upgrades through this programme.

Council Recognises:

- The park's public toilet facilities are currently closed, limiting accessibility and reducing the overall impact of recent investment.
- Clean, safe, and accessible toilets enhance our parks inclusivity and sense of welcome — particularly for families, disabled users, and others with additional support needs.
- The Scottish Government has confirmed (letter dated 2 July 2025, attached) that toilet refurbishment is an eligible use of Playpark Renewal Programme funding.

Council Further Notes:

- The need to identify a financially sustainable and community-led model for the long-term operation of any refurbished facility.
- Contactless payment systems, as successfully introduced in Stirling, Arbroath, and North Ayrshire, offer a practical way to support ongoing operational costs while maintaining access and minimising misuse.
- There may be further opportunities to explore community ownership and management, including via a Community Asset Transfer, to ensure long-term sustainability and local empowerment.

Council Agrees:

- To progress with any required refurbishment of the public toilets within West End Park, Alloa, using eligible capital funding from the Playpark Renewal Programme.
- To consider a range of operational models for the future management of the facility, including:
 - Implementation of a contactless payment system;
 - A potential Community Asset Transfer to a suitable local organisation;
 - Other community-led or partnership models that ensure long-term sustainability.
 - To engage with local stakeholders and community groups to shape potential options.
 - To request a report by early 2026 outlining possible ownership or management models, and a proposed delivery timeline."

Moved by Councillor Ellen Forson. Seconded by Councillor Scott Harrison.

Decision

The Council agreed the motion as set out above.

Action

Councillor Ellen Forson

EXEMPT ITEM

The Council resolved in terms of Section 50(a) of the Local Government (Scotland) Act, 1973, that the press and public be excluded from the meeting during consideration of the following items of business on the grounds that they involved the likely disclosure of exempt information as detailed in Schedule 7A, Part 1, Paragraph 8 and Paragraph 9

CC(25)069 BE THE FUTURE UPDATE - REPLACEMENT SOCIAL WORK IT SYSTEM AND REIMAGINING SOCIAL CARE TOM

The report, submitted by the Strategic Director (People), provided the latest update in respect of the Council's Be the Future Target Operating Model (BtF TOM) and associated Transformation Programme. The report provided the highlights on the top three themes and sought approval for investment in the transformation of social care Target Operating Model (TOM) underpinned by the procurement and implementation of a replacement Social Work IT System (SWITS).

Motion

To agree the recommendations in the report.

Moved by Councillor Ellen Forson. Seconded by Councillor Fiona Law.

Councillor Scott Harrison withdrew from the meeting during debate on this item of business.

Decision

The Council agreed the recommendations as set out in the report.

The detailed minute from this item of business is recorded separately as an exempt item of business.

CC(25)070 EXEMPT MINUTE OF CLACKMANNANSHIRE COUNCIL - 26 JUNE 2025

The exempt minutes of the meeting of the Clackmannanshire Council held on 26 June 2025 were submitted for approval.

Decision

The exempt minutes of the meeting of Clackmannanshire Council held on 26 June 2025 were agreed as a correct record and signed by the Convener.

Action

Clerk to the Council

Ends: 2.53 pm

Report to: Clackmannanshire Council

Date of Meeting: 2nd October, 2025

Subject: Reinforced Autoclaved Aerated Concrete (RAAC) – Update

Report by: Strategic Director (Place)

1.0 Purpose

- 1.1. This report provides Council with an update on the engagement and governance arrangements agreed at the Council meeting in June 2025 and seeks further governance approval to enable officers to progress action and avoid any impasse that may impede the remediation and regeneration of the affected blocks and or area.

2.0 Recommendations

It is recommended that Council:

- 2.1. **Note**, the outcomes of actions taken by officers following approval at June Council at section 4,
- 2.2. **Approve** that, should owners not legally commit to any of the voluntary opportunities by 31 March 2026, or should the Council need to pursue further action (for example, under the Tenements Act), the Section 95 Officer may recharge the associated costs, as detailed in paragraph 3.13,
- 2.3. **Approve** a minor refinement to the voluntary acquisition offer as referenced in paragraph 3.14 and reaffirm the Council's overall position on the voluntary offer as agreed at the June Council meeting,
- 2.4. **Approve** that, where owners voluntarily commit to progressing the communal repairs, the Council will contribute up to (£500 exclusive of VAT) towards their legal fees for the sign-off of the relevant documentation. This gesture of goodwill would be withdrawn should the Council need to pursue any alternative course of action, as outlined in paragraph 4.3,
- 2.5. **Approve** the designation of the Strategic Director of Place as the Council's Proper Officer for the purposes of the Housing (Scotland) Act 1987 as detailed in paragraph 4.33,
- 2.6. **Approve** that the Strategic Director of Place, in consultation with the Senior Manager (Legal & Governance), is granted authority to progress the governance arrangements as set out in this report, specifically those referenced in paragraphs 4.33 to 4.34,

3.0 Background

- 3.1. The Dangerous Building Notice compliance that led to the evacuation of three blocks has been deeply challenging for all involved, and the Council acknowledges the emotional impact this has had on residents over the past two years. Officers have consistently sought to take a customer-focused and trauma-informed approach, recognising the distress caused by owners/tenants being asked to leave their home, especially when the nature of the risk was not immediately visible or perhaps easily understood.
- 3.2. Throughout, the Council has prioritised support for affected individuals, taking a proactive lead in meeting legal obligations and absorbing significant costs, both financial and in officer time.
- 3.3. In circumstances such as these there is rarely a solution that satisfies all parties. The Council has sought to act responsibly and compassionately, even where the outcomes have been met with mixed responses.
- 3.4. In light of the above, it may be prudent for the Council to establish an early strategic approach to costings, charges, and engagement with the remaining seven blocks where RAAC is present, particularly in the block where the Council holds a minority ownership interest. This could support more consistent decision-making and resource planning going forward.
- 3.5. At its June meeting Council approved that authorised officers would engage with private owners in three blocks of flats in Tillicoultry, where evacuation action was undertaken due to the Dangerous Building Notice. These blocks form part of the wider group of ten identified as affected with RAAC within Council stock.
- 3.6. The purpose of the engagement was to seek undertakings from private owners regarding repair options and the financing of such works. Officers were also empowered to make voluntary purchase offers for affected properties, based on parameters approved by Council.

Tenant Engagement

- 3.7. Following the June Council meeting, officers engaged with tenants who had been decanted from their homes to determine their preferred long-term housing arrangements. Fourteen of the fifteen Council tenants chose to remain in their decant properties, which have now been converted into permanent secure tenancies with formal agreements in place. This outcome reflects the care and support provided throughout the decant process and demonstrates that tenants have successfully settled into their new homes. One remaining tenant has opted to return to 33–51 High Street once repair works are completed.
- 3.8. Considerations
- 3.9. The Council has, at times, received feedback from private owners regarding the pace of its response to the Dangerous Building Notice. While the importance of timely action is fully recognised, it is equally important to acknowledge that this has not been a straightforward or routine matter. Engineering solutions have continued to evolve throughout the evacuation period, requiring officers to reassess approaches and make informed strategic decisions. As a result,

progress has not always been within the Council's direct control, and the complexity of the situation has inevitably influenced the pace at which certain actions could be taken.

- 3.10. It is important to note that the Dangerous Building Notice was served on all owners of the affected blocks, including the Council. To date, no other owner has independently progressed actions to expedite compliance with the notice. In contrast, the Housing Landlord Service, which has a statutory duty to act on behalf of its 5,000+ tenancies, has taken a lead role in managing the RAAC response.
- 3.11. Much of this work has been undertaken without formal tracking or dedicated costing, and has, at times, diverted attention from core housing priorities. This represents a significant resource commitment, particularly in supporting the needs of eleven private owners who share equal responsibility for compliance.
- 3.12. In light of the current circumstances, it is noted that some owners may be using this period to assess whether the Council's position might change, either through enhanced compensation for voluntary sales or a reduction in their financial contributions toward repair costs.
- 3.13. The Council's voluntary purchase offer was developed in accordance with Best Value principles, seeking to balance support for affected owners with the need to safeguard public finances and tenants' interests. Officers remain confident that the offers made, whether for voluntary sale or repair, represent a fair and reasonable approach. Notably, the offer included writing off previously provided support, which conservatively equates to around £5,000 per owner, excluding significant staff time. While this was a discretionary contribution, it may not have been fully recognised or appreciated as such. Should owners not take up any of the voluntary opportunities by 31 March 2026, or should the Council need to pursue further action (for example, under the Tenements Act), the Section 95 Officer reserves the right to recharge these costs.
- 3.14. On reflection officers are requesting that Council approves a limited variation to the voluntary acquisition offer. Where discussions indicate that an owner is willing to proceed with a voluntary sale, and only where early repayment of a mortgage is evidenced as a barrier to completing the transaction to the Section 95 Officer, the Council may consider offering targeted assistance. This approach reflects a feature of the scheme currently operated by Aberdeen City Council.
- 3.15. While it is entirely understandable that owners continue to feel frustrated by the discovery of RAAC in their properties, many remain active in campaigning for financial support from either the UK or Scottish Governments. The Council's financial package was designed to be flexible, and should a national scheme be introduced officers would advocate that those who have already sold voluntarily to the Council are not disadvantaged, insofar as the Council is able to influence such matters.
- 3.16. It is important to note that both governments have maintained their position that no financial assistance will be provided for RAAC-related costs. However, if a national scheme were to be introduced it may focus solely on the direct costs of RAAC remediation. Based on estimates from the Council's term contractor, the RAAC-related cost per owner is approximately £8,000. Other associated

works such as roof replacement, external rendering and thermal enhancements are unrelated to RAAC, and have been acknowledged by owners as their responsibility under existing shared ownership arrangements.

- 3.17. In addition, a number of owners have requested greater flexibility regarding deposit arrangements, including the possibility of placing deposits in escrow or interest-bearing accounts, to be drawn down on a phased basis as works are completed. The Section 95 Officer has been asked to review these requests. A critical consideration in any decision will be the ability of individuals to evidence sufficient funding to cover costs, or to meet the relevant affordability criteria, in order to protect the Council's financial outlays. As set out in the June Council report, these provisions can be reviewed on a case-by-case basis with each owner, ensuring the Council's interests are protected while also being fair to the wider tenant rent payer base funding the works.

4.0 Progress to Date

- 4.1. Across the three evacuated blocks officers have engaged with a total of 11 sharing owners. Of these, four owners expressed interest in a voluntary sale to the Council. At the time of writing, two of these sales are nearing completion, with legal transfer processes underway. In the third case, officers have initiated direct discussions with the mortgage lender to help progress the acquisition. The 4th and final owner who has expressed preference or willingness to sell has only done so at a level significantly above the parameters agreed by Council or seen by officers as offering best value. As noted earlier, officers are not recommending any significant changes to the voluntary sale criteria, and as such, discussions in this case have reached an impasse.
- 4.2. At 33–51 High Street, Tillicoultry, two further properties will be in Council ownership at the time of the Council meeting. The two remaining owners verbally agreed to proceed with the necessary repair works and have demonstrated their ability to fund these repairs. These voluntary agreements, covering both sales and repairs, have enabled the Council to initiate the process involved in the planned improvement works to the block. This includes a full certified structural engineer design and drawing of the suitable roof replacement including full RAAC removal.
- 4.3. A key milestone will be when owners receive the full legal documentation, which will confirm the scope of works, associated charges, deposit requirements, any professional and legal costs associated with the managing of the works and the full implications of non-payment. Owners will continue to be encouraged to seek independent financial and legal advice. To facilitate this, and in recognition of owners voluntarily coming forward to progress matters, it is recommended that the Council contribute up to £500 (exclusive of VAT) towards their legal fees for the sign-off of such documentation. This gesture of goodwill would be withdrawn should the Council need to pursue any alternative course of action. If the legal agreements are finalised and signed, it is anticipated that works could commence before Christmas, with remaining elements scheduled after the winter shutdown.

6-22 Park Street & 75-97 Chappelle Crescent

- 4.4. Seven owners then remain across the above affected blocks (Park Street & Chappelle Crescent), the majority of whom are private landlords.
- 4.5. Of this seven, four owners have either not clearly indicated a preference or have not responded to either of the options presented.
- 4.6. A key challenge with some remaining owners is that, while they have expressed a willingness for works to proceed, they have not yet provided the necessary evidence of funding, as required by the June Council decision. This is not to suggest that the works are unaffordable for these owners, but rather that officers require formal confirmation of financial readiness before proceeding in line with governance obtained at June Council. This verification process may take time to conclude. Should recovery of costs ultimately require legal action, this would place additional demands on both legal and housing staff, diverting resources from other essential Council priorities.
- 4.7. Following individual meetings officers wrote to a number of owners to offer further engagement, including the opportunity to meet with the Senior Manager (Housing) or to respond to specific queries to support their decision-making. In response, the owners have requested a meeting with the Strategic Director, which is scheduled to late for it to be featured in this report. Any changes in individual positions will be reported to Council accordingly.
- 4.8. The Chairman of the UK RAAC Campaign Group, Wilson Chowdhry, has contacted the Council regarding a proposed solution to strengthen RAAC. While this and other potential approaches may warrant further exploration, particularly in blocks where RAAC remains within tolerance, any such solution would require certification by a qualified engineer and approval from insurers before Building Control could consider it. Initial officer review has identified that the proposed product currently lacks British Board of Agrément certification and does not currently appear to hold relevant British Standards. These factors present significant barriers to approval and raise concerns about the viability of the solution.
- 4.9. Furthermore, the process of assessing alternative solutions could introduce additional delays and costs, with no guarantee of a certifiable or effective outcome. The Council's has a legally compliant procured current roofing contractor. This means, at present, the new solution proposed is not considered a legally viable option for the Council to explore.

Next Steps & Options

- 4.10. It is recognised that the current situation cannot continue indefinitely. While ongoing dialogue is welcomed, particularly where it is constructive and solution-focused, there is now a clear need for strengthened governance and commitment to help resolve matters. A number of residents have expressed concerns that they feel the Council's offer may not be fair. It is therefore important that the Council responds with clarity and purpose to support progress. In line with the governance already established, it will also be necessary for individual (owners) to come forward themselves, like the escrow suggestion, with proposals for consideration by the statutory officers.

- 4.11. Clackmannanshire continues to face significant pressure in relation to homelessness, both in terms of volume and associated costs. Moreover, the Council is also under obligation to meet the requirements of the Scottish Housing Regulator as detailed in our Engagement Plan, which highlights a need for the Council to “provide assurance that Clackmannanshire has a plan in place to finalise its asset management decisions for these properties.”
- 4.12. The Council cannot afford further delays that prevent the return of valuable public sector housing to operational use. It is also essential that the Council continues to demonstrate compliance with regulatory obligations. In addition, the current level of resource commitment is unsustainable, particularly given the wide range of strategic priorities and underlying actions that require attention across the organisation. A more decisive and structured approach is now needed to ensure progress and protect the interests of tenants and the wider community.

Tenements (Scotland) Act 2004 & Building (Scotland) Act 2003

- 4.13. One potential option is for the Council to formalise arrangements for the remaining blocks by supporting the formation of an owners’ association, of which the Council would also be a member. This group could revisit all available options, including assessing the feasibility of demolition versus repairs, or exploring whether any other cash buyer or investor might be interested. The association could also consider putting key decisions to a vote, with the Council’s vote delegated to an appropriate officer in line with the governance arrangements set out in this report. Even without a formal vote, the owners’ association could, for example, collectively agree that repair or remedial works are not feasible or financially viable.
- 4.14. Should that position be reached, and in line with the requirements of the Dangerous Building Notice (served on all owners, including the Council), representation would be made to Building Standards to advise that no repair or remedial action will be taken further forward.
- 4.15. Building Standards would then be required to determine the most appropriate course of action to make the buildings safe. Under the provisions of the Building (Scotland) Act 2003, this could include the power to demolish the buildings, thereby removing the risk they pose. The cost of any demolition would be shared among all owners. This does put the Council at risk legally, financially and capacity because the Council may have to go down the route of debt recovery for the relevant shares due. However, it is unlikely with the risk mitigations at present that Building control would proceed with this course of action.
- 4.16. Alternatively, a formal vote under the Tenements (Scotland) Act 2004 could be pursued, which provides a legal route for progressing repair works based on a simple majority. Given the Council’s majority ownership, this would likely result in a predetermined outcome, which could enable works to proceed.
- 4.17. While progressing works through a formal vote under the Tenements (Scotland) Act 2004 remains legally available, this approach carries risks of further delays, increased service pressures, and potential additional costs to the Housing Revenue Account.

Compulsory Purchase Order (CPO) & Cost Recovery Options

- 4.18. The Council remains committed to securing voluntary agreements with owners wherever possible. However, where this cannot be achieved, the use of Compulsory Purchase Order (CPO) powers remains an option. It is important to note that pursuing a CPO will incur additional costs, as external legal support will be required and funded from the HRA external legal budget, given the Council's majority ownership position. It may be necessary to review this funding approach for other blocks in the future.
- 4.19. Compulsory Purchase Order (CPO) is a legal process that allows the Council to acquire property or the interests in private property without the owner's agreement. The Scottish Government considers the powers to purchase land compulsorily to be an important tool for local authorities and other public bodies to use to acquire land (including buildings) to enable projects that are in the public interest to proceed where this would otherwise not be possible. A wide range of local authorities possess compulsory purchase powers relating to their purpose or functions i.e. to provide local roads, schools and housing.
- 4.20. Effort will continue to be made to reach voluntary agreement before committing to a CPO. This is not the Council's preferred route and would only be pursued if all other avenues are exhausted by the end of the current financial year.
- 4.21. Should voluntary agreement not be reached, a CPO would provide a clear and definitive pathway, ensuring all parties understand the Council's position. In such circumstances the Council may decide to focus resources on progressing the CPO and reviewing all associated costs, including those that may be recoverable from remaining owners. Owners should be reminded that compensation under a CPO is based on market value, which may be lower than the voluntary offers previously made by Council. Recent RICS valuations have recorded the market value of affected properties as £nil, due to the inability to secure mortgage lending.
- 4.22. The use of a CPO will inevitably have implications for the delivery timeline. It is unlikely that approval would be granted before the current roofing contract expires, which may require a review of the cost base previously shared with owners. However, it is possible that, with the withdrawal of in-kind support and the potential to acquire properties which could be at a value below the voluntary offer, the overall financial impact on the Council could be mitigated.
- 4.23. In the absence of further progress by the end of the financial year, considering the proposals detailed in this report. It is proposed that the Strategic Director of Place, in consultation with the Senior Manager (Legal & Governance), be granted authority to initiate a CPO for the evacuated properties if required. This approach is consistent with statutory powers available to Scottish local authorities where voluntary acquisition is not possible and there is a compelling case in the public interest. Other councils facing similar RAAC issues have also considered this route.
- 4.24. The key justifications include:

Regeneration and Redevelopment:

- 4.25. To assemble land for regeneration where fragmented ownership prevents progress, including revitalisation of town centres and improvement of housing stock.

Housing Delivery:

- 4.26. To acquire empty or substandard homes, enable new housing development, and support strategic housing investment plans.

Public Safety and Structural Integrity:

- 4.27. To address buildings that pose a risk to public safety, such as those affected by RAAC, where owner cooperation is lacking.
- 4.28. Officers are of the view that the criteria for pursuing Compulsory Purchase Orders (CPOs) has already been met but will seek further legal counsel on the matter. There are several potential legal routes available to progress a CPO, which may vary depending on the circumstances of the remaining blocks. Some of these options may require further reporting to Council, while others may be explicitly permitted under existing legislation, potentially allowing progression without a formal Council decision. Should Council approve this general approach, further engagement will be undertaken with external legal counsel to prepare the necessary documentation, including evidence of public benefit, owner engagement, and the rationale underpinning the voluntary offers made to date.
- 4.29. While some owners may not have anticipated this outcome, this would allow the Council to act to close down ongoing costs and secure the return of these properties to use. As detailed above, delays continue to accrue financial and operational impacts.
- 4.30. It is noted that some owners have raised the possibility of a CPO, potentially under the mistaken belief that it would trigger a broader public inquiry into RAAC. Officers are of the view that the inquiry element within the CPO process is limited to the Council's engagement and procedural compliance, not the wider RAAC issue. Owners should be aware that expectations of a broader investigation may not be realised.
- 4.31. As officers have continued to emphasise throughout this process, owners should seek out their own independent legal and financial advice in relation to matters raised and detailed in this report.

Conclusion

- 4.32. This report outlines the current position and sets out the process that can be followed going forward. It is evident that a resolution is needed to allow officers to refocus on core housing functions, and to formally consider the strategic approach for the remaining seven blocks affected by RAAC.
- 4.33. The intention by officers remains to progress and achieve voluntary engagement and the formation of an owners' association before the end of the financial year, could assist with that. A CPO would only be considered thereafter, unless there is a significant deterioration in the condition or structural integrity of the buildings.

- 4.34. Council is asked to designate the Strategic Director of Place as the Proper Officer for the purposes of the Housing (Scotland) Act 1987 and approve authority to them, in consultation with the Senior Manager (Legal and Governance), to progress the actions detailed in this report. These include continued voluntary engagement with owners, the potential establishment of an owners' association to formalise collaboration, consideration of voting mechanisms for decision-making, and if necessary, the authority to pursue a Compulsory Purchase Order (CPO).
- 4.35. This governance framework provides a clear pathway toward resolution for the remaining blocks, ensuring transparency, accountability, and a balanced approach to decision-making.

5.0 Sustainability Implications

- 5.1. The return of RAAC properties back into use will mean we help reduce embodied carbon.

6.0 Resource Implications

- 6.1. Financial Details

Finance have been consulted and have agreed the financial implications as set out in the report. Yes ☒

7.0 Exempt Reports

- 7.1. Is this report exempt? Yes ☐ (please detail the reasons for exemption below)
No ☒

8.0 Declarations

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

- (1) **Our Priorities** (Please click on the check box ☒)

Clackmannanshire will be attractive to businesses and 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**

Complies with relevant Council Policies Yes ☒

9.0 Equalities Impact

- 9.1. Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?
Yes ☒ No ☐

10.0 Legality

- 10.1. It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒

11.0 Appendices

Equality and Fairer Scotland Impact Assessment

12.0 Background Papers

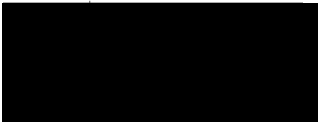
- 12.1. Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered).
Yes ☒ No ☐
(please list the documents below)

Reinforced Autoclaved Aerated Concrete, Council, June 2025

Author(s)

NAME	DESIGNATION	TEL NO / EXTENSION
Murray Sharp	Senior Manager (Housing)	n/a
Lee Robertson	Senior Manager Legal & Governance	2087

Approved by

NAME	DESIGNATION	SIGNATURE
Kevin Wells	Strategic Director – Place	



Equality and Fairer Scotland Impact Assessment (EFSIA) Summary of Assessment

Title: Reinforced Autoclaved Aerated Concrete (RAAC) – Update

Name of your decision, activity, policy, strategy or proposal. Referred to throughout as 'proposal' in this document.

Key findings from this assessment (or reason why an EFSIA is not required):

- The proposal is a strategic decision aimed at addressing RAAC within Clackmannanshire Council's housing stock.
- It has relevance to multiple equality groups and individuals experiencing socio-economic disadvantage.
- The assessment found no risk of unlawful discrimination.
- The proposal supports increased access to affordable housing, particularly benefiting vulnerable groups such as young people, disabled individuals, single-parent households, and homeless persons.
- Engagement with affected owners has been central to the development of the proposal, with no indication that protected characteristics have influenced responses.

Summary of actions taken because of this assessment:

- Voluntary engagement with RAAC-affected owners has been prioritised, including offers of financial assessments and support for repairs or voluntary purchase.
- A trauma-informed, customer-focused approach has been adopted.
- Legal and financial advice has been encouraged for affected owners.
- The proposal to form an owners' association has been supported to facilitate collective decision-making.

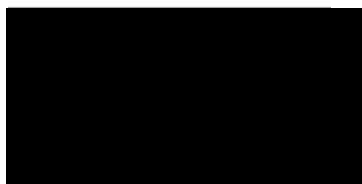
Ongoing actions beyond implementation of the proposal include:

- Continued monitoring of impacts through engagement with affected owners.
- Potential use of Compulsory Purchase Orders (CPOs) where voluntary agreement cannot be reached or building conditions deteriorate.
- Alignment with wider strategic housing planning
- Review and update of the EFSIA as necessary in response to emerging needs or impacts.

Lead person(s) for this assessment:

Monika Bicev

Senior officer approval of assessment:



DATE: 23/09/2025

Equality and Fairer Scotland Impact Assessment (EFSIA)

An Equality and Fairer Scotland Impact Assessment (EFSIA) must be completed in relation to any decisions, activities, policies, strategies or proposals of the Council (referred to as 'proposal' in this document). The first stage of the assessment process will determine the level of impact assessment required.

This form should be completed using the guidance contained in the document: ['NAME']. Please read the guidance before completing this form.

The aim of this assessment is to allow you to critically assess:

- the impact of the proposal on those with protected characteristics and, where relevant, affected by socio-economic disadvantage (referred to as 'equality groups' in this document);
- whether the Council is meeting its legal requirements in terms of Public Sector Equality Duty and the Fairer Scotland Duty;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised.

The Fairer Scotland Duty requires public authorities to pay 'due regard' to how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making **strategic decisions**. Strategic decisions are key, high-level decisions such as decisions about setting priorities, allocating resources, delivery or implementation and commissioning services and all decisions that go to Council or committee for approval.

Step A – Confirm the details of your proposal

1. Describe the aims, objectives and purpose of the proposal.

The primary aim of this proposal is to provide Clackmannanshire Council with an update on the engagement and governance arrangements for addressing Reinforced Autoclaved Aerated Concrete (RAAC) within the Council's housing stock, as agreed at the Council meeting in June 2025. The proposal seeks further governance approval to enable officers to progress essential actions and avoid any impasse that could delay the remediation or regeneration of affected blocks and surrounding areas.

Ultimately, the purpose of the proposal is to ensure there is a clear way forward for the regeneration and redevelopment of RAAC-affected properties. By enabling the delivery of safe, high-quality housing and protecting the structural integrity of Council-owned buildings, the proposal seeks to safeguard public safety, support community wellbeing, and contribute to the Council's wider housing and regeneration objectives.

2. Why is the proposal required?

The proposal is required to clearly set out and update on the Housing Service's position in relation to RAAC-affected and to determine a strategic way forward for these properties. It is essential to establish a coordinated approach that enables the Council to progress with necessary actions.

The proposal also supports ongoing voluntary engagement with property owners, including the potential establishment of an owners' association to formalise collaboration. In circumstances where no further progress can be made with owners, or where there is a significant deterioration in the condition or structural integrity of the buildings, the proposal seeks authority to pursue a Compulsory Purchase Order (CPO) as a last resort. This comprehensive approach is vital to safeguard residents, protect public assets, and ensure the long-term sustainability of the Council's housing stock.

3. Who is affected by the proposal?

The proposal primarily affects other owners within RAAC-affected blocks and the tenants who previously resided in these blocks and wish to return. Individuals in need of affordable housing options and homeless households requiring accommodation may also be affected, especially where the regeneration of RAAC-affected blocks could contribute to increased housing supply. As such, the proposal is critical in establishing a clear way forward for these properties, ensuring that their future use can support wider housing needs across Clackmannanshire.

4. What other Council policies or activities may be related to this proposal? The EFSIAs for related policies might help you understand potential impacts.

While the RAAC paper does not have any directly related Council policies or activities, there are several strategic documents that may be relevant to its aims and implementation. The Strategic Housing Investment Plan (SHIP) is particularly pertinent, as it helps determine housing investment opportunities and supports the increase of affordable housing supply. Additionally, Clackmannanshire's Housing Need and Demand Assessment provides valuable data on housing pressures across the area, which can help contextualise the need for action on RAAC blocks and inform future planning. These related strategies and assessments offer important context for understanding the wider impacts and opportunities associated with the RAAC proposal.

5. Is the proposal a strategic decision? If so, please complete the steps below in relation to socio-economic disadvantage. If not, please state why it is not a strategic decision:

Yes, this proposal constitutes a strategic decision. It sets out the Council's approach to determining a way forward for RAAC-affected blocks, with significant implications for public safety, housing delivery, and long-term investment planning. The proposal supports the regeneration and potential redevelopment of affected properties, which may contribute to increasing the supply of affordable and accessible housing across Clackmannanshire. As such, it has the potential to impact individuals experiencing socio-economic disadvantage and requires a full Equality and Fairer Scotland Impact Assessment to ensure that these impacts are fully considered and addressed.

Step B – Consider the level of EFSIA required

You should consider the available evidence and data relevant to your proposal. You should gather information in order to:

- help you to understand the importance of your proposal for those from equality groups,
- inform the depth of EFSIA you need to do (this should be proportionate to the potential impact), and
- provide justification for the outcome, including where it is agreed an EFSIA is not required.

6. What information is available about the experience of those with protected characteristics in relation to this proposal? Does the proposal relate to an area where there are already known inequalities? Refer to the guidance for sources of evidence and complete the table below.

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
Age	Scottish Census 2022 Poverty and Income Inequality in Scotland 2017-2019 People Community Wellbeing Plan 2024-25	<u>RAAC-affected owners</u> Data is not currently held on the age of owners directly affected by RAAC in Clackmannanshire. However, engagement with affected owners suggests the majority are middle-aged, with a small number of retired individuals. None have indicated that age is a factor in relation to the proposals set out in the RAAC paper, and national data does not suggest a direct age-related impact from the proposals. <u>Broader groups</u>

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
	Scottish Household Survey 2019 National Records of Scotland Draft Housing Need and Demand Assessment 2025 Scottish Government Homelessness Returns Scottish Surveys Core Questions 2019 Wealth in Scotland 2006-2022	More broadly, Scottish Census 2022 data shows that 29% of individuals living in the social rented sector across Clackmannanshire are aged 0–15, followed by 25% aged 50–64 and 23% aged 35–49. Nationally, children and younger adults are more likely to experience relative poverty after housing costs compared to older adults. Between 2017–2020, 28% of children aged 0–4 and 28% of adults aged 16–24 were living in relative poverty, compared to 15% of adults aged 65 and over. Homelessness data also highlights that the majority of homeless households in Clackmannanshire are young single males aged 25–34. This group is particularly vulnerable to housing insecurity and would benefit from any interventions that bring RAAC-affected properties back into use, especially where remediation enables the creation of more affordable social housing options. In contrast, nationally, research shows that households whose highest income householder (HIH) is aged 60 years or older have had continuously higher rates of owner-occupation since 2009. As such, evidence indicates young people are particularly vulnerable to housing insecurity and would benefit from interventions that bring empty RAAC properties back into use. Progressing with remediation works and creating more affordable social housing options could help address these inequalities and improve outcomes for these groups.
Disability	Scottish Surveys Core Questions 2019 Scottish Census 2022 Scottish House Condition Survey 2017-2019 Draft Housing Need and Demand Assessment 2025	<u>RAAC-affected owners</u> No data has been collected from RAAC-affected owners regarding disability status, and none have indicated that the proposals would impact them in relation to disability. <u>Broader groups</u> However, wider data shows that 24% of individuals in Clackmannanshire's social rented sector report having a long-term illness, disease, or condition, and 10% report a mental health condition. At the household level, 58% of social rented households include at least one person with a long-term sickness or disability. National research consistently shows higher poverty rates among households that include a disabled person. As such, progressing with remediation and regeneration of RAAC-affected properties could benefit this group by increasing access to affordable and suitable housing. Conversely, inaction would risk limiting housing opportunities for disabled individuals and exacerbate existing inequalities.

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
Race	Scottish Census 2022 National Records of Scotland	<u>RAAC-affected owners</u> No data is collected on the race or ethnicity of RAAC-affected owners, and none have indicated that the proposals would impact them in relation to this protected characteristic. <u>Broader groups</u> Clackmannanshire's population is predominantly White (94.5%), with minority ethnic groups making up a small proportion of the population, with 2.1% identifying as Asian and 1.1% as African. Nationally, minority ethnic groups are more likely to experience housing affordability and insecurity, often being overrepresented in the private rented sector. While the direct impact on minority ethnic groups locally is likely to be limited, proposals that increase the supply of affordable and secure housing could help reduce inequalities of outcome and improve access to suitable accommodation for these groups.
Sex	Scottish Census 2022 Draft Housing Need and Demand Assessment 2025 Scottish Government Homelessness Returns	<u>RAAC-affected owners</u> No data has been collected on the sex of RAAC-affected owners, though the general split is approximately 50/50. None have indicated that the proposals would impact them based on this protected characteristic. <u>Homeless households</u> However, homelessness data shows that younger men are disproportionately affected by housing insecurity in Clackmannanshire. In 2023/24, the area recorded the third-highest rate of homelessness presentations in Scotland, with the majority of applicants being young single male households aged 25–34. These individuals typically spend extended periods in temporary accommodation, indicating significant housing need. Proposals to regenerate or bring RAAC-affected properties back into use could help alleviate homelessness pressures, particularly for single-person households, and contribute to increasing the supply of affordable housing—benefiting this group directly. <u>Women-led households</u> In contrast, national poverty data shows that single women with children are among the most economically disadvantaged groups, with approximately 38% of such households living in relative poverty. Between 2017–2020, 20% of single female pensioners and 17% of single male

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
		pensioners were also living in relative poverty after housing costs. This evidence indicates that both single male and single female households, and lone-parent families in particular, are likely to be affected by the proposals. Women, especially those with children, are more likely to experience housing-related poverty and would benefit from investment in affordable housing and initiatives aimed at improving housing security and stability. This includes proposals made within the paper to move forward with the works to bring RAAC properties back into use.
Gender Reassignment	Scottish Census 2022 Poverty and Income Inequality in Scotland 2017-2019	<u>RAAC-affected owners</u> No data is collected on transgender status of RAAC-affected owners, and none have indicated that the proposals would impact them in relation to this protected characteristic. <u>Broader groups</u> The Scottish Census (2022) reports that 0.44% of people aged 16 and over in Scotland identify as transgender, with Clackmannanshire's rate slightly lower at 0.35%, representing approximately 151 individuals. While the absence of data does not imply that transgender individuals do not face housing-related challenges, the relatively small size of this population group in Clackmannanshire suggests that this proposal is unlikely to have a direct or disproportionate impact on them. Nevertheless, any solutions that increase affordable housing supply or bring RAAC-affected properties back into use would benefit all individuals in housing need, including those who identify as transgender.
Sexual orientation	Scottish Census 2022 Poverty and Income Inequality in Scotland 2017-2019	<u>RAAC-affected owners</u> No data is collected on transgender status of RAAC-affected owners, and none have indicated that the proposals would impact them in relation to this protected characteristic. <u>Broader groups</u> According to the 2022 Census, 1,343 individuals (3.12%) aged 16 and over in Clackmannanshire identify as LGB+. There is currently no available local or national data on the proportion of LGB+ individuals experiencing financial hardship or housing insecurity. While the absence of data does not imply that LGB+ individuals do not face housing-

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
		related challenges, the relatively small size of this population group in Clackmannanshire suggests that this proposal is unlikely to have a direct or disproportionate impact on them. Nevertheless, any solutions that increase affordable housing supply or bring RAAC-affected properties back into use would benefit all individuals in housing need, including those who identify as LGB+, as well as owners directly affected by the RAAC situation.
Religion or Belief	Scottish Census 2022 Poverty and Income Inequality in Scotland 2017-2019	<u>RAAC-affected owners</u> No data is collected for RAAC-affected owners in relation to religion or belief, and it is unlikely that the proposals would impact owners based on this protected characteristic. <u>Broader groups</u> National data indicates that Muslim adults are disproportionately affected by relative poverty after housing costs, with 52% living in poverty compared to 18% of adults overall. However, the very small population of Muslims living in Clackmannanshire suggests that the proposals are unlikely to have a direct or disproportionate impact on this group. The proposals are not expected to affect individuals based on religion or belief.
Pregnancy or maternity	Scottish Census 2022 Poverty and Income Inequality in Scotland 2017-2019 People Community Wellbeing Plan 2024-25	<u>RAAC-affected owners</u> No data is collected in relation to pregnancy or maternity status of RAAC-affected owners, and none have indicated that the proposals would impact them in relation to this protected characteristic. <u>Broader groups</u> National data shows that single women with children experience the highest rates of relative poverty in Scotland, with 38% of such households living in poverty after housing costs. Between 2021 and 2024, there was a 41.1% increase in the number of single parents claiming Universal Credit, highlighting growing financial pressures on this group. Given the material deprivation and economic vulnerability experienced by single mothers, this protected group is likely to be positively impacted by the proposals. By focusing on bringing empty RAAC-affected properties back into use and restoring them to a habitable standard, the proposal would increase the supply of affordable housing, directly supporting efforts to alleviate poverty and improve housing stability for families with children.

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
Marriage or civil partnership (only the first aim of the Duty is relevant to this protected characteristic and only in relation to work matters)		Not applicable, not an employment matter.
Socio economic disadvantage (if required)	Scottish Census 2022 Poverty and Income Inequality in Scotland 2017-20 People Community Wellbeing Plan 2024-25 Scottish Household Survey 2019 National Records of Scotland Draft Housing Need and Demand Assessment 2025 Scottish Government Homelessness Returns	<u>RAAC-affected Owners</u> Full financial details are not known for RAAC-affected owners, though some are retired and others are still working. Owners have been offered free financial assessments by the Housing Service to explore options, with some already agreeing to voluntary sale or to proceed with repairs, demonstrating the ability to fund works. National research and evidence suggests owner-occupiers are generally less likely to experience socio-economic disadvantage, but the substantial costs of repairs mean that any proposed solution will have a direct and significant impact on affected owners, especially those less willing or able to engage. <u>Broader groups</u> Clackmannanshire as a whole experiences higher-than-average levels of deprivation, with 25% of SIMD datazones in the most deprived 20% nationally. The youngest age groups are disproportionately represented in the most deprived areas, indicating a strong link between age and socio-economic disadvantage locally. According to the 2022 Census, Clackmannanshire had 24,072 households, with 63% owner-occupied, 8.9% privately rented, and 27% socially rented. The Scottish Household Survey (2019) shows that 47% of socially rented households are located in the most deprived areas, compared to 17% of privately rented and 12% of owner-occupied households. Overall, proposals to bring RAAC-affected properties back into use and increase affordable housing supply would have a direct and positive impact on groups experiencing socio-economic disadvantage, helping to reduce inequalities of outcome caused by poverty and deprivation. The proposals also support the Council's duty to protect public finances and tenants' interests.

7. Based on the evidence above, is there relevance to some or all of the equality groups? Yes

If yes or unclear, proceed to further steps and complete full EFSIA

If no, explain why below and then proceed to Step E:

Step C – Stakeholder engagement

This step will help you to address any gaps in evidence identified in Step B. Engagement with people who may be affected by a proposal can help clarify the impact it will have on different equality groups. Sufficient evidence is required for you to show 'due regard' to the likely or actual impact of your proposal on equality groups.

- 8. Based on the outcome of your assessment of the evidence under Step B, please detail the groups you intend to engage with or any further research that is required in order to allow you to fully assess the impact of the proposal on these groups. If you decide not to engage with stakeholders, please state why not:**

Stakeholder engagement has been undertaken with the owner-occupiers directly affected by RAAC. This engagement forms the core of the proposal and is ongoing, conducted on an individual basis to ensure tailored proposals of support and most viable outcomes. While protected characteristics are considered in general, no owners have indicated that these characteristics have influenced their engagement or response to the proposals.

Engagement has also taken place or is planned to take place with external professional bodies, including legal counsel, to ensure that all actions taken are legally sound and that no group is unduly discriminated against.

No further engagement is planned with other groups, as this is not considered relevant to the scope of the proposal. The Housing Service's focus is on enabling a way forward for RAAC-affected blocks while minimising the use of financial, staffing, and operational resources. The aim is to restore affected homes to a habitable standard or explore alternative options with the aim of increasing the supply of accessible and affordable housing, and/or bringing properties back into use.

- 9. Please detail the outcome of any further engagement, consultation and/or research carried out:**

Step D - Impact on equality groups and steps to address this

10. Consider the impact of the proposal in relation to each protected characteristic under each aim of the general duty:

- Is there potential for discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010? How will this be mitigated?
- Is there potential to advance equality of opportunity between people who share a characteristic and those who do not? How can this be achieved?
- Is there potential for developing good relations between people who share a relevant protected characteristic and those who do not? How can this be achieved?

If relevant, consider socio-economic impact.

Age	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	The proposals made within this RAAC update do not present a risk of discrimination based on age. The approach is collaborative and applies equally to all affected owners. No evidence suggests that age has influenced how individuals are impacted by or engaged with the proposals.
potential for developing good relations			X	There is no indication that the proposals affect the potential for developing good relations, either among affected owners or the wider public. The Housing Service continues to engage transparently to support trust and understanding.
potential to advance equality of opportunity	X			By exploring options to bring RAAC-affected properties back into use, the proposals may increase access to affordable housing. This is particularly beneficial for younger people and homeless individuals, groups more likely to experience housing insecurity. No adverse impact is expected for RAAC-affected owners.

Disability	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	There is no indication that the proposals present a risk of discrimination in relation to disability. This applies both to households requiring affordable housing and to RAAC-affected owner-occupiers. The Housing Service continues to engage transparently and equitably to determine the best way forward for all affected parties.
potential for developing good relations			X	There is no indication that the proposals affect the potential for developing good relations, either among affected owners or the wider public. The Housing Service continues to engage transparently to support trust and understanding.
potential to advance equality of opportunity	X			There is no indication that RAAC-affected owners would be directly impacted in relation to disability.

				However, by exploring opportunities to bring RAAC-affected properties into social housing use or enhancing redevelopment, the proposals would increase the supply of affordable housing. Evidence shows that disabled individuals are more likely to experience poverty and would benefit from improved access to affordable, suitable homes. The proposals in this paper enable these opportunities and support equality of opportunity for disabled people in housing need

Race	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	Given the demographic profile of Clackmannanshire, it is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.
potential for developing good relations			X	Given the demographic profile of Clackmannanshire, it is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.
potential to advance equality of opportunity			X	Given the demographic profile of Clackmannanshire, it is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.

Sex	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination	X			For RAAC-affected owners, it is unlikely that any proposals will impact this protected characteristic. However, the proposal seeks to indirectly increase the supply of affordable and accessible housing. Homelessness data shows that young, single male adults are most affected, and these proposals will increase provision for this group. National poverty data also highlights that single female-led parent households are among the most economically disadvantaged. By progressing works at pace, the needs of women are not overlooked. These targeted efforts help mitigate the risk of sex-based discrimination and ensure that housing provision reflects the needs of both male and female households.
potential for developing good relations			X	There is no indication that the proposals affect the potential for developing good relations, either among affected owners or the wider public. The Housing Service continues to engage transparently to support trust and understanding.
potential to advance equality of opportunity	X			For RAAC-affected owners, it is unlikely that proposals will impact this characteristic. However, the proposals offer a way to develop affordable housing options for those in need. Evidence shows that single-parent households are often female-led, while most homeless households are male-adult. By advancing options to bring properties back into use, the paper aims to increase affordable social housing and advance equality of opportunity by ensuring both male and female households, especially those experiencing poverty or housing insecurity have access to safe, secure, and affordable homes.

Gender Reassignment	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	Given the demographic profile of Clackmannanshire, it is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.

potential for developing good relations			X	Given the demographic profile of Clackmannanshire, it is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.
potential to advance equality of opportunity			X	Given the demographic profile of Clackmannanshire, it is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.

Sexual Orientation	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	Given the demographic profile of Clackmannanshire, it is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.
potential for developing good relations			X	Given the demographic profile of Clackmannanshire, it is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.
potential to advance equality of opportunity			X	Given the demographic profile of Clackmannanshire, it is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.

Religion or Belief	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	Given the demographic profile of Clackmannanshire, it is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.
potential for developing good relations			X	Given the demographic profile of Clackmannanshire, it is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.
potential to advance equality of opportunity			X	Given the demographic profile of Clackmannanshire, it is unlikely that this proposal will have a direct or indirect impact on this protected characteristic.

Pregnancy/maternity	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	There is no indication that the proposals present a risk of discrimination in relation to pregnancy/maternity. This applies both to households requiring affordable housing and to RAAC-affected owner-occupiers. The Housing Service continues to engage transparently and equitably to determine the best way forward for all affected parties.
potential for developing good relations			X	There is no indication that the proposals affect the potential for developing good relations, either among affected owners or the wider public. The Housing Service continues to engage transparently to support trust and understanding.
potential to advance equality of opportunity	X			For RAAC-affected owners, it is unlikely that any proposals will impact this protected characteristic. However, by seeking to progress with RAAC-related activities the proposals aim to increase the availability of accessible and affordable housing locally. Evidence suggests that single female-led households are more likely to experience poverty and financial hardship. As such, this group would benefit from increased access to secure, appropriate, and sustainable accommodation, supporting efforts to alleviate poverty and improve housing stability for families with children.

Marriage/civil partnership	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination (only the first aim of the Duty is relevant to this protected characteristic and only in relation to work matters)			X	Not applicable, not an employment matter.

Socio-economic disadvantage	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Yes	No	No	

			impact	
(If required) Will the proposal reduce inequalities of outcome caused by socio-economic disadvantage?	X			The Housing Service recognises the significant and complex impact that the discovery of RAAC has had on affected owners, many of whom now face uncertainty and potential financial hardship. Every potential option, be it voluntary purchase, agreement to proceed with repairs, or compulsory purchase, carries implications for the financial and personal circumstances of these owners. The Service has consistently adopted a customer-focused, trauma-informed approach, prioritising support and dedicating substantial financial and operational resources to assist private owners throughout the process. To mitigate socio-economic disadvantage, the Housing Service has maintained transparency in all dealings with RAAC-affected owners, ensuring that all options are fully explored and communicated. Extensive time has been given to voluntary engagement, including offers for voluntary purchase and support for repairs. Owners have been offered free financial assessments to help them understand their options and make informed decisions. Where repairs are chosen, a 15-year repayment plan is available to ease financial pressure. For those opting to sell, the voluntary purchase offer has been refined to provide targeted assistance, particularly where early mortgage repayment is a barrier. The offer also includes writing off previously provided support (around £5,000), and proposals allow the Section 95 officer to recharge costs if owners do not legally commit to voluntary opportunities. To further support collective action, the Service has encouraged the formation of an owners' association, enabling owners to collaborate and agree on a way forward. Where voluntary agreement cannot be reached, a compulsory purchase order may be pursued as a last resort, or if the building's condition significantly deteriorates. In such cases, the market value of affected properties may be recorded as nil, and owners have been advised to seek independent financial and legal advice. Throughout, the Service's determination to resolve the RAAC situation aligns with wider SHIP-related activities, aiming to bring properties back into use, increase redevelopment opportunities, and ultimately expand the supply of affordable and accessible housing. These actions are designed to benefit individuals and households experiencing socio-economic disadvantage, while also balancing the need to protect public finances and tenants'

				interests.

11. Describe how the assessment might affect the proposal or project timeline?

Examples of the items you should consider here include, but are not limited to:

- **Communication plan:** do you need to communicate with people affected by proposal in a specific format (e.g. audio, subtitled video, different languages) or do you need help from other organisations to reach certain groups?
- **Cost:** do you propose any actions because of this assessment which will incur additional cost?
- **Resources:** do the actions you propose require additional or specialist resource to deliver them?
- **Timing:** will you need to build more time into the project plan to undertake research, consult or to complete any actions identified in this assessment?

The EFSIA itself is not expected to delay or adversely affect the overall project timeline. Significant time and effort have already been invested in ensuring robust communication and ongoing engagement with RAAC-affected owners, which has been central to the development of the proposal and the pursuit of the best possible outcomes for all parties involved.

The assessment process has helped to formalise and document the Council's approach to equality and socio-economic considerations, but it has run in parallel with ongoing project planning and stakeholder engagement. The proposal specifically aims to mitigate any further delays by providing a clear governance route and authority to proceed with necessary remediation works as soon as possible.

Any future development or regeneration opportunities that may arise from the remediation of RAAC-affected blocks will be considered as part of wider strategic discussions and planning. These may be subject to further assessment and engagement as appropriate, but the current EFSIA process is designed to support timely decision-making and minimise any risk of impasse or unnecessary delay.

12. **Having considered the potential or actual impacts of your proposal, you should now record the outcome of this assessment.** Choose from one of the following:

Please select (X)	Implications for the proposal
X	No major change Your assessment demonstrates that the proposal shows no risk of unlawful discrimination and that you have taken all opportunities to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.
	Adjust the proposal and/or implement mitigations You have identified ways of modifying the proposal to avoid discrimination or to better advance equality of opportunity or foster good relations. In addition, or alternatively, you will introduce measures to mitigate any negative impacts. Adjustments and mitigations should be recorded in the tables under Step D above and summarised in the summary sheet at the front of the document.
	Continue the proposal with adverse impact The proposal will continue despite the potential for adverse impact. Any proposal which results in direct discrimination is likely to be unlawful and should be stopped and advice taken. Any proposal which results in indirect discrimination should be objectively justified and the basis for this set out in the tables under Step D above and summarised in the summary sheet at the front of the document. If objective justification is not possible, the proposal should be stopped whilst advice is taken.
	Stop the proposal The proposal will not be implemented due to adverse effects that are not justified and cannot be mitigated.

Step E - Discuss and review the assessment with decision-makers

13. **You must discuss the findings of this assessment at each stage with senior decision makers during the lifetime of the proposal and before you finalise the assessment. Record details of these discussions and decisions taken below:**

Step F – Post-implementation actions and monitoring impact

It is important to continue to monitor the impact of your proposal on equality groups to ensure that your actual or likely impacts are those you recorded. This will also highlight any unforeseen impacts.

14. Record any post-implementation actions required.

15. Note here how you intend to monitor the impact of this proposal on equality groups.

The impact of this proposal will be monitored through ongoing engagement with the RAAC-affected owner groups, which remains central to the delivery of the proposal. This engagement will help identify any emerging issues or unintended consequences for individuals with protected characteristics. Further monitoring may also form part of wider strategic housing discussions.

16. Note here when the EFSIA will be reviewed as part of the post-implementation review of the proposal:

The EFSIA will be continuously monitored as part of any ongoing or future RAAC-related activity. This includes any update reports, governance decisions, or additional actions undertaken in relation to the RAAC-affected blocks that have to be put forward to the Council. Where relevant, the assessment may also be revisited and reviewed in line with wider strategic housing discussions to ensure it remains responsive to emerging needs and impacts.

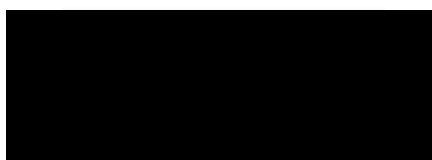
Step G – Assessment sign off and approval

Lead person(s) for this assessment: Monika Bicev

Signed: MBicev

Date: 22/9/2025

Senior officer approval of assessment:



Signed:

Date: 23/09/2025

All full EFSIAs must be published on the Council's website as soon as possible after the decision is made to implement the proposal.

Report to: Clackmannanshire Council

Date of Meeting: 2 October 2025

Subject: Integrated Joint Board Budget

Report by: Chief Executive

1.0 Purpose

- 1.1. This paper has been prepared to update Council on the report previously considered on the 20 March 2025, which set out a request from the IJB Interim Chief Officer for financial support, following the completion of a series of workshops aimed at addressing the financial deficit in 2025/26. It also sought confirmation of any available financial assistance, to mitigate the forecast adverse outturn for 2024/25.
- 1.2. The paper also provides an interim update on the work and progress in taking forward the Dispute Resolution process instigated by Stirling and Clackmannanshire Councils.

2.0 Recommendations

Council is recommended to:

- 2.1. Allocate £0.417m from the Council's planned 2024/25 £3.643m operating surplus to provide total additional financial support of £1.744m to the Clackmannanshire and Stirling 2024/25 Integrated Budget, noting that this reflects a voting share contribution in line with the historic precedent (paragraphs 4.1 to 4.7 and 4.11 to 4.13)
- 2.2. Confirm whether or not Council requires the sum of £1.744m in respect of the 2024/25 Integrated Budget to be repaid, in full or in part, to the Council in 2026/27 (paragraphs 4.11 to 4.14)
- 2.3. Monitor the position closely in respect of both the IJB and Council 2025/26 outturn positions to allow for a fuller and more reliable consideration of affordability and risk factors with regards any potential additional financial contributions at the end of the 2025/26 financial year (paragraph 4.18)
- 2.4. Delegate to the Section 95 Officer the authority to approve any non-material variation in the figures requested in recommendation 2.1 as a consequence of the IJB Integrated Budget outturn moving from draft to final and to ensure the voting share contribution is maintained.

Council is also asked to note:

- 2.5. The background and financial context to the operation of the Health and Social Care Partnership (paragraphs 3.1 to 3.4)
- 2.6. Positive progress being made in respect of the resolution of the Dispute(s) instigated by Stirling and Clackmannanshire Councils (Section 5).

3.0 Background and Financial Context

- 3.1. The Clackmannanshire Health and Social Care Partnership (HSCP) was established with a shadow year of operation in 2015/16 and became fully operational in 2016/17. Prior to its inception a significant amount of due diligence work was undertaken to clarify that all relevant in scope services were transferred along with the associated budgets from each partner, in line with the requirements of the Public Bodies (Joint Working) (Scotland) Act 2014.
- 3.2. Table 1 below sets out the budget allocations transferred by the Council to support the delivery of in-scope services. Over this period the Council has consistently prioritised these services through Council budget setting, with no requirement being imposed to make significant savings, as has been required of other Council portfolios. Since 2016/17, the Clackmannanshire Council HSCP Budget has grown by 98%.

Table 1: Annual Budget allocations to the Health and Social Care Partnership

Financial Year	Clackmannanshire Approved HSCP Transfer £000	Financial Year	Clackmannanshire Approved HSCP Transfer £000
2016/17	15,200	2021/22	21,583
2017/18	15,341	2022/23	25,167
2018/19	16,041	2023/24	26,209
2019/20	17,085	2024/25	28,853
2020/21	19,041	2025/26	30,047

- 3.3. Since its inception, the total Integrated Budget and the financial outturn of each constituent partner have varied significantly. Table 2 below provides an overview of the outturn position for each partner by financial year, updated for the recently reported 2024/25 draft outturn position.

Table 2: Annual Integrated Budget outturn by Constituent partners

Financial Year	Clackmannanshire Council Over (Underspend)	Stirling Council Over (Underspend)	NHS FV Over (Underspend)	IJB Reserve utilisation	Risk Share required Y/N
	£000	£000	£000	£000	
2016/17	685	(25)	663		N
2017/18	1,198	779	624	1,477	Y
2018/19	1,095	1,741	(384)		Y
2019/20	(897)	1,642	1,012	800	Y
2020/21	(1,715)	(672)	(599)		N
2021/22	0	0	0		N
2022/23	(923)	(1,903)	1,751		N
2023/24	3,719	1,348	2,955	8,022	N
204/25	1,622	3,073	2,281		Y

- 3.4. The report to Council on the 20 March 2025 provided narrative on the key trends in these figures and proposed some potential rationale for the trends.

4.0 Request for financial support in 2024/25 and 2025/26

- 4.1. In March 2025, following the setting of the Council's 2025/26 budget, a request to provide additional financial support was received in respect of:
- the forecast overspend of £11.029m in the 2024/25 financial year
 - the remaining £8.032m gap in the IJB's proposed budget for 2025/26 after taking account of the £10.922m of proposed savings.
- 4.2. The combined request to Clackmannanshire Council, across the six options presented by the IJB Chief Officer and Chief Finance Officer, fell within a range of additional contributions from £2.291m to £9.585m. These are considerable sums both in terms affordability and when considered relative to the agreed Council contribution to the Integrated Budget of £30.047m for 2025/26.

Request for additional contribution in respect of 2024/25 forecast outturn

- 4.3. As set out in section 3, the Council and partners have made additional contributions in the past where there has been an overspend in a financial year. Table 4 sets out the details of these previous additional contributions, all of which were made on the basis of the voting shares option (50% NHSFV and 25% each for Stirling and Clackmannanshire Councils).

Table 4: Summary of prior year risk share contributions made by constituent partners

Financial Year	Clackmannanshire Council contribution £000	Stirling Council contribution £000	NHS FV contribution £000
2017/18	289	289	577
2018/19	613	613	1,226
2019/20	239	239	479
Total additional contribution	1,141	1,141	2,282

- 4.4. On the 7 March 2025, the Chief Executive received three potential risk sharing options in respect of the £11.029m 2024/25 overspend. These are set out in Table 5.

Table 5: 2024/25 Risk share options for 2024/25 forecast outturn

OPTIONS	Clackmannanshire Council £000	Stirling Council £000	NHS FV £000	Total £000
Option 1- Per Directions	4,187	2,913	3,928	11,029
Option 2- Voting shares	2,757	2,757	5,515	11,029
Option 3- Per share of Integrated Budget	1,327	2,575	7,127	11,029

- 4.5. When setting the Council's Budget on 27 February, the financial planning assumptions which underpinned the General Service Pressures Reserve provided for a potential contribution to the 2024/25 overspend. In line with paragraph 8.5.4 of the Integration Scheme, '*subject to the financial capacity of relevant partners*', Clackmannanshire Council assumed a contribution in line

with Option 3 set out in Table 5. This would result in the Council offering an additional £1.327m for 2024/25. Following discussion with the Chief Officer it was proposed that this would be on the basis that this sum would be repaid to Clackmannanshire Council in 2026/27.

- 4.6. Following consideration of a range of options and risks on 20 March 2025, Council formally agreed the offer in line with the financial planning assumption set out in paragraph 4.5.
- 4.7. It should be noted that this assumption was made, whilst acknowledging that the precedent of previous years' additional contributions had been in line with Option 2, voting shares. Adopting the voting shares option for 2024/25, based on the anticipated outturn at 20 March, would result in a total contribution of £2.757m, £1.430m over the figure assumed for within the 2025/26 budget, which was not considered to be affordable.

Request for financial support in respect of the 2025/26 integrated Budget

- 4.8. On the 6th March, the IJB Chief Officer met with the Chief Executive to discuss progress with the preparation of the Integrated Budget, in particular to share the outcome of the significant work that has been progressed since taking up their role, to identify tangible savings and efficiencies in support of presenting a balanced Integrated Budget to the IJB on the 26th March 2025. At this meeting, the IJB Chief Officer offered an elected member briefing which subsequently took place on the 10th March for all Clackmannanshire elected members.
- 4.9. The position discussed with the Chief Executive represented good progress towards identifying a range of tangible savings in support of the Integrated Budget, totalling £10.922m in 2025/26 and the Delivery Plan sets out an anticipated surplus of £4.324m in 2026/27. However, there remained a residual gap of £8.032m in 2025/26 and £1.499m in 2027/28. Partners were asked to contribute to bridging the 2025/26 residual gap. To facilitate this request, a further three options were presented by the Chief Officer as the potential basis of additional financial contributions from the constituent partners (Table 6).

Table 6: 2025/26 Integrated Budget residual gap and risk share options

OPTIONS	Clackmannanshire Council £000	Stirling Council £000	NHS FV £000	Total £000
Option 1- Net savings requirement	5,398	1,844	790	8,032
Option 2- Voting shares	2,008	2,008	4,016	8,032

Option 3- Per share of Integrated Budget	964	1,847	5,221	8,032

- 4.10. Council noted the significant additional potential sum(s) being suggested as Clackmannanshire's contribution to the 2025/26 Integrated Budget: a range of £0.964m to £5.398m (a range of 3.2% to 18% of additional financial contributions to the approved 2025/26 budget of £30.047m), and which reflected significant risk to the Council in terms of affordability. As a consequence of this, and ongoing uncertainty in relation to a range of Council-wide pressures, Council did not approve any further funding in respect of the 2025/26 shortfall.

Updated request based on 2024/25 outturn and 2025/26 forecast at August 2025

- 4.11. At its meeting on the 13 August 2025, the IJB received updated financial information in respect of both 2024/25 and 2025/26 financial years. Tables 7 and 8 summarise the current position for 2024/25 and 2025/26 respectively.

Table 7: 2024/25 Draft Outturn

	Clackmannanshire Council £000	Stirling Council £000	NHS FV £000	Total £000
Outturn: Over/ (underspend)	2,694	4,145	4,425	11,264
Reserve utilisation	(987)	(987)	(1974)	7,317
Further recovery measures	(85)	(85)	(170)	341
Overspend before risk shares	1,622	3,073	2,281	6,976

- 4.12. The 2024/25 draft outturn reflects a significant change in the Clackmannanshire Council position reported to the Council meeting in March 2025. For instance, a voting share of the £6.976m 2024/25 draft outturn overspend equates to £1.744m which is £0.417m more than the Council's budgeted sum of £1.327m, rather than the additional £1.430m requested for the equivalent option in March 2025.
- 4.13. Council is, therefore asked to approve £0.417m from the Council's 2024/25 planned surplus of £3.643m to finalise a voting share additional contribution to the 2024/25 Integrated Budget.
- 4.14. Council is also asked to confirm whether or not the sum should be repaid in full or in part, to the Council in 2026/27.

Table 8: 2025/26 Integrated Budget Forecast

	Clackmannanshire Council	Stirling Council	NHS FV	Total
	£000	£000	£000	£000
Outturn Over/ (underspend)	6,928	5,993	1,439	14,360

- 4.15. The 2025/26 forecast summarised in Table 8 does not take account of the £4m NHS FV advance risk share contribution for 25/26. Therefore, after taking this into account, there is a projected net overspend of £10.360m for 2025/26.
- 4.16. The projected outturn does not, as yet, reflect the impact of planned savings in the Delivery Plan which totalled £11.163m (updated August 2025), though as anticipated, some elements are progressing more rapidly than planned, and other proposals less so. A savings delivery tracker is being implemented from August which will facilitate greater transparency over the forecast net expenditure position allowing the Delivery Plan savings progress to be taken into account.
- 4.17. Additionally, the IJB CFO reports that current projections and care commitments suggest that there was little, if any, material net downward trend on a recurrent basis. As a consequence of these and other trends, the IJB CFO has highlighted the need to identify an additional c£4m savings during 2025/26. A private session of the IJB Finance, Audit and Performance Committee was scheduled for 20 August to consider proposals before they are presented to the IJB for consideration.
- 4.18. As a consequence of the volatility of the Integrated Budget outturn forecasts in 2024/25, especially in respect of the Clackmannanshire locality, which saw the most significant movement of all partners between March and August reporting, as well as the as yet unquantified savings impact and ongoing uncertainty in respect of certain Council pressures, it is recommended that the Council continues to monitor the position closely in respect of both the IJB and the Council outturn positions to allow for a fuller and more reliable consideration of affordability and risk factors with regards any potential additional financial contributions at the end of the 2025/26 financial year.

5.0 Clackmannanshire and Stirling IJB Dispute Update

- 5.1. On 6th May 2025, Stirling Council raised a formal dispute via letter to partners setting out that:

“Council agrees that the Chief Executive Officer will invoke and progress the dispute resolution procedures as detailed in Section 14 of the Integration Scheme and will report developments back to elected members as and when considered appropriate.”

- 5.2. This was followed on 15th May by a formal dispute letter from Clackmannanshire Council, which noted:

“Council instructs the Chief Executive to initiate the dispute resolution process as set out in Section 14 of the Clackmannanshire and Stirling Health and Social Care Integration Scheme.

The dispute concerns two key issues:

- a) the process and governance arrangements for reviewing the Integration Scheme; and*
- b) the need to formalise partner arrangements for reviewing the Integration Joint Board’s Strategic Commissioning Plan.*

The Chief Executive is further instructed to explore opportunities to align this process with the dispute initiated by Stirling Council, in order to maximise efficiency across all partners.”

- 5.3. The first dispute meeting was held on 16th May, within the 14-day timescale for the formal process, at which it was agreed to merge the disputes into one single approach. Four key areas of dispute were identified:

- 2024/25 outturn position
- 2025/26 projected outturn
- Review the process around the formation of the updated Integration Scheme
- Review of the Strategic Commissioning Plan.

- 5.4. Following a further four meetings, significant progress has been made following positive and constructive dialogue between all parties. This is summarised in the remainder of this section.

2024/25 Outturn position

- 5.5. In March 2025, the IJB Integrated Budget was forecasting an £11.039m overspend for the 2024/25 financial year. By the outset of the dispute, the projected overspend had reduced to c £9m deficit and following significant progress within the IJB, a further reduction in the projected overspend had been achieved, resulting in the draft outturn position of £6.976m reported in Table 7 of this report.

- 5.6. Agreement has been reached with both NHS Forth Valley and Stirling Council to make additional contributions to the IJB 2024/25 Integrated Budget based on the precedent of the voting share methodology (50% NHS Forth Valley, 25% Clackmannanshire Council, 25% Stirling Council). Clackmannanshire Council had agreed a sum of £1.327m, proportionate to the Council’s contribution to the Integrated Budget (Option 3 from the IJB CFO in March 2025).

- 5.7. This report seeks to increase Clackmannanshire's budgeted sum to reflect the voting share methodology in line with previous year's precedent and noting the fact that there is a small financial difference between the Clackmannanshire locality outturn and this additional investment. If approved, this element of the dispute has the potential to be fully resolved.

2025/26 Outturn position

- 5.8. Through the dispute process, it has been agreed that the IJB is making strong progress with regards to implementation of identified savings, including significant work programmes such as the closure of Menstrie House, which should have a meaningful impact on the end of year position.
- 5.9. NHS Forth Valley has already agreed to cover 50% of the projected overspend and it has been agreed that this will be reviewed again towards the end of the financial year as has been done in the past. Importantly, the IJB has been able to approve a budget for the 25/26 year.

Review the process around the formation of the updated Integration Scheme

- 5.10. The main outstanding elements relate to:
- the process undertaken to update the Integration Scheme, and
 - feedback from Clackmannanshire Council which had not been reflected into the updated document, including significant considerations re the provision of non-financial support to the Partnership and specific financial provisions, including risk share.
- 5.11. A pan-Forth Valley review process was agreed, facilitated by a jointly commissioned Consultant to undertake a review of both FV IJB Integration Schemes, with a view to signing both off in parallel. The Dispute has arisen due to concerns raised by Clackmannanshire Council.
- 5.12. A Short Life Working Group has now been established, with senior representation from all partners, to revisit the drafting of the integration scheme (which was agreed by NHS Forth Valley and Stirling Council) to seek to agree a version that all parties can approve.
- 5.13. The Short Life Working Group (SLWG) is already making positive progress and have agreed that the Council Solicitors for Clackmannanshire and Stirling Council will redraft certain elements of the scheme for presentation to the SLWG. The group has identified that drafting on risk share has not been progressed and requires further discussion with colleagues across the partnership.

Review of the Strategic Commissioning Plan

- 5.14. The IJB's Strategic Commissioning Plan is a 10 year strategic document that is reviewed every 3 years. Following discussion around the concerns noted by Elected Members on the lack of transparency between strategy and delivery, the HSCP has since developed a 3 year delivery plan to run alongside the SCP, which has been presented to all partners.

- 5.15. This provides a much clearer alignment between strategy and delivery and while not in itself removing a number of areas of budget and demand pressure, will assist the IJB to deliver services more in line with budget. Most importantly, the increased transparency over the relationship between strategy, investment and delivery is critical in supporting all partners in making investment decisions when operating in a constrained resourcing environment.
- 5.16. The next formal review of the Strategic Commissioning Plan is also now commencing, with plans in place to ensure the full engagement of all partners.
- 5.17. All partners remain fully committed to resolving the current dispute, to support the IJB to fully focus on the delivery and future planning of health and social care services for the people of Clackmannanshire and Stirling.

6.0 Sustainability Implications

- 6.1. There are no direct sustainability implications arising from this report.

7.0 Resource Implications

7.1. Financial Details

- 7.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate. Yes ☒

- 7.3. Finance have been consulted and have agreed the financial implications as set out in the report. Yes ☒

7.4. Staffing

- 7.5. No staffing implications.

8.0 Exempt Reports

- 8.1. Is this report exempt? Yes ☐ (please detail the reasons for exemption below) No ☒

9.0 Declarations

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

(1) Our Priorities

- 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**

Complies with relevant Council Policies

☒

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 ☐

No ☒

11.0 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

Please list any appendices attached to this report. If there are no appendices, please state "none".

NONE

13.0 Background Papers

13.1. Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes ☒ (please list the documents below) No ☐

Clackmannanshire and Stirling Integration Scheme

Integrated Joint Board Budget report to Clackmannanshire Council 20 March 2025

Financial Report Clackmannanshire and Stirling IJB 13 August 2025

Author(s)

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Lindsay Sim	Section 95 Officer	452002

Approved by

NAME	DESIGNATION	SIGNATURE
Nikki Bridle	Chief Executive	

Report to Clackmannanshire Council

Date of Meeting: 2nd October 2025

Subject: Be the Future Update – Sustainable Transport

Report by: Strategic Director - People

1.0 Purpose

- 1.1. This paper provides the latest update in respect of the Council's Be the Future Target Operating Model (BtF TOM) and associated Transformation Programme. This paper provides the highlights on the top three themes and an update on progress on the Sustainable Transport Theme.

2.0 Recommendations

2.1. It is recommended that Council:

- 2.2. Approves the Wellbeing Economy approach to Transport Strategy as set out in Appendix 1(Executive Summary pages 5-11) .
- 2.3. Approves the Short-Term Actions as set out in Appendix 2 (summarised in para 3.10)

2.4 It is recommended that Council:

- 2.5 Notes that a more detailed implementation plan will be developed setting out resources and project detail.
- 2.6 Notes the key strategic highlights from the Be the Future top three priority themes.

3.0 Considerations

Top Three Priority Themes Progress

- 3.1. Please note the progress in the priority themes set out below

Digital and Data Transformation

The Digital and Data programme is moving at pace with a clear 5-year roadmap to make the council more connected, efficient, and focused on people. During September, engagement sessions have taken place with the leadership team and staff to raise awareness of automation—technology that quickly handles repetitive tasks like entering data or processing emails. By working together and investing in smart solutions, service delivery is improving for staff, saving

time, and helping everyone focus on what matters most. This approach can bring real improvements, making the Council stronger, more responsive, and better able to serve our community.

Workforce Strategy

Work has begun to scope out a new Strategic Workforce Plan for the period 2025-28, which will align and be brought forward with the Target Operating Model (TOM). In support of this work, colleagues in HR & Workforce Development continue to develop their approaches to support workforce planning, with management information now submitted to services for scrutiny at Senior Manager meetings, and a Council wide skills matrix project now underway. The latter, whilst in development, will be crucial in helping both services, and the corporate centre understand the needs of workforce, and will allow for more pro-active workforce planning both at a local and strategic level.

Asset Management Strategy

Our Corporate Asset Management Strategy will help provide a structured approach to managing the physical assets of our Council within the context with the desire to maximise on our financial investment and in return the social and community benefits. Officers have been working on the strategy which is nearing completion and scheduled for submission for Council approval late Autumn.

The strategy will outline the alignment of our assets to the Council Priorities and Objectives, seek to provide a framework for optimal performance, managing risk and enhancing sustainability and resilience, followed on by a high level Strategic Asset Management Plan.

3.2. Considerations - Sustainable Transport

3.3. Sustainable Transport was introduced as a priority theme in the BtF update report to Council in October 2023. The scope of this priority covered:

- Resilient local transport
- Carbon Reduction and Net Zero
- Regional Connections
- Partnership Opportunities
- Consolidate/ pooling opportunities
- Resilient and future-focus model of internal and external communications
- Clear Engagement mechanisms that promote participation and local leadership

3.4. The Wellbeing Economy Alliance were commissioned to create a Wellbeing Economy Framework for Transport and an action plan tailored to Clackmannanshire's needs, outlining the short-, medium- and long-term actions required to reach a Wellbeing Economy for Transport. This approach shifts the focus of transport to enable social connections, cultural participation, accessing

nature, caring relationships and improving the overall wellbeing and opportunities for local people.

- 3.5. The framework follows five key principles for a Wellbeing Economy: Nature, Dignity, Purpose, Participation, Fairness.
- 3.6. Action planning was informed by discussion through a multi-agency Transport Steering Group, the Mott Macdonald Report “Multi-Use Vehicle for Clackmannanshire Council”, Scottish Governments Draft Just Transition for Transport Plan as well as direct engagement with local community members.
- 3.7. The Action Plan was developed looking at the evidence base and good practice at local, regional, national, and international levels along with community and stakeholder engagement.
- 3.8. The short-term actions in the Clackmannanshire Wellbeing Economy Transport Action Plan were prioritised based on a combination of evidence, community engagement, strategic alignment, and feasibility.

3.9 **Action Prioritisation**

Urgency of Local Needs

- Transport poverty and access inequalities were identified as pressing issues, particularly in under-served areas.
- Community feedback highlighted immediate barriers to employment, healthcare, and social participation due to unreliable or inaccessible transport.

Evidence-Based Recommendations

- The short-term actions directly reflect findings from the Mott MacDonald report, which provided technical guidance on implementing a hubs-based Demand Responsive Transport (DRT) system.
- These actions also draw on national and international best practices, including frameworks from the OECD, Irish Government, and Public Health Scotland.

Alignment with Strategic Priorities

- The plan translates the National Transport Strategy’s four priorities (Reduce Inequalities, Take Climate Action, Deliver Inclusive Economic Growth, Improve Health and Wellbeing) into local, actionable steps.
- It also aligns with Clackmannanshire’s Local Outcomes Improvement Plan (LOIP) 2024–2034, embedding wellbeing economy principles into transport planning.

Feasibility and Resource Efficiency

- Many short-term actions build on existing infrastructure, contracts, and partnerships, making them more feasible within current budgets and capacities.
- Examples include repurposing the existing D2D contract, leveraging community transport networks, and expanding digital information systems.

Community and Stakeholder Support

- The actions were shaped through extensive engagement with residents, Council departments, NHS, third sector organisations, and the Wellbeing Economy Transport Steering Group.
- Feedback from groups like Community Voice and Exploring Work highlighted specific transport challenges and aspirations that informed prioritisation.

Potential for Quick Wins and Demonstrable Impact

- These actions offer opportunities for visible improvements in the short term, such as better real-time travel information, safer infrastructure, and more inclusive transport options.
- Early successes can build momentum and trust, encouraging further investment and collaboration.

3.10 Short-Term Actions

For the reasons stated above, the outcome of this work has produced the following Short-term actions to be delivered as set out in the table below:

Action	Description
Hubs-based Demand Responsive Transport (DRT) system	Repurpose existing Door to Door (D2D) contracts into a flexible, cost-efficient transport system with hubs, integrated booking, and public transport links. Target implementation: 31 March 2026.
Cross-sectoral collaboration	Continue successful cross-departmental work to embed wellbeing economy principles into transport planning and delivery.
Infrastructure maintenance prioritisation	Focus on accessible pedestrian routes, active travel facilities, and secure bike storage, especially in underserved areas. Use innovative funding like the Transformation Space.
Enhanced digital information systems	Expand real-time passenger information (RTPI) via digital signage, audio announcements, and multi-format communication. Build on existing bids and feasibility work.

Community transport solutions	Develop community-led services for unserved routes, support volunteer driver schemes, and strengthen taxi networks without competing.
Forth Valley regional collaboration	Coordinate transport planning across three local authorities, leveraging City Region and Growth Deals and Forth Valley Connectivity Commission recommendations.
Comprehensive communication strategy	Provide accessible travel info across multiple channels, explore AI tools for accessibility, and engage grassroots networks to reach underrepresented groups.
Regional ridesharing initiative	Develop a regional platform to support ridesharing and potentially serve as booking infrastructure for DRT and community transport.
Local Living audit	Assess availability and accessibility of essential services in town/village clusters using SLAED data and integrate with Scottish policy tools.
Regular community engagement	Use existing groups to embed transport discussions into regular meetings, supporting bottom-up planning and community ownership.

Medium and Long-term actions:

- 3.11 The action plan sets out a phased approach to transforming Clackmannanshire's transport and mobility systems, structured around short-term (0-3 years), medium-term (3-6 years), and long-term (6-10+ years) priorities. It is built on the principles of cross-departmental collaboration, community engagement and a wellbeing economy framework that links transport decisions to broader outcomes such as health, equity, and social participation.
- 3.12 Medium-term actions and long-term ambitions can be adjusted as implementation and delivery stages progress. The full action plan -structured by theme and timeframe, and detailing specific actions, lead partners, and required resources- is provided in the spreadsheet attached to this report
- 3.13 The Medium Term actions build on the foundations of the short-term actions with a drive towards greater integration and accessibility. These include expanding multi-purpose Demand Responsive Transport (DRT) services addressing diverse community mobility needs, strengthening partnerships with regional operators through bus network enhancement, enhancing data and evidence collection for policy decisions. The plan also focuses on participating in affordable fare setting initiatives, developing holistic approaches to active travel that explicitly link to health inequalities and child poverty, and incorporating wellbeing economy considerations into transport policy development processes.

- 3.14 For the Long Term actions, the plan sets out ambitions for systemic transformation: fully integrating multimodal travel through national, regional, and local collaboration; scaling up active travel infrastructure to address socioeconomic inequalities; establishing robust systems for sustainable workforce development and comprehensive evidence-based policy; advancing climate action through net zero transport investments; and embedding a wellbeing-centred approach across all decisions where policies and investments demonstrably improve population wellbeing outcomes. These changes aim to ensure that all investments and policies demonstrably improve wellbeing, resilience, and economic opportunities for everyone in Clackmannanshire.

4.0 Sustainability Implications

- 4.1. N/A

5.0 Resource Implications

- 5.1. Financial Details

A delivery plan will be developed which will include project detail, milestones, timescales and include consideration of resource requirements.

- 5.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate Yes ☒

- 5.3. Finance have been consulted and have agreed the financial implications as set out in the report. Yes ☒

- 5.4. Staffing

6.0 Exempt Reports

- 6.1. Is this report exempt? Yes ☐ (please detail the reasons for exemption below) No ☒

7.0 Declarations

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

(1) Our Priorities

Clackmannanshire will be attractive to businesses & people and ensure fair opportunities for all ☒

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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**

Complies with relevant Council Policies ☒

8.0 Equalities Impact

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

Yes ☒ No ☐

9.0 Legality

9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒

10.1 Appendices

Appendix 1 – WEALL Scotland Report for Transport

Appendix 2 – WEALL Scotland Action Plan

Appendix 3 – EQIA

11.0 Background Papers

11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes ☒ (please list the documents below) No ☐

[Council's response to Just Transition Draft Action Plan Consultation](#)

[Mott Macdonald feasibility study and business case "Multi-Use Vehicle for Clackmannashire Council](#)

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Approved by

NAME	DESIGNATION	SIGNATURE
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LOIP & Just Transition Outcomes	Short-term action (0-3 years)*	Lead department/ service/ partner	Policy area	Geographic scope	Funding needs**	Notes	Wellbeing Needs
LOIP Priorities: Physical & Mental Health; Opportunities for Young People (JT: Communities & Place outcomes)	Hubs-Based Demand Responsive Transport (DRT) system repurposing existing D2D contract based on Mott MacDonald recommendations	Clackmannanshire Council (Transport, Fleet, Education if school buses are utilised for the purpose of this action)	Demand Responsive Transport (DRT) Solutions	Local	Pooling and redistributing departmental funding; identifying other resources	Implement a Hubs-Based Demand Responsive Transport (DRT) system to address connectivity gaps without competing with existing bus operators, based on Mott MacDonald consultants' recommendations from their 2024 review of transport provision. This approach involves repurposing the existing D2D contract into a multi-modal transport option that maximises cost efficiency while better meeting community needs, with implementation targeted by 31st March 2026. This action focuses on establishing transport hubs at key locations, including Alloa, Sauchie, Tillicoultry, and Tullibody, with smaller settlements linked to these hubs for onward connections. This hub-based model aligns with Clackmannanshire's population distribution, where the vast majority of residents live in key towns and villages, supporting the Place Principle by working with existing settlement patterns rather than against them. Key operational features include a flexible booking system where users can request journeys in advance rather than relying on fixed bus schedules, and full integration with existing public transport to ensure coordination between DRT, buses, and rail services for improved travel efficiency. This proposal can make the most of underutilised council-owned minibuses, repurposing vehicles currently used for school transport for DRT services outside school hours. While not ideal for long journeys, this approach enables connections into the regional network and larger coach services using appropriately-sized vehicles, creating a comprehensive and cost-effective transport solution.	Purpose & Participation
All LOIP Priorities	Cross-Departmental and cross-sectoral collaboration and integration of Wellbeing Economy principles into transport	Clackmannanshire Council (Transportation, Family Wellbeing Partnership, Public Health and other relevant departments), third sector, health and social care partners	Transport and wellbeing	Local	Actionable but additional capacity may be required	This represents a key recommendation that builds directly on the Steering Group's successful cross-departmental working and wider networks. The action involves establishing formal or informal mechanisms to systematically integrate wellbeing considerations into transport policy development and appraisal processes. This can be as formal or informal as required, with the primary ambition being to continue and embed the success of the steering group that brought different people from different departments and services together to discuss transport in a holistic manner. Implementation options include establishing a Local Outcomes Improvement Plan (LOIP) working group or creating a structure similar to the Welsh THINK (Transport and Health Integrated Research Network), which brings together people working in transport and health from policy, practice, and academia. This collaborative approach ensures that wellbeing economy considerations are embedded throughout the transport planning process. A potential step in developing this mechanism could involve creating a framework for measuring wellbeing outcomes against transport interventions, incorporating work already carried out by the OECD and the Government of the Republic of Ireland. This would provide a systematic approach to evaluating how transport policies and investments contribute to broader wellbeing goals, enabling evidence-based decision making and continuous improvement in policy effectiveness.	

LOIP Priorities: Economic Opportunities; Poverty; Opportunities for Young People (JT: Jobs, Skills and Economic Opportunities outcomes & Communities and Place outcomes)	Infrastructure maintenance prioritisation (accessible pedestrian routes, parking, active travel facilities maintenance, and secure bike storage)	Clackmannanshire Council (Roads and Street Lighting Team, Transportation Department)	Infrastructure Maintenance, Active Travel, and Road Safety	Local	Identify, pooling and redistributing departmental funding; identifying additional resources	Prioritising maintenance backlogs -especially in under-served areas- is essential for creating an accessible and inclusive transport network that supports health and wellbeing outcomes. This action focuses on improving the accessibility and safety of pedestrian environments, keeping walking and cycling routes, signage, and surface conditions in good repair, and ensuring that active travel facilities meet the needs of all users. A particular emphasis is placed on providing and maintaining secure bike storage, such as shelters and parking areas, as concerns over theft can discourage people from choosing cycling as a mode of transport. While capital funding can be allocated to individual projects, ongoing infrastructure maintenance relies on sustained revenue funding, which remains a significant challenge for local authorities. Addressing this requires innovative approaches to blend different budget streams and external funding sources. Leveraging existing initiatives -such as the Transformation Space- offers opportunities to develop new funding models and cross-departmental approaches that extend beyond traditional budgets. Well-maintained, accessible infrastructure, combined with an effective transport network, is fundamental in delivering improved health and wellbeing for the community.	Dignity & Participation
LOIP Priorities: Economic Opportunities; Poverty; Opportunities for Young People (JT: Jobs, Skills and Economic Opportunities outcomes & Communities and Place outcomes)	Expand digital signage and accessible real time passenger information	Clackmannanshire Council (Transportation and other Council departments specialised on enhancing accessibility), SEStran, supported by charities if required (e.g. Visibility Scotland)	Digital and Technological Innovations	Local	Actionable, identifying other sources of funding in support	Digital signage and accessible real-time passenger information systems should address accessibility needs for people with impaired cognitive and visual processing through clear visual design, simple language, and audio announcements where possible. However, we acknowledge challenges in maintaining digital infrastructure given vandalism and weather damage requiring ongoing maintenance budgets. Existing good practice that could be expanded: Clackmannanshire Council has submitted bids for funding to install RTPi screens and is exploring design feasibility work to integrate bus and rail stations in Alloa, which could travel experience and accessibility.	Dignity & Participation
LOIP Priorities: Physical & Mental Health; Opportunities for Young People, Economic Opportunities (JT: Communities & Place outcomes)	Community transport solutions serving routes not already served by commercial bus operators - mapping and utilising existing resources	Clackmannanshire Council (Transportation, Community Wealth Building and other relevant teams) alongside community groups and 3rd-sector organisations	Community and Demand Responsive Transport (DRT) Solutions	Local	Pooling and redistributing departmental funding; identifying other resources	This action point can include various types of community-led DRT services, such as the volunteer driver pilot, potentially combined with private operators to create comprehensive local transport options. However, community transport solutions should be developed in a way that strengthens rather than weakens the existing taxi network, exploring opportunities to provide sustainable demand and make taxi driving a more attractive career choice. Implementation of community-led DRT services can build on existing resources, including the Community Transport Association's mapping tools, case studies of successful community transport variations, and practical guidance on logistics and operations. By working within the established Community Transport Association network, this approach supports the Place Principle through understanding and leveraging local assets and community capacity. An example of successful joined-up thinking in launching a community transport scheme is the current volunteer driver scheme, piloted in partnership with Clackmannanshire Economic Regeneration Trust (CERT) and Clackmannanshire Council's Family Wellbeing Partnership (FWP). They have used the Community Transport Association's toolkit for creating a volunteer driver scheme. The details of implementation depends on the Council's engagement role and the level of community involvement and willingness to lead. The Council could lead or coordinate this by making connections and engaging with the community, similar to the pilot led by CERT and FWP. This action does not refer to a single scheme; it can cover various schemes or projects with different organisations or groups taking the lead.	Purpose & Participation

LOIP Priorities: Economic Opportunities; Poverty; Opportunities for Young People (JT: Jobs, Skills and Economic Opportunities outcomes & Communities and Place outcomes)	Efforts to establish a Forth Valley transport collaboration to supplement regional transport partnerships work	Clackmannanshire Council to take forward - Joint work of three Local Authorities in Forth Valley are (this cuts through various departments within Clackmannanshire Council, so it is up to the Council to determine the service that is better equipped to take this work forward), supported by SEStran if needed	Strategic Partnerships	Regional	Deliverable/actionable without additional revenue but will require additional capacity, which will be limited in the initial stages but might gradually increase as work progresses.	The geography and population movements across the Forth Valley area makes the case for collaborative transport planning, as people routinely live and work across different local authorities. This cross-boundary reality requires a joint approach to ensure transport works for all residents, a principle that has been reinforced by key strategic documents including the Forth Valley Connectivity Commission report 2023. The timing for this collaboration is particularly favorable, with several regional initiatives already underway and efforts to develop regional economic development strategies that emphasise cross-boundary working. These developments create opportunities to leverage existing frameworks such as City Region and Growth deals to support transport collaboration. At a practical level, when joint priorities and needs are identified -such as three local authorities seeking to recruit transport providers together- regional transport partnerships like SEStran can provide valuable support with procurement exercises and strategic coordination. This regional approach has the potential to deliver more cost-effective solutions through economies of scale and shared expertise, while ensuring transport provision meets the real travel patterns of Forth Valley residents.	Dignity & Participation
All LOIP Priorities (JT: Communities & Place outcomes)	Communication and information sharing - accessible, up-to-date information available to everyone	Clackmannanshire Council (Transport, Communications, Digital, Transformation Space), supported by SEStran; third sector organisations and community groups	Communication	Local	Actionable without additional monetary resources but limited additional capacity may be required	Accessible and up-to-date travel-related information -including timetables, real-time updates on disruptions, cancellations, delays, and service changes- must be readily available to everyone, regardless of where they live, their access needs, age, or level of digital literacy. This comprehensive approach requires addressing digital inclusion challenges through multiple information channels and formats that serve people with learning difficulties and those with low digital confidence. Emerging technologies offer significant potential to enhance accessibility, with AI-powered solutions such as text-to-speech, language translation, simplified content generation, and voice-activated assistance making transport information more accessible across different communication needs and preferences. However, technology alone cannot bridge all gaps in information access. A collaborative approach between council departments -Transport, Communications, and the Transformation Space- alongside established partnerships with third sector organisations and community groups, is essential to maximise reach and effectiveness. This joined-up approach should extend to transport regional partnerships and other public and private bodies to ensure consistent and comprehensive information sharing. Grassroots engagement through community organisations such as community centres, parent-toddler groups, and activity groups provides invaluable opportunities to inform local people about transport options, pilots, and schemes that could benefit them. By putting transport information at the forefront of groups the council already works with, this approach recognises that third sector organisations and community groups offer essential local knowledge and trusted channels for information dissemination. This is particularly important for reaching groups who may not engage through traditional council communication channels, aligning with the Place Principle by building on existing community networks and relationships.	All 5 Needs

LOIP Priorities: Economic Opportunities; Poverty; Opportunities for Young People (JT: Jobs, Skills and Economic Opportunities outcomes & Communities and Place outcomes)	Regional ridesharing initiative development and engagement	Clackmannanshire Council (Transportation, Economic Development) in collaboration with SEStran, neighbouring local authorities, and existing UK ridesharing platforms	Community and DRT Solutions, Regional Partnerships	Local and regional	Actionable without additional monetary resources but limited additional capacity may be required	Explore the development of a regional ridesharing initiative to complement existing transport services and facilitate onward journeys from transport hubs. This approach involves engaging with established UK carpooling platforms such as BlaBlaCar UK for shared learning and technical expertise, while exploring regional coordination mechanisms for better connectivity. The Council's role and level of involvement will determine the funding requirements and implementation approach. Options range from facilitating conversations and partnerships with existing platforms to co-creating a bespoke Forth Valley ridesharing system. A regionally-developed platform could serve various purposes: supporting ridesharing initiatives while potentially providing booking infrastructure for other DRT and community transport schemes across the area. The level of Council involvement could include: convening conversations between local authorities across the Forth Valley; engaging with existing platforms to understand implementation requirements and explore integration opportunities; or leading the development of a regional solution that maximises synergies with the proposed hub-based DRT system for onward journey connections.	Purpose, Fairness & Participation
LOIP Priorities: Environmental Sustainability; Sustainable Place; Labour Market & Fair Work (JT: Adaptation, Biodiversity and Environment outcomes; People & Equity outcomes)	Local Living - pilot and partial implementation, adapted for Clackmannanshire and integrated with Scottish policy tools	Clackmannanshire Council (Planning, Community Development, Economic Development)	Local Living Planning - 20 minute neighbourhood concept adapted for rural areas (Scottish Government)	Local	Pooling and redistributing departmental funding; identifying other resources	This action involves a comprehensive audit of the availability and accessibility of essential services and facilities within existing town and village clusters. The approach adapts Aberdeenshire's proven Rural Facilities Monitor model to Clackmannanshire's context, focusing on the main 8-10 settlements while supporting people to '<i>live well locally</i>' - a principle that Aberdeenshire has successfully implemented to enable residents to "meet the majority of their daily needs within a reasonable distance of their home, preferably by walking, wheeling or cycling or using sustainable transport options". The action builds on the established work of the Scottish Local Authorities Economic Development (SLAED) Group, which already captures robust data on local services, economic activity, and sectoral strengths. This approach suggest expanding the SLAED framework to collect more qualitative and granular data on smaller settlements and rural communities, breaking down information by sector including retail, health, education, and key local services. By utilising SLAED's existing reporting and benchmarking infrastructure, the Council can systematically track service gaps, inform 20-minute neighbourhood priorities, and advocate for targeted support or new developments. This evidence-based approach follows Aberdeenshire's model of using data as the starting point and creating GIS-based individual settlement profiles to enable communities to access essential information for local planning. More information on how local living can be adjusted for rural and semi-rural contexts can be found in the literature review section (pp. 38-40). Detailed implementation approaches and specific methodologies will be included in individual project plans, depending on how this action is taken forward and which settlements are prioritised for initial pilot implementation. This flexible approach allows the Council to adapt the model to local capacity, resources, and community priorities while maintaining consistency with the overall strategic framework.	Nature & Fairness

LOIP Priorities: Opportunities for Young People; Labour Market & Fair Work (JT: Communities & Place outcomes; People & Equity outcomes)	Regular engagement to capture residents' concerns, evolving needs, and monitor progress and impact of interventions	Clackmannanshire Council (Transport, Community Wealth Building, Family Wellbeing Partnership). The newly established Transformation Space can also play a role in transport-relevant engagement.	Community Engagement and Decentralised Governance	Local	Actionable but additional capacity may be required	Establishing ongoing democratic participation and feedback mechanisms for transport planning requires building on the Council's existing engagement infrastructure rather than creating parallel consultation processes. This approach suggests utilising established groups, such as the Exploring Work and youth groups, and the newly established Community Voice (part of the Transformation Space initiative - information on this can be found in the report, pp 45-46), to ensure that transport considerations are systematically integrated into these regular conversations and meetings. This action recognises that these groups are already active within the Council and meeting regularly, providing ready-made platforms for transport-focused engagement. Depending on local priorities and policy needs, there are opportunities to shape the narrative by crafting specific questions and focus areas for engagement sessions. For example, sessions could be designed to identify barriers preventing people from using RTPIs, working collaboratively with these groups to identify key barriers and potential solutions. Other engagement areas could focus on infrastructure maintenance needs, conversations about potential interventions and solutions at both Council and community level, accessibility challenges, or feedback on proposed transport initiatives. These subjects can and should be shaped depending on the Council's priorities and policy agenda, ensuring that community engagement directly informs decision-making processes. This approach supports bottom-up planning and community ownership by ensuring community voice is embedded throughout implementation, not just at the planning stage. Regular forums enable the capture of residents' concerns, evolving needs, and reflections on progress, while decentralising decision-making to involve community groups more meaningfully. This action point aims to strengthen local residents' and stakeholders' resources and powers by providing structured opportunities to influence transport policy and delivery. This regular and consistent engagement embeds the Place Principle by ensuring local communities drive priorities and solutions, creating a feedback loop where transport planning responds to real community needs and experiences. By working within existing engagement frameworks, the approach maximises efficiency, building on established trust and relationships between the Council and community groups.	Participation & Fairness
*Suggested timeframes are purely indicative and should be adapted to the realities of each team's capacity and resources.							
**We recognise that additional funding will be required for some of the actions in this plan. However, any funds that can be identified or reallocated do not need to come solely from transport budgets; they could be drawn from a range of budget streams as well as external funding sources. An example of Council-led pooling and redistribution of cross-departmental funding while leveraging external funding is the newly established 'Transformation Space'							

A Wellbeing Economy Approach to Transport in Clackmannanshire



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Executive Summary

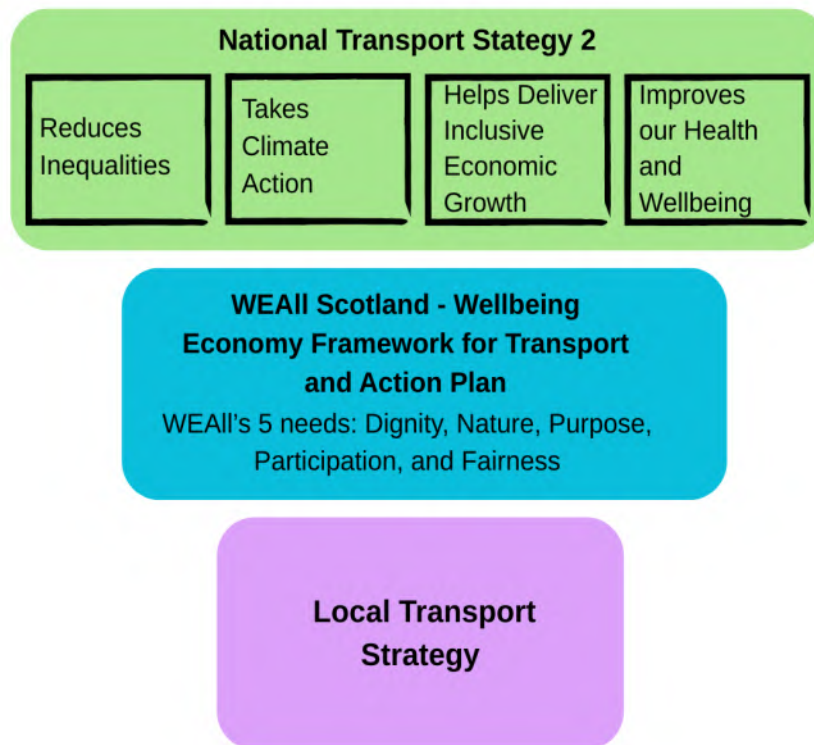
The [Wellbeing Economy Alliance Scotland \(WEAll Scotland\)](#) is the Scottish hub of the global Wellbeing Economy Alliance - the leading collaboration of organisations, alliances, movements, and individuals working for an economy that delivers human and ecological wellbeing.

Clackmannanshire Council is recognised as one of Scotland's leading local authorities in adopting a Wellbeing Economy approach and for this project, it commissioned WEAll Scotland to deliver:

- Desktop research reviewing current transport strategies and identifying best practice.
- Development of a Wellbeing Economy Framework for Transport.
- Creation of a cross-sector steering group bringing together Council teams, regional transport partners, the NHS, and the third sector.
- Community engagement to identify people's views on transport and potential solutions.
- An Action Plan setting out short, medium, and long-term activities – identifying actions the Council could take forward independently, and those requiring collaboration or lobbying.

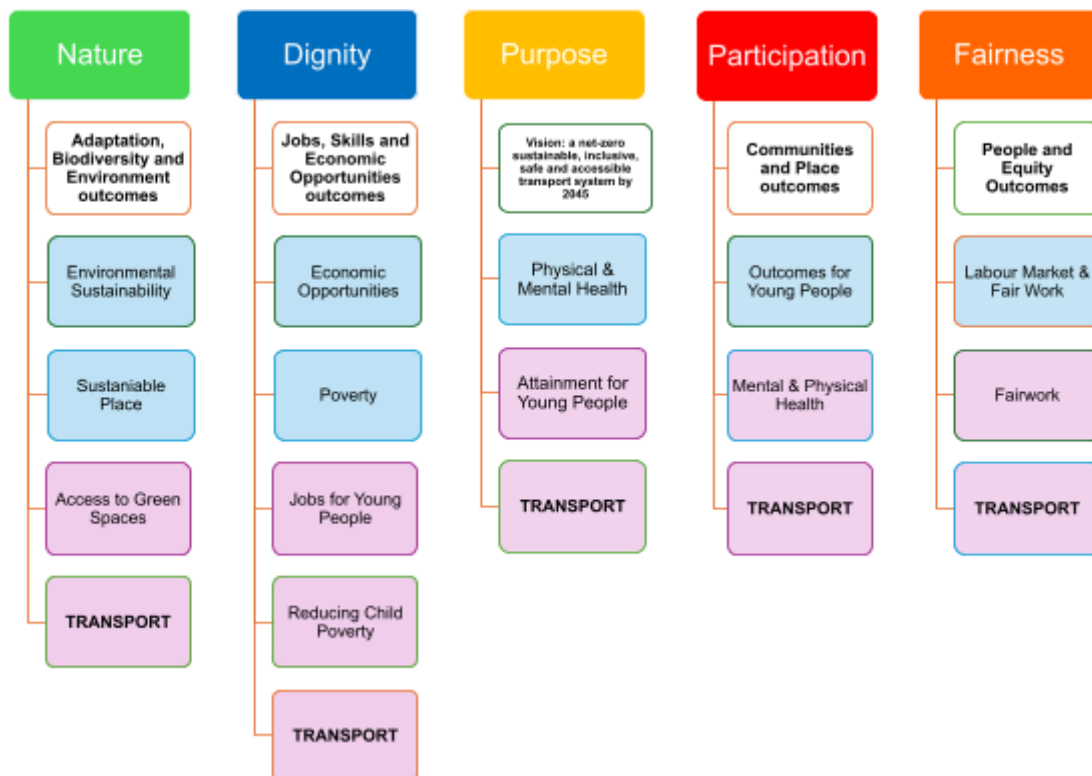
This Action Plan is not a repetition of the National Transport Strategy (NTS), nor a substitute for the forthcoming Local Transport Strategy (LTS).

Instead, it connects the two - taking the NTS's four high-level priorities (Reduce Inequalities, Take Climate Action, Deliver Inclusive Economic Growth, Improve Health and Wellbeing) and translates them into practical, evidence-based actions shaped for Clackmannanshire's needs. For example, where the NTS sets the goal 'Reduce Inequalities', this plan suggests specific ways forward: prioritising infrastructure maintenance in under-served areas, introducing affordable fares, expanding multi-purpose Demand Responsive Transport (DRT) services, and ensuring accessible, up-to-date transport-related information is available to everyone regardless of where they live, their access needs or confidence in utilising digital tools. This translation of broad ambitions into local, actionable steps is a gap we have not seen bridged by many other Scottish local authorities.



In the report, you will find a review of the theoretical foundations of applying a Wellbeing Economy lens to transport, drawing on experience from academic and policy sources such as [the OECD](#), the [Irish Government's Wellbeing Approach to Transport](#), and [Public Health Scotland's Transport Poverty Framework](#).

Following this, and in order to establish a Wellbeing Economy Framework for Transport that fits Clackmannanshire's policy context and local needs, the team used WEAll's five needs (nature, dignity, purpose, participation and fairness) and mapped them against the [Scottish Government's Just Transition for Transport Outcomes](#) (second row in the figure below) and Clackmannanshire's Wellbeing Economy priorities (in blue) and wellbeing drivers (in pink) as found in the [LOIP 24/34](#). It quickly became clear that transport was an overarching theme that runs through each column.

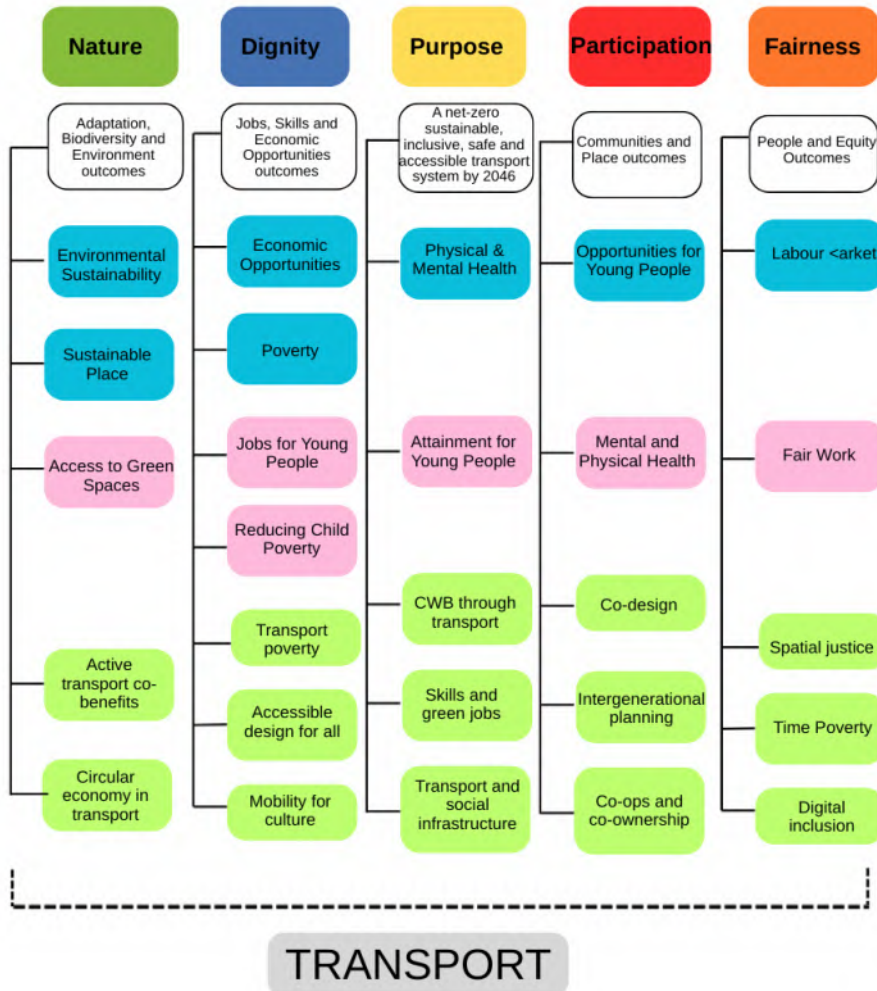


The Wellbeing Economy lens, instead of asking *‘How do we move people efficiently to be economically productive?’*, it asks *‘How does mobility contribute to human and ecological wellbeing?’*

This fundamental reframing creates several transformative shifts in how we approach transport policy and planning.

The shift from access to employment toward access to life recognises that transport enables social connections, cultural participation, accessing nature, and caring relationships. A parent cycling with children isn't just about getting from A to B - it is relationship-building, child development, and embedding an active travel mindset for the next generation. The evolution from technical solutions to relational infrastructure means transport planning becomes about weaving communities together.

Moving from individual choice to community wellbeing means decisions are not just about personal preference but community wealth building, social connections, resilience, and environmental justice. Car-free streets become community spaces, not just transport corridors, supporting broader social and environmental outcomes.



In order to develop the Action Plan, we looked at the evidence base and good practice at local, regional, national, and international levels along with community and stakeholder engagement. This report directly incorporates recommendations from Mott MacDonald's 2024 review of transport provision, specifically their analysis of demand responsive transport opportunities. The hub-based DRT system outlined in the short-term actions represents a direct implementation of their expert findings, with the original Mott MacDonald report containing detailed technical specifications and implementation guidance that informed this strategic approach.

Eight short-term actions (0-3 years) form the foundation of the plan included in this report:

- **Hubs-based demand responsive transport (DRT) system repurposing existing D2D contract based on Mott MacDonald recommendations:** This approach involves repurposing the existing D2D contract into a multi-modal

transport option that maximises cost efficiency while better meeting community needs, with implementation targeted by 31st March 2026. This action focuses on establishing transport hubs at key locations, including Alloa, Sauchie, Tillicoultry, and Tullibody, with smaller settlements linked to these hubs for onward connections. Key operational features include a flexible booking system where users can request journeys in advance rather than relying on fixed bus schedules, and full integration with existing public transport to ensure coordination between DRT, buses, and rail services for improved travel efficiency.

- **Cross-departmental and cross-sectoral collaboration and integration of wellbeing economy principles into transport:** This represents a key recommendation that builds directly on the Steering Group's successful cross-departmental working and wider networks. The action involves establishing mechanisms to systematically integrate wellbeing considerations into transport policy development and appraisal processes. This can be as formal or informal as required, with the primary ambition being to continue and embed the success of the steering group that brought different people from different departments and services together to discuss transport in a holistic manner.
- **Infrastructure maintenance prioritisation (accessible pedestrian routes, parking, active travel facilities maintenance, and secure bike storage):** Prioritising maintenance backlogs particularly in under-served areas, focusing on pedestrian route accessibility, active travel facility upkeep, and secure bike storage provision, while developing innovative cross-departmental funding approaches through initiatives like the Transformation Space.
- **Enhanced digital information systems:** Expanding accessible real-time passenger information through digital signage, audio announcements, and multi-format communication channels, building on existing Council bids for RTPi screens and integration feasibility work at Alloa transport hubs.
- **Community transport solutions:** Mapping and utilising existing resources to develop community-led services for routes not served by commercial operators, strengthening rather than competing with taxi networks, and building on successful partnerships like the volunteer driver scheme piloted with CERT and the Family Wellbeing Partnership.
- **Forth Valley regional collaboration:** Establishing systematic transport collaboration across the three Forth Valley local authorities to reflect real population movement patterns, leveraging existing frameworks like City Region and Growth Deals while building on Forth Valley Connectivity Commission recommendations.
- **Comprehensive communication strategy:** Creating accessible, up-to-date travel information available through multiple channels regardless of digital literacy levels, exploring whether AI-powered tools could be used to enhance accessibility, and engaging grassroots community networks to reach traditionally underrepresented groups.
- **Regional ridesharing initiative development and engagement:** Exploring the development of a regional ridesharing initiative to complement existing transport services and facilitate onward journeys from transport hubs. This involves engaging with established UK carpooling platforms such as BlaBlaCar UK for shared learning and technical expertise, while exploring

regional coordination mechanisms for better connectivity. The Council's role and level of involvement will determine the funding requirements and implementation approach. Options range from facilitating conversations and partnerships with existing platforms to co-creating a bespoke Forth Valley ridesharing system. A regionally developed platform could serve various purposes: supporting ridesharing initiatives while potentially providing booking infrastructure for other DRT and community transport schemes across the area.

- **Local Living adapted for Clackmannanshire, drawing on good practice and integrated with Scottish policy tools:** This action involves a comprehensive audit of the availability and accessibility of essential services and facilities within existing town and village clusters. The approach adapts Aberdeenshire's proven [Rural Facilities Monitor model](#) to Clackmannanshire's context, focusing on the main 8-10 settlements aiming to support people to 'live well locally'. This action builds on the established work of the Scottish Local Authorities Economic Development (SLAED) Group, which already captures data on Wellbeing Economy indicators, local services, economic activity, and sectoral strengths.
- **Regular engagement to capture residents' concerns, evolving needs, and monitor progress and impact of interventions:** This action suggests utilising established groups to ensure that transport considerations are systematically integrated into these regular conversations and meetings. This approach supports bottom-up planning and community ownership by ensuring community voice is embedded throughout implementation, not just at the planning stage. Regular forums enable the capture of residents' concerns, evolving needs, and reflections on progress, while decentralising decision-making to involve community groups more meaningfully. This action point aims to strengthen local residents' and stakeholders' resources and powers by providing structured opportunities to influence transport policy and delivery. This regular and consistent engagement embeds the Place Principle by ensuring local communities drive priorities and solutions, creating a feedback loop where transport planning responds to real community needs and experiences. By working within existing engagement frameworks, the approach maximises efficiency, building on established trust and relationships between the Council and community groups.

The Action Plan is non-binding and serves as a high-level assessment and guide to current and future work that will help inform the development of the Council's statutory Transport Strategy. It is designed to guide discussion, build consensus, and help identify priorities for the Council's leadership and senior management. Final decisions on which actions to implement - and on timescales - remain with the Council. Individual projects will be subject to the appropriate formal appraisal methodologies before approval.

Where the Council decides to proceed with specific initiatives, further analysis and delivery plans will be included as part of the implementation phase. The details of delivery will be up to the team responsible for taking this forward. This is a 'live'

document in the sense that it will be adjusted, reflecting on teams' capacities, priorities and day-to-day realities.

Introduction

The Wellbeing Economy Alliance Scotland (WEAll Scotland) is the Scottish hub of the global Wellbeing Economy Alliance - the leading collaboration of organisations, alliances, movements, and individuals working for an economy that delivers human and ecological wellbeing.

Our mission is to reshape Scotland's economy so that it puts people and planet first. We do this through policy work, advocacy, campaigning, and partnerships that bring Wellbeing Economy principles to life in practice.

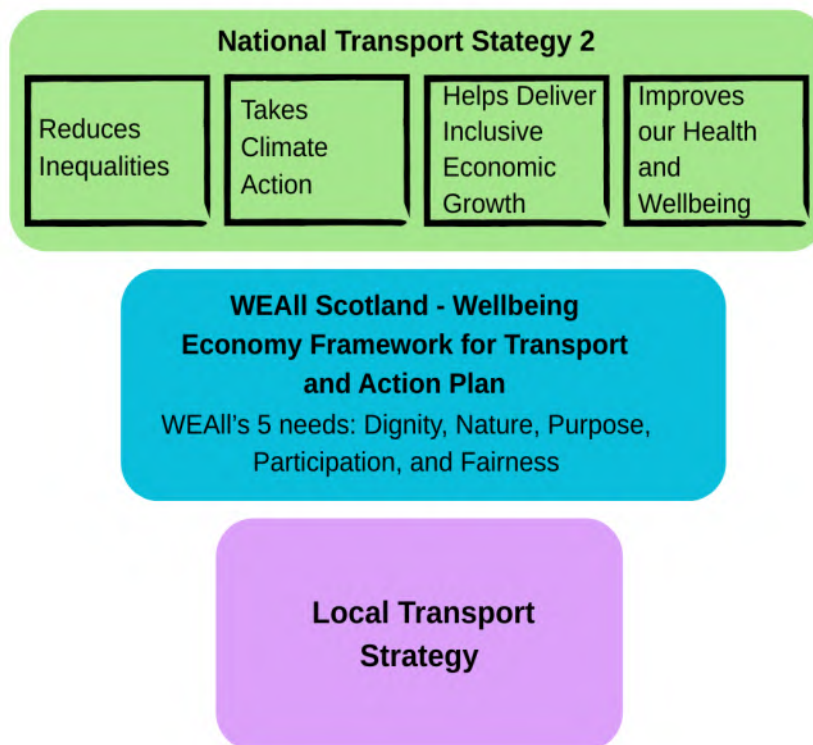
Clackmannanshire Council is recognised as one of Scotland's leading local authorities in adopting a Wellbeing Economy approach. We have worked with the Council on several occasions, and for this project we were commissioned to deliver:

- Desktop research reviewing current transport strategies and identifying best practice.
- Development of a Wellbeing Economy Framework for Transport.
- Creation of a cross-sector steering group bringing together Council teams, regional transport partners, the NHS, and the third sector.
- Community engagement to identify people's views on transport and potential solutions.
- An Action Plan setting out short, medium, and long-term activities - identifying actions the Council could take forward independently, and those requiring collaboration or lobbying.

This builds on similar work we carried out for a Wellbeing Economy report on employability, now successfully used by the Council's Family Wellbeing Partnership to help shape their employability and fair work policies.

Scope of this report

We fully recognise that there are already many strategies, frameworks, and plans at national, regional and local level. This Action Plan is not a repetition of the National Transport Strategy (NTS), nor a substitute for the forthcoming Local Transport Strategy (LTS).



Instead, it connects the two - taking the NTS's four high-level priorities (*Reduce Inequalities, Take Climate Action, Deliver Inclusive Economic Growth, Improve Health and Wellbeing*) and translate them into practical, evidence-based actions shaped for Clackmannanshire's needs.

For example, where the NTS sets the goal '*Reduce Inequalities*', this plan suggests specific ways forward:

- Prioritising infrastructure maintenance in under-served areas
- Introducing affordable fares
- Expanding multi-purpose Demand Responsive Transport (DRT) services
- Ensuring accessible, up-to-date transport-related information is available to everyone regardless of where they live, their access needs or confidence in utilising digital tools

This translation of broad ambitions into local, actionable steps is a gap we have not seen bridged by many other Scottish local authorities.

The creation of the cross-sector steering group proved to be one of the most valued parts of this project, allowing people from different departments and partner organisations to share expertise and perspectives. This has already led to tangible results, including the Falkirk Community Hospital transport pilot and a strengthened Council - third sector partnership launching a volunteer driver scheme.

Throughout this process, two overarching themes have emerged, shaping our recommendations. First, the importance of breaking down silos - ensuring that transport planning is informed by, and connected to, wider priorities across departments and sectors. Second, the potential to maximise resources by pooling budgets, staff time, and specialist expertise, while also tapping into external support and funding opportunities.

These themes sit at the heart of the Action Plan and underpin many of the proposed actions moving forward.

Challenges

Introducing new frameworks and approaches to policy development, particularly the wellbeing economy methodology adopted in this action plan, presents inherent challenges when working within well-established organisations and teams.

In-depth, long-standing expertise and understanding of complex and technical issues, provide invaluable insights into what has worked, what hasn't, and why certain approaches have been adopted over time.

However, this same depth of experience can sometimes create resistance to new methodologies or frameworks that challenge established ways of working. Change requires professionals to expand their analytical frameworks and potentially question long-held assumptions about how interventions should be evaluated and prioritised.

Behavioural insights research helps explain why even well-intentioned professionals may struggle with new approaches. Confirmation bias, for example, leads individuals to seek information that supports existing beliefs while unconsciously filtering out contradictory evidence. And the backfire effect presents an even more challenging dynamic, where presenting evidence that contradicts strongly held professional beliefs can actually strengthen resistance to change rather than promoting adaptation. When professionals have built careers around specific approaches to policy development and service delivery, evidence suggesting alternative methodologies may trigger defensive responses that impede learning and adaptation.

Understanding these dynamics is essential for creating implementation strategies that acknowledge and work with these tendencies rather than against them.

Therefore, successful implementation of this action plan requires deliberate efforts to create development opportunities that help all stakeholders acknowledge potential biases and identify barriers that might impede processing and utilising the evidence and recommendations contained in this report.

Professional development approaches should focus on creating safe spaces for exploring new concepts without threatening existing expertise. This might involve framing the wellbeing economy approach as an expansion of existing skills rather than a replacement of established knowledge. Workshop formats that encourage peer learning and collaborative problem-solving can help professionals integrate new frameworks with their existing expertise.

Co-design and co-production principles become particularly important in this context, with the most effective approach involving working collaboratively across departments and teams. This collaborative approach acknowledges existing expertise while creating space for innovation and adaptation.

Despite differences, there exists fundamental common ground across all stakeholders: the shared commitment to improving the lives of people in Clackmannanshire. This common purpose provides the foundation for collaborative approaches that can bridge different views. When discussions begin with shared values and common objectives, it becomes easier to explore how different approaches might contribute to achieving these goals.

Successful implementation of this action plan requires acknowledging these dynamics and building strategies that work with human nature rather than against it. This includes:

- Gradual integration of key principles, suggested actions and learning from this report
- Peer learning opportunities that enable professionals to learn from colleagues who have successfully integrated wellbeing economy approaches into their practice
- Recognition and celebration of existing expertise while exploring how it might be enhanced
- Transparent and respectful communication

Wellbeing Economy: the policy context in Clackmannanshire

Between 2020 and 2022, Clackmannanshire became a pilot area for implementing wellbeing economy principles at the local level, working in partnership with the Scottish Government. This collaborative initiative sought to develop a place-specific approach to economic development that prioritised wellbeing outcomes over traditional economic metrics. The pilot programme utilised the National Performance Framework and Scotland's Wellbeing Framework as foundational guidance, while building upon Clackmannanshire's existing commitment to sustainable and inclusive growth. Through an evidence-based diagnostic methodology, the partnership aimed to map local wellbeing drivers and identify strategic interventions that could support the area's economic transition towards wellbeing-centred outcomes.

Following from this work and building on the priorities and wellbeing outcomes identified through that process, Clackmannanshire Council along with key partners established their [Wellbeing Local Outcomes Improvement Plan \(LOIP\) 2024/34](#), which sets out the vision for Clackmannanshire over the next nine years, defines the priorities that Clackmannanshire Alliance¹ will focus on and highlight their partners'

¹ The [Clackmannanshire Alliance](#) is the partnership which takes forward community planning locally. The Alliance's role is providing the strategic vision and direction for community planning as well as

combined commitment to reduce inequality and work together to secure better outcomes for people and businesses through a wellbeing economy.



Clackmannanshire Wellbeing Economy Priority Themes (Source: Wellbeing Local Outcomes Improvement Plan 24/34)

monitoring the implementation of the Wellbeing Economy Local Outcomes Improvement Plan, Membership of the Alliance comprises of representatives of the Boards of: NHS Forth Valley, Clackmannanshire Third Sector Interface (CTSi), Police Scotland, Scottish Fire & Rescue Service, Scottish Enterprise, Clackmannanshire Business and Clackmannanshire Council



Clackmannanshire Wellbeing Drivers and Influencers (Source: Wellbeing Local Outcomes Improvement Plan 24/34)

Transport is referred to throughout the LOIP, playing a key part in the Economy and Skills strategic outcome by highlighting the need "to take a local and regional approach to develop transport solutions which work for Clackmannanshire to help people access training and employment opportunities across Forth Valley." While transport's role in achieving improved wellbeing outcomes for people locally was recognised in the document, transport is not featured as a separate category in the LOIP - reflecting both its role as an enabler, but also potentially suggesting a gap in how wellbeing economy principles can be embedded in transport policy and planning.

This report seeks to bridge that gap and provide greater clarity about how the LOIP, and the rationale behind it, can be embedded in transport policy going forward.

Methodology

This report used a mixed-methods approach, combining desk-based research, stakeholder engagement, and community consultation to develop a comprehensive understanding of how wellbeing economy principles can be applied to transport policy and planning in Clackmannanshire.

The research commenced with exploratory conversations with Clackmannanshire Council to establish the project scope, clarify key objectives, and identify steering group membership. These early discussions were essential for ensuring the

research aligned with local priorities and would deliver practical outcomes for the Council.

A comprehensive two-stage literature review was conducted to establish both the evidence base and theoretical framework for this research. The first stage focused on establishing the evidence base, drawing on good practice examples from other Scottish local authorities, UK-wide initiatives, and international case studies. This stage incorporated official data sources including Census 2022, Scottish Household Survey 2023, and Transport Scotland statistics, alongside existing research on transport and wellbeing. Key findings from this initial stage informed the contextual sections of this report.

The second stage employed a backward snowballing² methodology to identify foundational sources for developing our Wellbeing Economy Framework. This process examined international frameworks including OECD work on wellbeing economies, national policy alignment with Scottish Government's Just Transition goals, and academic literature on transport and wellbeing intersections. The review also drew extensively from local context, particularly Clackmannanshire's Wellbeing LOIP 2024/34 and existing initiatives, while incorporating sectoral expertise from Public Health Scotland and Transport Scotland. This stage aimed to understand the complexities of integrating transport within a wellbeing economy context and adapt these insights for Clackmannanshire's specific circumstances.

Using our Wellbeing Economy Framework as a foundation, and following input from steering group members, an initial comprehensive action plan was developed. This 'long list' of potential actions and ambitions was presented to the steering group for consolidation and prioritisation.

To refine the action plan, the WEAll Scotland team conducted individual meetings with steering group members. These one-to-one sessions gathered detailed feedback and constructive criticism, identified additional ideas and priorities, and ensured that diverse stakeholder perspectives were captured while understanding what matters most to different participants.

Working in partnership with Clackmannanshire Council, the team organised a transport-focused session delivered as part of the Council's *Community Voice* within the Transformation Space. This provided direct community input on transport priorities and aspirations for the future.

Through collaboration with Clackmannanshire Council's Family Wellbeing Partnership, the team also attended a drop-in session with the *Exploring Work* group. This engagement included four in-depth interviews exploring the impact of transport on people's daily lives, their lived experiences of transport challenges, and community visions for improved transport and wellbeing outcomes. Detailed findings

² Backward snowballing is a systematic literature search technique that involves examining the reference lists of relevant papers to identify additional sources that may have been missed in initial database searches.

from these community engagement activities are presented in subsequent sections of this report.

Following the stakeholder and community engagement phase, a second, shortened version of the action plan was developed and circulated to steering group members for review and comments. In line with the co-design and co-production principles adopted throughout this work, WEAll Scotland associates, along with Clackmannanshire Council colleagues, reviewed the comments and took into consideration the feedback. The team reworded the actions, made edits and adjustments, and provided greater detail for each action and long-term ambition included in the plan, ensuring alignment between national, regional and local policies and priorities.

Wellbeing Economy considerations for Clackmannanshire

This section reviews evidence and data to set out the wider context of this work and highlight why applying a wellbeing economy approach to transport has the potential to improve outcomes for Clackmannanshire.

In a Wellbeing Economy, there would be a prioritisation of policies that meet people's fundamental human needs. The WEAll 5 needs were co-produced with members of the Wellbeing Economy Alliance from around the world. They echo concepts that are found in religious texts, indigenous teaching and numerous surveys about what really matters to people.



5 WEAll Needs

Based on these 5 needs, using a simple RAG rating, the Wellbeing Economy Wheel provides a high-level overview of Clackmannanshire's performance across a broad set of wellbeing indicators, benchmarked against the Scottish average³.

³ The statistics included in the table below is based on the Scottish Government's Wellbeing economy monitor: July 2025. [Available here](#). However, please note that individual metrics collated by the Scottish Government may be out of date.



The Wheel covers all five needs from outside to inside: 1-Dignity 2-Nature 3-Fairness 4-Purpose 5-Participation

Need	Indicator	Commentary
Dignity	Deprivation - % of data zones in 20% most deprived in Scotland (2020)	25% of data zones in Clackmannanshire are in the most deprived 20% data zones. This is a higher proportion than in Scotland as a whole (20%) putting it in the bottom quartile of local authorities in Scotland
Dignity	Children in relative low income families (p) % 2022	25.9% of children in Clackmannanshire are in low income families. This is higher than the Scotland level (20.8%) and third lowest local authority in Scotland

Dignity	Gender pay gap % (2023)	Gender pay gap exists in Clackmannanshire – though the gap is lower than across Scotland as a whole and the area is in the better performing local authorities. That said, there should be no pay gap in the area to meet the criteria of a wellbeing economy
Dignity	Female healthy life expectancy (2019-2021)	Female healthy life expectancy is 59.6 years – below the Scottish level (61.1) and below the male age locally (61.2 years) – which is counter to the national trend.
Dignity	Male healthy life expectancy (2019-2021)	Male healthy life expectancy is 61.2, marginally higher than the Scottish average of 60.4. Despite this the area is still in the bottom half of local authorities in Scotland
Nature	Greenhouse gas emissions per capita tCO ₂ e (2021)	Greenhouse gas emissions sit at 9.9 tonnes of carbon equivalent per capita, higher than the Scottish average (7.4) and placing the area in the bottom half of local authorities in Scotland
Nature	Live within a 5 minute walk of their local green or blue space % (2022)	86.4% of the population live within a 5 minute walk of their local green or blue space, ahead of the Scottish average (69.6%) and amongst the top four local authorities in Scotland. However, the caveat here is the rural nature of the area, which makes green and blue space more likely locally
Nature	Household waste per person tonnes (2022)	Household waste per person in Clackmannanshire was 0.47 tonnes, ahead of the Scottish average (0.43 tonnes) and in the bottom quartile of local authorities in Scotland

Fairness	Housing satisfaction % (2022)	Housing satisfaction in the area was 91.2%, which is slightly better than the national average (90.7%). However, this is still just mid ranking for Scotland with as many local authorities with higher scores than lower scores
Fairness	Fuel poverty % (2017-2019)	Nearly a quarter of the population (23.7%) live in fuel poverty, slightly lower than the Scottish level (24.4) but this still places the area in a mid ranking position within Scotland
Fairness	Young people's participation % (2023)	Over 90% of young people in Clackmannanshire were participating in education, training or employment. However this is below the Scottish level (94.3%) and the second worst level in Scotland
Fairness	Low or no qualifications % (2022)	7.9% of the population have low or no qualifications. This is lower than the Scottish average (9.9%) and in the second quartile of local authorities in Scotland but not strong enough to warrant a green rating
Purpose	Social enterprises per 10,000 of the population (2021)	There are 7 social enterprises per 10,000 people in Clackmannanshire. Behind the Scottish level of 11 and among the weaker performing local authorities in Scotland
Purpose	Lonely "some, most, almost all or all of the time" % (2022)	Almost a fifth of residents (20.7%) feel lonely some or all the time. While this is lower than the Scottish level (23.1%) it still places Clackmannanshire in the middle half of Scottish local authorities
Purpose	Influence over local decisions % (2022)	Almost one quarter of residents (23.1%) agree they can influence local decisions affecting their local area. This is above the Scottish average

		(17.8%) and among the top quartile of local authorities
Participation	Attendance at cultural events or places of culture % (2022)	Just under three quarters (72.3%) of Clackmannanshire residents attended a place of culture or cultural event. This is marginally behind the Scottish level (73.5%) and just slips into the bottom half of local authorities in Scotland
Participation	Participation in a cultural activity % (2022)	Just under three quarters (74%) of local residents participated in cultural activities in the past 12 months. This was marginally lower than the Scottish level (74.8%) and in the bottom half of local authorities in Scotland

Transport influences many of these outcomes, with access to affordable, reliable, and sustainable transport affecting:

- Health outcomes, by enabling access to services and supporting active travel.
- Economic inclusion, through improved access to jobs, training, and education.
- Economic development, by connecting people, businesses, and markets, and supporting local growth.
- Education attainment, through improved access to schools, colleges, and lifelong learning opportunities.
- Social cohesion, by reducing isolation, supporting community participation, and enabling cultural engagement.
- Environmental performance, by affecting emissions, air quality, and sustainable land use.
- Access to green and blue space, by improving connectivity to parks, waterways, and natural environments that enhance wellbeing.

Transport and Wellbeing: an overview of data

Transport plays a critical, cross-cutting role in shaping many of the Wellbeing Economy indicators mentioned in the section above.

National data from Scotland underlines clear inequalities in transport access, costs, and modal choice, patterns that are highly relevant when considering the picture in Clackmannanshire.

In 2023, 74% of Scottish households had access to at least one car or van. However, this figure masks significant inequalities⁴:

- Only 64% in large urban areas had car/van access, rising to 88% in accessible rural areas.
- There is a stark deprivation gradient; just 52% in the most deprived SIMD quintile compared to 87% of households in the least deprived quintile have car/van access.
- Among income groups, only 55% of the lowest income households had car access, compared to 92% in the highest income households.

Similarly, only 34% of Scottish households have access to at least one bicycle for private use. Access is lower in large urban areas (30%) and lowest among households in the lowest income quintile (21%), compared to 47% in rural areas and 52% in the top income group.⁵

While 70% of Scots said they found it ‘fairly easy’ or ‘very easy’ to afford transport costs in 2023, over half (54%) still reported that cost affects their choice of mode. Affordability disparities exist across population groups⁶:

- 59% of those in the lowest income quintile found transport at least ‘fairly easy’ to afford, compared with 80% in the highest quintile.
- 61% of disabled people found transport affordable vs 73% of non-disabled people.
- There is also an urban/rural divide: only 63% of those in large urban areas found transport affordable compared to up to 85% in some rural areas.

Evidence from Public Health Scotland warns that prioritising car travel can exacerbate health and social inequalities⁷. Car access is more common among affluent groups, providing greater access to jobs and services, while others may be subject to ‘forced car ownership’ if alternatives are limited, straining household finances. The report emphasises that car-use reduction policies must be matched by adequate investment in high-quality transport alternatives to maintain accessibility and opportunity for all groups⁸.

⁴Data from Transport Scotland (2023), [accessed here](#).

⁵ *ibid.*

⁶ *ibid*

⁷ Public Health Scotland, ‘Scottish Government target for 20% reduction in car kilometres by 2030: implications for health and health inequalities’ (2022). [Accessed here](#).

⁸ *ibid*

Relevance for Clackmannanshire

These national patterns are particularly acute in Clackmannanshire, where car ownership is comparatively high and reliance on private transport creates challenges for many residents. Local survey evidence indicates that over half of respondents face employment barriers linked to transport, highlighting the importance of this issue for economic inclusion and local wellbeing⁹.

Transport access in Clackmannanshire shows patterns of inequality: 78.8% of households have access to at least one car or van; however, 36% of households in the most deprived 20% areas have no car or van availability compared to just 7% in the least deprived areas¹⁰. Transport poverty is compounded by the fact that those in the most deprived areas are least likely to work from home (25% versus 33% in the least deprived areas), making them more dependent on transport for employment access¹¹.

Public transport performance in Clackmannanshire falls significantly below national standards across multiple indicators. The Scottish Household Survey 2023 revealed that 79% of people did not use local buses in the past month -substantially higher than Scotland's average of 62.2%¹². Only 53% of respondents said buses are on time (the third lowest percentage in Scotland), compared to the Scottish average of 67%. These reliability issues create uncertainty that discourages public transport use and reinforces car dependence¹³.

Safety and accessibility concerns further limit public transport usage. Only 57% of people felt safe and secure on buses during the evening -among the lowest percentages in Scotland- while the Scottish average is 70%¹⁴. Additionally, 49% of respondents thought fares offer good value, placing Clackmannanshire among the five lowest-performing areas in Scotland for fare satisfaction¹⁵.

Research from the Shaping Places for Wellbeing programme¹⁶, which included Alloa as a participating town, identified poor connectivity and public transport links as major barriers within Clackmannanshire. These connectivity challenges were linked to wide-ranging impacts, including limited access to nearby urban hubs such as Stirling, Falkirk, and Dunfermline, difficulties accessing healthcare services particularly Forth Valley Royal Hospital in Larbert, and reduced access to community services and support for unpaid carers and vulnerable groups¹⁷. Significantly,

⁹ Clackmannanshire Works Transport Data shared with the project team.

¹⁰ Data from Scotland's Census 2022

¹¹ *ibid*

¹² Scottish Household Survey (2023). The dataset can be found on Transport Scotland website and can be [accessed here](#).

¹³ *ibid*

¹⁴ *ibid*

¹⁵ *ibid*

¹⁶ The [Shaping Places for Wellbeing](#) programme was a 3-year programme, which ran in seven Project Towns until June 2024. The Programme was delivered by Public Health Scotland (PHS), and the Improvement Service (IS) jointly with local authorities and NHS local boards.

¹⁷ Shaping Places for Wellbeing Programme (Alloa Project Town), [Public Transport: Impact on Alloa's Community](#)

transport barriers were frequently cited as preventing people from accessing employment and training opportunities¹⁸.

Alongside these challenges, the Shaping Places for Wellbeing programme highlighted that improvements to active travel infrastructure in Alloa have started to make a positive difference¹⁹.



Source: Shaping Place for Wellbeing Programme, *Active Travel: Impact on Alloa's Community*, Improvement Service²⁰

The Alloa experience suggests that targeted investment in active travel can be an effective part of addressing wider transport inequalities and strengthening local wellbeing.

This evidence examined in this section demonstrates that transport is not merely an infrastructure issue. The interconnected nature of transport poverty, deprivation, and reduced access to opportunities creates a compelling case for applying wellbeing economy principles to transform how transport policy and planning can better serve community needs and reduce inequalities. The next section examines the theoretical concepts, knowledge and tools available to create a Wellbeing Economy Framework for Transport that fits people's needs in Clackmannanshire.

Applying a Wellbeing Economy Lens to Transport: Existing Frameworks and Concepts

The application of wellbeing principles to transport policy has gained significant momentum internationally, with several frameworks emerging that move beyond traditional mobility-focused metrics to embrace a more holistic understanding of transport's role in improving quality of life. These frameworks provide essential theoretical foundations for developing a wellbeing economy approach to transport in Clackmannanshire.

¹⁸ *ibid*

¹⁹ Shaping Places for Wellbeing Programme (Alloa Project Town), [Active Travel: Impact on Alloa's Community](#)

²⁰ *Ibid*. Data source: [ScotPHO Profiles](#)

OECD Wellbeing Framework for Transport

The [OECD's work on climate action through a wellbeing lens](#) provides a foundational approach that reconceptualises how transport success should be measured. The OECD framework recognises that mobility has been used as a proxy indicator for measuring wellbeing in the transport sector, reflected in traditional indicators focused on journey speed, travel times, and effectiveness²¹. However, this approach overlooks the fundamental purpose of transport: enabling access to opportunities and amenities that allow people to lead meaningful lives.

The OECD framework emphasises that demand for transport is derived demand -transport users generally engage in travel to access other amenities rather than for the utility they derive from travel itself. This understanding shifts focus from mobility as an end in itself to accessibility as the primary goal. Accessibility, defined as a function of both mobility and proximity, highlights transport's role as a key enabler of wellbeing by providing access to education, employment, healthcare, leisure and social opportunities²².

Crucially, the OECD framework highlights that focusing solely on mobility can be problematic, as high transport volumes may indicate limited access to services, causing people to travel longer distances while generating greater emissions and costs. This insight is particularly relevant for Clackmannanshire, where connectivity challenges force residents to undertake longer journeys to access services and opportunities.

Irish Government's Wellbeing Approach to Transport

Ireland's Department of Transport has developed a [practical framework for applying wellbeing principles to transport policy](#) evaluation as part of their 2023 Spending Review on climate action. This approach directly addresses the challenge identified in their research: while there is extensive academic literature on transport and wellbeing, there has been limited application in policy practice, particularly regarding climate interventions in transport.

The Irish framework²³ operationalises the OECD principle that accessibility rather than mobility should be the primary measure of transport success. Their approach recognises that high transport volumes often indicate poor accessibility -forcing people to travel longer distances at greater cost while generating higher emissions. This insight directly challenges traditional transport planning that prioritises movement over access to opportunities.

²¹ OECD (2019), *Accelerating Climate Action: Refocusing Policies through a Well-being Lens*, OECD Publishing, Paris, <https://doi.org/10.1787/2f4c8c9a-en>.

²² *ibid*

²³ Adopting a Well-being Approach to Accessing Climate Action in the Transport Sector, Irish Government Economic and Evaluation; Department of Transport. [Available here](#).

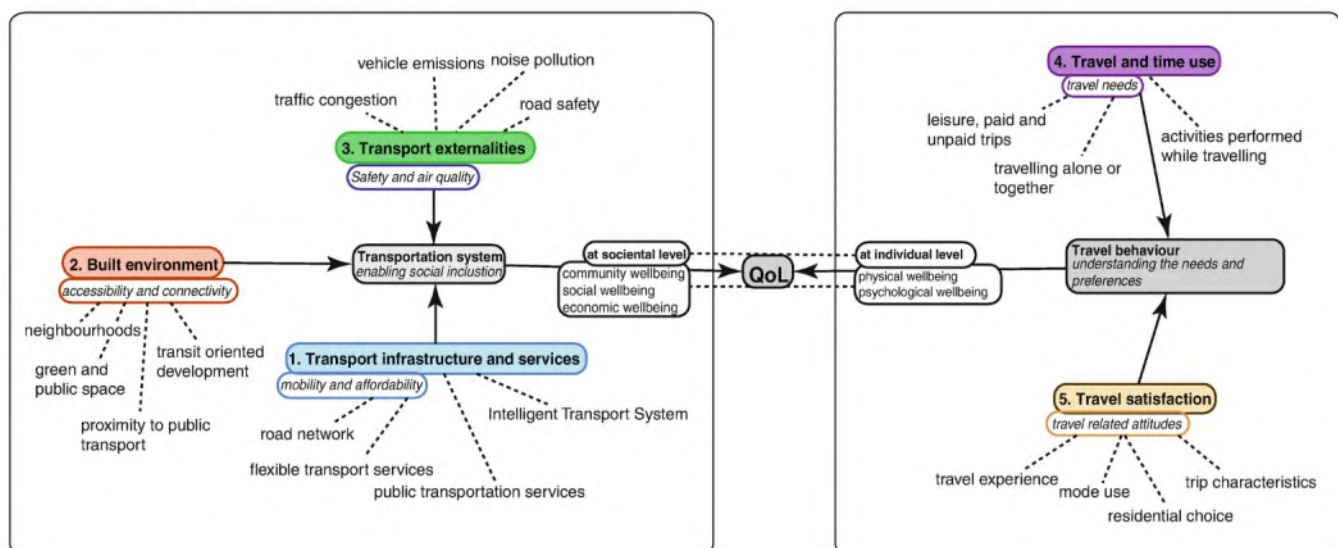
Wellbeing Indicators Framework

The Irish approach includes comprehensive indicators across nine wellbeing domains: social connections, environmental quality, safety and security, housing and local area, health, education and skills, jobs and earnings, income and wealth, and civic engagement. These indicators provide practical metrics for measuring transport's multidimensional impact on community wellbeing.

Finally, the Irish framework emphasises that monitoring mobility alone is insufficient to assess wellbeing impacts of transport interventions. Instead, it calls for integrated measurement that captures how transport changes affect people's ability to access education, employment, healthcare, and social opportunities -outcomes directly relevant to Clackmannanshire's connectivity challenges and access to regional employment opportunities.

TRAWEL Framework: Transportation and Wellbeing Conceptual Model

The [TRAWEL \(Transportation and Wellbeing\) framework](#) developed by Chidambaram provides a comprehensive conceptual model illustrating how various aspects of the transport sector directly and indirectly impact individual and collective quality of life (QoL)²⁴.



Conceptual framework of TRAWEL explaining the interconnectedness between transportation aspects and QoL

Source: Chidambaram, B. (2022)

This framework identifies five key dimensions:

²⁴ Chidambaram, B. (2022). *TRAWEL: A Transportation and Wellbeing Conceptual Framework for Broadening the Understanding of Quality of Life*. In: Wac, K., Wulfovich, S. (eds) *Quantifying Quality of Life*. Health Informatics. Springer, Cham. https://doi.org/10.1007/978-3-030-94212-0_24

Transport Infrastructure and Services (Mobility and Affordability): The framework recognises that transport infrastructure and services enable people to participate in socio-economic activities. However, it warns that car-centric policies can create transport disadvantage, particularly affecting those with limited car access. The framework emphasises the importance of flexible transport systems, including demand-responsive services, shared mobility options, and well-maintained walking and cycling infrastructure.

Built Environment (Accessibility and Connectivity): This dimension focuses on how transport shapes access to neighbourhood services, healthcare, education, and amenities. The framework highlights that well-connected networks encourage participation in community activities and contribute to social wellbeing, while poor connectivity can create barriers, particularly for those on low incomes or disabled individuals.

Transport Externalities (Safety and Air Quality): The framework addresses negative transport impacts, including congestion, air pollution, noise, and road safety concerns. It emphasises that these externalities disproportionately affect different social groups and can become social problems when non-transport users are impacted. The framework calls for policies that consider social aspects alongside technical infrastructure solutions.

Travel and Time Use (Travel Needs): This dimension recognises that people's travel needs are driven by participation in various activities -work, education, running errands, leisure, and socialising. The framework highlights gender disparities in travel patterns, noting that women often carry disproportionate responsibility for unpaid work, affecting their travel choices and employment opportunities.

Travel Satisfaction (Travel-Related Attitudes): The framework incorporates both hedonic wellbeing (emotional responses to travel experiences) and eudaimonic wellbeing (finding meaning and purpose through travel choices). It recognises that travel satisfaction influences both immediate mood and longer-term personal development, autonomy, and social connections.

Public Health Scotland's Transport Poverty Framework

Public Health Scotland's [comprehensive model of transport poverty](#) provides theoretical grounding for understanding how transport disadvantage creates and perpetuates health inequalities. Their framework demonstrates that transport poverty is not simply about lack of access to vehicles or services, but represents a complex web of interconnected factors that systematically disadvantage certain population groups²⁵.

Defining Transport Poverty

Public Health Scotland defines transport poverty as occurring when individuals or communities lack adequate access to transport options that enable participation in

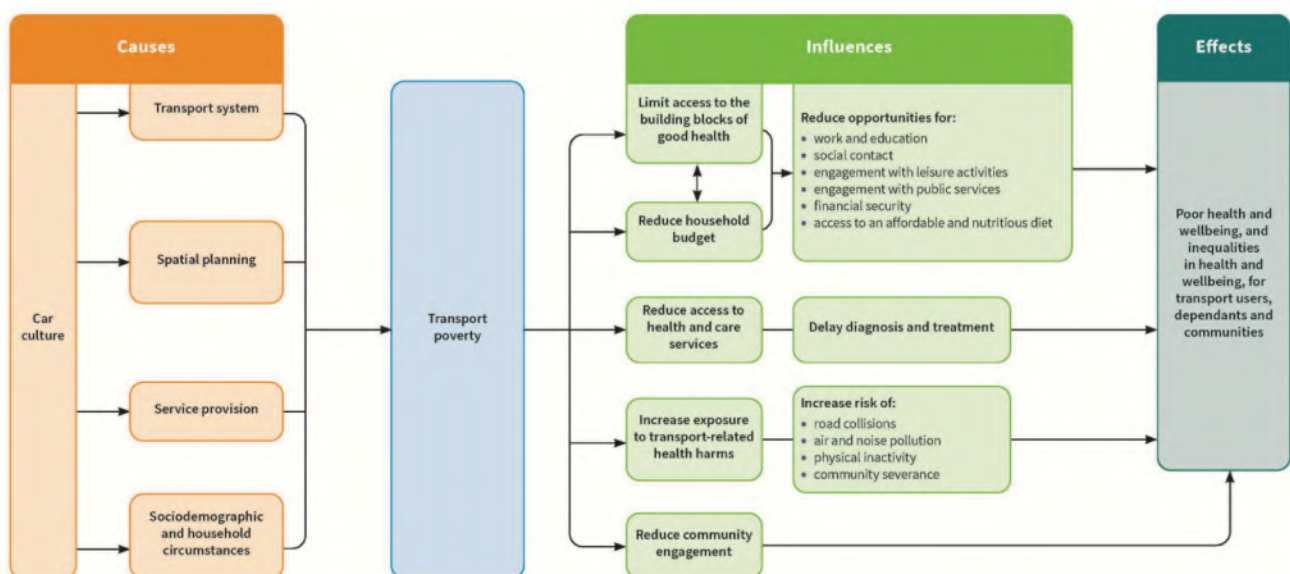
²⁵ Transport poverty: a public health issue, Public Health Scotland. [Available here](#).

employment, education, healthcare, social activities, and other essential aspects of daily life. This definition moves beyond simple measures of car ownership to encompass the broader concept of transport disadvantage, which includes:

- Physical barriers: Inadequate infrastructure, poor road conditions, or inaccessible public transport
- Economic barriers: Inability to afford transport costs, including vehicle ownership, fuel, insurance, and public transport fares
- Temporal barriers: Limited service frequency or operating hours that don't match people's needs
- Social barriers: Safety concerns, particularly affecting women, older people, and marginalised groups
- Information barriers: Lack of accessible information about transport options and services

The Cyclical Nature of Transport Poverty

The Public Health Scotland model illustrates how transport poverty creates self-reinforcing cycles of disadvantage. Poor transport access limits employment opportunities, which reduces income and further constrains transport choices. This cycle is particularly pronounced in areas with high deprivation, where residents may experience 'forced car ownership'- maintaining a vehicle despite financial strain because alternatives are inadequate.



A model of transport poverty: the causes and influences on health and health inequalities, Public Health Scotland

The framework demonstrates multiple pathways through which transport poverty affects health and wellbeing:

Direct Health Impacts: Limited access to preventive and other health services, delayed or missed medical appointments. Transport barriers can also limit access to healthy food options and recreational facilities.

Mental Health and Social Isolation: Poor transport connectivity contributes to social isolation, loneliness, and reduced community participation. This is particularly significant given Clackmannanshire's higher loneliness rates (33%) compared to the Scottish average (21%).

Economic Stress: Transport costs can consume a disproportionate share of household income, creating financial stress that impacts both physical and mental health. The stress of unreliable transport can also affect employment stability and career progression.

Environmental Health: Communities with poor public transport often experience higher levels of air pollution from increased car dependency, while residents may be forced to walk or cycle in unsafe conditions due to inadequate infrastructure.

The Public Health Scotland model emphasises how transport poverty amplifies existing health inequalities. Those already experiencing deprivation -including low-income households, disabled individuals, older adults, and single parents- are disproportionately affected by transport barriers. This perpetuates socioeconomic disadvantage where transport poverty both results from and contributes to broader patterns of inequality.

Policy Implications for Clackmannanshire

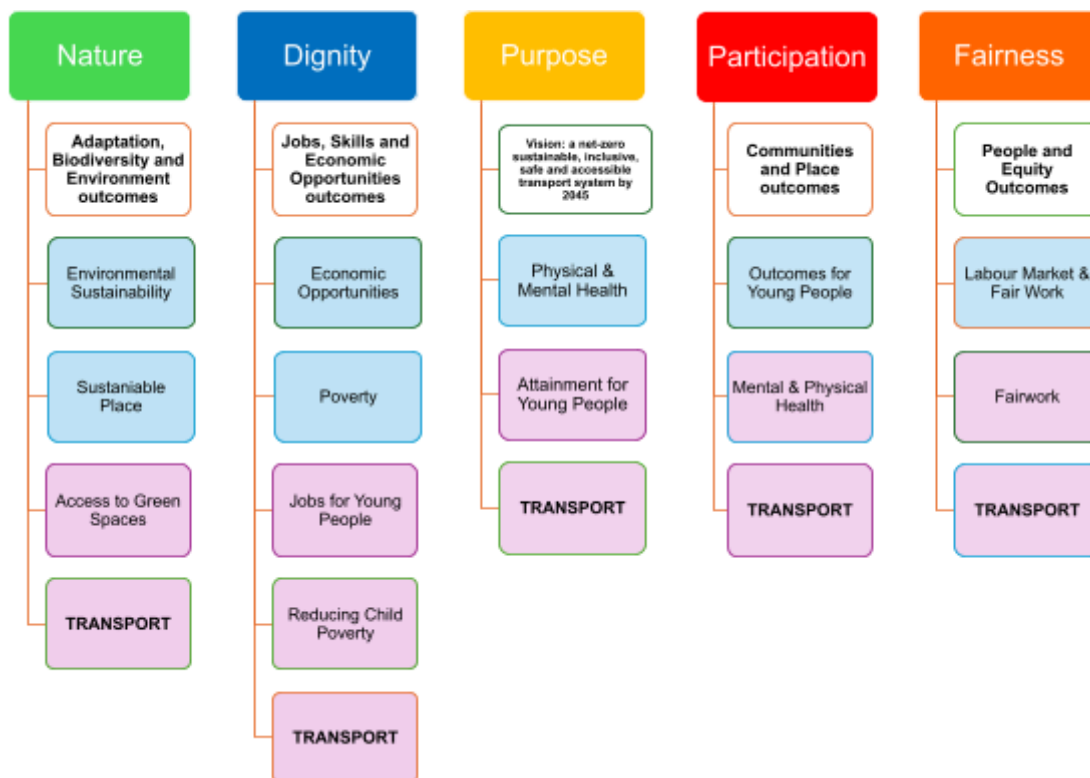
The Public Health Scotland framework has direct relevance for Clackmannanshire's transport challenges. Their model suggests that effective interventions must:

- Address multiple dimensions of transport poverty simultaneously, not just infrastructure deficits
- Prioritise equity in transport provision, ensuring services meet the needs of the most disadvantaged groups
- Integrate with health policy, recognising transport as a social determinant of health
- Focus on accessibility outcomes rather than mobility metrics alone
- Consider cumulative impacts on communities experiencing multiple forms of disadvantage

The Public Health Scotland approach complements the OECD and Irish government frameworks by providing the theoretical links between transport and wellbeing, while highlighting the particular importance of addressing transport poverty as both a cause and consequence of broader health inequalities.

Wellbeing Economy Framework for Transport in Clackmannanshire

In order to establish a Wellbeing Economy Framework for Transport that fits Clackmannanshire's policy context and local needs, the team used WEAll's five needs (nature, dignity, purpose, participation and fairness) and mapped them against the [Scottish Government Just Transition for Transport Outcomes](#) (second row in the figure below) and Clackmannanshire's Wellbeing Economy priorities (in blue) and wellbeing drivers (in pink) as found in the [LOIP 24/34](#). As it becomes clear from the figure below transport is an overarching theme that runs through each column.

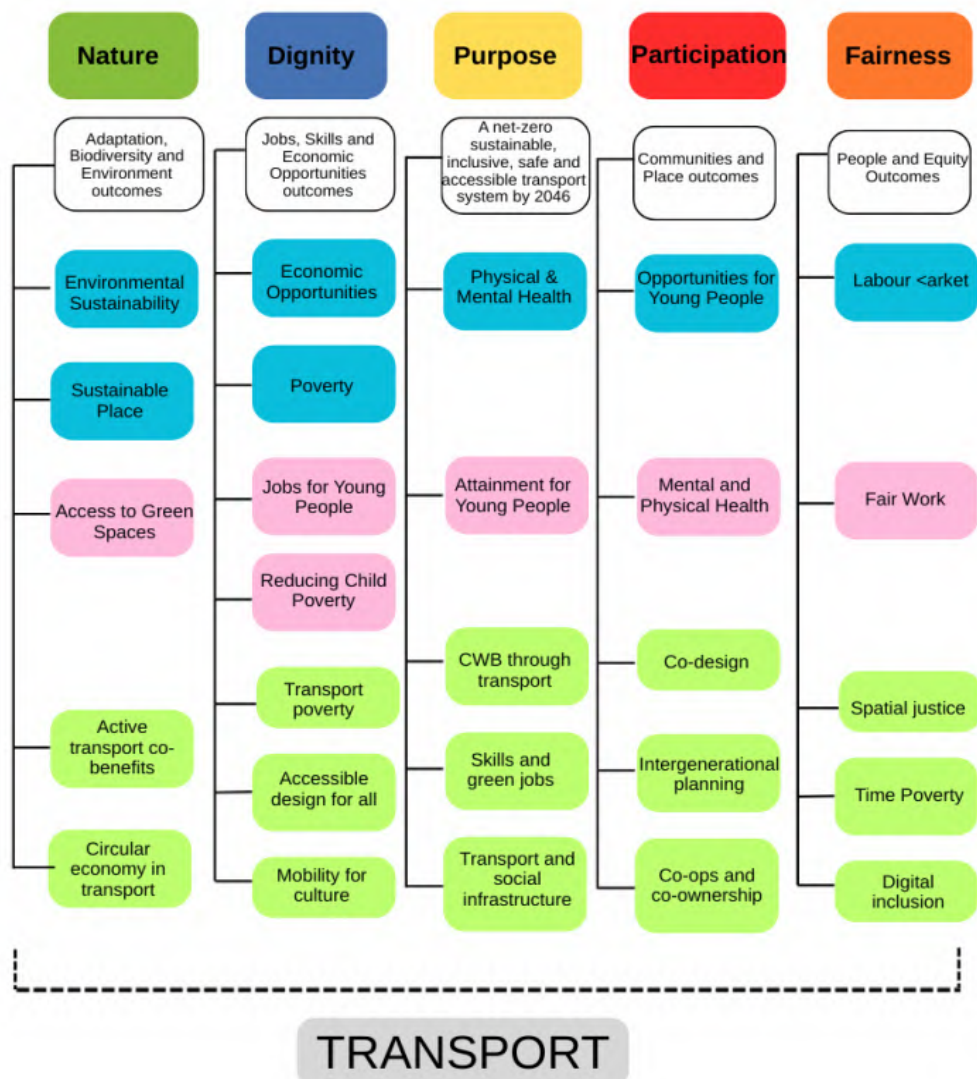


The Traditional Transport Economic Lens and the Wellbeing Economy Reframe

Under the traditional transport economic lens, transport exists to get people to productive activities such as jobs, education, and shopping. Success is measured by efficiency metrics including journey times, traffic volume, and GDP contribution, with investment justified by economic returns through business cases and cost-benefit analysis. People are seen as economic units moving between economic functions.

Instead of asking *'How do we move people efficiently to be economically productive?'* the Wellbeing Economy lens asks *'How does mobility contribute to human and ecological wellbeing?'*

This fundamental reframing creates several transformative shifts in how we approach transport policy and planning.



The shift from access to employment toward access to life recognises that transport enables social connections, cultural participation, accessing nature, and caring relationships. A parent cycling with children isn't just about getting from A to B - it is relationship-building, child development, and embedding an active travel mindset for the next generation.

Moving from individual choice to community wellbeing means decisions aren't just about personal preference but community wealth building, social connections, resilience, and environmental justice. Car-free streets become community spaces, not just transport corridors, supporting broader social and environmental outcomes.

The transition from growth-driven to regenerative approaches creates transport systems that restore rather than extract, building community wealth and enhancing ecosystems. Success is measured by reduced inequality, improved health outcomes, and strengthened social fabric rather than purely economic metrics.

Finally, the evolution from technical solutions to relational infrastructure means transport planning becomes about weaving communities together. Bus stops become community gathering spaces and walking routes become social infrastructure that connects people and places.

Within the Nature dimension, the framework addresses transport impact equity by ensuring transport improvements don't disproportionately impact vulnerable communities with pollution and noise. Active travel health co-benefits are quantified not only in terms of reduced healthcare costs but also in addressing health inequalities, with active travel improvements in deprived areas helping tackle child poverty by providing free, accessible mobility options while reducing health disparities through increased physical activity. Investment in safe cycling and walking routes particularly benefits low-income households who are less likely to own cars and more likely to experience transport poverty. The circular economy in transport encompasses bike and scooter sharing along with comprehensive vehicle lifecycle management.

The Dignity dimension tackles transport poverty at the intersection of fuel poverty and mobility poverty affecting rural communities. Accessible design goes beyond compliance to create truly inclusive transport for all ages and abilities, while cultural mobility ensures transport connects people to cultural activities and community events that strengthen social bonds and identity.

Under Purpose, community wealth building through transport demonstrates how transport investments can support local businesses and social enterprises, creating local economic multiplier effects. Skills development and green jobs training prepare

local people for emerging transport technologies, while transport as social infrastructure views transport hubs as community spaces that serve multiple functions beyond movement.

Participation emphasises co-design with excluded groups, involving people who don't typically engage in transport planning processes. Transport cooperatives and community ownership models enable community-led transport solutions, while intergenerational planning ensures transport meets needs across all life stages and considers long-term community development.

The Fairness dimension addresses spatial justice by ensuring rural communities aren't left behind in transport investments and service provision. Time poverty recognition acknowledges how limited transport options increases time spent travelling, disproportionately affecting those with limited resources. Digital inclusion ensures that technology-based transport solutions don't exclude users who lack digital skills or access.

The framework demonstrates how applying a Wellbeing Economy lens transforms transport policy and planning from a narrow focus on economic efficiency to a holistic approach that prioritises human and ecological wellbeing across all five wellbeing needs, with transport acting as the connective thread that enables community thriving rather than simply facilitating individual mobility.

Evidence Base and Good Practice

Transport plays a central role in enabling access to jobs, education, health services, and community life. It also shapes economic development, social cohesion, and environmental sustainability. This section outlines proposed solutions and models relevant to Clackmannanshire, drawing on both local recommendations and wider evidence from across the UK and Europe.

Local Solutions and Strategic Recommendations

Mott MacDonald Report: Demand Responsive Transport (DRT) Model

The Mott MacDonald report²⁶ recommends a Hubs-Based Demand Responsive Transport (DRT) system to address gaps in connectivity without undermining existing bus operators. This approach recognises that traditional fixed-route services may not be viable for smaller, dispersed communities while still ensuring integration with the wider transport network.

²⁶ Multi-use Vehicle for Clackmannanshire Council – Feasibility Study and Business Case, Mott Macdonald, September 2024. This research was commissioned by Clackmannanshire Council's Transportation Department and it was shared with the WEAll Scotland project team. [Mott Macdonald](#) is a global, employee-owned, engineering, management and development consultancy.

Key features:

- Transport hubs at Alloa, Sauchie, Tillicoultry, and Tullibody, linking surrounding villages to onward connections. This hub model aligns with Clackmannanshire's settlement patterns, where the majority of residents live in key towns and villages.
- Flexible booking system allowing users to request journeys rather than relying on fixed timetables, providing greater autonomy and accessibility for users with varying mobility needs.
- Integration with bus and rail services to improve travel efficiency and ensure seamless connections to regional destinations.
- Use of existing resources, such as council-owned minibuses repurposed outside school hours, maximising asset utilisation while controlling costs.

Who would benefit:

- Residents in poorly connected villages (e.g. Muckhart, Cambus, Glenochil, Forestmill) who currently face significant barriers to accessing services and opportunities.
- Disabled passengers and older adults needing door-to-door options that conventional public transport cannot provide.
- Job seekers and shift workers unable to rely on fixed timetables, particularly those working in healthcare, hospitality, or manufacturing sectors with varied shift patterns.

Forth Valley Connectivity Commission

The Forth Valley Connectivity Commission identifies strategic priorities for improving regional transport, emphasising the interconnected nature of travel patterns across local authority boundaries and the need for coordinated planning²⁷.

The Commission recommends halting developments that increase car dependency, stressing that all future housing, retail, and service locations must support sustainable travel. This principle acknowledges that poor planning decisions create long-term transport challenges that are expensive and difficult to reverse²⁸.

The Forth Valley Connectivity Commission report suggests comprehensive redesign for Alloa, Falkirk, and Stirling to reduce car dominance, restore walkable street patterns, and promote mixed-use, higher-density development. This includes removing oversized parking areas that fragment urban centres and creating environments that prioritise pedestrians, cyclists, and public transport users²⁹.

The Commission proposes developing a Bus Rapid Transit (BRT) system named ForthNet, integrated with active travel infrastructure. Key objectives include implementing bus priority measures, reforming fare structures to improve affordability, decarbonising the bus fleet, and establishing dedicated, segregated routes to enhance reliability and usage³⁰.

²⁷ Insights from Forth Valley Connectivity Commission Final Report, 2023. [Accessed here.](#)

²⁸ *ibid*

²⁹ *ibid*

³⁰ *ibid*

The strategy calls for better walking, wheeling, and cycling links across authorities, with particular attention to interconnections with major transport hubs. This recognises that active travel networks must be comprehensive and connected to be effective³¹.

While acknowledging existing rail infrastructure's significance, the Commission advises prioritising rail for longer journeys and strengthening local bus and active travel networks for shorter trips. Additionally, improving digital connectivity is highlighted as essential for modern transport systems and broader regional economic success³².

Glenfarg Community Transport Model

A strong example of community-led innovation is the 55 Bus from Kinross to Perth via Glenfarg³³ developed by the [Glenfarg Community Transport Group](#) after the removal of Earnside Coaches 55 service left the village without suitable connections to nearby towns.

The scheme was established through a Public Social Partnership (PSP) with Perth and Kinross Council, governed by a flexible Memorandum of Understanding rather than a rigid contract. This arrangement allows for adaptation and shared ownership of the service.

The scheme operates a semi-fixed "wobble route" model, deviating from its main path to serve smaller villages and businesses on request. This design is particularly effective for communities with lower population density or those poorly served by conventional fixed-route services.

The service employs paid drivers, supported by volunteers, with Glasgow Community Transport handling bookings and operational management via their call centre.

This model demonstrates how partnership, flexibility, and volunteer capacity can effectively bridge gaps in conventional public transport while maintaining professional standards and financial sustainability.

Evidence and Case Studies from the UK and Beyond

Learning from wider case studies provides insight into how different transport models contribute to health, equality, and sustainability outcomes.

Wales (THINK Network): The [Transport and Health Integrated Research Network](#), a collaboration between Aberystwyth University and Public Health Wales, has pioneered research on transport and wellbeing. Their work on the [Monmouthshire Community Car Scheme](#) revealed that volunteer-run, door-to-door services

³¹ *ibid*

³² *ibid*

³³ Information about the 55 Glenfarg Bus is available on [the Glenfarg Community Transport Group website](#). Further insights, along with advice and tips, shared by the Group during the Community Transport Association's 'Show and Tell' session, [can be accessed here](#).

effectively reduced isolation among elderly and disabled users, with participants reporting improved social connections and mental wellbeing. However, volunteers faced logistical challenges including navigating rural areas and managing last-minute cancellations. As one volunteer shared: *"Meeting different people and realising the benefits it brings is very fulfilling. But balancing it with my own commitments is sometimes difficult."* The research highlighted ongoing sustainability concerns around funding and volunteer recruitment, emphasising the need for robust support structures.

West Midlands Health and Transport Strategy: This [integrated approach demonstrates](#) how transport and public health priorities can be systematically combined. The strategy proposes the use of population health data and Health Impact Assessments (HIAs) to inform transport investment decisions and evaluate new transport schemes. It is suggested that the social impact of transport schemes should be measured by calculating the financial value of improved health and reduced sickness absence to make the economic case for schemes benefiting health outcomes. Their development of 'Healthy and Active Streets' -comprehensive infrastructure improvements to encourage walking and cycling- provides a model for integrating wellbeing outcomes into transport planning³⁴.

Women's Travel Survey³⁵: [Comprehensive research](#) highlights that transport barriers disproportionately affect women, with 28% struggling with transport costs (rising to 41% for disabled women and 54% for single parents). The survey found that 53% of women are dissatisfied with public transport costs, 48% of disabled women are dissatisfied with walking route safety, and 61% of rural women rely on car travel while only 1% use trains. Personal testimonies illustrate the real-world impact: *"I can only afford to get the bus to work once or twice a week. I try to save this for bad weather days, but sometimes I walk for over an hour in the rain because I can't afford the bus."*

Get Heard Scotland project³⁶: [Community engagement work](#) reveals that public transport is seen as potentially transformational, but affordability and reliability remain critical barriers. Rural transport requires significant investment in connectivity, timetabling, and affordability, while efforts to reduce car use must be carefully balanced to avoid unfairly penalising households without realistic alternatives. As one participant noted: *"I firmly believe that if transport was fixed once and for all, for the next 100 years, it would help Scotland massively."* Another highlighted infrastructure gaps: *"From our village to the nearest shop or GP surgery is a one-mile walk along a main road with no pavement."* The research emphasised the

³⁴ Movement for Growth: Health and Transport Strategy, Transport for West Midlands, Draft 04/01/2027. [Available here](#). West Midlands Combined Authority have done a lot of work in 'reimagining transport in the West Midlands'. More information can be found [on their website](#). The final version of their Health and Transport Strategy can [be accessed here](#).

³⁵ Women's survey 2023: Women's experiences of travel and its cost, Scottish Women's Budget Group. [Available here](#).

³⁶ 'Poverty Alliance was commissioned by the Just Transition team at the Scottish Government to support the engagement of people on low incomes in the development of Scottish Government's policies to support a just transition to net zero.' Further information and the full report can [be accessed here](#).

need for incentivising car-sharing, creating multi-modal transport hubs, and securing Just Transition funding for rural transport investment.

Rural and Islands Mobility Plan (RIMP): The [Scottish Rural and Islands Transport Community](#)'s comprehensive analysis reveals systemic challenges in rural transport policy and delivery. The RIMP Stage 1 Report identified five critical gap areas that directly impact rural communities' transport experiences and outcomes³⁷.

Governance gaps highlight how national transport strategies often lack alignment with rural realities, including insufficient local power and funding, inflexible implementation frameworks, and inadequate local authority resources. There are significant disconnects between national ambitions -such as reduced car dependency, improved active travel, and integrated services- and the resources and capacities available locally to deliver these outcomes³⁸.

Sentiment gaps emerged despite broad support for national strategic objectives around health, sustainability, and equality. Rural stakeholders expressed deep scepticism about achieving these goals due to poor implementation, inadequate local consultation, and persistent resource scarcity. Critical dissatisfaction focused on the frequency and reliability of bus and train services, affordability barriers, and inadequate safety infrastructure³⁹.

Technology gaps persist despite national policy support for electrification and digitalisation initiatives like Mobility as a Service (MaaS). Implementation in rural communities lags significantly behind urban areas due to inadequate infrastructure (particularly EV charging points and mobile coverage), prohibitive upfront costs, and local economic constraints that limit technology adoption⁴⁰.

Infrastructure gaps represent perhaps the most visible challenge, with rural infrastructure -including roads, rail, paths, and ports- deteriorating due to systematic underfunding. Poor connectivity through active travel paths, inaccessible rail stations, and unreliable ferry services impedes sustainable transport uptake and creates barriers to accessibility and inclusivity.

Communication issues compound these challenges through ambiguous policy language that uses terms like *could* and *must* without clear commitment to local outcomes. Complex terminology around concepts like MaaS, DDRT (Dynamic Demand Responsive Transport), and autonomous vehicles is not consistently understood or valued by local stakeholders, creating barriers to meaningful engagement⁴¹.

The RIMP research found that rural and island communities prioritise pragmatic, proven innovations -such as enhanced pedestrian infrastructure, digital passenger information, and microgrid energy solutions- over cutting-edge but unproven technologies like autonomous vehicles or sophisticated MaaS systems. This

³⁷ Developing a national rural and islands mobility plan (RIMP) for Scotland. [Accessed here.](#)

³⁸ *ibid*

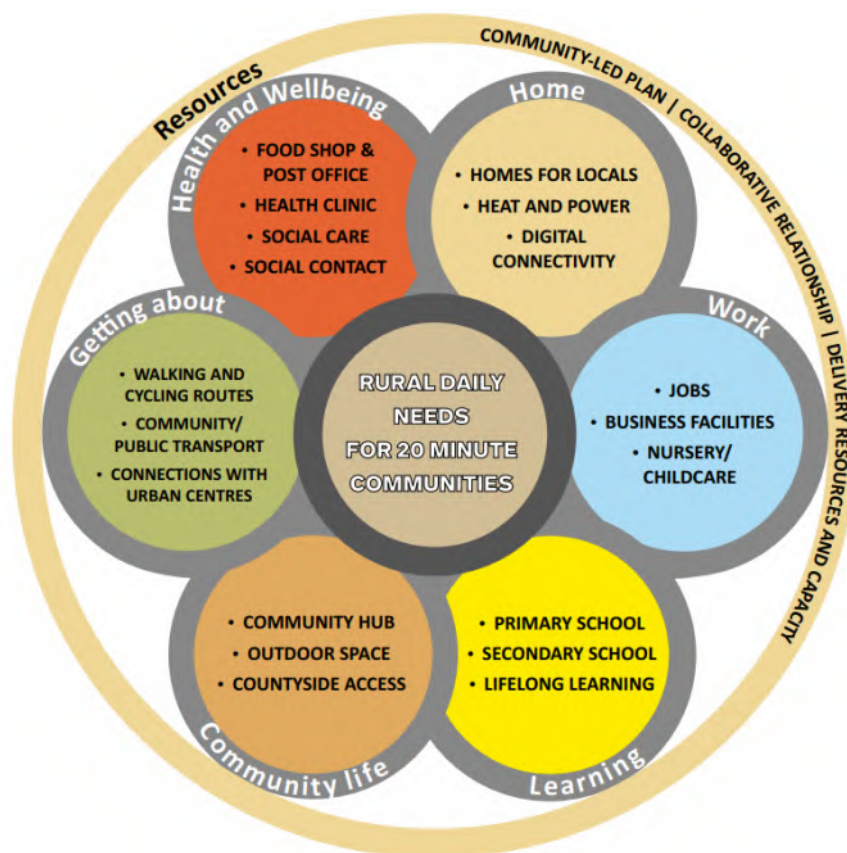
³⁹ *ibid*

⁴⁰ *ibid*

⁴¹ *ibid*

preference for practical solutions reflects communities' need for reliable, accessible transport that works within existing resource constraints⁴².

Local living adapted for rural and semi-rural realities: While effective in urban settings, the 20-minute neighbourhood concept requires significant adaptation for rural contexts. [Research in the Highlands and Islands](#) identified challenges including sparse population densities, dispersed communities, economic viability constraints, and risks of increased centralisation⁴³. The research defined a specific rural framework identifying essential daily needs across seven key areas.



Rural daily needs in the Highlands and Islands from the Living Well Locally report⁴⁴

However, Aberdeenshire Council's successful [Rural Facilities Monitor](#)⁴⁵ demonstrates how systematic data collection can support place-based planning in rural contexts. This comprehensive dataset, in continuous use since 1981, has evolved from a basic audit of essential daily facilities such as shops, schools, and medical services into a sophisticated planning tool. Following the Scottish Government's emphasis on local living and 20-minute neighbourhoods after 2020,

⁴² *ibid*

⁴³ Living Well Locally: 20 Minute Communities in the Highlands and Islands (June 2022). [Accessed here](#).

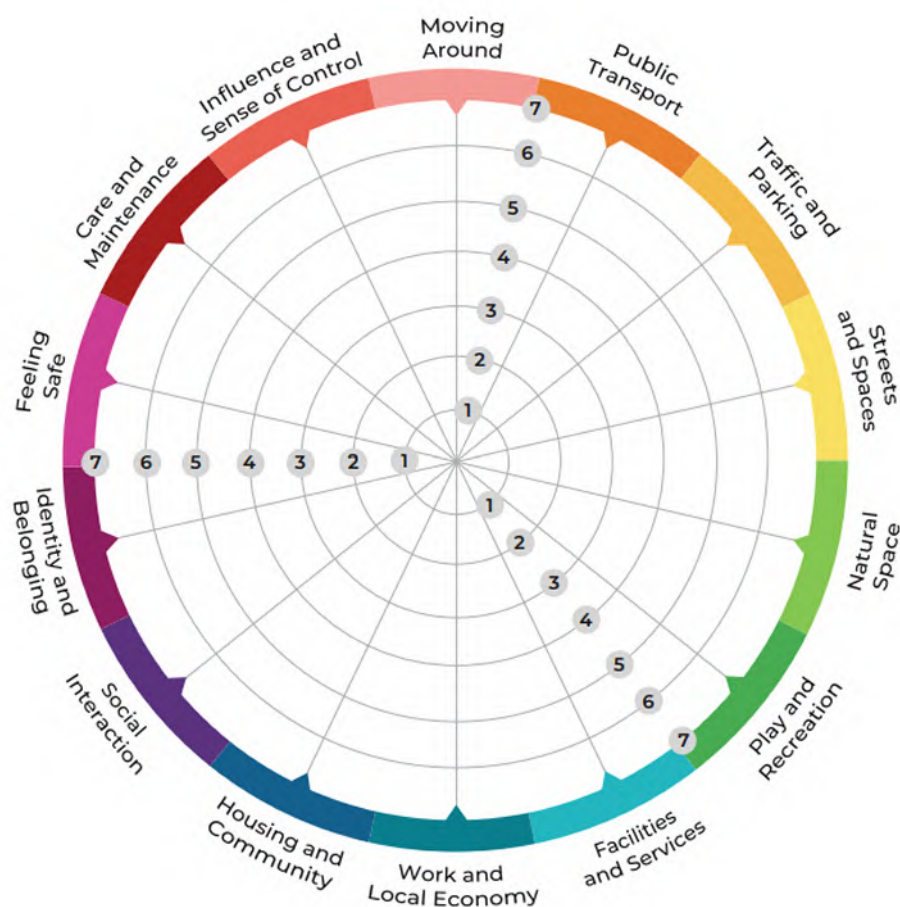
⁴⁴ *ibid*

⁴⁵ An earlier version of the Rural Facilities Monitor can [be viewed here](#).

Aberdeenshire significantly expanded and updated the Monitor to include additional daily needs beyond traditional services⁴⁶.

The enhanced system now creates GIS-based individual settlement profiles that are publicly accessible, enabling local communities to develop Local Place Plans that align with the 'Living Well Locally' agenda and address issues like rural depopulation. These profiles provide granular data on facility availability, accessibility, and quality across Aberdeenshire's diverse settlement patterns, from larger towns to small villages and isolated communities.

Crucially, Aberdeenshire recognised that the mere presence of facilities does not guarantee their quality or accessibility for residents. To address this gap, the council systematically employs the [Place Standard Tool](#), a community-centred assessment framework that gathers qualitative data on factors such as the safety and appeal of active travel routes, the actual usability of local services, and residents' perceptions of their neighbourhood's strengths and challenges.



⁴⁶ The 'Scottish Government's Planning Guidance: Local Living and 20 minute neighborhoods' includes the Aberdeenshire case study. [It can be accessed here.](#)

The Place Standard Tool

The Place Standard Tool uses a visual wheel format with 14 themes. People can rate each theme on a scale from 1 (very poor) to 7 (excellent), creating a comprehensive profile of local quality of life that extends well beyond infrastructure provision.

This dual approach -combining systematic facility mapping with community-led qualitative assessment- enables Aberdeenshire to identify not just what services exist, but how well they actually serve residents' daily needs. The methodology provides a replicable model for other rural authorities seeking to implement local living principles while respecting the unique characteristics of dispersed, lower-density communities. The [Place Standard Tool](#)'s emphasis on community voice and lived experience aligns closely with wellbeing economy principles, ensuring that transport and planning decisions are grounded in residents' actual experiences rather than assumptions about rural needs.

Lessons from Scottish Mobility as a Service (MaaS) pilots: The Scottish Government's £2 million [MaaS Investment Fund](#) supported five pilot projects, including the GoSEStran project, which successfully integrated various transport modes including demand-responsive services. The GoSEStran app integrated various transport modes, including demand-responsive bus services, and highlighted park and ride locations, EV charging locations, and journey hub locations across the region, involving significant technological innovation to overcome data integration challenges.

[Key lessons from these pilots](#) emphasise that marketing and communication strategies must be developed early, with simple messaging that avoids complex terminology⁴⁷. The most successful promotional efforts proved to be targeted and local -such as posters at bus stops- rather than broad-reach campaigns. SEStran discovered that word-of-mouth recommendations and endorsement by trusted local organisations (such as councils, employers, and educational institutions) proved more effective than promotion by regional transport partnerships with low public visibility⁴⁸.

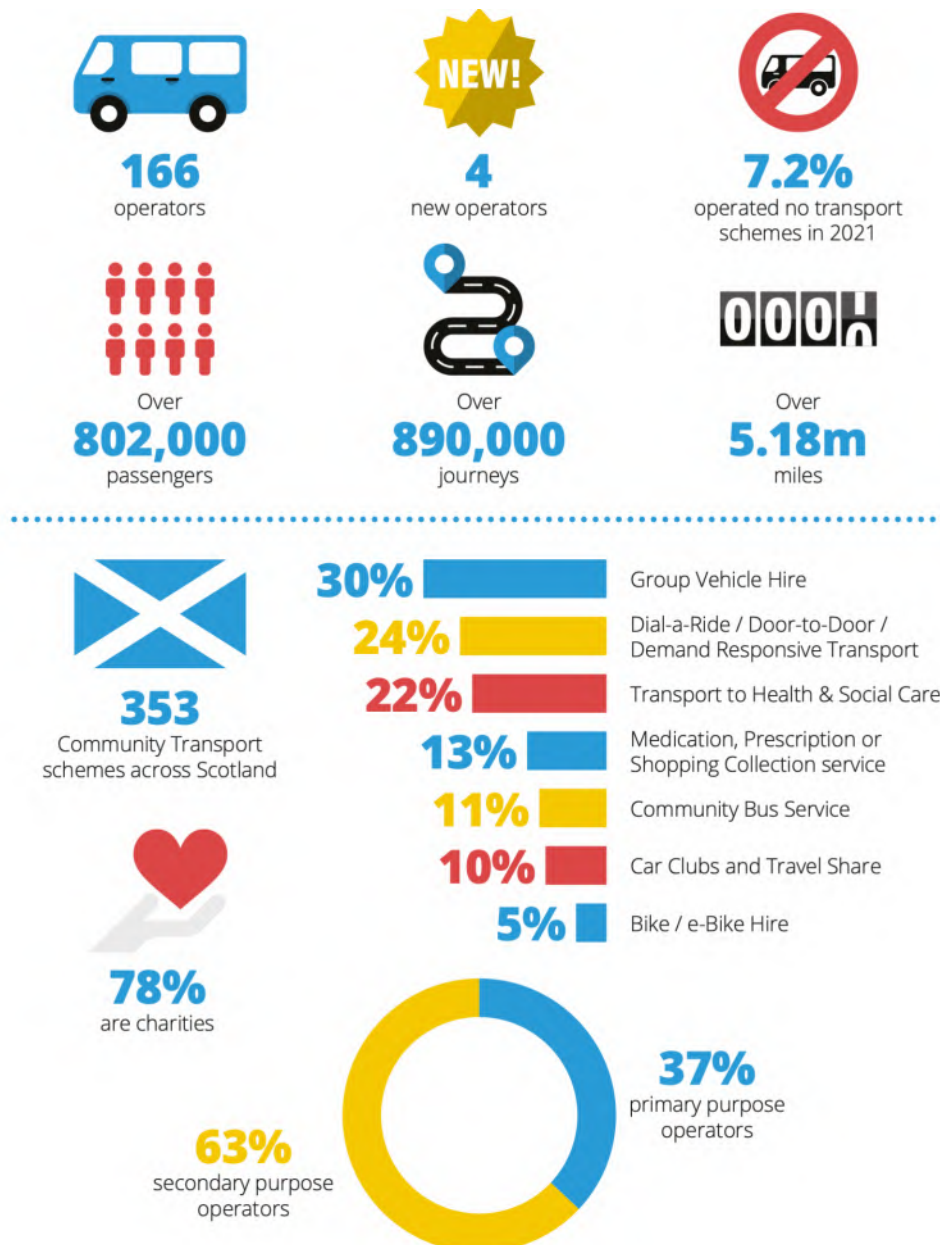
The [Integrated Mobility Partnership](#), launched to share experiences across Scottish regions, demonstrates the potential for scalable MaaS solutions that reduce costs through shared licensing and resources. However, the pilots emphasised that residents need early engagement to understand new services and that digital solutions must be accompanied by accessible alternatives to avoid excluding users with limited digital skills or access.

Evidence from the Community Transport Association: Community transport can often raise questions about financial and operational sustainability, however, evidence from the [Community Transport Association \(CTA\)](#) demonstrates that when

⁴⁷ GoSEStran MaaS project, Final Report. [Available here](#).

⁴⁸ *ibid*

properly supported, community transport offers a viable, adaptable and inclusive alternative in areas where traditional transport services often fail to meet the needs of local people. In 2021, CTA produced [a comprehensive report](#) documenting the state of Scotland's community transport sector in 2021, marking the first 'State of the Sector' analysis since 2015. The study reveals a resilient and diverse sector comprising 166 operators delivering 353 transport schemes across Scotland, serving over 802,000 passengers and completing more than 890,000 journeys covering 5.18 million miles⁴⁹.



MORE THAN A MINIBUS Scotland's Community Transport Sector in 2021, CTA

⁴⁹ MORE THAN A MINIBUS: Scotland's Community Transport Sector in 2021, Community Transport Association. [Available here](#).

The report shows that 76% of community transport operators have been established for 10 years or more, with the sector operating over 900 vehicles, and more than 68% of the fleet being accessible for people with disabilities.

However, community transport funding is often fragile: only 13% of operators have income over £1m, while 23% operate with less than £25K per year; over 32% rely on a single funding source. Nevertheless, the sector shows innovation, with 8% of operators having a trading arm to supplement grant and fare income and 35% receiving Bus Service Operators' Grant⁵⁰.

Another area of potential concern could be digital capacity and the need to improve communications, given that 1 in 4 operators do not have a website or presence on social media, that could be used to reach new audiences, suggesting the need for technical and digital support to futureproof the services⁵¹.

European Innovations

Germany (EcoBus Service): [The EcoBus pilot](#) in Bad Gandersheim operated across 100 km² serving approximately 14,000 inhabitants, demonstrating sophisticated demand-responsive transport. The system used algorithms to combine routes with similar origins and destinations, operating with extended hours (daily 8 AM-11 PM, extending to 2 AM weekends) to cover diverse mobility needs. Pricing matched scheduled public transport and tickets were fully integrated with bus and rail services. The service offered multiple booking options (app, internet, telephone) with real-time route calculation and immediate confirmation. The fleet comprised 8-seater minibuses with full public transport specifications but requiring only standard driving licences, making recruitment more feasible.

Combined mobility in the North Sea Region: [The project](#) represented a significant transnational collaboration involving 13 partners across seven North Sea Region countries from 2019-2022, with a total budget of €4 million. Led by Region Värmland in Sweden, the project focused on developing '*Combined Mobility in the rural public transport system to build sustainable rural public services in symbiosis with private mobility providers and citizens.*'

The project's core objective was to stimulate uptake of green transport solutions specifically tailored for rural contexts, recognising that traditional urban mobility models often fail in dispersed, lower-density communities. Rather than implementing single-solution approaches, the initiative tested integrated mobility systems that combined public transport, private providers, community initiatives, and digital platforms to create comprehensive rural transport networks.

The evidence presented in this section highlights a wide variety of concepts, solutions, case studies, and tools operating at different levels, all of which illustrate holistic approaches to transport. Together, these examples offer a rich set of options

⁵⁰ *ibid*

⁵¹ *ibid*

and inspiration to consider for Clackmannanshire. While many solutions may not be directly transferable to the local context, they demonstrate what becomes possible when creative, innovative approaches are combined. This review of evidence serves as a starting point, offering new perspectives for developing the action plan presented later in the report.

Ridesharing and Co-voiturage Success in France: France has developed Europe's most successful ridesharing ecosystem, anchored by BlaBlaCar, which has grown to [over 100 million users across 22 countries](#). [In 2024 alone](#), members collectively saved €540 million while avoiding 2.5 million tonnes of CO₂. The French co-voiturage (carpooling) model demonstrates how ridesharing can provide substantial transport solutions, particularly for medium-distance journeys where public transport may be expensive or inconvenient and can generate environmental benefits through increased vehicle occupancy rates⁵².

BlaBlaCar's success in France stems from several factors: comprehensive trust and verification systems using ratings, profile information, and identity verification; cost advantages; and significant scale with [30,000 passengers per day](#) on long-distance journeys and a further 40,000 on commuter journeys in France alone. In France specifically, [one in five adults](#) are members of BlaBlaCar, with [60% of the 18-35 age demographic](#) using the service.

The French government has actively supported ridesharing through comprehensive policy frameworks. The [Mobility Orientation Law of December 2019 enabled](#) local transport authorities to fund carpool trips similarly to public transport subsidies. In the [Île-de-France region around Paris](#), passengers can book two rides daily at no extra cost on their Navigo travel card, with drivers receiving payments of €2-5 from the state.

[Research indicates](#) that successful carpooling adoption requires addressing specific barriers around safety concerns, insurance clarity, and creating sufficient user density for effective matching⁵³.

The ridesharing app *BlaBlaCar* is available in the UK; however, its popularity and uptake are more limited compared to other countries. For areas like Clackmannanshire, the French model offers insights into how regional coordination, platform integration with existing transport services, and supportive policy frameworks can enable ridesharing to address rural connectivity gaps while complementing rather than competing with conventional transport options.

Existing initiatives in Clackmannanshire

After reviewing good practice and evidence at local, national, and international levels, the team sought to gain an in-depth understanding of the work already

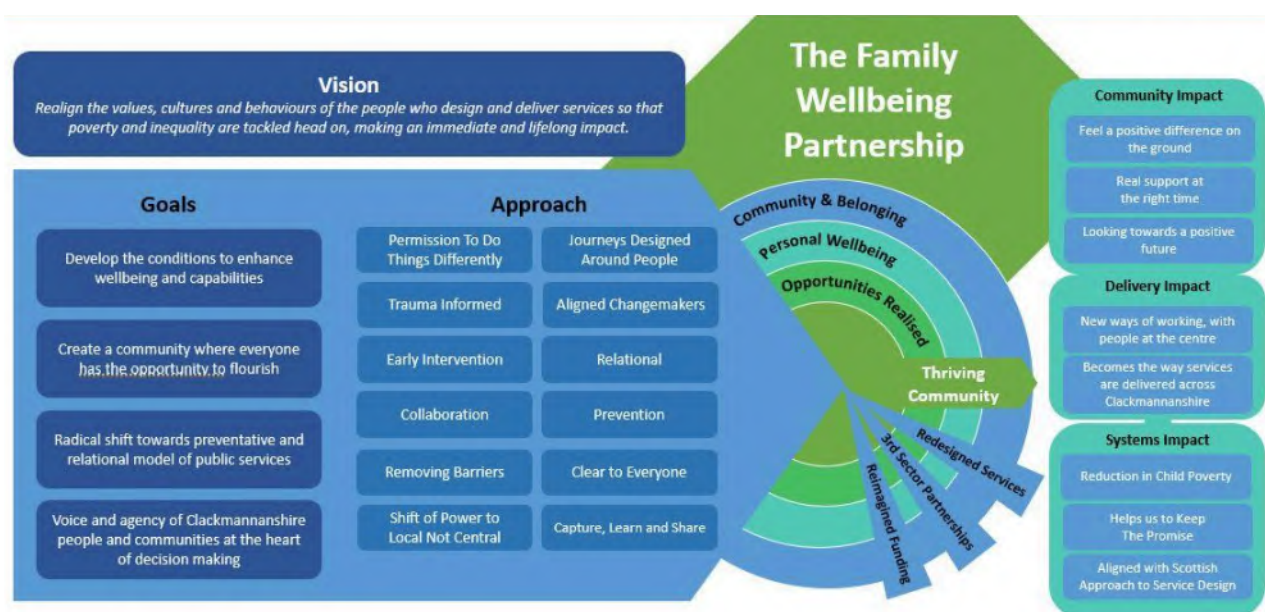
⁵² Zero Empty Seats: A study into BlaBlaCar's environmental contribution (2028). [Available here](#).

⁵³ Ridesharing: its potential, challenges, and future in France, Diansuo Zhu (February 2022). [Available here](#).

underway in Clackmannanshire. The aim was to identify where local innovation and effective partnership working are already contributing to better outcomes for people, and to ensure that new proposals build on existing strengths and lessons learned within the area.

An overarching theme of this report, the Wellbeing Economy Framework for Transport developed and the subsequent action plan is the need for joined-up thinking, adopting an approach that incorporates the wider determinants of individuals, community and ecological wellbeing.

One example of this thinking coming into practice is Clackmannanshire's Family Wellbeing Partnership (FWP), which is a partnership between Clackmannanshire Council, the Scottish Government, the local community of Clackmannanshire, funders and a range of public and third sector stakeholders. The goal is to transform public service delivery, by addressing the social determinants of wellbeing by reducing child poverty, improving intergenerational ties, reducing isolation and fostering community across all stages of people's lives.



Clackmannanshire Council, Family Wellbeing Partnership

[Research commissioned by the Scottish Government](#) to evaluate the initiative found that "FWP has had a positive impact on the wellbeing of individuals and families in Clackmannanshire, and has led to innovative models of service delivery that are based on enhanced trust, collaboration and co-design with the community."⁵⁴ The report identifies lessons other communities across Scotland can draw from, and highlights eight key factors that have been instrumental in FWP's success⁵⁵:

⁵⁴ Family Wellbeing Partnership in Clackmannanshire: evaluation, The Scottish Government. [Available here.](#)

⁵⁵ *ibid*

1. the leadership and governance of the FWP
2. long-term, flexible funding
3. local context and place-based approaches
4. whole family systems approaches
5. collaborative leadership and multidisciplinary service delivery
6. co-design and empowering families to own activities
7. communication and shared vision
8. data collection and management.

Building on this joined-up, cross-sectoral and cross-departmental approach, a new initiative has been developed: the *Transformation Space*.

The Clackmannanshire Transformation Space is designed to:

- Maximise community assets
- Deliver improved outcomes for local people
- Attract funding from a variety of sources
- Eliminate siloed funding and thinking across public services

Informed by the priorities of elected members, the Transformation Space enables different Council department funds to be pooled together to tackle complex challenges that cut across areas -such as transport, mental health, housing, and wellbeing. A key innovation is a Citizens Panel, comprising diverse community members, which oversees decision-making about how funding is allocated. This panel is empowered to design, shape, and help deliver the services and solutions they use and need, shifting power from traditional authority structures to local residents.

Funding is managed by a third sector body, with the explicit aim of attracting additional support from funders, corporate partners, or philanthropists -resources the Council alone would not be eligible for. This approach increases overall spend and impact, compared to the constraints of siloed Council budgets.

The Transformation Space also focuses on prevention and early action, aligning with the recommendations of [the Christie Commission](#) and local learning from previous partnership programmes. Its aim is to remove long-standing barriers in the public sector, enable genuine collaboration, and improve outcomes in areas such as transport, housing, and mental health.

As transport emerges as a top priority in consultations, if this plan is approved, the Citizens Panel will be empowered to co-create proposals that address local transport needs, drawing on blended funding and direct community insight to support community-driven action and innovation.

Another example of joined-up thinking is The Wellbeing Hub and Lochies School project, which will be built at the Pavilions site in Alloa West. This Hub will provide “a range of health, wellbeing 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.”⁵⁶

The intention is to create “a place where the whole community feels welcome, safe and encouraged to come in, spend time, try new things or develop existing skills and activities.”

Clackmannanshire’s Transportation Department has also taken steps toward this joined-up thinking, with various initiatives that could serve as good practice to be further developed. Particularly in relation to Active Travel, Clackmannanshire Council has some innovative projects to showcase:

Education and Estates Integration

The Transportation Department’s partnership with education has created systematic approaches to promoting active travel among young people. Annual participation in Living Streets’ Active Travel Tracker campaign involves all 18 primary schools and has been funded for over five years to monitor how pupils travel to school. This sustained commitment has positioned Clackmannanshire as the second-highest performing local authority in Scotland for active travel to schools.

The Council’s most innovative education initiative involves dedicated Active Travel Hubs embedded within all three secondary schools, with Lornshill Academy leading the way since 2019. These hubs provide comprehensive support for pupils and staff, demonstrating how transport initiatives can deliver far beyond mobility outcomes. In 2024 alone, the hubs secured additional funding to provide 237 bikes for pupils eligible for free school meals, engaged 3,206 pupils through 278 active travel events, and contributed to over 800 bikes delivered to children eligible for school meals since 2021.

Significantly, these hubs extend beyond transport provision to support mental and physical health initiatives while contributing to cross-curricular learning through SQA Bike Maintenance classes and map reading links with Mathematics. Evidence shows the hubs improve attainment, self-esteem, and confidence among participants, illustrating how transport interventions can generate multiple wellbeing benefits.

Supporting infrastructure development includes extensive provision of cycling storage across educational and community settings. In 2024-25, the Council installed 25 new bike shelters (including 7 designed for adaptive bikes) and 6 bike lockers across 13 locations, encompassing 6 educational establishments - releasing essential classroom space - 5 council properties, and 3 community groups.

⁵⁶ From the business case submitted, ‘Overarching vision’ section.

Cross-Departmental Collaboration

The Transportation Department's partnerships with other council services demonstrate practical joined-up working. Collaboration with Economic Development led to providing 6 bikes for young unemployed people in 2024, ensuring access to jobs and appointments through an ongoing arrangement that addresses transport barriers to employment.

Partnership with Housing has initiated a trial bike shelter project for residents without safe storage solutions, involving either new installations or retrofitting unused lock-ups. This approach recognises that effective active travel policy must address practical household-level barriers.

Community and Stakeholder Engagement

The Council's stakeholder collaboration extends beyond internal departments to include community organisations, businesses, and public agencies. Working with Alloa Business Improvement District and Police Scotland, the Council delivered an Alloa Town Centre Bike Promotion Day featuring pop-up bike shops, police bike marking, and e-bike demonstrations, supporting both active travel uptake and town centre economic activity.

Community-focused initiatives include establishing a community bike library in Menstrie and providing free bike maintenance services in community spaces. In 2024, 5 community spaces and 16 primary schools received free bike repair pop-up workshops, specifically targeting support for those experiencing transport poverty who cannot otherwise access bike shops.

Strategic Infrastructure Development

The Transportation Department has implemented systematic improvements to cycling infrastructure, including upgrading barriers on cycle networks at 11 locations in 2024 to ensure multi-user accessibility. The creation of a new journey hub in Tillicoultry demonstrates integrated transport thinking by co-locating bus stops, cycle facilities, and EV chargers in one accessible location.

Internal practice improvements include establishing a council staff e-bike fleet for site visits, supporting both the Climate Emergency Action Plan and staff mental and physical wellbeing while demonstrating leadership in sustainable transport.

In addition to the initiatives mentioned above, conversations have begun between SEStran, the Transportation Department, and NHS Forth Valley to pilot a bespoke bus service between Clackmannanshire and Falkirk Community Hospital, which will significantly improve the travel experience for people accessing health services, including appointments to the eye clinic. This pilot came to life as a direct result of

the joined-up working and cross-sector collaboration facilitated by the Wellbeing Economy Steering Group, launched as part of this project. Another initiative accelerated through the steering group is a volunteer driver community pilot, currently under development in partnership with Clackmannanshire Council and the Clackmannanshire Economic Regeneration Trust. These initiatives demonstrate the effectiveness of applied cross-departmental and cross-sectoral thinking, showing how resources, capacity, and expertise can be maximised through effective collaboration and partnership building.

Engagement

Wellbeing Economy Transport Steering Group

The purpose of the Wellbeing Economy Transport Steering Group (WETSG) was to support the development of a Transport Action Plan designed to serve the residents of Clackmannanshire and their transport needs.

Membership was drawn from the following organisations and groups which have an interest in Transport in Clackmannanshire. Other invited stakeholders and specialists were asked to join specific meetings, including [SEStran](#).

Name	Organisation
Lorraine Sanda	Clackmannanshire Council
Veronica Cully	Clackmannanshire Council
Madeleine Muirhead	Clackmannanshire Council
Rachel Maclean	Clackmannanshire Council
Dr Janet Adam	Clackmannanshire Council
Stuart Cullen	Clackmannanshire Council
Paul Morris	Clackmannanshire Council
Mark Craske	NHS Forth Valley
David Holmes	Scottish Government
Jean Hamilton	Clackmannanshire Economic Regeneration Trust (CERT)
Naya Koulocheri	WEAll Scotland
Paddy Wiggins	WEAll Scotland
Suzanne Crimin	WEAll Scotland

WEAll Scotland worked with the Steering Group to identify and embed wellbeing economy principles and framework. The team regularly updated the Group about the progress of their work, delivered an introductory presentation on Wellbeing Economy Principles and the vision and ambitions of the global Wellbeing Economy Alliance. The team presented interim findings of their literature review to the Group, highlighting key findings and potential implications, and signposted the Scottish Government's consultation on [Just Transition: draft plan for transport in Scotland](#). Following successful engagement with Steering Group members and effective cross-departmental collaboration and initiatives within the Council,

Clackmannanshire Council submitted a detailed response to the consultation, with WEAll Scotland contributing with comments before submission.

The team developed a first draft of the action plan - a long list of proposed actions, sharing it with the Steering Group for their input. Following this initial presentation and group conversation, WEAll Scotland reached out to Steering Group members individually to arrange one-to-one meetings. These meetings allowed the team to gather members' detailed feedback on the draft; better understand their priorities; and identify any actions that might have been omitted. This stage was essential in shaping the final, shorter action plan, which was then recirculated to the Steering Group for further input.

The individual feedback sessions were recorded, or an AI tool was used to generate automatic notes, in order to help the team analyse and incorporate the comments. To protect the confidentiality of individual views, the transcripts and notes have not been attached or shared, and have now been deleted from our systems.

At the final Steering Group meeting this second version of the action plan was shared for additional comments and review. These conversations informed the development of the third and final version of the plan, which is included in the next section.

A key recommendation of this report is the continuation of the cross-departmental and cross-sectoral work that began with this Steering Group, with SEStran and Transport Scotland expressing interest in participating should a subsequent version of the group be established.

Community Engagement

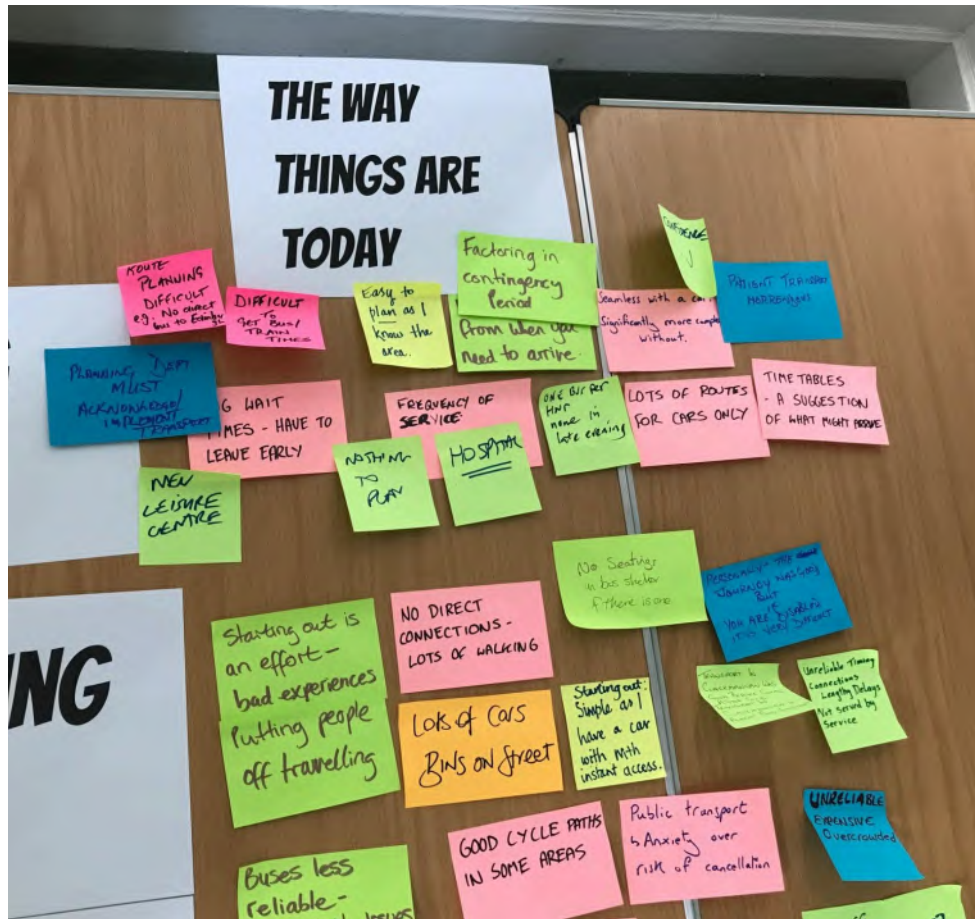
Community Voice meeting, July 2025

Residents of Clackmannanshire are gathering to form Community Voice, a group that represents the experience and expertise of those living in the area. They work together with Foundation Scotland and the Hunter Foundation, bringing their own experiences, along with stories from others living in the county, to bring clarity and context to local challenges. Not to try and design a fix but to describe the best problems to solve.

During a Community Voice meeting on 29th July, ca 20 residents discussed the challenges of getting around Clackmannanshire. They considered the different aspects of journeys -planning, starting out, waiting for transport, using transport, arriving and returning home.

The first part of the discussion painted a picture of the challenges they experience today. During the second part they described the conditions and situations they would encounter if future mobility services fitted with their lives and enabled them

to do what they want and need to do locally and beyond.



Current Transport Challenges

Healthcare access emerged as a particularly acute concern, with residents struggling to access specialist medical appointments at locations like Falkirk Hospital, Queen Elizabeth Hospital, and The Beatson. The challenge extends beyond routine appointments to include vulnerable situations such as returning home after chemotherapy sessions, where public transport becomes completely impractical. Patient transport eligibility criteria exclude most people, creating significant gaps in healthcare accessibility that force reliance on informal support networks and potentially require others to miss work to provide transport.

Reliability issues with public transport create cascading problems throughout residents' daily lives. The frequent sight of empty buses passing by reflects both poor service quality and reduced confidence in the system. Unreliability generates stress and anxiety, forcing people to build extensive contingency time into journeys to ensure they reach work or appointments on time. This uncertainty particularly affects vulnerable groups who may face long, difficult days when extended journey times combine with early departures and lengthy waits.

Infrastructure barriers compound transport difficulties. Pavements prove challenging to navigate, especially on bin collection days, while competition for multi-use accessibility spaces on buses creates conflicts between wheelchair users, people with mobility aids, and parents with prams. Bus stops often lack basic facilities like shelter and seating, leaving older people and others waiting in poor weather conditions for delayed services.

Safety concerns further limit transport use. Poor lighting and anti-social behaviour at bus stations and on secluded active travel routes make people feel unsafe, particularly affecting evening and night-time travel. The lack of transport connectivity to essential services, including the new Wellbeing Hub, and poor links between public transport and childcare providers require extensive walking that may not be feasible for all users.

Community Aspirations for Future Transport

Residents articulated clear visions for improved transport that would enhance their wellbeing and life opportunities. The ability to plan journeys with confidence in reliable services emerged as a fundamental need that would reduce stress and

enable people to participate more fully in work, education, and social activities.

Access to reliable, affordable transport would expand employment and training opportunities while encouraging social and leisure travel that combats isolation. Residents emphasised the importance of feeling safe and comfortable in transport environments, with well-lit, clean, and attractive waiting areas and travel routes that welcome all users.

Community-led transport solutions that serve areas where commercial services are inadequate received strong support, alongside employer transport schemes and car-pooling initiatives that could provide practical alternatives. The need for transport that operates when people actually need it -including evenings and nights- at affordable prices represents a core aspiration for inclusive mobility.

Infrastructure improvements featured prominently in residents' visions, including accessible, up-to-date travel information, well-lit walking routes, and safer cycling connections from rural areas to towns and cities. Enhanced access for disabled people to travel independently to destinations of their choice reflects broader aspirations for dignity and participation in community life.

Exploring Work Group, August 2025

WEAll Scotland joined a drop-in session of Clackmannanshire Council's *Exploring Work* at the Alloa Speirs Centre. The team carried out four in-depth interviews.

In the first stage of the process, individuals were asked to score their experiences in relation to the five WEAll needs. *Nature* emerged as the highest-performing area, suggesting good environmental resources and accessibility. *Purpose* showed moderate-to-strong performance, indicating some sense of community belonging. *Participation* ranked lowest, with *Dignity* also falling below moderate levels, reflecting transport-related stress, financial pressures and other challenges.

The second stage followed the same pattern as the Community Voice session, with participants asked to reflect on their current travel experiences compared to what they would like to see in the future.

Participant A

For Participant A, access to nature is generally positive: cycling and walking routes are well maintained and remain usable. However, they expressed concern about environmental deterioration in recent years. Their travel patterns are dominated by active travel, with over 80% of journeys by bike or on foot. Public transport is avoided where possible, as local rail services are perceived as unreliable, with delays and

cancellations posing a real risk of disruption. High fares also mean that using the train feels like “paying a premium just to get to work.”

Because cycling is predictable, journey planning requires little effort. Yet reliance on a bike is driven more by negative experiences with public transport than by personal preference. A major concern is bike security—an issue that generates high anxiety. While Participant A is interested in secure, weather-proof shelters, they remain unconvinced that such facilities would genuinely be safe from theft.

In terms of buses, they highlighted the Clackmannan-Dollar route, which takes 1 hour 25 minutes to cover a relatively short distance. By comparison, cycling is faster, cheaper, and more practical. Nonetheless, rising financial pressures and travel costs create persistent challenges for those without access to a private car. Participant A praised the maintenance of local cycling paths but stressed that investment is needed in secure storage and affordable, reliable public transport.

Participant B

Participant B’s main challenges centre on accessibility of information. Train timetables are seen as overly complex and bus information is often unclear or missing. As they cannot use smartphone apps for real-time updates, and with vandalised RTPi (real-time passenger information) screens limiting access further, they face significant barriers. AI tools like Google Assistant have been described as a “game changer,” simplifying travel information into usable directions.

In terms of participation, local leisure opportunities are often inaccessible without a car: they are not within walking distance, and routes by bus are confusing or awkward. Weekly community involvement requires a 2.5-hour commute, which constrains wider engagement. While Edinburgh and Glasgow are technically accessible, reaching them demands considerable effort, and even services like banking in Stirling require long, slow bus journeys.

Employment opportunities are also affected. Many jobs demand early starts or cross-region commuting, which is practically impossible given unreliable connections. Health appointments pose further challenges: trips to Falkirk Community Hospital are long and difficult, though proposals for a new direct service were viewed as potentially transformative.

The stress of travel uncertainty shapes daily wellbeing. Participant B described feeling compelled to arrive excessively early to avoid missing commitments, which increases anxiety. Cost is another factor: buses are preferred because of a free travel pass, while rail remains prohibitively expensive. Severe weather adds another

layer of risk, as services often stop without warning, leaving them socially isolated.

For the future, Participant B would prefer to continue using the bus -finding it scenic and enjoyable- if reliability and real-time information could be improved.

Participant C

Participant C was blunt: “Buses are horrible.” Their biggest frustration is the lack of information, as no system reliably confirms whether a service is running or delayed. This has direct consequences: missed shifts or late arrivals at work have put employment at risk.

On wellbeing, they rated dignity as low, citing antisocial behaviour on public transport as a significant mental health concern. By contrast, they were satisfied with local natural resources, describing them as “safe and well kept.” However, they felt disconnected from community participation, viewing local councils as irrelevant to them.

Mobility for work and health remains a constant struggle. With no direct bus links to major hubs, employers have to be flexible to accommodate delays or missed shifts. Although they do not use active travel infrastructure, they repeatedly raised safety concerns on buses. Hospital transport was one area they felt worked relatively well, though the loss of certain direct services (such as Alva-Alloa) has added unnecessary journey time.

On trains, information was said to be easier to access, but reliability remained poor. On buses, reliability was described as “non-existent,” with ghost cancellations and no updates leaving people stranded.

Participant D

Participant D is a working mother who also cares for her son with Down syndrome, whose healthcare needs require frequent travel. For her, the car is the only viable option. Buses are impractical: accessibility for a buggy is poor, and timetables are too unreliable for the demands of work and healthcare.

Walking is also difficult due to pavement parking and bins blocking pathways, which she noted also create major obstacles for wheelchair users. She emphasised that these barriers -though small on their own- compound to restrict accessibility for a wide range of people.

Her main requests for public transport were straightforward: more frequent, direct

buses at times that match people's lives, particularly for shift work and health appointments. Currently, information about disruptions and cancellations is often outdated or absent, making buses unusable. Physical access issues and inconsistent information reinforce her reliance on a car, even though parking is increasingly difficult.

She also raised broader equity concerns, noting that when people lose their bus passes, they are effectively cut off from essential services: *"I don't have my bus pass, I can't afford to go where I need to go."* Safety was another recurring theme, both in terms of secure parking close to destinations and the risks faced by those unable to drive.

While her employer offers some flexibility, she pointed out that many essential jobs -such as shop or public service roles- require strict punctuality. Poor public transport, therefore, functions as a real barrier to work and participation for many people in her community.

These engagement findings demonstrate that transport challenges extend far beyond simple mobility issues to affect health, employment, education, social connection, and overall quality of life reinforcing the case for the wellbeing economy approach adopted in this action plan.

Wellbeing Economy Action Plan for Transport

This action plan has been developed as a direct result of the work undertaken, including the literature review, stakeholder and community engagement, and the application of the overarching principles of the Wellbeing Economy.

Some notes for this action plan:

- Suggested timeframes are purely indicative and should be adapted to the realities of each team's capacity and resources.
- We recognise that additional funding will be required for some of the actions in this plan. However, any funds that can be identified or reallocated do not need to come solely from transport budgets; they could be drawn from a range of budget streams as well as external funding sources. An example of Council-led pooling and redistribution of cross-departmental funding while leveraging external funding is the newly established 'Transformation Space'.
- In the context of Clackmannanshire's transport planning, 'holistic' means taking an integrated, interconnected approach that recognises transport as a

catalyst for achieving multiple wellbeing outcomes simultaneously, rather than viewing it in isolation. In the fourth tab of this spreadsheet, you will find the Wellbeing Economy Framework for Transport which informed the development of the action plan and breaks down the various aspects of the term 'holistic' in this context.

- The Action Plan is non-binding and serves as a high-level assessment and guide to current and future work that will help inform the development of the Council's statutory Transport Strategy. It is designed to guide discussion, build consensus, and help identify priorities for the Council's leadership and senior management. Final decisions on which actions to implement - and on timescales - remain with the Council. Individual projects will be subject to the appropriate formal appraisal methodologies before approval.

Action Plan Summary

The action plan sets out a phased approach to transforming Clackmannanshire's transport and mobility systems, structured around short-term (0-3 years), medium-term (3-6 years), and long-term (6-10+ years) priorities. It is built on the principles of cross-departmental collaboration, community engagement and a wellbeing economy framework that links transport decisions to broader outcomes such as health, equity, and social participation.

Eight short-term actions (0-3 years) form the foundation of the plan included in this report:

- **Hubs-based demand responsive transport (DRT) system repurposing existing D2D contract based on Mott MacDonald recommendations:** This approach involves repurposing the existing D2D contract into a multi-modal transport option that maximises cost efficiency while better meeting community needs, with implementation targeted by 31st March 2026. This action focuses on establishing transport hubs at key locations, including Alloa, Sauchie, Tillicoultry, and Tullibody, with smaller settlements linked to these hubs for onward connections. Key operational features include a flexible booking system where users can request journeys in advance rather than relying on fixed bus schedules, and full integration with existing public transport to ensure coordination between DRT, buses, and rail services for improved travel efficiency.
- **Cross-departmental and cross-sectoral collaboration and integration of wellbeing economy principles into transport:** This represents a key recommendation that builds directly on the Steering Group's successful cross-departmental working and wider networks. The action involves establishing mechanisms to systematically integrate wellbeing considerations into transport policy development and appraisal processes. This can be as formal or informal as required, with the primary ambition being to continue and

embed the success of the steering group that brought different people from different departments and services together to discuss transport in a holistic manner.

- **Infrastructure maintenance prioritisation (accessible pedestrian routes, parking, active travel facilities maintenance, and secure bike storage):** Prioritising maintenance backlogs particularly in under-served areas, focusing on pedestrian route accessibility, active travel facility upkeep, and secure bike storage provision, while developing innovative cross-departmental funding approaches through initiatives like the Transformation Space.
- **Enhanced digital information systems:** Expanding accessible real-time passenger information through digital signage, audio announcements, and multi-format communication channels, building on existing Council bids for RTPi screens and integration feasibility work at Alloa transport hubs.
- **Community transport solutions:** Mapping and utilising existing resources to develop community-led services for routes not served by commercial operators, strengthening rather than competing with taxi networks, and building on successful partnerships like the volunteer driver scheme piloted with CERT and the Family Wellbeing Partnership.
- **Forth Valley regional collaboration:** Establishing systematic transport collaboration across the three Forth Valley local authorities to reflect real population movement patterns, leveraging existing frameworks like City Region and Growth Deals while building on Forth Valley Connectivity Commission recommendations.
- **Comprehensive communication strategy:** Creating accessible, up-to-date travel information available through multiple channels regardless of digital literacy levels, exploring whether AI-powered tools could be used to enhance accessibility, and engaging grassroots community networks to reach traditionally underrepresented groups.
- **Regional ridesharing initiative development and engagement:** Exploring the development of a regional ridesharing initiative to complement existing transport services and facilitate onward journeys from transport hubs. This involves engaging with established UK carpooling platforms such as BlaBlaCar UK for shared learning and technical expertise, while exploring regional coordination mechanisms for better connectivity. The Council's role and level of involvement will determine the funding requirements and implementation approach. Options range from facilitating conversations and partnerships with existing platforms to co-creating a bespoke Forth Valley ridesharing system. A regionally developed platform could serve various purposes: supporting ridesharing initiatives while potentially providing booking infrastructure for other DRT and community transport schemes across the area.
- **Local Living adapted for Clackmannanshire, drawing on good practice and integrated with Scottish policy tools:** This action involves a comprehensive audit of the availability and accessibility of essential services and facilities within existing town and village clusters. The approach adapts Aberdeenshire's proven [Rural Facilities Monitor model](#) to Clackmannanshire's context, focusing on the main 8-10 settlements aiming to support people to 'live well locally'. This action builds on the established work of the Scottish Local Authorities Economic Development (SLAED) Group, which already

captures data on Wellbeing Economy indicators, local services, economic activity, and sectoral strengths.

- **Regular engagement to capture residents' concerns, evolving needs, and monitor progress and impact of interventions:** This action suggests utilising established groups to ensure that transport considerations are systematically integrated into these regular conversations and meetings. This approach supports bottom-up planning and community ownership by ensuring community voice is embedded throughout implementation, not just at the planning stage. Regular forums enable the capture of residents' concerns, evolving needs, and reflections on progress, while decentralising decision-making to involve community groups more meaningfully. This action point aims to strengthen local residents' and stakeholders' resources and powers by providing structured opportunities to influence transport policy and delivery. This regular and consistent engagement embeds the Place Principle by ensuring local communities drive priorities and solutions, creating a feedback loop where transport planning responds to real community needs and experiences. By working within existing engagement frameworks, the approach maximises efficiency, building on established trust and relationships between the Council and community groups.

Medium-term actions build on this foundation with a drive towards greater integration and accessibility. These include expanding multi-purpose DRT services addressing diverse community mobility needs, strengthening partnerships with regional operators through bus network enhancement, enhancing data and evidence collection for policy decisions. The plan also focuses on participating in affordable fare setting initiatives, developing holistic approaches to active travel that explicitly link to health inequalities and child poverty, and incorporating wellbeing economy considerations into transport policy development processes.

For the long term, the plan sets out ambitions for systemic transformation: fully integrating multimodal travel through national, regional, and local collaboration; scaling up active travel infrastructure to address socioeconomic inequalities; establishing robust systems for sustainable workforce development and comprehensive evidence-based policy; advancing climate action through net zero transport investments; and embedding a wellbeing-centred approach across all decisions where policies and investments demonstrably improve population wellbeing outcomes. These changes aim to ensure that all investments and policies demonstrably improve wellbeing, resilience, and economic opportunities for everyone in Clackmannanshire.

Medium-term actions and long-term ambitions can be adjusted as implementation and delivery stages progress.

The full action plan, structured by theme and timeframe and detailing specific actions, lead partners, and required resources, is included as an appendix for

reference.

Conclusion

This report demonstrates how wellbeing economy principles can be applied to transport policy to create more equitable, sustainable, and community-centered mobility systems. Working in partnership with Clackmannanshire Council, WEAll Scotland has developed a comprehensive framework that positions transport as a fundamental contributor to individual and community wellbeing, moving beyond traditional mobility metrics to consider broader impacts on health, employment, education, and social participation. The resulting action plan provides a Wellbeing Economy approach that addresses immediate community needs while building toward long-term systemic change.

The literature review established the theoretical foundation for applying wellbeing economy principles to transport planning, demonstrating how mobility directly affects health, employment, education, and social participation outcomes. Community engagement revealed significant barriers including unreliable public transport, inadequate healthcare access, poor information systems, and infrastructure gaps that force residents toward car dependency or social isolation. In-depth interviews illustrated how these challenges compound across life domains, particularly affecting vulnerable groups including older adults, carers, and those dependent on public transport.

The report demonstrates how transport interventions can be evaluated against WEAll's five wellbeing needs - Dignity, Nature, Purpose, Participation, and Fairness - while aligning with the National Transport Strategy; Scottish Government's Just Transition goals and Clackmannanshire's Local Outcomes Improvement Plan priorities. This framework shifts evaluation metrics from traditional indicators toward comprehensive wellbeing impact assessment.

The Wellbeing Economy Transport Steering Group successfully brought together transport, health, economic development, and community engagement professionals to develop integrated policy responses. This cross-departmental approach generated innovative solutions that transcend traditional sectoral boundaries and has attracted interest from Transport Scotland for future collaboration.

The action plan encompasses 21 interconnected interventions across three progressive phases. Short-term actions include essential infrastructure, information systems, community transport solutions, hub-based demand responsive transport, and regional collaboration frameworks. The medium-term phase (3-6 years) builds systematic connections through multi-purpose transport services, bus network

improvements, evidence collection systems, Local Living pilots, community engagement mechanisms, and wellbeing policy integration. Long-term ambitions (6-10+ years) refer to systemic change through active travel expansion targeting socioeconomic inequalities, comprehensive multimodal integration, sustainable workforce development, evidence-based policy frameworks, and net zero infrastructure implementation.

Implementation requires sustained commitment to cross-departmental and cross-sectoral collaboration, effective partnership building, community engagement, and evidence-based decision making. This work positions Clackmannanshire to lead in demonstrating how rural and semi-rural areas can develop transport systems that serve broader wellbeing outcomes while creating a replicable model for Local Authorities across Scotland.



Equality and Fairer Scotland Impact Assessment (EFSIA) Summary of Assessment

Title:

Be The Future Update – Sustainable Transport

Key findings from this assessment (or reason why an EFSIA is not required):

The Be The Future – Sustainable Transport report identifies significant disparities in access to transport across income levels, geographic and demographic groups (e.g. disabled people, carers, women and rural residents). The framework addresses fairness and participation aligning with the EFSIA principles. The plan supports the National Transport Strategy priorities, including reducing inequalities and improving health and wellbeing. The actions are designed to reduce inequalities and improve outcomes for disadvantaged groups.

Summary of actions taken because of this assessment:

Actions taken include:

The assessment findings were reviewed in detail by relevant stakeholders.
Key areas of concern and opportunities for improvement were identified.
A targeted action plan was developed to address the assessment outcomes.
Responsibilities were assigned to appropriate team members to ensure accountability.
Outcomes and actions were communicated to all relevant parties.

Clackmannanshire Council has a clear focus on reducing inequality through the Local Outcomes Improvement Plan 2024/34; Community Wellbeing One Plan One Report; and Be the Future Transformation Plan.

Ongoing actions beyond implementation of the proposal include:

Revisit the EFSIA as new data emerges or circumstances change.

Lead person(s) for this assessment:

Judith Morrison

Senior officer approval of assessment:

DATE: 22 September, 2025

Equality and Fairer Scotland Impact Assessment (EFSIA)

An Equality and Fairer Scotland Impact Assessment (EFSIA) must be completed in relation to any decisions, activities, policies, strategies or proposals of the Council (referred to as 'proposal' in this document). The first stage of the assessment process will determine the level of impact assessment required.

This form should be completed using the guidance contained in the document: ['NAME']. Please read the guidance before completing this form.

The aim of this assessment is to allow you to critically assess:

- the impact of the proposal on those with protected characteristics and, where relevant, affected by socio-economic disadvantage (referred to as 'equality groups' in this document);
- whether the Council is meeting its legal requirements in terms of Public Sector Equality Duty and the Fairer Scotland Duty;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised.

The Fairer Scotland Duty requires public authorities to pay 'due regard' to how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making **strategic decisions**. Strategic decisions are key, high-level decisions such as decisions about setting priorities, allocating resources, delivery or implementation and commissioning services and all decisions that go to Council or committee for approval.

Step A – Confirm the details of your proposal

1. Describe the aims, objectives and purpose of the proposal.

The Wellbeing Economy Transport Action Plan aims to outline short, medium and long term ambitions and actions for Clackmannanshire Council to lead both independently and in partnership with others to improve transport and connectivity across the area. The aim is to enhance the overall wellbeing and life opportunities of local residents.

Objectives include:

- Developing a Wellbeing Economy Framework for Transport tailored to Clackmannanshire's needs.
- Translating national transport priorities (e.g. reducing inequalities, climate action, inclusive growth, health and wellbeing) into local, actionable steps.
- Addressing transport poverty and improving access to employment, education, healthcare, and community life.
- Promoting cross-sector collaboration through a Steering Group involving Council departments, NHS, third sector, and regional partners.
- Engaging communities to co-design transport solutions that reflect lived experience and local aspirations.
- Creating a phased action plan (short, medium, and long-term) to guide future transport strategy development.

2. Why is the proposal required?

The proposal is required to address significant transport inequalities in Clackmannanshire that impact residents access to essential services, employment, education, and community life.

3. Who is affected by the proposal?

The proposal affects a wide range of individuals and groups across Clackmannanshire, particularly:

- Residents in rural and under-served areas, who face limited transport options and poor connectivity to services, employment, and education.

- Low-income households, who experience transport poverty due to high costs, unreliable services, and limited alternatives to car ownership.
- Disabled people and those with mobility challenges, who encounter barriers to accessible transport, including poor infrastructure, lack of real-time information, and limited door-to-door services.
- Older adults, who may face isolation due to infrequent or inaccessible public transport and unsafe walking environments.
- Young people, especially those in education or training, who rely on active travel and public transport to access opportunities.
- Carers and parents, particularly those with young children or dependents, who struggle with buggy access, time constraints, and affordability.
- Council departments and partner organisations, whose work relates with transport planning, including health, education, housing, and economic development.
- Community organisations and third sector groups, who are involved in delivering or supporting transport solutions, such as volunteer driver schemes and active travel initiatives.

4. What other Council policies or activities may be related to this proposal? The EFSIAs for related policies might help you understand potential impacts.

The proposal is closely aligned with several existing Council policies and strategic initiatives, including-

- Local Outcomes Improvement Plan (LOIP) 2024-2034
- Family Wellbeing Partnership (FWP)
- Transformation Space Initiative
- Climate Emergency Action Plan
- Active Travel Strategy and Education Partnerships:
- Economic Development and Employability Programmes
- Housing and Community Planning

5. Is the proposal a strategic decision? If so, please complete the steps below in relation to socio-economic disadvantage. If not, please state why it is not a strategic decision:

Yes, the proposal is strategic.

Step B – Consider the level of EFSIA required

You should consider the available evidence and data relevant to your proposal. You should gather information in order to:

- *help you to understand the importance of your proposal for those from equality groups,*
- *inform the depth of EFSIA you need to do (this should be proportionate to the potential impact), and*
- *provide justification for the outcome, including where it is agreed an EFSIA is not required.*

6. What information is available about the experience of those with protected characteristics in relation to this proposal? Does the proposal relate to an area where there are already known inequalities? Refer to the guidance for sources of evidence and complete the table below.

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
Age	WEAll Scotland Transport Report; Community Voice consultation; Exploring Work interviews; Scottish Household Survey	There is ample data to suggest persons relating this protected characteristic face societal inequalities. Older adults face barriers due to poor public transport reliability, lack of shelter and seating at bus stops and safety concerns during evening travel. Young people benefit from active travel initiative ins schools, but transport poverty limits access to

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
	2023. Mott McDonald Report	education, training and social opportunities. Both groups experience isolation due to transport challenges. Barriers to employment: Over 50% of survey respondents cited transport as a barrier to employment. Key evidence suggests 36% of households in the most deprived areas have no car access, compared to 7% in the least deprived. Only 53% said buses are on time (third lowest in Scotland). The evidence shows that transport challenges are deeply intertwined with age-related needs: • Older adults need safe, accessible, and community-led transport. • Young people benefit from active travel but face barriers to employment and education. • Working-age adults and carers require reliable, affordable, and flexible transport to balance work, care, and health responsibilities. These findings strongly support the proposal's emphasis on a Wellbeing Economy Framework for Transport, which prioritises accessibility, equity, and community participation across all age groups.
Disability	WEAll Scotland Transport Report; Exploring Work interviews; Public Health Scotland Transport Poverty Framework. Mott McDonald Report	There is ample data to suggest persons relating this protected characteristic face societal inequalities. The evidence shows 36% of households in the most deprived areas (where disabled people are overrepresented) have no car access, compared to just 7% in the least deprived. From interviews and engagement sessions, Participant B (disabled) described 2.5-hour commutes for weekly community involvement due to poor connections. They rely on buses because of a free travel pass but find trains unaffordable and inaccessible. Participant D (carer for a disabled child) highlighted how buses are impractical due to poor accessibility and unreliable timetables, forcing reliance on a car despite increasing parking difficulties. Public transport infrastructure often lacks accessibility features - Bus stops without shelter or seating. Poor pavement conditions and blocked paths (e.g. bins, parked cars) hinder mobility aids and wheelchairs. Multi-use spaces on buses create conflicts between wheelchair users, parents with prams, and others.
Race	WEAll Scotland Transport Report; National transport data (Scottish Household Survey); Public Health Scotland;	There is ample data to suggest persons relating this protected characteristic face societal inequalities. Ethnic Minority groups have been considered a priority for employability and transportation.

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
	Poverty Alliance engagement, Mott McDonald Report	
Sex	WEAll Scotland Transport Report; Scottish Women's Budget Group Survey 2023; Mott McDonald Report Exploring Work interviews	Women are disproportionately affected by transport barriers, including cost, safety concerns, and unreliable services. Single Women are disproportionately affected by transport barriers, including cost, safety concerns, and unreliable services. Single mothers and carers face compounded challenges due to childcare responsibilities and shift work. Disabled women report dissatisfaction with walking route safety and public transport accessibility. These issues limit access to employment, healthcare, and social participation. The proposal addresses these concerns through inclusive design, improved service reliability, and community led transport solutions.
Gender Reassignment	WEAll Scotland Transport Report; National Equality Evidence Strategy (Scotland); Lack of local engagement data, Mott McDonald Report	There is insufficient data to adequately comment on the relationship between persons related to this protected characteristic and perceived societal inequalities, however the long term action plan considers safety concerns of this group.
Sexual orientation	WEAll Scotland Transport Report; National Equality Evidence Strategy (Scotland); Lack of local engagement data, Mott McDonald Report	There is no indication at this stage that this protected characteristic would be impacted. The WEAll report does not include specific data or consultation findings related to LGBTQ+ individuals however actions put forward will be beneficial to this group.
Religion or Belief	WEAll Scotland Transport Report; National Equality Evidence Strategy (Scotland); Lack of local engagement data, Mott McDonald Report	There is no indication at this stage that this protected characteristic would be impacted. An increase in public transport services within and beyond Clackmannanshire will significantly improve access for individuals including those who wish to attend places of worship.
Pregnancy or maternity	WEAll Scotland Transport Report; Exploring Work interviews; Community Voice consultation, Mott McDonald Report	Parents and carers, particularly those with young children, face barriers such as poor buggy access on buses, pavement obstructions, and unreliable public transport. These challenges affect access to healthcare, childcare, employment, and community services. The proposal addresses these issues by recommending improvements to infrastructure, service reliability, and inclusive design.
Marriage or civil partnership (only the first aim of the Duty is	WEAll Scotland Transport Report	There is no indication at this stage that this protected characteristic would be impacted.

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
relevant to this protected characteristic and only in relation to work matters)		
Socio economic disadvantage (if required)	WEAll Scotland Transport Report; Scottish Household Survey 2023; Public Health Scotland Transport Poverty Framework; Community Voice and Exploring Work consultations	Transport poverty is a major issue in Clackmannanshire, particularly for low income households and those living in deprived areas. These groups face barriers such as unaffordable fares, unreliable services, poor connectivity, and limited access to employment, education, and healthcare. The proposal directly addresses these challenges by prioritising inclusive, affordable, and responsive transport solutions. It aims to reduce inequalities of outcome caused by socio-economic disadvantage through targeted infrastructure investment, demand-responsive services, and community-led initiatives.

7. **Based on the evidence above, is there relevance to some or all of the equality groups? Y/ N/ unclear**
YES

If yes or unclear, proceed to further steps and complete full EFSIA

If no, explain why below and then proceed to Step E:

Step C – Stakeholder engagement

This step will help you to address any gaps in evidence identified in Step B. Engagement with people who may be affected by a proposal can help clarify the impact it will have on different equality groups. Sufficient evidence is required for you to show 'due regard' to the likely or actual impact of your proposal on equality groups.

8. **Based on the outcome of your assessment of the evidence under Step B, please detail the groups you intend to engage with or any further research that is required in order to allow you to fully assess the impact of the proposal on these groups. If you decide not to engage with stakeholders, please state why not:**

Based on the evidence gathered, further engagement is recommended with the following groups to inclusive transport planning:

- Ethnic minority communities - engagement is needed to understand specific barriers and experiences.
- LGBTQ+ individuals, including trans and non-binary people - National evidence suggests safety and inclusion concerns in public transport settings.
- Faith based groups - explore how transport affects access to places of worship and religious events, and to ensure cultural needs are considered.
- Young carers and single parents to better understand challenges of childcare, shift work, and transport access.
- Disabled people and those with long term health conditions, continued engagement is essential to improve accessibility.

9. **Please detail the outcome of any further engagement, consultation and/or research carried out:**

Step D - Impact on equality groups and steps to address this

10. Consider the impact of the proposal in relation to each protected characteristic under each aim of the general duty:

- Is there potential for discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010? How will this be mitigated?
- Is there potential to advance equality of opportunity between people who share a characteristic and those who do not? How can this be achieved?
- Is there potential for developing good relations between people who share a relevant protected characteristic and those who do not? How can this be achieved?

If relevant, consider socio-economic impact.

Age	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination	X			Based on the assessment, no significant age-related impacts were identified. existing measures are considered sufficient to ensure age equality and inclusion. Ongoing monitoring will continue to ensure that no future issues arise. Promote age inclusive practices that support participation and engagement across all age groups.
potential for developing good relations				
potential to advance equality of opportunity				

Disability	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination	X			Review existing policies, procedures, and environments to identify any barriers for disabled individuals. Make reasonable adjustments where necessary, such as improving physical accessibility, adapting communication formats, or providing assistive technologies. Consult with disabled staff or service users to better understand their experiences and needs. The targeted investment will help mitigate the risk of discrimination and ensure that the transport needs of disabled people are appropriately met.
potential for developing good relations				

potential to advance equality of opportunity				

Race	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination	X			There is no evidence of disproportionate impact on individuals from racial minority backgrounds in this area
potential for developing good relations				
potential to advance equality of opportunity				

Sex	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	Evidence from the Women's Travel Survey showing that transport costs, safety concerns, and service reliability disproportionately affect women. • 28% of women struggle with transport costs. • This rises to 41% for disabled women and 54% for single parents. • 53% of women are dissatisfied with public transport costs. • 48% of disabled women are dissatisfied with walking route safety. • 61% of rural women rely on car travel, while only 1% use trains. Ensure transport infrastructure (e.g. bus stops, active travel routes) is designed with gendered safety and accessibility needs in mind, including lighting, shelter, and seating. Expand demand responsive transport and community led services to better support women with caring responsibilities, especially those without access to cars.
potential for developing good relations	X			
potential to advance equality of opportunity	X			

Gender Reassignment	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	It is unlikely that this report will have a direct or indirect impact on this protected characteristic.
potential for developing good relations	X			
potential to advance equality of opportunity	X			

Sexual Orientation	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	It is unlikely that this report will have a direct or indirect impact on this protected characteristic.

potential for developing good relations	X			
potential to advance equality of opportunity	X			

Religion or Belief	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	It is unlikely that this report will have a direct or indirect impact on this protected characteristic.
potential for developing good relations	X			
potential to advance equality of opportunity	X			

Pregnancy/maternity	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination	X			Actions include improving pavement design, ensuring bus stops have shelter and seating, and enhancing multi-user accessibility on public transport. DRT services are being explored to support door-to-door travel, especially for those with mobility challenges or caring responsibilities. This would benefit pregnant individuals and parents needing flexible, reliable transport for healthcare, childcare, or work.
potential for developing good relations	X			
potential to advance equality of opportunity	X			

Marriage/civil partnership	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination (only the first aim of the Duty is relevant to this protected characteristic and only in relation to work matters)			X	It is unlikely that this report will have a direct or indirect impact on this protected characteristic.

Socio-economic disadvantage	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Yes	No	No impact	
(If required) Will the proposal reduce inequalities of outcome caused by socio-economic disadvantage?	X			The proposal is designed to reduce inequalities of outcome caused by socio-economic disadvantage in Clackmannanshire. By prioritising investment in affordable and accessible transport options, targeting deprived areas, and introducing demand-responsive and community led transport solutions, the plan aims to remove key barriers faced by low-income households and those living in rural or under-served communities. Actions such as reviewing fare structures, improving real-time information, and engaging directly with affected groups will help ensure that transport services are inclusive, affordable, and responsive to local needs. These measures are expected to improve access to employment, education, healthcare, and community life, thereby reducing inequalities and supporting better outcomes for those most at risk of transport poverty.

11. Describe how the assessment might affect the proposal or project timeline?

Examples of the items you should consider here include, but are not limited to:

- **Communication plan:** do you need to communicate with people affected by proposal in a specific format (e.g. audio, subtitled video, different languages) or do you need help from other organisations to reach certain groups?
- **Cost:** do you propose any actions because of this assessment which will incur additional cost?
- **Resources:** do the actions you propose require additional or specialist resource to deliver them?
- **Timing:** will you need to build more time into the project plan to undertake research, consult or to complete any actions identified in this assessment?

The Equality and Fairer Scotland Impact Assessment highlights several areas that may influence the timeline of the proposal -

- **Cost** - some actions identified such as infrastructure upgrades, may incur additional costs. These will need to be factored into budget planning and may require external funding or other resources via initiatives like the Transformation Space.
- **Resources** - delivering the proposed actions will require:
 - Specialist input (eg. accessibility consultants, community engagement facilitators).
 - Ongoing monitoring and evaluation capacity.
- **Timing** - additional time may be needed to conduct targeted engagement with underrepresented groups.

12. **Having considered the potential or actual impacts of your proposal, you should now record the outcome of this assessment.** Choose from one of the following:

Please select (X)	Implications for the proposal
X	No major change Your assessment demonstrates that the proposal shows no risk of unlawful discrimination and that you have taken all opportunities to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.
	Adjust the proposal and/or implement mitigations You have identified ways of modifying the proposal to avoid discrimination or to better advance equality of opportunity or foster good relations. In addition, or alternatively, you will introduce measures to mitigate any negative impacts. Adjustments and mitigations should be recorded in the tables under Step D above and summarised in the summary sheet at the front of the document.
	Continue the proposal with adverse impact The proposal will continue despite the potential for adverse impact. Any proposal which results in direct discrimination is likely to be unlawful and should be stopped and advice taken. Any proposal which results in indirect discrimination should be objectively justified and the basis for this set out in the tables under Step D above and summarised in the summary sheet at the front of the document. If objective justification is not possible, the proposal should be stopped whilst advice is taken.
	Stop the proposal The proposal will not be implemented due to adverse effects that are not justified and cannot be mitigated.

Step E - Discuss and review the assessment with decision-makers

13. **You must discuss the findings of this assessment at each stage with senior decision makers during the lifetime of the proposal and before you finalise the assessment. Record details of these discussions and decisions taken below:**

Step F – Post-implementation actions and monitoring impact

It is important to continue to monitor the impact of your proposal on equality groups to ensure that your actual or likely impacts are those you recorded. This will also highlight any unforeseen impacts.

14. Record any post-implementation actions required.

Ongoing review and assessment with key stakeholders.

15. Note here how you intend to monitor the impact of this proposal on equality groups.

Gather demographic and socio-economic data on transport users, with attention to protected characteristics under the Equality Act 2010 (e.g. age, disability, race, religion or belief, sex, sexual orientation). Identify existing transport barriers experienced by equality groups through surveys, focus groups, and stakeholder interviews. Develop measurable indicators such as changes in transport accessibility for disabled users, satisfaction levels among minority ethnic groups, usage rates by gender and age, impact on religious observance and access to places of worship.

The action plan sets out a phased approach to transforming Clackmannanshire's transport and mobility systems. Medium term and long term actions can be adjusted as implementation and delivery stages progress. The impact of the proposal will be monitored as part of the Transport implementation. We will identify performance metrics and measures to enable effective reporting on progress of mainstreaming equalities and share findings with stakeholders and the public to build trust and accountability.

16. Note here when the EFSIA will be reviewed as part of the post-implementation review of the proposal:

The EFSIA will be reviewed alongside updates of The Sustainable Transport Strategy.

Step G – Assessment sign off and approval

Lead person(s) for this assessment:

Signed: Judith Morrison

Date: 23 September, 2025

Senior officer approval of assessment:

Signed: Maddie Muirhead

Date: 23 September, 2025

All full EFSIAs must be published on the Council's website as soon as possible after the decision is made to implement the proposal.

Report to Clackmannanshire Council

Date of Meeting: 2nd October 2025

Subject: Grant Award to Clackmannanshire Family Support Collaborative

Report by: Senior Manager, Early Intervention

1.0 Purpose

- 1.1. To update Elected Members on the development of the Family Support Collaborative and seek approval for the next phase of activity, including funding arrangements.

2.0 Recommendations

- 2.1 Council is asked to approve:

The consolidation of funding from the existing Council core budget and WFWF fund as a Grant fund to the Family Support Collaborative with CTSI being the administrator of the Grant fund through the Family Support Collaborative. Council is asked to note that arrangements will be implemented once grant agreements finalised and signed.

3.0 Considerations

Background

- 3.1 The Family Support Collaborative was established following a strategic review of third sector commissioned services in Clackmannanshire. The review highlighted strong collaboration across services but identified areas for improvement, particularly in the delivery of intensive family support and the reduction of service duplication. Third sector commissioned services are funded through Clackmannanshire Council's Children's Services budget. In addition, the council receives an annual grant through the Whole Family Wellbeing Fund. Collectively, this funding has enabled the implementation of a comprehensive range of early intervention services and has been allocated to third sector providers to enhance both the scope and capacity of intensive whole family support provision.
- 3.2. The Family Support Collaborative is a partnership between the Council, local families, and third sector organisations. It reflects the Council's commitment under The Promise to provide accessible, timely, and sustained support for families.

- 3.3. The next phase involves co-designing services with children, young people, and families—empowering them to influence funding decisions and service priorities. This approach aims to create flexible, responsive services and strengthen community involvement in public service delivery.
- 3.4. The approach proposes a change to the administration of the current model of funding to award Grant funding to the Family Support Collaborative (via CTSI as the administrator). This funding combines the Whole Family Wellbeing Fund annual grant and Children's Services core council funding for whole family support services. A Delivery Leads Group involving Council officers, third sector, and community representation will oversee implementation and ensure outcomes are met.
- 3.5. A robust legal framework has been established to support this work, with monitoring and reporting aligned to the Wellbeing Local Outcome Improvement Plan and the Community Wellbeing Plan. Appropriate governance arrangements will be put in place by way of grant agreements with appropriate protections which include performance indicators and reporting requirements.
- 3.6 The Council's Be the Future Transformation Programme has provided the framework for shaping Council priorities, investment, and delivery since 2019. It focuses on three key themes:
 - Sustainable Inclusive Growth
 - Empowering Families and Communities
 - Health and Wellbeing.

In the Be the Future Update presented to Council in March 2024, it was noted that the Family Wellbeing Partnership was showing great progress as follows:

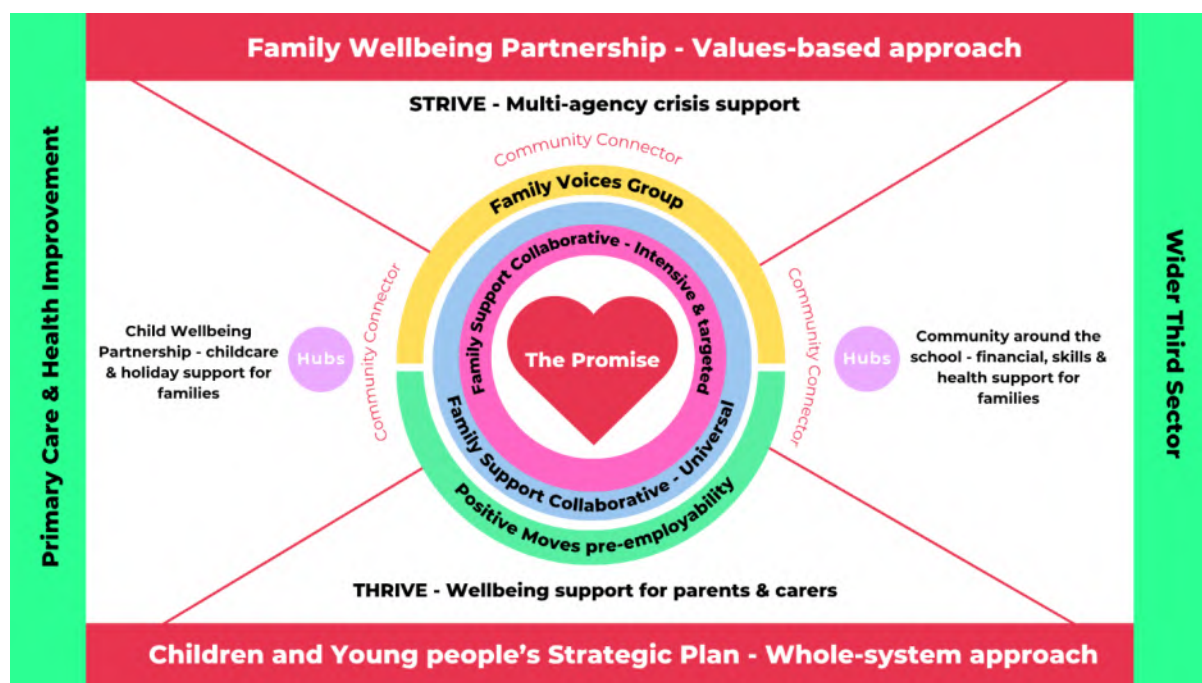
- Resources and staff had moved closer to communities, integrating services, and involving and empowering individuals in the design and delivery of services.
- This shift was strengthening collaboration with community organisations and partners to support Clackmannanshire communities and improve outcomes for local people.
- This approach had attracted national interest from other local authorities, as well as some funders.
- The Family Support Collaborative is another development which demonstrates the Be the Future Target Operating Model.

Progress

- 3.7 Over the last year and a half, much work has taken place to develop more collaborative and integrated models of working across People Directorate and with other Directorates. The development of this collaborative partnership model was made possible due to the context set through the Be The Future Transformation Programme and activities such as the Values Based Leadership Programme delivered throughout the Family Wellbeing Partnership. The Family Support Collaborative works alongside projects such as Community around the School and Child Wellbeing Partnership. Both STRIVE and The Family Support Hubs have benefitted from the addition of a Community

Connector who works to support families to access appropriate community supports.

- 3.8 In addition, Clackmannanshire Third Sector Interface (CTSI) has invested funding to the Family Support Collaborative, through the recruitment of a Collaborative co-ordinator who manages and evaluates the hubs, referrals, and community events. CTSI were delighted when they received Robertson Trust Funding to support this work, which has enabled them to continue the employment of the co-ordinator and to offer to act as administrator for the Family Support Collaborative. The diagram below represents how these different stands work together:



- 3.9 Feedback from all partners regarding this work so far has been very positive, however the Family Support Collaborative now needs to progress to the next stage, which is to align funding with the model and to enable our partners and communities to have more direct input into the allocation of funding and design of services, through increasing the level of responsibility and accountability in relation to use of funding allocated to the provision of Whole Family Support.
- 3.10 With the Transformation Space already testing this approach to allocation of funding for early intervention and prevention activity, there is an excellent opportunity to maximise learning and to progress the transformation and system change. .
- 3.11 This lived experience led approach to service delivery also supports the Council's fiscal challenges outlined in the Budget Context and Outlook report presented to Council at its annual budget setting meeting on 27 February 2025. It does this by clearly outlining the need to reduce reliance on intensive support services, reduce reliance on out of authority placements and pro-actively support children and families from an earlier stage to reduce escalation and crises. This approach has been embedded into the model of care developed by the Family support Collaborative. The Community Wellbeing Plan annual report presented to Council on 28 August 2025 outlined early impact of these shifts.

Funding Arrangements – Family Support Collaborative

- 3.12 It is proposed to allocate a grant of £679,178.50 in year 2025/26 and £948,357 in 2026/27, subject to Council budget approval. This is a consolidation of the two current budgets; Children's services core funding and the WFWF fund. It is anticipated that by March 2027, the work of the Family Support Collaborative and the Transformation Space will be more closely aligned, therefore there may not be a need for separate grant funding arrangements. The Transformation Space is currently in year 0 of its development and this is a new step for the Family Support Collaborative, thus it is difficult to be prescriptive regarding the timescale for conclusion. Therefore, the legal arrangement proposed allows for an optional extension in year 2027/28. If this option was taken the amount available (subject to budget approval) would be £875,357.
- 3.13 This proposal would see CTSI administering, managing and distributing the grant in line with decisions taken by the Family Support Collaborative and involving those with lived experience. CTSI will not receive any financial recompense for fulfilling the administrative function attached to this activity and has entered into the arrangement in order to progress the collaborative ways of working desired as part of the Target Operating Model.
- 3.14 The table below details the level of grant funding proposed, along with the source of the funding:

Funding Period	WFWF Funding	Core Council Funding
2025/26	£410,000	£269,178.50
2026/27	£410,000	£538,357 (SUBJECT TO COUNCIL BUDGET APPROVAL)
2027/28 (OPTIONAL EXTENSION)	£337,000	£538,357 (SUBJECT TO COUNCIL BUDGET APPROVAL)

- 3.15 Grant agreements, currently in draft, have been developed to ensure proper governance. The drafts are based on the Council's standard grant templates, any alternative proposals shall be considered to ensure they contain similar Council protections. The agreements contain appropriate Key Performance Indicators and Outcomes, as well as monitoring and reporting requirements.

4.0 Sustainability Implications

- 4.1. No specific sustainability implications are identified. However, this new approach to service design and delivery responds to the fiscal challenges and growing community needs facing the Council, and our ambition to be more sustainable and viable in the medium to longer term.

5.0 Resource Implications

5.1. Financial Details

The full financial implications of the recommendations are set out in the report which includes the allocation of funds from Scottish Government Grants and revenue budgets already focused on supporting Wellbeing. The value of these funds could be up to £1,750,983 over 3 years (if extended) which would be transferred into the Family Support Collaborative.

- 5.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate.

Yes ☒

- 5.3. Finance has been consulted and have agreed the financial implications as set out in the report.

Yes ☒

5.4. Staffing

There are no staffing implications identified.

6.0 Exempt Reports

- 6.1. Is this report exempt? Yes ☐ (please detail the reasons for exemption below) No ☒

7.0 Declarations

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

(1) Our Priorities

- 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

- Complies with relevant Council Policies ☒

8.0 Equalities Impact

- 8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?
Yes ☒ No ☐

9.0 Legality

- 9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒

10.0 Appendices

- 10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

Appendix 1 - EQIA

11.0 Background Papers

- 11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)
Yes ☒ (please list the documents below) No ☐

Other documents of relevance to this report:

Christie Commission on the Future Delivery of Public Services

<https://www.gov.scot/publications/commission-future-delivery-publicservices/pages/1/>

Scottish Approach to Service Design

<https://www.gov.scot/publications/thescottish-approach-to-service-design/documents>

WWF Award letters

WWF guidance

Author(s)

NAME	DESIGNATION	TEL NO / EXTENSION
Gillian Scott	Senior Manager Early Intervention	07891041671

Approved by

NAME	DESIGNATION	SIGNATURE
Lorraine Sanda	Strategic Director (People)	



Equality and Fairer Scotland Impact Assessment (EFSIA) Summary of Assessment

Title:

Grant Award to Clackmannanshire Family Support Collaborative

Key findings from this assessment (or reason why an EFSIA is not required):

The assessment of the proposal is that this will enhance the Council's current approach to ensuring that all those with protected characteristics and/or equality groups are supported and enabled by the Council to live their best life.

Summary of actions taken because of this assessment:

The Family Support Collaborative Delivery Leads group agreed to undertake ongoing consultation and review to ensure that all funding decisions are made with due consideration of the assessment findings and requirement for equally accessible services for all priority groups.

Ongoing actions beyond implementation of the proposal include:

The Delivery Leads Group created as part of this proposal should undertake an annual assessment to ensure that no specific group, or individual, facing disadvantage has been excluded and, if so, assess how this may be addressed.

Clackmannanshire Council has a clear focus on reducing inequality through the Local Outcomes Improvement Plan 2024/34; Community Wellbeing One Plan One Report; and Be the Future Transformation Plan.

Lead person(s) for this assessment:

Gillian Scott, Senior Manager Early intervention

Senior officer approval of assessment:

Lorraine Sanda, Strategic Director, People Directorate

DATE: 23 September, 2025

Equality and Fairer Scotland Impact Assessment (EFSIA)

An Equality and Fairer Scotland Impact Assessment (EFSIA) must be completed in relation to any decisions, activities, policies, strategies or proposals of the Council (referred to as 'proposal' in this document). The first stage of the assessment process will determine the level of impact assessment required.

This form should be completed using the guidance contained in the document: ['NAME']. Please read the guidance before completing this form.

The aim of this assessment is to allow you to critically assess:

- the impact of the proposal on those with protected characteristics and, where relevant, affected by socio-economic disadvantage (referred to as 'equality groups' in this document);
- whether the Council is meeting its legal requirements in terms of Public Sector Equality Duty and the Fairer Scotland Duty;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised.

The Fairer Scotland Duty requires public authorities to pay 'due regard' to how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making **strategic decisions**. Strategic decisions are key, high-level decisions such as decisions about setting priorities, allocating resources, delivery or implementation and commissioning services and all decisions that go to Council or committee for approval.

Step A – Confirm the details of your proposal

1. Describe the aims, objectives and purpose of the proposal.

The Family Support Collaborative is a partnership between the Council, local families and third sector organisations. It reflects the Council's commitment under The Promise to provide accessible, timely, and sustained support for families.

The next phase involves co-designing services with children, young people, and families—empowering them to influence funding decisions and service priorities. This approach aims to create flexible, responsive services and strengthen community involvement in public service delivery.

The proposal involves a change to the administration of the current model of funding and seeks to award Grant funding to the Family Support Collaborative (via CTSI as the administrator). This funding combines the Whole Family Wellbeing Fund annual grant and Children's Services core council funding for whole family support services. A Delivery Leads Group involving Council officers, third sector, and community representation will oversee implementation and ensure outcomes are met.

2. Why is the proposal required?

The proposal is required to

- Improve the flexibility of delivery of family support, focussing on the views and needs of families themselves
- Enable a greater degree of responsiveness in support to children young people and families
- Reduce silos and deliver a whole person response
- Prioritise community Voice-led system transformation
- Create a framework to ensure strategic, agile and impactful flow of funds
- Build community wealth and deliver a Wellbeing Economy
- Deliver a single reporting framework with relevance to families

3. Who is affected by the proposal?

The proposal affects a wide range of individuals and groups across Clackmannanshire, particularly:

- Low-income households, who experience poverty.

- Children, young people and parents who experience socio-economic disadvantage and challenges accessing services.
- Council departments and partner organisations, whose work relates to family support, including social work, health, education, housing, and economic development.
- Community organisations and third sector groups, who are involved in delivering or supporting whole family support initiatives.

4. What other Council policies or activities may be related to this proposal? The EFSIAs for related policies might help you understand potential impacts.

The proposal is closely aligned with several existing Council policies and strategic initiatives, including-

- Local Outcomes Improvement Plan (LOIP) 2024-2034
- Community Wellbeing Plan 2025-26
- Children's Services Plan 2025-26
- Family Wellbeing Partnership (FWP)
- Transformation Space Initiative

5. Is the proposal a strategic decision? If so, please complete the steps below in relation to socio-economic disadvantage. If not, please state why it is not a strategic decision:

Yes

Step B – Consider the level of EFSIA required

You should consider the available evidence and data relevant to your proposal. You should gather information in order to:

- *help you to understand the importance of your proposal for those from equality groups,*
- *inform the depth of EFSIA you need to do (this should be proportionate to the potential impact), and*
- *provide justification for the outcome, including where it is agreed an EFSIA is not required.*

What information is available about the experience of those with protected characteristics in relation to this proposal? Does the proposal relate to an area where there are already known inequalities? Refer to the guidance for sources of evidence and complete the table below.

Note: The evidence gathered reflects the experiences of all protected characteristics but especially focuses on Families and Children being provided with support through the Family Support Collaborative. A key source of evidence used for this proposal was that used to create the Wellbeing Local Outcomes Improvement Plan. That detail can be found on page-4 of the WLOIP and covers all equality groups identified in the table below. In addition, the Council has gathered other evidence as follows:

- Family Support Service Map – identifying family support services, community groups and apCommunity Engagement events conducted by The Lens – with a number of communities identifying local solutions.
- The Family Wellbeing Partnership – working with communities to put in place solutions to long standing problems. The learning from this work has been documented by the Centre for Public Impact and is recognised, nationally, as sector-leading.
- Consultation events led by Family Voices Group, CTSI and Third sector agencies.

For each of the equality groups in the table below the evidence identifies that

- Traditional methods of funding projects and delivering services has produced services which can be difficult to access easily, dependant on referrals and do not always respond quickly to gaps in provision.
- The solutions put in place do not always meet community and individual needs and are reactive, rather than focused on prevention
- Lack of community voice in how services are delivered results in a sub-optimal outcome

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
Age	Family Voices consultation; Community Wellbeing Plan Community Profile; LOIP	There is ample data to suggest persons relating this protected characteristic face societal inequalities. Children and young people face barriers due to their vulnerability and dependence on parents/carers to advocate their rights and meet their basic needs. These services support children and young people who are increased levels of risk. We know that Clackmannanshire has a high level of children subject to statutory measures of care, on the child protection register and exposed to issues such as substance use and domestic abuse.
Disability	As above	There is ample data to suggest persons relating this protected characteristic face societal inequalities. Family Support services are required to support families affected by disability, this proposal will include development of the delivery of such services
Race	As above	All children young people and families require equal access to family support services. Part of the role of this proposal is to ensure that services are accessible to all groups of children, young people and families.
Sex	As above	Women and girls require specific support and experience higher than average incidents of domestic abuse in Clackmannanshire
Gender Reassignment	As above	There is insufficient data to adequately comment on the relationship between persons related to this protected characteristic and perceived societal inequalities, however the long term action plan considers safety concerns of this group.
Sexual orientation	As above	Family Support services are required to be accessible to all families. This proposal seeks to ensure that this is possible
Religion or Belief	As above	Family Support services are required to be accessible to all families. This proposal seeks to ensure that this is possible
Pregnancy or maternity	As above	Clackmannanshire has a high rate of unborn babies and children aged 1 year and under on the Child Protection register. This proposal seeks to actively support this group.
Marriage or civil partnership (only the first aim of the Duty is relevant to this protected characteristic and only in relation to work matters)	As above	Family Support services are required to be accessible to all families. This proposal seeks to ensure that this is possible

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
Socio economic disadvantage (if required)	As above	The proposal directly addresses these challenges by prioritising inclusive, and responsive family support. It aims to reduce inequalities of outcome caused by socio-economic disadvantage through targeted support and family-led initiatives.

6. **Based on the evidence above, is there relevance to some or all of the equality groups? Y/ N/ unclear**
YES

If yes or unclear, proceed to further steps and complete full EFSIA

If no, explain why below and then proceed to Step E:

Step C – Stakeholder engagement

This step will help you to address any gaps in evidence identified in Step B. Engagement with people who may be affected by a proposal can help clarify the impact it will have on different equality groups. Sufficient evidence is required for you to show 'due regard' to the likely or actual impact of your proposal on equality groups.

7. **Based on the outcome of your assessment of the evidence under Step B, please detail the groups you intend to engage with or any further research that is required in order to allow you to fully assess the impact of the proposal on these groups. If you decide not to engage with stakeholders, please state why not:**

The current evidence gathered suggests that the proposal will provide the framework for community groups and families to lead and identify solutions to longstanding problems. Significant consultation has been held to date, and the proposal will mean that family voices will become an embedded part of how the Council delivers its services and prioritises its spend.

8. **Please detail the outcome of any further engagement, consultation and/or research carried out:**

Not applicable, as the proposal embeds continuous engagement.

Step D - Impact on equality groups and steps to address this

9. Consider the impact of the proposal in relation to each protected characteristic under each aim of the general duty:

- Is there potential for discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010? How will this be mitigated?
- Is there potential to advance equality of opportunity between people who share a characteristic and those who do not? How can this be achieved?
- Is there potential for developing good relations between people who share a relevant protected characteristic and those who do not? How can this be achieved?

If relevant, consider socio-economic impact.

Age	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination	X			Based on the assessment, no significant age-related impacts were identified. existing measures are considered sufficient to ensure age equality and inclusion. Ongoing monitoring will continue to ensure that no future issues arise. Promote age inclusive practices that support participation and engagement across all age groups.
potential for developing good relations				
potential to advance equality of opportunity				

Disability	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination	X			. The proposal provides much more opportunity for discrimination to be reduced and avoided.
potential for developing good relations	x			The proposal provides excellent scope for improving community relations and working alongside communities.
potential to advance equality of opportunity	x			There will be many opportunities for community and equality groups to be involved in defining and delivering specific solutions to meet their needs.

Race	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination	X			. The proposal provides much more opportunity for discrimination to be reduced and avoided.

potential for developing good relations				The proposal provides excellent scope for improving community relations and working alongside communities.
potential to advance equality of opportunity				There will be many opportunities for community and equality groups to be involved in defining and delivering specific solutions to meet their needs.

Sex	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	. The proposal provides much more opportunity for discrimination to be reduced and avoided.
potential for developing good relations	X			The proposal provides excellent scope for improving community relations and working alongside communities.
potential to advance equality of opportunity	X			There will be many opportunities for community and equality groups to be involved in defining and delivering specific solutions to meet their needs.

Gender Reassignment	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	. The proposal provides much more opportunity for discrimination to be reduced and avoided.
potential for developing good relations	X			The proposal provides excellent scope for improving community relations and working alongside communities.
potential to advance equality of opportunity	X			There will be many opportunities for community and equality groups to be involved in defining and delivering specific solutions to meet their needs.

Sexual Orientation	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	. The proposal provides much more opportunity for discrimination to be reduced and avoided.
potential for developing good relations	X			The proposal provides excellent scope for improving community relations and working alongside communities.
potential to advance equality of opportunity	X			There will be many opportunities for community and equality groups to be involved in defining and delivering specific solutions to meet their needs.

Religion or Belief	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	. The proposal provides much more opportunity for discrimination to be reduced and avoided.
potential for developing good relations	X			The proposal provides excellent scope for improving community relations and working alongside communities.

potential to advance equality of opportunity	X			There will be many opportunities for community and equality groups to be involved in defining and delivering specific solutions to meet their needs.

Pregnancy/maternity	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	. The proposal provides much more opportunity for discrimination to be reduced and avoided.
potential for developing good relations	X			The proposal provides excellent scope for improving community relations and working alongside communities.
potential to advance equality of opportunity	X			There will be many opportunities for community and equality groups to be involved in defining and delivering specific solutions to meet their needs.

Marriage/civil partnership	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination (only the first aim of the Duty is relevant to this protected characteristic)			X	It is unlikely that this report will have a direct or indirect impact on this protected characteristic.

Socio-economic disadvantage	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Yes	No	No impact	
(If required) Will the proposal reduce inequalities of outcome caused by socio-economic disadvantage?	X			The proposal creates the opportunity to provide increased and earlier support to those experiencing inequalities of outcome as a result of socio-disadvantage.

10. Describe how the assessment might affect the proposal or project timeline?

Examples of the items you should consider here include, but are not limited to:

- **Communication plan:** do you need to communicate with people affected by proposal in a specific format (e.g. audio, subtitled video, different languages) or do you need help from other organisations to reach certain groups?
- **Cost:** do you propose any actions because of this assessment which will incur additional cost?
- **Resources:** do the actions you propose require additional or specialist resource to deliver them?
- **Timing:** will you need to build more time into the project plan to undertake research, consult or to complete any actions identified in this assessment?

A key aim of the proposal is to reduce inequalities and empower children ,young people and their families to access earlier support and to be involved in the design and delivery of services to meet their needs. The proposal has therefore been developed to take account of communications, costs and resources and is based on significant evidence available to the Council, the Community Planning Partnership, the Family Wellbeing Partnership and CTSI.

11. **Having considered the potential or actual impacts of your proposal, you should now record the outcome of this assessment.** Choose from one of the following:

Please select (X)	Implications for the proposal
X	No major change Your assessment demonstrates that the proposal shows no risk of unlawful discrimination and that you have taken all opportunities to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.
	Adjust the proposal and/or implement mitigations You have identified ways of modifying the proposal to avoid discrimination or to better advance equality of opportunity or foster good relations. In addition, or alternatively, you will introduce measures to mitigate any negative impacts. Adjustments and mitigations should be recorded in the tables under Step D above and summarised in the summary sheet at the front of the document.
	Continue the proposal with adverse impact The proposal will continue despite the potential for adverse impact. Any proposal which results in direct discrimination is likely to be unlawful and should be stopped and advice taken. Any proposal which results in indirect discrimination should be objectively justified and the basis for this set out in the tables under Step D above and summarised in the summary sheet at the front of the document. If objective justification is not possible, the proposal should be stopped whilst advice is taken.
	Stop the proposal The proposal will not be implemented due to adverse effects that are not justified and cannot be mitigated.

Step E - Discuss and review the assessment with decision-makers

12. **You must discuss the findings of this assessment at each stage with senior decision makers during the lifetime of the proposal and before you finalise the assessment. Record details of these discussions and decisions taken below:**

This assessment was discussed the Strategic Director who agrees with the outcome.

Step F – Post-implementation actions and monitoring impact

It is important to continue to monitor the impact of your proposal on equality groups to ensure that your actual or likely impacts are those you recorded. This will also highlight any unforeseen impacts.

13. Record any post-implementation actions required.

Continuous community engagement is embedded in the proposal and in addition it is proposed that the Delivery Leads Group will have an annual review of the equality impact on equality groups.

14. Note here how you intend to monitor the impact of this proposal on equality groups.

Gather demographic and socio-economic data, with attention to protected characteristics under the Equality Act 2010 (e.g. age, disability, race, religion or belief, sex, sexual orientation).

A clear model of care and set of KPIs has been established which will be used to review and monitor impact

15. Note here when the EFSIA will be reviewed as part of the post-implementation review of the proposal:

The EFSIA will be reviewed annually alongside the annual reporting of the Family Support Collaborative.

Step G – Assessment sign off and approval

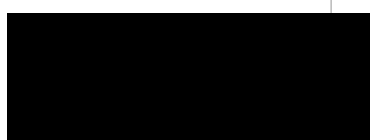
Lead person(s) for this assessment:



Signed:

Date: 23 September, 2025

Senior officer approval of assessment:



Signed:

Date: 23 September, 2025

All full EFSIAs must be published on the Council's website as soon as possible after the decision is made to implement the proposal.

Report to Clackmannanshire Council

Date of Meeting: 02 October 2025

Subject: Governance And Decision Making – Exit Packages

Report by: Strategic Director – Partnership and Performance

1.0 Purpose

- 1.1. This report outlines the findings of the Accounts Commission's scrutiny of senior officer exit packages at Glasgow City Council and provides an overview of Clackmannanshire Council's current governance arrangements and policies in this area. It aims to support the Council in considering the implications for local practice and assurance.

2.0 Recommendations

Council is asked to:

- 2.1. **Note** the overall report.
- 2.2. **Note** that, in accordance with Clackmannanshire Council's approved discretionary policy, early retirement is only authorised where there is no financial cost to the Council. In such cases, any actuarial reduction is borne by the individual staff member.
- 2.3. **Note** that internal audit will add a review of early retirements and Voluntary Severance/Redundancy decisions for senior staff to its programme of review for the 2026/2027 cycle.
- 2.4. **Approve**, that while the Controller of Audit's report recommends elected member involvement in early retirement decisions, Clackmannanshire Council's approach, where no cost is incurred, supports this remaining an operational decision, consistent with the existing approval process outlined in the discretionary policy.
- 2.5. **Approve** that an annual report be submitted to the Audit and Scrutiny Committee detailing the number of early retirements, voluntary severances, and flexible retirements approved during the previous financial year, including associated costs and savings.

3.0 Considerations

- 3.1. On 14 August 2025, the Accounts Commission considered a report (**Appendix 2**) from the Controller of Audit under Section 102(1) of the Local Government (Scotland) Act 1973. The report raised serious concerns about the governance and transparency of decision-making around senior officer exit packages at Glasgow City Council.
- 3.2. The Accounts Commission has requested that that its accompanying letter, dated 08 September (**Appendix 1**), and the issues highlighted in the Controller's report be formally considered by all local authority audit and scrutiny committees.
- 3.3. The Commission emphasised that where decisions on restructuring and exit packages are being made, councils must demonstrate clear evidence of:
 - Effective governance;
 - Independent scrutiny;
 - Value for money; and
 - Robust and transparent record-keeping.
- 3.4. Lessons learnt are set out at paragraphs 46 – 48 of the Controller of Audits report
- 3.5. The controller of audit recognises that councils continue to face financial challenges and that service redesign and restructuring will be a necessary part of responding, so transparency around decision-making is essential
- 3.6. The controller of audit outlines that the decisions of elected members and officers should uphold the nine Key Principles of Public Life in Scotland – selflessness, integrity, objectivity, accountability, openness, honesty, leadership, public services, respect. As such where decisions around restructuring and exit packages are being taken, councils must ensure there is clear evidence of effective governance, independent scrutiny, and robust and transparent record keeping
- 3.7. Clackmannanshire Council has a number of Council approved policies related to redesign, redundancy and retirement.
- 3.8. The Council's organisational change protocols and Severance Policy were approved in 2020, with the Flexible Retirement Policy approved in 2021..
- 3.9. The Local Government Pension Scheme – Employer's Discretionary Functions Policy was approved in 2015 and amended in 2018 following the introduction of the LGPS (Scotland) Regulations 2018.
- 3.10. These policies apply consistently to all staff, regardless of grade or level, and align with the relevant pension scheme provisions.

- 3.11. Under the Councils financial regulations any extraordinary payments made to staff such as payments made for mutual termination, redundancy or severance, that are outwith the standard terms of the policy, must be approved by the S95 Officer.
- 3.12. The Council also aligns to the National Code of Conduct for local government employees in Scotland.
- 3.13. In addition elected members are subject to the Councillors' Code of Conduct. The Councillors' Code of Conduct plays a vital role in setting out, openly and clearly, the standards councillors must apply when undertaking their Council duties and was developed in line with the nine key principles of public life in Scotland
- 3.14. Currently, there is no routine reporting to Council or the Audit and Scrutiny Committee on the number of early retirement decisions made within a financial year.
- 3.15. Under the Local Government Pension Scheme, members after age 55 and before Normal Pension Age (including those released on flexible retirement grounds) can choose to access their benefits but may incur an early payment penalty (actuarial reduction Clackmannanshire Council will not, as a matter of course, waive in whole or in part any reduction that would be applied under the Regulations meaning there is no cost incurred by the Council.
- 3.16. Approval for flexible retirement is granted by the Section 95 Officer and endorsed by the Strategic Director (Partnership and Performance), provided:
- There is no strain cost;
 - The proposed reduction in grade or hours aligns with policy; and
 - The revised salary and pension do not exceed the pre-retirement salary.
- 3.17. All exit packages related to Voluntary Severance and Voluntary Redundancy are considered by the Council's Clearing House, which is comprised of the Chief Executive and S95, supported by the Senior Manager HR and Workforce Development.
- 3.18. The purpose of the Clearing House is to ensure fairness to individual employees whilst balancing the financial needs/minimising costs to the Council when agreeing to packages being offered under the Council's Voluntary Severance, Voluntary Redundancy or Compulsory Redundancy Schemes.
- 3.19. The Clearing House are provided with details of the financial settlement available to staff together with the associated costs to the Council and an indication as to whether or not the costs can be recovered within 2 years.

3.20. The Councils Severnace Policy/Procedure outlines:

3.20.1. A voluntary severance proposal can normally only be approved where financial savings of 100% of the employment costs can be recovered over a period of up to 2 years.

3.20.2. Where a financial saving cannot be made over 2 years the cost will be reviewed and a determination made whether costs can be recovered over 3,4 or 5 years. Only with the approval of the Section 95 Officer will any proposal be agreed in these circumstances

3.21. When deciding whether to offer Compensatory Added Years (if applicable) the Clearing House will consider the full financial settlement and the associated cost and agree the appropriate amount of years to be added.

3.22. In line with Council policy, where a Voluntary Severance situation is approved but the post is to be maintained alternative savings must be identified which meet the criteria for affordability.

3.23. Matters related to the early release of the Head of Paid Service/Chief Executive would be considered by full Council.

4.0 Sustainability Implications

4.1. None

5.0 Resource Implications

5.1. Financial Details

5.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate. Yes ☒

5.3. Finance have been consulted and have agreed the financial implications as set out in the report. Yes ☒

5.4. Staffing

6.0 Exempt Reports

6.1. Is this report exempt? Yes ☐ (please detail the reasons for exemption below) 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

Complies with relevant Council Policies Yes ☒

8.0 Equalities Impact

- 8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?
Yes ☐ No ☒

An Equality Impact Assessment (EQIA) and Fairer Scotland Duty Assessment have not been undertaken specifically for this report as it is aimed to provide information and is not a policy or strategy.

9.0 Legality

- 9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒

10.0 Appendices

- 10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

Appendix 1: Accounts Commission Letter 08 September 2025

Appendix 2: The 2023/24 Audit of Glasgow City Council Senior Officer Exit Packages

11.0 Background Papers

11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes ☒ (please list the documents below) No ☒

Severance Policy and Procedure

Organisational Change Procedure

Local Government Pension Scheme - Employer's Discretionary Functions Policy

Flexible Retirement Policy

Financial Regulations

Author(s)

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Approved by

NAME	DESIGNATION	SIGNATURE
Chris Alliston	Strategic Director – Partnership and Performance	

To All Leaders and Chief Executives
Copied to: Directors of Finance; External auditors

08 September 2025

Dear Leader and Chief Executive,

On 14 August, the Accounts Commission considered a report from the Controller of Audit (under powers in s102 (1) of the Local Government (Scotland) Act 1973) in relation to **the scrutiny, governance and transparency of decision making of exit packages of senior officers in Glasgow City Council**. The Controller highlighted issues and serious concerns on how decisions were made around these exit packages and set out the council's response. The Commission welcomed the actions of the new chief executive in commissioning an internal review, an independent investigation of these issues and reporting the outcome publicly. I look forward to discussing this matter further with the Glasgow City Council when we meet in the coming weeks.

In response to the Controller's report, the Commission considered carefully the most appropriate way to use the powers available to it, including holding a hearing, making recommendations to Scottish Ministers or censuring in light of the concerning issues presented in the report. On this occasion, [alongside publishing findings](#), it is vital that all councils take action to recognise the important learnings from this report. The Commission expects that this letter - also copied to Directors of Finance and external auditors - and the issues the report highlights, will be discussed by your audit and scrutiny committee. We expect that steps will be taken to review your Scheme of Delegation and decision-making processes.

The Commission recognises that as councils continue to face financial challenges, service redesign and restructuring are key tools available to councils to respond to these challenges. However, transparency and good governance around decision-making is essential. The decisions of elected members and officers should uphold the nine [Key Principles of Public Life in Scotland](#) – *selflessness, integrity, objectivity, accountability, openness, honesty, leadership, public services, respect*. Sadly, the Commission believes that the way in which the restructuring packages were dealt with in this case did not.

Where decisions around restructuring and exit packages are being taken, councils must ensure there is **clear evidence of effective governance, independent scrutiny, and value for money, as well as robust and transparent record keeping**. Lessons learnt are set out clearly in our report at paragraphs 46 - 48.

Concerningly, this recent report is not the first time that this issue has been considered by the Accounts Commission. In 1997 and 2003, reports were published on managing early retirement and their key messages are as relevant today as they were then, not only for decisions relating to early retirement packages but also to any senior officer exit packages. Below are five key recommendations from the 2003 report, adapted for today's context:

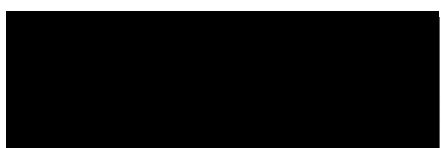
1. **Frameworks for decision-making:** policies in relation to the exit packages of senior officers should be approved by councillors and reviewed regularly.
2. **Informing councillors:** councillors should receive a report at least annually that details the number of early retirements, and redundancy decisions made in the year, along with the associated costs and savings attached to these decisions.
3. **Decision-making:** councils should rigorously appraise individual business cases to ensure the expected savings associated with a retirement or redundancy outweigh the costs, ensuring value for money.
4. **To improve accountability** and assist in monitoring, the costs of early retirement should be charged to the appropriate service budget.
5. **Elected members should be involved** in approving early retirement and redundancy decisions for senior staff, providing the independent scrutiny that is essential to issues and decisions where there are potential conflicts of interest.

I would urge all councils to take action now to ensure that all officers and members are familiar with the Key Principles of Public Life, and that you can evidence that your organisational culture respects and supports them fully.

If you have any questions or queries in relation to the report on Glasgow City Council or on any other aspect of the Commission's work, please do not hesitate to get in touch:
acsupport@audit-scotland.gov.uk

I look forward to engaging with you in the future.

Yours sincerely,



Andrew Burns
Deputy Chair, Accounts Commission

The 2023/24 audit of Glasgow City Council

Senior officer exit packages



ACCOUNTS COMMISSION 

Prepared by the Controller of Audit
September 2025

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Accessibility

You can find out more and read this report using assistive technology on our website www.audit.scot/accessibility.

Commission findings

The Accounts Commission accepts the Controller of Audit's report on a matter arising from the 2023/24 audit of Glasgow City Council in relation to the scrutiny, governance and transparency of decision-making of exit packages of senior officers. The Commission welcomes that the Controller used her powers to bring this issue to its attention, and notes she was able to draw on the independent investigation of the issue undertaken by Brodies LLP (on behalf of the council), as well as the annual audit report. The Brodies LLP report was itself supported by the report of a King's Counsel (KC), whom Brodies had instructed to review and provide an opinion on its investigation.

Following consideration of the Controller's report (presented at [page 6](#)) at its meeting on 14 August, the Commission has made the findings presented below.

- 1 The Commission welcomes the actions of the new chief executive of Glasgow City Council in commissioning an internal review and an independent investigation of these issues following discussions with appointed auditors, and for reporting the findings of the investigation publicly. We note that the 2023/24 annual audit report shows the council has accepted many of the recommendations and look forward to seeing the auditors' review of progress in the 2024/25 annual audit. We expect the council to have strong evidence of good governance, scrutiny, and value for money and to present clear business cases for future restructuring.
- 2 Given that councils are required (under the under Section 4 of the [Local Government and Housing Act 1989](#)), to have a 'head of paid service', and that this is ordinarily the post of chief executive, we find it hard to understand how this post was part of a senior management restructuring package, developed in February 2021 (and presented in the 'Restructure Report'), aimed at cost savings and efficiency. Within the final Restructure Report, an Executive Director post, deleted in January 2021, was linked to the early retirement of the chief executive, and subsequently included as part of payback period calculations. As the Brodies report states, the savings

associated with the deleted post had already been achieved. Based on the information considered, it is our view that the rationale for the former chief executive's retirement contributing to efficiencies was, at best, unclear.

- 3 We consider that the restructuring package was dealt with in a manner inconsistent with the [Key Principles of Public Life in Scotland](#), in particular selflessness, integrity and objectivity. The Restructure Report appears to have been approved by some individuals who then benefitted from its proposals. This exhibits a failure to address and document potential conflicts of interest (that should have been obvious to such senior and experienced officers) and displays a lack of judgement in relation to how their actions adhered to the principles. The council should take action to ensure that all officers and members are not only familiar with the principles but that the organisational culture respects and supports them fully. The council must also ensure that independent scrutiny is applied to issues and decisions where there are potential conflicts of interest.
- 4 Given the seniority of the officers associated with these exit packages, our clear view is that a full report should have been presented to the relevant committee for approval. Within the Scheme of Delegation used during this period, consideration of whether to involve elected members was a 'judgement call' by officers based on whether an issue could be considered politically controversial. Given the significance of the post of chief executive, linking it to efficiency savings should have been subject to independent scrutiny. Had elected members been involved at key stages, their scrutiny could have mitigated some of the justified criticisms around perceived conflicts of interest.
- 5 As councils continue to face financial challenges, service redesign and restructuring will be a necessary part of responding, so transparency around decision-making is essential. The decisions of elected members and officers should uphold the nine Key Principles of Public Life in Scotland – selflessness, integrity, objectivity, accountability, openness, honesty, leadership, public services, respect. Where decisions around restructuring and exit packages are being taken, councils must ensure there is clear evidence of effective governance, independent scrutiny, and robust and transparent record keeping.

- 6 It is alarming to see reports which need to consider the lawfulness of actions within councils, and such circumstances do little to reassure taxpayers about how public money is being used. Given the serious issues highlighted in the Controller's report, the Commission considered carefully the most appropriate way to use the powers available to it, including holding a hearing, making recommendations to Scottish ministers or censuring in light of the concerning issues presented. In reaching our findings, we have considered the legal advice provided to Glasgow City Council and the action already taken. On this occasion, we have decided to take proactive steps to ensure that all local government bodies recognise the important lessons presented here, including writing to all council chief executives and leaders to highlight the importance of good governance and transparency in decision-making.
-

Introduction

1. The Code of Audit Practice requires auditors to produce an Annual Audit Report (AAR) summarising the significant matters arising from their audit work. For local authorities, auditors address the AAR to elected members and the Controller of Audit.

2. I have received the [Annual Audit Report](#) and the audited annual accounts for Glasgow City Council (the council) for 2023/24. The appointed local auditor (Stephen Reid of Ernst & Young LLP (EY)) has issued a qualified audit opinion in relation to the council's financial statements for the council and its group in respect of two City Building group entries for a second year. This reflected the impact of delays from previous years' auditing of the accounts for these arm's-length external organisations following a series of whistleblowing allegations in 2022.

3. The auditor also identified several risks, including the need for a robust medium- to longer-term financial strategy to reflect potential financial scenarios and support financial sustainability, as well as the need to agree a revised date for implementation of the new pay and grading structure. A total of 30 recommendations remain open, including 19 Grade 1 (high risk) recommendations. I will monitor the council's progress with addressing these issues through the audit team. I intend to bring a Best Value report to the Commission in August 2026 and will keep this under review with the appointed auditor including consideration of the pace of progress in implementing improvements.

4. The auditor also raised significant matters in the AAR in relation to the scrutiny, governance and transparency of decision-making in respect of the exit of five senior officers over the course of a three-year period between 2021 and 2024. I have decided to use the reporting powers available to me under s102 (1) of the Local Government (Scotland) Act 1973 to bring these matters to the Accounts Commission's attention.

5. My report relies on a number of publicly available documents. Auditors have not undertaken primary evidence gathering such as interviews with current or former officials of Glasgow City Council. The report draws heavily on the independent review 'Investigation into exit packages of former senior officials at Glasgow City Council' undertaken by Brodies LLP, particularly for the 'Background' and 'How decisions were made' sections of the report. The independent review report is publicly available from Glasgow City Council. It was produced for the purposes of the council, and I appreciate the agreement of both the council and Brodies to use the content. I note that the parties who exited the council as part of the restructure of the Chief Executive's Department were not interviewed, and

not all had the opportunity to give evidence to the investigation carried out by Brodies. My report also draws on the work reported by the appointed auditor in the Annual Audit Report 2023/24.

Background

6. In early 2021, a proposal was drafted setting out a restructure of the council's Chief Executive's Department, which included setting out the financial arrangements relating to the exit of five senior officers. The officers were:

- the former solicitor to the council and director of governance
- the former principal advisor to the chief executive
- the former head of human resources
- the former head of legal and administration and latterly director of legal and administration
- the former chief executive.

7. The departures took place between April 2021 and May 2024. The total cost of the exit packages was £1.035 million with £0.268 million relating to redundancy payments and £0.77 million relating to **strain on pension fund costs**. The estimated ongoing savings in the proposal were £0.65 million per annum.

Strain on pension fund costs are the additional cost incurred by a pension fund when a member retires early or receives benefits without actuarial reductions, often due to factors like redundancy or employer-approved early retirement. These costs arise because the fund needs to pay out benefits sooner or with less reduction than initially anticipated, requiring additional funding to cover the shortfall.

8. The leader of the council and city treasurer raised concerns after publication of the unaudited financial statements, which included details of the pension costs and payments in relation to loss of office, were published. The new chief executive launched an internal review into these matters which led to the commissioning of an independent review, including legal advice.

9. In March and April 2025, the outcome of the independent review was reported to three of the council's committees for consideration. Subsequently, proposed changes to strengthen its governance arrangements in relation to workforce and service reform, were considered and agreed at a meeting of the council on 15 May 2025. A timeline of these events is set out in [Exhibit 1](#). It is important to note that the Brodies independent investigation states that 'we did not find any evidence

allowing us to conclude that any recipient of any severance/retirement package, or any other officer, acted improperly’.

Exhibit 1



Timeline of key events

2021 to 2024

January/February 2021	As part of planning for the restructuring of the council’s Chief Executive’s Department, a business case was developed which set out the proposed financial arrangements for the exit of five senior officers within the department.
April 2021	The former solicitor to the council and director of governance left the council. She received a sum of £95,000 voluntary separation payment.
July 2021	The former principal advisor to the chief executive left, receiving early unreduced access to her pension and redundancy, totalling benefits of just under £192,000.
January 2023	The former head of human resources left, receiving early unreduced access to his pension and redundancy, totalling benefits of just under £148,000.
September 2023	The former head of legal and administration (latterly the director) left, receiving early unreduced access to her pension and redundancy totalling benefits of £283,000.
May 2024	The former chief executive left, receiving early unreduced access to her pension at a cost of £317,000 to the council.
July 2024	The council published its unaudited financial statements, including the remuneration report, disclosing costs associated with the early retirement of the former chief executive and former director of legal and administration.
August 2024	The accounts and financial statements were reported to the council’s Finance and Audit Scrutiny Committee.
September 2024	An internal review was commissioned by the new chief executive to be performed by the council’s monitoring officer and head of audit and inspection.
October 2024	The appointed auditor was notified about the internal review and about the restructure report.
December 2024	The council instructed Brodies LLP to investigate and prepare an independent report on these matters.



Timeline of key events

2025

February 2025	Brodie's LLP provided the report of its investigation. This included the report of a King's Counsel (KC), Brodie's had instructed to review and provide an opinion on its investigation.
March 2025	The council's Finance and Audit Scrutiny Committee considered in public, a report by the chief executive on the findings of the independent investigation by Brodie's of senior officer exit payments. This included provision of the full Brodie's report and KC opinion.
April 2025	The council's Wellbeing, Equalities, Communities, Culture and Engagement Policy Committee considered a report setting out the findings and recommendations of the independent review of the arrangements for the chief officer departures.
April 2025	A special meeting of the council's Finance and Audit Scrutiny Committee was held to consider the annual accounts and annual audit report, including the external auditor's comments on the exit payments.
May 2025	The council's City Administration Committee considered a paper on the review of arrangements for chief officer departures and proposed changes.
May 2025	The former chief executive reached an agreement with Strathclyde Pension Fund which, with the approval of the council, resulted in repayment to the council of the strain on the fund cost associated with her early retirement.
May 2025	Glasgow City Council agreed proposed changes to the terms of reference of committees and the scheme of delegated functions, in response to the independent review.

Source: Audit Scotland

How decisions were made

The approach taken to the restructuring of the senior management of the Chief Executive's Department

The role of the Chief Executive's Department

10. The Chief Executive's Department in a council is the strategic planning and management centre of the organisation. It provides the corporate lead, advice and support to its other departments and functions. It also provides the lead for governance and support to councillors with their policy-setting, decision-making and scrutiny role.

11. In Glasgow City Council, the main services of the Chief Executive's Department include for example: Policy, Corporate governance and communication; Legal and administration; Human resources; Corporate procurement; Digital services; Customer care; Financial inclusion and Economic development.

Restructuring requires good governance

12. Whether as part of improvement and/or savings programmes, councils need to undertake organisational and staff restructuring from time to time. It allows the organisation to realign its resources to respond to change or to new priorities and find ways to work more efficiently. This can include redeployment or reductions of senior officers through early retirement or redundancy packages.

13. It is important that decisions made about restructuring, including exit packages for senior staff, are undertaken in the most transparent manner with clear governance arrangements that reflect the principles of public life in Scotland ([Exhibit 2](#)). In addition to demonstrating high standards of governance, councils also need to demonstrate that decisions about restructuring and exit packages are value for money for the public purse.

Exhibit 2
Principles of public life

There are expectations on how elected members and officers of public bodies, including councils, conduct themselves and the work they undertake. In 1995, the Committee on Standards in Public Life (the Nolan Committee) identified seven principles of conduct underpinning public life. In Scotland these principles were expanded to include a further two into the Nine Principles of Public Life in Scotland

		
1. Selflessness Acting solely in the public interest.	2. Integrity Avoiding obligations that might influence official duties.	3. Objectivity Making decisions impartially and on merit.
		
4. Accountability Being answerable to the public and open to scrutiny.	5. Openness Acting transparently and justifying decisions.	6. Honesty Being truthful and declaring conflicts of interest.
		
7. Leadership Promoting and upholding these principles through example.	8. Public service Acting in the interests of the public body and fulfilling its core tasks.	9. Respect Treating colleagues and staff with courtesy and valuing their roles.

Source: Scottish Government/Audit Scotland

How decisions were made

The process for approving the business case for restructuring the senior management of the Chief Executive’s Department is not formally documented

14. The independent investigation by Brodies LLP sets out that following a discussion in January 2021, the head of human resources sent the former chief executive a business case in February 2021, entitled Proposed Senior Management Restructure Report. This report set out the proposed financial arrangements relating to the exit of five senior officers within the Chief Executive’s Department. The report proposed that:

- the post of solicitor to the council and director of governance (Grade 13) be made redundant, with its functions merged into other senior roles. A new role of solicitor to the council and monitoring officer (Grade 12) would be created
- the post of solicitor to the council and monitoring officer be subject to a '**bump redundancy**', and a legal manager post (Grade 10) deleted
- the post of principal adviser to the chief executive (Grade 11) be made redundant, with its functions merged into a new head of performance and governance role
- the post of head of human resources (Grade 11) be subject to a bump redundancy, and a strategic HR manager post (Grade 11) deleted
- the chief executive (Grade 15) take early retirement in or around late 2022 on grounds of efficiency, with an estimated cost of £349,095.

Bump redundancy (or transferred redundancy) generally refers to an employee at risk of redundancy being moved into another role within the organisation. The person currently in that role is then made redundant instead.

15. In February 2021, the former executive director of finance sent an email to the chief executive stating: 'I can confirm that each individual case and the overall project are consistent with council policy and the business case is comfortably within target parameters. I am therefore fully supportive of the proposals as outlined in the paper.' There is no explicit evidence of the chief executive, the director of governance and solicitor to the council approving the restructure report, as required at that time by the scheme of delegated functions. The independent review concludes that it is implicit in the collective correspondence about the report. There does not appear to be a clear document trail recording definitively the decision-making in relation to approval of the restructure report.

Approval of the exit and the terms for four of the five officers were in line with policy

16. The independent review concluded that approval requirements were met for the exit terms of the solicitor to the council, the principal adviser to the chief executive, head of/director of legal and administration and head of human resources.

17. The exit terms offered to four of the former officers were in line with the council's policies in terms of redundancy payments, pension strain costs and payback periods.

18. The independent review concludes that ‘it is not clear whether [the solicitor to the council’s] departure can be said to fall within the scope of the council’s policies on redundancy and early retirement’ as it was not formally a redundancy. She received a severance payment of £95,000 as an agreed sum to be paid on her resignation. She did not receive redundancy or early access to her pension.

Approval of the chief executive’s exit did not follow the scheme of delegated functions

19. There was no specific provision for approval of the early retirement or severance of the chief executive under the scheme of delegated functions.

20. The former chief executive highlighted in her statement to the independent review that in her view, as the role didn’t fall under ‘chief officials’ that the scheme permitted her to delegate approval to the executive director of finance and head of human resources, as for non-chief officials. Her view is the approval was given at the time the restructure report was written in 2021.

21. The independent review also draws attention to an email in March 2024 from an HR officer sent to both the new head of human resources and the executive director of finance with the request for the former chief executive’s early retirement, which was approved on the same day. The independent review notes, however, that it appears that the executive director of finance and the new head of human resources did not consider they were formally approving the application but that their function was to check the application complied with relevant council policies.

Elected members were not involved in decision-making or approval processes

22. The scheme includes the general requirement on officers ‘where he/she considers that a matter may be politically controversial even although it has been specifically delegated to him/her, to consult with the appropriate city convener. If after consultation the officer determines the matter is politically controversial, it must be referred to committee as appropriate for approval’.

23. What can be considered politically controversial is a judgement, however it is reasonable to consider the early retirement of the chief executive on efficiency grounds, and the operational and financial implications of this could meet this description, and it is not clear what consideration was given to this issue. The independent review concluded that officers should have referred the restructure report to the relevant city convenor for consultation as a matter of potential political controversy.

24. Councillors do not, however, appear to have been involved in the decision-making or approval processes for the exit packages for any of the five senior officers, including the chief executive. There is no evidence of the proposals and terms being discussed with councillors and the

restructure report was not shared with councillors or presented at committee for approval.

Appropriate scrutiny, transparency and accountability was lacking

25. As highlighted at paragraph nine, it is important to note that the independent investigation states that ‘we did not find any evidence allowing us to conclude that any recipient of any severance/retirement package, or any other officer, acted improperly’. However, in the interests of transparency and good governance, the absence of a clear document trail, setting out the decisions and approvals required for the restructure report, including the consideration of potential conflicts of interest and the need to involve councillors, is concerning.

26. I support the auditor’s conclusions in his 2023/24 AAR that ‘the council was unable to demonstrate effective scrutiny, governance and transparency in decision-making or value for money in respect of the exit of five senior officers over the course of a three-year period between 2021 and 2024’. It is not clear whether the restructure was value for money. All councils should ensure that they can demonstrate the value for money for any service reform or restructure. In this case, the council’s restructure paper highlights two key reasons for the structural change:

- the ongoing requirement to make significant savings; and
- a need to address the demographics of the senior team and put in place robust succession planning arrangements.

27. The restructure report concluded that the total cost of the proposals would be £731,486, with ongoing annual savings of £652,658, resulting in a payback period of 1.12 years. However, the detail of the report sets out total redundancy and strain on the fund costs of £1.025 million for the five senior officers. The council advises that the lower cost of £731,846 is after in-year salary savings are included.

28. The appointed auditor notes in the AAR that the actual total cost of the exit of the five senior officers was £1.035 million as opposed to the cost of the proposals in the restructure report of £1.025 million. The difference reflects updated figures since the time of the business case in 2021, as well as changes to planned leaving dates.

29. It is not possible to reach a conclusion on the rationale for the exit terms given to the five senior officers, as there is a lack of consideration within the restructure report of the benefits to the council for the reform (outwith the overall annual financial savings of £0.65 million).

30. There is no reference within the restructure report to alternative mechanisms for change being considered. The auditor comments in the AAR that ‘while we note in circumstances where restructures involve senior officers, alternative options such as redeployment are often not

practical or possible, we would expect consideration of all options to be evaluated. In this specific instance, it's unclear why early retirement and redundancy was the best solution to address concerns around succession planning'.

31. It is particularly difficult to see the justification for the chief executive's early retirement on the grounds of cost savings and succession planning, as the post of chief executive remains within the structure. In February 2024, the request to approve the terms of the chief executive's early retirement, made to the head of human resources and the executive director of finance for approval, was made on the grounds of efficiency.

32. A final amendment made to the restructure report before its approval by officers was to include a link between the deletion of the post of executive director of development and regeneration services and the early retirement of the chief executive. The deletion of the role was approved by the council's City Administration Committee in January 2021, but the rationale for the link to support the case for the chief executive's retirement contributing to savings is unclear.

The council's response

How the council are taking action to address the issues raised

The council's response and actions taken

The council commissioned an independent review and reported publicly on the findings

33. In September 2024, the council's new chief executive commissioned the council's monitoring officer and head of audit and inspection to undertake an internal review of the arrangements for the departure of senior officers.

34. Following consideration of the findings of the internal review and discussion of the findings with the appointed auditor, the council sought an independent legal view. Brodies LLP was instructed to undertake an independent investigation. Brodies provided their report in February 2025. This included the opinion of a KC on the questions of law asked by the council, based on the findings in the Brodies LLP report.

35. A summary of findings from the Brodies LLP report, are set out in [Exhibit 3](#). The full report, with the opinion provided by the KC, is available from Glasgow City Council.

Exhibit 3

Key findings of independent legal review



Severance terms offered to each of the officers were in accordance with applicable council policies.



The justification for the early retirement of the former chief executive was not supported by the restructure report or accompanying correspondence and there was no clear justification for linking her retirement with the deletion of the post of executive director of development and regeneration services.



The restructure report should have been the subject of elected member input, rather than being approved solely by officers, particularly as the officers who were involved in approving it also benefitted from its terms by being proposed for early retirement/severance packages. No evidence was found that elected members were asked to approve the report or individual applications for severance/retirement. There was also no evidence that elected members had any knowledge of the details of the departures prior to the publication of the remuneration report as part of the unaudited annual accounts for 2023/24.



It is considered that the former chief executive's application for early retirement was not, on the face of it, lawfully approved in terms of the council's Scheme of Delegated Functions. However, it was considered unlikely that a judicial review would overturn the decision, given the detriment to the former chief executive and the time passed.



That the pension strain costs which formed part of four of the five redundancy/early retirement packages under investigation were mandatory in terms of the council's policy and the Local Government Pension Scheme Regulations.



It is considered that there is no reasonable basis for the recovery of the sums paid by the council in respect of the five early retirement/redundancy packages.

Source: Brodies LLP report: Investigation into exit packages of former senior officers at Glasgow City Council and Opinion of senior counsel in re. Investigation into exit packages of former senior officers at Glasgow City Council

36. The council presented the legally privileged report from Brodies LLP and the opinion from the KC in public to the Finance and Audit Scrutiny Committee on 11 March 2025. The council's decision to consider the findings of the independent review in public, indicates a desire to ensure greater transparency and openness on the matter, which is welcome.

The council are making updates to governance structures and policy

37. An internal review of the council's governance arrangements relating to workforce and service reform activity has been undertaken. In response to the issues highlighted by the independent review and recommendations from the appointed auditor, the council is making amendments to governance arrangements and policy in respect of early retirement and voluntary redundancy.

38. At the May 2025 council meeting, amendments to the Scheme of Delegated Functions and Committee Terms of Reference were agreed. The amendments to arrangements include:

- Clarity in the scheme that the term chief officers refers to all officers grade 12 and above, including the chief executive.
- Changing the title of the Senior Officer Appointment Committee to the Senior Officer Workforce Committee and changing the remit to consider not only appointments of senior officers but also the approval of proposals involving early retirement or redundancy of officers of grade 12 or above.
- Adding the director of legal and administration to the senior officers required to approve changes to staffing structures, numbers and gradings.
- Deleting the previous delegation, which authorised the chief executive to approve applications from chief officials for early retirement and voluntary severance.
- Adding an express delegation relating to the early retirement and voluntary severance of the chief executive, giving authority to the Chair of the Corporate Workforce Planning Board to recommend proposals to the Senior Officer Workforce Committee.

39. The auditor makes the recommendation in the AAR that the council should 'set clear guidance on minimum expectations for any future restructure papers. This should include at a minimum an outline of how the restructure achieves value for money, what alternatives to early retirement or voluntary redundancy were considered and how the restructure meets the council's strategic priorities. The council accepted this recommendation and have committed to set clear guidance for future restructure papers and to establish a Corporate Workforce Planning Board to oversee the implementation.

40. In addition, the council have committed to make improvements to the administration of exit packages in response to areas for improvement identified by the appointed auditor in the AAR. The recommendations include:

- The council should engage with Strathclyde Pension Fund to ensure that strain on fund calculations are only made for relevant individuals and consider whether any amendments are required to improve the accuracy of estimated costs.
- Management should review the current operational processes for recording approvals and agreements to early retirements and redundancies. This should include clear guidance on requirements for electronic approvals.

41. The auditor notes in the AAR that 'further work will be required to ensure that such arrangements are adhered to and the Nolan principles are upheld in future'. The council report that it 'will put in place arrangements to enhance and monitor awareness, understanding and application of the council's governance rules across senior management and leadership teams. This will be extended to include the employees' Code of Conduct, with appropriate training and communication carried out with employees across the council family'.

No legal basis for recovery

42. The independent review concluded that there is no reasonable basis for the recovery of the sums paid by the council in respect of the five early retirement/redundancy packages. The current chief executive advised that in early May 2025, legal representation for the former chief executive arranged for an agreement to be made with Strathclyde Pension Fund and the council. This resulted in the repayment, from Strathclyde Pension Fund to the council, of the strain on the pension fund of £317,000, stemming from her early retirement.

Glasgow City and other councils need to ensure good governance, value for money and clear business cases for future reform and restructuring

The council needs to ensure it is better prepared for future restructuring

43. Councils should not turn to early retirement as the first and only option when faced with budget cuts. The need for early retirements could be better controlled by taking a strategic approach to planning the size and composition of the workforce, including senior roles.

44. Best Value thematic work undertaken at the council has highlighted that while detailed workforce planning occurs at a service level, there is no overall workforce plan or strategy. The council need to be able to show, how any restructure provides value for money including how any restructures support the council's strategic plan, financial plans and workforce plans.

45. As the council looks to continue to transform and ensure it is fit for the future, it will need to demonstrate that:

- the planned restructure achieves value for money
- the revised structure reflects the council's strategic priorities
- alternatives to early retirement or voluntary redundancy have been considered
- the process for approving early retirements and redundancies is clearly documented
- the decision-making process is subject to appropriate scrutiny and is in line with the principles of public life.

Lessons learnt for all councils

46. Given the current challenging financial context across the public sector, other councils will also be undertaking restructuring and reform programmes. They too need to ensure that they have effective governance arrangements in place. In particular, all councils will wish to consider:

- Are their schemes of delegation and codes of conduct fit for purpose and do they reflect the principles of public life?
- Does the scheme of delegation include a clear process for considering proposals and approvals for restructure, redundancy and retirement and does it appropriately manage potential conflicts of interest?
- Is there appropriate officer and councillor scrutiny of the decision-making processes in relation to restructure, redundancy and retirement?
- Is there a good understanding and implementation of the requirements set out in the scheme of delegation relating to restructure, redundancy and retirement, through training and monitoring?
- Does the prevailing culture among senior officers reflect the standards and behaviours required by the principles of public life?

47. The Accounts Commission produced a report in 1997 and follow-up review about the management of early retirement. These were:

- [Bye now, pay later? The management of early retirement in local government](#) – December 1997
- [Bye now, pay later? A follow-up review of the management of early retirement](#) – June 2003

48. Messages from these reports remain relevant and councils should remain cognisant of these as they undertake restructuring and reorganisation that includes the early exit of senior members of staff,

senior council members and senior staff in bodies in the group accounts. Listed below are recommendations from the 2003 report of note:

- Framework for decision-making: early retirement policies should be approved by councillors and be reviewed regularly.
- Informing councillors: councillors should receive a report at least annually that details the number of early retiral decisions made in the year, along with the associated costs and savings attached to these decisions.
- Decision-making: councils should rigorously appraise individual cases to ensure the expected savings associated with a retiral outweigh the costs.
- To improve accountability and assist in monitoring, the costs of early retirement should be charged to the appropriate service budget.
- Elected members should be involved in approving early retirement decisions for senior staff.

The 2023/24 audit of Glasgow City Council

Senior officer exit packages



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Report to Council

Date of Meeting: 02 October 2025

**Subject: Mainstreaming Equality, Diversity and Human Rights Outcomes
2025-29**

Report by: Senior Manager Partnership and Transformation

1.0 Purpose

- 1.1. The purpose of this report is to present the Council's Mainstreaming Equality, Diversity and Human Rights refreshed outcomes for 2025-2029. The report also provides employee data relating to Equality and Diversity and the Council's Equal Pay Statement all of which are required under the Equality Act 2010 and related Public Sector Duties.

2.0 Recommendations

- 2.1. It is recommended that Council:
- 2.2. Notes the report; and,
- 2.3. agree the Equality Outcomes and priority actions set out at in the report and note the requirement to publish on the Council's website.

3.0 Considerations

- 3.1. Since 2012 Clackmannanshire Council has published refreshed outcomes on mainstreaming equalities and diversity every 4 years with these published on the Council's website. We also regularly publish information on employee equalities data along with the Council's statement of equal pay. This ensures that the Council is meeting its duties under the equality act.
- 3.2. The Equality Act 2010 harmonises and replaces previous equalities legislation and sets out the Public Sector Equality Duty (PSED), which requires public authorities to actively consider how they can positively contribute to a more equal society through advancing equality and good relations in their day-to-day business, and in so doing, mainstream equality into public sector culture in practical and demonstrable ways. The Equalities and Human Rights Commission (EHRC) is the regulatory body responsible for enforcing the Equality Act 2010 and within this role they actively review the information published by public bodies to ensure that legal duties are being met.

- 3.3. The Equality Act requires public authorities to pay due regard to the need to eliminate unlawful discrimination, victimisation and harassment; advance equality of opportunity; and foster good relations. These requirements apply across the 9 protected characteristics of age, disability, gender reassignment, pregnancy and maternity, race, religion and belief, sex, sexual orientation, and marriage and civil partnership. Additional specific duties introduced under the act require listed public bodies to prepare and publish information as part of their mainstreaming equalities responsibilities.
- 3.4. In developing the refreshed mainstreaming outcomes, a review of the progress made against the 2021-2025 outcomes and associated actions was carried out, as well as desk research to ensure alignment with key Council strategies, policies and plans. A review of data held by the Council on equalities matters and published Equalities and Fairer Scotland Impact Assessments was also carried out to identify areas for improvement. A period of engagement was also undertaken during the Summer with representative organisations who have a specific interest in supporting equalities groups and feedback from them incorporated into the final draft mainstreaming equalities outcomes.
- 3.5. Four refreshed outcomes have been developed with associated actions as follows:
- Clackmannanshire Council is an inclusive employer and all employees who have a protected characteristic are, and feel valued, safe and included.
 - Clackmannanshire Council has increased knowledge and capacity about equality, diversity and human rights and meets its responsibilities and duties under the Equality Act 2010.
 - Clackmannanshire Council has embedded a human rights ethos to eliminating discrimination and advancing equality of opportunity.
 - People with protected characteristics can access Council services and information without barriers.
- 3.6. The report at **appendix 1** provides the equality, diversity and human rights outcomes and priority actions that the Council will take forward over the period 2025-2029, along with information on employee data and statement on equal pay.

4.0 Sustainability Implications

- 4.1. There are no direct sustainability implications arising from the recommendations in this report.

5.0 Resource Implications

5.1. Financial Details

- 5.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate.

Yes ☒

5.3. Finance has been consulted and has agreed the financial implications as set out in the report. Yes ☒

5.4. *Staffing*

There are no staffing implications arising from the report.

6.0 Exempt Reports

6.1. Is this report exempt? Yes ☐ (please detail the reasons for exemption below) 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**

Complies with relevant Council Policies Yes ☒

8.0 Equalities Impact

8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?
Yes ☒ No

9.0 Legality

9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒

10.0 Appendices

- 10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

Appendix 1: Mainstreaming Equality and Diversity in Clackmannanshire 2025-2029

11.0 Background Papers

- 11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

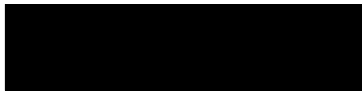
Yes ☐ (please list the documents below) No ☒

Mainstreaming Equality and Diversity in Clackmannanshire 2017 – 2021 report

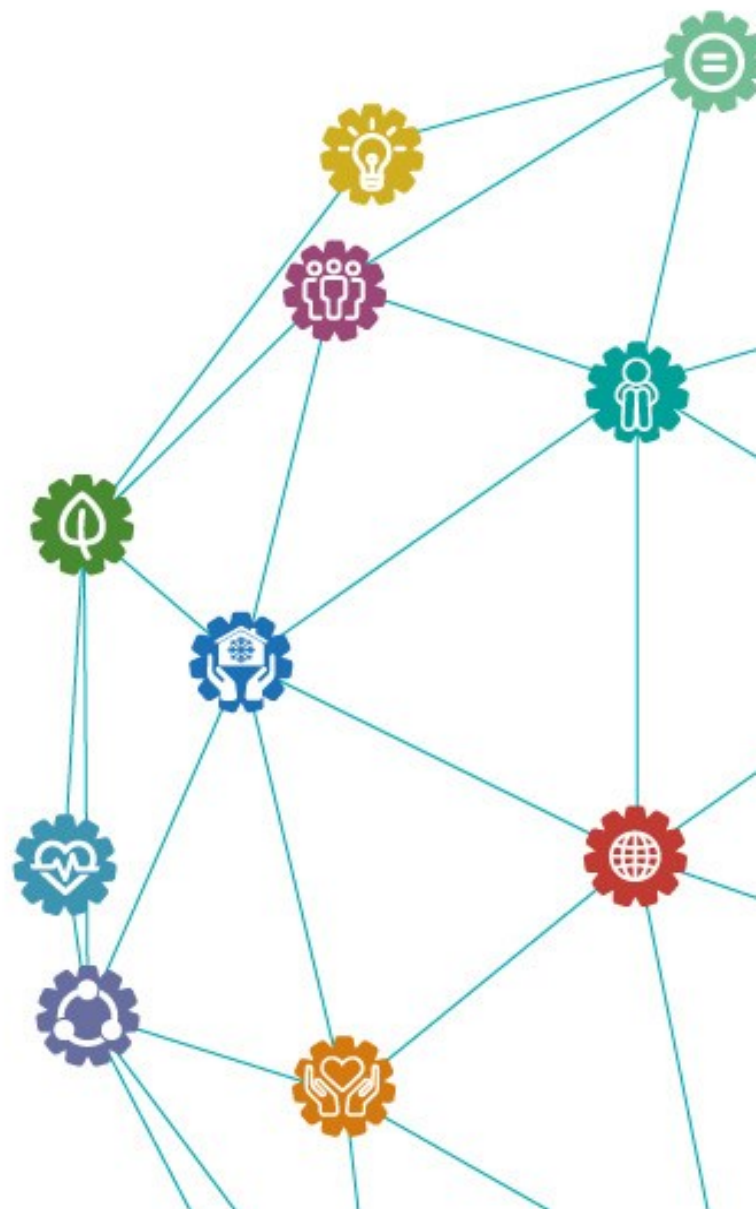
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Mainstreaming Equality, Diversity and Human Rights: Outcomes 2025-2029



**Clackmannanshire
Council**

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Comhairle Siorrachd
Chlach Mhanann

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Introduction

Clackmannanshire Council recognises the benefits of diversity in our workforce and communities and is committed to promoting equality, fairness and human rights in our work to deliver good outcomes and improve performance. This mainstreaming equality, diversity and human rights plan refreshes the outcomes through which we will advance equality of opportunity, promote fairness and work to tackle discrimination. This set of equality outcomes build on the equality outcomes set previously in 2013, 2017 and 2021.

We have reviewed the progress we have made on previous outcomes, and considered other key outcomes, priorities and plans in place across Council services and our partners too. By reviewing, revising and publishing equality outcomes on a regular basis, we not only ensure compliance with our equality duties, we also aim to make better and fairer decisions which benefit our communities and our employees. Through our work to integrate equality, diversity and human rights into the day-to-day work of the Council we can improve outcomes as an employer, service provider, decision maker, through our licensing board, and education service and as a buyer of goods and services.

The Equality Act 2010 and the General Duty

Under the Public Sector Equalities duties Clackmannanshire Council is required to publish new Mainstreaming Equalities Outcomes every 4 years.

All public authorities in Scotland must comply with the public sector equality duty, also known as the general equality duty, set out in the Equality Act 2010. This means that all public authorities, as part of their day-to-day business, must show how they will:

The Equality Act 2010 protects people from unfair treatment because of nine protected characteristics and requires public bodies to show how they make a positive difference to different groups of people. The legislation aims to protect all citizens from unlawful discrimination. The nine protected characteristics are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

The **Equality Act 2010** requires all public bodies to take account of the need to:

- Eliminate unlawful discrimination, harassment and victimisation and any other conduct that is prohibited under the Act;
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not share it, and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The **Public Sector Equalities Duties (PSED) 2012** requires public bodies to:

- Publish a set of equality outcomes every 4 years (Mainstreaming Report)
- Report on progress towards those outcomes every 2 years
- Report on employment data including; workforce profile, gender pay gap, occupational segregation
- Publish an equal pay statement
- Report on Equality Impact Assessments; and
- Consider award criteria and conditions in relation to public procurement.

Mainstreaming Equalities in Clackmannanshire

National guidance on setting equality outcomes notes that these should be proportionate and relevant to the functions and strategic priorities of the organisations setting them, and they should achieve one the key requirements set out in the general Equality Duty. These outcomes, by design, align with existing Council policies and strategies, to ensure that our mainstreaming Equality and Diversity work is integral to the work of the Council and drives a more focused effort on areas for improvement.

Clackmannanshire Council has a clear focus on reducing inequality through the Local Outcomes Improvement Plan 2024/34; Community Wellbeing One Plan One Report; and Be the Future Transformation Plan. Whilst our Equality and Diversity outcomes are designed to complement the ambitions in these plans, we have deliberately designed and focussed our outcomes for 2024/29 on continued organisational and service delivery improvement. In designing our equality and diversity outcomes we have:

- Undertaken a refreshed desk-based research and evidence review including evidence collected from previous engagement and consultation exercises as well as the wider national policy context.
- Reviewed employee data trends, recruitment data and employee feedback through surveys.
- Undertaken a desk-based review of national and regional good practice through information sharing and existing networks.
- Reviewed equality and fairer Scotland impact assessments to best understand gaps in knowledge and information, as well as feedback from consultation with protected groups.
- Engaged with key internal stakeholders including the senior leadership team.
- Engaged with communities to seek views from our communities on our outcomes for 24/29.

Our Equality and Diversity Outcomes 2024/29

Good progress has been made by Clackmannanshire Council over the past 4 years with promoting equality and addressing inequality at the centre of our strategic planning landscape and at the heart of the outcomes we are seeking to achieve. As an employer we have also made significant strides forward through our Workforce Strategy and a range of new policies seeking fairness and equality for employees across all services. Significant work has also been progressed in collaboration with partners to implement strategies and plans which progress our commitments to equality, diversity and inclusion across Clackmannanshire.

We recognise however, that there are still improvements we can make. We are seeking to demonstrate our commitment to continuous improvement through delivery of our Equality Outcomes and associated actions set out below. Alignment with key strategies and plans with an equality, diversity and inclusion focus, embeds our mainstreaming commitments, without duplicating agreed outcomes and actions already contained within those plans. These key related plans are:

- Wellbeing Local Outcome Improvement Plan 2024/34
- Community Wellbeing One Plan One Report
- National Improvement Framework
- Be the Future
- Community Wealth building Action Plan
- British Sign Language Action Plan
- Workforce Strategy/Employee Policies
- Gaelic Language Plan
- Sport and Active Living Framework

Along with our work with partners, Clackmannanshire is seeking to better integrate our strategic plans to ensure a consistent focus on key priorities where we want to make a real change. It is important therefore that our Mainstreaming Equalities outcomes and actions complement those agreed by the Council, whilst at the same time ensuring a focus on continuous improvement of equality, diversity, human rights and inclusion.

The Councils agreed vision, priorities and outcomes can be found here [Performance](#) along with other key plans and strategies which seek to address inequality in Clackmannanshire.

Clackmannanshire Council Equality **Outcomes for 2025/29** are:

- 1) Clackmannanshire Council is an inclusive employer and all employees who have a protected characteristic are, and feel valued, safe and included.**
- 2) Clackmannanshire Council has increased knowledge and capacity about equality, diversity and human rights and meets its responsibilities and duties under the Equality Act 2010.**
- 3) Clackmannanshire Council has embedded a human rights ethos to eliminating discrimination and advancing equality of opportunity.**
- 4) People with protected characteristics can access Council services and information without barriers.**

More information on these outcomes, the actions we will take to deliver these outcomes over the next 4 years and links to relevant plans and strategies is shown at table 1.

Reporting on Progress and Further Information

Clackmannanshire Council publishes information relating to mainstreaming Equality and Diversity on our website, including previous outcomes, progress reports, data and equality and fairer Scotland impact assessments. More information can be found here

[Mainstreaming Equality and Diversity](#)

If you require this document in an alternative language or format please contact Clackmannanshire Council on 450000 or email customerservice@clacks.gov.uk

Table 1: Clackmannanshire Council Mainstreaming Equality, Diversity & Human Rights Outcomes 2024-2029			
Our Vision: 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			
Our Outcomes			
Clackmannanshire Council is an inclusive employer and all employees who have a protected characteristic are, and feel valued, safe and included.	Clackmannanshire Council has increased knowledge and capacity about equality, diversity and human rights and meets its responsibilities and duties under the Equality Act 2010.	Clackmannanshire Council has embedded a human rights ethos to eliminating discrimination and advancing equality of opportunity.	People with protected characteristics can access Council services and information without barriers.
Our Actions			
We will continue to ensure that equality and diversity training is part of the Councils agreed mandatory training programme for employees. We will provide specialist training to key staff who prepare equality and fairer Scotland impact assessments as part of their roles. We will continue to improve the data we hold for our employees to better inform our decision making and engagement processes. We will continue to work towards reaccreditation of our disability confident employer status.	We will refresh our Equality and Fairer Scotland impact assessment process and develop our workforce in using these tools to ensure transparency when making decisions. We will refresh, publish and implement our British Sign Language plan for 2025/29. We will refresh, publish and implement our Gaelic Language Plan for 2025/29. We will publish the Councils licensing equality and diversity policy. We will publish all other information, as required under the Public Sector Equalities Duties 2012.	All schools in Clackmannanshire will adopt a Children's rights ethos, embedding the UN Convention on the Rights of a Child (UNCRC). We will ensure that Council strategic plans include a commitment to children's human rights including the participation of children and young people in decision making. We will continue to work towards implementing UNCRC across Clackmannanshire and raise awareness of this work across our workforce and communities. We will publish key strategies and plans in a child friendly and easy read format	We will continue to celebrate and raise awareness in support of national equality and diversity campaigns. We will ensure our website, and the information provided on our website, meets accessibility standards. We will provide information in an accessible format for our customers. We will improve the way that we publish key equalities data information such as demographic data and employee data relating to equality and diversity. We will improve the information that we publish on our equality and diversity commitments including equality and fairer Scotland completed impact assessments.

We will continue to support the health and wellbeing of employees, particularly those who have a protected characteristic. We will promote equality and diversity through our employee policies, reviewing and updating as required. We will provide our employees and elected members with a sound understanding of the equality act and associated legislation as part of the council's induction processes.	As an employer we will actively raise awareness and encourage reporting to address discrimination and prejudice. We will review capacity, resources and knowledge relating to all existing and new equalities and public sector reporting duties to ensure the Council is compliant. We will identify performance metrics and measures to enable effective reporting on progress of mainstreaming equalities.	to make them as accessible as possible to our audiences. We will implement processes to ensure that consideration of human rights is embedded as part of our equality impact assessment approaches. We will implement a child friendly complaints procedure and keep under review. We will review relevant plans and strategies to ensure that children and young people are treated fairly and protected from discrimination.	We will promote the Councils progress and work in meeting our equality and diversity commitments using a range of approaches and channels. We will ensure that our buildings and facilities are accessible for people who have a disability. We will improve our approaches to consultation and engagement with people who have a protected characteristic building on networks and relationships with the voluntary sector already in place.
Link to Strategies, Plans & Policies			
Workforce Development Plan Health and Safety Strategy and Action Plan Carer's Policy Managing Absence Policy Domestic Abuse Policy Recruitment Policy Wellbeing Strategy Flexible Working Policy Menopause Policy Good Employment Charter	Mainstreaming Equality and Diversity Clackmannanshire Equality and Fairer Scotland Impact Assessment guidance and templates Licensing Policy British Sign Language Plan Gaelic Language Plan Equal Pay Statement Procurement Data	Wellbeing Local Outcomes Improvement Plan Clackmannanshire Community Wellbeing One Plan One Report incorporating: Children's Services Plan Education Improvement Framework Violence Against Women and Girls Strategy Digital Learning Strategy UNCRC Delivery Plan	Customer Charter Customer Contact Policy Digital Strategy Corporate Communications and Engagement Consultation Guidance and Toolkit Sport and Active Living Framework



Appendix 1

Mainstreaming Equality, Diversity and Human Rights: High Level Profile for Clackmannanshire 2025

This profile provides key high-level data available on our population and communities relating to the protected characteristics set out in the Equality Act 2010. This data is public source and is available from [Home | Scotland's Census](#) and [National Records of Scotland \(NRS\)](#).

Population & Age¹

Table 1 Population by age group and gender

Age	All people	Female	Male
All	51778	26385	25393
0 - 4	2349	1095	1250
5 - 9	2713	1286	1427
10 - 14	3066	1508	1558
15 - 16	585	282	303
16 - 17	1200	592	611
18 - 19	906	418	488
20 - 24	2641	1332	1306
25 - 29	2941	1485	1458
30 - 34	3147	1608	1540
35 - 39	3037	1523	1514
40 - 44	3067	1588	1476
45 - 49	3315	1682	1630
50 - 54	4149	2103	2046
55 - 59	4224	2171	2053
60 - 64	3671	1894	1777
65 - 69	3153	1656	1497
70 - 74	3021	1569	1450
75 - 79	2280	1241	1035
80 - 84	1290	729	561
85 and over	1021	620	401

Population Trends²

Population trends over time and projections

The latest mid-year estimates gives a population for Clackmannanshire at 51, 940 with a 8.1% growth since 2001, compared with an overall Scotland growth rate of 8.4%. The population of 65+ group has grown by over 57% showing that

Clackmannanshire, reflecting national trends, has an ageing population. The 0-15 group has fallen since 2001, however the working age group remains the highest population grouping in Clackmannanshire. 2018 population projections up to 2028 are shown below at table 4.

Table 2 Population change

Population Change over time			
2001	2011	2021	2023
48, 070	51, 500	51, 640	51, 940

Table 3 Population Change & Age

Population Changes 2001 and 2003				
Age group	2001	2023	% change	Scotland % change
All people	48,070	51,940	8.1	8.4
0 to 15	9,973	8,719	-12.6	-7.8
16 to 64	31,138	32,274	3.6	5.9
65 and over	6,959	10,947	57.3	38.3

Table 4 Population Projections 2018-28

Age group	2018	2028	% change	Scotland % change
All people	51,400	51,194	-0.4	1.8
0 to 15	8,980	8,331	-7.2	-6
16 to 64	32,193	30,511	-5.2	-1.3
65 and over	10,227	12,352	20.8	19.3

Household Composition³

Household composition based on the latest available information from Census is provided below. Further information is available on the breakdown of family households by the number of children. Census data tells us that 6722 households in Clackmannanshire are lone parent households which is just over 13% of all people in households.

Table 5 Household Composition

All people in households	One person household	One family household	Other Household Types
50700	8772	39176	2752

Table 6 Lone Parent Households

All lone parent household	Lone parent households 1 dependent child	Lone parent households 2 or more dependent children	Lone parent household no dependent children
6722	2235	2393	2094

¹ Source: Census 2022 Output

² Source: Population estimates NRS

³ Source Census: 2022

Language⁴

Data on languages used in Clackmannanshire is available from the latest Census output. This question in the Census survey focussed on use of English, Scots, Gaelic and British Sign Language, and the % population who speak, read, understand and use these languages.

Table 7 Language (over 3 years)

Language	All people aged 3 and over	English	Scots	Gaelic	Sign Language	Other language
Number	50404	48821	148	5	24	1401
%		96.8%	0.29%	0.009%	0.04%	2.7%

Table 8 Gaelic Usage (over 3 years)

Gaelic language skills	All people aged 3 and over	Understands but does not speak, read or write Gaelic	Speaks, reads and writes Gaelic	Speaks but does not read or write Gaelic	Speaks and reads but does not write Gaelic	Reads but does not speak or write Gaelic	Other combination of skills in Gaelic	No skills in Gaelic
	50404	330	269	98	36	79	38	49552
		0.60%	0.53%	0.19%	0.07%	0.15%	0.07%	98.3%

Table 9 British Sign Language usage (over 3 years)

BSL user indicator	All people aged 3 and over	BSL User	Not a BSL user
Number	50404	1209	49192
		2.39%	97.5%

Ethnicity⁵

Data on ethnicity in Clackmannanshire is provided through the latest Census output, with the ethnic groups shown below used in the Census survey. Data on the number and % of population by ethnicity is shown below.

Table 10 Ethnic Group (all population)

All People	White: Total	White: White Scottish	White: Other White British	White: White Irish	White: Gypsy/ Traveller	White: White Polish	Other White	Mixed or multiple ethnic group
51778	50168	43548	4617	337	56	673	937	322
	96.8%	84.1%	8.9%	0.65%	0.10%	1.2%	1.8%	0.62%

⁴ Source Census: 2022

⁵ Source Census: 2019

Asian, Asian Scottish or Asian British: Total	Asian, Asian Scottish or Asian British: Pakistani, Pakistani Scottish or Pakistani British	Asian, Asian Scottish or Asian British: Indian, Indian Scottish or Indian British	Asian, Asian Scottish or Asian British: Bangladeshi, Bangladeshi Scottish or Bangladeshi British	Asian, Asian Scottish or Asian British: Chinese, Chinese Scottish or Chinese British	Asian, Asian Scottish or Asian British: Other Asian	African: Total	African: African, African Scottish or African British
778	389	135	4	115	135	179	7
1.5%	0.75%	0.26%	0.007%	0.22%	0.26%	0.34%	0.01%

African: Other African	Caribbean or Black: Total	Caribbean or Black: Caribbean, Caribbean Scottish or Caribbean British	Caribbean or Black: Black, Black Scottish or Black British	Caribbean or Black: Other Caribbean or Black	Other ethnic groups: Total	Other ethnic groups: Arab, Arab Scottish or Arab British	Other ethnic groups: Other ethnic group
172	23	4	6	17	308	189	119
0.33%	0.04%	0.007%	0.011%	0.03%	0.59%	0.36%	0.22%

Religion and Identity⁶

Data shown below from Census outputs shows the national identity of Clackmannanshire residents and the religion beliefs of residents. These groupings were used in the latest Census survey.

Table 11 National Identity (total population)

National identity	All people	Scottish identity only	British identity only	Scottish and British identities only	Scottish and any other identities	English identity only	Any other combination of UK identities (UK only)	Other identity only	Other identity and at least one UK identity
	51778	36428	6947	4048	766	1108	577	1824	85
		70.3%	13.4%	7.8%	1.4%	2.1%	1.11%	3.5%	0.16%

Table 12 Religion (total population)

Religion	All people	Church of Scotland	Roman Catholic	Other Christian	Buddhist	Hindu
	51778	11246	4191	2183	82	49
		21.71%	8.09%	4.2%	0.15%	0.09%
Jewish	Muslim	Sikh	Pagan	Other religion	No religion	Religion not stated
15	626	41	228	97	30204	2819
0.02%	1.2%	0.07%	0.44%	0.18%	58.3%	5.4%

⁶ Source Census: 2022

Health and Disability⁷

Data on health, disability, long-term conditions and unpaid caring responsibilities is shown below. These groupings were included in the latest Census survey. This data shows that 13, 452 residents or 25.8% of the Clackmannanshire population are impacted by disability which affects day to day activities. 11.6% of the population is affected by disability which affects day to day activities a lot of the time. In terms of general health 76.9% of the population report they are in very good or good general health, and 7.5% of the population report their general health is bad or very bad.

Table 13 Disability

Disability	All People	Day-to-day activities limited a lot	Day-to-day activities limited a little	Day-to-day activities not limited
	51778	6049	7403	38325
		11.6%	14.2%	74.01%

Table 14 General Health

General Health	All people	Very good	Good	Fair	Bad	Very bad
	51778	23233	16642	7951	3049	899
		44.8%	32.1%	15.3%	5.8%	1.73%

Data on long term health conditions is provided for the total population and by gender (tables 15-17), with the groupings included in the most recent Census survey. This shows that 22.2% of the total population have a long-term illness, disease or condition, and prevalence is higher in males than in females. Females, however, are more likely to have a physical disability or mental health condition when compared with Males in Clackmannanshire.

Table 15 Long-term Health Condition (all population)

Long Term Health Condition	All people	Deaf or partially hearing impaired	Blind or partially vision impaired	Full/partial loss of voice or difficulty speaking	Learning disorder	Physical disability	Mental health condition	Long-term illness, disease or condition
Total	51778	4007	1331	150	2794	5491	6427	11533
		7.7%	2.5%	0.28%	5.3%	10.6%	12.4%	22.2%

Table 16 Long-term Health Condition (females)

Long Term Health Condition	All people	Deaf or partially hearing impaired	Blind or partially vision impaired	Full/partial loss of voice or difficulty speaking	Learning disorder	Physical disability	Mental health condition	Long-term illness, disease or condition
Females	26385	1810	695	60	1093	3102	3780	6192
		6.85%	2.6%	0.22%	4.14%	11.75%	14.3%	12.09%

⁷ Source Census: 2019

Table 17 Long-term Health Condition (males)

Long Term Health Condition	All people	Deaf or partially hearing impaired	Blind or partially vision impaired	Full/partial loss of voice or difficulty speaking	Learning disorder	Physical disability	Mental health condition	Long-term illness, disease or condition
Males	25393	2197	635	90	1701	2389	2647	5341
		8.65%	2.5%	0.35%	6.69%	9.40%	10.4%	21.0%

Data on unpaid carers in Clackmannanshire is provided at table 18 and again was included in the most recent Census survey. This shows that 12.7% of the population (over 3 years of age) have unpaid caring responsibilities.

Table 18 Unpaid Carers (over 3 years)

Unpaid Carers	All people aged 3 and over	No	All unpaid carers	Yes, 1 to 19 hours a week	Yes, 20 to 34 hours a week	Yes, 35 to 49 hours a week	Yes, 50 or more hours a week
	50404	44000	6402	3464	645	650	1638
		87.2%	12.7%	6.8%	1.27%	1.28%	3.2%

Marital Status⁸

The data below shows information relating to marital status for Clackmannanshire residents which was included in the most recent Census Output for all residents 16 years and over.

Table 19 Marital Status (over 16 years)

Marital status	All people aged 16 and over	Never married and never registered in a civil partnership	Married or in a registered civil partnership	Separated, but still legally married or still legally in a civil partnership	Divorced or civil partnership dissolved	Widowed or surviving civil partnership partner
	43065	15038	19497	1187	4134	3209
		34.9%	45.2%	2.75%	9.59%	7.45%

Sexual Orientation & Gender⁹

The data below shows information on sexual orientation and trans status which was included in the most recent Census Output for all residents 16 years and over.

Table 20 Trans Status or History (over 16 years)

Trans status or history	All people aged 16 and over	No: Not trans and does not have a trans history	Yes: Trans or has a trans history	Not answered
	43065	40626	152	2288

⁸ Source Census: 2022

⁹ Source Census: 2019

		94.3%	0.35%	5.31%

Table 21 Sexual Orientation (over 16 years)

Sexual orientation	All people aged 16 and over	Heterosexual/Straight	Gay or Lesbian	Bisexual	Other sexual orientation	Not answered
	43065	38520	625	547	177	3196
		89.4%	1.45%	1.27%	0.41%	7.42%



Appendix 2

Clackmannanshire Council Employee Data and Gender Pay Gap

Employees Headcount and Age Groups

Table 1 Total Employees: 2017-2024

2017	2018	2019	2020	2021	2022	2023	2024
2768	2664	2585	2650	2709	2753	2752	2700

Table 2 Total Teachers: 2017-2024

2017	2018	2019	2020	2021	2022	2023	2024
699	641	649	664	666	701	-	-

Table 3a Age (all employees)

	2017		2018		2019		2020	
	No.	%	No.	%	No	%	No	%
Under 21	81	3.9%	66	3.3%	55	2.8	45	2.2
21-30	259	12.5%	269	13.3%	241	12.4	266	13.3
31-40	349	16.9%	364	18.0%	366	18.9	384	19.3
41-50	551	26.6%	511	25.3%	461	23.8	442	22.2
51-60	660	31.9%	640	31.6%	631	32.5	640	32.2
61 and over	169	8.2%	173	8.6%	182	9.4	209	10.5
All	2069		2023		1936		1986	

Table 3b Age (all employees)

	2021		2022		2023		2024	
	No.	%	No.	%	No	%	No	%
Under 21	44	1.62%	42	1.52%	36	1.3%	36	1.3%
21-30	426	15.7%	438	15.9%	408	14.8%	408	15.1%
31-40	584	21.5%	616	22.3%	624	22.6%	624	23.1%
41-50	664	24.5%	645	23.4%	653	23.7%	653	24.1%
51-60	749	27.6%	760	27.6%	741	26.9%	741	27.4%
61 and over	242	8.9%	252	9.15%	290	10.5%	290	10.7%
All	2709		2753		2752		2700	

Employees Data by Gender

Table 4a Gender Breakdown

	2017		2018		2019		2020	
	No.	%	No.	%	No	%	No	%
Female	1465	70.8%	1442	71.3%	1381	71.3	1416	71.2
Male	604	29.2%	581	28.7%	555	28.6	570	28.7
All	2069		2023		1936		1986	

Table 4b Gender Breakdown

	2021		2022		2023		2024	
	No.	%	No.	%	No	%	No	%
Female	2009	74.1%	2075	75.3%	2081	75.6%	2067	76.5%
Male	700	25.8%	678	24.6%	671	24.3%	633	23.4%
All	2709		2753		2752		2700	

Employees data by Directorate/Service area

Table 6a Employee Data by Directorate 2025

Employee Data by Gender 2021 All Employees

	Male	Female	Total
Health and Social Care Partnership	32	212	244
People	150	851	1001
Place	347	288	635
Partnerships and Performance	47	116	163
Teachers	124	542	666
All employees	700	2009	2709

Table 6b Employee Data by Gender 2022 All Employees

	Male	Female	Total
Health and Social Care Partnership	31	228	259
People	130	866	996
Place	338	294	632
Partnerships and Performance	52	106	158
Teachers	126	575	701
Other	1	6	7
All employees	678	2075	2753

Table 6c Employee Data by Gender 2023 All Employees

	Male	Female	Total
Health and Social Care Partnership	22	233	255
People	255	1461	1716
Place	345	275	620
Partnerships and Performance	48	108	156

Teachers			
Other	1	4	5
All employees	671	2081	2752

Table 6d Employee Data by Gender 2024 All Employees			
	Male	Female	Total
Health and Social Care Partnership	19	219	238
People	240	1460	1700
Place	329	276	605
Partnerships and Performance	44	108	152
Teachers			
Other	1	4	5
All employees	633	2067	2700

Table 7 Employee Data by length of Service						
2021	HSCP	P&P	People	Place	Total	
< 5 years	52	19	501	127	699	
5-10 years	70	36	520	130	756	
11-15 years	51	17	206	95	369	
16-20 years	35	28	206	107	376	
21-25 years	11	16	142	59	228	
26-30 years	11	17	48	35	111	
31-35 years	9	21	29	42	101	
35+ years	5	9	15	40	69	
2024	HSCP	P&P	People	Place	Transformation	Total
< 5 years	82	39	777	206	2	1106
5-10 years	55	19	385	92	1	552
11-15 years	27	19	156	75	1	278
16-20 years	34	21	188	94	1	338
21-25 years	18	20	104	48		190
26-30 years	8	8	61	29		106
31-35 years	8	14	18	29		69
35+ years	6	12	11	32		61

Employee Data on Gender Pay and Gender Pay Gap

Table 8 Employee Data by Hourly Pay all Employees				
	2021	2022	2023	2024
Females	£16.40	£16.52	£19.31	£20.30
Males	£16.58	£16.85	£19.60	£20.61
Gender Pay Gap ¹⁰	1.08%	1.90%	1.47%	1.50%

¹⁰ Gender pay gap: difference between women's average hourly pay and men's average hourly pay.

Table and Charts 9 Employee Data: Gender Pay

	Female Pay	Male Pay	% Gap
2017	£14.01	£14.38	2.6%
2018	£14.26	£14.74	3.3%
2019	£15.47	£15.70	1.5%
2020	£15.99	£16.25	-1%
2021	£16.40	£16.58	1.08%
2022	£16.52	£16.85	1.90%
2023	£19.31	£19.60	1.47%
2024	£20.31	£20.61	1.50%

Table 10 Employee Data by Gender Pay and Grade (% of employees in each grade/defined role)

	2019			2020			2021	
Grade	Male	Female	Grade	Male	Female	Grade	Male	Female
Grade 01	0.6%	3.1%	Grade 01	0.5%	3.0%	Grade 01		
Grade 02	0.0%	4.5%	Grade 02	0.0%	4.2%	Grade 02		
Grade 03	11.1%	10.4%	Grade 03	10.6%	10.4%	Grade 03		
Grade 04	16.2%	19.4%	Grade 04	16.3%	18.9%	Grade 04		
Grade 05	16.0%	7.3%	Grade 05	15.6%	7.1%	Grade 05		
Grade 06	22.5%	19.7%	Grade 06	22.1%	20.3%	Grade 06		
Grade 07	3.4%	2.6%	Grade 07	3.1%	2.7%	Grade 07		
Grade 08	4.6%	4.4%	Grade 08	4.2%	4.8%	Grade 08		
Grade 09	4.1%	1.3%	Grade 09	3.8%	1.2%	Grade 09		
Grade 10	2.8%	1.4%	Grade 10	3.0%	1.6%	Grade 10		
Grade 11	0.3%	0.2%	Grade 11	0.3%	0.1%	Grade 11		
Grade 12	0.4%	0.0%	Grade 12	1.6%	0.1%	Grade 12		
Chartered Teachers	0.3%	0.6%	Chartered Teachers	0.3%	0.5%	Chartered Teachers		
Chief Officers	0.3%	0.3%	Chief Officers	0.3%	0.3%	Chief Officers		
Depty Head and Head Teachers	1.8%	1.5%	Depty Head and Head Teachers	1.8%	1.7%	Depty Head and Head Teachers		
Education Psychologist	0.0%	0.2%	Education Psychologist	0.0%	0.3%	Education Psychologist		
Main Grade Teachers	10.4%	19.2%	Main Grade Teachers	11.2%	18.9%	Main Grade Teachers		
Music Instructors	0.6%	0.2%	Music Instructors	0.5%	0.2%	Music Instructors		
Principle Teachers	3.5%	3.1%	Principle Teachers	3.2%	3.0%	Principle Teachers		
Quality Improvement	0.0%	0.2%	Quality Improvement	0.1%	0.3%	Quality Improvement		
Skillseekers	0.1%	0.2%	Skillseekers	0.3%	0.1%	Skillseekers		
Craft	1.0%	0.0%	Craft	1.2%	0.0%	Craft		

	2022			2023			2024	
Grade	Male	Female	Grade	Male	Female	Grade	Male	Female
Grade 01	0.6%	3.1%	Grade 01	0.5%	3.0%	Grade 01		
Grade 02	0.0%	4.5%	Grade 02	0.0%	4.2%	Grade 02		
Grade 03	11.1%	10.4%	Grade 03	10.6%	10.4%	Grade 03		
Grade 04	16.2%	19.4%	Grade 04	16.3%	18.9%	Grade 04		

Grade 05	16.0%	7.3%	Grade 05	15.6%	7.1%	Grade 05		
Grade 06	22.5%	19.7%	Grade 06	22.1%	20.3%	Grade 06		
Grade 07	3.4%	2.6%	Grade 07	3.1%	2.7%	Grade 07		
Grade 08	4.6%	4.4%	Grade 08	4.2%	4.8%	Grade 08		
Grade 09	4.1%	1.3%	Grade 09	3.8%	1.2%	Grade 09		
Grade 10	2.8%	1.4%	Grade 10	3.0%	1.6%	Grade 10		
Grade 11	0.3%	0.2%	Grade 11	0.3%	0.1%	Grade 11		
Grade 12	0.4%	0.0%	Grade 12	1.6%	0.1%	Grade 12		
Chartered Teachers	0.3%	0.6%	Chartered Teachers	0.3%	0.5%	Chartered Teachers		
Chief Officers	0.3%	0.3%	Chief Officers	0.3%	0.3%	Chief Officers		
Depty Head and Head Teachers	1.8%	1.5%	Depty Head and Head Teachers	1.8%	1.7%	Depty Head and Head Teachers		
Education Psychologist	0.0%	0.2%	Education Psychologist	0.0%	0.3%	Education Psychologist		
Main Grade Teachers	10.4%	19.2%	Main Grade Teachers	11.2%	18.9%	Main Grade Teachers		
Music Instructors	0.6%	0.2%	Music Instructors	0.5%	0.2%	Music Instructors		
Principle Teachers	3.5%	3.1%	Principle Teachers	3.2%	3.0%	Principle Teachers		
Quality Improvement	0.0%	0.2%	Quality Improvement	0.1%	0.3%	Quality Improvement		
Skillseekers	0.1%	0.2%	Skillseekers	0.3%	0.1%	Skillseekers		
Craft	1.0%	0.0%	Craft	1.2%	0.0%	Craft		

Employees Data by Protected Group

Table 11 Employees with a Disability¹¹

	2017		2018		2019		2020	
	No.	%	No.	%	No	%	No	%
Yes	75	2.71%	71	2.67%	66	2.6%	74	2.8%
Prefer not to say	49	1.77%	45	1.7%	76	2.9%	75	2.8%
Not known	2664	96.2%	2548	95.6%	2443	94.5%	1801	68.0%
Totals	2768		2664		2585		2650	
	2021		2022		2023		2024	
	No.	%	No.	%	No	%	No	%
Yes	88	3.24%	94	3.41%	122	4.43%	128	4.7%
No	2538	93.7%	2567	93.24%	2547	92.55%	2491	92.2%
Prefer not to say	83	3.06%	92	3.34%	83	3.01%	81	3%
Totals	2709		2753		2752		2700	

Table 12a Employee Ethnicity Breakdown

	2017		2018		2019		2020	
	No.	%	No.	%	No	%	No	%
BME	63	2.3%	64	2.4%	0	0.0%	0	0.0%
White	1361	49.2%	1354	50.8%	1723	66.7%	1712	64.6%
Asian or Asian British					7	0.3%	7	0.3%

¹¹ Tables 11 onwards do not include data which refers to fewer than 5 employees.

Equalities data on employees shown is collected via Irent and is provided on a voluntary basis.

Black or Black British					8	0.3%	5	0.2%
Mixed					-	-	-	-
Other Ethnic Group					36	1.4%	34	1.3%
Not known	1344	48.6%	1246	46.8%	809	31.3%	890	33.6%
Total	2768		2664		2585		2650	

Table 12b Employee Ethnicity Breakdown

	2021		2022		2023		2024	
	No.	%	No.	%	No.	%	No.	%
White	1768	65.3%	1856	67.4%	1966	71.4%	1952	72.2%
Asian or British Asian	7	0.3%	11	0.4%	18	0.65%	20	0.74%
Black or British Black	5	0.2%	6	0.2%	9	0.32%	9	0.33%
Mixed					7	0.25%	5	0.18%
Other Ethnic Group	35	1.3%	31	1.1%	34	1.23%	32	1.18%
Prefer not to say	891	32.9%	845	30.7%	718	26%	682	25.2%
Total	2709		2753		2752		2700	

Table 13 Employee Religion and belief

	2017		2018		2019		2020	
	No.	%	No.	%	No.	%	No.	%
Church of Scotland	469	16.9%	453	17.0%	552	21.4%	544	20.5%
None	573	20.7%	593	22.3%	762	29.5%	753	28.4%
Other	17	0.6%	18	0.7%	24	0.9%	23	0.9%
Other Christian	53	1.9%	54	2.0%	76	2.9%	73	2.8%
Preferred Not to Say	135	4.9%	123	4.6%	138	5.3%	133	5.0%
Roman Catholic	149	5.4%	148	5.6%	189	7.3%	199	7.5%
Buddhist								
Muslim								
Not known	1372	49.6%	1275	47.9%	838	32.4%	917	34.6%
Total	2768	100.0%	2664	100.0%	2585	100.0%	2650	100.0%
	2021		2022		2023		2024	
	No.	%	No.	%	No.	%	No.	%
Church of Scotland	550	20.3%	543	19.7%	523	19.0%	487	18.0%
None	803	29.6%	892	32.4%	1035	37.6%	1071	39.6%
Other			26	0.9%	6	0.2%	29	1.07%
Other Christian	78	2.9%	86	3.1%	88	3.19%	80	2.9%
Prefer Not to Say	1067	39.4%	998	36.3%	132	4.7%	132	4.8%
Jewish								
Roman Catholic	201	7.4%	198	7.2%	198	7.1%	196	7.2%
Buddhist			5	0.2%	7	0.2%	6	0.2%
Muslim					7	0.2%	9	0.3%
Pagan								
Hindu								
Sikh								
Not known					748	27.1%	682	25.2%
Total	2709		2753		2752		2700	

Table 14 Employee Sexual orientation								
	2017		2018		2019		2020	
	No.	%	No.	%	No	%	No	%
Heterosexual/Straight	1230	44.4%	1227	46.1%	1538	59.5%	1534	57.9%
Not Heterosexual/Straight	18	0.65%	22	0.8%				
Bisexual			90	3.4%	7	0.3%	7	0.3%
Gay Man					9	0.3%	9	0.3%
Gay Woman/Lesbian					14	0.5%	13	0.5%
Other					5	0.2%	-	-
Preferred Not to Say	121	4.37%	114	4.3%	127	4.9%	122	4.6%
Not Known	1399	50.54%	1211	45.5%	885	34.2%	962	36.3%
Total	2768		2664		2585		2650	
	2021		2022		2023		2024	
	No.	%	No.	%	No	%	No	%
Heterosexual/Straight	1590	58.7%	1671	60.7%	1802	65.4%	1806	66.9%
Bisexual	8	0.3%	11	0.4%	14	0.5%	19	0.70%
Gay	22	0.8%	26	0.9%	31	1.12%	27	1%
Other					8	0.29%	8	0.29%
Not known					778	28.2%	727	26.9%
Preferred Not to Say	1085	40.1%	1042	37.8%	119	4.32%	113	4.2%
Total	2709		2753		2752		2700	

Table 15 Employee Marital status								
	2017		2018		2019		2020	
	No.	%	No.	%	No	%	No	%
Civil Partnership	15	0.54%	17	0.64%	16	0.6%	15	0.6%
Married	923	33.35%	885	33.22%	1100	42.6%	1072	40.5%
Not Married	305	11.02%	326	12.24%	443	17.1%	427	16.1%
Other	90	3.25%	89	3.34%	95	3.7%	97	3.7%
Preferred Not to Say	54	1.95%	52	1.95%	56	2.2%	53	2.0%
Single	107	3.87%	103	3.87%	131	5.1%	159	6.0%
Not Known	1274	46.0%	1192	44.7%	744	28.8%	827	31.2%
Total	2768		2664		2585		2650	
	2021		2022		2023		2024	
	No.	%	No.	%	No	%	No	%
Civil Partnership	16	0.6%	19	39.9%				
Married	1107	40.9%	1098	15.7%				
Not Married	421	15.5%	432	10.0%				
Other	101	3.7%	106	3.9%				
Preferred Not to Say	877	32.4%	822	29.9%				
Single	187	6.9%	276	10.0%				
Total	2709		2753					



Appendix 3

Clackmannanshire Council Equal Pay Policy Statement 2025

1 General Introduction

The public sector duty to promote equality requires Clackmannanshire Council to develop and publish an Equal Pay Policy Statement on how it is meeting its duty, having due regard to the need to eliminate unlawful discrimination, particularly in relation to employment and pay.

Clackmannanshire Council is therefore committed to developing, maintaining and supporting a policy of equal opportunity in employment and will treat all staff irrespective of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Equal Pay Statement

Clackmannanshire Council's equal pay statement is:

"Clackmannanshire Council is committed to the principles of equal pay for all our employees and aims to eliminate any bias in our remuneration/reward packages"

Commitments and Objectives

Clackmannanshire Council will ensure that there are no unfair, unjust or unlawful practices that impact on reward. Where any inequality may arise, the Council will investigate promptly and ensure appropriate remedial action is taken if required. To achieve our equal pay objectives, the Council will:

- Ensure that all staff doing work of equal value receive the same level of pay, unless an objective reason exists for any difference.
- Reduce any identified pay gap.
- Review organisational pay structures to identify and remove barriers which may result in occupational segregation e.g. monitor our equality profile and encourage underrepresented groups to apply for posts.
- Ensure recruitment and employment practices promote equality and are free from discrimination.
- Review benefits to ensure all staff have equitable access e.g. pension, occupational sick pay, OH, Counselling.
- Ensure that all staff have fair and equal access to training and development opportunities.
- Work in partnership with Trade Unions.

To achieve our objectives, the Council will continue to/will undertake a range of activities:

- Implement a revised pay, grading and benefits structure, which includes a new framework of job families and role profiles.
- Measure the role profiles using a recognised analytical job evaluation scheme and an analytical, systematic and objective mechanism to assess, assign, analyse and allocate current jobs to the new framework.
- Introduce arrangements for the ongoing governance and monitoring of the pay grading and benefits structure and take remedial action where appropriate.
- Gather information on protected characteristics including, but not limited to, race and disability and review to identify potential areas of occupational segregation and act as appropriate.
- Provide training and guidance for those involved in making decisions about the application of the pay, grading and benefits provisions.
- Inform employees of how these practices work and how their own pay is determined.
- Monitor the uptake of training and development opportunities and improve access to training programmes.
- Analyse complaints and grievances including, pay, harassment, recruitment and training.
- Conduct equality impact assessments on all employment policies.
- Examine the barriers to employees advancing to senior level posts and take positive action to remove them.
- Raise employee awareness of equalities duties for both employment and Service delivery requirements.
- Annually review our reward policy and practice so that trends and any anomalies are identified, investigated and resolved.
- Respond to grievances and other concerns on equal pay as a priority.

2 Complaints and Grievances

Any complaint about a breach of the equal pay policy should, in the first instance, be made to the relevant line manager. If these informal approaches do not satisfy the employee, the complaint may be dealt with through the Council's Grievance Procedure.

The Council will work in partnership with the recognised Trade Unions to find resolutions to any legitimate concerns regarding equal pay.

3 Monitoring

The Human Resources Leadership Team will review equal pay audit findings. Statistical information and trends (including the incidence and type of complaints) will be reviewed annually.

Report to: Clackmannanshire Council

Date of Meeting: 02 October 2025

Subject: Place Based Investment Programme Update

Report by: Kevin Wells, Strategic Director Place

1.0 Purpose

- 1.1. The purpose of this Report is to provide an update to Council on activity around the Council's Place Based Investment Programme. This Report describes the process that Officers have undertaken and outputs to create a plan for the appropriate use of the Scottish Government's Place Based Investment Funds for the year 2025/26.
- 1.2. This Report is intended to update the Council and also to provide a platform for discussion that will give Officers direction for future funding opportunities.

2.0 Recommendations

It is recommended that Council approves:

- 2.1. The allocation of the Place Based Investment Fund 2025/26 for projects to support the improvement of Sauchie Hall and The Ben Cleuch Centre in line with sections 5.2 and 5.3 of this Report.

3.0 Place Based Investment Programme

- 3.1. The Scottish Government operates three funds as part of their Place Based Investment Programme.
- 3.2. Two of these funds; the Regeneration Capital Grants Fund and the Vacant and Derelict Land Fund, are allocated through a challenge fund that is open to Clackmannanshire to apply to. The third fund is the Place Based Investment Fund (PBIF), which is a set sum allocated to Local Authorities each year.
- 3.3. The two challenge funds both tend to open and close in summer and require significant planning in advance to successfully apply.

- 3.4. The Scottish Government has committed to providing Local Authorities with Place Based Investment Funds for the purposes of improving areas with a place based methodology from 2021/22 – 2025/26 making this the final year for the programme.
- 3.5. The main objectives of the Place Based Investment Fund are to:
- Ensure that investments in a place are relevant to that place and for the benefit of all the people in that place.
 - Support the delivery of 20 minute neighbourhoods.
 - Provide a consistent framework for looking at investments in a place and explore with those communities how greater collaboration can improve the circumstances of peoples' lives.
 - Support the ambitions of existing place based plans and strategies, such as the Infrastructure Investment Plan and the emerging National Planning Framework 4, making sure that money spent in places has the greatest collective benefit possible.
 - Accelerate ambitions for Community Wealth Building, community-led Regeneration, and the cities and town centres agendas.
 - Provide a coherent local framework across urban and rural areas for realising ambitions for inclusion, climate change, and wellbeing.
- 3.6. Clackmannanshire Council was allocated £512,000 in 2021/22, which was put towards the Primrose Street dementia friendly housing development.
- 3.7. Clackmannanshire Council was allocated £444,000 for the year 2022/23, which was put towards the following projects:
- 3.7.1. A Multi Use Games Area at Hawkhill Community Centre.
 - 3.7.2. A Multi Use Games Area at Tullibody Community Development Centre.
 - 3.7.3. New play equipment in Wimpy Park.
 - 3.7.4. A new biking facility (known as a pump track) in George V Park in Clackmannan.
- 3.8. Clackmannanshire Council was allocated £310,000 for the year 2023/24. Which was put towards:
- 3.8.1. Improvements at Carsebridge Cultural Campus.
 - 3.8.2. New lighting on the Menstrie Cycle path.
 - 3.8.3. New orientation signs in Menstrie.
 - 3.8.4. Additional funds to the pump track in George V Park in Clackmannan.
 - 3.8.5. Access improvements to Fir Park in Tillicoultry.

- 3.9. The Place Based Investment Fund was run as a challenge fund by the Scottish Government in the year 2024/25 due to lack of funds and Clackmannanshire Council was successful in securing £112,000 towards the Forthbank Vertical Growing project.
- 3.10. The Scottish Government have awarded Clackmannanshire Council £310,000 for the year 2025/26, which is to be allocated in two separate tranches. The first tranche of £242,730 has been awarded and accepted with the second tranche of £67,270 expected to be awarded towards the end of the calendar year, depending on funding availability.

4. Process of Allocation

- 4.1. The primary parameters that have directed Officers when considering what projects should be consulted upon and presented in this paper are:
- Place Based Investment Funds can only be used on capital costs.
 - The projects that the funds are to be allocated towards cannot already be included on the Council capital programme and funds cannot substitute for existing spend.
 - The funding must be committed with contracts in place between the community organisations and their contractors within financial year 2025/26.
- 4.2. Council Officers have prioritised that buildings in the process of Community Asset Transfer for this years' Place Based Investment Fund. In line with this, Officers compiled an options paper on potential buildings to benefit and the two that were considered most in need were Sauchie Hall and The Ben Cleuch Centre.
- 4.3. Officers created an application process for the organisations looking after Sauchie Hall and The Ben Cleuch Centre. These funding applications asked the two organisations to submit costs for improving both buildings that they were confident they could commit to spending in the financial year 2025/26. The received applications requested a total of £355,000, which is above the notified total of £310,000 to be received from the Scottish Government (see appendix A for breakdown of costs for both projects).

5. Considerations

- 5.1. While both projects are on assets owned by the Council, it is expected that the applicants will take on the maintenance and repair responsibility for the assets once the leases for both have been agreed.
- 5.2. Due to the nature of the funding being in two separate tranches this year, it is proposed that grant awards to the two beneficiaries are made in two separate grants. The first will be awarded following approval of this paper and conclusion of leases with the Council with the second once the second tranche of funding from the Scottish Government is confirmed.

- 5.3. As the requests for funding total more than the expected total from the Scottish Government, it is suggested that the total funds are awarded to the beneficiaries proportional to the sum they requested. This would allow them the flexibility to decide on the priorities for their respective buildings. A table outlining the suggested allocation methodology is below:

Applicant	Amount requested £	Percentage of total	Amount to be awarded in tranche 1	Amount to be awarded in tranche 2
Sauchie Public Hall SCIO	250,000	70.4	170,881.92	47,358.08
Tillicoultry, Coalsnaughton and Devonside Community Development Trust	105,000	29.6	71,848.08	19,911.92
	355,000	100	242,730	67,270

- 5.4. It is confirmed that the projects proposed for funding deliver on the Be the Future themes of sustainable, inclusive growth and improving health and wellbeing.
- 5.5. The two projects being proposed for funding are considered by Officers to strongly meet the aims of the Place Based Investment Fund as detailed in 3.5.

6.0 Sustainability Implications

- 6.1. None

7.0 Resource Implications

- 7.1. The funds to be used for these projects are 100% externally funded from the Scottish Government.
- 7.2. The full financial implications of the recommendations are set out in the report.

This includes a reference to full life cycle costs where appropriate. Yes x

- 7.3. Finance have been consulted and have agreed the financial implications as set out in the report. Yes x

8.0 Exempt Reports

- 8.1. Is this report exempt? Yes ☐ (please detail the reasons for exemption below) No X

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	X
Our families; children and young people will have the best possible start in life	X
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	X

- (2) **Council Policies**

Complies with relevant Council Policies Yes ☒

8.0 Equalities Impact

- 8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?
Yes ☐ No X

9.0 Legality

- 9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes X

10.0 Appendices

- 10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

Appendix 1: Cost list for both projects that are proposed to be supported by Place Based Investment Fund for year 2025/26

11.0 Background Papers

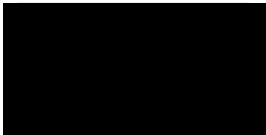
11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes (please list the documents below) No **X**

Author(s)

NAME	DESIGNATION	TEL NO / EXTENSION
Neil Ramsay/Ali Davidson	Team Leader Economic Development, Business Adviser, Economic Development	

Approved by

NAME	DESIGNATION	SIGNATURE
Kevin Wells	Strategic Director (Place)	

Appendix 1: Cost list for both projects that are proposed to be supported by Place Based Investment Fund for year 2025/26

Sauchie Public Hall SCIO Application Cost Headings	Costs £
Architect Fee for phase 1 and 2	15,000
Engineering works, fees and reports	10,000
Disabled Toilet and second toilet	15,000
Reconfiguration of male toilets into individual cubicles and repair works	20,000
Merging of the two toilets by the lesser hall and installing cubicles	20,000
Reconfiguration of the kitchen area, installing a new kitchen and installing storage space for chairs and tables	20,000
Sound proofing of the main hall and consultant fee	21,500
Install a retractable stage	25,000
New flooring in the main hall	20,000
Move the front doors and install disabled doors	10,000
Installation of a new and green heating system	50,000
Skip hire	1,000
Contingency of 10%	22,500
Total	250,000

Tillicoultry, Coalsnaughton and Devonside Community Development Trust Application Cost Headings	Costs £
Installation of tarmac paths	£35,000
Installation of solar panels, etc.	£25,000
Installation of full fibre broadband	£27,000
Installation of interactive display board	£10,000
Improvements to entrance	£8,000
Total	£105,000

Report to Council

Date of Meeting: 2nd October 2025

Subject: Planning Enforcement Charter Update 2025

Report by: Strategic Director (Place)

1.0 Purpose

- 1.1. This report seeks Council approval of the updated Planning Enforcement Charter, required to be published and updated every two years in accordance with Planning Circular 10/2009. Enforcement Charters must be prepared in the light of Section 158A of the 1997 Planning Act. The last Charter was published three and a half years ago, therefore an update is overdue.

2.0 Recommendations

- 2.1. To approve the draft Enforcement Charter and enable it to progress to adoption as policy.

3.0 Considerations

Background

- 3.1. The Council's current Planning Enforcement Charter was last updated in 2022. It is essential that an up-to-date version is produced and published as soon as possible to meet statutory requirements.
- 3.2. The newly updated version (August 2025) is largely based on the previous version from 2022, which has been a reliable and competent document in terms of content and approach. Some changes have also been made to make matters more succinct and user-friendly. In addition, the following alterations and additions are noteworthy:
- (i) Adjustment to formatting and page numbering
 - (ii) Revised Foreword attributed to current Planning Committee Chair
 - (iii) Prioritisation of enforcement action augmented with associated Table 1
 - (iv) Advice regarding cessation of action if agreed by Procurator Fiscal
 - (v) Council's current Core Values replace previous items
 - (vi) Update to all Other Useful Contacts

- 3.3. Extended Senior Leadership Group considered the paper on 13th August 2025. The paper was endorsed by the Group in advance of referral to Council.
- 3.4. Member Training is scheduled to take place on Tuesday September 30th, in advance of Council.

4.0 Sustainability Implications

- 4.1 There are negligible sustainability implications relating to this update of the Charter.

5.0 Resource Implications

5.1 Financial Details

- 5.2 Enforcement work is carried out by Planning Officers as part of their normal duties. There are no additional costs associated with the updating of the Charter. Yes ☒

- 5.3 Finance have been consulted and have agreed the financial implications as set out in the report. Yes ☒

- 5.4 *Staffing* There are no staffing issues directly associated with this decision.

6.0 Exempt Reports

- 6.1 Is this report exempt? Yes ☐ (please detail the reasons for exemption below) 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**

Customer Charter 2023:	☒
Data Protection Policy 2022:	☒
Mainstreaming Equality and Diversity 2023:	☒
We will work alongside our partners to reduce socio-economic disadvantage faced by families and communities in Clackmannanshire.	

- We will have strong, vibrant and inclusive communities where citizens have a sense of belonging and identity.
- We will reduce the attainment and achievement gap for pupils and young people with protected characteristics and those living in poverty. Clackmannanshire Council has increased knowledge and capacity about equality, diversity and poverty and meets its responsibilities and duties under the Equality Act 2010.
- In Clackmannanshire people will feel equally safe from harm.
- Clackmannanshire Council is inclusive and values and respects all employees equally
- Access to Council services will be improved for citizens with a protected characteristic in Clackmannanshire.

(Planning Enforcement Charter {current})

8.0 Equalities Impact

- 8.1 Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?
Yes ☒

9.0 Legality

- 9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒

10.0 Appendices

- 10.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

Appendix 1: Enforcement Charter 2025 update draft.

11.0 Background Papers

- 11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes ☐ (please list the documents below) No ☒

Author(s)

NAME	DESIGNATION	TEL NO / EXTENSION
John Hiscox	Principal Planning Officer	2614
Pauline Elliott	Interim Lead, Planning and Building Standards	

Approved by

NAME	DESIGNATION	SIGNATURE
Kevin Wells	Strategic Director (Place)	



**Clackmannanshire
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Comhairle Siorrachd
Chlach Mhanann

Development Services



Planning Enforcement Charter

September 2025

Contents

- Foreword
- A Guide to planning enforcement – contacting us
- How we investigate alleged breaches of planning control
- What we do about breaches of planning control
- Enforcement powers and procedures – the enforcement toolkit
- Our commitment to service standards
- The Council's Complaints Procedure
- Contacts

This Charter sets out the current powers available to Clackmannanshire Council as planning authority. These powers are set out in the Town and Country Planning (Scotland) Act 1997, as amended by the Planning etc. (Scotland) Act 2006.

Foreword

Planning permission is needed for most types of development, including new buildings and extensions and the change of use of land or buildings. Sometimes developers or householders undertake work without planning permission or fail to keep to the permission they have been given.

In such cases Clackmannanshire Council must consider whether it is necessary to take action, through its planning enforcement powers, to address breaches of planning control.



This Charter explains the work of the Council's Enforcement service. It describes the investigation work that takes place, what we take into account in deciding whether there is a breach of planning control and what further action is appropriate. The Charter also tells you the standard of service you can expect and what to do if you are not satisfied with the outcome.

The Council's Planning Officers welcome queries if any clarification or explanation is needed – planning enforcement is a complex subject for everyone involved, and together we can improve understanding, in turn helping to simplify and reduce enforcement cases in the County.

Councillor Coyne
Planning Committee Chair

A Guide to planning enforcement – what is a breach and how do you contact us

Most forms of development need planning permission from the Council. It is always advisable to contact us to check before you start work. **You can contact us at planning@clacks.gov.uk.** We can give you the correct advice, and tell you whether planning permission or some other permission is required. This will help to avoid us having to make further enquiries. If you send us accurate details of what you intend to do, we will reply by email or letter

In addition to this advice from officers, you can also apply for a Certificate of Lawful Use or Development from the Council.

Sometimes development may take place without planning permission, or before permission has been given. An individual or developer might also carry out work differently to what was approved by the Council. In each case, a breach of planning control may occur.

We will investigate all alleged breaches of planning control including whether development is in accordance with the approved plans or planning conditions. This might include:

- Building or engineering work being carried out without planning permission including freestanding structures, fences and walls
- The change of use of a building or an area of land
- Development not complying with approved plans
- Development not complying with conditions attached to a permission
- The display of advertising on buildings or land. Please note that the wording or images on adverts are not covered by planning control and would be a matter for the Advertising Standards Authority
- Unauthorised work to a listed building or protected trees

The objective of planning enforcement is to resolve the problem rather than necessarily punish the mistake. Any action taken must be proportionate to the nature and scale of the breach, and the sensitivity of the location.

Enforcement is a discretionary power. This means that, even where there is a breach of planning control, the Council has to consider if it is in the public interest to take enforcement action.

Since the Planning Act (Scotland) 2019, it has been permissible for Councils to charge a discretionary 25% supplement on retrospective applications, and a number of Scottish Planning Authorities do this. At time of publication of this Enforcement Charter, Clackmannanshire does not levy the additional charge. However, this is currently being explored. If introduced, it will be implemented via the Council's annual budgetary process

The Council does not have to take action on a specific breach of planning control and will sometimes decide that no action is necessary -

This approach is in line with Scottish Government guidance which states that formal enforcement action should not normally be taken where the breach does not cause wider public harm.

Any decision will be based upon the circumstances of the case and relevant planning policy.

It is the developer's responsibility to ensure that any necessary permission has been obtained before starting work.

The Council is not required to nor able to monitor all developments all of the time. Therefore, members of the public, Community Councils and groups have a vital role in reporting and monitoring potential breaches of control, including whether development is following the approved plans or planning conditions. If you have any concerns, you should tell us. You can use the [Report It](#) function on the home page of the Council's website, you can phone or visit the Council offices at Kilncraigs, Greenside Street, Alloa. However, we recommend that you follow your enquiry up in writing or by email. Contact details are provided on page 15 of this document. If you want to report a suspected breach of planning control, it is essential that you provide us with as much relevant information as possible.

Please include:

- The address of the property concerned and details of the owner of the property or the person involved if known (plus postcode if known)
- Details of the suspected breach of planning control, with times and dates if relevant
- Your name, telephone number, email and postal address
- Information on how the breach affects you, or the harm it is causing
- Whether or not you wish the enquiry to be treated confidentially

We will keep your details confidential, unless the Council is required to release information by law or as a result of a ruling from the Scottish Information Commissioner.

The Council will not normally investigate anonymous reports of potential breaches of planning legislation unless there are extenuating circumstances. This is to avoid the submission of vexatious reporting but also so that enquirers can be updated on the progress of an enforcement enquiry.

Our enquiries will relate entirely to relevant planning legislation. Some complaints, such as disputes regarding boundaries, land ownership or rights of access, relate to matters over which the Council, as a planning authority, has no control or responsibility. Similarly, some complaints may relate to matters outwith planning legislation, but where the Council nevertheless has an interest eg as landlord, or in relation to environmental or building safety legislation. Such enquiries will be redirected accordingly, and we will tell you the steps we have taken. There is a contacts list at the end of this Charter which includes details of other services in the Council.

How we investigate alleged breaches of planning control

When we get an enquiry, we may:

- Contact the party being complained about to get relevant information
- Visit a site to record the circumstances, take photographs and assess any relevant approved plans. Planning officers have the right to enter land or property to establish if there has been a breach of planning control or to establish if a formal notice has been complied with
- Check planning applications and decisions related to the site
- Check any previous correspondence relating to the site or the alleged unauthorised development
- Obtain additional information about land ownership and use, associated activities, interest in the land, constraints or legal issues

If we contact you for information, please help by responding quickly.

We are happy to discuss issues over the telephone although any information should preferably be submitted in writing. This will help to avoid a formal notice being served (see “other powers” on page 11) and avoid any delay in clarifying the planning position. You can provide whatever additional information you wish. If you think it would be helpful to speak to an officer, we will try to make suitable arrangements.

The time taken to respond to a case can vary. Progress can be delayed for the gathering of further evidence, to allow negotiations to take place or for formal procedures to be concluded. Similarly, an application to regularise the breach of control, a review of a decision of the Council's Appointed Officer, or an appeal against a decision of the Council, can also take time.

We recognise that delays can be a source of frustration to those submitting information. We will try to keep interested parties informed of progress on a case, but you can contact the case officer for an update at any time.

If we decide that there is no breach of planning control, we will advise the complainant and explain the reasons for the decision. The case will then be closed. If we decide that there is a breach of planning control, further investigation will be carried out to establish the severity of the situation and decide what further steps, if any, should be taken by the Service.

We will prioritise breaches of planning control which are or could be significant.

The following selected breaches have been categorized into Significant, Medium and Low harm to give **examples** of how the Council would prioritise breaches.

Significant harm: Full or partial demolition or significant alteration of a listed building, unauthorised works to a Scheduled Ancient Monument,

unauthorised works in statutory designations (SSSI's), unauthorised large scale engineering operations, unauthorised felling/works to trees subject to a Tree Protection Order.

Medium harm: Any unauthorised development/activity which causes clear, immediate and continuous harm to the locality including the living conditions of adjoining residents and including a serious breach of conditions, new buildings of medium scale.

Low harm: Minor or small-scale developments and breaches of condition that result in a non-serious harm to the amenity of a neighbourhood or property.

Table 1: Prioritisation of Alleged Breaches

Type of case	High Priority	Medium Priority	Low Priority
Advertisements (on non-listed buildings)			
Fences/trellis fencing			
Small garden sheds			
Unauthorised works to listed buildings/scheduled ancient monuments or statutory designation (SSSI for example)			
Non compliance with approved plans/conditions			
Minor unauthorised works in conservation areas			
Minor works ~~outwith~~ conservation areas			
Unauthorised felling/lopping to a tree covered by a TPO			
Unauthorised change of use of building			
Large scale engineering operations			

What we do about breaches of planning control

If a breach of planning control has occurred, we can:

- Tell the relevant parties that they are in breach and ask that the unauthorised activity or development ceases and/or is removed
- Ask for a retrospective planning application and advise on the relevant issues. If an application is submitted, formal enforcement action will usually be suspended until the application is decided
- Offer to negotiate an improved or acceptable development solution
- Consider taking formal enforcement action
- Offer the opportunity to apply for a Certificate of Lawful Use or Development, a procedure that was introduced to allow anyone to obtain a formal Council decision on whether or not the development is lawful
- Decide to take no action, having considered all relevant information

Even if a breach of planning control has occurred, the Council may decide only to take limited action, or take no formal action at all. What matters is whether the breach of planning control unacceptably affects the wider public interest or public amenity, the natural or built environment and safety, as expressed in the Development Plan. In practice, this is likely to mean that only a relatively small number of cases will result in formal enforcement action.

The type of enforcement action will also be in proportion to the seriousness of the breach and the seriousness of the harm caused as a consequence. This usually depends on the nature and scale of the development and the sensitivity of the location.

The Council is more likely to take enforcement action in cases where a retrospective planning application has not been submitted, and the unauthorised development has resulted in or is likely to cause unacceptable harm to people, land or buildings.

The Council will not normally serve an Enforcement Notice simply to regularise a situation if the unauthorised development is acceptable in planning terms. We will encourage the submission of a retrospective planning application and may serve a notice which requires an application for planning permission to be submitted.

The Council will offer a reasonable period of time to remedy a breach of planning control, depending upon the case. We will take enforcement action where the unauthorised development has not been remedied within that time and appears contrary to planning policy, unless there are exceptional circumstances. However, we will take prompt or immediate enforcement action where the unauthorised development is causing serious harm to residential amenity, public safety or protected land or buildings.

Where a breach relates to a small business or the self-employed, the Council will try to remedy the breach without harming the viability of the business.

This could include temporary measures to allow a business to mitigate the impact or to relocate.

The Council will not normally take enforcement action against unauthorised development by householders that only marginally exceeds permitted development limits. Nor will action be taken against minor or technical breaches that cause no unreasonable harm.

Some breaches of planning control relate to quite specific areas of legislation, such as tree preservation orders (or trees in conservation areas), listed buildings and advertising. Works to a protected tree or a listed building require the Council's permission. The felling of a protected tree, or the carrying out of work that affects the character of a listed building without the Council's prior approval, or the display of an advert in contravention of legislation is a criminal offence. The Council may seek the prosecution of the owner or other parties who have committed the offence by reporting the offence to the Procurator Fiscal (PF). The decision whether or not to prosecute rests with the PF and is based on the information submitted and whether or not prosecution is in the public interest.

In some cases, having reviewed all circumstances and information available, and having taken advice from the Procurator Fiscal, a decision may be taken that the Council has exhausted its enforcement powers and therefore will opt to cease actions in relation to specific cases. However, this action would be rare and only likely in a very small number of cases.

Enforcement powers and procedures – the enforcement toolkit

Enforcement action has to be taken within the following time limits:

- A four-year limit – this applies to building, engineering and other operations and change of use to a single house. After 4 years following the breach of planning control, the development becomes lawful, and no enforcement action can be taken in most circumstances
- A ten-year limit – this applies to all other development: principally the change of use of buildings or land, and breaches of condition. After 10 years the development becomes lawful, and again, no enforcement action can be taken in most circumstances

Types of Notices

Details of all enforcement notices served by the Council are entered in an [Enforcement Register](#). The register is available for inspection at Kilncraigs, Greenside Street, Alloa and details are published on our website at the above link.

There are a variety of notices and powers available to the Council for breaches of planning control. For most, a minimum 28-day period applies before any notice comes into effect. Notices include:

- **Breach of Condition Notice (BCN).** Used to enforce the conditions applied to any planning permission and served on any person carrying out the development and/or any person having control of the land. There is no right of appeal, and any contravention of the notice may lead to a prosecution. However, instead of prosecution, the Council could serve a **Fixed Penalty Notice**. By paying the fixed penalty (£300 or £225 if paid within 15 days) the person in breach can no longer be prosecuted, however the requirements of the BCN remain in force.
- **Enforcement Notice.** This is generally used to deal with unauthorised development. There are similar notices and powers to deal with listed buildings and advertisements. An Enforcement Notice will:
 - describe the breach of planning control;
 - describe the steps to be taken to remedy the breach;
 - specify the timescales for taking the remedial action;
 - explain the consequences of failing to comply with the notice;
 - summarise the grounds of appeal

There is a right of appeal to the [Scottish Government](#) and if an appeal is made, the terms of the notice are suspended until a decision is reached.

Failure to comply with an enforcement notice may either lead to the Council serving a Fixed Penalty Notice, or seeking a prosecution. Again, by paying the fixed penalty £2000 or £1500 if paid within 15 days) the person in breach can no longer be prosecuted however the requirements of the Enforcement Notice remain in force. Failure to comply may also result in the Council taking Direct Action to remedy the breach (see “Other Powers” on page 11).

- **Listed Buildings Enforcement Notice.** This must be served on the current owner, occupier and anyone else with an interest in the property. The procedures are similar to those outlined for Enforcement Notices. Breaches of listed building control are a serious matter. It is a criminal offence to undertake unauthorised works to demolish, significantly alter, or extend a listed building in a manner that affects its character. **Advice about what needs Listed Building Consent should always be obtained from the Council before undertaking any works.**
- **Stop Notice.** This is used in extremely serious cases where unauthorised activity must be stopped urgently. When a Stop Notice is served, the planning authority must also issue an Enforcement Notice. There is no right of appeal against a stop notice and failure to comply is a prosecutable offence. An appeal can be made against the accompanying enforcement notice. If a stop notice is served without due cause, or an appeal against the enforcement notice is successful, the Council may face claims for compensation. We therefore assess the use of Stop Notices very carefully.
- **Temporary Stop Notice.** Similar to a stop notice, but takes effect as soon as the Council displays a copy of the notice on the land to which it relates. The notice ceases to have effect 28 days after it is first displayed. It is a prosecutable offence to fail to comply with its requirements.
- **Notice Under Section 33(A) Requiring Application for Planning Permission for development already carried out.** We will actively consider the use of such a notice to encourage the submission of a retrospective planning application for development that appears to comply with relevant planning policy guidance. This, in turn, allows the Council to consider granting planning permission, possibly with conditions to make development acceptable. If a retrospective application is not submitted within the prescribed period, we would decide whether enforcement action should be initiated.

Other Powers

- **Advertisement Enforcement Notice.** This is similar to an enforcement notice but relates to unauthorised advertisements. There is a right of appeal to the DPEA.
- **Replacement Tree Notice.** Where a tree protected by a Tree

Preservation Notice (TPO) is removed, damaged, uprooted or destroyed in contravention of the order or any condition of consent given under a TPO, the Council can issue this notice requiring the owner of the land to plant a tree or trees. There is a right of appeal to the DPEA.

- **Planning Contravention Notice (PCN).** We will use this to get information about activities on land where a breach of planning control is suspected and we have received no reply to an earlier enquiry. We serve this notice on the owner or occupier, or on a person believed to have an interest in the land or who is carrying out operations on the land. They must provide information about the operations being carried out on the land and any conditions or limitations applying to any planning permission already granted. Failure to comply with the notice within 21 days of it being served is an offence and can lead to a fine in the courts.
- **Notice under Section 272 (of the Town and Country Planning (Scotland) Act 1997).** This provides powers to obtain information on interests in land and the use of land. Failure to provide the information required is an offence.
- **Notice under Section 179 (of the Town and Country Planning (Scotland) Act 1997 (Amenity Notice).** This allows us to serve a notice on the owner, lessee or occupier of land which is adversely affecting the amenity of the area, and sets out the action that needs to be taken to resolve the problem within a specified time. The Council has the power to take direct action following any non-compliance with the notice. There is a right of appeal to the DPEA.
- **High Hedge Notice.** The High Hedge (Scotland) Act 2013 came into force on 1st April 2014. It aims to provide a solution to disputes over the effects of high hedges but only where neighbours have not been able to resolve matters amicably. If the Council concludes that action should be taken, it will issue a High Hedge Notice to require remedial action to be taken. More detailed guidance about the process is available on the Council's [website](#). There are rights of appeal to the DPEA. Roads Authorities can address issues with hedges affecting roads and pavements under separate powers, although these are not part of the above Act.
- **Interdict and Interim Interdict.** An interdict is imposed by the courts and is used to stop or prevent a breach of planning control. Court proceedings can prove costly and the Council will only seek interdicts in serious cases or where enforcement notices have been ignored in the past. Breaching an interdict is treated as contempt of court and carries heavy penalties.
- **Direct Action.** If a person in breach does not comply with the terms of an enforcement notice within the time specified, The Council can enter the land and carry out the specified work. The Council will normally seek to recover any costs it incurs from the landowner.

Have you been granted planning permission? If so, please make sure that you comply with the following:

Initiation and Completion of Development. Developers and individuals are required to tell the Council when work is to start on development which has planning permission, and then later when the development is complete. We in turn can then check the development complies with the approved plans and any conditions, particularly those associated with the start and bringing into use of the development. We will issue relevant forms for completion when planning permission is granted for development.

Display of Notice While Development is Carried Out. For certain categories of development, the developer must display a sign on the site with information on the development and where people can view the planning permission and decision notice. Failure to do so is a breach of planning control.

Our commitment to service standards

- We will deal with all enforcement enquiries in an even-handed manner, in accordance with the Council's core 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 a reputation for innovation and creativity

- We will maintain the confidentiality of customers when this is requested, except where we are legally obliged to disclose details
- We will keep any complainant informed of progress. This will normally mean writing to them within 21 days of receiving the enquiry confirming what progress has been made
- We will notify the complainant of the outcome of the case within 5 working days from the case being closed, with an explanation of the outcome
- We will acknowledge receipt of a written enforcement enquiry within 3 working days
- We will visit the site within 14 days in cases where a visit is deemed necessary or more urgently if required
- We will give you clear information in plain English and tell you how to contact us if you need more information
- We will make sure you can speak to the relevant officer in the planning service
- If an enquiry can't be dealt with by the planning service, we will send it to the appropriate service in the Council, where applicable
- We will make enquiries and take action proportionate to each case. If we decide not to take action, we will explain why
- We will keep an up to date register of all enforcement notices we serve and publicise this online

The Council's complaints procedures

We hope that you will be satisfied with our planning enforcement service. However, if you have any suggestions, concerns or difficulties, we want to hear from you. We are committed to improving our service and dealing promptly with any problems.

We will consider all comments and complaints made about the way an enforcement enquiry was dealt with. Some people may disagree with the outcome of an enforcement enquiry, but, of itself, that is not grounds for complaint. As noted previously, there is a separate appeals procedure for a recipient of an enforcement notice.

In the first instance, complaints should be discussed with the member of staff involved. If you are dissatisfied, you should contact the Planning & Building Standards Team Leader (contact details are on page 15) who will explain how your enquiry has been handled. If you still remain dissatisfied with our explanation of the circumstances you can use the Council's complaints procedure or email Customer Services, providing us with as much detail as possible, including names, places, dates and let us know how we might put matters right.

Full details about making a complaint can be found on the [Comments and Complaints](#) page on our website

Contacts

To make enquiries about any development taking place in Clackmannanshire, please contact us by:

Post Planning & Building Standards Team Leader
 Clackmannanshire Council
 Kilncraigs
 Greenside Street
 Alloa
 FK10 1EB

Phone 01259 450000

Email: planning@clacks.gov.uk

Online Click on the [Report It](#) page on our website

The Council is here to advise on the need for planning permission for any type of development, the processes involved and the merits of the proposal. Using our service will help you to avoid potential enforcement action.

This Charter focuses on the enforcement of planning control. However, the Council has a number of other enforcement duties and responsibilities:

Dangerous Buildings – please contact the Building Standards Service at buildingstandards@clacks.gov.uk

Noise, Odour Nuisance, Food Safety & Abandoned Vehicles – please contact the Environmental health Service at ehealth@clacks.gov.uk

Licensing – please contact the Licensing Service at licensing@clacks.gov.uk

Other Useful Contacts

Directorate for Planning and Environmental Appeals

Planning and
Environmental
Appeals Division,
Hadrian House,
Callendar Business Park
Callendar Road
Falkirk FK1 1XR
tel 0300 244 6668
Email DPEA@gov.scot

Local Government and Communities Directorate

Planning and Architecture Division
Victoria Quay
Edinburgh EH6 6QQ
tel 0131 244 7528
www.transformingplanning.scot

Planning Aid for Scotland (covers planning advice)

125 Princes Street
Edinburgh EH2 4AD
tel 0131 220 9730
Helpline 0300 323 7602
office@pas.org.uk

Advertising Standards Agency (covers suitability or wording or images)

71 High Holborn
London WC1V 6QT
tel 020 7492 2222
www.asa.org.uk

Health & Safety Executive

Belford House
59 Belford Road
Edinburgh EH4 3UE
tel
www.hse.gov.uk/scotland

Public Services Ombudsman

Scottish Public Services Ombudsman
Bridgeside House
99 McDonald Road
Edinburgh
tel 0800 377 7330
ask@spso.org.uk

National Housebuilding Council (NHBC)

NHBC House
Davy Avenue
Knowlhill Milton
Keynes MK5 8FP
tel 0344 633 1000
www.nhbc.co.uk

Scottish Environment Protection Agency (for pollution to air, land or water,
waste management, fly tipping)

Strathallan House
Castle Business Park
Stirling FK9 4TZ
tel 0800 807 060
www.sepa.org.uk

Report to Council

Date of Meeting: 2nd October 2025

Subject: Pollinator Strategy 2024-2029

Report by: Strategic Director (Place)

1.0 Purpose

- 1.1. On the 30th of January 2025 the senior leadership group (SLG) met to review the draft pollinator strategy. Following the review the SLG requested that a summary of the strategy be produced and that a report to Council be created that highlights the successes and positive progress that has been made towards delivering the aims and objectives of the pollinator strategy.
- 1.2. This report provides details of the positive steps that have been taken towards meeting the objectives of the Pollinator Strategy. A summary of the strategy is produced in Appendix C.
- 1.3. The purpose of this report is to highlight to Council the positive inroads that have been made across services to deliver on the goals and targets incorporated within the strategy and to ask for final approval of the pollinator strategy.

2.0 Recommendations

- 2.1. It is recommended that Council:
- 2.2. Acknowledges the vital role of biodiversity in enhancing climate resilience and recognise nature's capacity to absorb greenhouse gas emissions.
- 2.3. Support Council Services to increase local pollinator populations and connecting habitats, aligning with Council's emission reduction targets to reach net zero.
- 2.4. Approve the draft Pollinator Strategy 2024-2029 set out in Appendix A.
- 2.5. Endorses the Pollinator Action Plan set out in Appendix B as a live document (which will be subject to changes in legislation and funding) and supports services to deliver the proposed actions.

3.0 Background

- 3.1. On 30th January, the Senior Leadership Group (SLG) met to review the proposed Pollinator Strategy which was created by the Energy and Sustainability Team. At this meeting SLG requested that a summary version of the strategy be produced along with a report on the positive steps that have been taken to meet the aims and objectives of the strategy.
- 3.2. The Clackmannanshire Pollinator Strategy aligns with the national objectives outlined in the Pollinator Strategy for Scotland 2017–2027, which aims to halt and reverse pollinator decline through habitat protection, awareness, and monitoring¹. By preserving and establishing crucial links in Scotland's pollinator habitats, the strategy supports the local and national distribution of these vital species. Its primary goal is to enhance awareness of pollinators and ensure that every department within the council integrates pollinator considerations into their operations, leading to an increase in the diversity and the abundance of pollinators.
- 3.3. The pollinator strategy aligns with the aims and objectives of the Council's net zero targets, by recognising nature's capacity for emissions absorption and biodiversity's pivotal role in climate resilience.

4.0 Pollinator Strategy Summary

- 4.1. The Pollinator Strategy 2024–2029 sets out Clackmannanshire Council's commitment to protecting and enhancing habitats for pollinating insects across the region. It provides a clear framework of actions designed to reverse the decline in pollinator populations, support biodiversity, and promote sustainable land management in line with national guidance and the unique environmental context of Clackmannanshire.

The strategy focuses on five key objectives:

- Raise awareness of the importance of pollinators.
- Protect existing pollinator habitats to prevent further loss.
- Create new, connected habitats to support diverse pollinator populations.
- Monitor and track pollinator populations to inform adaptive management.
- Contribute to climate resilience through nature-based solutions.

This strategy aligns closely with the Council's broader sustainability and net zero goals, recognising that healthy pollinator populations are essential for ecosystem resilience, food security, and climate action. It also encourages community participation through practical actions such as planting nectar-rich flowers, reducing pesticide use, and supporting pollinator-friendly initiatives.

The Pollinator Strategy and its accompanying Action Plan provide a dynamic, evolving framework to ensure that Clackmannanshire becomes a thriving

¹ Pollinator Strategy for Scotland 2017-2027 [Pollinator Strategy for Scotland 2017-2027 | NatureScot](#)

haven for pollinators, ultimately protecting biodiversity and supporting the wellbeing of present and future generations.

As requested at the Senior Leadership meeting on 30th January, a summary of the Strategy is provided in Appendix C.

5.0 Considerations

The Importance of pollinators

- 5.1. Pollinators are an essential part of our Biodiversity and fundamentally linked to the wellbeing of the planet. In the UK we have over 4,000 pollinating species of insect that are responsible for the pollination of native plants and food crops. Losing pollinators will result in damage to plants and animals, agricultural yields, our economy and wellbeing. Total loss of pollinators could cost up to £440m a year, about 13% of UK income from farming.

Commitment from Clackmannanshire Council

- 5.2. Clackmannanshire Council is dedicated to increasing local pollinator populations and connecting habitats, aligning with emission reduction targets outlined in the Interim Climate Change Strategy. This supports biodiversity and climate resilience efforts toward achieving net zero emissions.

The Pollinator Action Plan Consultees

- 5.3. The Strategy underwent extensive consultations involving various stakeholders at both national and local levels to refine effective programs and actions aimed at addressing the decline in pollinator populations. The Council intends to collaborate and provide support for initiatives that align with the strategy goals.

The importance of the Pollinator Strategy

- 5.4. Our Pollinator Strategy aims to assist to address the decline of local pollinator populations by implementing local actions to support their diversity and numbers, contributing to broader environmental and societal objectives including halting biodiversity loss and achieving net zero greenhouse gas emissions. By aligning with national strategies and commitments such as the Edinburgh Declaration², our strategy will potentially help to create resilient ecosystems and healthier, more prosperous communities within Clackmannanshire.

Clackmannanshire's Pollinator Strategy Vision

- 5.5. The strategy will help raise awareness within people to understand that there is more need for areas to be left for wildlife and not to be 'neat and tidy'. This vision will be achieved through the following aims:
- Ensure the needs of pollinators are represented in policy and guidance;

² Edinburgh Declaration [Edinburgh Declaration on post-2020 global biodiversity framework - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/edinburgh-declaration-on-post-2020-global-biodiversity-framework/pages/2-1-introduction-and-pledges-to-action/2-1-1-pledge-to-protect-and-enhance-biodiversity-and-nature.aspx)

- Protect, increase and enhance the amount of pollinator habitat in Clackmannanshire to prevent extinctions; and improve the status of any locally threatened pollinator species;
- Increase awareness of pollinators and their habitat needs across local residents, businesses and other landowners;
- Increase the contribution of land under the ownership of, or managed by the Council to pollinator conservation;
- Improve our knowledge and understanding of pollinators in our local area

Clackmannanshire Pollinator Action Plan

- 5.6. The action plan contains a set of actions across different Services in the Council to achieve the 5 key objectives:
- Help raise awareness of the importance of pollinators;
 - Protect and enhance existing habitat for pollinators;
 - Create habitat for pollinators;
 - Contribute to the monitoring of pollinator populations;
 - Contribute to the delivery of Clackmannanshire's Climate Emergency Action Plan.
- 5.7. The Action Plan is a live document. Actions associated with the objectives and action plan will be subject to legislative changes and funding opportunities.
- 5.8. Feedback on these objectives will be reported to the Council's Climate Emergency Board to allow for monitoring and as an opportunity to encourage further input and support for the Pollinator strategy.

Strategic Environmental Assessment

- 5.9. On 8th of March, the Energy and Sustainability Team organised an internal workshop conducting a Screening exercise to assess whether the Pollinator Strategy will have any major impact in the is likely to have significant environmental effects and therefore whether a Strategic Environmental Assessment (SEA) is required under Environmental Assessment (Scotland) Act 2005. Moreover, the team seek the views of the Consultation Authorities: NatureScot, Historic Environment Scotland (HES) and Scottish Environmental Protection Agency (SEPA). It was concluded that the Pollinator Strategy would not require a SEA as it was considered to an appropriate level under the Climate Change Strategy SEA, Case number: 01879, therefore no components require additional screening at this stage in terms of proportionality and potential duplication. The Screening Determination can be found in <https://www.clacks.gov.uk/document/7125.pdf>

Steps towards supporting our Pollinator Strategy

- 5.10. Pollinator-friendly planting and sympathetic regime of grass cutting have already started across substantial areas of council grounds. During 2023/24 the Council's Ranger service, in conjunction with the Conservation volunteers

and local community groups planted 11,124 trees with a further 14,000 trees scheduled for planting over the next 12 months in partnership with the Forth Climate Forest.

- 5.11. Monitoring and recording of pollinators in the local area is essential to understand pollinator population trends, habitat availability and connectivity to ensure that the correct actions are being taken for pollinators and habitat. Scotland's International Environment Centre (SIEC) obtained funding from Clackmannanshire Council's Nature Restoration Fund to deploy 40 automated pollinator sensors throughout the Council area. The Sensors have been deployed at a range of sites throughout Clackmannanshire, in both urban and rural settings, such as Gartmorn Dam, Devon Meadow, Clackmannan and Wimpy Park. Sensors are recording within school grounds and community gardens as well as country parks.
- 5.12. Our Land Services department have already commenced pollinator-friendly planting and have introduced a sympathetic regime of grass cutting across substantial areas of council grounds. At over 400 sites the service has erected signage to raise awareness of the work that is being carried out to create and improve pollinator habitats.

5.13. *Successful Community Wildflower Projects Supported by NatureScot Funding*

Our Energy and Sustainability team have used Naturescot funding to help local schools and community groups wildflowers in polytunnels and outdoor spaces and in doing so have created new pollinator-friendly habitats. At Menstrie Primary School pupils grew wildflowers that have since been planted throughout the region, engaging young people in conservation efforts.

5.14. *Collaborative Biodiversity Action Along the Hillfoots*

The Council partnered with the Ochil Youths CI and several community organisations, including Mill Glen Action Group and Tillicoultry Community Council, to deliver "The Great Outdoors" project. This initiative helped connect high-quality habitats, reduce fragmentation, and involved local volunteers in practical conservation work.

6.0 Consultation and Findings

- 6.1. Initial stakeholder engagement involved reaching out to key local partners that would contribute directly to the implementation of the Action Plan. Moreover, the Energy and Sustainability team has presented the draft Strategy in different local events, such as Alva Games, Community Carnival - Alloa Town Hall and Growing a New Future Family Fun Day at Tullibody Civic Centre.
- 6.2. Following stakeholder engagement, an online public consultation ran from the 20th of August to the 2nd of September 2024. The Pollinator Strategy was introduced also to the Climate Change Forums and Access Forum.
- 6.3. Recommendations from the online public consultation are reflected in the final draft of the Clackmannanshire Pollinator Strategy 2024-2029.

7.0 Conclusions

- 7.1. This strategy establishes a roadmap for the Council and its partners to undertake actions benefiting pollinators, while simultaneously addressing broader objectives such as halting biodiversity loss and advancing towards a zero-carbon economy. It aligns with the National Strategy, outlining localised efforts to curb pollinator decline and bolster their diversity and population.
- 7.2. Central to this strategy is the Pollinator Action Plan, a vital tool in achieving the council's goal of net zero greenhouse gas emissions. The Pollinator Action Plan is a live document and will be subject to legislative changes and funding opportunities. Progress will be measured through the Council's Climate Emergency Board, ³the Biodiversity Duty Report³ and the annual Pollinator Strategy for Scotland Progress Report.
- 7.3. By integrating biodiversity considerations into corporate strategies and operations, as mandated by the Edinburgh Declaration signed unanimously on October 6th, 2022, the plan ensures that all decisions account for their potential impact on local biodiversity, ultimately fostering healthier, wealthier, and happier communities.

8.0 Sustainability Implications

- 8.1. The Pollinator Strategy 2024-2029 aligns with the Council's aims to meet its sustainability, climate change and biodiversity duties.

9.0 Resource Implications

Staffing

- 9.1. The Pollinator Strategy 2024-2029 will be overseen by key officers within the Energy and Sustainability team.
- 9.2. Additional officer time from across the council such as the Planning, Land Service, Community Learning and Development team and key partners will be required to support the implementation of each action.
- 9.3. Delivery of the work set out in the plan will be considered on a case-by-case arrangement with spending decisions being taken in accordance with Council protocol.

Financial Details

- 9.4. The Council's General Services Revenue and Capital Budget 2024/25 set out an increased focus on net zero investment to support the Council's journey to Net Zero including investing in biodiversity, by implementing the Pollinator Action plan and the creation of biodiversity corridors along our active travel routes
- 9.5. The Pollinator Strategy 2024-2029 will be currently managed within existing resources and in collaboration with different stakeholders. Future initiatives

³ Biodiversity Duty Report [Biodiversity Duty Report 2018/20](#). Scheduled for update 2026/27

will be dependent on available funding and resources which will be reviewed over time and where necessary will go through governance processes.

- 9.6. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate.

Yes ☐

- 9.7. Finance have been consulted and have agreed the financial implications as set out in the report.

Yes ☐

10.0 Exempt Reports

- 10.1. Is this report exempt? Yes ☐ (please detail the reasons for exemption below) No **X**

8.0 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	X
Our families; children and young people will have the best possible start in life	X
Women and girls will be confident and aspirational, and achieve their full potential	X
Our communities will be resilient and empowered so that they can thrive and flourish	X

- (2) **Council Policies**

Interim Climate Change Strategy

Local Biodiversity Action Plan

Local Development Plan

Climate Emergency Action Plan

9.0 Equalities Impact

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

Yes ☒ No ☐

10.0 Legality

- 10.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒

11.0 Appendices

- 11.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

Appendix A – Pollinator Strategy 2024-2029

Appendix B – Pollinator Action Plan

Appendix C - Summary of Pollinator Strategy

12.0 Background Papers

- 12.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes ☒ (please list the documents below) No ☐

[Pollinator Strategy for Scotland 2017-2027](#)

[Council's Interim Climate Change strategy](#)

[Council's unanimous decision to sign the Edinburgh Declaration on the 6th of October 2022](#)

[Motion Clackmannanshire Council – Pollinators - Meeting 23rd June 2022](#)

Author(s)

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Approved by

NAME	DESIGNATION	SIGNATURE
Kevin Wells	Strategic Director (Place)	

DRAFT

*Clackmannanshire Council
Pollinator Strategy 2024 – 2029*



**Clackmannanshire
Council**

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Foreword



**Councillor Scott Harrison,
Spokesperson for Environment and Net Zero**

Pollinators are a crucial element of our local biodiversity and significantly contribute towards making our neighbourhoods, homes and workplaces more attractive to live in and work in.

They have a pivotal role to play in our ecosystems, have a significant impact on our local economy in terms of the food and farming and play a critical role in our health and wellbeing.

Our native pollinators; bees, flies, moths, butterflies, wasps and beetles are vital for the maintenance of ecosystem health and for global food security, with 75% of crop species, 35% of global crop production, and up to 88% of flowering plant species being dependent on insect pollinators to some extent.

NatureScot¹ have identified that our wild pollinators are in trouble and facing pressures such as habitat loss and fragmentation, changes in land use, disease, pesticides and climate change.

Clackmannanshire Council's pollinator strategy is about raising awareness of the importance of pollinators and what we can all do to make Clackmannanshire more pollinator friendly, and in the process make our countryside, our gardens, our workplaces and green spaces a haven for nature and human wellbeing.

¹ Scotland's Nature Agency

Introduction

This is Clackmannanshire Council's first pollinator strategy and action plan. The document acknowledges the importance of pollinators within our community and provides an action plan that identifies the role that the Council will take in helping to tackle the decline in pollinator populations.



The strategy aligns with the [Pollinator Strategy for Scotland 2017-2027](#) and the Council's Climate Change strategy. Pollinators ensure the continuation of plant populations that lock up carbon in their woody stems, roots, bulbs and tubers. The best way to restore natural habitats to help fight global warming is through natural regeneration from seeds, and for that we need pollinators.

Pollination is not just fascinating natural history. It is an essential ecological survival function. Without pollinators, the human race and all of earth's terrestrial ecosystems would not survive.

The Importance of pollinators

Pollinators are fundamentally linked to the wellbeing of the planet. Without pollinators there would be food shortages, loss of plant species and a great loss of biodiversity. The role of pollinators in the past has very much been taken for granted and habitats have been stripped away without a second thought for the implications on their populations.

Since the 1930s, over **97%** of wildflower meadows have been [lost](#). Where once thirty species of plants would bloom under your outstretched arms, in most of our fields there are now just six.

Pollinators are an essential part of our Biodiversity. Our native pollinators include bumblebees and other bees, butterflies, moths, flies, hoverflies, beetles and wasps. In the UK we have over 4,000 pollinating species of insect that are responsible for the pollination of native plants and food crops. At least one in every three bites of food is from a [plant pollinated](#) by an insect.

Losing pollinators will result in damage to plants and animals, agricultural yields, our economy and wellbeing. For individuals this means higher food costs and possible health challenges. Pollination has a direct economic value through increasing the yield and quality of insect-dependent crops. In the UK, this includes oilseed rape, orchard fruit, soft fruit and beans. Total loss of pollinators could cost up to £440m a year, about 13% of [UK income](#) from farming. Insect dependent crops can be pollinated by hand, but the cost of this would be prohibitive (initial estimate of labour costs is £1500m a year). Pollination, through its

essential role in maintaining biodiversity and ecosystem functioning, also provides indirect benefits to agriculture. These benefits have not been valued, but probably exceed its direct value.

The pollinators are also food for other creatures and are themselves an important link in the food chain. The loss of pollinators will eventually cause the loss of other associated species.

Habitat fragmentation is one of the major problems for pollinators and connecting habitats is part of the solution. Pollinators are found in all sorts of different habitats (not just wildflower meadows) and it is important to keep that in mind – no matter where you are there is a difference that you can make to help pollinators. We need to create connections; even the smallest pots of nectar and pollen rich plants can have a positive effect. Many areas are constantly 'tidied up' to make the area look tidy to the human eye but this is effectively creating deserts with no food or shelter for pollinators. This is a situation that needs to be remedied and by leaving areas to grow and reducing cutting of grass it provides opportunities for plants and therefore pollinators to thrive.

A Commitment from Clackmannanshire Council

Clackmannanshire Council is committed to increasing the numbers of pollinators across Clackmannanshire and ensuring habitats are well connected both within Clackmannanshire, and neighbouring counties. This commitment will ensure that pollinators' needs are considered and protected in the delivery of the Council's services and responsibilities.

We will fulfil this commitment by:



Protecting and enhancing the amount and quality of pollinator habitat present in Clackmannanshire. Habitats such as open spaces, woodlands, and road verges will be managed to increase benefits for pollinators. Planting schemes will incorporate plants that benefit pollinators where possible, and planning will also include areas that have pollinator potential.



Supporting projects working to connect habitats to increase species movement create habitats and enhance places for pollinators.

The Council's Interim Climate Change Strategy sets out a framework for achieving net zero greenhouse gas emissions by 2040 at the latest for the Council's own operations and by 2045 at the latest for the Clackmannanshire area. This Pollinator Strategy supports the framework and actions incorporated into achieving the net zero emissions. This includes regular interim emission reduction targets leading up to net zero by 2040 and a Climate Emergency Action with specific actions to reduce emissions.

Pollinators constitute a core part of achieving net zero such as through the emissions absorption potential of nature and biodiversity's role in climate resilience.

The Pollinator Action Plan Consultees

The Pollinators Strategy 2023-2029 went through a thorough process of consultations between different stakeholders at national and local level to help shaping efficient programmes and actions to tackle the decline in pollinator populations. The Council plans to collaborate and support where relevant initiatives aligning with the aim of this strategy.



Why do we need a Pollinator Plan?

Scotland's pollinators are under threat. The Pollinator Strategy for Scotland, and the accompanying Implementation Plan, set out how Scotland can become a place where Pollinators can thrive and the actions that are needed if the objectives are to be achieved. It aims to address the causes of decline in populations, diversity and range of our pollinator species, and to help them thrive into the future. The Strategy links to all five of the Scottish Government's strategic objectives, making a direct contribution to the 'Wealthier and Fairer' and 'Greener' objectives. By helping to secure and improve the resilience of our food supplies through a pollinator service the Strategy contributes to the Environmental Sustainability objective of Scotland's National Food and Drink Policy: Good Food Nation, and to the development of a strategy for sustainable agriculture.

The Clackmannanshire Pollinator Strategy supports the National Strategy by detailing local action, helping to halt pollinator declines and leading to increases in diversity and numbers of pollinators overall. The aim of the plan is to achieve a strong, healthy and varied population of pollinators in Clackmannanshire. The habitats will maintain and create essential links in the pollinator habitats of Scotland and aid pollinators in their local and national distribution.

The strategy's Action Plan is a key supporting document that will help to deliver the council's target to reach net zero greenhouse gas emissions. It will achieve this by providing a framework for the Council and partners to deliver actions to benefit pollinators, whilst also helping achieve aims to halt biodiversity loss, contributing to the achievement of a zero-carbon economy, and creating healthier, wealthier and happier people and places.

The plan will also help to deliver on the Council's unanimous decision to [sign](#) the Edinburgh Declaration on the 6th of October 2022. This commits us to adopt a Council-wide approach to the conservation of biodiversity that embeds biodiversity considerations into corporate & service plans, policies, strategies and operations is required so that all decision-making takes account of the potential impacts on local biodiversity.

The wider benefits

Biodiversity increase	As the number of pollinators increases so do the number of plants that they pollinate and the number of species that feed on the pollinators. Up and down the food chain there will be an overall positive effect.
Health and Wellbeing	Being outdoors in greenspaces is well known to be beneficial to health and wellbeing. Pollinators are essential for the plants that we eat and therefore the nutrition that we gain from them. They play a massive role in allowing us to have a healthy, varied diet.
Carbon reduction	Increasing the carbon absorbed by more plants. More plants mean more carbon dioxide is absorbed and Pollinators create more plants by successful pollination.
Cultural	Changing the perception of pollinators as pests and instead considering them as natural pest controllers (e.g. wasps).

Pollinators need our help

Since 1980 the number of pollinating insects in Scotland - has declined by an estimated [51%](#), leading to fears of a negative impact on agriculture, food security, the economy and human health. There are several known interacting factors that are causing a decline in pollinators. The problems facing pollinators are complicated but can be summed up as:

Climate change

The changing climate [impacts](#) pollinators by shifting growing and blooming seasons and potentially weakening the plant populations that pollinators depend on. Additionally, warmer temperatures have altered migration patterns, affecting pollinator species like butterflies.

Habitat loss and land use change impacting on nesting or breeding sites

Pollinating insects need nectar rich areas where they can feed and where they can also access pollen throughout the time of year when they are active. Insect larvae require access to food plants (for food and for shelter). To be able to increase in number and move around, pollinators need food and shelter spread through the landscape (both urban and rural). A range of habitats provide food sources from wildflower meadows, road verges, trees and wetlands to brownfield sites, recreation areas, urban parks and gardens. Bare ground, old masonry, dense grassy tussocks, standing deadwood and stone piles may not appear important but they are places where pollinators can nest, hibernate and shelter.

Pesticides

Insecticides directly kill insects when they are exposed to a lethal dosage. Exposure to insecticides at a lower level – non-lethal doses can have detrimental effects on a pollinator's ability to navigate, feed and reproduce.

What can we do to help pollinators?

It is important to look at places with Pollinators in mind and when making decisions, whether they be planning, landscaping, farming and even just gardening to take into consideration features for pollinators. If we lose the pollinators, we risk damaging the plants, animals, agricultural yields, our economy and our well-being.

Clackmannanshire Council, as a local authority, is in a position where it can make meaningful changes to help safeguard our local pollinators. There are so many potential opportunities within the work of the council, through local planning, land management of spaces within open space, green infrastructure and land such as schools, roadside verges and roundabouts.

Clackmannanshire Council, as a local authority, is in a position where it can make meaningful changes to help safeguard our local pollinators. There are so many potential opportunities within the work of the council, through local planning, land management of open space, green infrastructure and land such as schools, roadside verges and roundabouts.

As a council we have a duty to educate people in the importance of pollinators and to encourage a culture of accepting more native, nectar rich plants growing in places that were once mown. A reduction in mowing to encourage these plants and the sowing of wildflower mixes is being carried out. It is essential to note that this is not something that the council can do on its own, there needs to be a collective responsibility. In some cases, the council will need to play a part in persuading and supporting others to take action.

Everyone has a part to play in helping pollinators. The Public can have an impact with even the smallest changes, gardening for wildlife, phasing out pesticide use and challenging the idea of 'neat and tidy'. A small pot of nectar rich flowers can give a pollinator enough fuel to carry on to the next food source. Leaving grass uncut, even for May ([no mow May](#)) will allow pollinators to have a source of food at a time when food is scarce. More areas that are left uncut and allow wildflowers to flourish will give pollinators food, shelter and opportunities to increase in number.

The Pollinator Action Plan provides an opportunity to review the current management of council owned land to identify areas that can benefit pollinators and potentially reduce costs at the same time. Developing this plan and implementing it demonstrates the council's commitment to increasing pollinators and contributing to the Pollinator Strategy for Scotland. It also helps to fulfil Actions mentioned in the Clackmannanshire Council's Climate Emergency Action Plan (Theme 4: Biodiversity, Carbon Storage and Agriculture).

The plan has been developed to raise awareness of pollinators and to try and ensure that each department within the council considers pollinators in the work that they carry out.

Clackmannanshire's Pollinator Strategy Vision

The vision for Clackmannanshire is to become a haven for pollinators which will improve the health and wellbeing of the community, help to prevent the negative impact of climate change and increase biodiversity.

Our local environment will be rich in pollinator habitats, helping support sustainable pollinator populations and making places more attractive for people to live and work in.



Little changes in the way areas are managed can create big changes for the pollinators as a whole. Clackmannanshire's Pollinator Strategy will help to create better food, shelter and corridors for pollinators to move around and thrive, by creating pollinator friendly habitats and adopting good practices. The strategy aims to help people understand that there is more need for areas to be left for wildlife and not to be 'neat and tidy'.

How will we do this?

Aims

Ensure the needs of pollinators are represented in policy and guidance

Protect, increase and enhance the amount of pollinator habitat in Clackmannanshire to help prevent extinctions; and improve the status of any locally threatened pollinator species

Increase awareness of pollinators and their habitat needs across local residents, businesses and other landowners

Increase the contribution of land under the ownership of, or managed by the Council to pollinator conservation

Improve our knowledge and understanding of pollinators in our local area.

Clackmannanshire Pollinator Action Plan

Key Objectives

Clackmannanshire Council will take action across Services to meet 5 key objectives:

Objective 1:	Help raise awareness of the importance of pollinators
Objective 2:	Protect existing habitat for pollinators
Objective 3:	Create habitat for pollinators
Objective 4:	Contribute to the monitoring of pollinator populations
Objective 5:	Contribute to the delivery of Clackmannanshire's Climate Emergency Action Plan

Feedback on these objectives will be reported to the Council's Climate Emergency Board to allow for monitoring and as an opportunity to encourage further input and support for the Pollinator strategy.



Objective 1: Help raise awareness of the importance of pollinators

Pollinating insects have a higher profile with the general public than a few years ago. There is a fairly broad awareness that they are threatened and that they are valuable. However, it is a message that does need to be reinforced and often what can be lacking are clear actions that the public can take to help. Clackmannanshire Council will aim to raise public awareness in the ways identified below.

Actions	Detail	Lead	Periods
Clackmannanshire Council to raise awareness of pollinators	A minimum of 6 sessions per year with schools, groups and communities to raise awareness of pollinators.	Energy and Sustainability Team / Community Learning and Development	Annually
Schools to design signage	Local schools to design signage to help engage young learners and create better understanding of why areas are being left to grow.	Countryside Rangers Service/ Community Learning and Development/NGOs	March - April
Make available materials which promote pollinating insects	Pollinator identification leaflet and '5 steps for pollinators' leaflet available on website and in printed form	Countryside Rangers Service/Energy and Sustainability Team	October 2023
	Promote biodiversity education pack for schools and provide teaching staff training on the pollinator activities	Countryside Rangers Service/NatureScot	April – March
Create Council Pollinator Champions	Work with Councillor pollinator champions to promote and protect pollinators	Countryside Rangers Service/Active travel manager/ Community Learning and Development	April - March
Council employee workshops	Create council employee workshops to increase understanding of pollinator needs and what can be done to help.	Energy and Sustainability Team / Community Learning and Development / On the verge	April - June
Use social media to raise awareness of pollinators	Use social media to promote pollinators.	Energy and Sustainability Team / Land Services	April - September
Inform and participate at regional and national level platforms	Respond to relevant national consultations on pollinators and pollinator habitat ensuring the situation in Clackmannanshire is represented.	Countryside Rangers Service / Energy and Sustainability Team / Land Services	Throughout the year
Share pollinator advice with Factors	Share advice and guidance with Factors who maintain housing estates to enable them to use more pollinator friendly maintenance.	Energy and Sustainability Team / Land Services / Planning team	Ongoing
Community and land manager advice and support	Provide support and guidance to community groups and land managers seeking to improve their local sites for pollinators	Planning team / Energy and Sustainability team / TCV	Ongoing
Work with partners and communities to protect and promote pollinators	Work with partners, including neighbouring local authorities and the Biodiversity Partnership, to promote and protect pollinators	Countryside Rangers Service / Energy and Sustainability Team / Land Services / Forth Climate Forest	Throughout the year
	Provide advice to communities, where asked, regarding pollinators		

Objective 2: Protect existing habitat for pollinators

Protect existing habitat for pollinators. The local development plan also contains policies to protect areas rich in biodiversity within the wider countryside from inappropriate development and identifies green networks within major settlements. Habitat survey will assist with identifying areas of value to pollinators.

Actions	Detail	Lead	Periods
Survey for wildflower rich grassland sites and other pollinator habitat	Carry out Habitat surveys in Clackmannanshire to identify valuable grassland sites and other valuable pollinator habitats	Countryside Rangers Service/Energy and Sustainability Team / Land Services / TCV	June 2025
Map pollinator sites	- Map existing pollinator sites - Map sites with pollinator potential	Countryside Rangers Service / Energy and Sustainability Team / Land Service/ NatureScot	Mar - Sept
Protect valuable pollinator habitat in the development management process	Ensure development complies with Local Development Plan policies on natural heritage/biodiversity protection	Planning Team	Ongoing
	Where undesignated wildflower rich grassland or other key pollinator habitat is identified consider designating these areas as a Local Nature Conservation Site	Countryside Rangers Service / Energy and Sustainability Team / Planning	Ongoing
Include consideration of pollinators in all council plans where appropriate.	- Identify sites with pollinator potential on the Local Development Plan maps. - Describe the types of areas in a policy text and advise how developments should take these into account (to be considered through individual planning applications)	Planning	Ongoing
Ensure that biodiversity is entrenched in Town centre master plans	Include the availability of greenspace, parks linkages and greening options through a place- based lens. Examples include: - Designing places with biodiversity in mind. - Hedgehog holes in fences - Bat bricks in houses - Wildflowers (including 'nature islands', hedge and tree planting.	Planning	Ongoing
Local Nature Conservation Site	Local Nature Conservation Sites (designated and potential) to be taken into consideration when approving new building sites.	Planning	Ongoing

Protect pollinator habitat from inappropriate afforestation	Consider impacts on pollinator habitat when responding to forestry planting consultations	Energy and Sustainability Team / Land Services / Planning / Forth Climate Forest	Ongoing
Manage existing pollinator habitat on Council owned/ managed land	Manage existing habitat: • in public greenspace • at offices including Kilncraigs • other sites including paths and road verges • grass cutting/strimming and land maintenance to allow pollinator friendly plants to flourish	Land Services	Ongoing
	Provide online courses and toolbox talks to Council staff and elected members to raise awareness of pollinators and pollinator friendly management practices.	Countryside Rangers Service / Energy and Sustainability Team / Community Learning and Development	Ongoing

Objective 3: Create habitat for pollinators

We have lost around 97% of ancient wildflower meadows in the UK over the last 80 years. Where wildflower meadows do still exist, they are often small and isolated from each other, making it difficult for populations of insect pollinators to colonise new areas. Larger areas and better connectivity of suitable wild or cultivated habitat is needed. Council owned and managed land presents an opportunity to improve habitat for pollinators. In addition, we can influence others through our Development Management policies and process for example.

Actions	Detail	Lead	Periods
Increase the area of Council land that is managed in a pollinator-friendly way.	• Council managed public greenspace to be enhanced and managed for pollinators & biodiversity • Maximise opportunities for pollinator habitat at Corporate Offices as part of maintenance review • Measures for pollinators introduced in at school grounds	Land Service / Property Management / Community Learning and Development / Forth Climate Forest / TCV	Ongoing
	Explore habitat creation at Council owned woodland site, road verges, shrub planting in open areas or woodland edge.		
Use and supply pollinator friendly plants	Supply community groups with native wildflower seed to trial on 100 to 200m ² areas	Countryside Rangers Service / Land Services / On the verge / FEL / TCV	March – September
	Explore alternatives to existing plant provision on Council owned sites that will encourage more pollinators		
	Develop guidance on native plant seed collection and propagation		

Use Buglife identified 'B-lines' as a catalyst for habitat creation in Clackmannanshire	Work in partnership with Buglife to develop a B-lines delivery mechanism project. Use findings/outputs to shape further work. Support the John Muir Pollinator Way	Energy and Sustainability Team / Active Travel Manager	Ongoing
Use Inner Forth Habitat concept maps to guide where links can be developed.	The Inner Forth Habitat Network Concept Maps (East) and (West) & User Guide (40Mb) shows existing and potential areas for the five key habitat types that were identified. The User Guide describes how to locate where the conservation, restoration and management of an existing habitat is the priority for the coherence of the habitat network, and where the Opportunity Network is located i.e. places to strengthen the habitat network.	Countryside Rangers Service / Energy and Sustainability Team / Land Services	Ongoing
Support at least 10 pollinator projects in Clackmannanshire	• Support Tullibody community garden with their wildflower areas • Support Alva Glen Heritage Trust with planting Rockrose for Northern Brown Argus. • Support On the Verge to create wildflower meadows / pollinator friendly areas. • Support TCV with tree planting and wildflower meadow creation • Support schools to plant pollinator friendly plants (orchards, wildflowers, edible plants that are also good for pollinators). • Support Menstrie Mains residents to create a wildflower area. • Support RSPB site management at Black Devon Wetlands	Energy and Sustainability Team / TCV / FEL / On the Verge / RSPB / Alva Glen Heritage Trust / CLD / Land Service	Ongoing
Transition to Native Pollinator-Friendly Plantings	Reduce annual bedding on Council owned / managed land – replace with native pollinator friendly seed mixes and/or perennials where possible.	Land Services	Ongoing
Development Management enhances pollinator habitat	Ensure developments provide and enhance habitats for pollinating insects through complying with Local Development Plan policies on biodiversity enhancement, landscaping (including landscaping maintenance) and watercourse buffer strips	Planning	Ongoing
Provide advice on communal areas in new developments	Provide advice / guidance on design, specifications and maintenance of communal areas in new developments to include pollinator friendly areas.	Countryside Rangers Service / Energy and Sustainability Team/ Land Services / Planning	Ongoing

Objective 4:**Contribute to the monitoring of pollinator populations**

Pollinators are a highly diverse group of insects that are subject to variable levels of recording and monitoring. Many are difficult to identify without some specialist knowledge, however others like butterflies and moths, have successful national recording schemes. TWIC is the local biological records centre and encourages recording of pollinating insects. Monitoring provides a base line measure for assessing the impacts of our actions to improve, connect and conserve habitats for pollinators.

Actions	Detail	Lead	Periods
Increase pollinator monitoring and identification skills in the community and encourage participation in monitoring.	Run at least one TWIC training course per year which focuses on volunteer recording of specific pollinating insects.	TWIC / SIEC / TCV / BARNARDOS	Annually
Process and manage records of pollinating species from local recorders.	Identify pollinating species to manage and process any records of pollinators received from local recorders Map pollinator friendly changes to show how Pollinator resources are growing in Clackmannanshire.	Countryside Rangers Service / On the verge	Ongoing
Input into national recording schemes and citizen science surveys for pollinating species.	Promote (through sessions and social media) and provide support and guidance for volunteers and community groups on national recording schemes for butterflies and moths and citizen science surveys for pollinators. Take part in national recording schemes for butterflies and moths and citizen science surveys for pollinators. Provide local records to national recording schemes.	Energy and Sustainability Team / Bumblebee Conservation Trust / Butterfly Conservation	Ongoing

Objective 5:**Contribute to the delivery of Clackmannanshire's Climate Emergency Action Plan**

By enhancing outdoor spaces and integrating pollinator habitats, the plan addresses environmental challenges and promotes ecosystem health. These efforts improve water and soil quality, reduce herbicide use, and are incorporated into broader land use planning. This comprehensive approach ensures long-term environmental resilience and sustainability, aligning local actions with overarching climate goals.

Action	Detail	Lead	Periods
Improving comfort in the outdoors	Consider projected heat spots of climate change impacts in Clackmannanshire and opportunities for greening and resilience through local wildlife pathways, tree planting and food planting.	Planning team	Ongoing

Using pollinator habitats as solution to extreme weather	Reducing the impact of extreme weather when pollinator habitat is integrated into windbreaks, hedgerows, and/or stream buffers	Planning team	Ongoing
Improve water and soil quality	Provide guidance into choosing the appropriate soil and geology of the area, to ensure that they are long-lasting and can naturally thrive	SIEC + SEPA + NatureScot	Ongoing
Minimise herbicide use wherever possible	Control and reduce the use of herbicide across land owned or managed by the Council, except where no viable alternative exists and continue to review alternatives as they become available	Land Services	Ongoing
Embed Climate change and potential responses into wider land use planning decisions.	Embed climate change adaptation considerations and potential responses such as habitat networks and green networks into wider land use planning decisions using Forestry and Woodland Strategies, National Planning Framework 4, Regional land use strategies, including the Regional Spatial Strategy, the Local Development Plan and development masterplans.	Planning Team + Energy and Sustainability Team NatureScot	Ongoing

Legislation and Strategies

The main legislation and strategies relevant to the Pollinator Strategy can be summed up as:

Nature Conservation (Scotland) Act 2004

Public bodies in Scotland have a duty to further the conservation of biodiversity. This biodiversity duty is about taking care of nature all around us, not just in specific protected sites and for particular species (<https://www.nature.scot/>).

Wildlife and Countryside Act 1981

The Wildlife and Countryside Act 1981 is the primary legislation which protects animals, plants and habitats in the UK. (<https://www.rspb.org.uk/birds-and-wildlife/advice/wildlife-and-the-law/wildlife-and-countryside-act/>).

Wildlife and Natural Environment (Scotland) Act 2011

The Wildlife and Natural Environment (Scotland) Act 2011 introduces a requirement for all public bodies to report every three years on their compliance with their duties to further the conservation of biodiversity through the publication of biodiversity duty reports. (<https://www.legislation.gov.uk/asp/2011/6/contents/enacted>).

2020 Challenge for Scotland's Biodiversity

The 2020 challenge sets out the major steps needed to improve the state of Scotland. It aims to:

- Protect and restore biodiversity on land and in our seas, and to support healthier ecosystems
- Connect people with the natural world, for their health and wellbeing and to involve them more in decisions about their environment.
- Maximise the benefits for Scotland of a diverse natural environment and the services it provides, contributing to sustainable economic growth.

Climate Change Act 2009 and 2019

The Climate Change (Scotland) Act 2009 was amended by the Climate Change (Emissions Reduction Targets) (Scotland) Act 2019, increasing the ambition of Scotland's emissions reduction targets to net zero by 2045 and revising interim and annual emissions reduction targets. (<https://www.gov.scot/policies/climate-change>).

Clackmannanshire Climate Change Strategy

<https://www.clacks.gov.uk/environment/sustainabilityandclimate/>

National Planning Framework 4

<https://www.gov.scot/binaries/content/documents/govscot/publications/strategy-plan/2023/02/national-planning-framework-4/documents/national-planning-framework-4-revised-draft/national-planning-framework-4-revised-draft/govscot%3Adocument/national-planning-framework-4.pdf>

Clackmannanshire Council's pollinator strategy aligns with global targets:

Aichi Biodiversity targets (<https://www.cbd.int/sp/targets/>)

- Address the underlying causes of biodiversity loss by mainstreaming biodiversity across government and society
- Reduce the direct pressures on biodiversity and promote sustainable use
- To improve the status of biodiversity by safeguarding ecosystems, species and genetic diversity
- Enhance the benefits to all from biodiversity and ecosystem services
- Enhance implementation through participatory planning, knowledge management and capacity building

<https://friendsoftheearth.uk/nature/beefriendly-plants-every-season>

Butterfly Conservation Wild spaces – A Guide to creating a space for Butterflies and Moths to thrive

https://www.butterfly-conservation.org/sites/default/files/2023-04/Wild%20Spaces%20Guide%20Scotland_0.pdf

Inner Forth Habitat Network

<https://www.innerforthlandscape.co.uk/about/habitat-network-project>

Nature Networks - Background on Nature Networks to help inform the co-design of Scotland's Nature Network framework

<https://www.nature.scot/nature-networks-toolbox/what-are-nature-networks/nature-networks-explained>

Edinburgh Declaration – Edinburgh Declaration on post-2020 global biodiversity framework

<https://www.gov.scot/publications/edinburgh-declaration-on-post-2020-biodiversity-framework/>

Pollinator Action Plan

Objective 1: Help raise awareness of the importance of pollinators

Actions	Lead Action Owner	Periods
Clackmannanshire Council to raise awareness of pollinators	Energy and Sustainability Team	Annually
Schools to design signage	Energy and Sustainability Team / NGOs	March - April
Make available materials which promote pollinating insects	Energy and Sustainability Team	October 2024
Create Council Pollinator Champions	Energy and Sustainability Team / NatureScot	April - March
Council employee workshops	Energy and Sustainability Team / On the verge	April - June
Use social media to raise awareness of pollinators	Energy and Sustainability Team / Land Services	April - September
Inform and participate at regional and national level platforms	Energy and Sustainability Team / Land Services	Throughout the year
Share pollinator advice with Factors	Energy and Sustainability Team / Land Services / Planning team	Ongoing
Community and land manager advice and support	Planning team / Energy and Sustainability team / TCV and EPIC	Ongoing
Work with partners and communities to protect and promote pollinators	Energy and Sustainability Team / Land Services / Forth Climate Forest	Throughout the year

Objective 2: Protect existing habitat for pollinators

Actions	Lead Action Owner	Periods
Survey for wildflower rich grassland sites and other pollinator habitat	/Energy and Sustainability Team / Land Services / TCV and EPIC	June 2025
Map pollinator sites	Energy and Sustainability Team / Land Service/ NatureScot	Mar - Sept
Protect valuable pollinator habitat in the development management process	Energy and Sustainability Team / Planning	Ongoing
Include consideration of pollinators in all council plans where appropriate.	Planning	Ongoing
Ensure that biodiversity is entrenched in Town centre master plans	Planning	Ongoing
Local Nature Conservation Site	Planning	Ongoing
Protect pollinator habitat from inappropriate afforestation	Energy and Sustainability Team / Land Services / Planning / Forth Climate Forest	Ongoing
Manage existing pollinator habitat on Council owned/ managed land	Land Services / Energy and Sustainability Team	Ongoing

Objective 3: Create and sustain habitat for pollinators

Actions	Lead Action Owner	Periods
Increase the area of Council land that is managed in a pollinator-friendly way.	Land Service / Property Management / Forth Climate Forest / TCV and EPIC	Ongoing
Use and supply pollinator friendly plants	Energy and Sustainability Team / Land Services / On the verge / FEL / TCV and EPIC	March – September
Use Buglife identified 'B-lines' as a catalyst for habitat creation in Clackmannanshire	Energy and Sustainability Team / Active Travel Manager	Ongoing
Use Inner Forth Habitat concept maps to guide where links can be developed.	Energy and Sustainability Team / Land Services	Ongoing
Development Management enhances pollinator habitat	Planning	Ongoing
Provide advice on communal areas in new developments	Energy and Sustainability Team / Land Services / Planning	Ongoing
Support at least 10 pollinator projects in Clackmannanshire	Energy and Sustainability Team / TCV and EPIC / FEL / On the Verge / RSPB / Alva Glen Heritage Trust / Land Service	Ongoing
Transition to Native Pollinator-Friendly Plantings	Land Services	Ongoing

Objective 4: Contribute to the monitoring of pollinator populations

Actions	Lead Action Owner	Periods
Increase pollinator monitoring and identification skills in the community and encourage participation in monitoring.	TWIC / SIEC / TCV / BARNARDOS	Annually
Process and manage records of pollinating species from local recorders.	Energy and Sustainability Team / On the verge	Ongoing
Input into national recording schemes and citizen science surveys for pollinating species.	Energy and Sustainability Team / Bumblebee Conservation Trust / Butterfly Conservation	Ongoing

Objective 5: Contribute to the delivery of Clackmannanshire's Climate Emergency Action Plan

Action	Lead Action Owner	Periods
Improving comfort in the outdoors	Planning team	Ongoing
Using pollinator habitats as solution to extreme weather	Planning team	Ongoing
Improve water and soil quality	SIEC / SEPA / NatureScot	Ongoing
Minimise herbicide use wherever possible	Land Services	Ongoing
Embed Climate change and potential responses into wider land use planning decisions.	Planning Team / Energy and Sustainability Team / NatureScot	Ongoing

Clackmannanshire Pollinator Strategy 2024–2029

Protecting Pollinators, Protecting Our Future

This summary provides an overview of Clackmannanshire Council’s Pollinator Strategy, (https://clackmannanshire.citizenspace.com/sustainability-team/draft-pollinator-strategy/user_uploads/final-clacks-pollinator-strategy1.pdf) which outlines the local authority’s commitment to protecting and enhancing habitats for pollinating insects across the region. The full strategy sets out a series of actions aimed at reversing pollinator decline, supporting biodiversity, and promoting sustainable land management. It aligns with national guidance and reflects the unique environmental context of Clackmannanshire. This summary highlights the key objectives, priorities, and approaches detailed in the original document, helping to inform and engage stakeholders, land managers, and the wider community.

Why Pollinators Matter

-  75% of crop species depend on pollinators
-  Vital for food security, biodiversity & climate resilience
-  Pollinators are in serious decline due to habitat loss, pesticides, and climate change

Our Vision

To make Clackmannanshire a thriving haven for pollinators is to boost biodiversity, support climate action, and enhance wellbeing.

5 Key Objectives

- 1** Raise awareness of pollinators’ importance
- 2** Protect existing pollinator habitats
- 3** Create new, connected habitats
- 4** Monitor and track pollinator populations
- 5** Contribute to climate resilience through nature-based solutions

What We’re Doing

-  Raising awareness through schools, community events & social media
-  Protecting existing wildflower meadows, verges & greenspaces
-  Creating new habitats in parks, schools, road verges & gardens
-  Monitoring pollinator numbers & trends locally

 Supporting Clackmannanshire's Climate Emergency Plan

How You Can Help

 Plant nectar-rich flowers

 Leave areas unmown — even small patches help

 Avoid pesticides

 Support local pollinator-friendly projects

 Join in 'No Mow May'

Report to Council

Date of Meeting: 2 October 2025

Subject: Climate Change Strategy

Report by: Strategic Director (Place)

1. Purpose

- 1.1. On the 30th of January 2025 the senior leadership group (SLG) met to review the draft Climate change and pollinator strategies. Following the review the SLG requested that a summary of both documents be produced and that a report to Council be created that highlights the successes and positive progress that has been made towards delivering the aims and objectives of these strategies.
- 1.2. This report provides details of the positive steps that have been taken towards meeting the objectives of the Climate Strategy.
- 1.3. A summary of the Climate Change strategy is produced in Appendix D.
- 1.4. The purpose of this report is to highlight to Council the positive inroads that have been made across services to deliver on the goals and targets incorporated within the strategy and to ask for final approval of the Climate Change Strategy.

2. Recommendations

- 2.1. It is recommended that the Council:
 - 2.1.1. Notes the positive steps that services have been taking to fulfil the targets and objectives laid out with the Climate Change strategy and the associated Climate Emergency Action Plan (CEAP).
 - 2.1.2. Approves the proposed Climate Change Strategy and the summary document, provided in Appendix A.
 - 2.1.3. Approve the finalised Climate Emergency Action Plan (CEAP), as set out in Appendix B, and delegates responsibility for monitoring its delivery and progress to the Climate Emergency Board.
 - 2.1.4. Agree that the Climate Change Strategy will be reviewed, updated, and presented to the Council every five years. Otherwise, note the contents of this report.

- 2.1.5. Recognise the substantial contributions that Council Services have already made towards meeting the objectives of the Climate Change Strategy.

3. Background

3.1. Background and Strategic Commitments

3.2. Climate Emergency Declaration

On 19 August 2021, Clackmannanshire Council formally declared a climate emergency, recognising both the scale of the climate crisis and the urgent need for coordinated local action. In doing so, the Council committed to developing a comprehensive Climate Change Strategy to steer decision-making, budgeting, and planning in alignment with the national target of achieving net zero emissions by 2045.

3.3. Strengthened Net Zero Commitments

On 11 August 2022, the Council unanimously approved more ambitious net zero targets, committing to:

- Achieve net zero emissions from Council operations by 2040 at the latest
- Reach net zero across Clackmannanshire by 2045 at the latest

3.4. This resolution catalysed the creation of key structures and initiatives, including:

- A Climate Emergency Action Plan
- A Climate Emergency Board
- A Climate Emergency Working Group

Five Climate Change Forums

- Clackmannanshire Council's overarching Climate Change Strategy

3.5. Development and Community Engagement

3.5.1 Role of Climate Change Forums

The Climate Change Forums played a central role in shaping the Council's strategic approach. They provided thematic input into the Action Plan and contributed key insights and feedback that informed the development of the Climate Change Strategy.

3.5.2 Public Consultation

A public consultation on the draft strategy was conducted during Summer and Autumn 2023. Feedback from this consultation was

incorporated into a revised draft. However, prior to submission to Council, it was determined that a **Strategic Environmental Assessment (SEA)** was required.

3.5.3 Strategic Environmental Assessment (SEA)

The SEA was completed in Summer 2025 and published alongside the updated draft Climate Change Strategy for a second round of public consultation.

- Full SEA Document: (https://clackmannanshire.citizenspace.com/sustainability-team/new-climate-change-strategy/user_uploads/climate-change-sea.pdf)
- A non-technical summary is included as **Appendix C** to this report.

3.5.4 Public Engagement

Further public meetings and online feedback (via the Citizen Space portal) were used to gather stakeholder views. All contributions have been incorporated into the final proposed Climate Change Strategy, included here as **Appendix A**.

3.6. Next Steps and Reporting

3.6.1 On 30 January 2025, the Senior Leadership Group reviewed progress on the Climate Emergency and Pollinator Strategy. At this meeting, the Energy and Sustainability Team was tasked with:

- Producing a summary version of the Climate Change Strategy to accompany the full version of the strategy
- Providing a report to Council outlining positive progress being made towards net zero targets

This report fulfils these actions and in doing so demonstrates the Council's continued commitment to climate leadership, transparency, and community involvement.

3.7. The Climate Change Strategy

The Clackmannanshire Climate Change Strategy provides a strategic framework for achieving net zero greenhouse gas emissions by 2045 across the Council area, and by 2040 for the Council's own operations. The Strategy is structured around six key themes:

- Energy, Heat and Buildings
- Low-carbon Transport
- Waste, Recycling and the Circular Economy

- Biodiversity, Carbon Storage and Agriculture
- Adaptation, Planning and Organisational Capacity
- Economic Development and Sustainable Procurement

Each theme outlines specific actions and outcomes, guided by our Climate Emergency Action Plan (CEAP), which is a live and evolving document. The Strategy embeds climate change into Council decision-making and aligns with both national climate legislation and local priorities, including wellbeing, resilience, and regeneration.

As requested at the Senior Leadership Group meeting on 30th January, a summary of the Climate Change Strategy is provided in Appendix D.

4. Considerations

Statutory Considerations

- 4.1. The UK and Scottish Governments have set legally binding targets for achieving net zero greenhouse gas emissions. Under the 2019 amendment to the Climate Change Act 2008, the UK has committed to reaching net zero by 2050. In Scotland, the Climate Change (Emissions Reduction Targets) (Scotland) Act 2019 sets an earlier target of net zero by 2045.
- 4.2. The Climate Change (Duties of Public Bodies: Reporting Requirements) (Scotland) Amendment Order 2020 requires that from November 2022 Public Bodies' Climate Change Duties (PBCCD) reports, including Clackmannanshire Council's, include:
 - a target date for achieving zero direct emissions of greenhouse gases.
 - targets for reducing indirect emissions of greenhouse gases.
 - how the body will align its spending plans and use of resources to contribute to reducing emissions and delivering its emissions reduction targets.
 - how the body will publish its progress on delivering reduction targets.
 - where applicable, what contribution the body has made to deliver Scotland's Climate Change Adaptation Programme.
- 4.3. Key expectations within the legislation also include:
 - *Governance*: institutional boards and senior executive teams must ensure that climate change systemically informs strategic investment planning and decision-making processes and is embedded into the management of risks and opportunities across the organisation.
 - *Finance*: climate change must be integrated into financial planning and reporting.

- *Reporting:* public bodies must consistently, accurately and transparently report all Scope 1 & 2 emissions and all relevant and significant Scope 3 emissions.
 - *Accountability:* it is recommended that climate change targets should be a board level KPI and if targets are missed, a corrective action plan is required.
- 4.4. Additional climate change targets that apply to public bodies include the following:
- Zero direct emissions by 2045 at the latest, including interim targets to monitor progress.
 - Zero direct emissions from all estate buildings by 2038.
 - Net zero targets for indirect emissions that clearly state what is included. If an institution chooses to exclude a source of indirect emissions from its target it must clearly explain the reasoning.
 - All new fleet cars and light vehicles must have zero emissions by 2025 and larger new vehicles by 2030.
 - No biodegradable municipal waste to landfill by December 31, 2025.
 - Air travel should be minimised, and mainland UK air travel should be eliminated. Where air travel is unavoidable it is recommended that the passenger class is the most efficient in terms of emissions (e.g. economy class as default)¹.
- 4.5. The Scottish Government officially changed its system for reducing greenhouse gas emissions in 2024, with the passage of the Climate Change (Emissions Reduction Targets) (Scotland) Act 2024. This legislation replaced the previous framework of annual and interim targets with a new system based on periodic carbon budgets, each covering a multi-year period (typically five years). The net-zero target for 2045 remains unchanged.
- 4.6. In essence the previous interim target of 75% reduction by 2030 no longer stands, but Scotland's net zero target to achieve zero emissions of all greenhouse gases by 2045 has not changed. This legislation does not mandate a mechanism to ensure that local authorities implement climate action plans aligned with the national objectives, leaving the viability of our Climate Change Strategy intact.

5. Clackmannanshire Council Climate Action

- 5.1. The Council's General Services Revenue and Capital Budget incorporate ambitious plans to deliver a new wellbeing hub, energy efficiency improvements to our schools and economic regeneration which will contribute towards the Council's journey towards net zero.

¹ See Briefing Paper: New PBCCD Reporting Guidance for 2022 December 2021 for further information https://www.sustainabilityexchange.ac.uk/files/briefing_paper_-_public_sector_leadership_on_the_global_climate_emergency_2021.pdf

A thematic approach to the Climate Change Strategy has been identified to maximise the financial, economic and social benefits of a transition to net zero. It includes the following themes:

- Energy, Heat and Buildings
- Low-carbon Transport
- Waste, Recycling and the Circular Economy
- Biodiversity, Carbon Storage and Agriculture
- Adaptation, Planning and Organisational Capacity
- Economic Development and Sustainable Procurement

- 5.2. The Climate Emergency Board has developed a Climate Emergency Action Plan (CEAP) including actions that focuses on ensuring that cost-saving and resource efficiency initiatives are exploited while also rendering the Council investment-ready to secure additional funding to deliver against climate targets and create high-value green jobs. Each action in the Climate Emergency Action plan is an action that is already being carried out and was identified by the service as an action that aligns with the Climate Change Strategy.
- 5.3. The CEAP is a live document (which will be subject to changes in legislation and funding) and will be monitored by the Climate Emergency Working Group and Climate Emergency Board, who will make any necessary adjustments and plan for any future longer-term events, which in turn will be presented to Council for approval.
- 5.4. Carbon literacy training has taken place for Councillor's and senior members of staff to outline the science underpinning climate change and its relevance to the well-being of residents and businesses in Clackmannanshire.
- 5.5. The establishment of a Strategic Energy Management Group to provide governance and ensure delivery of the Clackmannanshire element of the Regional Energy Masterplan for Clackmannanshire, which aligns with theme 1 in the Climate Change Strategy.
- 5.6. Delivery of the Wellbeing Economy Local Outcome Improvement Plan (LOIP) which incorporates the strategic outcome of Shaping places – *"We will work in partnership to improve environmental sustainability for Clackmannanshire, reducing carbon emissions and mitigating the impacts of climate change as well as increasing awareness of the challenges"*.
- 5.7. A review of property assets and shared assets, initiatives to make schools, homes and buildings more energy efficient, the electrification of the council fleet and numerous other emission reduction projects.
- 5.8. Work with communities and partner organisations on local flood risk management to operate and a local forum for all the flood groups in the area as well as the relevant responsible bodies.

6. Council's Current Carbon Footprint

- 6.1. Areas that contribute most to Clackmannanshire Council's carbon footprint include energy consumption from buildings and operations, waste (both operational and domestic household waste), use of council & staff vehicles and the procurement of goods and services. Conversely, afforestation and land management present opportunities of increasing the carbon storage potential of nature, entrenching climate resilience and reducing net emissions.
- 6.2. Clackmannanshire Council has completed annual reports for the statutory Public Bodies Climate Change Duty from the financial year of 2013/14 to 2022/23. The next iteration will cover the financial year of 2023/24 and is due to be submitted on 30 November 2022.
- 6.3. While the overall emissions do not yet include some significant areas of the Council's carbon footprint such as waste, they have shown a year-on-year reduction in greenhouse gas emissions with a decrease from 9,767 tonnes of Carbon Dioxide equivalent (tCO₂e) in the baseline year of 2013/14 to 5,136 tCO₂e in 2022/23 or a reduction of 47.41%.

7. Positive Progress and Good News Stories

Delivering Progress Across Key Themes

Clackmannanshire Council is already making significant progress across key themes of the Climate Change Strategy, with a range of initiatives supporting the transition to net zero and improving outcomes for communities. These projects reflect a proactive approach and are already delivering measurable results.

7.1. Theme 1: Energy, Heat and Buildings

In July 2025, the Council launched a 12-month trial in over 60 council homes to tackle damp and mould through smart environmental monitoring. IoT sensors continuously track indoor conditions (temperature, humidity, air quality, CO₂), enabling real-time data collection, automated alerts, and proactive maintenance. This helps improve tenant wellbeing, reduce repair costs, and create healthier homes.

Over the last 16 years, approximately £22 million in grant funding has been secured and distributed for energy efficiency upgrades in private homes. Measures include insulation, solar PV and battery systems, and low-carbon heating, collectively reducing household emissions by an estimated 15,000 tonnes of CO₂e annually.

A successful Energy Savings Schools Competition engaged local pupils in climate action. Participating schools collectively reduced CO₂ emissions by 20 tonnes and saved £19,000 in energy costs, while building climate awareness among young people.

In addition, Clackmannanshire Council secured £2.2 million in Salix funding to implement energy efficiency and decarbonisation measures across its public building estate. Works include insulation upgrades, solar PV

installations, time-switch controls, and ventilation improvements in schools. These interventions are expected to deliver annual carbon savings of approximately 337 tonnes of CO₂e, supporting the Council's net zero targets while reducing long-term operational costs.

7.2. Theme 2: Low-Carbon Transport

Council staff now have access to electric bikes for business travel, reducing fleet emissions and promoting active travel.

Initiatives in schools, including the Living Streets Walk to School Challenge, have improved active travel uptake. Coalsnaughton Primary School received national recognition, and Active Travel Zone maps were launched in five schools.

The Council has delivered new bike shelters, real-time public transport information screens, and completed the Alloa Active Travel Hub, supporting walking and cycling.

7.3. Theme 3: Waste, Recycling and Circular Economy

Clackmannanshire continues to outperform national averages in recycling rates, reflecting the commitment of residents and operational teams.

In partnership with Zero Waste Scotland, the Council is improving waste collection systems and supporting reuse and repair schemes.

Through the Clacks Good Food Partnership, circular economy principles are being advanced via food waste reduction, community food growing, and education around sustainable consumption.

7.4. Theme 4: Biodiversity, Carbon Storage and Agriculture

Through the Forth Climate Forest, over 11,000 native trees have been planted to date, with a further 10,000+ planned in 2025 across 5 hectares of green space.

40 pollinator sensors have been deployed to monitor real-time biodiversity data, supporting evidence-based conservation efforts.

The Young Pathfinders Programme, in partnership with the University of Stirling, continues to engage school pupils in sustainability education and green career pathways.

A new Pollinator Strategy has been developed and will be brought to Council for approval in October 2025, ensuring pollinator habitats are protected and prioritised.

7.5. Theme 5: Adaptation, Planning and Organisational Capacity

Natural Flood Management projects, particularly in Muckhart, are being delivered in partnership with SEPA and local flood groups, enhancing protection and biodiversity.

The Council is collaborating with Falkirk and Stirling Councils on a Regional Climate Adaptation Plan, strengthening shared resilience and emergency planning.

7.6. Theme 6: Economic Development and Sustainable Procurement

Through collaboration with Business Gateway and the University of Stirling, the Council is supporting local businesses to access green funding, adopt clean technologies, and build net-zero strategies.

Sustainability is now embedded into procurement practices, with criteria favouring low-carbon suppliers, sustainable construction, and circular economy innovation in public contracts.

These projects demonstrate the Council's commitment to embedding sustainability and climate resilience into core service delivery. They also show the benefits of collaborative working across departments, communities, and regional partners in building momentum towards a net zero Clackmannanshire.

8. Conclusions

This report presents the proposed Clackmannanshire Climate Change Strategy for approval. The document has had extensive consultation carried out with the community and other key stakeholders and has had a full SEA carried out.

It is considered that the Climate Change Strategy will deliver a framework to ensure that all strategic decisions, budgets and approaches to planning decisions are in line with a shift to net zero greenhouse gas emissions by 2045.

Central to this strategy is the CEAP, a vital tool in achieving the council's goal of net zero greenhouse gas emissions. Each action in the CEAP is an action that is already being carried out and was identified by the service as an action that aligns with the Climate Change Strategy. The CEAP is a live document and will be subject to legislative changes and funding opportunities. Progress will be measured through the Council's Climate Emergency Board, who will make any necessary adjustments and plan for any future longer-term events, which in turn will be presented to Council for approval.

The Climate Change Strategy will contribute to delivering and supporting the aspects of a place that enable the wellbeing of those who live, work and relax in Alloa and the wider Clackmannanshire Council area. The positive actions already underway demonstrate the Council's commitment to a just transition and provide a strong starting point for further progress.

9. Sustainability Implications

- a. The action taken aligns with the Councils aims to meet its sustainability, climate change and biodiversity duties.

- b. A comprehensive Strategic Environmental Assessment (document link https://clackmannanshire.citizenspace.com/sustainability-team/new-climate-change-strategy/user_uploads/climate-change-sea.pdf) has been carried out on the proposed Climate Change Strategy and the document complies with the Environmental Assessment (Scotland) Act 2005. A non-technical summary of the SEA can be found at Appendix C.
- c. Resource Implications
- d. Climate change actions are currently managed within existing resources and in collaboration with different stakeholders. Future initiatives will be dependent on available funding and resources which will be reviewed over time and where necessary will go through governance processes.
- e. Staffing
- f. The Climate Change Strategy 2024-2029 is led by the Climate Change and Energy Officers and other staff within the Energy and Sustainability team.
- g. However, projects and initiatives within the Climate Emergency Action Plan require additional officer time from across the council services depending on the actions they are responsible for.
- h. Delivery of the work set out in the plan will be considered on a case-by-case arrangement with spending decisions being taken in accordance with Council protocol.
- i. Financial Details
- j. The Council's General Services Revenue and Capital Budget 2024/25 set out an increased focus on net zero investment to support the Council's journey to Net Zero and noted that the updated Climate Change Strategy will include a framework to ensure that all strategic decisions, budgets and approaches to planning decisions are in line with a shift to net zero greenhouse gas emissions.
- k. Each action in the Climate Emergency Action plan is an action that is already being carried out and funding is in place for these projects. These actions were identified by each service as aligning with the Climate Change Strategy.
- l. Recognising the Council's financial projection challenges, the dynamic of CEAP will help to ensure that it aligns and adjusts according to the Council's financial capabilities and priorities.
- m. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate.

Yes ☒

- n. Finance have been consulted and have agreed the financial implications as set out in the report.

Yes ☒

10. Exempt Reports

Is this report exempt? No ☒

11. 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)

12. Equalities Impact

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

Yes ☒

No ☐

13. Legality

- 10.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒

14. Appendices

- 11.1 Please list any appendices attached to this report. If there are no appendices, please state "none".

Appendix A - Climate Change Strategy

Appendix B – Climate Emergency Action Plan

Appendix C - Strategic Environment Assessment Non-Technical Summary

Appendix D-Summary Climate Change Strategy

15. Background Papers

- 12.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes ☒ (please list the documents below) No ☐

[Motion to Clackmannanshire Council Meeting 19th August 2021](#)

[Council Meeting 11th of August 2022 - Climate Change Strategy and Net Zero Targets](#)

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Be the
Future

Climate Change Strategy



**Clackmannanshire
Council**

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Comhairle Siorrachd
Chlach Mhanann

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Foreword

The impacts of climate change are becoming increasingly clear with Scotland's ten hottest years having all occurred since 1997 despite record keeping beginning in Victorian times. The urgency to act has been given even greater impetus by the fact that Scotland's highest ever temperature of 35.1°C registered in July 2022.

As a Council with a large estuary and numerous rivers running through it, climate change is likely to become an increasingly significant issue for Clackmannanshire in the near future with increased flash floods, heatwaves and stronger storms all becoming more likely.

These disconcerting trends have galvanised us into being even more ambitious in our actions to help to address climate change and led to us bringing the Council's net zero target forward to 2040 at the latest from 2045.

Setting ambitious net zero targets and the framework to achieving them in this Strategy will allow us to harness the social, financial and economic benefits that the transition to net zero offers such as improved air quality, reduced costs for residents and businesses through greater energy efficiency and waste reduction by moving towards a circular economic model.

With the recent volatility in fossil fuel prices and the cost of living crisis putting increasing financial pressures on residents and businesses alike, we as a Council are determined to create a Climate Change Strategy that will be shaped by meaningful engagement with young people, businesses and residents in order to empower communities, respond to challenges that they face and deliver a just transition to net zero.

Since passing the new net zero targets in August 2022, the Council has engaged 86 residents through Climate Change Forums based in Alva, Menstrie, Dollar, Alloa and at Lornhill Academy. A Climate Emergency Action Plan with specific emission reduction opportunities has been composed based upon input from these Climate Change Forums.

The Climate Emergency Action Plan underscores the huge potential for the Council to lead by example by delivering and facilitating emissions reductions across Clackmannanshire such as through aligning all of our major decisions, budgets and approaches to planning decisions with a shift to net zero while working with partners to support businesses and communities in reducing their emissions.

While this Strategy sets out means of building on the Council's achievements in reducing our contributions to climate change and improving our resilience to the effects of the climate emergency, we recognise that continuing the transition from a fossil fuel-based economy to a carbon neutral and resilient future will require new ways of working, societal shifts as well as a technological transition.

With the seminal sixth assessment report by the Intergovernmental Panel on Climate Change estimating that 3.3 to 3.6 billion people live in environments that are highly vulnerable to the effects of climate change, it is increasingly clear that action to address the climate emergency constitutes a defining humanitarian and economic imperative.

We owe it to future generations to rise to the occasion!



**Councillor Scott Harrison,
Spokesperson for Environment
and Net Zero**

Executive Summary

This Strategy sets out a framework for achieving net zero greenhouse gas emissions by 2040 at the latest for the Council's own operations and by 2045 at the latest for the Clackmannanshire area.

It includes means of aligning all strategic decisions, budgets and approaches to planning decisions with a shift to net zero greenhouse gas emissions in addition identifying emission reduction opportunities to initiate the development of a thematically based Climate Emergency Action Plan.

The six themes are as follows:



Energy, Heat & Buildings



Low-carbon Transport



Waste, Recycling & the Circular Economy



Biodiversity, Carbon Storage & Agriculture



Adaptation, Planning & Organisational Capacity



Economic Development & Sustainable Procurement

The document has been shaped by input from community groups, young people, residents and businesses who attended a series of monthly Climate Change Forums around in Clackmannanshire from September 2022 to March 2023.

Since it is expected that opportunities for decarbonisation will evolve based upon input from consultations in the short-term and from technological advances, new legislation and further engagement in the medium to long-term, it constitutes a starting point rather than an exhaustive list of opportunities.

This Strategy recognises the extensive activity that the Council has previously undertaken to reduce emissions and will aim to add value to this work by augmenting coordination, facilitating robust data gathering, catalysing green decision making across all council service areas and positioning Clackmannanshire to maximise the inward investment and job-creation potential of the transition to net zero.

The Climate Change Strategy underscores the Council's commitment to a just transition by recognise that even though the impacts of climate change will affect everyone, the most severe impacts are likely to be felt by people who are at greater risks of poverty.

Building on the community engagement through the Climate Change Forums will therefore be pertinent to continuing to develop collaborative solutions with those most exposed to the effects of climate change.

1. Why does climate change matter?

Climate change is caused by heat-trapping gasses, known as greenhouse gases, being released into the atmosphere from the burning of fossil fuels (such as coal, oil and gas) for energy generation, industry and transport.

These greenhouse gas emissions from human activity have led to significant heating in Earth's climate with 2020 and 2016 registering as the joint hottest years globally since modern record keeping began in [1880](#).

This fits into a wider trend with **nineteen of the twenty hottest years on record registering since the year 2000 globally** while **Scotland's top ten hottest years have all occurred since 1997** with records beginning in [1884](#).

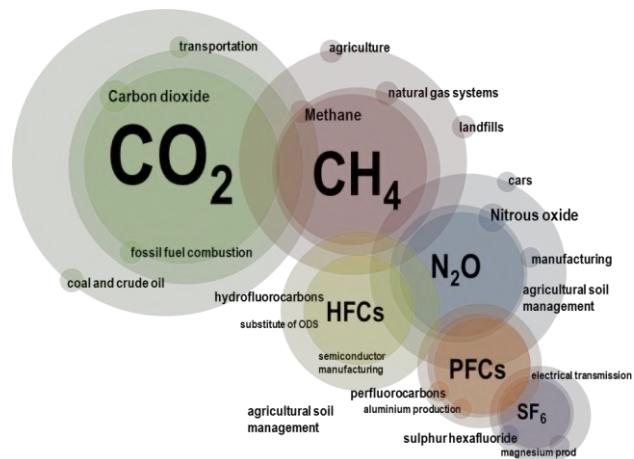


Figure 1 Greenhouse gases (GHG) and their sources

The heatwave of in July 2022 saw a record temperature of 35.1°C in Scotland, 2.2°C higher than the previous record. Temperatures in Clackmannanshire in this period included Menstrie reaching 32°C and Alloa [reaching](#) 31°C.

Despite the fact that there is growing international action to mitigate climate change, including initiatives aiming to limit warming to 1.5°C, even a global average temperature increase of 1.5°C would result in risks to health, livelihoods, water supply, food security, human security and economic growth [globally](#).

A rise of 2°C in global average temperatures would be even more catastrophic.

As highlighted by the image, we are already approaching a global average temperature increase of 1.5°C so it is crucial that adaptation to a continuously changing and increasingly hostile climate constitutes a cornerstone of this Strategy and the Climate Emergency Action Plan.

The Intergovernmental Panel on Climate Change (IPCC)'s Sixth Assessment Report provides the most comprehensive analyses of the latest climate science, impacts and vulnerabilities related to climate change.

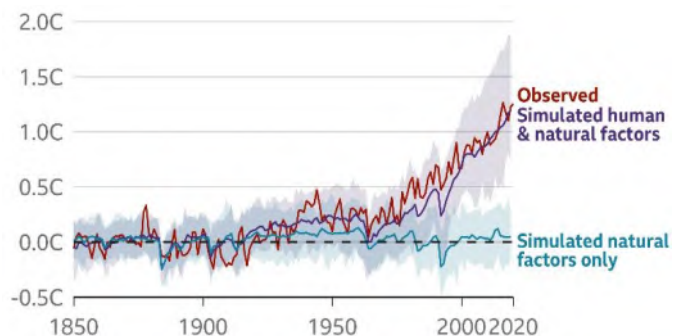


Figure 2 Change in average global temperature relative to 1850 -1900, showing observed temperatures and computer simulations (IPCC, 2021)

It delivers the starkest warning yet on the risks of climate change and highlights that climate change is already affecting many weather and climate extremes in every region across the globe while providing [evidence](#) that observed changes in extremes such as heatwaves, heavy precipitation, droughts and tropical cyclones has strengthened.

The Sixth Assessment Report also notes that human-induced climate change is causing dangerous and widespread disruption in nature and affecting the [lives](#) of billions of people around the world, despite efforts to reduce the risks. Moreover, people and ecosystems least able to cope are being hardest hit.⁷

Climate change is also the single greatest threat to [Scotland's habitats](#). Since many of Scotland's species are highly adapted to specific climatic conditions, the effects of climate change are expected to be drastic.

As a result of these [grave impacts](#) that are projected worldwide, the IPCC argue that immediate, rapid and large-scale reductions in greenhouse gas emissions are needed, alongside urgent actions to mitigate and adapt to climate change.

In Scotland, climate change has led to a warmer climate, changes in rainfall patterns and higher sea-levels. According to [Adaptation Scotland](#), the weather extremes in Scotland have also changed with our hottest days getting hotter and our wettest days getting wetter. Furthermore, climate change is projected to result in higher temperatures throughout the year, more unpredictable and extreme weather conditions and increased flooding, storms and heatwaves in Scotland.

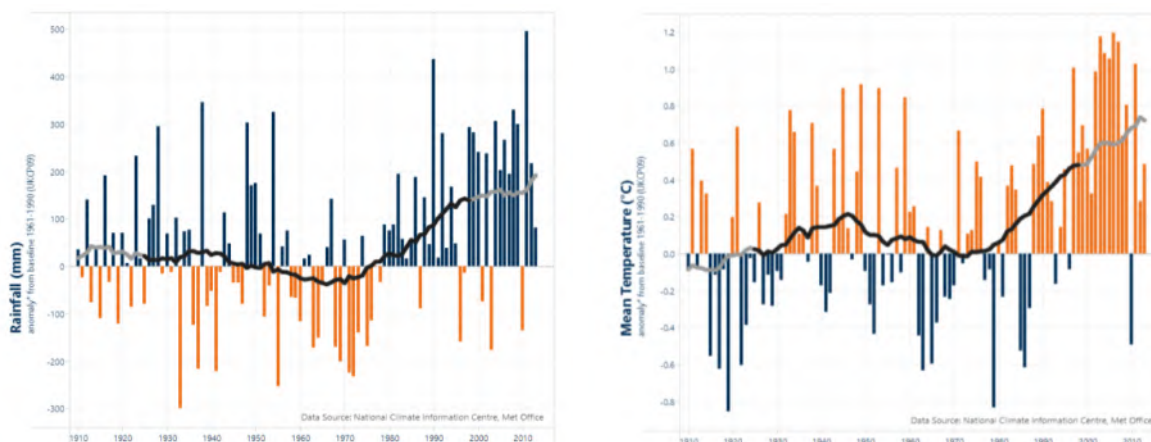


Figure 3 Climate trends for Scotland – Annual Rainfall (mm) and Annual mean temperature (*Adaptation Scotland, 2022*)

Between 2015 and 2019, 97% of [Scottish lochs and reservoirs](#) that are monitored have increased in temperature. Most warmed by between 0.25°C and 1.0°C per year over this period, although 9% increased by more including some by up to 1.3°C per year.

These changes increase the risk of the development of harmful algal blooms, which can restrict their use for water supply, recreation and as a safe habitat for wildlife. An extension of algal bloom has been noted in Clackmannanshire including in Gartmorn Dam.

The [study](#) by Scotland's Centre of Expertise for Waters reports that this climate-related impact is initially expected to lead to warming in waters in the south and east of Scotland although it will reach all parts of Scotland by 2040.

Given that Clackmannanshire Council has a large estuary, numerous rivers running through it and a numerous flood risk area; climate change is likely to become an increasingly significant issue.



Figure 4 Alloa in December 2021 following storm Arwen when hundreds of trees were blown down across Clackmannanshire

The Costs of Inaction

Since it is well documented that the [economic benefits](#) of acting on Climate Change far outweigh the costs, there are significant incentives to reduce emissions across all parts of society. Particularly since the worsening of extreme weather events around the world and the consequent [economic losses](#) are becoming increasingly pronounced as emissions increase.

Moreover, BloombergNEF [report](#) record investment in low-carbon energy transition of \$1.1 trillion in 2022, significantly higher than the previous records which were set in 2021, 2020 and 2019 respectively.

The movement to divest from fossil fuels is also accelerating with over 150 pension funds, many leading universities, the Republic of Ireland's Government, The Welsh Assembly, New York City's Government and private sector organisations all making public statements to divest. The approximate value of institutions that have [divested](#) is \$40.51 trillion.

Accordingly, Clackmannanshire has [called](#) for Falkirk Local Government Pension Scheme to divest from fossil fuels due to the growing financial and ecological risks from continued fossil fuel investment.

Climate change adaptation and mitigation measures also have the potential to deliver significant benefits to health and wellbeing. For example, the damage that air pollution can cause to people's health is widely reported. The Royal College of Physicians and the Royal College of Paediatrics and Child Health [report](#) that exposure to outdoor air pollution is attributable to 40,000 premature deaths per year in the UK in addition to being linked to strokes and heart disease, cancer, asthma, obesity, diabetes, COPD and dementia

The [British Heart Foundation](#) estimate that particulate matter air pollution could be attributed to 160,000 heart and circulatory disease deaths over the next ten years in the UK. This is particularly significant within the context of Covid-19, where long-term air pollution was linked to greater risk of [hospitalisation](#).

A further factor of relevance to health and well-being is the fact that some of the most emission-intensive elements of society such as large-scale animal agriculture and international flights, are also those that make the emergence of [future pandemics](#) more probable. These practices therefore constitute multi-faceted threats to long-term sustainability.



2. Climate Change Legislation

International

The Paris Agreement 2015 set a target to keep the global temperature rise below **2°C** above pre-industrial levels and to attempt to limit the overall increase to **1.5°C** and was signed into law by the UK Government.

The regular Conference of the Parties (COP) conferences that followed, including Glasgow in 2021, has led to approximately 200 countries agreeing to take climate change action while regularly enhancing the ambitiousness of their emissions reduction targets in future COP events.

Carbon budgets produced by the Intergovernmental Panel on Climate Change (IPCC), United Nations and the International Energy Agency [demonstrate](#) that preventing **2°C** of warming relies on not burning the vast majority of all proven fossil fuels.

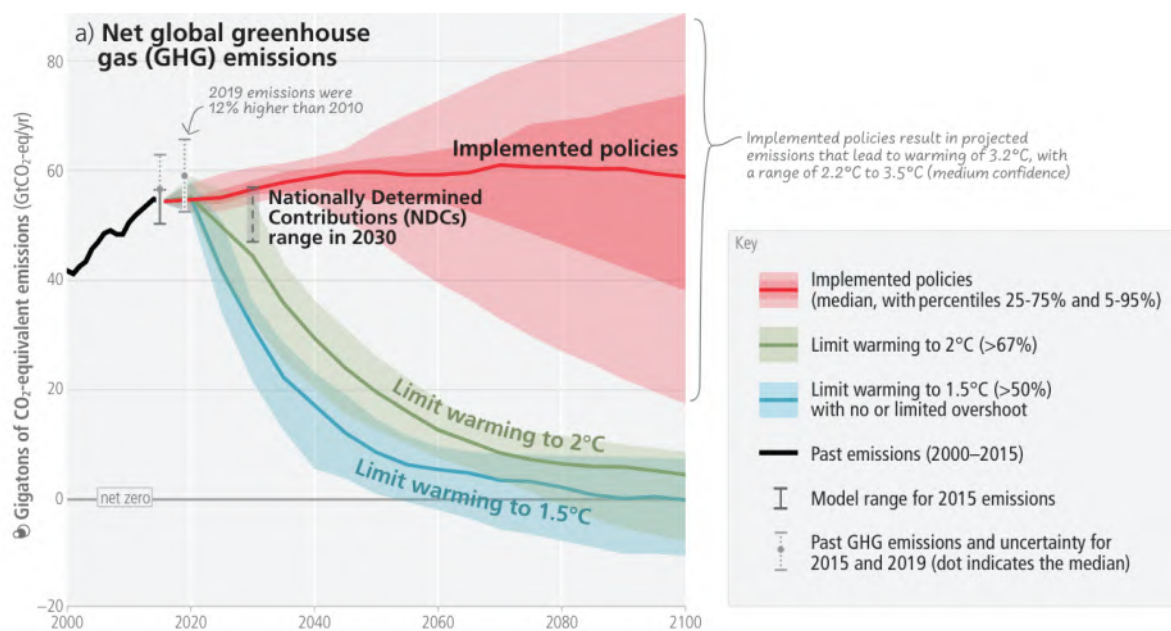


Figure 5 Global emissions pathways consistent with implemented policies and mitigation strategies (IPCC, 2023)

In addition to this emission reduction framework, the United Nation's Sustainable Development Agenda 2030 includes Goal 13: *Climate Action* which sets a requirement for nations to 'Take urgent action to combat climate change and its impacts' by 2030.

United Kingdom

The UK Government has set a legally binding target to reach net zero greenhouse gas emissions by 2050, under the 2019 amendment of the 2008 Climate Change Act. It also announced an interim target of a 78% reduction by 2035 compared to 1990 levels in 2021.

the UK Government's [Net Zero Review](#), which was published in September 2022, has noted that "Net zero is the growth opportunity of the 21st century" and that "net zero is creating a new era of opportunity, but government, industry, and individuals need to act to make the most of the opportunities, reduce costs, and ensure we deliver successfully."

Scotland

The Scottish Government has set a legally binding targets to reach net zero greenhouse gas emissions by 2045, under the Scottish Government's Climate Change (Emissions Reduction Targets) (Scotland) Act 2019. It also set interim targets for a 90% emissions reduction by 2040 relative to 1990 levels of carbon dioxide, methane and nitrous oxide and 1995 levels of some other less common greenhouse gases.

The act places duties on all public bodies to contribute to emission reduction targets, deliver programmes to increase resilience against climate change and requires Councils to submit a mandatory climate change report to Scottish Government each year.

The Climate Change (Duties of Public Bodies: Reporting Requirements) (Scotland) Amendment Order 2020 requires that, from November 2022, Public Bodies' Climate Change Duty (PBCCD) reports, including Clackmannanshire Council's, to include:

- a target date for achieving zero direct emissions of greenhouse gases;
- targets for reducing indirect emissions of greenhouse gases;
- an outline of how the body will align its spending plans and use of resources to contribute to reducing emissions and delivering its emissions reduction targets;
- an outline of how the body will publish its progress on delivering reduction targets; and
- where applicable, what contribution the body has made to deliver Scotland's Climate Change Adaptation Programme.

Key expectations within the legislation include:

Governance	Finance	Reporting	Accountability
Institutional boards and senior executive teams must ensure that climate change systemically informs strategic investment planning and decision-making processes and is embedded into the management of risks and opportunities across the organisation.	Climate change must be integrated into financial planning and reporting.	Public bodies must consistently, accurately and transparently report all Scope 1 & 2 emissions and all relevant and significant Scope 3 emissions.	It is recommended that climate change targets should be a board level Key Performance Indicator and if targets are missed, a corrective action plan is required.

Additional climate change targets that apply to public bodies include the following:

- Zero direct emissions by 2045 at the latest with interim targets to monitor progress.
- Zero direct emissions from all estate buildings by 2038.
- Net zero targets for indirect emissions that clearly state what is included. If an institution chooses to exclude a source of indirect emissions from its target it must clearly explain the reasoning.

Following the UK's decision to leave the EU, the Scottish Parliament passed the European Union (Continuity) (Scotland) Act 2021 which provides Ministers with powers to help meet the Scottish Government's commitment that Scottish laws "*keep pace*" with future developments in EU law where appropriate.

The Scottish Government also approved the Circular Economy Bill to fulfil on 'Delivering Scotland's Circular Economy – a *route map to 2025 and beyond*' which sets out several levers that the Scottish Government intends to use to drive the transition to a fully circular economy thus reducing waste.

The Scottish Government's Programme for Government also explores establishing a Future Generations Commission to take into account the interests of future generations in decisions that are made today.

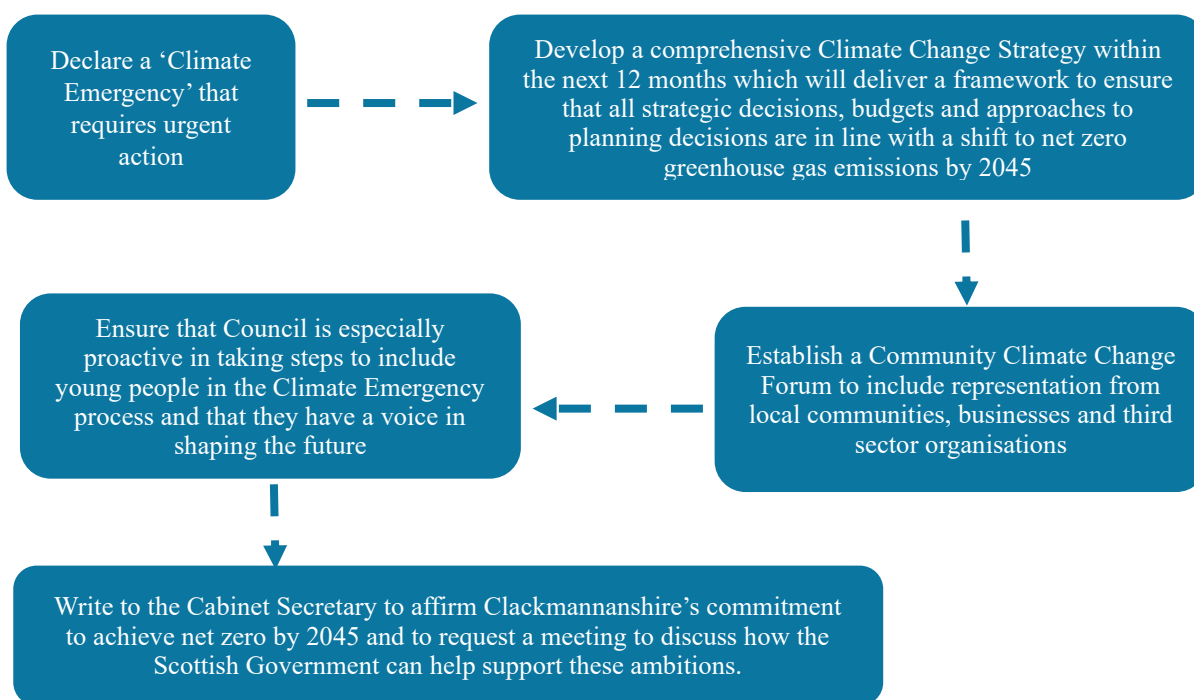
Clackmannanshire Council

The Clackmannanshire Sustainability and Climate Change Strategy was adopted in September 2010 and reviewed in 2016. However, due to the pace of change on the issue, this interim Climate Change Strategy has significantly revised the content and action points from the previous strategy.

On Thursday 19th August 2021, Clackmannanshire Council unanimously passed a motion that:

- 1 Agrees that climate change is one of the most serious challenges facing communities here in Clackmannanshire and across the world;
- 2 Understands that meaningful action at international, national and local level is required in order to safeguard our planet for future generations;
- 3 Recognises that as we emerge from the Covid-19 pandemic, we have a chance to rebuild in a way that delivers a greener, fairer and more equal society;
- 4 Acknowledges the challenges faced by small councils such as Clackmannanshire in taking meaningful, sustainable action;
- 5 Notes the work already underway to deliver this through the City Deal and our ambitious Be the Future Programme

In recognition of the role that the Council has to play, the Council further agreed to:



In line with the ambitions of this motion, this strategy will also ensure that the need to address climate change is embedded in future Council plans and strategies. Clackmannanshire Council's main Strategic documents - *Corporate Plan 2018-22*, *Be the Future*, and our *Local Development Plan* - set out our aspirations to achieve sustainability and aims to make the area more resilient to the impacts of climate change. Incorporating net zero targets and stronger means of restricting high-carbon spending and planning into these reports would be a major opportunity to limit the development of initiatives that are incompatible with net zero targets.

Or as the Scottish Audit Office [notes](#), achieving net zero targets will require policies and strategies to be reviewed to identify conflicts or incoherence with climate change ambitions and to be amended as required.

3. The Role of Clackmannanshire Council

While Clackmannanshire Council is a small Council both in terms of population and land coverage, it has a significant role to play in climate change mitigation and adaptation.

For example, the Council is responsible for services including the provision of schools and education, the collection of waste and recycling, planning and building standards, local transport planning, infrastructure development, local economic development, the provision of libraries, street lighting, and the collection of Council taxes.

Additionally, in delivering these functions, the Council owns and operates a large built estate and is an employer of over 2,000 staff, thereby giving it significant scope to support direct emissions reduction through its own estate and workforce. The scale of this influence is highlighted by the Climate Change Committee below.

Areas that contribute most to Clackmannanshire Council's own carbon footprint include energy consumption from buildings and operations, waste (both operational and domestic household waste), use of council & staff vehicles and the procurement of goods and services. Conversely, afforestation and land management can increase the carbon storage potential of nature and therefore reduce net emissions.



[Rural Councils](#) such as Clackmannanshire are particularly well placed to contribute to net zero targets through land for onshore renewable energy, land for carbon sequestration and reducing emissions from agriculture.

Over one hundred UK Councils have signed up to net zero emissions for their own activities by 2030 and net zero area-wide emissions by 2045. Signatories of the 2030 council targets include Glasgow City, North Lanarkshire, Renfrewshire, Moray, Edinburgh City, Falkirk and East Ayrshire Council.

While 2040 has been identified as achievable for Clackmannanshire Council from the initial analysis of emissions data and potential routes to net zero for the Council's own operations, it is crucial to continue to develop more robust data of the local authority's current carbon footprint and potential emission reduction trajectories in order to establish whether earlier dates are possible. In line with this, the framework set out in Section 6 will allow iterative identification of external emission reduction opportunities for Clackmannanshire in addition to setting out means of developing a more coordinated approach to adaptation.

Given the on-going cost of living crisis, with significant increases in the cost of energy and petrol affecting residents and businesses in Clackmannanshire, harnessing the poverty-alleviation potential of decarbonisation is increasingly pertinent, or as the Committee on Climate Change [notes](#), net zero policies are amongst the most effective to deal with the soaring cost of living.

Furthermore, a Place and Wellbeing Outcomes Assessment was held in partnership with the Improvement Service to consider means of maximising the positive health and well-being impacts of the framework and actions in this strategy.

Businesses' and residents' individual emissions are not counted as part of the PBCCD reporting figures as they do not constitute part of Clackmannanshire Council's own operations, however, the Council has significant scope to facilitate emissions reductions in these areas while delivering a wide-range of benefits.

Since the UK and Scottish Government have both set targets to reach net zero, by 2050 and 2045 respectively, there are significant funding opportunities for projects that contribute towards these objectives. Accordingly, in the process of moving to net zero, Clackmannanshire will aim to create thousands of new jobs and investment opportunities in renewable energy, recycling and green projects.

Internal emissions

Clackmannanshire Council has completed annual reports for the Public Bodies Climate Change Duty (PBCCD) from the financial year of 2013/14 to 2022/23.

The next iteration will cover the financial year of 2023/24 and was submitted on 30 November 2024. While the overall emissions do not yet include some significant areas of the Council's carbon footprint such as waste, means of including these in future reports are set out in Section 6. Below there is a chart showing Clackmannanshire's emissions for the Council's own activities and their corresponding financial year.

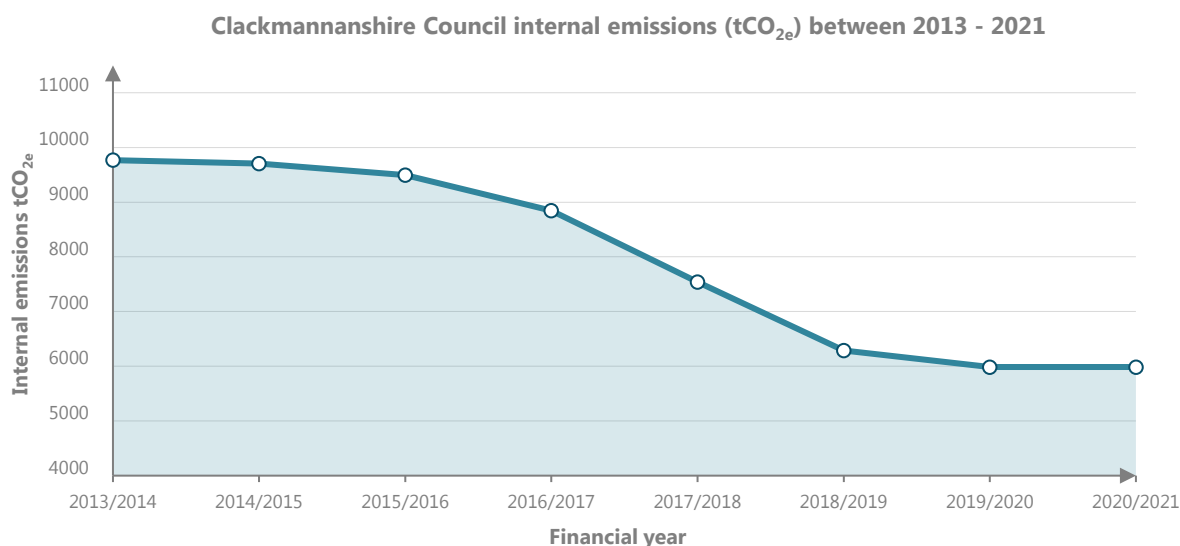


Figure 6 Clackmannanshire Council internal emissions (tCO_{2e}) between 2013 – 2021 (PBCCD Report)

It is important to note that while consistent emission reductions are a positive sign of progress, a large proportion of the decreases in emissions resulted from the Council selling buildings combined with the national decarbonisation of electricity.

Accordingly, greater efforts will need to be made in order to ensure a continuation of this trend since a reduction of emissions in key areas such as waste and transport will require behavioural changes in addition to the decarbonisation of business as usual.

Spending Alignment

The Scottish Audit Office notes that achieving the net zero targets will require policies and strategies to be reviewed to identify conflicts or incoherence with climate change ambitions and to be amended as required. Steps have already been taken to deliver on this, with the Council's General Services Revenue and Capital Budget 2022/23, published in March 2022, 32 setting out how the Clackmannanshire's Capital Programme aims to stimulate a green investment-led recovery to positively impact the area's economic performance as detailed in the Council's Local Outcome Improvement Plan (LOIP).

In line with this, central theme of the Council's General Services Revenue and Capital Budget 2022/23 investment report is an increased focus on green investment to support the Council's journey to Net Zero. While this report sets strong foundations for investment towards net zero, it also recognises the need for this Climate Change Strategy to include a framework to ensure that all strategic decisions, budgets and approaches to planning decisions are in line with a shift to net zero greenhouse gas emissions by 2045.

Specific alignment of the Council's Capital Programme and green investment can be found in the below table:

	2022/ 23	2023/ 24	2024/ 25	2025/ 26	2026/ 27	Total 2027-32	Total 2032-37	Total 2037-42	20 years Total
Innovation Hub	200	1164							1364
Delivery City Deal (RPMO)	100	100							200
Renewable Energy Projects	30								30
Active Travel Route Railway Station		560							560
Flood Protection	57	235	86	86	86	430	430	430	1840
Tillicoultry Flood Protection		150	250	300	2500	2800			6000
Building energy management system	32	8							40
Cycle Routes	222	100	100	55					477
Active Travel Route		2000							2000
Street Lighting Replacement	258	258	258	258	259	1297	1303	1305	5196
Vehicle Replacement	563	800	1000	1000	1000	5000	5000	5000	19363
Total	1462	5375	1694	1699	3845	9527	6733	6735	37070

Figure 7 Green investment through Clackmannanshire Council's Capital Programme (in £'000)

External Emissions

Clackmannanshire's external emissions by sector are summarised in the table below. The data illustrates how industry emissions are by far the largest contributor, accounting for 37.1% of emission in Clackmannanshire. This is followed by commercial gas and electricity at 23.8%, and then Transport at 14.08% in 2021. The Department for Business, Energy & Industrial Strategy's emission [figures](#) also indicate that total public sector emissions are a small proportion of the area-wide total at 2.01%.

Calendar Year	Industry Total	Commercial Gas and Electricity Total	Public Sector Total	Domestic Total	Transport Total	Land use and forestry (Net Emissions)	Agriculture Total	Waste Management Total	Grand Total
2005	210.7	163.3	18.0	137.2	79.8	22.3	29.8	7.4	668.5
2006	208.6	168.7	18.0	136.4	80.4	21.0	27.9	7.2	668.1
2007	225.2	218.6	21.3	134.4	81.9	20.5	29.9	7.1	738.8
2008	224.8	227.0	21.3	133.5	80.4	20.3	28.7	5.9	741.9
2009	187.2	165.4	16.3	121.5	78.8	19.4	28.5	5.1	622.3
2010	223.9	226.2	20.6	129.2	77.5	19.4	29.9	5.6	732.2
2011	212.9	208.2	19.2	113.5	74.9	18.5	28.7	4.7	680.7
2012	218.7	173.6	15.1	121.5	72.8	18.3	25.6	4.3	649.8
2013	213.8	175.8	15.1	117.1	70.0	18.9	25.0	4.6	640.4
2014	198.2	142.4	12.5	98.7	70.6	18.5	24.3	4.8	569.9
2015	193.6	165.3	14.6	97.5	71.5	18.9	25.3	4.9	591.6
2016	199.5	168.4	13.4	88.5	72.7	20.2	25.8	4.7	593.1
2017	198.0	152.8	14.8	86.8	72.5	20.2	25.4	5.1	575.6
2018	210.9	158.3	13.5	84.2	71.4	20.6	24.6	5.1	588.5
2019	202.8	159.4	11.2	82.7	70.3	20.8	23.6	4.9	575.7
2020	216.3	112.7	12.9	78.0	56.3	22.8	22.5	4.9	526.3
2021	171.1	133.3	9.1	80.8	70.2	22.4	22.6	5.0	514.5
2022	188.3	120.8	10.2	68.1	71.5	22.1	21.7	4.9	507.5

Figure 8 Estimated territorial greenhouse gas emissions by sector in Clackmannanshire 2005-2022 (kt CO₂e)

While regional emission in Clackmannanshire have shown a downwards trajectory since 2005, a revision of the benchmark from 2018 onwards to include Agriculture Livestock, Agriculture Soils and Landfill emissions data led to an increase between 2017 and 2018.

As highlighted by the chart below, Clackmannanshire's per capita emissions, at 9.8 tCO_{2e}, are higher than the Scottish average of 7.1 tCO_{2e}. Additionally, out of the 32 Scottish local authorities, Clackmannanshire has the 11th highest per capita emissions.

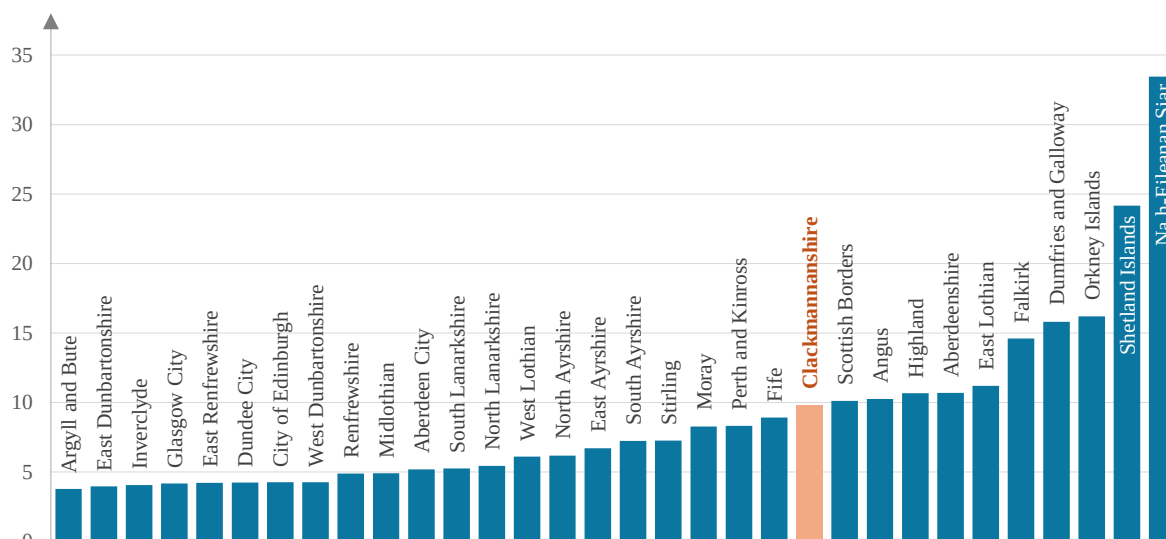


Figure 9 Estimated per capita territorial emissions in kt CO_{2e} ranking for 32 local authorities in Scotland (DEFRA, 2024)

The disproportionate significance of industry emission to Clackmannanshire is part of the reason for the above average per capita emissions with 3.6 tCO_{2e} for industry emissions in Clackmannanshire compared to an average of 1.12 tCO_{2e} across Scotland as a whole.

When large industrial sites are excluded from this total, which is relevant since the Department for Business, Energy & Industrial Strategy identifies large industry sites as out with the scope of influence of Local Authorities, Clackmannanshire's industry emissions per capita decline significantly to 1 tCO_{2e} per capita, although this remains higher than the 0.57 tCO_{2e} average for this metric in Scotland.

When all areas that Local Authorities are considered to have limited scope to influence are discounted (large industrial sites, railways, motorways and land-use) per person emissions in 2022 decline to a total of 345.5 ktCO_{2e} or 6.7 tCO_{2e} per person.

	Commercial Gas & Electricity Total	Public Sector Total	Domestic Total	Industry Total	Transport Total	Agriculture Total
Clackmannanshire	120.8	10.2	68.1	51.3	71.4	23.7
Scotland	3067.8	1178.6	7367.2	3081.2	8132.4	7636.4

Figure 10 Highest emission source excluding large industrial sites, railways, motorways and land-use

The contributors to this total, as outlined in the table below, are commercial at 34.96%, Transport at 20.66%, Domestic Gas and Electricity at 19.71%, Industry Gas and Electricity at 14.84%, Agriculture at 6.86% and Public Sector emission at 2.95%.

The fact that both Domestic, Commercial and Industry emissions make up a combined 69.51% of emissions that the local authority has major scope to influence, underscores the significant of transitioning building emissions from gas, which is the heating sources for approximately 80% of UK buildings. It also emphasises the value that Clackmannanshire Council can add to net zero targets by working with employers and residents in the region to achieve a just transition to net zero.

While in-scope transport emissions are below average in Clackmannanshire at 1.37 tCO_{2e} per person compared to 1.49 tCO_{2e} on average in Scotland, they still makeup a significant proportion of overall emissions in the area.

4. Net Zero Delivery Framework

Net Zero emission targets for Clackmannanshire Council and the Clackmannanshire area can only be achieved by adopting a coordinated approach with local, regional and national delivery partners.

Accordingly, the Net Zero Framework comprises of the management structures required to deliver net zero targets in addition to an engagement process to gather critical feedback on environmental targets in Clackmannanshire from young people, businesses, delivery partners and residents. The Strategy will be reviewed in five years, unless there is a change in the Scottish Government sooner.

Two Place and Wellbeing Assessment workshops were held to pull together expertise and perspectives from attendees to consider and how the framework and actions in this strategy could affect the wellbeing of the people of Clackmannanshire.

Councils are facing funding challenges and financial support and / or a greater economy of scale will be required to deliver on key elements of net zero targets including heat pumps and large low-emission vehicles.

In line with this, the Scottish Government's Net Zero, Energy and Transport Committee has recognised the [crucial role](#) Councils have to play to meeting net zero targets and the Scottish government should provide councils with extra financial support in future budgets, as well as helping them access specialist knowledge.

In a [press release](#), the Convenor of the committee, Edward Mountain said: *"Over the course of almost a year of evidence-taking, it's clear that unless key barriers facing local government are dealt with, we will not reach net zero by 2045."*

Local authority body Cosla called the report a *"watershed moment"* for combatting climate change and noted that *"...Cosla has been open that local authorities can't do that effectively without the increased support of Scottish government."*

As UK Government and Scottish Government both having statutory net zero targets, developing the Climate Emergency Action Plan and emissions reduction framework at the Council constitutes a strong opportunity to secure additional funding.

Climate Emergency Board

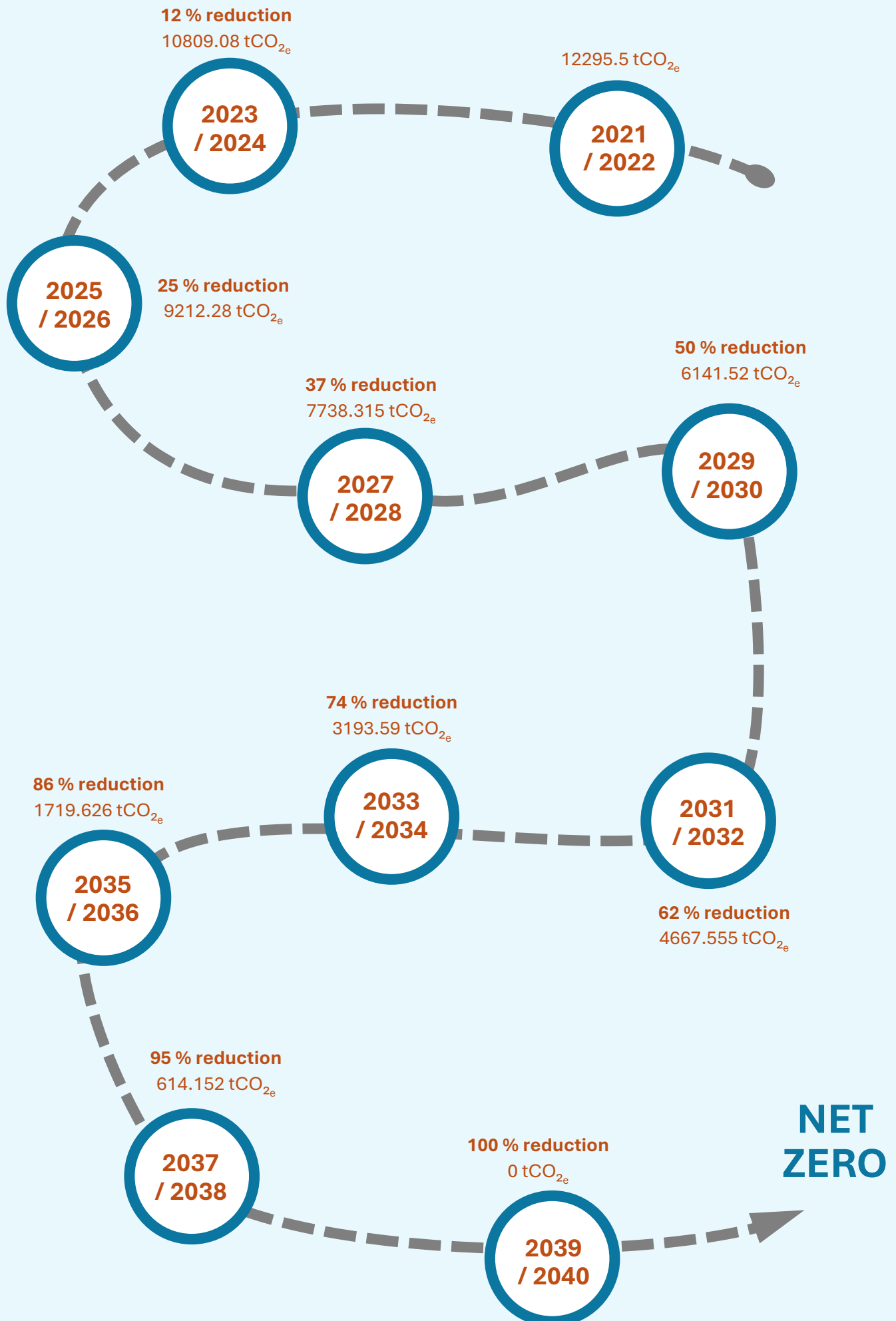
The Climate Emergency Board held its first meeting in September 2022 and comprises of elected members from each political party at Clackmannanshire Council and senior officers from key service areas across the Council.

It is responsible for developing and overseeing the Climate Emergency Action Plan with specific actions to progress net zero targets under the six themes set out in Section 7. The Climate Emergency Board is supported in its work by the Council's Energy and Sustainability team. It has also endorsed interim targets leading up to net zero for the Council's own operations by 2040.

The annual Public Bodies Climate Change Duty report provides means of quantifying the Council's emissions following the establishment of an updated baseline.

The fact that area-wide emissions are significantly larger than Clackmannanshire Council's own emissions renders engagement and collaboration with partners as crucial to maximising the Council's impact on decarbonisation. The emission reduction targets, and Climate Emergency Action Plan were both shared with the Climate Change Forums for input and feedback.

Roadmap to achieve Net Zero for Council's own operations by 2040



Climate Change Forums

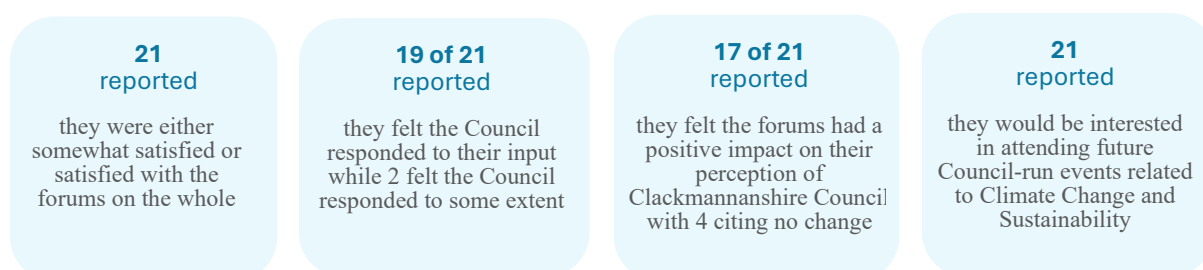
The establishment of a Climate Change Forum in each of the five ward areas of Clackmannanshire provided a space for dialogue between communities, businesses, young people, residents and the Council so that communities can be involved in shaping and delivering the Council's climate change targets.

Climate Change Forums met monthly in **Alva, Menstrie, Dollar, Alloa** and at **Lornhill Academy** to shape the Climate Emergency Action Plan and gather input on the Council's climate change work from Autumn 2022 to early 2023.

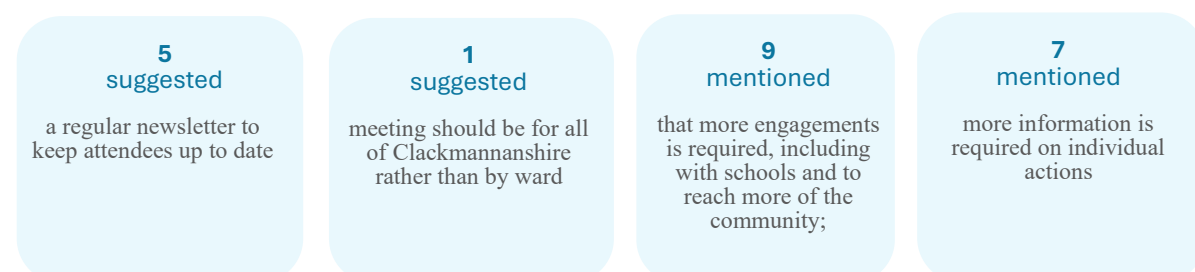


Figure 11 Photo from one of the Climate Change Forum meetings held in Dollar

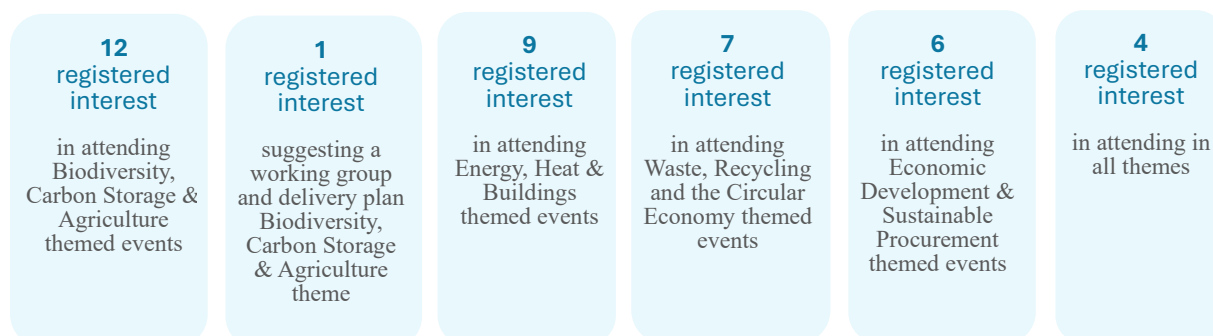
A survey was sent to attendees of the Climate Change Forums to request input on what future attendance could look like and gather feedback on the Climate Change Forums. It was completed by **21 attendees** and the feedback was very positive with the following highlights:



For the nature of future engagement, the following points were cited by the **21** respondents:



When promoted about events by specific themes, respondents cited the following:



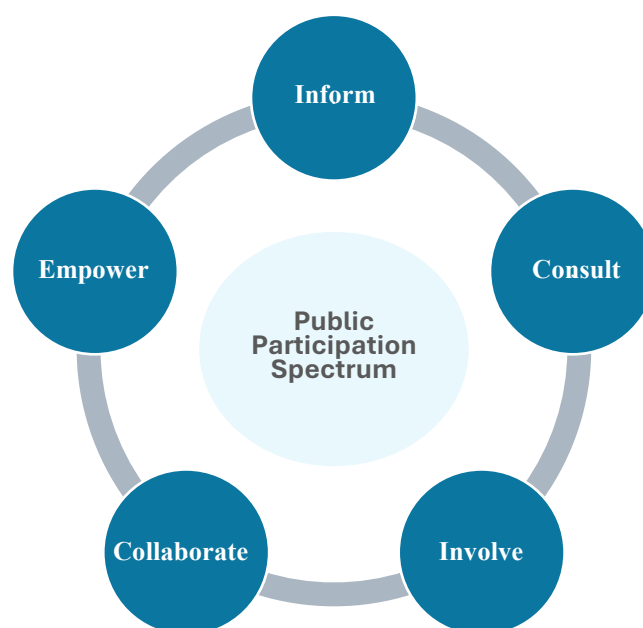
A total of **86 people** attended the five Climate Change Forums although there were some forum meetings where attendance could have been higher with six respondents suggesting that greater attendance would have beneficial.

Forum	Attendees (excluding repetition from previous forum)	Total Attendees for each specific forum (including repetition)	School-aged attendees at each forum
Menstrie	20	20	4
Alva	17	22	3
Lornhill	7	14	3
Alloa	22	30	1
Dollar	20	27	4
Total	86	NA	15

Behavioural and societal change are significant cornerstones of achieving net zero: the Climate Change Committee have [calculated](#) that over 60% of changes required to reach net zero will require some degree of societal or behavioural change while the recent IPCC [report](#) concluded that demand-side measures can reduce global GHG emissions by 40-70% by 2050.

Therefore, in setting an ambition to reduce emissions to net zero, the Council recognises the need for on-going public involvement in shaping collective future actions while public involvement is also essential for dialogue around lifestyle change on a range of key issues like diet and personal travel.

The Climate Change Forums' approach to engagement has been developed with reference to the five categories of participation in the [Public Participation Spectrum](#), while also drawing upon the [Guiding Principles](#) from the Scottish Government's Public Engagement Strategy for Climate Change.



Guiding Principles of Net Zero Engagement

- Our approach will be **inclusive** and accessible to all
- Our approach will **put people first** and place people at the heart of all that we do
- We will listen to and engage with experts to ensure an **evidence-based** approach
- Climate justice and a **just transition** will be embedded within our approach
- We will continue to encourage a **participative** society with two-way dialogue on climate change
- We will take a **positive** approach that outlines a vision for climate action that promotes the many benefits
- We will be **open and transparent** to make sure people can see and understand our actions

By adopting these principles, the Climate Change Forums began a process of emphasising placed-based action by empowering communities to develop localised solutions to climate change.

The development of the Forum has been based upon alignment with Community Planning Partnership, Scotland's International Environment Centre, the Improvement Service and other partners to ensure that a coordinated approach is adopted, and that good practice is shared.

There are also likely to be significant future opportunities for communities to take on direct action on Climate Change. For example, the Scottish Government's Programme for Government for 2021-22 sets out [ambitions](#) to explore participatory budgeting as part of community-led climate action and are particularly keen to involve schools and young people.

5. Strategic Themes

A thematic approach to the development of an updated Climate Change Strategy has been identified as means of maximising the financial, economic and social benefits of a transition to net zero.

The six themes are as follows:

Theme 1:	Energy, Heat & Buildings
Theme 2:	Low-carbon Transport
Theme 3:	Waste, Recycling & the Circular Economy
Theme 4:	Biodiversity, Carbon Storage & Agriculture
Theme 5:	Adaptation, Planning & Organisational Capacity
Theme 6:	Economic Development & Sustainable Procurement

An overview of relevant legislation and current decarbonisation projects from the Climate Emergency Action Plan have been outlined under each of the six themes.

Climate Emergency Action Plan

A Climate Emergency Plan will set out actions under each of the six themes in this strategy and create means of providing tangible action points and evidence of the impact of the Climate Change Forums' input.

These actions will ensure that cost-saving and resource efficiency initiatives are fully exploited while also rendering the Council investment-ready to deliver against climate targets and create high-value green jobs. Each action in the Climate Emergency Action plan will be assigned to a Team at the Council who will be responsible for implementing the action by its corresponding completion date and providing updates on progress. All actions in the Climate Emergency Action plan will be reviewed quarterly by the Climate Emergency Board.

Some preliminary opportunities have been identified in each theme in the section below to provide initial actions for the Climate Emergency Action Plan. The Council's Corporate Performance Management System, Pentana, will also be used to register risks and ensure strategic oversight.

Collectively, this structure sets out means of following the [Audit Office's](#) recognition of the essential need for climate change plans to have robust governance arrangements and the capability to resolve any conflict between partners, priorities, and policies.

Scottish Audit Office's Recommendation for Net Zero Governance

Good governance ensures accountability and transparency. It requires:

- monitoring, evaluating, reporting, and verifying plans with clear timeframes:
 - o public bodies should use monitoring frameworks and policy trackers, benchmarking, milestones
 - o information on costs of policies and proposals should all be monitored and reported
 - o reporting should be annual, accessible, and transparent; agreed standards for bodies to measure progress would allow consistency
- feedback mechanisms to review how things work as they are being implemented
- processes for how projects will be upscaled and alternatives proposed where projects are not delivering what is expected
- effective scrutiny, oversight, and challenge by elected members and non-executive board members.

Theme 1: ENERGY, HEAT AND BUILDINGS

Heating and powering our buildings are a significant contributor to CO₂e emissions. As highlighted in previously domestic gas and electricity accounted for 20.8% of greenhouse gas emissions in Clackmannanshire in 2020. Since there are almost 25,000 dwellings across Clackmannanshire, there are major opportunities to reduce emissions in this area while saving residents and businesses money through energy efficiency initiatives.

The Fuel Poverty (Targets, Definition and Strategy) (Scotland) Act received Royal Assent on 18 July 2019 and sets out the four main drivers of fuel poverty:

- energy prices;
- income;
- energy efficiency of the home;
- and how energy is used in the home.

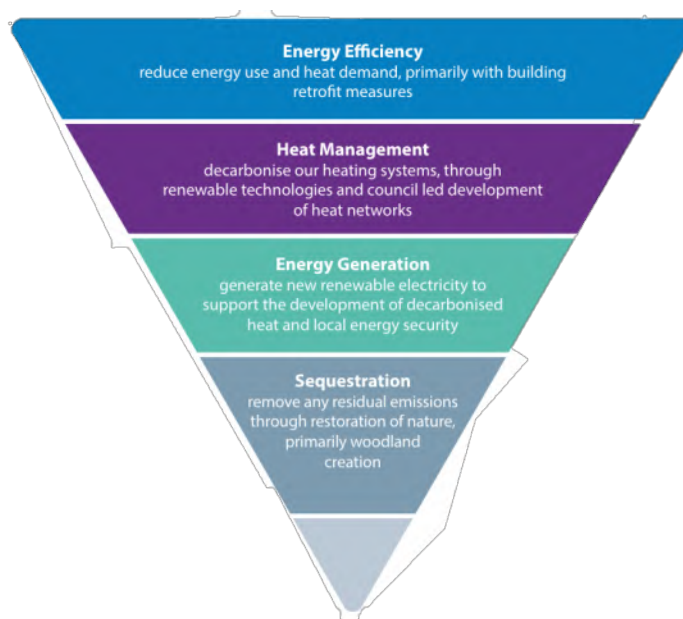


Figure 12 Energy hierarchy

Energy Generation, Demand and Heat Network

Generation of renewable energy brings major advantages for the local area and the council such as local energy supply resilience; income from projects to invest in other areas of decarbonisation and helping meet increased electrical demand. New council planning policy following the publication of Scottish Governments National Planning Framework 4 will be vital for enabling projects, along with communication with DNOs around electricity grid constraint.

Successfully decarbonising building heat supply will be crucial to reach net zero carbon. Decarbonising heat has the potential to reduce the carbon emissions of the built environment in the region by up to 95%. Many low carbon heating technologies are already operating in Scotland. The electrification of heat must be prioritised firstly in off gas grid areas. Coordination with Distribution Network Operators (DNOs) will be vital to ensure the electricity grid can handle this increase in demand. Any heating system transition must not result in increased fuel poverty.

Hydrogen may play a part in 2035-2045. This depends on a UK Government policy decision, due 2026, on whether heating buildings is a priority for hydrogen as a fuel. This will determine if a predominantly electric or hydrogen pathway will be followed. A key role is the development of heat networks. Scottish Government have set a specific target for heat supplied by heat networks (6TWh by 2030) and provided significant funding (£300million).

There are also challenges with upfront costs of certain low-carbon heating systems, such as heat pumps, which will require lower prices and a greater economy of scale to emulate the larger scale adoption of this technology in countries such as [Finland](#). Decoupling the wholesale price of gas from electricity would also significantly reduce the running cost of heat pumps and other low-carbon technology.

Energy Efficient and Demand Reduction

80% of all anticipated homes existing in the UK by 2050 have already been built so improving the energy efficiency of the homes we have is essential. There is a significant scope for Clackmannanshire Council to decarbonise buildings within its own estate while driving and supporting the decarbonisation of buildings across the Council area. This offers multiple benefits since increasing the energy efficiency of houses and, thereby reducing the exposure of households to high bills, is one of the most effective means of alleviating fuel poverty.

Scottish Government policies and laws on energy, heat and buildings include the following:

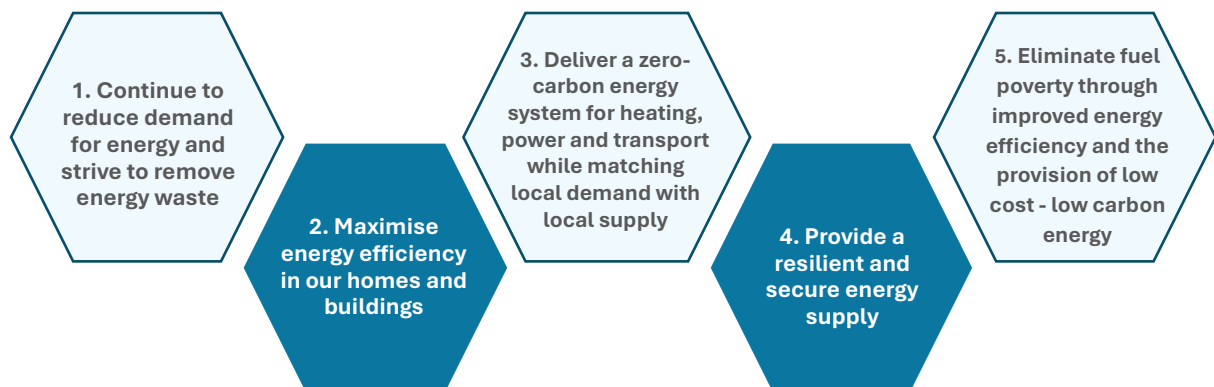
- all new homes consented from 2024 to use zero emission heating;
- minimum energy efficiency standards for the domestic private rented sector;
- all buildings to achieve a good level of energy efficiency;
- a new net zero carbon standard for new public buildings;
- all social housing meets EPC Band B, or is as energy efficient as practically possible by 2032, within the limits of cost, technology and necessary consent.

The Scottish Government's Heat in Buildings Strategy sets out how specific requirements to:

- meet its net zero and interim net zero targets. This will require:
- emissions from homes and buildings having to fall by 68% by 2030 against 2020 levels;
- the vast majority of the 170,000 off-gas homes currently using fossil fuels to switch to zero emission heat;
- an estimated 50,000 non-domestic buildings switching to zero emission alternatives;
- at least 1 million on-gas homes switching to zero emission alternatives by 2030;
- use of systems that have zero direct GHG emissions such as individual electric heat pumps / connection to heat network or electric systems such as storage heaters, and systems that have very low emissions such as hydrogen;
- significant progress toward all homes reaching EPC C by 2035;
- reducing emission intensity of gas by blending green gas to at least 20% volume.

Our priorities

The Council is going to advance more actions to fully decarbonise the energy use across Clackmannanshire and achieve just transition to a net-zero economy. The main actions for the next years will be focused on achieving 5 priorities:



Strategies underpinning this theme:

- Heat in Buildings Strategy - Energy Efficient Scotland Route Map - Fuel Poverty y (Targets, Definitions and Strategy) Scotland) Act - The Heat Networks (Scotland) Act - Scottish Energy Strategy	- Local Housing Strategy - Regional Energy Masterplan - Local Development Plan - Wellbeing Economy Strategy - Tenant Participation Strategy

What has Clackmannanshire Council done so far

The Council approved the [Regional Energy Masterplan](#) in November 2023, developed in partnership with Stirling Council as part of City Region Deal. The plan identifies renewable energy potential, explores methods of energy efficiency, and makes recommendations of potential initiatives across Clackmannanshire and Stirling for the next 10-15 years. The Plan includes the Local Heat and Energy Efficiency Strategy (LHEES) and Delivery Plan for both councils.

The Council's Home Energy Advice Team provides [support](#) to low-income houses in fuel poverty by providing energy efficiency improvements and money and benefits advice, consolidating energy debt and accessing funding to help to alleviate the rising cost of living. The team also holds surgeries and regular community-based events to engage residents.

Over the past 12 years the Council's Energy and Sustainability team have secured over £18.5m in Government funding to improve the energy efficiency in homes resulting in an estimated emissions reduction of over 13,000 tonnes of CO_{2e} in annual savings or over 334,000 tonnes of CO_{2e} in estimated lifetime savings.

There is also on-going work on council-managed buildings with the Council's Housing Service investing in this area for well over a decade to improve the energy efficient of our schools, homes and libraries while lowering carbon emissions. The Housing Team has also undertaken significant work on housing quality standards, energy efficiency in social housing and the fuel poverty agenda. This includes on-going work to make council-managed buildings more energy efficient and less dependent on fossil fuels and substantial retrofitting and renewable energy investments being made in housing stock, our schools, libraries and public buildings.

Further areas of work include upgrading streetlights to save energy and making various funding bids with local and regional partners to develop feasibility studies and costed business plans for green energy generation initiatives. The council's Street Lighting Inventory shows 10,275 street light units (including switch gear - which consumes electricity), 94% of which have been converted from Sodium lanterns to high efficiency LED lanterns since 2015. LED lanterns use approximately 30% of energy equivalent of the sodium units.

Challenges

Successfully decarbonising energy use in the region will be a significant task, with several barriers to overcome while implementing decarbonisation technology such as:

- Planning.
- Readiness of technologies such as hydrogen: equipment suppliers and local infrastructure.
- Grid connection – impacts of scale or timeline for connection.
- High cost of investment and payback.

It is important that all actions taken to achieve net-zero and deliver a net zero carbon economy do not exacerbate inequality. Those who can least afford the required actions must not be disproportionately affected, and heat decarbonisation must not exacerbate fuel poverty. A key barrier raised in the stakeholder engagement, particularly for homeowners and SMEs was the investment required to implement low carbon solutions. It is crucial that all individuals and businesses are made aware of funding and support available to help them transition their energy use to net-zero. Adequate funding must be made available for those who cannot afford the required measures.

Another key barrier is the current skills gap and supply chain limitations for several key low carbon technologies. For many low carbon solutions, such as insulation or heat pumps, there is currently a lack of skilled and trusted installers available to undertake works at the rate required per year to achieve local and national targets. Action must be taken to ensure that enough installers of low carbon technologies are being trained and accredited to reliably transition our buildings to net zero.

Grid constraints can delay projects or sometimes increase cost of investment. Moreover, a number of current production and industrial process rely on combustion to enable the high temperatures required for production – the ability of hydrogen to replace natural gas in the process is not fully understood.

KPI	Baseline Value	Interim Target	2045 Target
% reduction in total carbon emissions from energy use	2005	75% reduced by 2030 ¹	Net Zero ²
% reduction in residential heat demand	2015	15 % by 2032 ²	25% ³
% household in fuel poverty	2019	Less than 15% by 2030 ³	Less than 5% by 2040
% homes at set EPC levels: where technically feasible and cost effective to do so	2019	100 % EPC C better by 2033 ⁴	95 % EPC A-B ⁵
% of total energy (including transportation) to be generated from renewables	2018	50% by 2030 ⁵	95%
% of buildings with low carbon heat source	2021	75% non-domestic by 2032 58% domestic by 2032 ²	55% non-domestic by 2032 10% domestic by 2032 ²

¹ Climate Change (Emissions Reduction Targets) (Scotland) Act 2019

² Scotland's Climate Change Plan 2018-2032 Update

³ Fuel Poverty (Targets, Definitions and Strategy) (Scotland) Act 2019

⁴ Energy Efficient Scotland: Decarbonising Scotland

⁵ Scottish Energy Strategy, 2017

Theme 2: LOW-CARBON TRANSPORT

Transport is Scotland's largest sectoral emitter, accounting for 10.9 MtCO_{2e} or 26% of Scottish emissions⁶ in 2021 while in Clackmannanshire it accounted for 12.8% of overall emissions in Clackmannanshire, or approximately 0.065 MtCO_{2e}.

The National Audit Office underscores the significance of transport emissions in their 2022 report on addressing climate change in Scotland: *“Travel and transport emissions will need to be radically reduced to allow Scotland to meet its net zero targets and mitigate the impacts of climate change.”*

Given Clackmannanshire Council's role as an employer over 2,050 staff and as a local authority responsible for planning and transportation services to the public, it has huge scope to reduce emissions while improving air quality and active travel infrastructure.

Sustainable transport

The sustainable transport hierarchy highlight the different modes of transport with the least emission intensive at the top of the pyramid. Our net zero targets can only be achieved with a modal shift away from transport on the lower end of the diagram to more sustainable modes that are higher up the sustainable transport hierarchy.

This is a significant challenge since cars account for 38% of all transport emissions and approximately 48.7 billion vehicle kilometres were driven by motor vehicles on Scottish roads in 2019. Nevertheless, there is 15.3% reduction against the 2019 baseline reflecting the ongoing changes to travel patterns through 2021 post COVID-19, including increased use of digital connectivity which enables people to work and connect with others remotely.

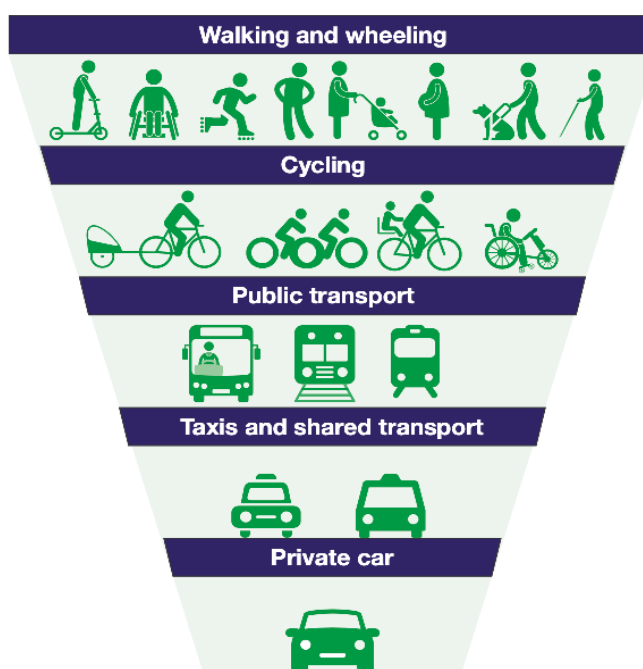


Figure 13 Sustainable transport hierarchy

While there are several employees who need to use a vehicle while at work, including a large proportion of our social workers, housing officers, roads workers and tradespeople, the pandemic has shown that a significant proportion of our office-based staff are able and willing to successfully work from home. Digital working and remote meeting therefore have significant potential to build on the emissions reductions that have been documented during the pandemic.

Low carbon transport modes

It is also important to note, that while there is a role for electric and hydrogen vehicles in reducing emissions, the emission-intensive manufacturing process combined with the fact that individual vehicles still contribute toward congestion and poor air quality through particulate matter from their tyres and brakes means that a transport-based model of private vehicles is inherently sub-optimal from a health, social and environmental lens even when vehicles are electric or hydrogen powered.

Carbon-reduction modelling has concluded that it will not be possible to reach net zero emissions through technological solutions alone. Reducing car use is essential for the transport system to be decarbonised at a pace that meets the statutory emissions targets set by the Scottish Parliament. Therefore, national planning guidance (NPF4) is already setting out the concept of 20 minute or liveable neighbourhoods.

⁶ excluding shipping and aviation

Active travel

Active travel including walking, wheeling and cycling is associated with [improvements](#) in mental health and reduced risk for all-cause mortality, it has the potential to reduce detrimental health impacts by reducing [motorised traffic](#) while providing benefits to [local economies](#). Therefore, barriers to active travel, particularly safety concerns, hamper people's access to exercise.

Public transport

Public transport also has the potential to encourage [active travel](#) while reducing [carbon emissions](#) and improving access to services and facilities and connect [communities](#). Certain groups in the population are disproportionately affected by the lack of available and affordable [public transport](#) while some people find it necessary to purchase a car even when they cannot [afford](#) it. To comprehensively understand access needs, it is essential to commit to listening to voices from a diverse range of groups and demographics.

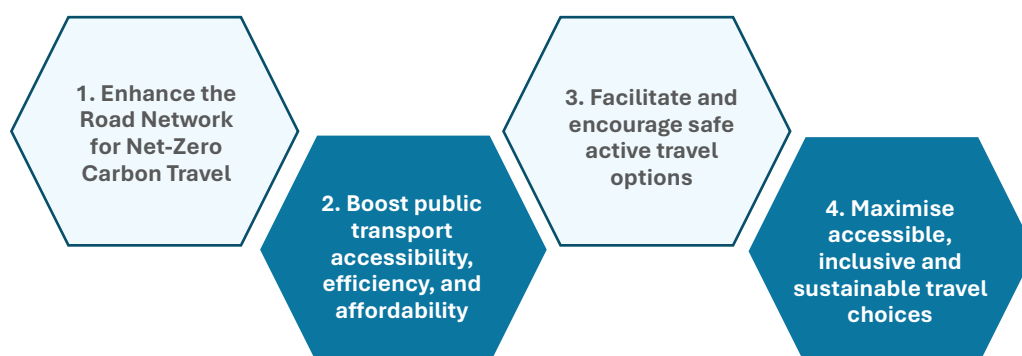
Consequently, there is a firm financial case for facilitating active transport options for residents and businesses which is likely to have been strengthened by recent energy, fuel and food price increases. There are health-based implications for all residents in Clackmannanshire from a low proportion of people using active and public transport since motorised transport can increase risk of accidental injury and [disrupt communities](#) while potentially reducing levels of physical activity and [social interactions](#). The volume and speed of traffic and long commutes can also be [detrimental](#) to health.

Specific Scottish Government legislation to address transport emission includes:

- reducing car kilometres by 20% by 2030;
- phasing out the need for new petrol and diesel cars and vans by 2030;
- working with public bodies to lead the way by phasing out the need for new petrol and diesel light commercial vehicles by 2025 and larger new vehicles by 2030;
- Scotland's rail services being decarbonised by 2035

Our priorities

The Council is going to advance more the implementation of the sustainable transport principles and contributing into the reduction of carbon emissions. The main actions for the next years will be focused on achieving 4 priorities:



Strategies underpinning this theme:

- National Transport Strategy 2 - Strategic Transport Projects Review 2 - National Planning Framework 4 - Scottish Government Climate Change Plan Update 2020 - Route Map to 20% Reduction in Car km - SEStran Regional Transport	- Local Transport Strategy - Local Development Plan - Active Travel Plan - Electric Vehicle Strategy - Staff Travel Plan - School Travel Plan

What has Clackmannanshire Council done so far

Significant investments are being made in active travel network through the City Region Deal and in partnership with Sustrans while other sustainable transport initiatives include the following:

- supporting bus services;
- school travel planning including cycle training in primary schools;
- electrification of the Council's fleet, replacement of the waste vehicles leading to save 273 tCO₂
- promotion and delivery of the Council's pool car programme that helps employees leave their car at home / avoid car ownership;
- upgrading our traffic counters to generate stronger data;
- promoting the roll out of the National Entitlement Card and Young Scot for U22 free bus travel;
- establishing Alloa Active Travel Hub through the Scottish Government's Town Centre funding to convert the former public toilets;
- real time planning information screens installed at Shillinghill.

Employee mileage claims by kilometre decreased from 542,952 in 2019/20 to 416, 971 in 2022/23 This amounted to a reduction of 23.2% or an emission savings of 21.5 tCO_{2e}. During Covid-19 restriction 2020/21 the reduction was 58.66% clearly reflecting the potential savings that digital working can offer the Council.

Clackmannanshire Council spend around £175,000 per year on supported bus services, in addition we also support door to door accessible service for those who cannot use conventional public transport (£50,000 per year). RTPI screen have been installed at Murray Square (although at the time of writing they are vandalised and not operational) and Shillinghill. We are currently looking at the feasibility of making Murray square into a mobility hub. We are involved in the Forth Valley Bus Partnership and are currently involved in a study looking at bus priority.

We are still using recycling techniques where possible to reduce carbon emissions. The council as a whole are looking at using Hydrogenated Vegetable Oil (HVO) in Council diesel vehicles which can reduce emissions by up to 90%.

With road maintenance we are looking at moving away from hot mixed asphalts to warm mix which also helps reduce the amount of gas oil needed to heat the material.

Challenges

There is clearly a strong role for the Council in ensuring that sustainable transport modes are a realistic option for residents and businesses in Clackmannanshire. More specifically, when considering land allocations in the Local Development Plan and at new planning applications, it is essential that developments are in areas with good access to a choice of modes high up on the sustainable transport hierarchy. This may require us to take tough decisions at Council to stay no to unsustainable development.

Despite the Council replacing numerous fossil fuel powered vehicles with renewably powered ones, obstacles remain. For example, at present the cost of heavy electric vehicles is approximately three times the cost of a fossil fuel powered equivalent, so this transition will be quite depending on the capital funding allocated. The availability of fleet maintenance is also a challenge as manufacturer back up for alternatively fuelled vehicles is not fully in place.

Infrastructure is the key element to a successful transition. We have grown the charging infrastructure within Council operating depots and will continue to do so in the coming years. Electrical capacity at each site is going to be a significant issue, due to the age of some buildings the electrical supply is very low with little to no spare capacity to operate charging units.

As yet there is no clear indication of what is going to be the preferred option for heavy vehicles, manufactures are still in the development stage and continue to experiment with new concepts. Hydrogen and gas are the most likely options going forward but even this brings its own infrastructure issues.

KPI	Baseline Value	Interim Target	2045 Target
% of city centre journeys by active travel	2019	At least 20% by 2030 ⁷	Increase of 30% ⁷
% of increased usage of local public transport	2022 26% of population	25% by 2030	50%
% reduction in carbon emissions from public transport	2018	80% by 2030 ⁸	100 % ⁸
% reduction in carbon emissions from Council business travel	Target will be set in the new Staff Travel Plan		
% of new petrol or diesel cars or vans	2018	0 % by 2032 ⁹	0%
% reduction in carbon emissions from road traffic in the wide area	2019	More than 40% by 2032	75%
% car kilometres	2019 268.4 X10 ⁶ car kilometres	20% reduced by 2030 ⁹	>20 % reduced
% of Ultra Low Emission Vehicles	2019	45% by 2032	100%
% Council light commercial fleet vehicles with low-carbon alternatives	2019	100 % by 2035	100 % ⁹

⁷ National Transport Strategy 2

⁸ Decarbonising the Scottish Transport Sector

⁹ Climate Change Plan update 2020

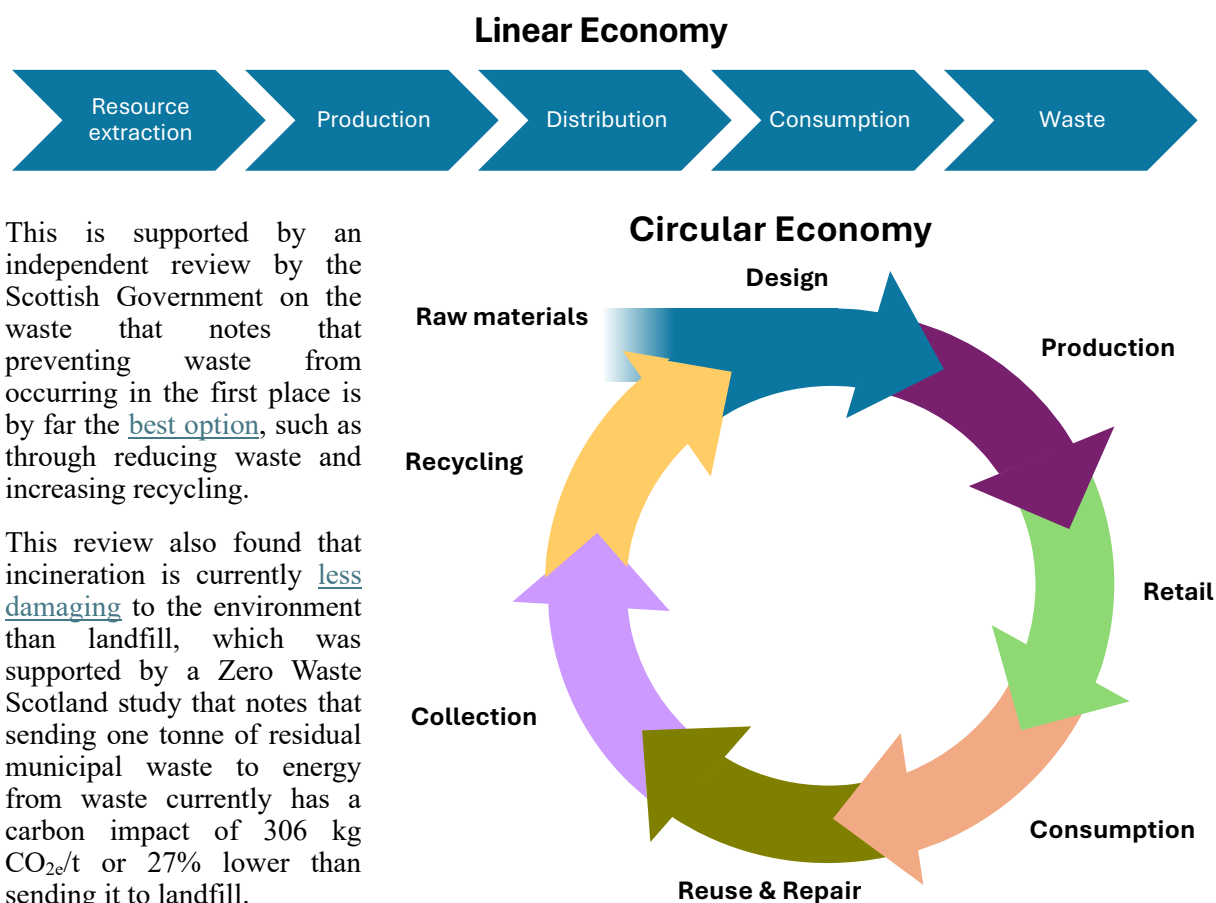
Theme 3: WASTE, RECYCLING AND THE CIRCULAR ECONOMY

Even though waste accounted for 1.6 MtCO₂e or only 3.7% of emissions in Scotland in [2022](#), approximately 80% of Scotland's carbon footprint comes from our consumption of goods, materials and services.

Waste also constitutes one of the major areas of emission reduction potential for Clackmannanshire Council by virtue of the Council being responsible for the collection and disposal of a range of municipal wastes.

While the available data on the provision of waste has not been included in Clackmannanshire Council's overall footprint in previous years, it is important that it is incorporated and accounted for in the target to reach net zero by 2040 since it is within council control.

As highlighted by the [linear economy](#) diagram, a short-term approach is centred on waste disposal while we need to transition towards the long-term goal of prevention, reuse, remanufacture and recycling.



This is supported by an independent review by the Scottish Government on the waste that notes that preventing waste from occurring in the first place is by far the [best option](#), such as through reducing waste and increasing recycling.

This review also found that incineration is currently [less damaging](#) to the environment than landfill, which was supported by a Zero Waste Scotland study that notes that sending one tonne of residual municipal waste to energy from waste currently has a carbon impact of 306 kg CO₂/t or 27% lower than sending it to landfill.

However, the study also notes that while energy from waste plants have helped to reduce emissions from residual municipal waste, the decarbonisation of the grid in Scotland and the UK has been so successful that energy from waste is no longer considered a [low-carbon solution](#).

This recognition has led to the Scottish Government announcing a moratorium on the building of new waste-to-energy plants in June 2022, which means that Councils in Scotland will be told not to grant planning permission to new incinerators to ensure that Scotland doesn't have an over capacity in future years. The six sites currently operating in Scotland will continue to do so while plans for 11 more have already been approved so their construction will go ahead.

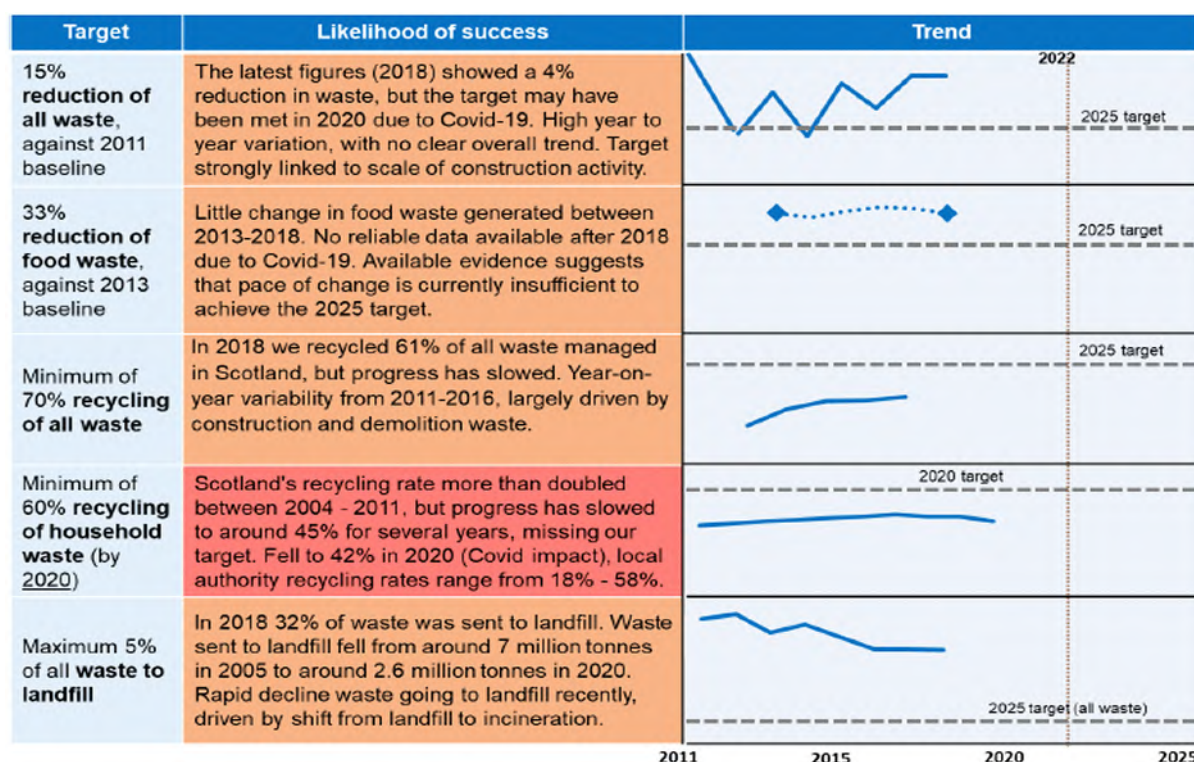
Scotland's circular economy targets, as outlined in the Scottish Government's Climate Change Plan, include:

- banning biodegradable municipal waste to landfill by 2025;
- reducing waste sent to landfill by 5% by 2025;
- recycling 70% of all waste by 2025;
- reducing the amount of waste produced by 15% compared to 2011 levels.

Other legislation includes:

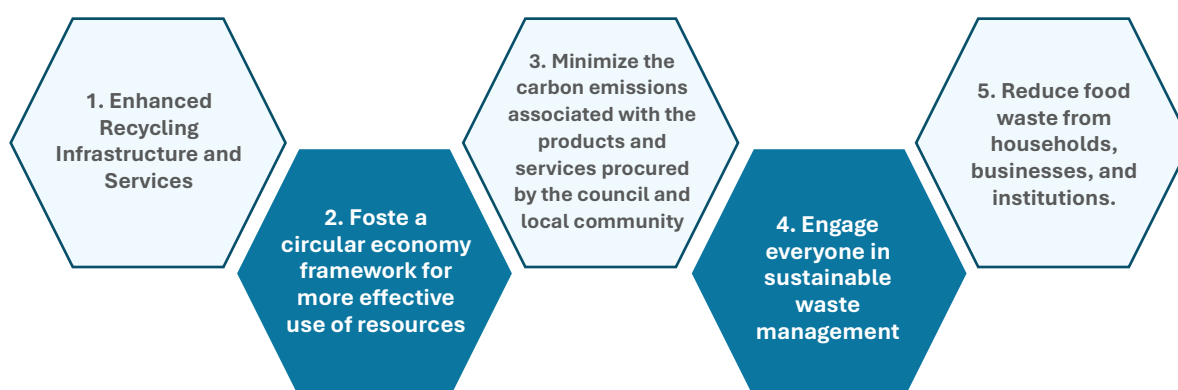
- a ban on many single-use plastics including cutlery, plates, stirrers, straws, balloon sticks and polystyrene food containers and cups from 1 June 2022.

Further targets and progress against them is outlined in the image below from the 2022 progress report towards waste targets in Scotland.



Our priorities

The Council is going to advance more the implementation of the sustainable transport principles and contributing into the reduction of carbon emissions. The main actions for the next years will be focused on achieving 4 priorities



Strategies underpinning this theme:

- Making Things Last: a circular economy strategy for Scotland (2016) - Circular economy and waste route map to 2030 (consultation) - National Planning Framework 4	- Local Development Plan - Zero Waste Strategy 2012-22 - Household Waste & Recycling Collection Policy 2023 - Wellbeing Economic Strategy

What has Clackmannanshire Council done so far

Clackmannanshire Council's Zero Waste Strategy 2012-22 aims to ensure that the Council meets the relevant targets set out in the Zero Waste Plan and reduces the impact of waste management on the environment. The Council continues to collaborate with partners on the procurement of a medium term (10-15 years) disposal solution that is compliant with the ban on biodegradable municipal waste to landfill by 31 December 2025. This solution will be in the form of thermal treatment (waste to energy), which is projected to lead to emissions savings in the short to medium term.

As highlighted by the 2021 Zero Waste Scotland data, despite having an above average recycling rate for Councils in Scotland, a significantly higher proportion of waste was sent to landfill than other local authority areas. Decreasing the proportion of waste going to landfill therefore constitutes an opportunity to reduce emissions.

The Waste Service is currently working with Zero Waste Scotland on an options appraisal of the waste and recycling collection service to develop options to maximise the volume and quality of recyclates recovered which was approved by Council in May 2023.

Clacks Good Food Partnership developed a bid to join the Sustainable Food Places UK Network (Bronze status) and has secured support funding for a coordinator, who began work in April 2022, to contribute to the wider Wellbeing Economy aims to promote community food growing, reduce poverty, develop local economic food enterprises and improve wellbeing. The partnership has drafted a Food Charter which will aim to have organisations and individuals pledge to reduce food waste, avoid packaging and where there is waste redistribute surplus or recycle.

The reduce, reuse, repair and recycle hierarchy is also promoted to improve resource efficiency and contribute to the transition towards a circular economy - where materials are reused as opposed to the traditional approach of making items, using them and then throwing them away.

Emissions from waste have also been Incorporated into the Public Sector Climate Change Duty Report process and are therefore counted in Clackmannanshire Council's own carbon footprint.

KPI	Baseline Value	Interim Target	2045 Target
% reduction of food waste	2013	33% 2025	>33%
% reduction of all waste	2011	15% 2025	>25%
% household waste recycled / composted	2024	60% 2020	>60%
% of all waste to landfill	2024	Maximum 5% 2025	<5%
% of all biodegradable municipal waste	2024	0% 2025	0%

Theme 4: BIODIVERSITY, CARBON STORAGE AND AGRICULTURE

There are strong parallels between the grave observed changes to the climate described in *Chapter 1* and the observed damage to the planet's biodiversity over the last few decades. For example, the World Wildlife Foundation's 2020 Living Planet [Report](#) reported that there had been an average **68% drop** in mammal, bird, fish, reptile, and amphibian populations since 1970.

Additionally, a recent [survey](#) by Bugs Matter found a **decline of almost 60%** in flying insects in the UK in the last 20 years. Since most of our food and soil health is dependent upon insects this trend could have significant implications on society.

As [noted](#) by Nature Scotland: *"Climate change is the single greatest threat to Scotland's habitats, whether they're found on our mountain tops or our seabeds. Some habitats will be directly affected. More often, climate change will alter the intricate ecological balances that let plants and animals grow and thrive. Many of Scotland's species are highly adapted to specific climatic conditions, meaning that climate change will have drastic effects. Again, the impacts may be direct or indirect."*

The co-occurrence and synergistic interaction of climate change, loss of biodiversity and effects on food production have an exponential multiplier effect on human health compared to when these conditions are experienced separately. For example, food production and processing, retail, distribution and consumption, as well as food waste, contribute to climate change through the emissions of greenhouse gas.

Biodiversity provides us with food, soil, fuel, clean water, health, wealth and other vital services which means that their degradation can contribute to food insecurity. High quality, biodiverse environments are also better able to provide us with important services such as flood alleviation, pollution filtration, water purification, soil formation and pollination of our crops. Safeguarding biodiversity and ecosystems are therefore fundamental to climate resilient development. Recent IPCC [analyses](#), drawing on a range of lines of evidence, suggest that maintaining the resilience of biodiversity and ecosystem services at a global scale depends on effective and equitable conservation of approximately 30% to 50% of Earth's land, freshwater and ocean areas, including currently near-natural ecosystems.

Accordingly, land is an essential resource to tackling climate change. [In 2021](#) forestry and land use extracted 4 MtCO_{2e} from Scotland—this equates to 9.62% of Scotland's total emissions. In addition to capturing and storing carbon, trees and woodland reduce the impacts of flooding, provide habitats for displaced species and shade in a warming climate, which will be particularly important during heatwaves.

There are also health based benefits to increasing natural space and negative impacts to health from increased urbanisation of natural spaces including exposure to [poor air quality](#). Additionally, blue spaces, defined as all forms of natural and manmade surface water, have a [positive link](#) with health. However, Scotland and the UK's current approach to land use threatens biodiversity and therefore weakens our ability to mitigate and adapt to climate change.

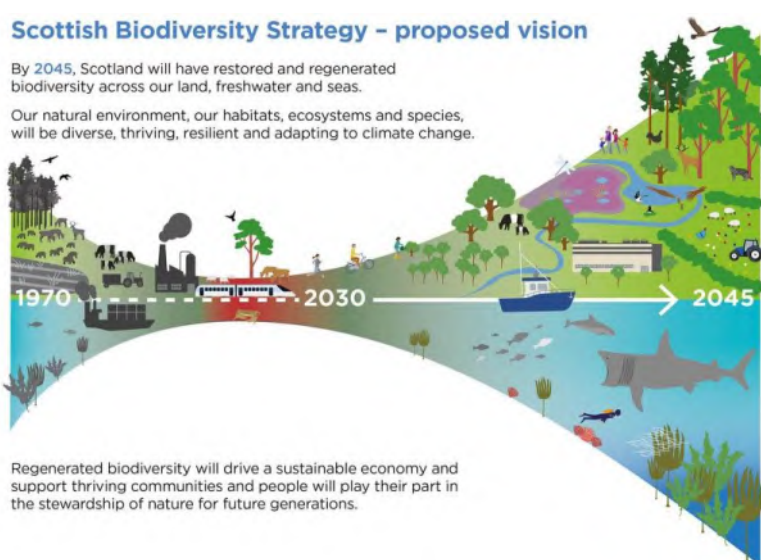


Figure 14 Proposed vision of Scottish Biodiversity Strategy

The Scottish Government's Programme for Government 2021-22 includes a commitment to introduce a Natural Environment Bill, putting in place key legislative changes and statutory targets to restore and protect nature. It also commits to publishing a new biodiversity strategy underpinned by a 5 year delivery plan, including changes in the way we use and manage land and our approach to protecting habitats and ecosystems.

Scottish Government legislation that aligns with the Biodiversity theme:

- The Nature Conservation (Scotland) Act 2004 introduced a duty for public bodies in Scotland to further the conservation of biodiversity. This biodiversity duty is about taking care of nature all around us, not just in specific protected sites and for particular species. Fulfilling our Biodiversity Duty can help address wider outcomes such as:
 - ensuring compliance with the legislation and helping Scotland to meet its national and international biodiversity targets
 - helping Scotland address biodiversity loss and the climate emergency while contributing to a green recovery and a net zero future;
 - demonstrating examples of working in a socially responsible and ethical way by safeguarding biodiversity and environmental assets for future generations;
 - contributing to sustainable development and the quality of life in Scotland.
- The Wildlife and Natural Environment (Scotland) Act 2011 introduces a requirement for all public bodies to report every 3 years on their compliance with their duty to further the conservation of biodiversity through the publication of biodiversity duty reports.
- The 2020 Challenge for Scotland's Biodiversity sets out the major steps needed to improve the state of nature in Scotland. Scotland's 2020 Challenge aims to:
 - protect and restore biodiversity on land and in our seas, and to support healthier ecosystems
 - connect people with the natural world, for their health and wellbeing and to involve them more in decisions about their environment
 - maximise the benefits for Scotland of a diverse natural environment and the services it provides, contributing to sustainable economic growth

The UN Food and Agricultural Organisation has [calculated](#) that the world's agri-food systems account for 31% per of human-caused GHG emissions. Emissions are disproportionately skewed towards certain types of food, in particular, red meat.

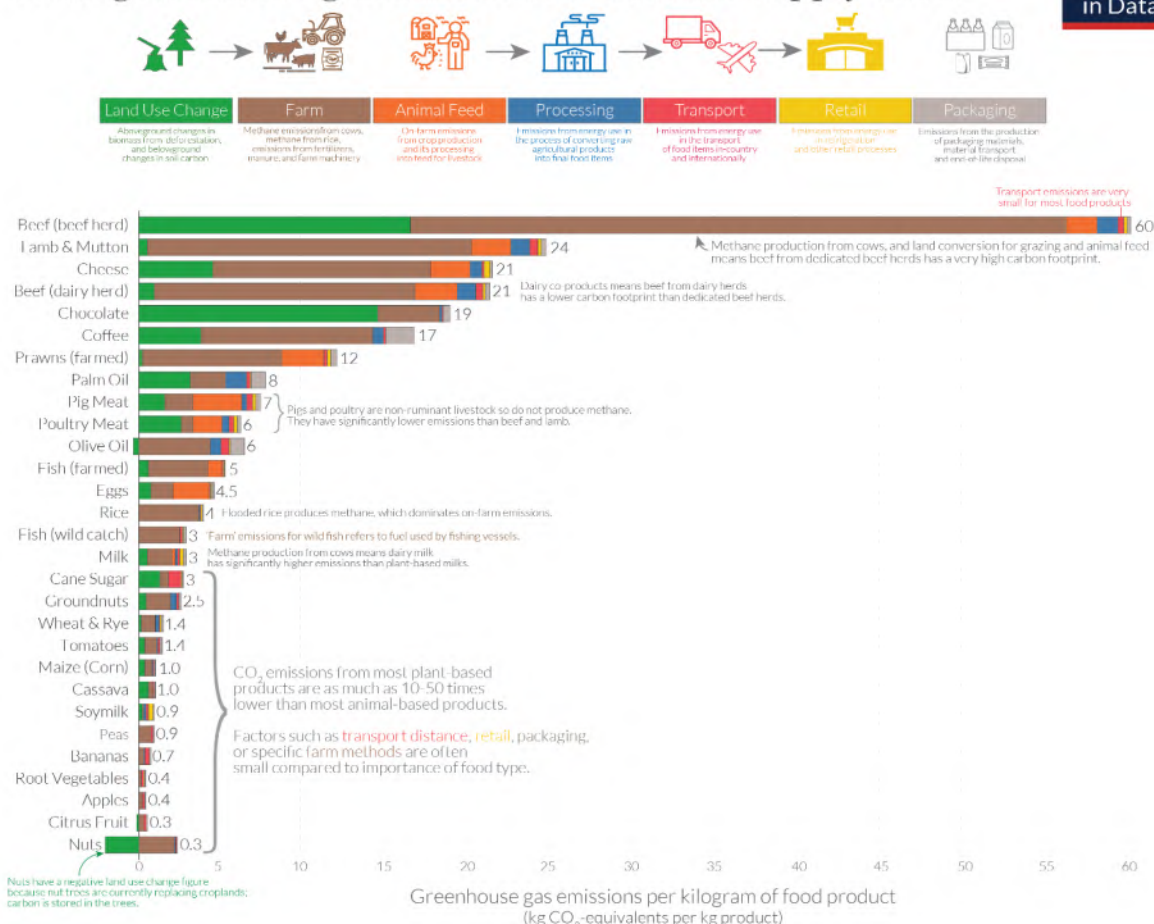
Behavioural change is of major significance for decarbonisation with the Climate Change Committee calculating that over 60% of changes required to reach net zero will require some degree of societal or behavioural change.

Scottish Government legislation that aligns with the Agriculture theme:

- The Good Food Nation Bill passed in 2022:
 - creates links between policy at the national and local levels and for local authorities and health boards in order to collaborate to create good food nation plans.
 - Establishes Food Commission to scrutinise and make recommendations of the good food nation plans and progress reports.
- The Community Empowerment Act (2015) places a duty on local authorities to provide allotments and outlines that this entails to take reasonable steps to ensure:
 - that the number of people on their waiting list does not exceed half the total number of allotments owned and leased by the authority;
 - that a person on the list does not wait more than five years for an allotment

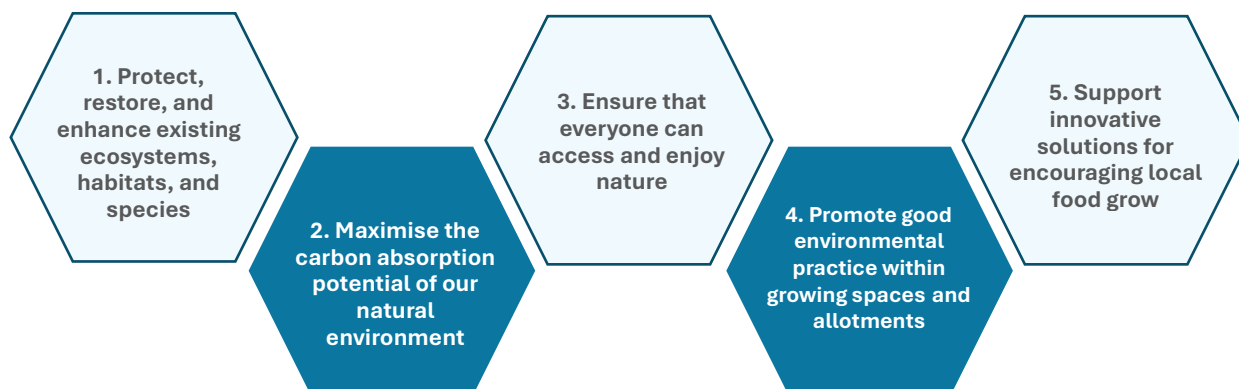
Food: greenhouse gas emissions across the supply chain

Our World
in Data



Our priorities

The Council will continue to improve biodiversity and the role of ecosystems in adapting to climate change advance and contributing into the reduction of carbon emissions. The main actions for the next years will be focused on achieving 5 priorities:



Strategies underpinning this theme:

- The Nature Conservation (Scotland) Act 2004
- Wildlife and Natural Environment (Scotland) Act
- Good Food Nation Bill
- Community Empowerment Act (2015)
- Biodiversity Strategy to 2045

- Local Development Plan
- Pollinator Strategy
- Local Biodiversity Action Plan
- Forestry and Woodland Strategy
- Community Food Growing and Allotment Strategy

What has Clackmannanshire Council done so far

Clackmannanshire Council is developing a Pollinator Strategy and a Local Biodiversity Action Plan to set out a range of commitments that will help to improve biodiversity and the role of ecosystems in adapting to climate change.

Our Energy and Sustainability team, in particular our countryside ranger service, advises on how to protect and enhance wildlife across a range of Council services including infrastructure, roads, land, flooding & bridges and development management. The team works with communities, promote awareness of conservation work and manage sites to conserve and enhance biodiversity in the Council area, screen planning applications for any potential impacts on biodiversity and undertake school engagement on the importance of biodiversity. Some other tasks they undertake include:

- working with The Conservation Volunteers to improve the countryside and protect the environment
- using funding from Naturescot to support pollinators and raising awareness of their importance
- providing outdoor learning to people across Clackmannanshire
- helping community volunteer projects to protect nature
- collaborating with the Dollar Community Development Trust to meet their aims to “*reduce Dollar’s carbon footprint and protect their beautiful surroundings*”
- supporting the Alva Glen Development Trust and Gartmorn Dam Development Trust to protect nature
- monitoring bat, owl and badger populations
- delivering on Naturescot habitat restoration projects

Alongside the Countryside Rangers other services such as Land Services, Roads and Planning have contributed to delivery of our Biodiversity Duty, with notable achievements including the Council’s participation in the Inner Forth landscape Initiative and ongoing work with the successor of this project – Climate FORTH.

The Council is a partner of Forth Climate Forest funded through the Woodland Trust’s Emergency Tree Fund. This is a ten-year programme of tree planting projects for a range of well-being, climate and ecological benefits within the Forth Valley Area. The project will deliver canopy, connectivity, and carbon targets.

Work is also ongoing to designate Local Nature Conservation Sites in order to ensure these are given considerations during planning applications and by landowners. Officers actively encourage partnership working with external organisations such as the NHS and Clackmannanshire Third Sector Interphase to develop projects that will have a positive impact on biodiversity such as The Clacks Good Food Partnership.

It is recognised that a Council-wide approach to the conservation of biodiversity that further embeds biodiversity considerations into corporate & service plans, policies, strategies and operations is required so that all decision-making takes account of the potential impacts on local biodiversity. This led to Clackmannanshire Council [passing](#) the Edinburgh Declaration to adopt a Council-wide approach to the conservation of biodiversity.

The Council is also reviewing its Community Food Growing and Allotment Strategy to identify ways of facilitating community food growing.

Challenges

Capturing the benefits of biodiversity for climate change is challenging due to the complex and multifaceted interactions between ecosystems and climate systems. Biodiversity contributes to climate regulation through carbon sequestration, maintaining ecosystem resilience, and supporting water cycles, but quantifying these benefits is difficult. Additionally, the benefits of biodiversity are often long-term and diffuse, making them hard to capture in short-term economic analyses and policy frameworks.

Limited data and specific research around Clackmannanshire area remains one of the hardest challenges preventing the Council to capture specific contributions of biodiversity to climate mitigation and adaptation efforts. As a result, translating the ecological importance of biodiversity into actionable, measurable outcomes for climate policy remains a significant challenge.

While agriculture is not directly within Clackmannanshire Council's remit, it is still a significant source of greenhouse gas emissions that the Council can influence. We can aim to do this through engaging with businesses to support decarbonisation in conjunction with supporting sustainable consumer behaviours.

In line with this, the Council has worked with partners to help to create a Good Food Charter to promote healthy and local eating.

KPI	Baseline Value	Interim Target	2045 Target
Number of new trees planted in the Council area	2024 10000 annually	Approx. 10000 annually	Approx. 10000
% of residents Walking distance withing 5 minutes to nearest green or blue space	2013 71%		
% of remaining carbon absorbed by our natural environment to achieve net zero emissions	This will be established when establishing the Carbon Budget		
Area of Council open space managed for biodiversity			
Number of designated Local Nature Conservation Sites	0 sites 2024	17 sites	21 sites
% of school and pre-school children that have regular access to the natural environment as part of their education			

Theme 5: ADAPTATION, PLANNING AND ORGANISATIONAL CAPACITY

Approximately 3.3 to 3.6 billion people live in places that are highly vulnerable to climate change while a high proportion of species are also vulnerable to climate change. Current unsustainable development patterns are increasing [exposure](#) of ecosystems and people to climate hazards. However, there are feasible and effective adaptation [options](#) which can reduce risks to people and nature. One of the key challenges for planning and adapting to climate change is the fact that the climate is projected to become increasingly hostile until decades after net zero being reached globally due to a lag in when emissions are emitted and when the full climatological repercussions of the emissions take their toll (a process known as thermal inertia). Furthermore, the pace of change could be significant: Scotland's top ten [hottest years](#) have all occurred since 1997 with records beginning in 1884.

Adaptation Scotland has documented the following long-term climate change trends for Scotland based upon a comprehensive review of data.

Climate Projections for Scotland

- Average temperatures will increase across all seasons
- Weather will remain variable and may become more variable
- Typical summers will be warmer and drier
- Typical winters will be milder and wetter
- Intense, heavy rainfall events will increase in both winter and summer
- Sea levels will rise



Figure 15 Sauchie in December 2021 after storm Arwen – hundreds of trees were blown over across Clackmannanshire

The effects of climate change like sea-level rising, flooding and lower crop-yields can result among the main drivers of the economic impacts and long-term [GDP losses](#) in Scotland. Estimations of these impacts go up to £200m to £250m per year.

A climate that is continuously changing presents clear public health risks such as death and injury from extreme weather, flooding and heat waves. Additional health concerns that stem from climate change and the fossil fuel economy include air pollution, challenges for food and water security, the spread of disease, populations becoming displaced and increased levels of mental ill health.

Some parts of Clackmannanshire's population are particularly vulnerable to the potential impact of climate change on health including those with existing health conditions, the elderly and those living in flood risk areas. Wide engagement and a coordinated approach have also been identified as crucial for climate change resilience. As noted by the IPCC:

“Climate resilient development is facilitated by international cooperation and by governments at all levels working with communities, civil society, educational bodies, scientific and other institutions, media, investors and businesses; and by developing partnerships with traditionally marginalised groups, including women, youth, Indigenous Peoples, local communities and ethnic minorities. These partnerships are most effective when supported by enabling political leadership, institutions, resources, including finance, as well as climate services, information and decision support tools.”

Engagement work is also important beyond adaptation based goals, since, as noted previously, over 60% of changes required to reach net zero will require some degree of [societal or behavioural change](#). Moreover, community involvement in maintaining and designing the places that they live in can build a sense of ownership, belonging and attachment while reducing [social isolation](#) and improving [mental health](#).

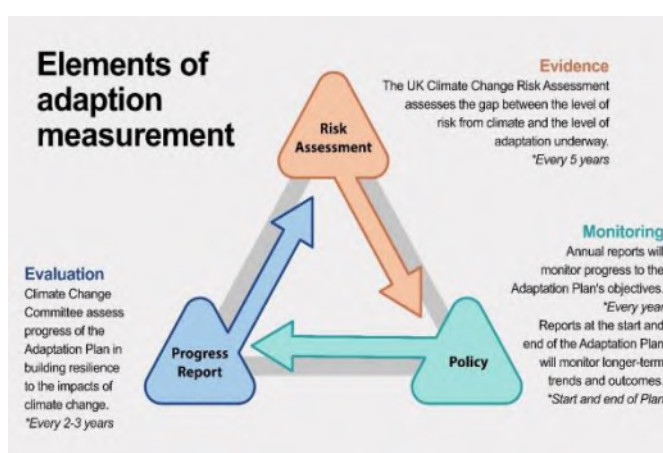
The transition to a climate-smart council requires a fundamental transformation of workforce and other outside sectors that facilitate the supply of skills needed for this transition.

The new National Planning Framework (NPF4) part of the Scottish Government's Programme for Government 2021 aims to take:

"an ambitious approach to prioritising emissions reductions', integrating land use and transport, focusing on place based outcomes, supporting green economic recovery which promotes nature based solutions, and supporting the concept of 20-minute neighbourhoods. We will involve the relevant Economic Development body in assessing potential economic benefits of proposals for development identified in NPF4 as being of national or regional significance."

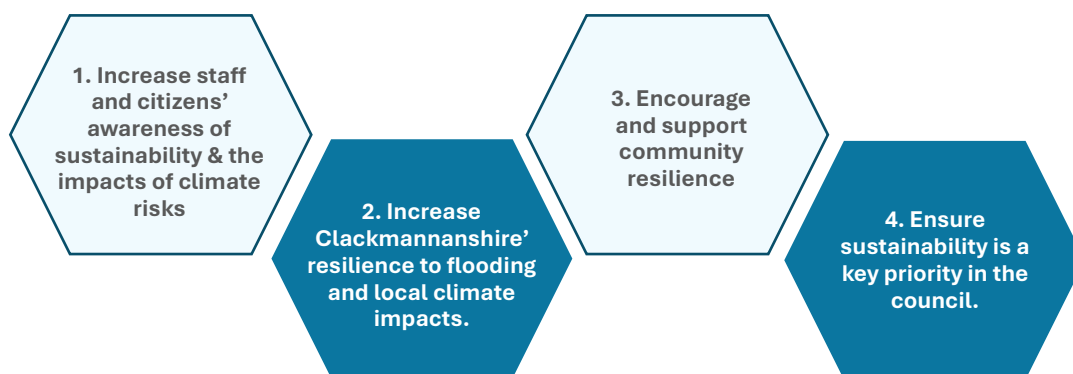
The Scottish Government opened during 2024 a consultation on the Climate change - National Adaptation Plan 2024 to 2029, establishing also a framework how to monitor the progress of adaptive measures in Scotland. The strategy has the following outcomes:

1. Nature Connects across our land, settlements, coasts and seas
2. Communities are creating climate resilient, healthy and equitable places.
3. Public Services and Infrastructure are collaborating in effective, inclusive adaptation action.
4. Economies, businesses and industries are adapting and realising opportunities in Scotland's Just Transition.
5. Scotland's international role supports climate justice and enhanced global action on climate adaptation.



Our priorities

The Council is going to advance more the implementation of the sustainable transport principles and contributing into the reduction of carbon emissions. The main actions for the next years will be focused on achieving 4 priorities:



Strategies underpinning this theme:

- National Planning Framework 4
- Scottish Government Climate Change Plan Update 2020
- Climate Change - National Adaptation Plan 2024 to 2029
- Flood Warning Development Framework 2022–2028
- Local Development Plan
- Flood Risk and Surface Water Management Plans
- Severe Weather Plan

What has Clackmannanshire Council done so far

The Council works with the Scottish Environmental Protection Agency (SEPA) as part of the Flood Risk Management Planning process and, with other responsible authorities, is a member of two Local Plan Districts (LPD) out of the 14 covering all of Scotland; The Forth LPD and The Forth Estuary LPD. The work carried out with these partners contributes positively towards the sustainable protection of our communities and our environment. Clackmannanshire also have five active flood/resilience groups/teams along the Hillfoots; Menstrie, Alva, Tillicoultry, Dollar Lodge Park and Muckhart. The groups/teams are robust and well organised with well-developed and agreed flood action plans, equipment and training and a variety of agreed triggering mechanisms to help respond to flood events.

They also have network group meetings in addition to meeting regularly with Council Officers who support all the groups. Officers attend and participate when the groups are testing their plans (at least once a year) or equipment. Menstrie, Alva and Muckhart are resilience groups so have a wider remit, whereas Tillicoultry and Dollar Lodge Park are primarily focused on flood risk.



Figure 16 Testing of Watergate System by Local Flood Group (TIDECO) in Tillicoultry – 29th June 2021

We are also developing a project in partnership with the Muckhart Flood Group, the Forth Rivers Trust and Nature Scot to see the introduction of a suite of Natural Flood Management measures to protect properties at risk in the Kirkhill and Cairns Place area of Muckhart. Further work and agreement with landowners are needed but this project has the potential to substantially reduce the risk of flooding if it can be achieved.

Furthermore, the Council is collaborating with a range of partners on adaptation initiatives such as Climate FORTH (Furthering Our Resilience Through Heritage) - a new project for Inner Forth Futures which is in its development phase due to a grant being provided by the National Lottery Heritage Fund to facilitate and demonstrate the transformative action needed to transition to a climate literate, ready and resilient place.

Establishing Climate Change Forums across the five wards of Clackmannanshire in addition to coordinating adaption initiatives with a wide-range of partners, including the third sector, neighbouring local authorities, different levels of government, the private sector, residents and community groups is an initial means of complying with the IPCC's recommendation, although extra effort will need to be made to reach out to communities that are disproportionately vulnerable to climate change.

KPI	Target
Ensure climate change strategic risk in Council Corporate Risk Register is expressed in terms of climate impacts	Complete
Use Adaptation Scotland's Capability Framework to guide action and track improvement	Annual assessment
No. of events organised with specific themes on climate change	5 events annually
Perceptions about climate change as a problem	Annually
Help develop Forth Valley Adaptation Partnership	2025

Theme 6: ECONOMIC DEVELOPMENT AND SUSTAINABLE PROCUREMENT

Industry emissions are by far the largest area of Clackmannanshire's carbon footprint - accounting for 56% of overall emissions in 2021. Given local authority's role as a service provider of economic development, a significant provider of contracts and being home to over 1,100 business who collectively employ tens of thousands of people, there is a major role for the Council in facilitating emissions reductions in this area.

Economic Development

Economic development has significant potential to contribute to sustainability and the mitigation of climate change; there are important opportunities to reduce environmental degradation and tackle inequality through introducing more efficient practices in existing organisations and encouraging the creation of new, small enterprises that enhance diversity in the business community and provide opportunities for community empowerment and delivery of 'green' goods and services.

The Scottish Government's [National Strategy for Economic Transformation](#) sets out an ambition to *"demonstrating global leadership in delivering a just transition to a net zero, nature-positive economy, and rebuilding natural capital."*

Some specific points in it and the Scottish Government's Programme for Government 2021-22 include:

- The Community Wealth Building Bill
 - enables more people and local communities to have a stake in, own, access and benefit from the wealth the Scottish economy generates
 - enhances the role that councils, health boards and other anchor public sector organisations play in supporting economic development and advancing a wellbeing economy
 - legislate for them to consider their economic footprint and role within a wider place system
 - Wellbeing Economy Framework, a toolkit to support local councils and regions across Scotland
- The Community Empowerment Act will be reviewed:
 - to consider how local communities can have greater influence over how local public assets are used
 - take on the ownership or management of land or buildings, community-based delivery of services, or more say in how assets are used, services are delivered and resources are allocated
- The Scottish Government's Climate Emergency Skills Action Plan 2020-2025 includes a priority to develop the future workforce for the transition to net zero.

It is a statutory requirement for some large businesses in the UK to calculate their carbon footprint, there will need to be a similar requirement for all enterprises at some point between now and the 2040s if net zero is to be achieved. Since both the UK and Scottish Governments have committed to net zero targets, this appears to be increasingly likely.

Furthermore, by virtue of gathered operational emissions data since 2013/2014, there is potentially a role for Clackmannanshire Council to support businesses through this process either directly or by signposting to funding opportunities for carbon accounting and developing emission reduction strategies.

Sustainable Procurement

The Scottish Government recognises that the climate criteria in public procurement exercises increases the ask of suppliers. Consequently, they developed a staged approach to the statements and guidance with the amount of information increasing over time, allowing suppliers to build their climate knowledge and capability. The Sustainable Procurement Tools can support buyers in embedding climate objectives into their procurements.

Alongside the Tools, this platform hosts Climate Literacy eLearning providing guidance to suppliers and Bidder Climate Change Plan Templates with guideline on how to populate it. They also recognise the need for upskilling procurement and economic development staff by providing Climate Literacy eLearning on the Sustainable Procurement Tools to boost their climate capability. There are also sections on each of Scottish Government's Climate Change Guidance documents including Climate and Energy, Carbon in Production, Vehicle Emissions and Climate Change Adaptation.

In line with the statutory guidance, it requires that before the Council buys anything, it must think about how it can improve the social, environmental and economic wellbeing of the area in which it operates, with specific guidance on economic, social, health-related and environmental factors.

A commodity or service strategy is required for all the Council's regulated procurements. It assists officers to:

- understand and scope requirements to achieve the optimum combination of whole life costs and quality to meet the end user(s) requirement
- and use a sustainability test to help maximise the positive impact that the procurement process can provide in terms of social, economic and environmental impact associated with the requirement

Additionally, as part of our Annual Procurement Report, we will be required to record the number of regulated contracts awarded during the reporting period that included a climate related requirement in addition to measuring our success on the climate emergence and sustainable economic recovery.

The utilisation of the Sustainable Procurement tools also contributes to carbon reducing initiatives under procurement of energy-using equipment (e.g. ICT, laboratory equipment, white goods, audio-visual and others) or the use of energy in the delivery of a service that is being procured (such as printing and professional services) including the following:

- Significant replacement of lighting with LEDs
- A further enhancement of our multifunctional managed print contract (3rd generation)
- Significant replacement of on premises storage of IT server space with Cloud Storage and off-site storage.

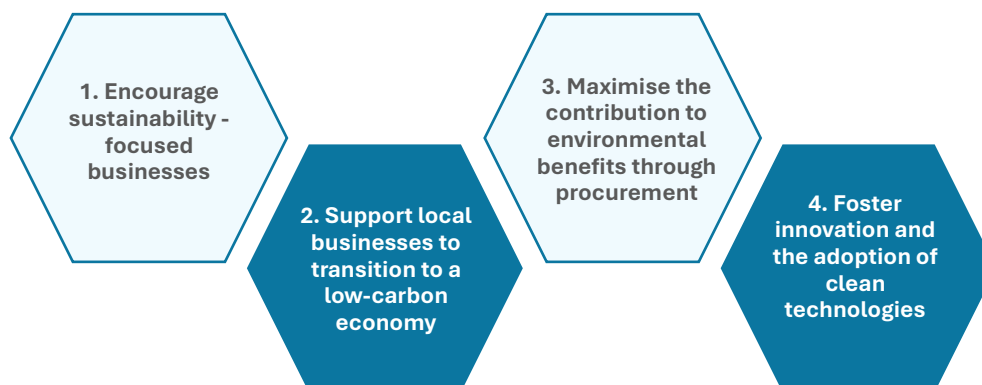
Construction procurements all follow standard terms and conditions which are industry standard and have embedded sustainability, energy and environmental considerations built in as standard including external wall insulations, roof and render upgrades.

Specific Scottish Government legalisation to address sustainable procurement includes:

- Procurement Reform (Scotland) Act 2014 places a duty on the Council before carrying out a regulated procurement to consider how in conducting the procurement process it can improve the economic, social and environmental wellbeing of the area.
- Scottish Procurement and Property Directorate 3/2022 sets out more recent advice and guidance on taking account of climate and circular economy guidance in procurement. Key points include:
 - demonstrate how procurement is being used to support Scotland's response to the climate emergency
 - requiring evidence in public bodies' organisational procurement strategies of how climate and circular economy will be accounted for in procurement activity while reporting progress against commitments in annual procurement reports.

Our priorities

The Council is going to advance more the implementation of the sustainable procurement principles and contributing into the reduction of carbon emissions. The main actions for the next years will be focused on achieving 4 priorities:



Strategies underpinning this theme:

- National Strategy for Economic Transformation - Community Wealth Building Bill - Community Empowerment Act - Climate Emergency Skills Action Plan 2020-2025 - Procurement Reform (Scotland) Act 2014	- Local Development Plan - Local Outcome Improvement Plan - Councils Procurement Strategy - Wellbeing Economic Strategy - Clackmannanshire Investment Strategy

What has Clackmannanshire Council done so far

Clackmannanshire Council's Local Development Plan includes a strategic objective centred on environmental sustainability. The LPD To deliver a sustainable pattern of development that supports community cohesion, reduces greenhouse gas emissions, supports waste minimisation and ensures that new development consistently contributes to environmental protection and enhancement by:

- ensuring that new development does not result in growth in Clackmannanshire's net greenhouse gas emissions;
- minimising the release of greenhouse gas emissions from natural sources including protection of carbon-rich soils, minimising waste and encouraging woodland expansion where appropriate;
- delivering a step change towards improved energy and water conservation and efficiency, and increasing the production of renewable energy to meet Government targets;
- adapting to the impacts of climate change by ensuring that new development is appropriately 'climate proofed' to remain resilient to predicted future climatic conditions and to protect existing development from the adverse effects of climate change;
- reducing overall flood risk and promoting sustainable flood management techniques;
- managing and reducing pollution, to contribute to the improvement of our air and water quality;
- safeguarding soil quality and quantity;
- minimising our waste and maximising opportunities for recycling, composting and efficient and sustainable disposal of residual waste.

Additionally, the Council's Economic Development Team works with partners, businesses and third sector organisations across Clackmannanshire to support economic growth, employability, skills development, and community wealth building. Specific work related to climate change that the team is undertaking includes developing projects in partnership with Business Support partners, including University of Stirling University and Business Gateway, to provide both group workshop sessions and 1-2-1 support to small and medium enterprises (SMEs) and third sector organisations to create a net zero or low carbon strategy or action plan, and to signpost businesses to green funding opportunities.

The Council has also adopted the National Procurement Journey as the Council Procurement Policy and our corporate procurement process. As part of this process, the Sustainable Procurement Duty is built into the Council's tender authorisation forms which must be completed before any tender process commences.

In January 2019 the Council approved the Procurement Strategy and the Action Plan to comply with the requirements of the Procurement Reform (Scotland) Act. It also demonstrates how the Flexible Framework Self-Assessment Tool will provide a Sustainable Action Plan to establish the performance level of sustainable procurement across the council and commits to establishing systems to record the impact of procurement policies and practices. The Strategy and the action plan contain measure relevant to climate change:

- establish systems to record the impact of procurement policies and practices on the council's climate change duties;
- utilise the Scottish Government's sustainable prioritisation tool to identify and prioritise procurement activity;
- utilise the Flexible Framework Self-Assessment Tool to provide a Sustainable Action Plan to establish the performance level of sustainable procurement across the Council;
- create and manage a sustainable register to capture, monitor and report on the sustainable outcomes achieved via procurement activity, and link to related internal and external reporting requirements.

The Council also works in very close collaboration with the Centre of Expertise for [Local Authorities Scotland Excel](#) in the development and use of national frameworks. All of their frameworks are aligned with the Scottish Sustainable Action Plan which encourages buyers to take a holistic view of the social, economic, environmental implications of the product or services.

Challenges

In the wake of the Covid-19 pandemic, there are many unknowns and significant challenges facing the UK economy. The Wellbeing Economy Strategy and LOIP provide an exciting opportunity to place Clackmannanshire at the forefront of the green recovery, delivering sustainable economic growth, and new green jobs, whilst significantly reducing carbon emissions. Annual funding and uncertainty around the amount of funds remains a major challenge across services. Moreover, supporting local businesses during the cost of living crises can be challenging at a time when businesses have multiple priorities.

KPI	Baseline Value	Interim Target	2045 Target
% of contracts awarded during the reporting period that included a climate related requirement	No data		
No. of grants awarded to reduce the climate impact	2024 12 annually	2030 20 annually	25 annually
No. of organisations attending workshops	2024 20 annually	2030 40 annually	100 annually
No. of organisations benefitting from Expert Help support	2024 8 annually	2030 20 annually	40 annually
No. of organisations developing a net zero or carbon reduction strategy or action plan	2024 8 annually	2030 20 annually	40 annually

Conclusion

The recent report by the Intergovernmental Panel on Climate Change highlights that action to mitigate and adapt to the effects of climate change is more urgent than ever with the 2020s to be the critical decade across society and the economy with a decisive shift from planning to action and rapid progress on decarbonisation. 116

Given this imperative and recent temperature records being broken in Scotland and around the world, Clackmannanshire Council has set out a bold and ambitious framework for achieving net zero greenhouse gas emissions by 2040 at the latest for the Council's own operations and by 2045 at the latest for the Clackmannanshire area.

It includes means of aligning all strategic decisions, budgets and approaches to planning decisions with a shift to net zero greenhouse gas emissions in addition to continuously identifying specific emission reduction opportunities under six themes that are being operationalised in the Climate Emergency Action Plan.

A series of Climate Change Forums have also been held across Clackmannanshire to empower young people, residents and businesses to contribute to and shape Clackmannanshire's net zero targets. Additional events will be undertaken to continue to involve communities in our climate change work.

The strategy also sets out the clear economic, financial, social and health based advantages of delivering net zero targets and the fact that these multi-faceted benefits are more important than ever within the context of the on-going cost of living crisis.

Climate Emergency Action plan

Theme 1: ENERGY, HEAT AND BUILDINGS

No.	Action	Priority	Lead	Partner	Timeframe for completion	Comments / Progress
1.	Develop a long-term investment programme to meet the Council's obligations in relation the Scottish Government's latest New Social Housing Net Zero Standard (SHNZS) decarbonisation targets as part of the review of the 30-year HRA business plan.	1, 2 & 5	Housing Team	Property Team	Short-term 2024 - 2026	The project is on-going and the team is waiting for the feedback from Scottish Government.
2.	Review of the Local Housing Strategy (LHS) based on the needs within Clackmannanshire of the current and future housing stock and compliance with the soon to be realised Social Housing Net Zero Standard (SHNZS).	1, 2 & 5	Housing Team		Short-term 2024 - 2026	Work has begun on the new Housing Needs and Demands Assessment (HNDA) and is expected to be completed in late 2025. This assessment will be predict the needs in the housing stock in future and aid in planning to ensure its energy efficiency.
3.	Strategic Housing Investment Plan (SHIP)	1, 2 & 5	Housing Team		Annually	The SHIP details planned new supply activity within the area for a 5 year forward planning period. The SHIP is reviewed annually, approval is to be sought at October 2024 Council on the latest updated SHIP. The SHIP will aid in identifying new housing stock which is due to come on line, early thought will be required to ensure it meets energy efficiency targets.
4.	Assess building fabric of properties held following Strategic Asset Management Strategy (AMS) review to determine appropriate insulation upgrade.	1, 2 & 5	Housing Team	Property Team	Short-term 2024 - 2026	
5.	Use the HRA business plan review to compile a list of sites where upgrades are required, in order of necessity.	1, 2 & 5	Housing Team	Business Improvement Team	Short 2024 -2026	Team leader for Housing Planned works and Compliance and Team Leader Business Improvement to collaborate on decision on what the preferred medium of heating is going forward: if it is to be heat pumps, we may have to contact the network operator to establish available electricity capacity in these areas should any increased supplies be required.
6.	Work on Tenant Participation Strategy to support the development of community and Council owned sustainable energy projects such as green retrofitting as part of ongoing- wider property restructure.	1, 2 & 5	Housing Team	Energy and Sustainability Team Property Team	Medium 2027 -2030	Team Leaders of Planned Works and Compliance and Business Improvement will tie in capital programme for heating renewable upgrades and new Tenant Participation Strategy with tenant scrutiny and engagement at heart of strategy. Heating Programme for Renewables requires extensive desktop survey and to be informed by HRA Business Plan Review and Regional Energy Masterplan. Trades resource to be trained to undertake installation and maintenance of renewables technology. Tenant engagement and education required to understand new technology and escalate recruitment challenges and skills gaps for the delivery of green retrofitting to Skills Development Scotland.

No.	Action	Priority	Lead	Partner	Timeframe for completion	Comments / Progress
7.	Reduce the carbon footprint, energy costs and increase efficiency within the public building stock, lighting designs to be drawn up for each building, with a view to replacing all older fittings with more energy efficient LED systems and possibly reducing the number of units required.	1 & 2	Property Team		Medium 2027 -2030	
8.	Use the stock condition survey information to compile a list of sites where upgrades are required, in order of necessity.	1 & 2	Property Team		Medium 2027 -2030	For public buildings there is a need to progress stock condition surveys and learning estate options appraisal review to enable base information to be available to inform forward plans for renewable heating installation.
9.	Development for a data led approach which entails understanding how the buildings and mechanical plant are used.	1	Digital Transformation	Property Team	Medium 2027 -2030	Research opportunities are at an early stage of development. This could be achieved through sensor-based monitoring of conditions (preferably over Internet of Things network) and analysis then presentation of data. This could be beneficial to both housing stock and public buildings since it allows client-led reductions through an app with a central monitoring point.
10.	Convert street light units (including switch gear - which consumes electricity) sodium lanterns to LED.	1	Roads and Street Lighting		Short 2024 -2026	The Council has 10,275 street light units (including switch gear - which consumes electricity) 94% of which have been converted from Sodium lanterns to high efficiency LED lanterns since 2015: the LED lanterns use approximately 30% of energy equivalent of the sodium units. Over the next 2 to 3 financial years, plans are being developed to convert the majority of the remaining sodium lanterns to LED.
11.	Provide an investment-focussed framework for the promotion and development of the region's renewable energy resources for sustainable economic growth through the Regional Energy Masterplan and link to the LHEES.	3, 4 & 5	Energy and Sustainability Team		Short 2024 -2026	
12.	Apply the recommendation of LHEES and accompanying Delivery Plan to reduce emissions from private buildings, tackle fuel poverty and contribute to net zero targets, by identifying area-based solutions, as well as identifying zones suitable for the development of heat networks.	3, 4 & 5	Energy and Sustainability Team	HSNU	Medium 2027 -2030 – Annual thereafter	
13.	Use the Energy Efficient Scotland Area Based Scheme (EESABS) partnership opportunities as a platform to develop collaboration with Registered Social Landlords and other homeowners to improve the energy efficiency and reduce carbon emissions from privately owned homes	1, 2 & 5	Energy and Sustainability Team		On-going	

Theme 2: LOW CARBON TRANSPORT

No.	Action	Priority	Lead	Partner	Timeframe for completion	Progress / Comments
1.	Implement the 'Connected Clackmannanshire' in order to further develop world class uninterrupted, well-maintained networks of segregated cycling, walking and wheeling routes that link our communities, schools and businesses. Ensuring better access to key services and public transport, and across Clackmannanshire.	1, 2, 3 & 4	Transportation Team		Medium 2027 –2030	Cycling lane applications have been put into our City Region Deal application. Scottish Government are expected to provide an update in early 2023 which would allow a design to be undertaken. Other active travel plans include: -Alva to Menstrie 2023-2024 (completed 01/04/24) -Tillicoultry Town Centre and Connectivity 2024 -2025 (Implementation delayed by council decision until 2026/27) -Alva to Fishcross 2025-2027 -Dollar to Muckhart – TBC
2.	Review the Local Transport Strategy	1, 2, 3 & 4	Transportation Team	All services	Short-term 2024 -2026	
3.	Develop EV Strategy / Policy for EV Charging	1	Transportation Team		Short-term 2024 -2026	Forums have raised concern that the Council charge points are currently free as this is likely to put off private investment in EV charge points. - Charging scheme introduced July 2023. Attendees of the forum recommended overstay fees / increases in charges for overstaying to avoid misuse of charge points. - Overstay charge system introduced. Managed by CPS until Dec 2025
4	Update the Staff Travel Plan to facilitate travel to work based upon the sustainable transport hierarchy	2, 3 & 4	Transportation Team	HR Team	TBC	Property Contracts Unit trades operations requires to undertake full review of existing fleet to ensure fit for purpose with a view to decarbonisation of the fleet. Currently around 10% of fleet is electric. Kelliebank elec charging infrastructure is good with Property Electrical Team having worked to install a number of charging unit across the depot. Concern over adequacy of elec vehicles for trades operations standby works (out of hours working). Active Travel Project Manager in post in Transportation Team (Shirley Paterson) as of Jan 24.
5.	School Travel Planning - Help primary schools and full-time nurseries complete and update their plans year on year which promote active travel, the barriers and actions to help.	3 & 4	Transportation Team		On-going	
6.	Replacement of Internal Combustion Engine (ICE)	1	Fleet		3035	2 diesel driven roads sweepers have been removed from the fleet this month and will be replaced with two electric variants, CO2 savings are yet to be produced for this as the new variants are not yet part of the fleet. Charging infrastructure remains the same for Fleet vehicles with no additional charge points added this year. Discussions continue with management re the trial of HVO (Vegetable) fuels in our refuse collection vehicles, this will see a reduction of 90-95% CO2 omitted at the tailpipe.

No.	Action	Priority	Lead	Partner	Timeframe for completion	Progress / Comments
7.	Lock in behaviours beneficial to emission reduction that emerged in the COVID-19 lockdowns	1 & 4	Flexible Working Group	Transportation Team IT Services	Short-term 2024 -2026	- Replacing business travel with videoconferencing and online collaboration and examining business miles being claimed by staff travelling to events and meetings by car, where public transport or online options are available. - Ensuring that there is flexibility wherever possible for employee start and finish times to fit in with public transport. - Develop hybrid and remote working arrangements with the statutory 20% reduction in car kilometres being taken into consideration - Supporting the public transport and shared mobility sectors to recover from the Covid-19 pandemic; this should include providing positive communications and messaging to rebuild public confidence in the safety of public transport. - Fully participate in Regional Transport Policy - Develop and collaborate on projects with our neighbouring authorities to maximise skills, knowledge, experience and resources, for example the proposed the new Alloa Bridge that connects both Clackmannanshire and Stirling. - Supporting digital infrastructure for residents to ensure that households across the Council area are able to work digitally.
8.	Support and promote cycling and ebike hire schemes/community pool fleets to encourage cycling for short everyday journeys	3 & 4	Transportation Team	Third party delivery partners	On-going	Signpost and support employers and communities to develop alternative and localised bike share schemes
9.	Improve the infrastructure around schools in order to make walking and wheeling to school attractive, fun and safe.	1, 3 & 4	Transportation Team		Medium 2030 - 2045	Continue to review needs to schools and increase infrastructure and storage facilities where required. Continue to support cycling and walking campaigns for all school users, eg WOW campaign in partnership with Living Streets Continue to support cycling skills training in primary and primary 7 transition planning into secondary Expand active travel hubs within schools and communities
10.	Continue to promote the Council's pool car services, pool bikes and explore other efficiency options	3 & 4	Transportation Team		On-going	
11.	Explore vehicle utilisation analysis to improve use of resources such as through use of the telematics system (fleet driven)	4	Fleet Team		On-going	
12.	Support and promote Car clubs in Clackmannanshire and potentially hiring of personal vehicles or hiring out car vehicles outside of Council hours.	4	Transportation Team		On-going	

No.	Action	Priority	Lead	Partner	Timeframe for completion	Progress / Comments
13.	Encourage staff to make car sharing connections within the Council and point staff and residents to free to use car sharing platforms such as Liftshare	4	Transportation Team		Medium	
14.	Enshrine the Council's ambition to develop active travel friendly principles in long-term Town Centre Masterplans to act as a regeneration blueprint that could transform town centres while making active travel a realistic option for residents while conserving town centres' heritage	1, 3 & 4	Planning Team	Transportation Team	On - going	
15.	Providing internal and external education reflecting the climate impacts of transport to support the transition to public and active transport.	4	Transportation Team	Energy and Sustainability Team	Short-term 2024 -2026	The Energy and Sustainability Team continue to contribute to discussions and to promote equalities in these discussions to ensure that decisions take account of vulnerable and disabled persons.
16.	Ensure that there is adequate information on the central bus and railway station and how they link in with the cycle routes with adequate signage.	2 & 3	Transportation Team		Short-term 2024 -2026	
17.	Pilot innovative 'warm-mix' emission saving initiatives for the construction of our roads infrastructure by using asphalt mixes that operate at lower temperatures and therefore reducing emissions.	1	Roads & Street Lighting		Completed	Two schemes were piloted with warm mix asphalt along with hot mix. Trials were successful, however there were challenges associated with ensuring successful deliveries of the warm mix whereas it was successful in the summer, it is uncertain as to whether the product would stand up in the winter. Challenges include higher costs per tonne, ability of manufacturer to produce on a large scale and there is no incentive from the Scottish Government to use this system.
18.	Encourage the local taxi drivers to shift towards low carbon vehicles	2 & 4	Energy and Sustainability Team	Licensing Team Taxi Forum Transportation team	On - going	Promote the importance of low emission vehicles to Taxi Forum. Introduce environment requirements in the new Taxi Policy.
18.	Recycling of road planings from resurfacing schemes in order to create RAP (Recycled Aggregate Product) that helps reducing the amount of bitumen.	1	Roads & Street Lighting	Hillhouse Quarries	On - going	Road recycling on the B9140 at Coalsnaughton, this is the second phase of works done in this way. There will be a reduction in carbon due to lesser number of vehicle movements
19.	Invest in in-situ recycling road resurfacing schemes to conserve natural mineral resources, reduce lorry movements, save energy and reduce impact on local community.	1	Roads & Street Lighting		On - going	Recycling scheme was adopted on A907 from 2021

No.	Action	Priority	Lead	Partner	Timeframe for completion	Progress / Comments
20.	Implementing long term asset management of the road network to ensure investment in the road networks maintain a steady state that supports the local economy, reducing emissions and energy costs associated with pothole repairs and emergency road closures due to low investment.	1	Roads & Street Lighting		On - going	
21.	Embedding biodiversity and environmental consideration when creating new active travel routes.	3	Transportation Team	Rangers Team	On - going	A recent example where the Council did this was Alva to Menstrie Cycle ways which have extra land to ensure wildlife conservation is improved by the project
22.	In new developments there is an expectation for high-quality active travel, EV infrastructure and connections to the bus network with the goal of creating '20-minute neighbourhoods' while being cognisant of how climate change impacts peoples' experiences of using public transport, such as in heat and flood risk areas.	4	Transportation Team	Planning Team	On - going	This approach is already embedded in the Transportation Team's work on large-scale developments

Theme 3: Waste, CARBON STORAGE AND AGRICULTURE

No.	Action	Priority	Lead	Partner	Timeframe for completion	Comments / Progress
1.	Diversion of biodegradable waste from landfill	1, 2 & 3	Waste Team	Stirling Council	2025	Stirling Council has entered into a contract with Cireco for the disposal of both Stirling's and Clackmannanshire's municipal waste at Earls Gate Energy Centre at Grangemouth. It is a 10-year deal with the option to extend and it commenced on 01 January 2024. It ensures that both Councils will be compliant with Scottish Government target by 2025.
2.	Implementing initiatives that contribute to Scottish Government's target to reduce waste sent to landfill by 5% by 2025.	1, 2 & 3	Waste Team		Short-term 2024-2026 / Medium 2027-2030	Changes to the waste collection service were introduced in October 2023, involving a move to 4 weekly refuse collections to drive recycling behaviour amongst residents and the introduction of a grey bin to facilitate the separate collection of paper/card from containers. This will improve the quantity and quality of recyclate collected and maximise its value.
3.	Establish links with businesses, residents, schools, community groups and other partners to reduce waste and increase recycling rates – particularly through the Curriculum for Excellence and the Eco-Schools Programme.	2 & 4	Waste Team	Energy and Sustainability Team	Short-term 2024-2026	Initial work on an audit of schools' recycling has been undertaken and is being collated by the Waste Team. The Energy and Sustainability team are working in partnership with the council's Planned Works and Compliance team to promote energy and savings within public school buildings. An energy savings competition has been developed in which all local schools have been participating. We have already seen substantial saving of approximately 36.26 tonnes of CO ₂ . The competition ends 31 st March 2024 and the winner will be announced in September 2024.
4	Produce videos to promote dry recycling and food waste recycling by households.	4 & 5	Waste Team	Organisational Development Team	Short-term 2024-2026	
5.	Work with schools to produce videos promoting recycling and climate change material including areas such as music	4	Waste Team	Energy and Sustainability Team Organisational Development	Short-term 2024-2026	The Ranger service is delivering a schools education programme in conjunction with Community Learning and Development. A training calendar is being developed for 24/25. The Climate Change Officers are in the process of liaising with Home Energy Scotland and the energy Savings Trust to develop energy efficiency and recycling training.
6.	Work with ACE and the Wee County Men's Shed volunteers to increase the amount of waste that is diverted to re-use at Forthbank Recycling Centre	1 & 3	Waste Team	ACE Wee County Men's Shed	On-going	
7.	Provide community groups and schools, upon request, with home composters and food waste digesters to produce a useful by-product (compost or digestate) while reducing the amount of waste that goes to landfill	2, 4 & 5	Waste Team	Energy and Sustainability Team	On-going	

No.	Action	Priority	Lead	Partner	Timeframe for completion	Comments / Progress
8.	Ensuring that all Council services such as Property and Housing services manage the waste that they generate more sustainably, seeking to maximise recycling at source and reduce the amount of residual waste requiring disposal at Forthbank Recycling Centre.	3	Waste Team	Property Team Housing Team	On-going	In line with changes to household waste collections in October 2023, improved recycling practices introduced in offices at Kilncraigs, the Speirs Centre and Kelliebank depot, as well as in all primary schools. New internal and external recycling containers were also provided. Recycling performance, in terms of quality and quantity, has improved as a consequence but there is still work to do.
9.	Reflect the circular economy as an economic model which will play a significant role in the transition to net zero in Council policies, reports and strategies.	2	Waste Team	Energy and Sustainability Team	Short-term 2024-2026	Council policies, reports and strategies to be sent to Climate Change Officers for comment.
10.	Undertake a waste audit of Council buildings and recruit Recycling Champions to improve awareness of recycling across different Council sites. Explore the potential to extend this scheme to schools and partner groups to share a 'blueprint' for increasing recycling in buildings and share material from organisations such as Zero Waste Scotland.	3 & 4	Waste Team	Energy and Sustainability Team	Short-term 2024-2026	
11.	Reduce food waste through implementation of the food waste hierarchy, raising awareness of waste and the redistribution of good nutritious food from all stages of the supply chain: farms to retail.	3, 4 & 5	Waste Team	Clacks Good Food Partnership Energy and Sustainability Team	On-going	Work with Clacks Good Food Partnership to set out targets. Hierarchy: - Prevention of waste through more care in buying, storage, prep, portion size and reuse - Redistribution of edible food (to people first, then to animals) - Recycling – compost - Recovery – as energy and only then disposal to landfill.
12.	Strive to contribute towards the Scottish Government's target for a recycling rate of 70% of all waste by 2025	2, 3 & 4	Waste Team	Energy and Sustainability Team	2025	Climate Change Officers working with HES and EST to promote good practice.

Theme 4: BIODIVERSITY, CARBON STORAGE AND AGRICULTURE

No.	Action	Priority	Lead	Partner	Timeframe for completion	Comments / Progress
1.	Fully commit and be a key partner in the Forth Climate Forest Initiative to increase tree canopy cover where possible, increase our carbon sequestration and improve our bio-diversity connectivity while recognising the impact that this would have on the area's net emissions while also and contribute to the Scottish Government's targets of 12,000 hectares of woodland being created annually.	1, 2 & 3	Environment Department	Energy and Sustainability team Forth Climate Forest	10 years	Forth Climate Forest initiative will help meet the Scottish Government's targets of 12,000 hectares of woodland being created annually. Increase tree canopy cover where possible, increase our carbon sequestration and improve our bio-diversity connectivity while recognising the impact that this would have on the area's net emissions.
2.	Undertake Net Negative emission / Carbon Sequestration quantification study.	2	Energy and Sustainability team	Forth Climate Forest SIEC	10 years	Identifying estimates how much carbon we sequester and how much land we have available to do so. Use this to create net figure (from gross emissions) of Clackmannanshire's emission in addition to estimate impact of net negative for tree planting, peat restoration, afforestation and rewilding projects while ensuring that the planting of trees is not to the detriment of other flora/fauna in the area
3.	Adopt a Council-wide approach to the conservation of biodiversity that further embeds biodiversity considerations into corporate & service plans, policies, strategies and operations is required so that all decision-making takes account of the potential impacts on local biodiversity.	1 & 3	All	Energy and Sustainability team	On- going	The Council adopted the Edinburgh Declaration 6 th October 2022.
4	Review the Council's local biodiversity action plan (LBAP) to include aims/objectives and actions which will help protect and enhance pollinator habitats and species.	1, 3 & 5	Energy and Sustainability Team	Biodiversity Partnership	Medium 2027-2030	
5.	To investigate and produce recommendations on the creation of a Pollinator Strategy and long-term plan and capacity to deal with the decline in pollinators.	1 & 4	Energy and Sustainability Team	Land Service Team	August 2024	The Energy and Sustainability Team has created the draft of the Pollinator Strategy 2024 -2029 and the Action Plan in collaboration with Planning, Land Service and Active Travel officer. The document will be out for consultation in July 2024. The Land Service in collaboration with the Countryside Rangers has managed to produce around 400 signage for the Pollinator Strategy.
6.	Explore ways of improving quality of water and soils and developing other measures to reverse biodiversity loss and habitat declines at other sites.	1	Energy and Sustainability Team	SIEC		

No.	Action	Priority	Lead	Partner	Timeframe for completion	Comments / Progress
9.	Review Council's Food Growing and Allotment Strategy	4 & 5	Energy and Sustainability Team	Clacks Good Food Partnership	January 2025	The Energy and Sustainability team received the recommendation from Clacks Good Food Partnership
10.	Ensure biodiversity is entrenched into Town Centre Masterplans and site development briefs to include the availability of greenspace, parks linkages and greening options through a place-based lens.	1, 2 & 3	Planning Team	Energy and Sustainability Team Land Services Road and maintenance	Short-term 2024 -2026/ On-going	Examples include: - pushing towards designing places with biodiversity in mind; - hedgehog holes in fences; - bat bricks in houses; - wildflowers and hedge planting.
11.	Collaborate with planning colleagues to consider means of greening towns through tree planting, food planting and post of nectar rich flowers as 'Islands' that allow pollinators a link from one bigger site to another (like Island hopping) through future LDP Review and the preparation of Masterplans and Site Briefs.	1, 2, 3 & 4	Planning Team	Energy and Sustainability Team Land Services	Short-term 2024 -2026/ On-going	
12.	Approve Local Nature Conservation sites and subsequently considered while approving new building sites.	1 & 2	Planning Team	Energy and Sustainability Team	Short-term 2024 -2026	

Theme 5: ADAPTATION, PLANNING AND ORGANISATIONAL CAPACITY

No.	Action	Priority	Lead	Partner	Timeframe for completion	Comment / Progress
1.	Review 'Sustainability Considerations' to ensure compliance with net zero targets.	4	Energy & Sustainability Team	Legal Services All	Short-term 2024 -2026	This will entail: • Prioritise all decisions on new infrastructure investment based on their contribution to an inclusive net zero carbon economy. • Make the climate emergency a guiding principle in all planning decisions while involving climate experts in planning. • Strongly reflect climate change in all committee reports. • Reflect the Edinburgh Declaration in Committee Reports
2.	Agree as a Council to align spending plans and the use of resources to contribute to reducing emissions and while not pursuing high-carbon initiatives that would jeopardise net zero such as new roads while adapting capital bid processes and revenue budgeting to account for the requirement to reduce carbon.	3 & 4	Climate Emergency Board		On-going	
3.	Respond to input from the Climate Change Forums with the following actions: • Create a quarterly 'Climate Clacks' newsletter, • Create an 'Over to You' section on the Council's website with recommendations for individual action • Hold theme-specific events for engagement, starting with engagement events on the consultations of the REM, Pollinator Strategy and Climate Change Strategy.	1 & 3	Energy & Sustainability Team		On-going	The Climate Change Strategy has been out for consultation, and we are now carrying out an Strategic Environmental Assessment. Once this exercise is completed, the strategy will be taken to Council for approval. The REM and the LHEES was approved by Council on the 30th of October 2023. The Pollinator Strategy is being prepared for consultation.
4	Delivering 20-Minute Neighbourhoods	3	Planning Team	Transportation Team	On-going	
5.	Evergreen Investment Fund. Following the Housing Business Plan Review and Stock Condition Survey, explore front-loading spending on retrofitting and energy efficiency to make significant long-term cost savings that could more than pay for themselves while reducing emission on the Council's portfolio. These savings could then be re-invested into an evergreen fund for other cost savings.	2 & 3	All services		TBC	
6.	Facilitate adaptation to climate change by considering the flood risk and protecting the natural capital in major spending and planning decisions.	2 & 3	Transportation Team		On-going	

No.	Action	Priority	Lead	Partner	Timeframe for completion	Comment / Progress
7.	Press for divestment from fossil fuels including through the public sector pension fund.	3 & 4	Energy & Sustainability Team		Short-term 2024 -2026	In March 24 the Energy and Sustainability Team met with the Pensions rep. at Falkirk LGPF to agree a date for the Council to present its case for Divestment. A date has been set for us to attend their meeting on the 27th June 2024.
8.	Establish a Carbon Budget for Clackmannanshire's emission trajectories to net zero and monitor performance against it in conjunction with interim emission reduction targets leading up to 2040.	4	Energy & Sustainability Team		Short-term 2024 -2026	On-going – this will be updated for the SEA. Carbon accountancy is resource intensive, and this requires to be discussed with Senior Management to ensure that adequate resources are in place.
9.	Explore using Adaptation Scotland's benchmarking tool to undertake an adaptation assessment to identify a baseline for the Council and allow progress in relation to adaptation measures to be tracked, the identification of gaps and potential areas for future progress.	2, 3 & 4	Energy & Sustainability Team		Short-term 2024 -2026	A meeting was held with Adaptation Scotland reps to discuss how to become part of The Public Sector Climate Adaptation Network
10.	Invest in digital infrastructure, innovative use of data, digital skills, universal access to digital public services and locking in positive trends and behaviours from the Covid-19 pandemic.	1 & 3	Housing Team	Digital Transformation Team	Medium 2027 –2030	This includes the new housing and property IT business management system to be realised with implementation commencing in 2023 and completed by 2025.
11.	Provide universal access to climate education, literacy, and learning while creating a communications link for employees from all areas of the council to escalate emission savings and cost savings ideas.	1	Energy & Sustainability Team	Keep Scotland Beautiful	Short-term 2024 -2026/ On-going	As the Audit Office Report on Addressing Climate Change in Scotland notes “clearer information on the environmental impact of people's choices is needed for all of us to make informed decisions, particularly around sustainable diet, waste, and travel.”. This action could include: • school resources • resident emission reduction ideas (waste, recipes, food charter, energy savings etc.) • business resources and links Our Climate Change and Energy Officer/s and Rangers are developing a training programme for the community/schools as well as developing opportunities for Council staff. KSB with the coordination of the Energy + Sustainability Team delivered Climate Emergency training focused on Clackmannanshire area. Around 25 employees participated in the training.
12.	Develop an internal communications plan for climate action and associated 'brand' for staff to recognise and work towards including a way for all staff members to escalate their ideas for decarbonisation and cost saving opportunities to the Energy and Sustainability Team	1 & 4	Energy & Sustainability Team	Comms Team	Short-term 2024 -2026	

No.	Action	Priority	Lead	Partner	Timeframe for completion	Comment / Progress
13.	Callout for voluntary Green Champion roles across service areas to help normalise Climate Change and Sustainability practices across the Council. • Recycling Champions • Lift Share / Active Travel Champions	1 & 4	Climate Emergency Working Group	Energy & Sustainability Team	Short-term 2024 -2026	
14.	Embed climate change adaptation considerations, and potential responses such as habitat networks and green networks, into planning decisions using Forestry and Woodland Strategies, the Policies of National Planning Framework 4, regional land use strategies, including the Regional Spatial Strategy, the Local Development Plan and development masterplans	2 & 3	Planning Team	Energy & Sustainability Team Forth Climate Forest	Short-term 2024 -2026 / On-going	
15.	Integrate wording on Council Job Descriptions for net zero and Climate Change duties	4	Energy & Sustainability Team	Organisational Development	Complete	
16.	Alloa town centre and Forthbank Transformation Zone: Build place-based integration of capacity, services, investment and infrastructure to improve community and economic resilience. Partnership working on upstream preventative approaches. Focus on Alloa town centre and Forthbank	3	Planning Team	All services	Medium 2027 –2030	
17.	Review the Council's Local Development Plan	2, 3 & 4	Planning Team		Medium 2027 –2030 / Long 2030 - 2045	
18.	NPF 4: Consider projected heat spots of climate change impacts in Clackmannanshire and opportunities for greening and resilience through local wildlife pathways, tree planting and food planting	2 & 3	Planning Team	SIEC	Medium 2027 –2030 / Long 2030 - 2045	

Theme 6: ECONOMIC DEVELOPMENT AND SUSTAINABLE PROCUREMENT

No.	Action	Priority	Lead	Partner	Timeframe for completion	Comments/ Progress
1.	Review the Council's Procurement Strategy to identify conflicts or ambiguity with climate change targets and amend as required .	1 & 3	Procurement Manager		Annually	
2.	Explore procuring green energy.	3 & 4	Place Service		Long term 2030-2045	At present the council is committed to use the Scottish Procurement Supply of Electricity Framework .
3.	Commit to procuring good food such as in the Government's Eatwell Guide due to the significant health and emission reduction potential, particularly in schools.	3	Place & People Services	Scottish Excel	Long term 2030-2045	At present the council is committed to use: - Scotland Excel's Fresh Bread, Rolls and Bakery Products Framework - Scotland Excel's Fresh Meats, Cooked Meats and Fresh Fish Framework - Scotland Excel's Frozen Foods Framework - Scotland Excel's Groceries And Provisions Framework
4	Devise procurement strategies and frameworks that allow space for local procurement to increase, in order to provide local investment in our economy, increased market share of contracts and projects and investment in our Clackmannanshire employment base.	1	All Services		Short term 2024 -2026	Council continues to develop networks of support for suppliers seeking to tender for Council contracts. The Council will attend the annual Supplier Development Programme "Meet the Buyer" event with more than 1,000 suppliers in attendance. The Clackmannanshire Wellbeing Hub project is also working to ensure that local businesses benefit from contract opportunities, ensuring Community Benefits include reductions in carbon consumption through transport of goods and people and the increased rollout of net zero action plans by suppliers.
5.	Public bodies can lead the way through developing procurement frameworks and contracts with specific environmental requirements and with developing and maintaining standards / regulation thus building on the existing sustainable procurement duties placed on public bodies	1, 3 & 4	All Services		Short term 2024 -2026	
6.	Explore requirements of procurement processes and business support to prioritise businesses with emission reduction plans.	1 & 3	All Services		Short term 2024 -2026	
7.	Continue to explore options to securing funding to support businesses with carbon accounting, establishing net zero targets and decarbonisation.	2	Economic Development	Business Gateway University of Stirling Zero Waste Scotland	Ongoing	Using UKSP funding, a framework of consultants has been set up to support businesses with net zero ambitions. 4 consultants are on the framework and are meeting with the Business Gateway team week beginning 15 April. Businesses will be referred to the support via Business Gateway or Ec Dev team. The framework is available from 1 April for 12 months (to 31 March 2025). We aim to support around 15-20 businesses with up to 3 days of expert help (net zero consultancy support). UKSPF is also funding a series of 4 workshops which are being delivered by University of Stirling and Zero Waste Scotland for Clackmannanshire organisations. These workshops will introduce

No.	Action	Priority	Lead	Partner	Timeframe for completion	Comments/ Progress
				Energy & Sustainability Team		organisations to the Climate Action Hub (a Scottish Business Climate Collaboration Toolkit), supporting them to register and use the toolkit and work through the modules, leading to carbon measurement and a net zero action plan. 12 organisations attended the first event on 1st March and next two events are scheduled as follows: Cochrane Hall 10th April - https://ClacksApr10NZ.eventbrite.com Alloa Town Hall 24th April - https://ClacksApr24NZ.eventbrite.com Employer event which took place on 1 February 2024 with a theme of net zero attracted around 25 organisations. This event outlined funding and support available to businesses and introduced the new framework (above) and the series of net zero workshops (above). Environmental pledge approved within the Good Employment Charter, and a sub group of the Anchor Partnership has now been set up to look at the roll out of the Charter across Clackmannanshire.
8.	Continue to develop the environmental element of the Good Employment Charter to encourage employers to develop plans to reach net zero.	1	Economic Development	Energy and Sustainability Team	Short 2024 -2026	
9.	Explore the development of a Carbon Charter with a Green Pledge and carbon certification for businesses	1	Economic Development	Energy and Sustainability Team	Short 2024 -2026	
10.	Respond to businesses' input at the Climate Change Forums and developing demand-led initiatives such as: - hosting green networking events; - identifying green businesses as role models for other organisation exploring emissions reductions; - escalating green skills gaps to learning providers and Scottish Government to maximise economic productivity; - explore potential through the funding through the Flexible Skills programme and the SIEC.	1, 2, & 4	Economic Development	Energy and Sustainability Team SIEC	Short 2024 -2026/ Medium 2027 –2030	Net zero employer event planned for 1 February 2024, with attendance from our sustainability team – this will help us identify business challenges and issues around net zero and help inform future support, as well as our own support (Expert Help and Workshop programme)
11.	Securing funding for or signposting to partner organisations' energy reduction initiatives.	2	Economic Development	Business Gateway	On-going	Partner organisations attending our employer event to outline support available.
12.	Explore making business support conditional to ensure that companies align with the transition to net zero.	2	Economic Development		On-going	

Climate Emergency Action plan

Theme 1: Energy, Heat and Buildings

No.	Action	Priority	Lead	Partner	Timeframe for completion
1.	Develop a long-term investment programme to meet the Council's obligations in relation the Scottish Government's latest New Social Housing Net Zero Standard (SHNZS) decarbonisation targets as part of the review of the 30-year HRA business plan.	1, 2 & 5	Housing Team	Property Team	Short-term 2024 - 2026
2.	Review of the Local Housing Strategy (LHS) based on the needs within Clackmannanshire of the current and future housing stock and compliance with the soon to be realised Social Housing Net Zero Standard (SHNZS).	1, 2 & 5	Housing Team		Short-term 2024 - 2026
3.	Revise the Strategic Housing Investment Plan (SHIP) to identify new housing stock that may need interventions to ensure that they meet current energy efficiency targets.	1, 2 & 5	Housing Team		Annually
4.	Assess building fabric of properties held following Strategic Asset Management Strategy (AMS) review to determine appropriate insulation upgrade.	1, 2 & 5	Housing Team	Property Team	Short-term 2024 - 2026
5.	Use the HRA business plan review to compile a list of sites where upgrades are required, in order of necessity.	1, 2 & 5	Housing Team	Business Improvement Team	Short-term 2024 - 2026
6.	Convert street light units (including switch gear - which consumes electricity) sodium lanterns to LED.	1	Roads and Street Lighting		Short-term 2024 - 2026
7.	Provide an investment-focussed framework for the promotion and development of the region's renewable energy resources for sustainable economic growth through the Regional Energy Masterplan and link to the LHEES.	3, 4 & 5	Energy and Sustainability Team		Short-term 2024 - 2026

Theme 2: Low Carbon Transport

No.	Action	Priority	Lead	Partner	Timeframe for completion
1.	Review the Local Transport Strategy	1, 2, 3 & 4	Transportation Team	All services	Short-term 2024 - 2026
2.	Develop EV Strategy / Policy for EV Charging	1	Transportation Team		Short-term 2024 - 2026
3.	Update the Staff Travel Plan to facilitate travel to work based upon the sustainable transport hierarchy	2, 3 & 4	Transportation Team	HR Team	Short-term 2024 - 2026
4.	Lock in behaviours beneficial to emission reduction that emerged in the COVID-19 lockdowns	1 & 4	Flexible Working Group	Transportation Team IT Services	Short-term 2024 - 2026
5.	Providing internal and external education reflecting the climate impacts of transport to support the transition to public and active transport.	4	Transportation Team	Energy and Sustainability Team	Short-term 2024 - 2026
6.	Ensure that there is adequate information on the central bus and railway station and how they link in with the cycle routes with adequate signage.	2 & 3	Transportation Team		Short-term 2024 - 2026

Theme 3: Waste, Carbon Storage and Agriculture

No.	Action	Priority	Lead	Partner	Timeframe for completion
1.	Diversion of biodegradable waste from landfill	1, 2 & 3	Waste Team	Stirling Council	2025
2.	Implementing initiatives that contribute to Scottish Government's target to reduce waste sent to landfill by 5% by 2025.	1, 2 & 3	Waste Team		Short-term 2024-2026
3.	Establish links with businesses, residents, schools, community groups and other partners to reduce waste and increase recycling rates – particularly through the Curriculum for Excellence and the Eco-Schools Programme.	2 & 4	Waste Team	Energy and Sustainability Team	Short-term 2024-2026
4	Produce videos to promote dry recycling and food waste recycling by households.	4 & 5	Waste Team	Organisational Development Team	Short-term 2024-2026
5.	Work with schools to produce videos promoting recycling and climate change material including areas such as music	4	Waste Team	Energy and Sustainability Team Organisational Development	Short-term 2024-2026
9.	Reflect the circular economy as an economic model which will play a significant role in the transition to net zero in Council policies, reports and strategies.	2	Waste Team	Energy and Sustainability Team	Short-term 2024-2026
10.	Undertake a waste audit of Council buildings and recruit Recycling Champions to improve awareness of recycling across different Council sites. Explore the potential to extend this scheme to schools and partner groups to share a 'blueprint' for increasing recycling in buildings and share material from organisations such as Zero Waste Scotland.	3 & 4	Waste Team	Energy and Sustainability Team	Short-term 2024-2026
12.	Strive to contribute towards the Scottish Government's target for a recycling rate of 70% of all waste by 2025	2, 3 & 4	Waste Team	Energy and Sustainability Team	2025

Theme 4: Biodiversity, Carbon Storage and Agriculture

No.	Action	Priority	Lead	Partner	Timeframe for completion
1.	To investigate and produce recommendations on the creation of a Pollinator Strategy and long-term plan and capacity to deal with the decline in pollinators.	1 & 4	Energy and Sustainability Team	Land Service Team	Short-term 2024 -2026
2.	Review Council's Food Growing and Allotment Strategy	4 & 5	Energy and Sustainability Team	Clacks Good Food Partnership	Short-term 2024 -2026
3.	Ensure biodiversity is entrenched into Town Centre Masterplans and site development briefs to include the availability of greenspace, parks linkages and greening options through a place-based lens.	1, 2 & 3	Planning Team	Energy and Sustainability Team Land Services Road and maintenance	Short-term 2024 -2026/
4.	Collaborate with planning colleagues to consider means of greening towns through tree planting, food planting and post of nectar rich flowers as 'Islands' that allow pollinators a link from one bigger site to another (like Island hopping) through future LDP Review and the preparation of Masterplans and Site Briefs.	1, 2, 3 & 4	Planning Team	Energy and Sustainability Team Land Services	Short-term 2024 -2026/
5.	Approve Local Nature Conservation sites and subsequently considered while approving new building sites.	1 & 2	Planning Team	Energy and Sustainability Team	Short-term 2024 -2026

Theme 5: Adaptation, Planning and Organisational Capacity

No.	Action	Priority	Lead	Partner	Timeframe for completion
1.	Review 'Sustainability Considerations' to ensure compliance with net zero targets.	4	Energy & Sustainability Team	Legal Services All	Short-term 2024 -2026
2.	Press for divestment from fossil fuels including through the public sector pension fund.	3 & 4	Energy & Sustainability Team		Short-term 2024 -2026
3.	Establish a Carbon Budget for Clackmannanshire's emission trajectories to net zero and monitor performance against it in conjunction with interim emission reduction targets leading up to 2040.	4	Energy & Sustainability Team		Short-term 2024 -2026
4.	Explore using Adaptation Scotland's benchmarking tool to undertake an adaptation assessment to identify a baseline for the Council and allow progress in relation to adaptation measures to be tracked, the identification of gaps and potential areas for future progress.	2, 3 & 4	Energy & Sustainability Team		Short-term 2024 -2026
5.	Develop an internal communications plan for climate action and associated 'brand' for staff to recognise and work towards including a way for all staff members to escalate their ideas for decarbonisation and cost saving opportunities to the Energy and Sustainability Team	1 & 4	Energy & Sustainability Team	Comms Team	Short-term 2024 -2026
6.	Callout for voluntary Green Champion roles across service areas to help normalise Climate Change and Sustainability practices across the Council. • Recycling Champions • Lift Share / Active Travel Champions	1 & 4	Climate Emergency Working Group	Energy & Sustainability Team	Short-term 2024 -2026
7.	Integrate wording on Council Job Descriptions for net zero and Climate Change duties	4	HR service	Energy & Sustainability Team	Short-term 2024 -2026

Theme 6: Economic Development and Sustainable Procurement

No.	Action	Priority	Lead	Partner	Timeframe for completion
1.	Review the Council's Procurement Strategy to identify conflicts or ambiguity with climate change targets and amend as required .	1 & 3	Procurement Manager		Annually
2.	Devise procurement strategies and frameworks that allow space for local procurement to increase, in order to provide local investment in our economy, increased market share of contracts and projects and investment in our Clackmannanshire employment base.	1	All Services		Short term 2024 -2026
3.	Public bodies can lead the way through developing procurement frameworks and contracts with specific environmental requirements and with developing and maintaining standards / regulation thus building on the existing sustainable procurement duties placed on public bodies	1, 3 & 4	All Services		Short term 2024 -2026
4.	Explore requirements of procurement processes and business support to prioritise businesses with emission reduction plans.	1 & 3	All Services		Short term 2024 -2026
5.	Continue to develop the environmental element of the Good Employment Charter to encourage employers to develop plans to reach net zero.	1	Economic Development	Energy and Sustainability Team	Short 2024 -2026
6.	Explore the development of a Carbon Charter with a Green Pledge and carbon certification for businesses	1	Economic Development	Energy and Sustainability Team	Short 2024 -2026

Strategic Environmental Assessment Non-technical summary

Introduction

The Climate Change Strategy (CCS) for Clackmannanshire is a forward-looking plan designed to achieve net-zero greenhouse gas emissions for council operations by 2040 and the entire area by 2045. This Strategic Environmental Assessment (SEA) evaluates the potential environmental impacts of the strategy, ensuring its alignment with sustainability goals and environmental laws.

Purpose and Scope of the Strategic Environmental Assessment

SEA should be applied to plans, programmes and strategies (PPS) produced by public bodies, including local authorities. The key stages of SEA are pre-screening, screening, scoping, environmental report and post-adoption statement. An explanation of these stages can be found below:

Screening	Assessing whether the Interim Climate Change Strategy is expected to have its likely environmental effects, if implemented and whether conducting a Strategic Environmental Assessment (SEA) is necessary.
Scoping	Setting out sufficient information on Clackmannanshire Council Climate Change Strategy to enable the Consultation Authorities to form a view on the appropriateness of the scope, level of detail and the consultation period proposed for the Environmental Report.
Environmental Report	Establishing the likely significant (positive and negative) environmental effects of implementing a plan. The effects of a plan and any potential reasonable alternatives should be considered at this stage, along with viable mitigation measures to avoid, reduce or offset adverse effects.
Post-Adoption	Provides information on the adopted Climate Change Strategy and the SEA Environmental Report, informing how consultation comments have been taken account.
Monitoring	Sets out detailed methods for monitoring the significant environmental effects of implementing Clackmannanshire's Climate Change Strategy.

The SEA serves to:

- Identify significant environmental impacts of the strategy.
- Ensure alternatives are considered.
- Involve public and expert consultations.
- Provide monitoring frameworks for effective implementation.

Assessment Methodology

The SEA focuses on strategic level issues and does not consider detailed measures for specific developments and construction projects within the study area. Recommendations for the Climate Strategy Implementation Plan have been identified and outlined in the Environmental Report.

At the screening and scoping stages, the potential for significant effects on the full range of SEA topics was identified, i.e. biodiversity, flora & fauna, population & human health, soil, water, air, climatic factors, material assets, cultural heritage, and landscape.

Aligned with SEA Guidance, the assessment employed a matrix-based approach and scoring system complemented by mapping and spatial analysis. This matrix was utilized to evaluate PPS, alternatives, Strategy Themes, objectives, and key projects in the Climate Change context against the SEA topics included in the assessment. It utilised the environmental concerns outlined earlier in comparison with the SEA questions. To facilitate the assessment process, SEA objectives and criteria were formulated to offer a systematic, rigorous, and uniform framework for evaluating environmental effects.

Reasonable Alternatives

Do Nothing: Leads to worsening environmental degradation, missed economic opportunities, and increased climate risks.

Do Minimum: Provides limited benefits due to fragmented and uncoordinated efforts.

Do Optimum: Offers the most substantial long-term benefits by maximizing synergies, reducing emissions, and building resilience across all sectors.

Key Findings

Positive Environmental Impacts:

Biodiversity: The strategy supports ecosystem restoration, enhanced carbon storage, and natural flood management, improving habitats and species resilience.

Air Quality: Promoting sustainable transport reduces emissions and improves air quality.

Water Resources: Improved flood management and conservation measures benefit water quality and mitigate flood risks.

Soil: Actions like reusing land and protecting carbon-rich soils preserve and restore soil quality.

Climate Resilience: The strategy fosters a low-carbon economy, encouraging clean energy, reduced emissions, and community adaptation to climate risks.

Human Health: Increased greenspaces, active travel options, and reduced pollution enhance physical and mental well-being.

Challenges and Risks:

Construction Impacts: Renewable energy projects and infrastructure development may temporarily disturb habitats, landscapes, and water resources.

Cultural Heritage: Renewable energy installations and new developments could impact historic sites and landscapes if not carefully managed.

Coordination Needs: A lack of integration among stakeholders could limit the cumulative benefits of actions.

Conclusions

The strategy's success hinges on:

- Effective collaboration among stakeholders.
- Thorough environmental assessments for specific projects.
- Continuous monitoring to adaptively manage risks and capitalize on opportunities.

By adopting this comprehensive approach, Clackmannanshire can lead the transition to a sustainable, resilient, and low-carbon future. The SEA concludes that implementing the "Do Optimum" option will yield significant long-term environmental, social, and economic benefits for Clackmannanshire. While certain risks, like temporary construction impacts, need mitigation, the overall strategy aligns well with sustainability goals and net-zero targets.

Monitoring and Next Steps

The Climate Change Strategy will undergo regular reviews, with progress assessed through measurable targets. Public consultation ensures transparency, while adaptive management addresses unforeseen challenges.

Best practice in SEA Monitoring requires that a detailed monitoring framework reflects the implementation of the Strategic themes a to track progress and, ideally, is embedded within the final Strategy to ensure that monitoring is undertaken as part of the delivery. The monitoring framework will be published alongside the post-adoption report.

Climate Change Strategy-Summary

This summary outlines the key aims and actions of Clackmannanshire Council's Climate Change Strategy([7146.pdf](#)) , which sets out the Council's approach to reducing carbon emissions, building climate resilience, and supporting a just transition to a low-carbon future. The full strategy recognises the urgent need to address the climate crisis at a local level, aligning with national and international commitments such as Scotland's Net Zero by 2045 target. It highlights the Council's role in leading by example, working in partnership with communities, businesses, and public bodies to create a more sustainable, fair, and climate-ready Clackmannanshire. This document provides an overview of the strategy's main priorities and how they will be delivered.

Clackmannanshire Council's Climate Change Strategy sets out a clear path to achieve net zero greenhouse gas emissions by 2040 for Council operations and by 2045 for the wider region. Built around six key themes, energy and buildings, low-carbon transport, waste and circular economy, biodiversity and agriculture, adaptation and planning, and sustainable economic development. The strategy aligns all Council decisions and actions with climate goals. It was shaped through extensive community engagement and recognises the need for a just transition that protects the most vulnerable. Designed as a flexible, evolving plan, it builds on past progress while preparing Clackmannanshire for a greener, fairer future.



Clackmannanshire Council's Climate Change Strategy aligns with international, UK, and Scottish legislation, including the Paris Agreement, UK's 2050 net zero target, and

Scotland's legally binding 2045 target. The Council is required to report on emissions, align spending with climate goals, and reduce both direct and indirect emissions. National frameworks like the Climate Change Act, Circular Economy Bill, and Scotland's public sector duties shape the Council's responsibilities. The strategy, revised in response to growing urgency, ensures climate action is embedded across local plans and decision-making.

The Role of Clackmannanshire Council

Clackmannanshire Council plays a key role in addressing climate change through its services and estate, employing over 2,000 staff and owning numerous buildings. It aims to reach net zero emissions from its own operations by 2040. Internal emissions dropped from over 10,000 tCO₂e in 2013/14 to around 7,000 tCO₂e in 2020/21, though future reductions will require deeper action. In 2022, area-wide emissions were 507.5 ktCO₂e, with industry (37.1%), commercial energy (23.8%), and transport (14.08%) as top contributors. Per capita emissions stood at 9.8 tCO₂e, higher than the Scottish average. The Council is investing £37 million in green projects, including £5M in low-emission vehicles and £6M in flood protection, to support climate goals and economic resilience.

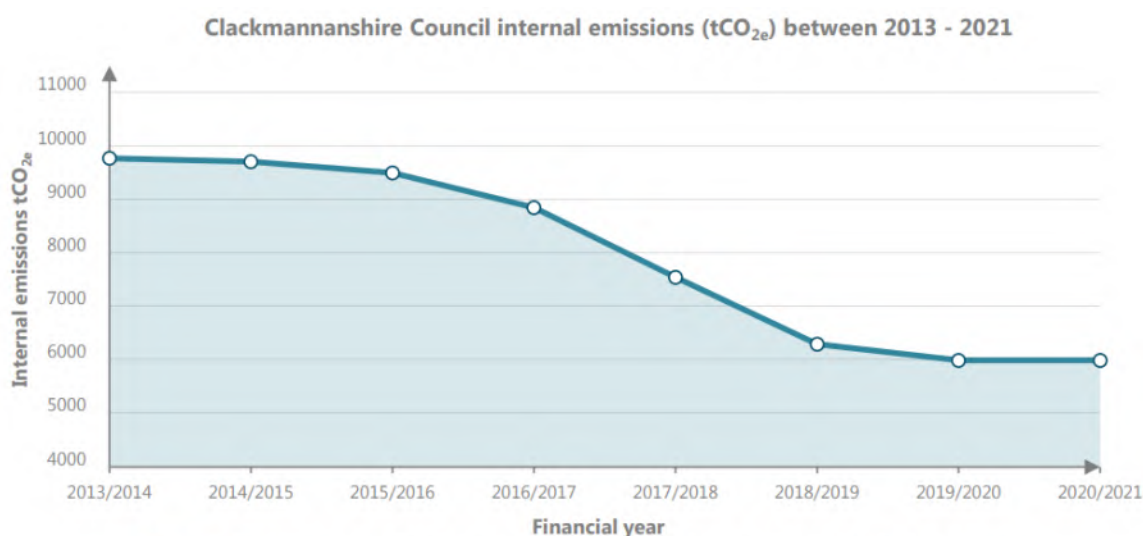
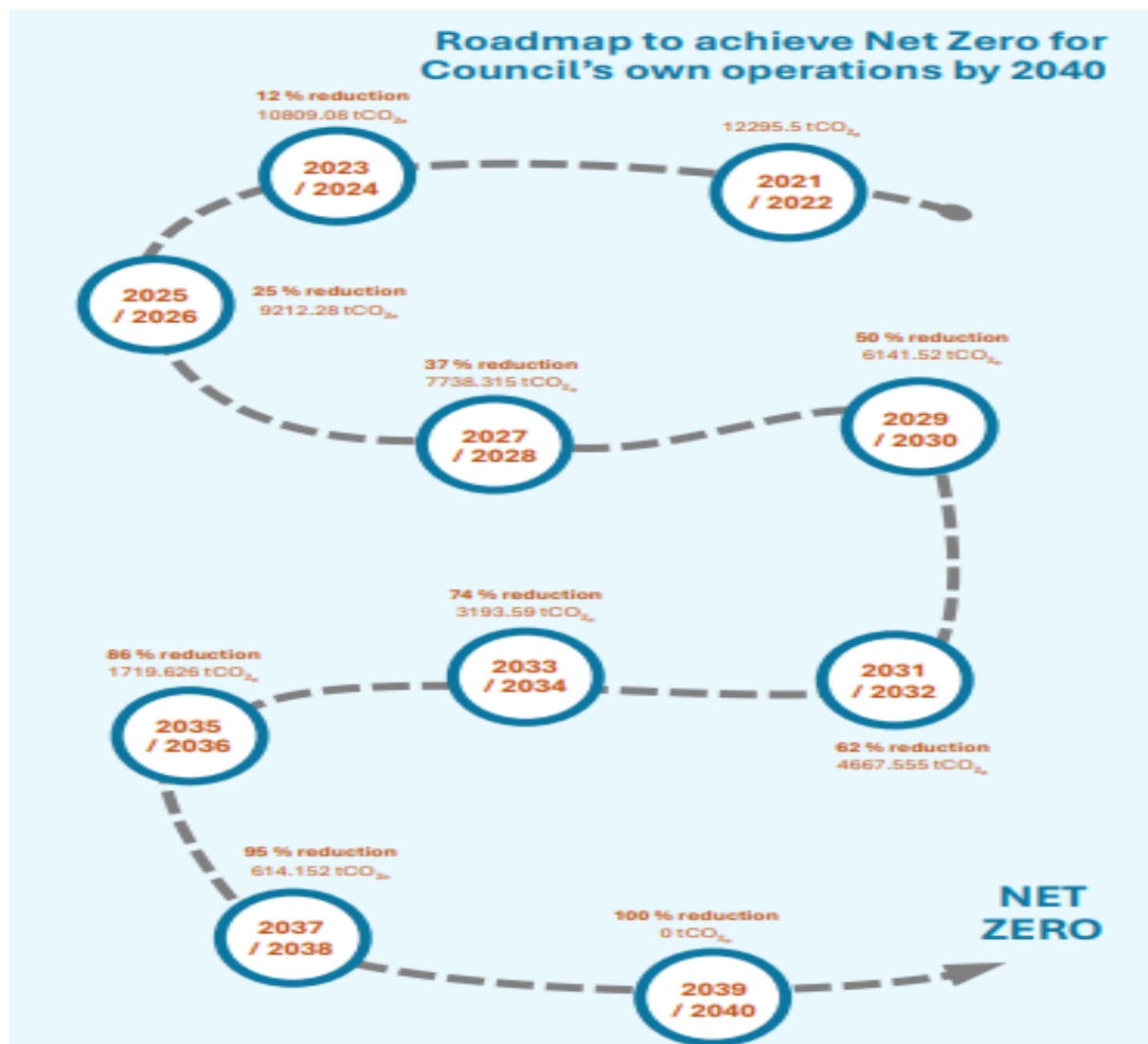


Figure 6 Clackmannanshire Council internal emissions (tCO₂e) between 2013 – 2021 (PBCCD Report)

Net Zero Delivery Framework

Clackmannanshire Council's Net Zero Framework aims for net zero by 2040 (Council operations) through coordinated action with partners and communities. A Climate Emergency Board and six themed Climate Change Forums guide actions, supported by community input and workshops. A roadmap with interim targets shows a planned 100% reduction in emissions by 2040. Between 2022–2023, 86 residents engaged in forums,

and over 60% of net zero progress is expected to depend on societal behaviour change. Financial support and collaboration are key to achieving long-term goals.



Strategic Theme 1: Energy, Heat & Buildings

The Council has adopted a strategic, thematic approach to achieving net zero, with Theme 1 focusing on decarbonising energy use, heating, and buildings. This includes reducing emissions, improving energy efficiency, and eliminating fuel poverty, while ensuring a just transition.

KPI	Baseline Value	Interim Target	2045 Target
% reduction in total carbon emissions from energy use	2005	75% reduced by 2030 ¹	Net Zero ²
% reduction in residential heat demand	2015	15 % by 2032 ²	25% ³
% household in fuel poverty	2019	Less than 15% by 2030 ³	Less than 5% by 2040
% homes at set EPC levels: where technically feasible and cost effective to do so	2019	100 % EPC C better by 2033 ⁴	95 % EPC A-B ⁵
% of total energy (including transportation) to be generated from renewables	2018	50% by 2030 ⁵	95%
% of buildings with low carbon heat source	2021	75% non-domestic by 2032 58% domestic by 2032 ²	55% non-domestic by 2032 10% domestic by 2032 ²

Theme 2: Low Carbon Transport

Clackmannanshire Council aims to cut transport emissions by promoting active travel, improving public transport, and transitioning to electric and low-emission vehicles. Key actions include fleet electrification, supporting bus services, and enhancing infrastructure like charging points and travel hubs. Challenges include high vehicle costs, infrastructure limits, and ensuring accessibility.

KPI	Baseline Value	Interim Target	2045 Target
% of city centre journeys by active travel	2019	At least 20% by 2030 ⁷	Increase of 30% ⁷
% of increased usage of local public transport	2022 26% of population	25% by 2030	50%
% reduction in carbon emissions from public transport	2018	80% by 2030 ⁸	100 % ⁸
% reduction in carbon emissions from Council business travel	Target will be set in the new Staff Travel Plan		
% of new petrol or diesel cars or vans	2018	0 % by 2032 ⁹	0%
% reduction in carbon emissions from road traffic in the wide area	2019	More than 40% by 2032	75%
% car kilometres	2019 268.4 X10 ⁶ car kilometres	20% reduced by 2030 ⁹	>20 % reduced
% of Ultra Low Emission Vehicles	2019	45% by 2032	100%
% Council light commercial fleet vehicles with low-carbon alternatives	2019	100 % by 2035	100 % ⁹

Theme 3: Waste, Recycling & the Circular Economy

Clackmannanshire Council aims to cut waste emissions by boosting recycling, reducing landfill, and promoting a circular economy. Key efforts include service reviews, food waste reduction, and preparing for the 2025 landfill ban. Challenges remain in shifting behaviour and reducing high landfill rates despite good recycling performance.

KPI	Baseline Value	Interim Target	2045 Target
% reduction of food waste	2013	33% 2025	>33%
% reduction of all waste	2011	15% 2025	>25%
% household waste recycled / composted	2024	60% 2020	>60%
% of all waste to landfill	2024	Maximum 5% 2025	<5%
% of all biodegradable municipal waste	2024	0% 2025	0%

Theme 4: Biodiversity, Carbon Storage & Agriculture

Clackmannanshire Council is working to protect and restore ecosystems, increase carbon storage through nature, and support local food growing. Key actions include biodiversity planning, habitat restoration, and education via partnerships. Challenges include limited local data and difficulty quantifying biodiversity's climate impact.

KPI	Baseline Value	Interim Target	2045 Target
Number of new trees planted in the Council area	2024 10000 annually	Approx. 10000 annually	Approx. 10000
% of residents Walking distance within 5 minutes to nearest green or blue space	2013 71%		
% of remaining carbon absorbed by our natural environment to achieve net zero emissions	This will be established when establishing the Carbon Budget		
Area of Council open space managed for biodiversity			
Number of designated Local Nature Conservation Sites	0 sites 2024	17 sites	21 sites
% of school and pre-school children that have regular access to the natural environment as part of their education			

Theme 5: Adaptation, Planning and Organisational Capacity

Clackmannanshire Council is focused on adapting to increasing climate risks like flooding, heatwaves, and extreme weather, while building community resilience and awareness. Key priorities include improving flood management, promoting sustainable transport, and embedding sustainability across council operations. The Council works with partners on flood risk planning, natural flood management, and community groups, aligning with national strategies like Scotland's National Adaptation Plan and National Planning Framework. Challenges include addressing vulnerable populations and fostering wide engagement to ensure effective, inclusive climate adaptation.

KPI	Target
Ensure climate change strategic risk in Council Corporate Risk Register is expressed in terms of climate impacts	Complete
Use Adaptation Scotland's Capability Framework to guide action and track improvement	Annual assessment
No. of events organised with specific themes on climate change	5 events annually
Perceptions about climate change as a problem	Annually
Help develop Forth Valley Adaptation Partnership	2025

Theme 6: Economic Development and Sustainable Procurement

Clackmannanshire's industry causes 56% of its emissions, so the Council focuses on helping local businesses cut carbon and adopt green practices. They follow Scottish Government strategies to support a just, low-carbon economy. The Council integrates sustainability into procurement, ensuring purchases consider environmental and social impacts, using national tools and policies. Challenges include economic uncertainty and limited funding, but there are opportunities for green growth and job creation.

KPI	Baseline Value	Interim Target	2045 Target
% of contracts awarded during the reporting period that included a climate related requirement	No data		
No. of grants awarded to reduce the climate impact	2024 12 annually	2030 20 annually	25 annually
No. of organisations attending workshops	2024 20 annually	2030 40 annually	100 annually
No. of organisations benefitting from Expert Help support	2024 8 annually	2030 20 annually	40 annually
No. of organisations developing a net zero or carbon reduction strategy or action plan	2024 8 annually	2030 20 annually	40 annually

The IPCC stresses urgent climate action this decade. In response, Clackmannanshire Council aims for net zero emissions by 2040 (Council operations) and 2045 (area-wide). Their Climate Emergency Action Plan aligns policies and budgets to support this goal across six key themes. Community Climate Change Forums engage residents, businesses, and youth in shaping the plan. The strategy highlights broad benefits of net zero, especially vital amid the ongoing cost of living crisis.

Report to: Clackmannanshire Council

Date of Meeting: 2nd October 2025

Subject: The Scottish Housing Regulator Annual Assurance Statement

Report by: Strategic Director (Place)

1.0 Purpose

- 1.1. This report references the 2019 changes to the regulatory framework for social housing in Scotland and asks members to approve the submission of Clackmannanshire Council's Annual Assurance Statement to the Scottish Housing Regulator (SHR) due to be submitted by 31st October 2025. (The council's Annual Assurance Statement is attached as Appendix 1).

2.0 Recommendations

- 2.1 It is recommended that Council:

- 2.1.1 Approve the 2025 submission of the Annual Assurance Statement (AAS) (attached as Appendix 1) to the Scottish Housing Regulator (SHR).
- 2.1.2 Note that two areas of service delivery are highlighted as being materially non-compliant with regulatory requirements (outlined in section 4.1)
- 2.1.3 Note the improvement actions outlined to redress areas of material non compliance. (outlined within the Annual Assurance Statement attached as Appendix 1).
- 2.1. Note one area of service delivery highlighted as being non-materially non-compliant with regulatory requirements (outlined in section 4.6).
- 2.2. Note the improvement actions outlined to redress this issue of non-material non compliance (outlined in sections 4.7 and 4.8).
- 2.3. Note the development of a Year 2 action plan (attached as Appendix 2) as part of the approved Tenant Participation Strategy 2024-28 and the service intention to deliver the various actions contained within it.
- 2.2 Approve to revoke from use the current Short Scottish Secure Tenancies (SSST) Policy as outlined in sections 4.22 to 4.25.

3.0 Background

- 3.1. As required by section 31 of the Housing (Scotland) Act 2010, the Scottish Ministers set the standards and outcomes that all social landlords should aim to achieve when performing their housing activities.
- 3.2. The Charter was approved by resolution of the Scottish Parliament in 2012, taking effect from 1 April 2012. Reporting on performance against the Charter is undertaken via the Annual Return of Charter (ARC), which all social landlords are required to return annually by 31st May.
- 3.3. Following consultation a revised Regulatory Framework was introduced in February 2019 detailing revised regulatory requirements for social landlords in Scotland:
 - New requirements for collection and publishing of data,
 - New requirement for social landlords to submit annually an Annual Assurance Statement to the SHR to provide assurance that social landlords are meeting the standards and outcomes set out within the Scottish Social Housing Charter,
 - How forward engagement by the SHR with landlords will take place.
- 3.4. Further to this, and following an extensive consultation with stakeholders, the SHR implemented a revised regulatory framework from 1st April 2024. The SHR's statutory objective remains to safeguard and promote the interests of current and future tenants, people who are homeless, factored owners and Gypsy/Travellers.
- 3.5. Although the Regulator has retained much of the previous framework some notable changes include for:
 - An increased focus on ensuring landlords are compliant with their obligations in relation to tenant and resident safety.
 - A strengthened emphasis on social landlords listening to tenants and service users.
 - A new provision to allow landlords to provide explicit assurance in the Annual Assurance Statement on a specific issue or issues.
- 3.6. The Annual Assurance Statement
- 3.7. The Annual Assurance Statement requires that all social landlords in Scotland provide assurance to the regulator that they comply with the relevant regulatory standards and legal requirements, and are able to provide evidence in support of this. Areas of non-compliance are required to be stated, these termed as "material non-compliances".
- 3.8. The Assurance Statement provides only a short overview of compliance levels with the greater detail contained within supplementary evidence held elsewhere by each landlord.

- 3.9. The supplementary evidence provides assurance that the Council has in place robust mechanisms to ensure that appropriate levels of governance and monitoring of relevant service provision takes place against the statutory and regulatory standards.
- 3.10. Supplementary evidence has been gathered through interrogation of both local and corporate arrangements currently in place to ensure effective service delivery. It is a key requirement by the SHR that assurance be reviewed by each landlord throughout the year, for Clackmannanshire Council the Housing Business Management Team holds regular monthly and quarterly meetings to assess performance and review levels of assurance.
- 3.11. In addition, the Service continue to deliver a scheduled programme of monthly Housing Performance Meetings, these sessions are aimed at facilitating discussion over key housing issues across a variety of areas of service delivery and provide opportunity for those in attendance to directly engage with officers delivering frontline housing services.
- 3.12. Invitation to attend is open to all elected members, union colleagues and the Clackmannanshire Tenants and Residents Federation (CTRF) and the service are actively considering the potential to broaden the scope of the audience invited, with potential for other tenant and resident groups to attend.
- 3.13. The next scheduled Housing Performance Meeting is on Friday 17th October with Scotland's Housing Network (SHN) due to present a review of our 2024/25 housing service performance benchmarked against other local authorities and registered social landlords. The forward plan for upcoming Housing Performance Meetings is attached as Appendix 3.
- 3.14. Clackmannanshire Council's Annual Assurance Statement for 2025 is attached as Appendix 1.
- 3.15. SHR guidance states that the AAS should be submitted to full Council for approval or alternatively to another committee who has the delegated authority as stated in standing orders to approve the statement. As members will be aware no other committee currently has the delegated authority from Council as stated in the standing orders, to approve the statement.
- 3.16. The Housing Spokesperson (Place) is required to sign off on the Annual Assurance Statement as being a true and accurate reflection of assurance within the housing service.

4.0 Considerations

- 4.1. This years Assurance Statement notes that Clackmannanshire Council achieves all but the following standards and outcomes in the Scottish Social Housing Charter for tenants:

Type of Material Non-Compliance	Area of Material Non – Compliance	Reason for Material Non-Compliance
Legislative	Homelessness	Breach of the Homeless Persons (Unsuitable Accommodation) Order (Scotland) due to use of temporary accommodation out with the local authority area (for more than 7 days).
Legislative	Gypsy/Travellers	Delay in works to redevelop the Westhaugh Gypsy Travellers Site within Clackmannanshire. At the present time residents continue to reside off-site.

- 4.2. The above noted areas of service delivery are contained within the Annual Assurance Statement (Appendix 1) and will be reported to the Scottish Housing Regulator as items of material non-compliance.
- 4.3. Areas of non-compliance must be reported. Where assurance is provided to the SHR that effective plans and the capacity and willingness to improve or resolve the issue are in place then the SHR will ask to be kept up to date on progress within the improvement area.
- 4.4. In these circumstances the SHR will not engage with the landlord unless the issue presents such a significant risk to the interests of tenants and service users that they need to monitor it closely, or take action, to ensure it is resolved successfully.
- 4.5. A forward plan of improvement actions has been developed and is being implemented to address the under performance within the areas noted in the above table. These actions are outlined within the Assurance Statement.
- 4.6. Areas of non-material non compliance are not required to be highlighted within the Assurance Statement but are noted here and relate to the discovery of a number of domestic EPCs which have fallen out of date and require to be renewed – this impacted negatively on the Council's compliance with the SHQS resulting in a reduction in compliance level from 93.54% compliant to 84.65% compliant.
- 4.7. This issue (and the corresponding reduction in SHQS compliance) was reported to Audit and Scrutiny Committee in June 2025 and detailed within the Annual Return of Charter submitted to the Scottish Housing Regulator on 31st May 2025.
- 4.8. Works are currently ongoing to provide new and updated EPCs for the 567 properties that require these, an active EPC survey programme has so far provided 120 updated EPCs with the remaining 447 to be completed by the end of the current financial year. We anticipate that our SHQS compliance level will then be restored to its previous position of 93.54% compliant (all other factors being equal).

- 4.9. The service will keep the SHR updated on progress in recovery of our SHQS position and on progress in addressing the areas of non-compliance highlighted.
- 4.10. Updates to the SHR will be provided on both an ad-hoc and planned basis, planned meetings are taking place as part of the SHR's formal Engagement Plan for Clackmannanshire Council (attached as Appendix 4). Meetings have been held this year in June and September, with further engagement sessions scheduled for December and March.
- 4.11. The Engagement Plan highlights the SHR's intention to analyse the council's delivery of services related to people who are homeless, our services to Gypsy/Travellers and our stock quality, this includes for engagement on our asset management plans relating to properties where Reinforced Autoclaved Aerated Concrete (RAAC) was identified.
- 4.12. The context in which local authorities are delivering services to people who are experiencing homelessness has become increasingly challenging in recent years. The SHR's thematic report on homelessness services in Scotland set out that there is a heightened risk of systemic failure in the delivery of some local authorities' services to people experiencing homelessness.
- 4.13. By this they mean that there is a risk that the demands on some local authorities could shortly exceed their capacity to respond. The SHR believes this to be the case in Clackmannanshire.
- 4.14. The SHR have therefore determined that four annual meetings should take place this year (in recent years 2 planned meetings took place) in order to assist in continued monitoring and assessment of Clackmannanshire Council's performance in discharging its duties to people who are homeless.
- 4.15. Although no formal feedback has been received from the meetings held to date, the service believe the sessions to have been open, transparent and positive.
- 4.16. We will continue to work with the SHR to engage and provide the required information on our homeless service, services to Gypsy/Travellers and stock quality/RAAC.

Tenant Participation Action Plan Year 2

- 4.17. A Tenant Participation Year 2 Action Plan (attached as Appendix 2) has been developed as part of the overarching Tenant Participation Strategy (approved by Council in August 2024) and follows on from the previous Year 1 Plan.
- 4.18. An update on progress in the delivery of the Year 1 plan was presented earlier this year at May's Housing Performance Meeting. Development of the Year 2 Plan was undertaken throughout August 2025.
- 4.19. Officers worked collaboratively with the Clackmannanshire Tenants and Residents Federation (CTRF) and the Housing Spokesperson to devise the plan.

- 4.20. Objectives were agreed following a review of the outcomes achieved in year 1 with consideration given to which items required to be carried forward to conclusion in year 2, and which new objectives should be added.
- 4.21. Full detail on progress in delivery of the action plans pertaining to both years 1 and 2 of the strategy will be presented at a future Housing Performance Meeting, some key achievements from year 1 included –
- Re-establishment of the Forth Valley Tenant Participation Officers Group, fostering cross-council learning and shared best practice.
 - Pro-active rent consultation activity with a mixture of in person, on-line and on telephone communications achieving a high consultation response rate of 505 completed surveys.
 - Introduction and roll out of short pulse surveys at community events such as gala days and the Clacks Community Carnival.
 - In response to the United Nations Convention on the Rights of the Child (UNCRC), the Housing Service has embedded child-friendly practices into its operations. Key policies are now co-designed with local school pupils and presented in an easy-to-read format. Working in partnership with the CTRF the service visited high schools to engage with pupils in the development of the child friendly policy template.

SSST Policy

- 4.22. The Short Scottish Secure Tenancies (SSST) Policy, in place since 2011, outlines the framework within which the Council applies SSSTs and provides appropriate support to tenants. While the policy reflects statutory guidance, it has not been reviewed since its implementation.
- 4.23. Since 2019, the Housing Service has operated in accordance with the updated and recognised legislation and guidance.
- 4.24. Following consideration and review of the policy, and having engaged with Clackmannanshire Council's Legal Services, the Housing Service seeks to formally revoke the SSST policy. The rationale being that the Service already operates fully in line with the statutory framework and associated guidance, rendering the standalone policy redundant.
- 4.25. If approved, the Service will revoke the existing policy and utilise SSST's in line with the existing legislation and guidance.

5.0 Sustainability Implications

- 5.1. The information contained within the Assurance Statement and its supporting evidence demonstrates that housing priorities contribute positively to sustainability.

6.0 Resource Implications

6.1. Financial Details

6.2. *Finance have been consulted – there are no financial implications arising directly from this report.*

6.3. *Staffing*

There are no direct impacts to staff arising from this report.

7.0 Exempt Reports

7.1. Is this report exempt? Yes ☐ (please detail the reasons for exemption below) No ☒

8.0 Declarations

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

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

Clackmannanshire will be attractive to businesses and 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**

Complies with relevant Council Policies Yes ☒

9.0 Equalities Impact

9.1. Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations?
Yes ☐ No ☒

10.0 Legality

10.1. It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒

11.0 Appendices

Appendix 1 Annual Assurance Statement to the Scottish Housing Regulator 2025.

Appendix 2 – Tenancy Participation Action Plan Year 2

Appendix 3 – Housing Performance Meeting Schedule

Appendix 4 – SHR Engagement Plan 2025/26 for Clackmannanshire Council

[Engagement plan from 1 April 2025 to 31 March 2026 | Scottish Housing Regulator](#)

12.0 Background Papers

- 12.1. Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered).

Yes ☒

No ☐

(please list the documents below)

Clackmannanshire Council – SFHA & ALACHO Self Assurance evaluation working papers

Author(s)

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Approved by

NAME	DESIGNATION	SIGNATURE
Kevin Wells	Strategic Director - Place	

Clackmannanshire Council Annual Assurance Statement 2025 to the Scottish Housing Regulator

Clackmannanshire Council complies with all relevant regulatory requirements set out in Chapter 3 of the Regulatory Framework.

We meet all but the below noted relevant standards and outcomes in the Scottish Social Housing Charter for tenants, people who are homeless and others who use our services:

Legislative Duties - Homelessness

Legislative duties associated with housing and homelessness services, equality and human rights, and tenant and resident safety.

- Have assurance and evidence that the Council is meeting all its legal obligations associated with housing and homelessness services.

We do not materially comply with meeting our legal obligations in Homelessness due to our non compliance with the Scottish Governments Homeless Persons (Unsuitable Accommodation) (Scotland) Order. This is due to our current need for use of temporary accommodation located out with our Local Authority area (for greater than seven days).

The below noted actions are planned to be undertaken in order to help us move toward achieving adequate levels of accommodation provision within the Local Authority area and the meeting of the Homeless Persons (Unsuitable Accommodation) (Scotland) Order -

1.	The Service continues to actively purchase properties from the open market. The service will continue to monitor the local housing market for properties which may boost our own stock of suitable accommodation.
2.	The Service will continue to utilise temporary accommodation properties owned by our RSL partners to increase suitable accommodation within Clackmannanshire.
3.	The service is committed to undertake strategic review of the response to homelessness pressures with best utilisation of available funds to be considered as part of a defined forward plan of action to tackle homelessness within Clackmannanshire.
4.	The Service continue to review new housing supply activity against the programme outlined within our Strategic Housing Investment Plan, this to ensure best delivery of the plan with aim of increasing the amount of homes available for social rent within Clackmannanshire.

Legislative Duties – Other Customers: Gypsy/Travellers

Legislative duties associated with the provision and management of well maintained sites for Gypsy/Travellers.

We do not materially comply with meeting our responsibility to provide and manage effectively our Gypsy/Traveller site. This is due to significant delay experienced in the re-development of the Westhaugh Gypsy Traveller Site, Alva and that residents continue to reside elsewhere off-site at present.

The below noted actions will be undertaken to ensure that the agreed forward plan for delivery of the Westhaugh Gypsy/Traveller Site is realised -

1. The Service will continue to engage effectively with key delivery partners at the Scottish Futures Trust (Hubco East) and the Scottish Government (Gypsy Traveller Team) to deliver on a planned programme of works to realise a newly developed and culturally appropriate site at Westhaugh.
2. The Service will continue to engage regularly with the Gypsy/Traveller community to ensure residents are kept updated on progress in delivery of the site.
3. The service will ensure that adequate support continues to be provided to residents during the period that they continue to reside elsewhere off-site.
4. The Service will ensure that the Scottish Housing Regulator is kept fully informed of progress in the delivery of the site.
5. An Allocations Policy specific to the Westhaugh Site has been developed with residents and MEECOP, this was approved by Council in August 2025. Consideration will now be given to rent setting, site management arrangements and occupancy agreements which all require to be established ahead of site completion.

Tenant and Resident Safety Requirements

Clackmannanshire Council have identified Reinforced Autoclaved Aerated Concrete (RAAC) to be present within our housing stock. The Service have taken action to manage the situation and ensure the safety of tenants and residents who's homes are affected. We will continue to provide regular update to the Scottish Housing Regulator as required throughout the ongoing management of this issue.

The service have considered our compliance with relevant obligations toward tenant and resident safety requirements and confirm sufficient process to be in place to ensure compliance to requirements within the below noted areas -

- Gas safety
- Electrical safety
- Water safety
- Fire safety
- Asbestos

- Damp and Mould

The Scottish Housing Regulator Engagement Plan - 2025/26

The Scottish Housing Regulator Engagement Plan for Clackmannanshire Council (2025/26) highlights an intention to analyse the council's delivery of services related to people who are homeless, our Gypsy/Travellers site and stock quality, this includes for engagement on our asset management plans relating to properties where Reinforced Autoclaved Aerated Concrete (RAAC) was identified.

There are four planned engagement meetings scheduled during 2025-26.

We will continue to work with the SHR to engage and provide the required information on our homeless service, the Gypsy/Travellers site and stock quality/RAAC.

In determining our level of assurance we have considered appropriate evidence against each of the requirements as set out by the Scottish Housing Regulator and we will continue to review assurance throughout the course of the year.

The Annual Assurance Statement 2025 to the Scottish Housing Regulator was presented and approved at Council on Thursday 2nd October 2025.

Signed

Housing Spokesperson (Place): Councillor Jane McTaggart

Date:

Signed

Service Manager (Housing): Murray Sharp

Date:

Signed

Strategic Director – Place: Kevin Wells

Date:

Appendix 2 - Tenancy Participation Action Plan Year 2



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Comhairle Siorrachd
Chlach Mhanann

Aim

Our Action Plan aims to place tenants at the heart of housing policy and decision-making in Clackmannanshire, ensuring they are equal partners-not just consultees-in shaping the future of their homes, communities and quality of life. Through inclusive, transparent, and accountable practices, we commit to co-producing meaningful change with tenants, amplifying underrepresented voices and delivering a standard of participation that aspires to be the best in Scotland.

1. Establishment of a Tenant Scrutiny Panel

Specific:

Form a Tenant Scrutiny Panel to review housing service performance and make recommendations for improvement. The panel will focus on key service areas and provide structured feedback to inform service delivery and policy.

Measurable:

- Panel to meet quarterly.
- Produce a minimum of two scrutiny reports by the end of the year, each focusing on a distinct service area.
- Track tenant participation and satisfaction with the scrutiny process.

Achievable:

- Procure a Tenant Participation (TP) consultancy to support the setup, training and development of the panel.
- Develop Terms of Reference in collaboration with the consultant and tenant representatives.
- Recruit 8-12 tenants from existing groups and provide induction training to ensure readiness and confidence in the role.

Relevant:

- Enhances tenant influence, transparency, and accountability in housing service delivery.
- Supports strategic goals around continuous improvement and tenant empowerment.

Time-bound:

- Panel to be fully operational by May 2026, with recruitment and training completed by March 2026.

By Who:

- Lead: Tenancy Participation Officer
- Support: Team Leader HBMT (procurement), TP Consultant and Communications Team, Policy & Innovation Coordinator, Housing Officers/Seniors, Housing Spokesperson, Clackmannanshire Tenants and Residents Federation (CTRF) and Registered Tenant Organisations (RTOs)

Appendix 2 - Tenancy Participation Action Plan Year 2



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2. Enhancing Tenant Engagement Through Events and Initiatives

Specific:

Plan and deliver a variety of tenant engagement opportunities to strengthen relationships between tenants and the housing service. These may include a Housing Open Day, Housing Day Summit, Events at Wimpy Park, participation in local Gala Days, collaboration with The Hive, and other community-based events. Each event will offer direct access to housing staff, service updates, interactive sessions, feedback stations, and showcases of current and upcoming housing initiatives.

Measurable:

- Target a minimum of 50 tenant attendees per larger event, and 20 tenant attendees at drop in sessions/gala days.
- Achieve 80% feedback form completion rate.
- Track engagement through sign-ups for future tenant panels, forums, or newsletters.
- Monitor social media reach and post-event satisfaction scores.

Achievable:

- Use existing community venues and staff resources.
- Partner with tenant representatives, local organisations and community groups to co-design and promote events.
- Leverage internal communication channels, newsletters, social media, and local networks for outreach.

Relevant:

- Supports strategic goals around tenant involvement, transparency, and service improvement.
- Builds community trust and cohesion, and encourages active participation in shaping housing services.

Time-bound:

- Begin planning in September 2025.
- Launch promotional activities by January 2026.
- Deliver at least one major engagement event by March 2026, with additional events scheduled throughout the year.

By Who:

- Lead: Tenant Participation Officer
- Support: Policy Officer, Communications Team, Local Community Partners and Housing Operations Staff, Policy & Innovation Coordinator, CTRF & RTOs, Housing Spokesperson

Appendix 2 - Tenancy Participation Action Plan Year 2



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3. Increased Tenant Engagement Including Using Digital Forums

Specific:

Revamp the Tenants News Page on the Council's website to include a regularly updated "You Said, We Did" section. Develop a Sway page to enhance accessibility and visual appeal. Promote the page through social media, tenant letters, and existing tenant networks to increase visibility and digital engagement.

Measurable:

- Achieve a 25% increase in page visits within six months of launch.
- Publish at least one "You Said, We Did" update per quarter.
- Ensure monthly updates on the Tenants News Page, including capital programme updates and other relevant service information like what topic is the Housing Performance Meeting and details on how to join in.
- Track engagement through likes, shares, comments, and newsletter sign-ups.

Achievable:

- Utilise existing digital platforms and communication channels.
- Collaborate with the Communications Team, Tenant Engagement Officers, and relevant service teams to gather content and schedule updates.
- Use feedback from tenant groups to shape content and ensure relevance.

Relevant:

- Promotes transparency and accountability, showing how tenant feedback leads to service improvements.
- Builds trust and encourages ongoing tenant participation, especially through accessible digital formats.

Time-bound:

- Complete redesign and launch promotional campaign by December 2025.
- Begin quarterly "You Said, We Did" updates and monthly news updates starting January 2026.

By Who:

- Lead: Tenant Participation Officer
- Support: Policy Officer, Performance Officer, Communications Team, Policy & Innovation Coordinator, Housing Officers/Seniors, CTRF & RTOs, Housing Spokesperson

Appendix 2 - Tenancy Participation Action Plan Year 2



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4. Improved Communication Between Tenants and the Repairs Service

Specific:

Introduce a streamlined communication process between tenants and the repairs service, ensuring clearer updates on repair status, expected timelines, and follow-up procedures. Pilot a dedicated contact channel (e.g. repairs hotline or enhanced messaging system) and improve messaging templates for consistency and clarity.

Measurable:

- Reduce tenant complaints related to communication by 30% within six months of implementation.
- Achieve a 90% satisfaction rate in follow-up surveys regarding communication about repairs.
- Monitor usage and responsiveness of the new contact channel.

Achievable:

- Use existing communication tools and staff resources to implement improvements.
- Train staff on enhanced communication protocols and ensure tenants are informed about the new process via newsletters, social media, and tenant forums.
- Collaborate with tenant representatives to test and refine messaging.

Relevant:

- Improves tenant satisfaction and trust, aligns with service improvement goals, and supports operational efficiency in repairs handling.
- Addresses a key area of tenant concern and enhances the overall service experience.

Time-bound:

- Launch the improved communication process by February 2026.
- Complete staff training by December 2025.
- Distribute promotional materials and tenant guidance by January 2026.

By Who:

- Lead: Tenant Participation Officer
- Support: Policy Officer, Repairs Team Leader, Communications Team, Repairs Customer Service Staff, Policy & Innovation Coordinator, Housing Officers/Seniors, CTRF & RTOs, Housing Spokesperson

Appendix 2 - Tenancy Participation Action Plan Year 2



5. Creation of a Youth Housing Panel

Specific:

Establish a Youth Housing Panel for tenants aged 14-18 to share views and influence policy.

Measurable:

- Recruit 5-10 young tenants/people and hold 3 meetings in Year 2.
- Members of panel to be a mix of 5th and 6th year pupils from the 3 local high schools and could include young tenants who have been housed through the protocol.
- Realisation of a procured TP Consultant to help form the group, set expectations and forward plan of action for the group.

Achievable:

- Partner with schools, colleges, and youth organisations for outreach. Align with The Promise.

Relevant:

- Ensures youth voices are represented in housing decisions.
- This will ensure that the service is with UNCRC requirements ensuring that children and young people's voices are being heard.

Time-bound:

- Panel to be launched by August 2026.

By who:

- **Lead:** Tenant Participation Officer
- **Support:** Education, Social Work, Policy Officer, Policy & Innovation Coordinator, Housing Officers/Seniors, CTRF & RTOs, Housing Spokesperson

6. Creation of a Joint Staff, Member and Tenant Monitoring Group - Tenant Led Board

Specific:

Establish a Tenant Led Board composed of tenant representatives, Elected Members, and housing staff to collaboratively monitor housing service performance, review tenant feedback and co-design service improvements. The group will have clearly defined roles, a structured meeting schedule and formal reporting mechanisms. Governance arrangements will include a Terms of Reference, decision-making protocols and a reporting structure to ensure transparency and accountability.

Measurable:

- Recruit at least 8 tenant members, 4 housing staff, and 2 Elected Members by the end of the recruitment phase.

Appendix 2 - Tenancy Participation Action Plan Year 2



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- Ensure 1 representative from each RTO is included.
- Hold bi-monthly meetings and produce quarterly reports summarising actions taken and recommendations made.
- Engage a procured TP Consultant to support group formation, set expectations and develop a forward plan of action.
- Finalise and implement a governance framework, including reporting lines to senior management and elected members.

Achievable:

- Use existing tenant engagement channels and RTOs to recruit members.
- Provide induction and training for all participants.
- Leverage internal staff and the TP Consultant to support facilitation, administration and governance development.

Relevant:

- Strengthens the tenant voice in service delivery, promotes transparency, and supports continuous improvement.
- Aligns with strategic goals around co-production, accountability, and inclusive governance.

Time-bound:

- Complete recruitment and planning by May 2026.
- Launch the Tenant Led Board by August 2026.
- Hold the first formal meeting by October 2026.

By Who:

- Lead: Tenant Participation Officer
- Support: Policy Officer, Team Leader HBMT, TP Consultant, Housing Management Team, Elected Member Services, Policy & Innovation Coordinator, Housing Officers/Seniors, CTRF & RTOs, Housing Spokesperson

Appendix 3 – Housing Performance Meetings, 2025 Schedule

Housing Performance Meetings 2025

Date	Topic	Completed Y/N
Feb-25	Q3 Housing Service Delivery - Performance Review	Y
Mar-25	Current and Former Rent Arrears (inc update on recharges)	Y
Apr-25	Repairs/Voids & Capital Works Programme	Y
May-25	Tenant Participation- including Strategy and Action Plan Progress	Y
Oct -25 (rescheduled originally Sep)	2024-25 Housing Service Delivery Performance Review	
Oct-25	Strategic Housing Investment Plan (SHIP)/Housing Needs and Demands Assessment (HNDA)	
Nov-25	Homelessness - Update and Overview	

Appendix 4

Scottish Housing Regulator (SHR) Engagement Plan for Clackmannanshire Council (1 April 2025 - 31 March 2026) - Summary

The Scottish Housing Regulator (SHR) is engaging with Clackmannanshire Council to seek assurance and monitor performance in three key areas:

- Homelessness services
- Gypsy/Traveller site provision
- Stock quality, specifically homes affected by RAAC

Clackmannanshire Council is required to:

- Provide requested data on homelessness services and Gypsy/Traveller site.
- Maintain best efforts to meet statutory duties on temporary accommodation.
- Notify the SHR of any delays to the Gypsy/Traveller site completion.
- Continue resident engagement regarding the new site.
- Update the SHR on asset management decisions related to RAAC-affected properties.
- Submit annual regulatory returns such as Annual Assurance Statement and Annual Return on the Charter.
- Notify the SHR of any material changes or safety-related notifiable events.

The SHR will:

- Review submitted data and meet quarterly with the Council.
- Monitor temporary accommodation provision for those who are homeless.
- Monitor the travelling persons site development.
- Engage on RAAC-related asset management.
- Update the engagement plan if material changes occur.

Report to: Clackmannanshire Council

Date of Meeting: 2 October 2025

Subject: Strategic Housing Investment Plan 2026- 2031

Report by: Strategic Director (Place)

1.0 Purpose

- 1.1. To approve the Strategic Housing Investment Plan 2026–2031 (SHIP) at Appendix 1. The SHIP sets out the operational framework for affordable housing development in Clackmannanshire over the next 5 years, establishing the investment priorities.

2.0 Recommendations

- 2.1. It is recommended that Council:

- 2.1.1 Approve the Strategic Housing Investment Plan for 2026-2031, including the summary 5 year programme of housing sites, detailed in Appendix 1.
- 2.1.2 Approve extending the Council off the shelf programme for 2025/26 from 20 to 40 units by approving the amendments to the HRA Capital Budget (section 7.2).
- 2.1.3 Approve the Council financial contribution to enable Engelen Drive Site to proceed as per 5.1.
- 2.1.4 Note that from the Council paper approved in October 2024, the RPA for Clackmannanshire was cut in 2024/25 from £5.73 million to £4.523 million and was expected to reduce by 80%, 60% and 40% over the following years.
- 2.1.5 Note that an RPA of £3.48 million for 2025/26 was estimated and approved based on this information. The RPA letter from The Scottish Government was received in May 2025, advising the RPA allocation for 2025/26 at £5.879 million, an increase in the 2024/25 year allocation of £4.523 million. Solutions to maximise spend to overcome the unexpected increase in budget is detailed at 7.4.

3.0 Background

- 3.1. Local Authorities lead housing delivery through Strategic Housing Investment Plans (SHIPs) aligned with their Local Housing Strategies (LHS). The Scottish Government manages the programme via area teams and central

coordination. Grant funding is available to the Council and RSL partners to enable new housing is delivered in line with the Council's strategic priorities.

- 3.2. Local Authorities are required by The Scottish Government to prepare a Strategic Housing Investment Plan (SHIP) annually, setting out the strategic investment priorities for affordable housing over a 5 year period, to achieve the outcomes set out in the Local Housing Strategy. The SHIP informs the Scottish Government's housing investment decisions and is due to be submitted to the Scottish Government on 31st October 2025, following Council approval.
- 3.3. The Clackmannanshire Council Strategic Housing Investment Plan (SHIP) 2026–2031 sets out a clear and ambitious vision for housing development across the region. Aligned with the Local Housing Strategy and Local Outcomes Improvement Plan, the SHIP aims to deliver inclusive, sustainable, and economically balanced communities.

4.0 SHIP Spend 2023-25

- 4.1. In 2023/24, 38 new off the shelf homes were purchased in Clackmannanshire by the Council and 9 by Ochil View. This gave a total spend of £1.974 million from an allocation of £5.73 million. This is up slightly from 2022/23 spend of £1.61 million.
- 4.2. Spend for 24/25 was £2.333 million from the allocation of £4.52 million, spend was on the OTS programme and on 12 Mid Market properties in Pool of Muckhart, these will be ready to rent in October 2025.
- 4.3. To enable full spend of the RPA going forward, the Strategic Director of Place has established a Future Homes Board to track progress and seek opportunities for spend where possible. This is reflected in this programme which has full allocations of spend.

5.0 Council Owned Sites

5.1. Engelen Drive, Alloa

Demolition has been delayed due to construction down time and negotiations on the movement of electricity substation on the site. It is recommended that officers utilise any remaining Council Tax Second Home funding and or a combination of Homelessness prevention funding to enable this site to proceed.

5.2 Pompee Road, Sauchie

Pompee Road, Sauchie is a Council owned site, currently there are 4 chalet style, non traditional build, not fit for purpose, having poor energy efficiency and coming to the end of their useful life.

The residents of the site have all been successfully re-homed and the site will be demolished shortly and a site investigation be commissioned to enable future plans for the site to be considered.

5.3 Lochies Road, Clackmannan

This small site in Clackmannan will compliment the wider regeneration of the town centre. The site will be for 8 low level specialist bungalow style housing. The Council is currently getting current costs from a new developer and will get on site in 2025/26.

6.0 Sites Coming forward

- 6.1. The past few years have been challenging in terms of new build sites. However, there are positive signs that housing development is beginning to move on, some sites that have been stalled or offered no affordable housing are making progress from 2025/26 onwards. Despite the financial pressures, we are committed to delivering new housing that supports wellbeing for all.

6.2. Sauchie Golf Course, Alloa

This site will be taken forward for 64 new social homes, CCG and Kingdom Housing will take this forward with a start on site in 2026/27 and development over 2-3 years.

6.3. Sauchie West

This is a private development site that previously had not requirement for affordable housing, Persimmon and Kingdom Housing Association have agreed 24 homes for Mid Market Rent. 4 will be ready in 2025/26 with the remaining 20 in 2026/27.

6.4. Coalsnaughton

A developer is lined up to take this site forward and the Council is in discussion to develop the area on the wider site that remains in the ownership of the Council.

7.0 Funding

- 7.1. Council approved notional allocations of House Building and Off The Shelf Purchases within the HRA Capital Plan in January 2025. However, due to significant changes in the Strategic Housing Investment Plan (SHIP), including exciting site starts anticipated in Sauchie, Coalsnaughton, and Carsebridge. This means that some necessary realignment of the HRA Capital Plan will be necessary in preparation for the 2026/27 HRA budget.
- 7.2. For 2025/26, there is available headroom within the local grant (RPA) allocation to support additional off-the-shelf acquisitions. Officers are therefore proposing to bring forward the £3.1 million currently allocated for 2026/27 into the 2025/26 budget. This adjustment would enable the Council to purchase a further 20 homes this year, while the first tranche of 20 homes is being refurbished, with the aim of allocating the first 20 properties to waiting list

applicants by Christmas. Members should note that the other batch of 20 homes might not be refurbished until we are in financial year 2026/27.

- 7.3. Further proposals will be brought forward as part of the five-year HRA Capital Plan to align directly with the ambitions set out in the SHIP. In line with the Housing Minister's call to increase temporary accommodation, officers will present a funding allowance to support this activity as part of the upcoming budget process. Increasing the Council's stock of temporary accommodation will deliver significant financial benefits to the General Fund. Additionally, there may be opportunities for the HRA to front-fund activity ahead of grant approval, ensuring the Council is doing everything possible in response to the national Housing Emergency. For example, Kingdom Housing Association has successfully front-funded social housing delivery in this way, in Fife.

8.0 Expenditure Profile

- 8.1. Spend for 24/25 was £2.333 million from the allocation of £4.52 million, spend was on the OTS programme and on 12 Mid Market properties in Pool of Muckhart, these will be ready to rent in October 2025.
- 8.2. In the Council paper approved in October 2024, the RPA for Clackmannanshire was cut in 2024/25 from £5.73 million to £4.523 million and was expected to reduce by 80%, 60% and 40% over the following years.
- 8.3. An RPA of £3.48 million for 2025/26 was estimated and approved in last year's SHIP paper, based on this information. The RPA letter from The Scottish Government was received in May 2025, advising the RPA allocation for 2025/26 at £5.879 million, an increase in the previous year's allocation of £4.523 million.
- 8.4. In order to utilise the additional funding, we are exploring land acquisition this year for the Sauchie Golf Course site this financial year.
- 8.5. There has yet to be allocations announced for 2026/27 onwards. Having sought guidance from More Homes the advice is to assume the same funding allocation as 2025/26 going forward.
- 8.6. Tender costs for new build continue to rise and it remains a challenge to bring projects in or around current Scottish Government benchmark funding levels putting additional pressure on Housing Association and Council funding streams to fill the gap. The Scottish Government last reviewed their levels per unit funding in October 2021 while inflationary costs continue to rise over this period.
- 8.7. All projects included in the SHIP are coming in at higher than Scottish Government benchmark funding and are subject to further cost savings and scrutiny by the Scottish Government which inevitably puts further delays on tender approval and start on site. Average local build costs are between £210,000 and £230,000 and grants per unit £115,000 to £120,000.
- 8.8. It is expected that, as household incomes are squeezed, the demand for affordable, energy efficient housing will increase and it is therefore more important than ever that new, affordable housing can be delivered effectively.

- 8.9. RPA Funding and expected spend for the next five years is as follows and is detailed in Appendix 1.

<u>Year</u>	<u>Estimated Allocation</u>	<u>Expected Spend</u>
2026/27 -	£5.879 million	£8.632 million
2027/28 -	£5.879 million	£9 million
2028/29 -	£5.879 million	£6.5 million
2029/30 -	£5.879 million	£5.5 million
2030/31 -	£5.879 million	£3.5 million

9.0 Sustainability Implications

- 9.1. The supply of affordable housing is a central contributor to the Council's commitment to reduce carbon emissions. The projects are all built to 'Greener Standards' and the inclusion of renewable energy on sites is now a requirement for grant approval.

10.0 Resource Implications

Financial Details

- 10.1. There are no funding implications from this report that will not be met from within existing resources. A report will be brought to a future meeting on detailed regeneration proposals.
- 10.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate. Yes ☒
- 10.3. Finance has been consulted and has agreed the financial implications as set out in the report. Yes ☒

Staffing

- 10.4. There are no staffing implications arising from this report

11.0 Exempt Reports

- 11.1. Is this report exempt? Yes ☐ (please detail the reasons for exemption below) No ☒

12.0 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**

Complies with relevant Council Policies Yes ☒

13.0 Equalities Impact

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

Yes ☒

No ☐

14.0 Legality

14.1. It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒

15.0 Appendices

15.1. Please list any appendices attached to this report. If there are no appendices, please state "none".

Appendix 1 Strategic Housing Investment Plan (SHIP) 2026-2031

16.0 Background Papers

16.1. Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered).

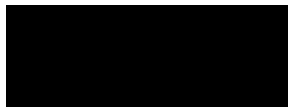
Yes (please list the documents below)

No ☒

Author(s)

NAME	DESIGNATION	TEL NO / EXTENSION
Kate Fleming	Senior Housing Strategy Officer	2361

Approved by

NAME	DESIGNATION	SIGNATURE
Kevin Wells	Strategic Director (Place)	

CLACKMANNANSHIRE COUNCIL

STRATEGIC HOUSING INVESTMENT PLAN 2026- 2031

1.0 Executive Summary

- 1.1 The Clackmannanshire Council Strategic Housing Investment Plan (SHIP) 2026–2031 sets out a clear and ambitious vision for housing development across the region. Aligned with the Local Housing Strategy and Local Outcomes Improvement Plan, the SHIP aims to deliver inclusive, sustainable, and economically balanced communities.
- 1.2 Key priorities include increasing the supply of affordable and specialist housing, improving energy efficiency, and supporting regeneration in town centres.
- 1.3 The plan reflects strong collaboration with Registered Social Landlords (RSLs), planning authorities, and the Scottish Government, ensuring that housing investment meets local needs and contributes to broader social and economic goals.
- 1.4 Wherever possible, a minimum slippage factor (over-programme to accommodate unforeseen slippage) of 25% should be applied on an annual basis.

2.0 Introduction

- 2.1 The Strategic Housing Investment Plan (SHIP) 2026/31 defines Clackmannanshire Council's priorities for housing investment as set out in the Local Housing Strategy (LHS) 2018- 2023. This is now out of date and will be fully revised in 2026 informed by the information from the new HNDA, which is pending sign off from the Scottish Government.
- 2.2 Clackmannanshire is building homes for the future. The SHIP sets out a bold vision to deliver high quality affordable homes that meet the needs of the changing population, tackle homelessness and regenerate our communities.
- 2.3 Despite financial pressures and rising build costs, we are committed to delivering good quality housing that supports wellbeing for all.
- 2.4 Specifically, the SHIP is the key document for identifying:
 - proposed strategic affordable housing projects which require Scottish Government Affordable Housing Supply Programme funding support;
 - proposed affordable housing projects which are to be provided without Scottish Government Affordable Housing Supply Programme funding support (for example, funded directly by the local authority).
- 2.5 The SHIP an operational document and sets out clear annual plans to demonstrate the number of new homes that can be delivered over the 5-year period of the SHIP. The SHIP will:
 - reflect and align with the housing policies and outcomes set out in each local authority's LHS;

- reinforce the role of the local authority as the strategic housing authority;
 - inform Scottish Government investment decisions; and
 - inform the preparation of a Strategic Local Programme Agreement that sets out the planned programme across the local authority and, where required, informs the preparation of Programme Agreements to individual providers setting out their planned programme.
- 2.6 The Scottish Government declared a housing emergency in May 2024 and it has been working at pace since then, with its stakeholders to take actions across the housing system. The Scottish Government is engaging the expertise of the Housing to 2040 Strategic Board, the Homelessness Prevention and Strategy Group and Housing Investment Task Force to target and support its response.
- 2.7 Local Authorities lead delivery through Strategic Housing Investment Plans (SHIPs) aligned with their Local Housing Strategies (LHS). The Scottish Government manages the programme via area teams.
- 2.8 The SHIP will continue to play a key role in determining the allocation of resources from the Scottish Government's Affordable Housing Supply Programme, which primarily supports the delivery of affordable housing via Clackmannanshire Council and local housing associations. Clackmannanshire Council's SHIP 2026/31 aims to contribute at least 300 new homes to the Scottish Government target of delivering 110,000 affordable new homes across Scotland by 2032.
- 2.9 In May 2024, The Scottish Government announced a cut of £196 million to the Affordable Housing supply budget in Scotland for 2024/25, from £752 million to £556 million. This follows a cut from £831 million in 2022/23.
- 2.10 In May 2024, The Scottish Government published an Affordable Housing Supply Programme – Deliverability Review:
- 'The importance that multi-year funding certainty brings to the programme is acknowledged. In the absence of multi-year Resource Planning Assumptions, local authorities are able to forward commit to projects in future years on the basis of assuming 80%-60%-40% of their current single year Resource Planning Assumption in the 1-3 years following the current single-year budget. This ensures that an element of forward commitments can be made whilst minimising the risk of exceeding anticipated future year allocations. Scottish Government officials have worked across ministerial portfolios to confirm the continuation of these arrangements for the 2025 to 2026 programme.'*¹
- 2.11 On 5 May 2025, the Scottish Government issued revised RPA letters to all Local Authorities to reflect the increase to the AHSP budget in 2025/26. This is an increase to our expected budget, which was assumed on the basis of the announcement of future year cuts by the Scottish Government. Revised funding for 2024/25 and 2025/26 below:

¹ <https://www.gov.scot/publications/affordable-housing-supply-programme-ahsp-deliverability-review/pages/7/>

2024/25	£4.52million
2025/26	£3.48 million (at SHIP submission)
	£5.879 million revised in May 2025

- 2.12 The conclusion of the UK Government's 2025 spending review will provide key funding information to underpin the Scottish Government's own multi-year spending review and provide clear forward budgets.

In the meantime, funding going forward has been estimated as below:

2026/27	£5.879 million (estimate)
2027/28	£5.879 million (estimate)
2028/29	£5.879 million (estimate)
2029/30	£5.879 million (estimate)
2030/31	£5.879 million (estimate)

3.0 Clackmannanshire Housing Strategy

- 3.1 As discussed, the Local Housing Strategy is due for full review from the end of 2025. The previous strategic priorities therefore remain broadly relevant in the interim period while considering where housing links to, and underpins, all four of the First Minister's priorities:

- to eradicate child poverty;
- to grow Scotland's economy;
- to tackle the climate emergency by investment in green energy and infrastructure; and
- to improve Scotland's public services as an investment in Scotland's future health, equality and prosperity.

- 3.2 Our Local Housing Strategy 2018-2023 identifies six priority areas and outcomes to be achieved:

- **Investing in New Housing Supply** – Quality, affordable housing is maximised.
- **Best Use of Existing Housing** - The housing we already have is optimised and effective in providing choice and meeting need.
- **Homelessness** - Households have access to appropriate housing and advice to reduce homelessness.
- **Specialist Housing and Independent Living** - Those requiring assistance to live independently at home have access to effective housing.
- **Energy Efficiency and Fuel Poverty** - Energy efficiency is improved, and fuel poverty and carbon emissions are reduced across all tenures.
- **Improving Neighbourhoods and Communities** – Improve long term outcomes for local communities and target town centres for improvement and regeneration to benefit the community.

4.0 Rapid Rehousing Transition Plan

- 4.1 The Rapid Rehousing Transition Plan (RRTP) was submitted to the Scottish Government in December 2018. The Council recognises the challenge with homelessness and this is monitored and actions being determined by the future homes board, minimising time spent in temporary accommodation and having access to suitable housing is a key priority in the RRTP and consistent with housing priorities. Specific outcomes from the RRTP to be delivered through housing investment are detailed below.
- 4.2 As at March 2024 Clackmannanshire had the 3rd highest level of homelessness households per head of population, down from 2nd. Those who find themselves homeless in Clackmannanshire spend an average of 176 days, up from 153 days at the same time the previous year. The number of days spent in temporary accommodation is below the Scottish average of 234 days, up from 216 the previous year.
- 4.3 Clackmannanshire performs better than average in quickly providing permanent accommodation solutions for those found to be homeless. Most homeless households are ultimately housed in local authority or RSL accommodation after having spent a relatively short period waiting for permanent accommodation.

Rapid Rehousing Transition Plan	Progress
Accelerate affordable housing programme over 5-year period to 2024	
Investigate how the RSL sector can play a greater role in housing homeless applicants.	
Ensure levels of temporary accommodation are maintained to meet statutory responsibilities.	

5.0 Wellbeing Local Outcomes Improvement Plan, 2024 -2034 (LOIP)

- 5.1 This plan sets out our vision for Clackmannanshire over the next 10 years, defines the priorities that Clackmannanshire Alliance will focus on, and sets out what differences partners want to see for Clackmannanshire by 2034.
- **Wellbeing:** Working in partnership we will: reduce inequality, tackle the causes and effects of poverty and health inequality and support people of all ages to enjoy healthy and thriving lives.
 - **Economy and Skills:** Working in partnership we will: help people to access fair work, learning and training; and will work together to build a strong local economy.
 - **Places:** Working in partnership and with communities we will: create sustainable and thriving places where people have a sense of connection and have control over decisions.

- 5.2 We know that poor housing has a negative impact on health, wellbeing and quality of life. Our commitment to provide additional good quality, affordable housing goes a long way to contribute to improving the life outcomes of vulnerable families by reducing health inequality and poverty and creating thriving communities.

5.3 **Reducing child poverty - provide good quality affordable housing.**

Research shows that one of the key drivers of children living in poverty is living costs and specifically housing costs. More affordable housing not only reduces direct housing costs but ensures new homes are energy efficient reducing heating and lighting costs. Improved infrastructure in new housing developments offers increased access to the internet for all.

5.4 **The Promise**

Affordable housing also plays a vital role in supporting The Promise, a commitment to ensuring that children and young people grow up loved, safe, and respected. The Promise highlights the need for stable, nurturing environments, something good quality housing directly contributes to. Housing is working to align with The Promise, which supports families to stay together where safe and possible, and to reduce the risk of children entering care due to poverty-related pressures.

5.5 **Inclusive growth jobs and employability - increased house building.**

Increased house building through SHIP programmes will aim to provide local employment opportunities by contracting local companies and offering apprentice and training chances for local young people.

6.0 **Links to City Deal and Transformational Change**

- 6.1 Continuing and new priorities for the Council and its partners will be accommodated within the SHIP and the Local Housing Strategy. This will include work as part of the City Deal with Stirling University and plans for future regeneration in Clackmannanshire. This will be subject to full business case consideration and through appropriate governance.
- 6.2 Plans are well under way focusing on place-based development and to create Transformational Zones in Clackmannanshire, beginning in Alloa. The focus on Alloa as a well-being economy transformation zone will bring in principles of collective impact of initiatives and investment within placed-based contexts. This model will roll out to other areas of Clackmannanshire and will bring in affordable housing opportunities.
- 6.3 Ongoing collaboration with Stirling University will ensure that Clackmannanshire can build on previous successful housing outcomes and maximise investment opportunities for further innovation that will truly meet the future housing needs of our communities.
- 6.4 There may be opportunities to enable one or more of the sites in the SHIP programme to be developed with these innovations in mind.

7.0 Town Centre Living

7.1 Work previously carried out on Place Making and integration of housing within Alloa and Alva Town Centres are linked to the council's wider intent for the regeneration of other town centres and concept of multi-generational housing on a number of sites in the council area in future. Place making and twenty minute neighbourhoods will be considered in more depth in the new Local Housing Strategy, town centres are unique to the local community and should therefore be community led. To achieve this going forward, this will include working with communities and:

- The wider provision of housing, linking to Architect & Design Scotland (A&DS) Caring Places and Town Centre Living work.
- The application of the Place Standard assessment tool as a means of establishing local needs, priorities and action planning for related improvements in town centres to support Town Centre Living.
- Ensuring housing developments provides a high-quality living environment for residents and contribute positively to the vitality and viability of our Town Centres.
- The council will explore opportunities with planning colleagues where possible to convert empty town centre commercial properties to permanent housing.

8.0 New Housing Supply Targets

8.1 The current Housing Need and Demand Assessment (HNDA) is from 2018 and is therefore going through a refresh at the present time and is due for sign off in Autumn 2025.

8.2 The consultative draft of the new HNDA shows a higher need for new housing, as shown in table 9.1 below. In some part, this is due to the rising need for smaller homes at the table at 9.2 with the number of households increasing in Clackmannanshire by 734 between 2018 and 2043.

8.3 The interim position has been approved by Council in June 2025, and due back to Council in November 2025 for full approval.

8.4 Social housing demand in Clackmannanshire is fairly self-contained within settlements, so the location of new developments needs to be carefully considered. Availability of housing sites does not always match housing need and demand and continuing dialogue will be sought with developers to ensure that all opportunities for affordable housing are pursued in a wide range of locations.

9.0 Housing Needs

9.1

<u>Existing Housing Need</u>	<u>Plus New Need for Housing</u>	<u>Equals Future Housing Estimates (10 years)</u>
1,455	173	1,628

9.2 Findings from the current, 2025, HNDA research update confirm some specific features of demand for Clackmannanshire so far:

Tenure	2025-29	2030-34	10 year Total	10 year Avg Per annum
Social Rent	236	2	1,190	119
Below Market Rent	25	2	135	13
Private Renting	19	2	105	10
Buyers	37	3	200	20
Total	317	9	1,630	163

- The latest 2018 household projections to 2043 for Clackmannanshire show a fall of 1,476 (2.8%) of population between 2018 and 2043.
- Despite a falling population, over the same period, the number of households will rise by 734 (3.1%). This table below shows a rise in the number of smaller, single and two adult households.
- By 2043 the number of people over 75 years is predicted to increase by 88%, above the Scottish projection of 74%, putting additional pressure on the need for social care and older people's housing in Clackmannanshire.

Household Type	Clacks 2018	Clacks 2043	Clacks % Difference
1 adult	7,943	8,838	11.3%
1 adult, 1+ children	1,625	1,541	-5.2%
2 adults	7,926	8,464	6.8%
2+ adults, 1+ children	4,160	3,785	-9.0%
3+ adults	2,016	1,779	-11.8%
Total	23,670	24,407	

Source: National Records of Scotland Household projections

Households by age of head of household

Age Group	Clacks 2018	Clacks 2043	Clacks % Change	Scotland 2018
16-29	1,876	1,618	-14%	258,182
30-44	5,088	5,104	0%	583,082
45-59	7,731	6,257	-19%	743,256
60-74	5,603	5,099	-9%	534,746
75+	3,372	6,329	88%	358,008
Total	23,670	24,407	3%	2,477,274

Source: National Records of Scotland Household projections

10.0 Specialist Housing

- 10.1 From the Council's own records (waiting list figures and information on social service cases) there are at least 10 families known to the Council who require larger size wheelchair housing.
- 10.2 The 2011 Census reported around 3,700 people (7% of the population) in Clackmannanshire has some type of physical disability.
- 10.3 The 2022 data has recently been updated and shows that 5,491 people (10.6% of the population) report having one or more physical disability.
- 10.4 There is no data available as to how many of these people require social housing, what we do know is that private developers rarely build bungalow style housing so the target could be higher for new affordable housing.
- 10.5 The target for accessible housing on each site should be increased from 7% to 10% to reflect the increased in percentage of need. This can be explored further in the new Local Housing Strategy due in 2026 and also through the new Local Development Plan to establish targets for specialist housing on private sites to give households a wider choice.
- 10.6 The tables below show that 3% of all completions in 2021/22 and 60% of all completions in 2022/23 were suitable for households with mobility needs. In the 4 year period from 2021/22 to 2024/25, 25% of all homes are suitable for people with some form of disability.
- 10.7 There were no new build completions in 2023/24 or 2024/25, all spend was on off the shelf purchases. With the tender costs of new build homes rising, off the shelf purchases and refurbishments are now more attractive than when this practice started. One property bought in 2023/24 was accessible and adapted with a wheelchair accessible kitchen, 3% of all purchases.
- 10.8 Officers will target accessible properties to purchase as off the shelf when they become available on the open market.

10.9 Accessible Housing Targets v's Actual completions

Site	Location	Completion year	Total Annual	Number accessible	%	Target
Elm Grove	Alloa	2021/22	96	3	3%	7%
Primrose Place	Alloa	2022/23	100	3 full W/chr 57 accessible	60%	7%
OTS		2023/24	40	1	2%	7%
OTS		2024/25	23	0	0%	7%
TOTAL			259	64	25%	7%

10.10 Of the 12 new homes available as Mid-Market Rent in Pool of Muckhart, 3 are bungalows, due for completion in October 2025.

10.11 All 8 bungalows on Lochies Road, Clackmannan scheduled to start in 2024/25, will be accessible and 2 of those fully wheelchair adapted.

10.12 One of the main drivers of the housing market is the ageing population and their requirement for specialist housing. This is the result of older people who need care (low cost but high volume) and higher infant survival and longevity for those with a learning disability (low volume and high cost). Housing suitable for both these client groups are considered in this SHIP.

10.13 All new social housing is built to 'Housing for Varying Needs, a Design Guide' published by the Scottish Government. This incorporates a 'barrier free' concept of accessibility and is a key reference document for the affordable housing sector in Scotland. It recognises that peoples' needs change through their lifetime and homes should be flexible as a result.

11.0 Gypsy / Traveller Accommodation

11.1 There is one Gypsy / Traveller site in Clackmannanshire at Westhaugh. The site is currently under redeveloped to provide brand new accommodation to suit how residents want to live now and into the future.

11.2 The Westhaugh re-development works started back on site in June 2025 with a total cost expected to be £5.5 million and completion due in Spring 2026.

11.3 The overall objective of the project is to meet the council's equalities and human rights obligations to gypsy travellers by providing modern high-quality accommodation, designed and specified to meet the community's needs. This project aims to:

- Provide modern, culturally appropriate accommodation to cater for 16 households.
- Build 1 new management base including communal meeting room.

- Reconfigure external landscaping to ensure each pitch satisfies Scottish Fire and Rescue Service (SFRS) layout requirements.
- Provide safe storage facilities for Butane gas used for by each caravan (caged & 1m from buildings).
- Improve soft landscaping to create a more attractive and inclusive community environment.
- Provide visitor parking facilities with electric car charging points.
- Provide a new playground that is safe and secure.
- Replace the communal macerator with a suitable waste disposal system.

12.0 Partnership Working

- 12.1 The Council will continue an inclusive and collaborative approach with all RSLs that are keen to work with us to deliver affordable homes in Clackmannanshire. This includes working collaboratively with Kingdom Housing Association to help deliver a strategic programme of affordable housing delivery.
- 12.2 Ochil View Housing Association entered into an agreement with Kingdom Housing Association to manage their development aspirations going forward and work was completed on Elm Grove, Alloa, as part of that new agreement in January 2023.

13.0 The Planning Context

- 13.1 Any new housing development should address the needs of the people of Clackmannanshire, regardless of tenure. The key mechanism for this is the planning system. We are working alongside planning colleagues to create a mix of housing sizes and tenures with the aim of providing housing opportunities for all and helping to prevent market failure.
- 13.2 The Local Development Plan was adopted by Council in August 2015. This includes provision for the delivery of affordable housing, which is supported by the Housing Needs and Demand Assessment. The Affordable Housing Policy (SC2) includes that housing proposals for 20 or more homes, or over 1 hectare, will be expected to include a range and choice of house types, tenures and sizes, including affordable housing.
- 13.3 The LDP remains relevant but is going through an update incorporating new National Planning Framework 4 legislation.

14.0 Particular Policy Initiatives

- 14.1 Council & RSL purchase of existing housing for social renting

The Council and Ochil View Housing Association maintain the commitment to make 'off the shelf' purchase a means of delivering affordable housing.

Paragon Housing has recently approached the Council and the Scottish Government to purchase properties off the shelf. Paragon will be targeting properties in their own stock where they can become majority owners to enable capital works and upgrade energy efficiency of the stock, which will assist the Councils environmental obligations.

The Council programme for 'off the shelf' for 2024/25 acquired 23 properties with a Scottish Government funding contribution of £1,185,000.

Currently, 13 off the shelf properties have been legally purchased by the Council, with a further 7 due for handover by end of September and 3 by Ochil View this financial year.

14.2 Reduction in Council Tax Discount on Empty Homes

There is currently around **£250,000** ring fenced for use for affordable housing.

This will be utilised where it can help deliver over benchmark projects, subject to Council approval. For example, £215,000 approved at Council in October 2024 is to go towards the higher costs of the Council project of 8 bungalows on Lochies Road, Clackmannan.

14.3 Adaptations and Health & Social Care

The Housing & Social Care Group report to the Integrated Joint Board of the Clackmannanshire and Stirling Health & Social Care Partnership, has developed an action plan which will create a framework to enable the Partnership to deliver priority objectives. The action plan focuses on four key areas which will continue to be developed. These are:

- Governance – the group have amended their structure and agreed terms of reference to better reflect the scope of the group. This was informed by the action plan.
- Homelessness – the Council is being monitored for its use and placement of temporary accommodation by the Housing Regulator and plans are being explored to maximise the use of temp stock locally.
- Mental Health – Housing and Social Work have been working closely to develop a greater understanding of different client groups with mental health issues and learning disabilities. This work has informed planning for new affordable housing by ensuring that specific client needs can be flexibly incorporated into the design stage of new homes.
- Older People – The Health & Social Care Partnership is working with Housing in the planning and development of new core and cluster housing for older people to build on the success of Alloa Town Centre Living

15.0 Resources

15.1 Spend 2024/25

Site	Developer	No Units	Grant 2024/25	Status
Off The Shelf	Council	23	£1,185,000	Complete
Pool of Muckhart	MMR Kingdom	12	£1,148,353	Due October 2025
Total		35	£2,333,353	

15.2 Resource Planning Assumption (RPA) Spend 2024/25

The table above shows all spend drawn down in 2024/25 from allocated RPA of £4.523m.

Spend in Clackmannanshire was up slightly from 2023/24 but remains under RPA spend. This is in some part due to delays on all planned new build sites with rising build costs, infrastructure and land ownership issues combining to halt progression.

The most recent out-turn figures for new affordable housing spend in Scotland is 2022/23, Scottish Government statistics show that new affordable housing starts are at their lowest level since 2015.²

15.3 Housing Revenue Account (HRA) Capital Budget 2025/26 to 2029/30

On 30 January 2025, the HRA Capital Budget was approved by Council. This included notional allocations of House Building and Off The Shelf Purchases within the HRA Capital Plan. However, due to significant changes in the Strategic Housing Investment Plan (SHIP), including exciting site starts anticipated in Sauchie, Coalsnaughton, and Carsebridge. This means that some necessary realignment of the HRA Capital Plan will be necessary in preparation for the 2026/27 HRA budget.

For 2025/26, there is available headroom within the local grant (RPA) allocation to support additional off-the-shelf acquisitions. Officers are therefore proposing to bring forward the £3.1 million currently allocated for 2026/27 into the 2025/26 budget. This adjustment would enable the Council to purchase a further 20 homes this year, while the first tranche of 20 homes is being refurbished, with the aim of allocating the first 20 properties to waiting list applicants by Christmas. Members should note that the other batch of 20 homes might not be refurbished until we are in financial year 2026/27.

Further proposals will be brought forward as part of the five-year HRA Capital Plan to align directly with the ambitions set out in the SHIP. In line with the Housing Minister's call to increase temporary accommodation, officers will present a funding allowance to support this activity as part of the upcoming

² <https://www.gov.scot/publications/quarterly-housing-statistics-september-2023/documents/>

budget process. Increasing the Council's stock of temporary accommodation will deliver significant financial benefits to the General Fund. Additionally, there may be opportunities for the HRA to front-fund activity ahead of grant approval, ensuring the Council is doing everything possible in response to the national Housing Emergency. For example, Kingdom Housing Association has successfully front-funded social housing delivery in this way, in Fife.

This proposal would also serve as a buffer for any potential slippage in the new build programme whereby any new homes front funded by the Council could pick up on any underspend in the RPA. Conversely, if additional grant is made available as has been seen this financial year, this approach will also mean the Council is ready to benefit from that as well.

15.4 **Estimated Spend Current Year 2025/26 (RPA £5.879 million up from SHIP 2025 estimate of £3.48m)**

Site	Developer	No Units	Grant 2024/25	Estimated Start	Estimated completion
Lochies Road, Clackmannan	Council	8	£448,000	January 2026	July 2027
Pompee Road, Sauchie	Council	TBA	£40,000	2025	March 2026
Off the shelf,	Council	40	£2,000,000	2025	March 2026
Off the shelf	Ochil View HA	10	£500,000	2025	March 2026
Off the shelf	Paragon HA	5	£250,000	2025	March 2026
Sauchie West	Kingdom HA (MMR)	4	£416,000	2025	March 2026
Tillicoultry	Council OTS	5	£200,000	2025	March 2026
		62	£3,854,000		

15.5 **Summary Proposed Completions Per year**

Units	26/27	27/28	28/29	29/30	30/31	Total
OTS Council	10	0	0	20	20	50
OTS OVHA				10	10	20
Council New Build	0	23	12	45	20	100
Kingdom HA	20 MMR	10 34	58	20	25	167
TOTALS	30	67	70	85	65	337

15.6 Proposed Completion Total Split by Investment 2026-31

Type	No. Units	%
Council New Build Social Rent	100	30%
Council Buy Back Social Rent	50	14.5%
RSL New Build Social Rent	113	33.5%
RSL Buy Back Social Rent	20	6%
RSL New Build Other Tenure (MMR)	54	16%
Total	337	100%

The above details that over the next five years that the balance of investment and RPA drawdown is approaching an equal split and share of funds between the Council and RSL partners. This is in line with approaches at nearby local authorities, balancing out HRA affordability whilst maximising unit delivery.

15.7 Estimated Spend 2026/27

Site	Developer	No Units	Grant 2026/27	Estimated Start	Estimated completion
Lochies Road, Clackmannan	Council	8	£652,000	January 2026	July 2027
Engelen Drive, Alloa	Kingdom HA	10	£1,000,000	2026/27	2027/28
Sauchie West	Kingdom HA (MMR)	20	£2,080,000	2026/27	2027/28
Alloa Golf Course, Sauchie	Kingdom HA	34	£3,400,000	2026/27	2027/28
Pompee Road, Sauchie	Council	15	£900,000	2026/27	2027/28
Off the shelf,	Council	10	£500,000	2025/26	March 2026
		97	£8,532,000		

15.8 Estimated Spend 2027/28

Site	Developer	No Units	Grant 2027/28	Estimated Start	Estimated completion
Pompee Road, Sauchie	Council	15	£900,000	2026/27	2027/28
Blackfaulds Street, Coalsnaughton	Council	12	£1,200,000	2027/28	2028/29
Blackfaulds Street, Coalsnaughton	Kingdom HA	28	£2,800,00	2027/28	2028/29
Alloa Golf Course, Sauchie	Kingdom HA	30	£3,000,000	2026/27	2028/29
		85	£7,900,000		

15.9 Estimated Spend 2028/29

Site	Developer	No Units	Grant 2028/29	Estimated Start	Estimated completion
Regeneration, Tillicoultry	Kingdom	20	£2,000,000	2028/29	2029/30
Regeneration, Tillicoultry	Council	20	£2,000,000	2028/29	2029/30
Carsebridge Road Alloa	Council	25	£2,500,000	2028/29	2029/30
		65	£6,500,000		

15.10 Estimated Spend 2029/30

Site	Developer	No Units	Grant 2029/30	Estimated Start	Estimated completion
Carsebridge Road, Alloa	Council	20	£2,000,000	2029/30	2030/31
Carsebridge Road, Alloa	Kingdom	25	£2,500,000	2029/30	2030/31
OTS	Council	20	£1,000,000	2029/30	2029/30
OTS	Ochil View	10	£500,000	2029/30	2029/30
		75	£6,000,000		

15.11 Estimated Spend 2030/31

Site	Developer	No Units	Grant 2030/31	Estimated Start	Estimated completion
Carsebridge Road, Alloa	TBA	20	£2,500,000	2030/31	2031/32
OTS	Council	50	£2,500,000	2030/31	2030/31
OTS	Ochil View	10	£500,000	2030/31	2030/31
		20	£5,500,000		

16.0 New Supply

16.1 Pool of Muckhart

Kingdom Housing Association is working with the developers on this site to provide 12 homes for mid-market rent. The site will provide 3 x 2-bedroom bungalows and 9 x 3 bed houses.

After discussions with the developers, the affordable housing element on this site has been brought forward into 2024/25 programme and the properties are due for completion in October 2025.

16.2 Lochies Road, Clackmannan

This small site in Clackmannan will complement the wider regeneration of the town centre. The site will be for 8 low level specialist bungalow style housing.

The Council is currently getting current costs from a new developer and will get on site in 2025/26.

16.3 Pompee Road, Sauchie

Pompee Road, Sauchie is a Council owned site, currently there are 4 chalet style, non traditional build and are not fit for purpose, having poor energy efficiency and coming to the end of their useful life.

The site will be demolished shortly and a site investigation will be commissioned to enable future plans for the site to be considered.

16.4 Engelen Drive, Alloa

Demolition has been delayed due to construction down time and negotiations on the electricity substation on site.

16.5 Sauchie West

This is a private development site that previously had no requirement for affordable housing, Persimmon and Kingdom Housing Association have agreed 24 homes for Mid-Market Rent. 4 will be ready in 2025/26 with the remaining 20 in 2026/27.

16.6 Alloa Golf Course, Sauchie

This site will be taking forward for 64 new social homes, CCG and Kingdom Housing will take this forward with a start on site in 2026/27 and development over 2-3 years.

16.7 Blackfaulds Street, Coalsnaughton

A developer is lined up to take this site forward and the Council is in discussion to develop the area on the wider site that remains in the ownership of the Council.

16.9 Carsebridge Road, Alloa

This site is currently at pre-application stage and, should additional budget come forward, there is a proposal, as part of the section 75 for 25% affordable housing to be delivered over several years. Members will be kept updated, as this progresses and any impact on the SHIP proposed.

16.10 Regeneration, Tillicoultry (Lower Mill Street Augmentation)

To enable the Lower Mill Street site to be viable it will require a wholesale partnership approach, to ensure justification for the infrastructure costs for enablement. This includes scoping Council land assets close to that development and potentially leveraging funding via the City Region Deal as part of the Councils work with Stirling University.

16.11 Menstrie House

The above has recently been closed by the Health and Social Care partnership. This site is being marked as potential to meet the council's aspiration around older peoples housing. However, with no current funding identified within the SHIP or RPA. This could be a site the Council could develop ahead of grant funding or seek a partnership delivery approach. Moreover, the service is carrying out an options appraisal to see if any community use benefit can be derived in the meantime from the asset.

16.12 Temporary Units for Homeless Accommodation

The Council will explore sites in addition to the main sites in the SHIP to use underspend in the HRA Capital Budget for new builds to deliver much needed, high quality, temporary accommodation without Scottish Government subsidy.

17.0 **Shadow Programme (Potential Sites)**

- 17.1 It is inevitable that some priority sites will not be deliverable for various reasons, such as ground conditions or financial viability. To help avoid slippage in the main programme, or in the event of additional Scottish Government funding being made available, potential sites are included in the 'shadow' programme. These sites may be substituted or added to the main programme, should the opportunity arise.

This approach allows additional flexibility to help ensure that the number of units and spend in Clackmannanshire is maximised. Below is a list of sites identified to date; however, it should be noted that the Council and its RSL partners are actively looking for further opportunities. Other proposals, including purchasing units from a developer, may be brought forward in addition to those listed.

17.2 Forest Mill

The section 75 agreement sets a requirement for 22% of the 1,250 homes to be affordable. There are no affordable homes programmed by the developer in phase 1 or 2, so it is likely that it will be several years before affordable housing can be expected on this site.

17.3 Brook Street, Alva

This site had previously been brought forward in the programme, but due to site constraints has been delayed. We will continue to work with the landowner.

17.4 Glentana Mill, Alva

Unfortunately concerns over full Council ownership have been raised and are having to be investigated. The site was publicly advertised on the open market in full, and on that basis was approved for transfer to HRA for development for affordable housing by Council on 24 October 2019.

Despite Initial consultation being carried out with the community in 2022 using the Place Standard Tool. The full report can be found <https://www.ads.org.uk/case-study/alva-pathfinder> 'Alva Pathfinder Project, Collaborate to Regenerate'. It could be that under the HRA guidance, that this might need to be transferred back to the General fund for further consideration of the asset.

18.0 Methods of Construction

- 18.1 Quality Housing and Modern Methods of Construction Housing to 2040 sets out an ambition to make greater use of offsite construction in the Affordable Housing Supply Programme. Where possible, timber kit closed panel systems which are manufactured off-site are used, as this allows quality control and reduction in programme time on site.
- 18.2 Procurement routes available will take into account the most cost-effective solutions for individual site requirements and constraints, whilst still meeting our specifications. To fully assess benefits and limitations, our team continues to research and review opportunities for the use of MMC for each site, as well as monitoring the development and usage of these build types across Scotland.
- 18.3 The Council and RSL partners need to consider the future maintenance requirements of construction types along with how well the current and future needs of tenants are met, including suitability for future adaptations.
- 18.4 There is potential for efficient delivery of projects, and we are considering sites in the SHIP where units can be developed. This could be for permanent or temporary accommodation.

19.0 Consultation

- 19.1 This document has been developed by housing and planning colleagues in consultation with local RSLs and Scottish Government officials.

20.0 Ensuring Equalities

- 20.1 An equalities impact assessment is carried out on each SHIP. The SHIP has no negative impact on the six equality groups; in fact, it is likely that these groups will benefit from a positive impact.

21.0 Strategic Environmental Assessment

- 21.1 The SHIP is part of the LHS, which had a pre-screening as required by the Environmental Assessment (Scotland) Act 2005. Clackmannanshire Council as a "responsible authority" for the purpose of the Act has determined that no SEA submission is required for this document. Specific environmental issues will be considered as part of the Local Development Plan process or when planning applications for sites are submitted.

SHIP 2024-29 PRIORITIES FOR INVESTMENT

Site	Ownership	Effective Land Supply	Regen. / Town Centre Area	High Demand Area	Homeless Needs	Particular Needs	Planning Permission	Creating Mixed Comms	No Land constraints	Resources Available	VFM	Deliverable Now	Deliverable within 5 years
MAIN PROGRAMME													
Engelen Drive, Alloa	Council	Yes	Yes	No	Yes	Yes	No	Yes	Unknown	Yes	Yes	Yes	Yes
Regeneration Sites	HRA	No	Yes	No	Yes	Yes	No	Yes	Unknown	Yes	Yes	No	Yes
Lochies Road, Clackmannan	Council	No	Yes	Yes	Yes	Yes	No	Yes	Unknown	Yes	Yes	Yes	Yes
Pool of Muckhart	Private	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Glentana Mill, Alva	Council	Yes	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes	No	Yes
Pompee Road, Sauchie	Council	No	No	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes
Carsebridge Road, Alloa	Private	Yes	No	Yes	Yes	Yes	No	Yes	No	Yes	Yes	No	Yes
Alloa Golf Club, Sauchie	Private	Yes	No	Yes	Yes	Yes	Yes – to be updated	Yes	Yes	Yes	Yes	Yes	Yes

Site Name	Ownership	Effective Land Supply	Regen. / Town Centre Area	High Demand Area	Homeless Needs	Particular Needs	Planning Permission	Creating Mixed Comms	No land constraints	Resources Available	VFM	Deliverable Now	Deliverable within 5 years
SHADOW PROGRAMME													
Forest Mill	Private Developer	Yes	No	No	Yes	Yes	Yes	Yes	No*	No	Yes	No	Yes
Brook Street, Alva	Private Developer	Yes	No	Yes	Yes	Yes	No	Yes	No	No	Yes	No	Yes
Lower Mill Street, Tillicoultry	Private Developer	Yes	No	Yes	Yes	Yes	Yes	Yes	No	No	No	No	Yes
Bedford Place, Alloa	Council	No	Yes	Yes	Yes	Yes	NO	Yes	No	No	Yes	No	Yes

Definitions of Criteria for Priorities

Effective Land Supply	Listed in the Local Plan as a site that can be developed for housing. No known constraints.
Regeneration / Town Centre Area	The site is situated within an area identified through the SIMD as a regeneration area or an identified Town Centre site, as identified in the LHS.
High Demand Area	Little or no social housing in the area or high demand / low turnover of existing social housing. <i>LHS Action: 'Maximise the impact of new housing, including affordable housing in areas of demand.'</i>
Homeless Needs	The site will provide accommodation for at least one homeless household. <i>LHS Action: 'Reduce Homelessness and homeless households have access to appropriate housing.'</i>
Particular Needs	The site will provide at least 10% of particular needs accommodation. <i>LHS Action: 'Deliver specialist housing on all appropriate new housing developments.'</i>
Planning Permission	The site has planning permission for housing.

Creating Mixed Communities	The site will provide a desirable balance of tenure in the wider area or will provide a mix of types of houses for different households within the site. <i>LHS Action: 'Promote and increase low cost home ownership and shared equity schemes with public funding to promote tenure diversification.'</i>
No Land Constraints	Land has no infrastructure blockages.
Resources Available	Are there resources available now ie human resources or financial resources. <i>LHS Action: 'Work with local Housing Associations to deliver new affordable housing and maximise funding from their resources.'</i>
Value for Money	The site is capable of delivering the units with benchmark HAG funding or below. <i>LHS Action: 'Continue to develop and support innovative and flexible models for providing cost effective new housing.'</i>
Deliverable Now	If the site meets 8 or more of the above criteria, it will be considered to be deliverable now.
Deliverable Within 5 years	If the site meets 6 or more of the above criteria, it will be considered to be deliverable in the coming years when resources become available.



Equality and Fairer Scotland Impact Assessment (EFSIA) Summary of Assessment

Title: Strategic Housing Investment Plan 2026-2031

Name of your decision, activity, policy, strategy or proposal. Referred to throughout as 'proposal' in this document.

Key findings from this assessment (or reason why an EFSIA is not required):

The SHIP is a strategic framework for delivering affordable, energy-efficient, and inclusive housing across Clackmannanshire.

It addresses housing need and demand, supports regeneration, and aligns with national priorities including eradicating child poverty, tackling the climate emergency, improving public services and growing Scotland's economy.

The proposal has relevance to all equality groups and those experiencing socio-economic disadvantage. Evidence shows significant housing-related inequalities affecting older adults, children, disabled individuals, and lone-parent households.

Summary of actions taken because of this assessment:

Actions taken include:

- engagement with relevant stakeholders to gather feedback on the SHIP,
- inclusion of accessible housing targets and specialist housing developments,
- investment in energy-efficient homes to reduce fuel poverty,
- development of culturally appropriate housing for Gypsy/Travellers in Clackmannanshire,
- alignment with the Local Housing Strategy and other strategic plans.

Ongoing actions beyond implementation of the proposal include:

- Annual review of the SHIP and EFSIA to ensure responsiveness to changing needs.
- Monitoring of housing allocations and equality impacts through statutory data returns.
- Continued stakeholder engagement and partnership working to inform future housing delivery.

Lead person(s) for this assessment:

Kate Fleming

Senior officer approval of assessment:

Murray Sharp

DATE: 19/09/2025

Equality and Fairer Scotland Impact Assessment (EFSIA)

An Equality and Fairer Scotland Impact Assessment (EFSIA) must be completed in relation to any decisions, activities, policies, strategies or proposals of the Council (referred to as 'proposal' in this document). The first stage of the assessment process will determine the level of impact assessment required.

This form should be completed using the guidance contained in the document: ['NAME']. Please read the guidance before completing this form.

The aim of this assessment is to allow you to critically assess:

- the impact of the proposal on those with protected characteristics and, where relevant, affected by socio-economic disadvantage (referred to as 'equality groups' in this document);
- whether the Council is meeting its legal requirements in terms of Public Sector Equality Duty and the Fairer Scotland Duty;
- whether any measures need to be put in place to ensure any negative impacts are eliminated or minimised.

The Fairer Scotland Duty requires public authorities to pay 'due regard' to how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making **strategic decisions**. Strategic decisions are key, high-level decisions such as decisions about setting priorities, allocating resources, delivery or implementation and commissioning services and all decisions that go to Council or committee for approval.

Step A – Confirm the details of your proposal

1. Describe the aims, objectives and purpose of the proposal.

Clackmannanshire Council's Strategic Housing Investment Plan (SHIP) 2026–2031 sets out the framework for delivering affordable housing across the region over a five-year period. The SHIP outlines the Council's strategic priorities for housing investment and development, with a focus on creating inclusive, sustainable, and economically balanced communities that meet the diverse needs of residents.

The overarching purpose of the SHIP is to support the delivery of high-quality, energy-efficient, and affordable homes, including specialist housing for those with particular needs. It aims to address housing need and demand, reduce inequalities in housing outcomes, and contribute to wider regeneration and place-making objectives across Clackmannanshire.

The SHIP reinforces the Council's role as the strategic housing authority and supports investment decisions at both local and national levels. It is aligned with Clackmannanshire's Local Housing Strategy (LHS) and contributes to all four of the First Minister's strategic priorities:

- **Eradicating child poverty** by increasing access to secure, affordable housing;
- **Growing Scotland's economy** through investment in housing and infrastructure;
- **Tackling the climate emergency** by promoting energy-efficient housing and sustainable development;
- **Improving public services** by ensuring housing supports health, wellbeing, and equality outcomes.

2. Why is the proposal required?

The Strategic Housing Investment Plan (SHIP) 2026–2031 is required to ensure that Clackmannanshire has a coherent, evidence-based, and forward-looking framework for housing investment. It provides a structured approach to identifying, prioritising, and delivering affordable housing projects that respond to local housing needs and contribute to broader social, economic, and environmental goals.

The SHIP is essential for:

- Meeting the changing needs of Clackmannanshire's population, including an ageing demographic, households experiencing homelessness, and those requiring specialist accommodation.
- Ensuring the delivery of high-quality, energy-efficient, and affordable homes that promote long-term sustainability, reduce fuel poverty, and support health and wellbeing.
- Supporting regeneration and place-making in town centres and priority areas.
- Aligning local housing delivery with national priorities, including the eradication of child poverty, tackling the climate emergency, and improving public services.
- Maximising investment opportunities by informing Scottish Government funding decisions and enabling the Council to plan effectively for both AHSP-funded and non-AHSP-funded housing developments.

3. Who is affected by the proposal?

Any individual living in Clackmannanshire may be affected by the proposals outlined within the SHIP. In particular, the SHIP will impact and benefit individuals and households who are not owner-occupiers and/or whose current accommodation is unaffordable, unsuitable, or unsustainable. This includes people who are homeless, living in temporary accommodation, or whose current housing cannot meet their needs now or in the future, and who require access to alternative affordable specialist housing.

4. What other Council policies or activities may be related to this proposal? The EFSIAs for related policies might help you understand potential impacts.

The SHIP is aligned with several key Council policies and strategic activities, including Clackmannanshire's Local Housing Strategy, Clackmannanshire's draft Housing Need and Demand Assessment, Clackmannanshire's Local Outcomes Improvement Plan, Clackmannanshire Council's, Property Acquisitions Policy, as well as People Community and Wellbeing Plan.

5. Is the proposal a strategic decision? If so, please complete the steps below in relation to socio-economic disadvantage. If not, please state why it is not a strategic decision:

The SHIP is a strategic decision that will shape housing delivery and investment across Clackmannanshire. It has the potential to significantly impact equality groups and those experiencing socio-economic disadvantage, and therefore requires a full Equality and Fairer Scotland Impact Assessment.

Step B – Consider the level of EFSIA required

You should consider the available evidence and data relevant to your proposal. You should gather information in order to:

- help you to understand the importance of your proposal for those from equality groups,
- inform the depth of EFSIA you need to do (this should be proportionate to the potential impact), and
- provide justification for the outcome, including where it is agreed an EFSIA is not required.

6. What information is available about the experience of those with protected characteristics in relation to this proposal? Does the proposal relate to an area where there are already known inequalities? Refer to the guidance for sources of evidence and complete the table below.

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
Age	Scottish Census 2022 Poverty and Income Inequality in Scotland 2017-2019	<u>Ageing population</u> The Scottish House Condition Survey 2017-19 reveals that 53% of older households across Clackmannanshire contain a long-term sick or disabled person (all tenures). In addition, the National Records of Scotland and the Scottish Census indicate

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
	People Community Wellbeing Plan 2024-25 Scottish Household Survey 2019 National Records of Scotland Draft Housing Need and Demand Assessment 2025 Scottish Government Homelessness Returns	a growing number of older individuals, with individuals aged 85 and over projected to increase by 95% by 2043. This trend is already placing increased pressure on health and social care services, with older individuals presenting with more complex and multiple needs. As a result, there is a growing requirement for specialist housing that is affordable, accessible, and designed to support independent living. The SHIP must respond to this need by ensuring that housing proposals consider the long-term sustainability and suitability of homes for older people. <u>Children and Young People</u> In relation to children and young people, child poverty remains a significant concern. DWP figures for 2022/23 show that 2,855 children in Clackmannanshire are living in relative low-income households, which indicates an increase of 36.3% since 2016/17. Of these, 65% live in lone-parent households. National data further highlights that children and younger adults are more likely to experience relative poverty compared to older adults, with housing costs being a key contributing factor. Given these findings, decisions made within the SHIP will have a direct impact on households with children, particularly those experiencing poverty. The provision of affordable, secure housing is a critical lever in efforts to reduce child poverty and improve long-term outcomes. <u>Homelessness</u> Homelessness data also shows that the majority of homeless households in Clackmannanshire are young single males aged 25–34. This group is particularly vulnerable to housing insecurity and would benefit from any interventions within the SHIP to improve access to affordable accommodation and reduce repeat homelessness.
Disability	Scottish Census 2022 Scottish House Condition Survey 2017-2019 Draft Housing Need and Demand Assessment 2025	The Scottish Census (2022) indicates a deterioration in physical and mental health across Clackmannanshire since 2011. Currently, 22.3% of the population report living with a long-term illness, disease or condition, and 12.4% report a mental health condition. According to the Scottish House Condition Survey (2017–2019), 36% of households in Clackmannanshire include at least one person who is long-term sick or disabled, equating to

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
		approximately 8,000 households. Of these, 4,000 are in the social rented sector and 3,000 are owner-occupied (based on a sample of 220 respondents). Additionally, 2,000 households (8% of all households) report that their daily activities are restricted due to the limitations of their current accommodation, indicating a need for property adaptations or access to more suitable housing. The 2022 Census data has recently been updated and shows that 5,491 people (10.6% of the population) report having one or more physical disability. Council records further show that at least 10 families are currently waiting for larger wheelchair-accessible homes, underscoring the shortage of appropriate housing for individuals with complex physical needs. This evidence demonstrates that individuals with disabilities are likely to be impacted by the proposals made within the SHIP.
Race	Scottish Census 2022 National Records of Scotland	Clackmannanshire's population is predominantly White, with 94.5% of individuals identifying as White in the 2022 Scottish Census. Minority ethnic groups make up a small proportion of the population, with 2.1% identifying as Asian and 1.1% as African. National data from the Scottish Census and NRS indicates that throughout Scotland, White Scottish households are more likely to be owner-occupiers or live in social housing. In contrast, minority ethnic groups are more likely to be represented in the private rented sector. Furthermore, Clackmannanshire is home to a small but vibrant Gypsy/Traveller community. According to the 2022 Scottish Census, 56 individuals identified as Gypsy/Travellers in the area. In 2023/24, there was a noticeable increase in homeless presentations from households self-identifying as Gypsy/Travellers, which may be linked to the closure of the Westhaugh site. Although minority ethnic communities represent a small proportion of Clackmannanshire's population, they may be affected by housing affordability and insecurity. As such, the proposals within the SHIP, particularly those aimed at increasing the supply of affordable and secure housing, have the potential to positively impact these groups by improving access to suitable accommodation and helping to reduce inequalities of outcome.

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
Sex	Scottish Census 2022 Draft Housing Need and Demand Assessment 2025 Scottish Government Homelessness Returns	In 2023/24, Clackmannanshire recorded the third-highest rate of homelessness presentations in Scotland, with 253 households per capita compared to the national average of 160. The majority of applicants were young single male households, primarily aged 25–34, followed by those aged 35–44. On average, individuals experiencing homelessness in Clackmannanshire spend 176 days in temporary accommodation, below the Scottish average of 234 days, but still indicative of significant housing need. This data suggests that younger men are disproportionately affected by homelessness and would benefit from any initiatives within the SHIP aimed at reducing homelessness, increasing access to affordable and secure housing, particularly for single-person households. <u>Women-led households</u> In contrast, national poverty data shows that single women with children are among the most economically disadvantaged groups. Approximately 38% of such households live in relative poverty, compared to 27% of single women without children and 34% of single men without children. Between 2017–2020, 20% of single female pensioners and 17% of single male pensioners were also living in relative poverty after housing costs. This evidence indicates that both single male and single female households, and lone-parent families in particular, are likely to be affected by the proposals within the SHIP. Women, especially those with children, are more likely to experience housing-related poverty and would benefit from investment in affordable housing and initiatives aimed at improving housing security and stability.
Gender Reassignment	Scottish Census 2022 Poverty and Income Inequality in Scotland 2017-2019	The Scottish Census (2022) reports that 0.44% of people aged 16 and over in Scotland identify as transgender, with Clackmannanshire's rate slightly lower at 0.35%, representing approximately 151 individuals. While the small population size suggests that the SHIP is unlikely to have a direct or disproportionate impact on this group, the absence of detailed local data does not imply that transgender individuals do not face housing-related pressures. As such, while no specific impacts have been identified at this stage, it remains important that the SHIP is inclusive in its

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
		approach and that housing developments are designed to support dignity, safety, and equality for all individuals, regardless of gender identity.
Sexual orientation	Scottish Census 2022 Poverty and Income Inequality in Scotland 2017-2019	According to the 2022 Census, 1,343 individuals (3.12%) aged 16 and over in Clackmannanshire identify as LGB+. There is currently no available local or national data on the proportion of LGB+ individuals experiencing financial hardship or housing insecurity. While the absence of data does not imply that LGB+ individuals do not face housing-related challenges, the relatively small size of this population group in Clackmannanshire suggests that the SHIP is unlikely to have a direct or disproportionate impact on them. Nonetheless, it remains important that housing policies and investment decisions are inclusive and sensitive to the needs of LGB+ individuals, particularly in relation to safety, dignity, and access to secure, affordable housing.
Religion or Belief	Scottish Census 2022 Poverty and Income Inequality in Scotland 2017-2019	National data from 2015–2020 indicates that Muslim adults are disproportionately affected by relative poverty after housing costs, with 52% living in poverty compared to 18% of adults overall. In contrast, 15% of adults affiliated with the Church of Scotland and 19% of adults reporting no religion were living in relative poverty. However, given the very small population of Muslims living in Clackmannanshire suggests that Muslims would not be impacted how individuals experience the proposals set out in the SHIP. Nonetheless, the SHIP should remain inclusive and sensitive to the needs of all religious groups, ensuring that housing developments promote dignity, equality, and respect for diverse beliefs and cultural practices.
Pregnancy or maternity	Scottish Census 2022 Poverty and Income Inequality in Scotland 2017-2019 People Community Wellbeing Plan 2024-25	National data shows that single women with children experience the highest rates of relative poverty in Scotland, with 38% of such households living in poverty after housing costs. Furthermore, between 2021 and 2024, there was a 41.1% increase in the number of single parents claiming Universal Credit, highlighting growing financial pressures on this group. Given the material deprivation and economic vulnerability experienced by single mothers, this protected group is likely to be impacted by the proposals set out in the SHIP. The plan's focus on increasing the supply of affordable housing directly supports efforts to alleviate poverty and improve housing stability for families with children.

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
Marriage or civil partnership (only the first aim of the Duty is relevant to this protected characteristic and only in relation to work matters)		Not applicable, not an employment matter.
Socio economic disadvantage (if required)	Scottish Census 2022 Poverty and Income Inequality in Scotland 2017-20 People Community Wellbeing Plan 2024-25 Scottish Household Survey 2019 National Records of Scotland Draft Housing Need and Demand Assessment 2025 Scottish Government Homelessness Returns	Clackmannanshire experiences higher-than-average levels of deprivation. A quarter (25%) of all SIMD datazones in the area fall within the 20% most deprived in Scotland. Eight datazones have more than a quarter of residents who are income deprived, and 10% of the population live in the most deprived SIMD areas, ranking Clackmannanshire 9th highest nationally. Only 5% of the population live in the least deprived SIMD areas. The youngest age groups are disproportionately represented in the most deprived areas, indicating a strong link between age and socio-economic disadvantage locally. According to the 2022 Census, Clackmannanshire had 24,072 households, with 63% owner-occupied, 8.9% privately rented, and 27% socially rented. The Scottish Household Survey (2019) shows that 47% of socially rented households are located in the most deprived areas, compared to 17% of privately rented and 12% of owner-occupied households. Fuel poverty is also a significant issue. In 2022, 31% of all Scottish households were estimated to be in fuel poverty, with 18.5% in extreme fuel poverty. Social sector households were disproportionately affected, with 48% in fuel poverty and 26% in extreme fuel poverty, compared to 26% and 16% respectively in the private sector. Employment data shows that only 48.2% of Clackmannanshire households are “working households,” below the Scottish average of 57.6%. Meanwhile, 27.5% are “workless households,” significantly higher than the national average of 17.8%. Notably, 31% of workless households in Clackmannanshire have children, compared to just 10.2% nationally. This evidence highlights widespread socio-economic disadvantage across Clackmannanshire, particularly among households in the social rented sector and those with children. The SHIP’s focus on increasing the supply of affordable housing and improving housing quality will have a direct and

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
		positive impact on these groups, helping to reduce inequalities of outcome caused by poverty and deprivation.

7. Based on the evidence above, is there relevance to some or all of the equality groups? Yes
If yes or unclear, proceed to further steps and complete full EFSIA
- If no, explain why below and then proceed to Step E:

Step C – Stakeholder engagement

This step will help you to address any gaps in evidence identified in Step B. Engagement with people who may be affected by a proposal can help clarify the impact it will have on different equality groups. Sufficient evidence is required for you to show 'due regard' to the likely or actual impact of your proposal on equality groups.

- 8. Based on the outcome of your assessment of the evidence under Step B, please detail the groups you intend to engage with or any further research that is required in order to allow you to fully assess the impact of the proposal on these groups. If you decide not to engage with stakeholders, please state why not:**

As part of the development of the SHIP, engagement is undertaken with Registered Social Landlords (RSLs) and registered tenant organisations, who were invited to provide feedback on the SHIP and share insights on the experiences of various groups, including those with protected characteristics.

The SHIP consultation is circulated to the relevant stakeholders for comment and approval, and the document is then submitted to the Scottish Government as part of the formal review process.

- 9. Please detail the outcome of any further engagement, consultation and/or research carried out:**

Further research and consultation is being carried out through the consultative draft of the Housing Need and Demand Assessment.

Equality considerations are embedded into the early stages of SHIP planning, with the needs of different equality groups taken into account from the outset. This includes drawing on evidence from key strategic documents such as the HNDA to inform planning. The outcome of the HNDA engagement is ongoing at the time of writing. Engagement has been undertaken with relevant stakeholders on the 'Specialist Housing' section of the HNDA, covering all equality considerations with feedback recorded.

Step D - Impact on equality groups and steps to address this

10. Consider the impact of the proposal in relation to each protected characteristic under each aim of the general duty:

- Is there potential for discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010? How will this be mitigated?
- Is there potential to advance equality of opportunity between people who share a characteristic and those who do not? How can this be achieved?
- Is there potential for developing good relations between people who share a relevant protected characteristic and those who do not? How can this be achieved?

If relevant, consider socio-economic impact.

Age	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination	X			The Strategic Housing Investment Plan aligns with Local Outcomes Improvement Plan and the Scottish government commitment to eradicating child poverty and supporting an ageing population. The SHIP takes a targeted approach to increasing the supply of accessible, affordable housing that meets the needs of both older adults and families with children. To mitigate the risk of age-based discrimination, the SHIP includes considerations for developing level-access and adaptable properties suitable for older households, ensuring that housing provision supports independent living and long-term wellbeing. This approach recognises the growing ageing demographic and the need for homes that accommodate mobility and care needs.
potential for developing good relations	X			SHIP supports collaborative work across Clackmannanshire, including engagement with the Fairer Wellbeing Partnership (FWP) and a strong commitment to the Clackmannanshire Alliance's efforts to tackle child poverty. These partnerships promote joined-up working across services and communities, helping to ensure that housing investment decisions are informed by shared priorities, By aligning with wider strategic objectives and promoting inclusive development, the SHIP contributes to fostering good relations between different age groups. It aims to ensure that both older adults and younger families benefit from housing investment, and that the needs of vulnerable age groups are considered in planning and delivery.
potential to advance equality of opportunity	X			The SHIP includes plans to work with partner organisations to develop specialist housing that meets the needs of Clackmannanshire's ageing population. This includes collaboration with Clackmannanshire

				and Stirling's Health & Social Care Partnership on the development of new core and cluster housing for older people, building on the success of the Alloa Town Centre Living model. These developments will provide more accessible and innovative housing solutions, supporting independence and improving quality of life in later years. The SHIP also supports efforts to reduce child poverty by increasing the supply of affordable, energy-efficient homes for families. This will help reduce housing costs and improve living conditions, contributing to better outcomes for children and young people. Finally, in line with The Promise, the SHIP aims to support families to stay together where it is safe and appropriate to do so, reducing the risk of children entering residential care due to poverty-related pressures.

Disability	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination	X			All new social housing delivered through the SHIP is built to the standards set out in Housing for Varying Needs: A Design Guide, published by the Scottish Government. This guide incorporates a 'barrier-free' approach to accessibility and recognises that housing should be flexible to accommodate changing needs throughout a person's lifetime. To further support individuals with disabilities, £215,000 of additional approved budget has been allocated specifically for the development of higher-cost bungalows designed to meet the needs of disabled residents. These homes will offer enhanced accessibility and adaptability, helping to ensure that disabled individuals are not disadvantaged or excluded from new housing provision. This targeted investment and adherence to inclusive design principles will help mitigate the risk of discrimination and ensure that the housing needs of disabled people are appropriately met.
potential for developing good relations	X			Where appropriate, specialist housing developments are promoted within the community to foster awareness, inclusion, and pride in local investment. These developments are designed to meet the needs of individuals with specific disabilities and are allocated based on assessed need, ensuring transparency and fairness in the process. Celebrating new developments as part of wider community-building efforts helps to promote

				understanding of the diverse needs within Clackmannanshire and encourages positive relationships between disabled residents and the wider community. This inclusive approach supports the development of good relations and reinforces the Council's commitment to equality and dignity for all.
potential to advance equality of opportunity	X			The SHIP sets a clear target to increase the proportion of accessible homes on each development site from 7% to 10%, reflecting the rising demand for housing that meets the needs of individuals with disabilities. The SHIP places a focus on the development of low-level specialist housing as part of the new build programme. In addition, there is a targeted programme of off-the-shelf (OTS) purchases, with a focus on acquiring and refurbishing properties to ensure they are accessible or fully wheelchair-adapted where appropriate. In addition, the HSCP have been working closely with Housing to better understand the needs of individuals with mental health conditions and learning disabilities. This collaboration will be used to inform the design of new homes, ensuring flexibility and responsiveness to specific client needs. Overall, the SHIP's inclusive approach to housing delivery supports equal opportunity by ensuring that disabled individuals are not disadvantaged in accessing safe, secure, and appropriate accommodation.

Race	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination	X			The proposals set out in the SHIP aim to ensure a sustained increase in affordable and accessible housing that is inclusive of all protected groups. Minority ethnic households are more likely to live in rented accommodation, and these tenures are often associated with lower income levels and greater housing insecurity. By expanding access to mid-market and affordable social housing, the SHIP helps to reduce barriers and improve housing outcomes for minority ethnic communities. In addition, the SHIP includes a dedicated focus on the development of a Gypsy/Traveller-specific site at Westhaugh. The £5.5 million investment into the site aims to provide high-quality, culturally appropriate accommodation, ensuring that Gypsy/Traveller households have equitable access to safe and secure housing. Together, these measures help to mitigate the risk of discrimination and promote inclusive housing provision across Clackmannanshire.

potential for developing good relations				The SHIP aims to foster better understanding and stronger relationships between members of the Gypsy/Traveller community and those who do not share this protected characteristic. The development of the Westhaugh site includes a focus on promoting awareness of the needs, culture, and support available to Gypsy/Travellers. By sharing information with the wider public and celebrating inclusive housing initiatives, the SHIP contributes to improved community relations and helps reduce prejudice. This approach supports the development of mutual respect and understanding, and reinforces the Council's commitment to equality and inclusion in housing provision.
potential to advance equality of opportunity				The SHIP aims to increase the supply of affordable and accessible housing, including social rented and mid-market rent homes. This will help minority ethnic groups, who are more likely to experience socio-economic disadvantage and live in rented accommodation access secure, high-quality housing options. The regeneration of the Westhaugh site specifically supports the Gypsy/Traveller community by delivering modern, culturally appropriate accommodation for 16 households. These improvements ensure that Gypsy/Traveller households have access to housing that meets national standards and reflects the Scottish Government's commitment to upholding the rights and needs of this community. These actions aim to ensure that minority ethnic groups, including Gypsy/Travellers, have equitable access to high-quality, affordable housing that meets their cultural and practical needs.

Sex	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination	X			Through its aims and objectives, the SHIP seeks to increase the supply of affordable and accessible housing, with a particular focus on addressing homelessness and child poverty both of which disproportionately affect specific sex-based groups Homelessness data shows that the majority of applicants are young, single male adults. The SHIP's emphasis on increasing housing options for homeless households, including the provision of temporary accommodation ensures that this group is appropriately considered in housing delivery. At the same time, national poverty data highlights that single female-led parent households are among the most economically disadvantaged. By prioritising affordable housing and aligning with child poverty reduction strategies, the SHIP ensures that the needs of women, particularly those with children, are not overlooked. These targeted efforts help mitigate the risk of sex-based discrimination and ensure that housing provision reflects the needs of both male and female households.
potential for developing good relations			X	The SHIP promotes the exploration of new temporary accommodation options. While the primary focus may not be on meeting the specific needs of single male households who are disproportionately represented among homeless applicants, these developments aim to improve the overall quality and accessibility of temporary housing. By enhancing the temporary accommodation offer and ensuring fair and transparent allocation, the SHIP supports improved service delivery and fosters trust between housing services and affected individuals. This contributes to better relationships between service users and providers, and promotes a more inclusive housing environment.
potential to advance equality of opportunity	X			The SHIP ensures a strong focus on the development of affordable housing and the provision of temporary accommodation to meet the needs of homeless households and support efforts to eradicate child poverty. Evidence shows that the majority of children living in poverty in Clackmannanshire reside in lone-parent households, most of which are female-led. Conversely, majority of homeless households are male-adult households.

				By focusing on providing appropriate housing to meet the needs of these groups, including the exploration of temporary accommodation options, the SHIP aims to advance equality of opportunity by ensuring that both male and female households, particularly those experiencing poverty or housing insecurity, have access to safe, secure, and affordable housing options.

Gender Reassignment	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	Given the demographic profile of Clackmannanshire, it is unlikely that the SHIP will have a direct or indirect impact on this protected characteristic.
potential for developing good relations			X	Given the demographic profile of Clackmannanshire, it is unlikely that the SHIP will have a direct or indirect impact on this protected characteristic.
potential to advance equality of opportunity			X	Given the demographic profile of Clackmannanshire, it is unlikely that the SHIP will have a direct or indirect impact on this protected characteristic.

Sexual Orientation	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	Given the demographic profile of Clackmannanshire, it is unlikely that the SHIP will have a direct or indirect impact on this protected characteristic.
potential for developing good relations			X	Given the demographic profile of Clackmannanshire, it is unlikely that the SHIP will have a direct or indirect impact on this protected characteristic.
potential to advance equality of opportunity			X	Given the demographic profile of Clackmannanshire, it is unlikely that the SHIP will have a direct or indirect impact on this protected characteristic.

Religion or Belief	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			X	Given the demographic profile of Clackmannanshire, it is unlikely that the SHIP will have a direct or indirect impact on this protected characteristic.

potential for developing good relations			X	Given the demographic profile of Clackmannanshire, it is unlikely that the SHIP will have a direct or indirect impact on this protected characteristic.
potential to advance equality of opportunity			X	Given the demographic profile of Clackmannanshire, it is unlikely that the SHIP will have a direct or indirect impact on this protected characteristic.

Pregnancy/maternity	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination	X			By placing particular focus on eradicating child poverty, alongside its broader commitment to increasing the supply of affordable housing, the SHIP ensures that single female-led households with children are not unfairly disadvantaged or excluded from housing provision.
potential for developing good relations			X	It is unlikely that the SHIP will have a direct impact on fostering relations between individuals who share this protected characteristic and those who do not. Nonetheless, through collaboration with the Clackmannanshire Alliance and the Family Wellbeing Partnership, the SHIP's focus on housing provision for children in poverty and single-parent families, most of which are female-led, may contribute to wider awareness and understanding. If promoted effectively, these initiatives have the potential to positively influence public perception and support inclusive housing outcomes.
potential to advance equality of opportunity	X			The SHIP's focus on eradicating child poverty and increasing the supply of affordable housing that meets the needs of the local population supports the advancement of equality of opportunity for this protected characteristic. Through increased provision of accessible housing locally, the SHIP aims to ensure that single female-led households with children have access to secure, appropriate, and sustainable accommodation.

Marriage/civil partnership	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination (only the first aim of the Duty is relevant to this protected characteristic and only in relation to work matters)			X	Not applicable, not an employment matter.

Socio-economic disadvantage	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Yes	No	No impact	
(If required) Will the proposal reduce inequalities of outcome caused by socio-economic disadvantage?	X			As part of its core ethos, the SHIP aims to ensure a continuous and increased supply of affordable and accessible housing to meet the needs of Clackmannanshire's population. The SHIP's programme of refurbishments and new builds is designed to tackle fuel poverty by improving the energy efficiency of homes. This will help reduce household costs and improve living conditions. Through partnership working with Registered Social Landlords, the HSCP, Planning, private developers, and other stakeholders, the SHIP supports the delivery of a steady supply of affordable housing. This includes mid-market rent properties, social rent homes, and targeted OTS acquisitions for refurbishment, with a continued focus on energy efficiency. Efforts are also underway to accelerate the delivery of affordable housing within new build developments. Budget planning includes proposals to bring forward funding for OTS purchases, expanding the programme and increasing the availability of suitable homes. In addition, the SHIP contributes to wider regeneration through the development of Transformational Zones, as part of the City Deal with Stirling Council. These place-based initiatives aim to attract investment and deliver affordable housing opportunities across Clackmannanshire over time. The SHIP also includes proposals to increase funding for temporary accommodation as part of the upcoming budget process, supporting vulnerable homeless households. Finally, increased housebuilding through SHIP programmes will support local economic development by contracting local companies and creating apprenticeships and training opportunities for young people in Clackmannanshire.

11. Describe how the assessment might affect the proposal or project timeline?

Examples of the items you should consider here include, but are not limited to:

- **Communication plan:** do you need to communicate with people affected by proposal in a specific format (e.g. audio, subtitled video, different languages) or do you need help from other organisations to reach certain groups?
- **Cost:** do you propose any actions because of this assessment which will incur additional cost?
- **Resources:** do the actions you propose require additional or specialist resource to deliver them?
- **Timing:** will you need to build more time into the project plan to undertake research, consult or to complete any actions identified in this assessment?

The assessment is not expected to affect the overall timeline of the SHIP. Equality considerations are embedded into the early stages of SHIP planning, with the needs of different equality groups taken into account from the outset. This includes drawing on evidence from key strategic documents such as the HNDA to inform planning.

The annual SHIP review process includes consultation with relevant stakeholder groups, ensuring that equality impacts are regularly assessed and aligned with strategic priorities. As part of this review, the Equality and Fairer Scotland Impact Assessment will also be revisited to ensure continued relevance and responsiveness to the needs of all equality groups.

12. **Having considered the potential or actual impacts of your proposal, you should now record the outcome of this assessment.** Choose from one of the following:

Please select (X)	Implications for the proposal
X	No major change Your assessment demonstrates that the proposal shows no risk of unlawful discrimination and that you have taken all opportunities to advance equality of opportunity and foster good relations, subject to continuing monitoring and review.
	Adjust the proposal and/or implement mitigations You have identified ways of modifying the proposal to avoid discrimination or to better advance equality of opportunity or foster good relations. In addition, or alternatively, you will introduce measures to mitigate any negative impacts. Adjustments and mitigations should be recorded in the tables under Step D above and summarised in the summary sheet at the front of the document.
	Continue the proposal with adverse impact The proposal will continue despite the potential for adverse impact. Any proposal which results in direct discrimination is likely to be unlawful and should be stopped and advice taken. Any proposal which results in indirect discrimination should be objectively justified and the basis for this set out in the tables under Step D above and summarised in the summary sheet at the front of the document. If objective justification is not possible, the proposal should be stopped whilst advice is taken.
	Stop the proposal The proposal will not be implemented due to adverse effects that are not justified and cannot be mitigated.

Step E - Discuss and review the assessment with decision-makers

13. **You must discuss the findings of this assessment at each stage with senior decision makers during the lifetime of the proposal and before you finalise the assessment. Record details of these discussions and decisions taken below:**

The assessment is fully discussed and agreed with the Administration Group of Clackmannanshire Council and with Senior Managers before being formally agreed at full Council meeting.

Administration Group:

Date: 19/09/2025

Outcome: No Comments

Senior Managers: Murray Sharp

Date: 19/09/2025

Outcome: Approved

Clackmanannshire Council Meeting:

Date: 2 October 2025

Outcome:

Step F – Post-implementation actions and monitoring impact

It is important to continue to monitor the impact of your proposal on equality groups to ensure that your actual or likely impacts are those you recorded. This will also highlight any unforeseen impacts.

14. Record any post-implementation actions required.

The impact of the SHIP on equality groups will be monitored alongside the ongoing review of the Strategic Housing Investment Plan. This includes tracking progress on actions identified within the EFSIA and ensuring that equality considerations continue to inform housing delivery and investment decisions.

15. Note here how you intend to monitor the impact of this proposal on equality groups.

The impact of the proposal will be monitored as part of the annual review of the SHIP document. In addition, equality-related impacts may be assessed through ongoing analysis of the allocation of new homes to households with protected characteristics, changes in poverty and homelessness statistics as well as other relevant data submitted through statutory returns to national bodies.

16. Note here when the EFSIA will be reviewed as part of the post-implementation review of the proposal:

The SHIP is subject to an annual review. The EFSIA will be reviewed alongside each annual update of the SHIP to reflect and respond to changes in the local landscape, demographics, budget allocations, and financial pressures.

Step G – Assessment sign off and approval

Lead person(s) for this assessment:

Signed:

Date:

Senior officer approval of assessment:

Signed:

Date:

All full EFSIAs must be published on the Council's website as soon as possible after the decision is made to implement the proposal.



**THIS PAPER RELATES TO
ITEM 16
ON THE AGENDA**

Motion to Clackmannanshire Council Meeting 2nd October 2025

Keeping The Promise in Council Policies

Council notes the national commitment to Keep The Promise, ensuring that care-experienced children, young people, adults, and their families are supported to live happy, healthy lives, with love and respect at the heart of all public services.

Council further notes that Clackmannanshire Council formally made its commitment to Keeping The Promise on 30 March 2022.

Council recognises that fulfilling The Promise requires reviewing all existing and future policies through the lens of its principles. Council acknowledges that this will be a complex and ongoing process, taking time to complete comprehensively across all service areas.

Council therefore affirms its commitment to:

1. Ensuring that The Promise will be explicitly considered in the development of every new Council policy.
2. Reviewing all existing Council policies through The Promise lens in accordance with Keeping the Promise Plan 2023-2026.
3. In the meantime, where existing policies risk conflicting with, or may not fully reflect, the spirit or principles of The Promise, officers may be empowered to exercise flexibility and discretion. In such cases, senior managers should refer matters to the Extended Senior Management Team ensuring that decisions remain consistent, legally sound, and appropriately documented.
4. Ensuring that any such flexing of policies will be recorded to inform future policy reviews and to maintain transparency.

By adopting this approach, Council reaffirms its determination to ensure that all decisions and services support the wellbeing, rights, and aspirations of care-experienced people in Clackmannanshire.



Councillor Ellen Forson
Ward 4, Clackmannanshire South

22nd September 2025

Councillor Ellen Forson
Leader of the Council

Ward 4 Clackmannanshire South (Multi Member Ward)
Kilncraigs, Greenside Street, Alloa, FK10 1EB
Email: membersservices@clacks.gov.uk



**Clackmannanshire
Council**

www.clacks.gov.uk

Comhairle Siorrachd
Chlach Mhanann

**THIS PAPER RELATES TO
ITEM 17
ON THE AGENDA**

Motion to Clackmannanshire Council Meeting 2nd October 2025

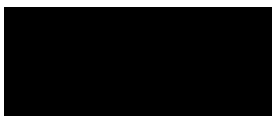
Opposition to Closure of Forth Valley College Alloa Campus

Clackmannanshire Council expresses its deep concern at the potential closure of Forth Valley College's Alloa Campus.

Council recognises that the Alloa Campus is far more than just a building, but a vital resource for our community which provides accessible opportunities for learning, skills development, and personal growth. Council believes that its closure would have a serious and disproportionate impact on Clackmannanshire, particularly for vulnerable learners, working adults, carers, and those seeking to re-enter the workforce, many of whom would be unable to travel to Stirling or Falkirk.

Council further acknowledges the commitment and contribution of staff at the Alloa Campus and notes that the loss of their jobs would be a further blow to our community. Council recalls the assurances given at the time of the merger which created Forth Valley College—that there would always be a college presence in Alloa—and affirms that this commitment should be honoured if trust between our community and public institutions is to be maintained.

Council therefore records its unanimous cross-party opposition to the closure of the Alloa Campus, notes the collective letter already sent to Forth Valley College and the Scottish Government signed by all elected members of this Council, and reaffirms its commitment to working constructively with Forth Valley College, the Scottish Government, and other partners to secure a sustainable and permanent future for further education provision in Clackmannanshire.



Councillor Ellen Forson
Ward 4, Clackmannanshire South

19th September 2025

FAO – Dr Abhishek Agarwal
Chair of College Board

Emailed to - [REDACTED]

Contact: Jackie Davies
Business Support Administrator
Telephone: 01259 452005
Email: jdavies@clacks.gov.uk
Our ref: EF/JD
Date: 9th September 2025

Dear Dr Abhishek Agarwal,

We write collectively as the elected members of Clackmannanshire Council to express our deep concern at the potential closure of Forth Valley College's Alloa Campus.

The Alloa Campus is far more than just a building—it is a vital resource for our community, providing accessible opportunities for learning, skills development, and personal growth to people across Clackmannanshire. Closing it would be the wrong decision, and we wish to place on record our strong opposition.

This campus supports vulnerable learners, working adults, carers, and those seeking to upskill or re-enter the workforce. Its loss would have a serious impact on students, staff, and families across our area, particularly those who may not be able to travel to Stirling or Falkirk. We are equally concerned about the potential job losses for dedicated staff who have given so much to education in our community.

While closing the Alloa Campus may appear to be the simplest solution to current challenges, the unique circumstances faced by our community mean it is incumbent upon both the College Board and the Scottish Government to find a way to protect this essential resource. To do otherwise would unfairly disadvantage one of Scotland's smallest and most vulnerable local authority areas.

We must also reflect a widely held view within our community—that services have been gradually withdrawn from Alloa over time in order to facilitate this very outcome. If assurances given at the time of the merger which created Forth Valley College—that there would always be a college presence in Alloa—are now broken, then trust between our community and public institutions will be deeply damaged.

That commitment was made in recognition of the importance of local provision to Clackmannanshire, and it remains just as vital today. To break it now would not only remove a key pillar of opportunity from our community but also undermine

confidence in the value placed on Clackmannanshire by decision-makers at both local and national level.

As a Council, we are committed to working with both the College and the Scottish Government to press for a sustainable way forward. We believe solutions can and must be found to protect provision in Clackmannanshire. The Alloa Campus is an essential part of our community infrastructure, and its loss would leave a gap which cannot be justified.

We therefore urge you to take all necessary steps to ensure that further education continues to have a strong and permanent presence in Alloa.

Yours sincerely,



Councillor Ellen Forson



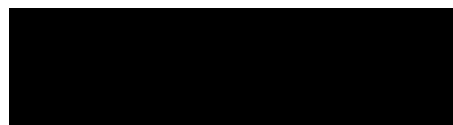
Councillor Graham Lindsay



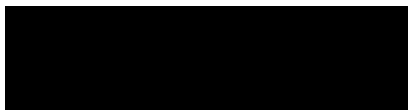
Councillor Donald Balsillie



Councillor Fiona Law



Councillor Jane McTaggart



Councillor Phil Fairlie



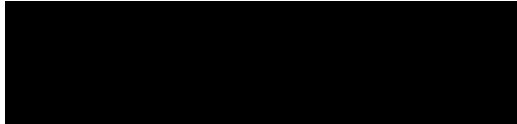
Councillor Scott Harrison



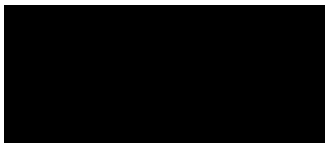
Councillor Wendy Hamilton



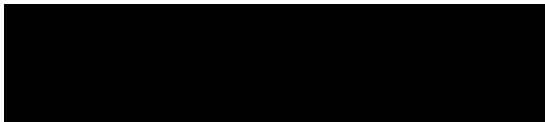
Councillor Janine Rennie



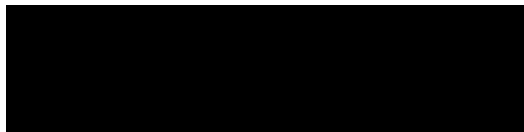
Councillor Kathleen Martin



Councillor Kenny Earle



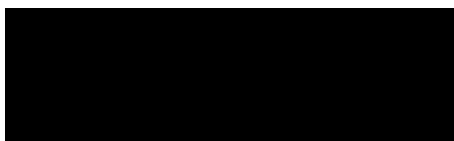
Councillor Mark McLuckie



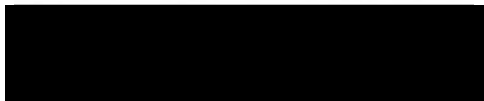
Councillor William Keogh



Councillor Craig Holden



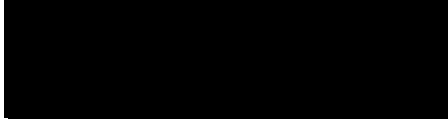
Councillor Darren Lee



Councillor Denis Coyne



Councillor Martha Benny



Councillor Bryan Quinn

Clackmannanshire Council Elected Members



FAO - Cabinet Secretary for Education and Skills

Emailed to - [REDACTED]

Contact: Jackie Davies
Business Support Administrator
Telephone: 01259 452005
Email: jdavies@clacks.gov.uk
Our ref: EF/JD
Date: 9th September 2025

Dear Cabinet Secretary,

We write collectively as the elected members of Clackmannanshire Council to express our deep concern at the potential closure of Forth Valley College's Alloa Campus.

The Alloa Campus is far more than just a building—it is a vital resource for our community, providing accessible opportunities for learning, skills development, and personal growth to people across Clackmannanshire. Closing it would be the wrong decision, and we wish to place on record our strong opposition.

This campus supports vulnerable learners, working adults, carers, and those seeking to upskill or re-enter the workforce. Its loss would have a serious impact on students, staff, and families across our area, particularly those who may not be able to travel to Stirling or Falkirk. We are equally concerned about the potential job losses for dedicated staff who have given so much to education in our community.

While closing the Alloa Campus may appear to be the simplest solution to current challenges, the unique circumstances faced by our community mean it is incumbent upon both the College Board and the Scottish Government to find a way to protect this essential resource. To do otherwise would unfairly disadvantage one of Scotland's smallest and most vulnerable local authority areas.

We must also reflect a widely held view within our community—that services have been gradually withdrawn from Alloa over time in order to facilitate this very outcome. If assurances given at the time of the merger which created Forth Valley College—that there would always be a college presence in Alloa—are now broken, then trust between our community and public institutions will be deeply damaged.

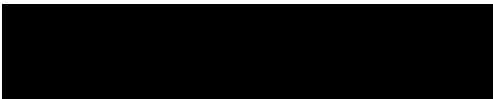
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As a Council, we are committed to working with both the College and the Scottish Government to press for a sustainable way forward. We believe solutions can and must be found to protect provision in Clackmannanshire. The Alloa Campus is an essential part of our community infrastructure, and its loss would leave a gap which cannot be justified.

We therefore urge you to take all necessary steps to ensure that further education continues to have a strong and permanent presence in Alloa.

Yours sincerely,



Councillor Ellen Forson



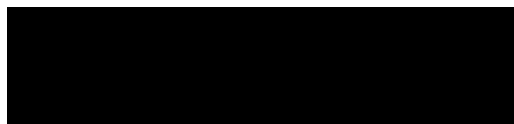
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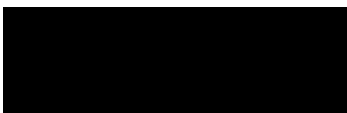
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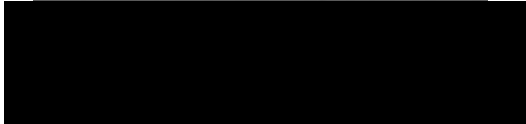
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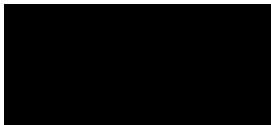
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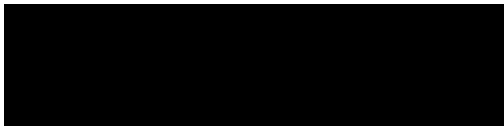
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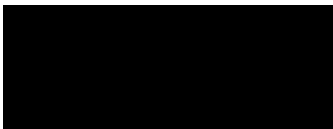
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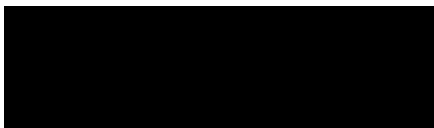
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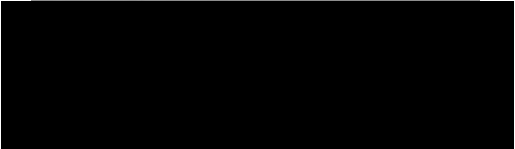
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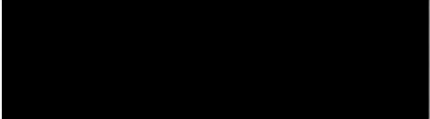
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