
Report to: Audit & Scrutiny Committee

Date of Meeting: 6 February 2025

Subject: Interim Report - People Community Wellbeing Plan 2024-25

Report by: Strategic Director, People

1.0 Purpose

The purpose of this report is to update Audit and Scrutiny Committee on progress with the People Community Wellbeing Plan for 2024-25, which was approved by Clackmannanshire Council on 29 August 2024. This approach is designed to streamline reporting by presenting a single, unified report that reflects the integrated nature of these services and the collaborative work of the respective partnerships.

It was agreed and recommended by Council to write to Scottish Government to propose that this approach is adopted. Since then the relevant Directors at Scottish Government have given their approval and agree that this approach could contribute to Public Sector Reform by identifying cross directorate solutions, pooling of resources and improved allocation of funding, alongside better data and evidence gathering.

2.0 Recommendations

- 2.1. It is recommended that Council:
- 2.2. Approves the report noted at Appendix 1.

3.0 Background

- 3.1. To reflect a One Plan, One Report approach, this year the various different People Plans have been streamlined into one **Community Wellbeing Plan**. This was approved by Clackmannanshire Council on 29 August 2024. Further integration of Council Plans into this approach are under consideration, e.g. Employability, Homelessness.
- 3.2. The combined Plan is focused on the following outcomes:
- 3.3. **Outcome 1** – Our children and young people (including women and girls) have improved life outcomes by growing up loved, safe and respected
- 3.4. **Outcome 2** – Our empowered communities are well designed, inclusive, sustainable, resilient and safe
- 3.5. **Outcome 3** – People of all ages are able to successfully contribute to our communities as they are education, skilled and confident individuals

- 3.6. **Outcome 4** – Poverty in our communities is reduced by improving outcomes for all
- 3.7. **Outcome 5** – Our people are healthy and active with improved health and wellbeing
- 3.8. **Outcome 6** – Our Equality and Human Rights are respected and fulfilled by tackling inequalities across our communities.
- 3.9. The One Plan incorporates various Plans and includes the People Business Plan 2024-25. More detailed operational plans sit behind the One Page Plans.

4.0 Summary of Impact - The One Plan report at Appendix 1 reflects progress in many areas. Key highlights are noted below:

- 4.1. The emphasis on prevention, early intervention and collaborative working across sectors has created a strong foundation for improving life outcomes. The work underway in gender equality education, inclusion and disability services, family support and care-experienced children's services illustrates a comprehensive approach to supporting young people's safety, well-being and future success.
- 4.2. Overall progress demonstrates a holistic, inclusive approach to empowering communities. Continued focus on implementation timelines, expanding partnerships and integrating lived experiences are critical to maintaining momentum and ensuring strategic goals are fully achieved.
- 4.3. Significant progress has been made in educational attainment, workforce development and the creation of learning opportunities outside the classroom. Initiatives such as trauma-informed training, leadership development and targeted support for vulnerable children and young people show a clear commitment to building skills for learning, life and work.
- 4.4. The combined efforts to enhance childcare provision, provide income maximisation support and reduce living costs demonstrate meaningful progress towards the strategic outcome of reducing poverty and improving wellbeing.
- 4.5. There is significant progress in supporting improved physical and mental health and wellbeing in Clackmannanshire, with a wide range of services, programmes and initiatives in place to deliver positive outcomes. These interventions and the Family Wellbeing Partnership approach are having a significant impact on young people and families in Clackmannanshire, particularly those facing inequalities.
- 4.6. There is notable progress in promoting human rights and tackling inequalities, particularly through the emphasis on youth voice. The approach taken has been multifaceted, involving children and young people in decision-making, embedding the principles of the UNCRC and providing support for vulnerable groups, including care-experienced children and those with additional support needs.
- 5.0 Whilst there has been significant progress, as evidenced in the report at Appendix 1 and summarised above, there are challenges which reflect recurring themes across the Directorate, which align with the four strategic priorities (Health and Wellbeing, Empowering Families and Communities, People Workforce and Sustainable, Inclusive Growth) and which have informed the next steps below:

- 5.1. **Sustainability and Scalability**
 - Ensure long-term funding and leadership to embed, maintain and scale existing programmes and initiatives.
 - Continue to build partnerships and identify new funding streams to secure the future of critical projects
- 5.2. **Comprehensive Evaluation and Impact Measurement**
 - Implement systematic and structured evaluation mechanisms to assess the effectiveness and long-term impact of programmes.
 - Use evaluation data to refine strategies, demonstrate outcomes, and secure ongoing support and funding.
- 5.3. **Professional Development and Addressing Emerging Needs**
 - Enhance professional learning in areas such as neurodevelopmental support to meet emerging needs.
 - Continue to develop and adapt professional learning for staff to address specific skill gaps and improve service delivery.
- 5.4. **Leadership and Collaboration**
 - Maximise leadership capacity and resource through continued collaborative focus on strategic priorities.
 - Continue to foster collaboration with stakeholders to enhance programme delivery and sustainability.
- 5.5. **Consistency and Integration**
 - Embedding and maintaining successful practices, such as trauma-informed approaches, into all areas of service delivery.
 - Promote consistency in applying UNCRC legislation.
- 5.6. **Proactive Planning for Emergent Issues**
 - Continued environmental scanning and analysis of threats and risks in order to anticipate future challenges and adapt strategies to address emerging needs.

6.0 Sustainability Implications

- 6.1. Sustainability is integrated into all People Directorate planning

7.0 Resource Implications

- 7.1. None

8.0 Exempt Reports

- 8.1. Is this report exempt? **No**

9.0 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) all

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)

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

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

12.1 Appendix 1 Community Wellbeing Plan Report 2024-2025 (People Directorate-including Pentana extract)

12.2 Appendix 2 - Case Studies - Planet Youth

12.3 Appendix 3 - Case Studies - What Matters To You / Family Wellbeing Partnership

13.0 Background Papers

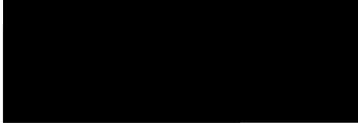
13.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

No

Author(s)

NAME	DESIGNATION	TEL NO / EXTENSION
Catrion Scott	Senior Manager	2469

Approved by

NAME	DESIGNATION	SIGNATURE
Lorraine Sanda	Strategic Director (People)	



Community Wellbeing Plan (People Directorate) 2024/25

Interim Report (June 2024 - December 2024)

One Plan, One Report



Contents

- Introduction..... 3
- People Directorate: Strategic Priorities and Strategic Outcomes 2024/25..... 3
- Summary of Progress towards Achieving Outcomes 7
 - Strategic Outcome: Children and young people have improved life outcomes by growing up loved, safe and respected 7
 - Strategic Outcome: Empowered communities are well designed, inclusive, sustainable, resilient and safe 9
 - Strategic Outcome: People of all ages successfully contribute to our communities by developing skills for learning, life, and work 11
 - Strategic Outcome: Poverty in our communities is reduced by improving outcomes for all 13
 - Strategic Outcome: People are healthy and active with improved health and wellbeing..... 14
 - Strategic Outcome: Human rights are respected and fulfilled by tackling inequalities across our communities 16
- Summary of Progress towards Strategic Priorities..... 20
 - Strategic Priority: Health and Wellbeing 20
 - Strategic Priority: Workforce Development 21
 - Strategic Priority: Empowering Families and Communities 22
 - Strategic Priority: Sustainable, Inclusive Growth 23
- Challenges..... 25
- Common Business Plan Key Performance Indicators 2024/25 27
- People Community Wellbeing Plan - Key Performance Indicators 2024/25..... 28
- Pentana Extract – People Business Plan (People Community Wellbeing Plan) 2024/25 - 09 January 2025..... 30

Introduction

This **Community Wellbeing Interim Report 2024/25** notes the combined efforts and considerable progress of the **People Directorate** towards meeting the six strategic outcomes below, and how this work is supporting the four strategic priorities. Key actions were set out in the **People Community Wellbeing Plan 2024/25** and agreed at Council in August 2024.

People Directorate: Strategic Priorities and Strategic Outcomes 2024/25



Strategic Outcomes	
1	Children and Young People have improved life outcomes by growing up loved, safe and respected
2	Empowered communities are well designed, inclusive, sustainable, resilient and safe
3	People of all ages successfully contribute to our communities by developing skills for learning, life and work
4	Poverty in our communities is reduced by improving outcomes for all
5	People are healthy and active with improved health and wellbeing
6	Human Rights are respected and fulfilled by tackling inequalities across our communities

The unified approach to planning and reporting (one plan, one report) was agreed at Council in August 2024 and has led to a reduction in the number of outcomes from 113 to 6.

This interim progress report demonstrates that the approach taken and the **determined focus on agreed strategic outcomes across these plans** is yielding accelerated progress towards the outcomes set.

It is anticipated that the analysis of year end quantitative and qualitative data will further support this assertion. Further progress against the key performance indicators will be reflected in the final annual report for 2024/25, when most national data will be published. The final annual combined report for 2024/25 will be submitted to Audit and Scrutiny in Autumn 2025.

The **Community Wellbeing Plan (One Plan) 2024/25** combines the following plans/frameworks:

Children Service’s Plan 2024-2027	Community Learning and Development Plan 2024-2027	Community Justice Plan 2023-2028
Family Wellbeing Partnership Plan 2024-2026	Libraries Plan 2024-2027	Local Child Poverty Action Plan 2024-2030
National Improvement Framework 2024-2027	The Promise Plan 2023-2026	Sport and Active Living Framework 2024-2028
Violence Against Women and Girls Plan 2023-2026	Wellbeing Local Outcomes Improvement Plan 2024-2034	

The **Community Wellbeing Interim Report 2024/25** is a high-level summary of combined progress across all plans against each of the six strategic outcomes and four strategic priorities. An update on the Key Performance Indicators and the *Pentana* extract is also included.

Interim Highlights 24/25

National and international interest in the pioneering work of the Family Wellbeing Partnership and the People Directorate has been noted. This is demonstrated by scrutiny bodies and external organisations. See for example:

- COSLA Excellence Award Solace Best Team Award, Clackmannanshire Council, Early Help Team [Nine Council Teams Named Winners in COSLA Excellence Awards | COSLA](#) - September 2024
- Care Inspectorate Report: Family Connections Team (Adult Placement Continuing Care) Adult Placement Service Inspection Report, [InspectionReport-321164.pdf](#) - October 2024
- Alva ELC Inspection

- Revised management structures in primary and secondary establishments are in place for August 2025.
- Online school enrolment of pupils moving into P1 for the 2025/26 session has commenced.
- Centre for Public Impact: [Clackmannanshire-Strategic-Transformation-Story-Public-version-Nov-2024-1.pdf](#) - November 2024
- Improvement in pupil attainment

Clackmannanshire primary schools have seen record levels of children meeting expected standards in literacy and numeracy; 77.3% of primary school pupils achieved expected levels in numeracy and 74% in literacy: (published data for session 23/24). Secondary school performance has also improved. The latest SQA results report an increase in the number of pupils achieving National 5 and Higher qualifications. Additionally, for numeracy, S3 pupils achieved 94.0%, which is above the national average of 90.3%. For literacy, our S3 pupils reached a new high of 91.1%, above the national average of 88.3%. Furthermore, the poverty related attainment gap between pupils from different socio-economic backgrounds continues to narrow, reflecting the impact of work related to the Scottish Attainment Challenge, which aims to ensure every child has the same opportunity to succeed. In addition, Clackmannanshire has outperformed the national average in terms of overall attendance levels.

- Justice Services multi-disciplinary hub

Continued development with co-location of a range of support services.

- Pearson National Teaching Awards: Impact through Partnership, Alloa Community Around the School - Clackmannanshire Family Wellbeing Partnership, Silver Winners, 2024 <https://www.teachingawards.com/award-winner/alloa-community-around-the-school-clackmannanshire-family-wellbeing-partnership/> - December 2024
- The Promise

A key focus has been the creation of bespoke programmes for Care Experienced Young People. The Virtual Headteacher has worked alongside partners to offer Group work opportunities including Outdoor Learning, Qualifications Groups, Leadership Groups and Looking Outwards (widening horizons) Groups to supported re-engagement. This has resulted in 10% improvement in attendance of an identified cohort of young people in S4. Clackmannanshire was a very early adopter of the 'Keeping The Promise Award'(KTPA). All establishments are now reviewing language and quality assurance procedures and have embarked on achieving the KTPA, by committing to this self-evaluation and accreditation programme and undertaking training sessions, in collaboration with Education Scotland. This achievement was celebrated during Care Experienced Week October 2024, with a visit from the First Minister, who met a group of care experienced children and young people and carers in Clackmannanshire to hear from them directly, and

acknowledged our commitment that has seen more than 2000 young people and 600 staff receive KTPA training so they better understand the Promise.

- 16 Days of Activism against gender based violence- strong community focus and engagement. Evaluation report is underway.

- **Wellbeing Hub and Lochies School**

Development remains on track for handover in Spring/Summer 2027. The project is nearing the end of the Hub Stage 2 process (RIBA Stage 4). The Hub Stage 2 Report should be submitted in Quarter 1 of 2025. The Wellbeing Hub and new Lochies School development remains on track for handover in Spring/Summer 2027. The design phase has moved into the final stage with final design refinements and decisions expected to be completed by March 2025 to allow design freeze for final costing. The project is still forecasted to remain within the affordability cap. The construction programme is being revised and finalised following completion of the marketing testing phase by the appointed contractor. The Full Business Case is targeted to be brought forward to Council alongside the final cost plan in May/June 2025.

- **ACEL Data**

Latest ACEL data indicates that Clackmannanshire is reporting the second largest improvement in Literacy across our Primary School Establishments since 2016/17, compared to all other Scottish local authorities. This improvement can be largely attributed to the increase in Writing where the difference in achievement rates over the same time period is four times more than the Scottish average. Latest ACEL data indicates Clackmannanshire is reporting the third largest improvement in Numeracy in our Primary School Establishments since 2016/17, compared to all other Scottish local authorities. Clackmannanshire is reporting the greatest improvement in narrowing the poverty related attainment gap in Numeracy over the same time period, compared to all other Scottish local authorities.

Summary of Progress towards Achieving Outcomes

Strategic Outcome: Children and young people have improved life outcomes by growing up loved, safe and respected

Significant progress has been made towards the strategic outcome of improving life outcomes for children and young people by ensuring they grow up loved, safe, and respected with multiple initiatives and interventions aimed at safeguarding, empowerment, and enhancing wellbeing. Progress updates across several strategic actions identify the following key developments:

Ensuring Women and Girls Feel Safe

- **Education and Awareness:** Efforts to address gender-based violence (GBV) and promote gender equality have been integrated into education from an early age. Schools have been involved in raising awareness through activities such as workshops, mentorship programmes, and campaigns such as 16 Days of Activism against GBV. The launch of the White Ribbon Status campaign and collaboration with community partners e.g. Women's Aid and Police Scotland signal a strong community commitment to tackling gender-based violence as a community.
- **Youth Engagement:** The Youth Forum and youth-led workshops have actively involved young people in discussions about GBV, ensuring their perspectives shape future actions. The collaboration with SportScotland's Fit for Girls programme also targets increasing girls' participation in sport, helping build confidence and resilience. Planet Youth work is ensuring an early intervention and preventative approach to support GBV and improve outcomes for all. 21 young people were actively involved in the 16 Days of Activism launch event, with another 80 young people participating in school events. 130 young people have also participated in awareness raising activities around mental health and substance misuse.
- **Partnerships and Support Services:** The presence of a full-time Violence against Women and Girls (VAWG) Coordinator and increased collaborative efforts across various partnerships (education, housing, health, and justice) as well as collaboration on 16 Days of Activism, which demonstrates a comprehensive approach to tackling gender-based violence.
- **Early Intervention:** Our Safeguarding Through Rapid Intervention (**STRIVE**) team are a multi-agency team dedicated to early intervention and prevention. From October to December 2024, STRIVE worked supported 23 adults. In the last six months, the STRIVE team has reformed their processes to deliver more non-court mandated support to families. This support is offered to families and couples who have been highlighted to services before there is criminal involvement. Recently, the significant impact of these reforms has been evident as women build more trust in the support and can ask for this support before crisis point. Through this process, support has been offered through the Caledonian Programme to individuals concerned about their own behaviour or their partners, and convictions in court have also been made through this early intervention model. This means **more women are accessing support in the right place at the right time**, before crisis point.

Review Provision for Children with Disabilities

- **Improved Inclusive Services and Activities:** Children with Disability Social Work provision has been reviewed internally, in line with the findings of the Care Inspectorate thematic review. The review has included new approaches to budget allocation and a Forth Valley template for assessment of need. The Child Wellbeing Partnership's continued collaboration with PAMIS (Promoting a More Inclusive Society) and Play Alloa has resulted in the expansion of childcare and childcare activities for children with a range of additional support needs. The Child Wellbeing Partnership's funding for after school and social activities, in partnership with Play Alloa and PAMIS, is creating a more inclusive environment for children with disabilities. Additionally, the participatory budgeting exercise at Alva Primary School and other schools is enabling families to have a direct role in identifying and organising wellbeing activities. Additionally, to provide a targeted, demand led activities programme for children with a disability, consultation was undertaken with parents, carers, and children with lived experience. This has led to the reintroduction and expansion of water confidence sessions, bi-ski lessons, dance, and additional extra-curricular activities. The draft Transition Policy agreed at Council in January 2023 to support young people moving from Education and Children's Services to Adult Services has improved transition process and outcomes.
- Furthermore, the planning and development of accessible facilities, such as the Wellbeing Hub and the new Lochies School will ensure children with disabilities can access high-quality facilities in the future.

Ensure Place-Based Whole Family Support

- **Family Support Hubs:** The Family Support Collaborative has been delivering family support hubs across Clackmannanshire since October 2024. Currently the hubs are being delivered in Alloa, Tullibody and Clackmannan. The intention is to extend this provision gradually over the remainder of the year. The establishment of these hubs across key locations in Clackmannanshire is a major step toward providing place-based, accessible support for families. These hubs offer a range of services designed to help families with practical and emotional needs.
- **Parent and Toddler Groups:** The Child Wellbeing Partnership expansion of parent and toddler groups, with the involvement of Educational Psychology, Speech and Language Therapy, HomeStart and Action for Children, is ensuring an enhanced and holistic approach to family support. These groups not only support child development but also offer families tools and resources to improve their parenting and wellbeing. Close links with the NHS Family Nurse Partnership and FWP Young Parenting Project continue.
- **Young Parenting Project:** The project is currently supporting 19 young women. Support is being given covering many practical and financial aspects for example; housing applications including Homeless applications, repairs, registering births, bank account applications, National Insurance Identity applications, Council Tax Reduction applications, Utilities, financial statements,

photographic identity applications, college applications and a variety of benefit and funding applications. These have included: Universal Credit (various elements), Best Start Grants/Foods, Scottish Child Payment, Scottish Welfare Fund and Child Benefit. The total financial gain for young families from September 2023 to September 2024 is c£38,900.

- **Child Wellbeing Partnership** are currently supporting 115 pre-5 children, 51 babies in baby and toddler groups and 239 children with primary school-aged childcare.

Ensure a Portfolio of Accommodation and Supports for Care Experienced Children

- **Improved Care Provisions:** Progress toward providing increased local care options is evident, with plans in place to expand foster care services and accommodation for care leavers. The establishment of a new children's house and accommodation with support for care leavers is a significant step forward in supporting young people as they transition out of care.
- **Education Support:** There is a clear focus on improving educational outcomes for care-experienced children. Enhanced attendance tracking, bespoke curricula, and additional support measures such as input from the Virtual Headteacher and flexible learning options are contributing to improved engagement and outcomes. The increased engagement and attendance in schools, as well as rising levels of literacy and numeracy, indicate positive trends for care-experienced children in Clackmannanshire.

Summary

In summary, significant progress has been made across multiple areas toward achieving the **strategic outcome that children and young people grow up loved, safe, and respected**. The emphasis on prevention, early intervention, and collaborative working across sectors has created a strong foundation for improving life outcomes. The work being done in gender equality education, inclusion and disability services, family support, and care-experienced children's services illustrates a comprehensive approach to supporting young people's safety, well-being, and future success. One of the People Directorate principles has been to bring about the changes demanded by the Independent Care Review that we keep 'The Promise' that children and young people who are care experienced are supported to improve their life experiences and life chances and that they grow up, loved, safe and respected. We have made significant progress with the actions outlined in our Clackmannanshire Promise Plan, which has had resultant positive impact on tracking and monitoring of attendance, attainment and health and wellbeing of children and young people.

Strategic Outcome: Empowered communities are well designed, inclusive, sustainable, resilient and safe

Significant progress has been made towards achieving the strategic outcome: Empowered communities that are well-designed, inclusive, sustainable, resilient, and safe. Key progress is noted below:

Delivering the Transformation Funding Vehicle for Family Wellbeing Partnership (FWP)

- Considerable scoping has been completed and an interim project manager has been recruited. Financial, legal and assurance frameworks are

being explored. The target to establish the Transformation Vehicle is scheduled for April 2025.

Improving Data Usage for Driving Improvement

- Data systems for tracking attainment, attendance, and developmental milestones are being actively used.
- Collaborative efforts such as the National Improving Writing programme and Strategic Needs Assessments highlighting significant partnership working.
- An increase in the range of vocational programmes offered for young people, indicate improvement towards positive, sustained destinations; particularly for care experienced young people.
- Data sharing and analysis are increasingly embedded in decision-making, though some initiatives (e.g., Children’s Strategic Needs Assessment) remain in early stages.

Increasing Collaboration with Partners and Communities

- Active partnerships with various organisations, parents, and carers reflect strong collaborative progress.
- Programmes such as What Matters To You (WM2U), Sauchie Community Collaborative, **Family Voices** participation, and FWP Community around the School emphasise community engagement and build on the earlier work of the FWP and Lens Intrapreneunership Programmes.
- Projects (e.g., parenting groups for children with additional support needs) and leadership academies demonstrate innovative, inclusive approaches.

Development of Anti-Social Behaviour Strategy

- The **revised Antisocial Behaviour Strategy (ASB) 2024-2027** for Clackmannanshire is underpinned by the principles of the Family Wellbeing Partnership and the Scottish Approach to Service Design and was developed jointly between Clackmannanshire Council and Police Scotland over the course of 2023-2024.
- A comprehensive audit informed the ASB Strategy, with strong community and partner involvement.
- The ASB Strategy was approved by Clackmannanshire Council on 3rd October 2024. At Clackmannanshire Alliance on 13 December 2024, Governance structures were discussed and joint community safety efforts are underway.

Developing a Voice Strategy for Empowering Families and Communities

- What Matters To You are supporting the development of a Voice Strategy.
- Multiple voice groups including those with **lived experiences** in the development of policies, frameworks and project planning demonstrate a strong commitment to family and community empowerment.
- Non-judgmental care planning and the language of care highlight systemic change.

Improving Community Justice Outcomes

- Significant increase in bail supervision cases and early intervention work signals robust efforts to enhance community justice outcomes.
- Co-location and multi-disciplinary hubs showcase effective resource utilisation.

Summary

The progress demonstrates a holistic, inclusive approach to empowering communities. Continued focus on partnership, community based systems change and amplifying the voice of those with lived experience, will ensure continued momentum.

Strategic Outcome: People of all ages successfully contribute to our communities by developing skills for learning, life, and work

Progress towards Strategic Outcome "People of all ages successfully contribute to our communities by developing skills for learning, life, and work" has been substantial in many areas but there remain challenges that need continued focus.

Learning Estate Strategy

- In partnership with Place Directorate the Learning Estate Strategy is progressing, with a revised strategy planned for presentation in 2025. There continues to be active, ongoing effort towards improving the infrastructure and supporting learning environments. Although not yet finalised or implemented, the strategy is moving forward: Replacement for Lochies School; Progress is being made with regular updates on the progress towards the new Lochies School. Craigbank Primary Development; Negotiations with developers for contributions towards the educational needs arising from housing in the Craigbank Primary catchment area are nearing completion. Once agreed, educational resources will be better aligned with population growth in the area, which is crucial for supporting communities and learners.

Workforce Development

- Extensive **staff development** programmes in areas such as trauma-informed care, specialised skills training (e.g., sports coaching), and family support services demonstrate commitment to workforce development. A suite of workforce development opportunities and modules aim to ensure that staff are equipped with the necessary skills to support diverse learners and prioritise wellbeing.
- **Professional Learning and Upskilling:** Notable progress has been made in professional learning for staff, including trauma-informed training and leadership development through programmes, such as Columba 1400's Values-Based Leadership (VBL). These initiatives are designed to enhance the capacity of staff to support children and young people's learning, wellbeing, and

social development.

- **Collaboration and Networking:** Active partnerships with colleges, third-sector organisations, and local community services, as well as initiatives such as the Routes to Volunteering programme, are contributing to the development of work-related skills and community engagement. These collaborations offer pathways into work for a wide range of individuals, further contributing to skills development across the community.

Improve Attainment

- **Curriculum for Excellence and Educational Outcomes:** Improvements in literacy and numeracy, particularly in writing at First Level, show that educational outcomes are on track, with national averages being exceeded. The narrowing of the attainment gap in numeracy at senior phase further highlights positive strides in academic achievement.
- **Attendance Rates:** Higher than average attendance rates for children and young people point to strong engagement in learning; indicating positive learning environments in schools, fostering better outcomes for learners.
- **Active Schools Programme:** The continuation of an extensive extracurricular sports and physical activity programme demonstrates the importance of developing life skills beyond the classroom.
- **Support for Young People (16-19):** Programmes aimed at supporting school leavers, particularly those with additional support needs (ASN), indicate a commitment to closing the attainment gap. These programmes help young people transition successfully into work or further education and include eight cohorts of Leadership Academies and a total of 70 young people graduating with Employability Awards, First Aid and Mental Health Training. Additionally, cohorts of young people have banked 50 National 3 and 4 units and 20 National 4 full course Awards through the Qualifications Group and CALA (Clackmannanshire Active Learning Academy).

Next Steps

- **Sustainability and Scalability:** Some of the new programmes are dependent on external funding. A portion of the Shared Prosperity Fund is supporting the delivery of the SVQ Centre at Bowmar Community Centre until March 2025. This will require ongoing funding, leadership, and active partnership involvement to sustain and scale and plans are in place to work with the Employability Team moving forward. While initial efforts are positive, careful monitoring and long-term support are necessary to ensure these initiatives continue to thrive.
- **Evaluation and Impact Measurement:** While there has been extensive training and staff development, the overall impact of these initiatives on service delivery, staff performance, and outcomes for children and families need to be more systematically measured. Further emphasis on structured evaluation will help ensure these programmes have lasting effects.
- **Trauma-Informed Practice:** Although progress is being made in implementing trauma-informed, relationship-based practices, full

integration across services has not yet been achieved. Ensuring consistent application of this model across all levels of service will be vital for its long-term success.

- **Expansion of Professional Learning for Emerging Issues:** While there has been significant staff development, gaps remain in addressing emerging issues such as supporting learners with neurodevelopmental profiles and the use of substance use frameworks. Ongoing professional development, such as the planned twilight sessions, will help address these gaps.
- **Permanence Planning:** The need for improvement in permanence planning for children in care has been identified. Enhancing the analysis of this area and ensuring that practice improvements translate into better outcomes for children will be a key next step.

Summary

Significant progress has been made towards this outcome, particularly in areas such as educational attainment, workforce development, and the creation of learning opportunities beyond the classroom. Trauma-informed staff and community development training, leadership development, and targeted support for vulnerable children and young people demonstrates a clear commitment to building skills for learning, life, and work. However, challenges remain, particularly in ensuring the sustainability of new programmes, evaluating their long-term impact, and addressing emerging training needs. Additionally, more comprehensive strategies for tracking permanence planning and embedding trauma-informed practices across services will be essential for achieving sustained, positive outcomes. Overall, this interim update demonstrates that the People Directorate is on a positive trajectory. Continued efforts are necessary to ensure that progress is both embedded and sustained.

Strategic Outcome: Poverty in our communities is reduced by improving outcomes for all

Considerable progress has been made towards achieving the strategic outcome of reducing poverty in communities by improving outcomes for all, with a focus on alleviating poverty through enhanced childcare systems and income maximisation initiatives. Progress is noted below:

Childcare Offer and Support for Families:

- The Child Wellbeing Partnership School Age Childcare has been expanded to all ages. **School-age childcare is now available across multiple communities** in Clackmannanshire, including Alloa South and East, Tillicoultry, and Sauchie. This expansion has been supported by partnerships with local third-sector organisations, private providers, and sports and leisure team.
- The availability of **pre-five childcare** has been enhanced, with 74 children currently supported in early learning and childcare (ELC) settings, and additional support for families needing extended hours for work, training, or self-care. The total reach for pre-five childcare across local authority and private settings is significant.
- New **baby and toddler groups**, such as 'Wee Play Alloa' and 'Play Roots', are providing tailored support to families, particularly

those with additional support needs. These groups support family wellbeing and enhance access to social and developmental resources.

- These initiatives collectively help to **reduce the cost of living** for families by offering accessible childcare, enabling parents to participate in work or training, thereby potentially increasing household income.

Income Maximisation and Cost of Living Support:

- The **Family Wellbeing Partnership** has trialled One Stop Support Shop sessions, providing energy vouchers and benefits advice to community members. These sessions were successful in Alloa Academy, helping 30 people with energy vouchers and benefit entitlement support, and are set to expand in 2025.
- The **Housing Service** has redesigned its approach to include money advice services, which directly support residents with income maximisation and debt management, ensuring better financial stability for households.
- The ongoing **rent review process** and affordability exercises are addressing the potential burden of housing costs on low-income households, which is a crucial step in ensuring that the rent-to-income ratio does not exceed a sustainable level.
- The **Child Wellbeing Partnership** also assists parents by offering referrals to Department of Work and Pensions (DWP) for childcare benefits, ensuring they receive financial support to ease childcare costs.
- Events such as the **Take What You Need** initiatives have provided food, winter clothes, and energy advice, directly addressing the immediate needs of families living in poverty.
- Additionally, efforts to expand the availability and range of **free period products** further contribute to cost-saving measures for families, ensuring dignity and choice for those who need them.

Summary

The combined efforts to enhance childcare provisions, provide income maximisation support, and reduce living costs demonstrate meaningful progress towards the strategic outcome of reducing poverty and improving wellbeing. The focus on **access to work, training, and study** through improved childcare and **income support services** suggests that households are receiving the necessary support to help alleviate financial pressures. Continued expansion and enhancement of these initiatives, including trials in community hubs and further strengthening our partnerships, are likely to continue improving outcomes for families in need.

Strategic Outcome: People are healthy and active with improved health and wellbeing

Considerable progress has been made towards achieving the strategic outcome of people being healthier and more active with improved health and wellbeing, with several key initiatives contributing to the improved mental and physical health and wellbeing of children, young people, and adults. The **Wellbeing Hub**, which remains on track, will contribute significantly to community health and wellbeing.

Ensuring effective Mental Wellbeing Services

Mental Health and Wellbeing

- **Comprehensive Mental Health and Wellbeing Services:** There has been a marked increase in the range and availability of mental health and wellbeing services. Programmes like Mind Moose, Kooth, Qwell, and Text Clacks are providing digital mental health support across various age groups. The expansion of the Qwell service to include all adults in Clackmannanshire demonstrates a broadening of the mental health and wellbeing supports available.
- **Crisis Management:** The Text Clacks service has proven effective in managing immediate mental health crises, especially among those at risk of suicide, with no users of the service requiring emergency services due to effective risk assessments and de-escalation approaches.
- **Therapeutic Support for Children and Families:** The Counselling in Schools Service and the Creative Therapeutic Interventions for Children Service have offered developmentally appropriate therapeutic experiences. Positive feedback from students, parents, and teachers (with improvements reported in 83% of cases) indicates the effectiveness of these services in enhancing mental wellbeing.
- **Parent and Family Support:** In-person support services, such as Barnardo's In Mind and the co-produced parent support service through the Educational Psychology Service, show progress in offering valuable resources for families to manage mental health challenges.
- **Workshops and Courses:** The success of the THRIVE to Keep Well Programme and the pre-THRIVE pilot course, with 83% of participants reporting improvements in mental wellbeing and 89% noting an increase in parenting capacity, further demonstrates progress toward better mental health outcomes. A further refined Pre-THRIVE, THRIVE and Post-THRIVE offer and enhanced connectivity to other supports and services will support the continued positive journeys of participants.

Physical Health and Wellbeing

- **Sport and Active Living:** The refreshed Sport and Active Living Framework, the ongoing commitment to delivering a new Wellbeing Hub and Lochies School, and the extensive school and community activities offered by the Sport and Leisure team demonstrate how highly sport and physical activity is prioritised in Clackmannanshire.
- **Community Involvement:** The collaboration with local sports clubs and community groups to deliver physical activity sessions and competitions further supports the strategic outcome of increasing physical activity across Clackmannanshire. The School Sport Committees guide what activities are offered through pupil led approaches.

Community and Family Wellbeing

- **Collaborative Community Approach:** The Family Wellbeing Partnership continues to provide a range of initiatives aimed at supporting families with their wellbeing. The extension of the Community around the School approach to all three secondary

schools, alongside the Planet Youth work and campaigns like “Did you know...?” is a key part of this broader strategy to help build resilience and promote healthier lifestyles among children and families.

- **Sexual Health:** The increased delivery of courses, education programmes and awareness raising around sexual health are supporting the overall health and wellbeing of young people and families.
- **Healthy Eating:** The continued delivery of healthy eating initiatives with a focus on family meals are contributing to the overall health and wellbeing for young people and families.
- **Future Developments:** The ongoing progress of the **Wellbeing Hub** and new **Lochies School** development will further enhance the community health and wellbeing infrastructure once completed and open to the public in 2027.

Summary

Considerable progress has been made in supporting improved physical and mental health and wellbeing in Clackmannanshire, with a wide range of services, programmes, and initiatives now in place and delivering positive outcomes. The strategic outcome of improving health and wellbeing, particularly mental health, has been progressed through a combination of digital services, therapeutic interventions, and community involvement. The positive feedback from children, families, and participants in our various programmes, illustrates the positive impact these interventions and the Family Wellbeing Partnership approach is having on our young people and families in Clackmannanshire, particularly those facing inequalities.

Strategic Outcome: Human rights are respected and fulfilled by tackling inequalities across our communities

Significant progress has been made towards ensuring human rights are respected and inequalities are tackled across communities. The approach taken has been multifaceted, involving children and young people in decision-making, embedding the principles of the UNCRC and targeting specific inequalities. Key areas of progress include:

Youth Participation and Empowerment

- The framework for involving children and young people in decision-making aligns with the United Nations Convention on the Rights of the Child (UNCRC), empowering them to participate in shaping local priorities. Youth Voice is deeply embedded in our practices, with children consulted on policy, budgeting decisions and new projects. An established framework regularly provides opportunities for children and young people to be involved and influence decision making within the Authority. Our framework mirrors the principles of the UNCRC and empowers youth voice using the Youth Charter.

- The ongoing work with the Children’s Parliament, where young people co-create agendas and share their priorities, ensures that their views directly influence our actions. Our commitment to youth voice is evidenced in the appointment of two Members of the Scottish Youth Parliament, who have been involved in proposing and debating motions which affect their peers. MSYPs were consulted on the development of the new Wellbeing Local Outcomes Improvement Plan. One of the MSYPs also has a monthly column in the local newspaper, to express the views and rights of local young people.

UNCRC Implementation

- The continued focus on UNCRC principles across all Directorates indicates a strong commitment to respecting children’s rights.
- We are carrying out a readiness audit on all services to gauge readiness for UNCRC implementation, using a tool developed by the Improvement Service.
- The anticipated action plan, based on these audits, will help further prioritise areas for improvement, to ensure that all decision making affecting children and young people is considered through a UNCRC lens.

Child-Friendly Complaints and Participation

- Progress on implementing Child Friendly Complaints demonstrates a focus on ensuring that children’s voices are central in complaints processes. Training and resource development, including resources and materials for parents and carers, will further enhance this initiative. Materials will be provided by the Scottish Public Services Ombudsman early in 2025, which will further enhance the support for establishments. An issue around assessing the child’s capacity to represent their views is being investigated to produce clearer guidance for schools and ELCs.

Planet Youth and Awareness Raising

- Planet Youth activities align to UNCRC and since June 2024, Planet Youth Officers have been working in our primary and secondary schools, in the community and with Third Sector partners and have facilitated family sessions at the Family Centre. Resources are also shared with our Clacks Planet Youth Coalition members: Third Sector, NHS and other partners. An active social media campaign has raised awareness and increased the profile of this work.

Poverty Reduction and Housing

- The Housing Service is actively addressing poverty through policy reviews, integrating UNCRC principles and involving young people in decisions. The formation of a Youth Housing Panel and the focus on ensuring young voices are heard in tenancy participation policies represent progress in tackling inequality in housing and poverty.

Support for Care-Experienced Young People (CEYP)

- Clackmannanshire has made notable strides in improving outcomes for care-experienced young people, with the increase in positive destinations (employment, training, or higher/ further education) reflecting successful initiatives, including tailored support from the Virtual Headteacher and community partners.

Community and Educational Engagement

- The work of the Child Wellbeing Partnership, alongside projects such as WM2U and youth-led initiatives, shows strong efforts to empower young people and communities to design services and policies that directly affect them. This co-design approach ensures that services are more responsive to the needs of the community.

Support for Young People with Additional Support Needs (ASN)

- We have taken steps to improve the support and transitions for children and young people with additional support needs. Revised referral processes and consultation with educational establishments has made access to specialist placements more streamlined and transparent. The Educational Psychology Service has also shifted to a more relational, in-person support model, which has been positively received by schools.
- The Transition Policy has been successfully implemented across the authority. Each school has received information regarding how to refer to the Operational Transition Group for consideration of additional levels of support for young people leaving school. All 2025 leavers have been identified and many 2026 leavers have already been referred.
- Partnerships with organisations such as Forth Valley Disability Sport and the Open University OpenLearn portal are providing additional opportunities for personal growth and skills development.
- Expanded and enhanced offer of sport activities for children with additional support needs or disabilities.

Inclusion and Support for Vulnerable Populations:

- The development of volunteer programmes, such as supported volunteering at the Community Café for young adults with ASN, contributes to the inclusion of vulnerable groups and provides opportunities for skill-building and community engagement.

Summary

In summary, notable progress has been made in promoting human rights and tackling inequalities, particularly through emphasis on children and young people's involvement in decision-making. While some areas are still under development, the ongoing work demonstrates a comprehensive approach to

addressing social inequalities and embedding human rights principles, particularly for vulnerable groups, such as our care-experienced children and those with additional support needs.

The People Directorate continues to show commitment to meeting the needs of all learners, in line with the findings of the Additional Support for Learning Review and the third progress report, published in November 2024. Increasing emergent need has resulted in a re-directing of appropriate resource to ensure that we fulfil this ambition, working in partnership with Educational Psychology and partner organisations.

Summary of Progress towards Strategic Priorities

Strategic Priority: Health and Wellbeing

Significant progress has been achieved in improving health and wellbeing in Clackmannanshire, with considerable improvements in mental health services, family support services, and sport and active living. The key areas of focus and their associated impacts are summarised as follows:

Mental Health and Wellbeing

- **Service Expansion:** Services like Mind Moose, Kooth, and Qwell have all been extended ensuring support services are on offer to a wide range of age groups.
- **Crisis Management:** The success of the Text Clacks service in de-escalating crises highlights the effective management of mental health emergencies.
- **Therapeutic Support:** School counselling and creative interventions have led to measurable improvements, with 83% of cases reporting enhanced mental wellbeing in the users of the service.

Community and Family Wellbeing

- **Parent and Family Support:** Initiatives such as the THRIVE to Keep Well programme and pre-THRIVE pilot programme have offered significant improvements in mental health supports and interventions for parents and families.
- **Collaborative Efforts:** The Community around the School approach and work such as Planet Youth are fostering increased community resilience and promoting healthier lifestyles, ensuring our schools become key support hubs for our communities.
- **Healthy Living:** Focus on family-oriented healthy eating programmes and expanded school and community sport and physical activity programmes emphasise the level of priority the Council has placed on improving community health and wellbeing.
- **Positive feedback** from children, young people, families, and communities has indicated that these interventions are having a tangible impact and are valued by our communities.

Infrastructure Development

- The ongoing development of the Wellbeing Hub and the new Lochies School also highlights the Council's commitment to improving health and wellbeing outcomes.

Overall Impact on Strategic Priority: Health and Wellbeing

The combination of strong community involvement and collaborative efforts to expand and enhance place-based family supports is having a significant impact on health and wellbeing in Clackmannanshire. The range of services, programmes and initiatives are benefiting children, young people, and families from a broad spectrum of backgrounds and demographics, particularly those facing inequalities. Additionally, effective therapeutic services and mental wellbeing supports are positively impacting mental wellbeing health outcomes.

Strategic Priority: Workforce Development

Progress toward the Strategic Priority - Workforce Development is strong, with evidence of meaningful advancements across several key areas. The key areas of focus and their associated impacts are summarised as follows:

Extensive Staff and Community Development

- Programmes in trauma-informed care, readiness for learning, readiness for caring and Keeping the Promise demonstrate a commitment to upskilling the workforce to meet the needs of our community, including for our care experienced community and those with additional support needs.
- Leadership development through initiatives such as Columba 1400's Values-Based Leadership (VBL) investment in staff capacity building.
- Continuous professional learning, including twilight sessions for emerging issues, ensures ongoing staff skill development.

Educational Outcomes

- Improvements in literacy and numeracy outcomes, exceeding national averages, indicate that educational professional learning efforts are yielding positive results.

Collaborative Partnerships

- Collaboration with colleges, third-sector partners, Allied Health professionals, private sector and community services is fostering shared expertise and resource optimisation.
- Reporting by regulatory and scrutiny bodies is indicating increasingly positive outcomes.
- The Routes to Volunteering programme highlights a pathway approach to skill-building and community engagement.

Support for Young People

- Targeted programmes for school leavers, especially care experienced young people and those with additional support needs (ASN), demonstrate a clear focus on bridging educational and workforce opportunities.

Overall Impact on Strategic Priority: Workforce Development

Workforce Development has remained a key focus and seen substantial progress, aligning well with strategic priorities. These initiatives should strengthen staff capability and alongside the collaborative networks, continue to support positive outcomes for children, young people, and communities.

Strategic Priority: Empowering Families and Communities

- The strategic priority of empowering families and communities is progressing well, with significant strides in creating well-designed, inclusive, and resilient communities and evidence of leading public sector reform. The key areas of focus and their associated impacts are summarised as follows:

Prevention and Early Intervention

- Strong emphasis on prevention and early intervention supports, such as school-age childcare expansion and tailored family support services.
- Enhanced access to social, educational, and developmental resources through Community around the School approaches and new enhanced baby and toddler groups.

Collaborative Approaches

- Partnerships with third-sector organisations, local services, and community groups to address diverse needs.
- Youth involvement in decision-making aligning with human rights principles, ensuring that services reflect community priorities and that the voice of lived experience informs service design.

Educational and Workforce Development

- Improvements in educational outcomes, such as literacy, numeracy, and attendance rates, and narrowing of the attainment gap.
- Progress in workforce upskilling, including trauma-informed training and leadership development.

Infrastructure and Sustainability

- Active planning and development of educational infrastructure, such as the Learning Estate Strategy and Lochies School replacement.

Support for Vulnerable Children, Young People and Adults

- Tailored initiatives for care-experienced children and young people, as well as those with additional support needs.
- Progress in permanence planning and transitions.

- Mentoring, volunteering, and employability support.

Health and Wellbeing

- Comprehensive mental health and wellbeing services for children, families, and communities.
- Community-based physical activity and healthy living initiatives.
- Community-based social, emotional and wellbeing opportunities.

Overall Impact on Strategic Priority: Empowering Families and Communities

The People Directorate has made progress and remain committed to empowering families and communities. Overall, the trajectory is positive, reflecting a well-rounded and inclusive approach to improving life outcomes for children, young people, and their families.

Strategic Priority: Sustainable, Inclusive Growth

The People Directorate is making meaningful progress towards the Strategic Priority of Sustainable, Inclusive Growth. The key areas of focus and their associated impacts are summarised as follows:

Economic and Social Development

- Educational Infrastructure: Investment in Lochies School and the Wellbeing Hub reflect proactive planning for long-term sustainable growth.
- Skill Development: Efforts to improve skills for learning, life, and work, including targeted programmes for young people and professional learning for staff, contribute to workforce readiness and community engagement.

Poverty Reduction and Economic Resilience

- Childcare and Family Support: Expanded childcare access directly supports workforce participation and reduces financial strain on families, contributing to economic resilience and community wealth building.
- Income Maximisation Initiatives: The combination of financial support (e.g., energy vouchers, money advice services) and direct poverty alleviation measures (free period products and cost-of-living support) demonstrates the People Directorate's robust commitment to addressing economic inequalities.

Health and Wellbeing

- Physical and Mental Health: Programmes such as the Family Wellbeing Partnership, Counselling in Schools, and digital mental health platforms enhance individual and community resilience, contributing to sustainable growth by fostering a healthier population within Clackmannanshire.
- Active Living: Investments in sport, physical activity, and community-driven initiatives further promote well-being, inclusion, and active participation.

Human Rights and Inclusion

- Youth Involvement and Rights: Embedding UNCRC principles and ensuring youth participation in decision-making (e.g., Scottish Youth Parliament, Planet Youth) supports inclusivity and equitable growth.
- Focus on Vulnerable Groups: Targeted initiatives for care-experienced children, young people with additional support needs, and poverty reduction efforts ensure that sustainable growth benefits all our families.

Overall Impact on Strategic Priority: Sustainable, Inclusive Growth

The People Directorate is contributing positively towards achieving Sustainable, Inclusive Growth; working on supporting empowered, inclusive, and sustainable communities while addressing economic, educational, and social challenges. Continued efforts to sustain and evaluate initiatives, coupled with addressing emerging needs, will ensure that the momentum is maintained. The People Directorate, working on the People Community Wellbeing Plan and the respective integrated community planning partnership plans will continue to work on the strategic actions. A strategic needs assessment and threat/risk analysis will inform planning for 2025/26. The planned FWP Transformation Vehicle will be an important step forward in the long-term sustainability of the systems required to ensure that positive outcomes for people can be achieved in an agile and sustainable manner.

Challenges

The following challenges /collective next steps reflect recurring themes across the four strategic priorities, as summarised below:

Sustainability and Scalability

- Ensure long-term funding and leadership to embed, maintain and scale existing programmes and initiatives.
- Continue to build partnerships and identify new funding streams to secure the future of critical projects.

Comprehensive Evaluation and Impact Measurement

- Implement systematic and structured evaluation mechanisms to assess the effectiveness and long-term impact of programmes.
- Use evaluation data to refine strategies, demonstrate outcomes, and secure ongoing support and funding.

Professional Development and Addressing Emerging Needs

- Enhance professional learning in areas such as neurodevelopmental support to meet emerging needs.
- Integrate trauma-informed practices fully and consistently across all services and teams.
- Continue to develop and adapt professional learning for staff to address specific skill gaps and improve service delivery.

Leadership and Collaboration

- Maximise leadership capacity and resource through continued collaborative focus on strategic priorities.
- Continue to foster collaboration with stakeholders to enhance programme delivery and sustainability.

Consistency and Integration

- Embedding and maintaining successful practices, such as trauma-informed approaches, into all areas of service delivery.
- Promote consistency in applying UNCRC legislation.

Proactive Planning for Emerging Issues

- Continued environmental scanning and analysis of threats and risks in order to anticipate future challenges and adapt strategies to address emerging needs.

Empowering Families and Communities

- Continue to focus on family and community involvement to enhance wellbeing and build resilience.
- Expand initiatives that empower communities, ensuring voice of lived experience and participation in decision-making.

The **People Community Wellbeing Plan** and the respective integrated **Community Planning Partnerships Plans** will continue to focus on our agreed Strategic Priorities and Strategic Actions. By addressing the collective next steps and maintaining the current momentum, the People Directorate **is on track to achieve** our Strategic Outcomes, as evidenced in this report.

The People Directorate Strategic Needs Assessment and subsequent threat/risk analysis will inform the 2024/25 annual report and subsequent planning for 2025/26.

Common Business Plan Key Performance Indicators 2024/25

Description of KPI	2021-22	2022-23	2023-24	2024-25	Target (as set out in 24/25 Plan)
Average FTE working days lost through sickness absence PPL AB1 GOV	11.9	12.3	14.02		13% reduction
% of Freedom of Information requests dealt with within timescale PPL FOI GOV	90%	92%	86%		100%
% of Councillor Enquiries dealt with within timescale PPL CNQ BUS	91%	93%	96%		100%
% of MP/MSP enquiries dealt with within timescale PPL MPQ BUS	76%	86%	83%		100%
% formal complaints closed within timescale (stages 1 and 2) PPL C02 CUS	55%	62%	85%		100%
% formal complaints dealt with that were upheld/partially upheld PPL C04 CUS	23%	49%	36.5%		<25%
% of employees who have completed mandatory training by the due date	N/A	10.3%*	58%		>75%
Staff Survey - I feel valued for the work I do PPL S12 HWD	63%	N/A	56%		>75%
Staff Survey - I feel that I am treated with dignity and respect within my team PPL S17 HWD	75%	N/A	74%		100%
Staff Survey - I am clear about how I contribute to the organisation's goals PPL S21 HWD	74%	N/A	69%		>90%
Survey response rate PPL S26 HWD	23%	N/A	31%		>50%

People Community Wellbeing Plan - Key Performance Indicators 2024/25

Overarching KPI's (Individual Plans will also have their own KPIs)	2021/22	2022/23	2023/24	2024/25	Target
Child Poverty Rate (0-15 years Clackmannanshire) – relative poverty after housing costs	25.5%	27.3%	March 2025 (next update)	*	24%
Percentage of school leavers entering initial Positive Destination*	96.5%	94.9%	Feb 2025 (next update)	*	97%+
Percentage of children with one or more developmental concerns at 27-30 month reviews	17.9% [Jan – Mar 22]	15.3% [Jan – Mar 23]	16.1% [Jan – Mar 24]	*	14.7% [national]
Attendance Rate – all * (taken from stretch aims)	90.3%	90.7%	90.1%	*	92%
Attendance Rate – Care Experienced (taken from stretch aims)	89.5%	86.5%	88.1%	*	92%
Percentage of P1, P4 and P7 pupils combined achieving expected CfE Level in Literacy* (taken from stretch aims)	63.3%	69.6%	74%	*	75%
Percentage of P1, P4 and P7 pupils combined achieving expected CfE Level in Numeracy* (taken from stretch aims)	71.7%	72.4%	77.3%	*	78%
Attainment gap at Senior Phase - SCQF Level 5 (percentage points) *	-10.4	-20.7	-14	*	-10
Percentage of School Leavers achieving at SCQF Levels in Literacy and Numeracy (Levels 4, 5 & 6) *	54.5%	53.7%	Feb 2025	*	60.1% [national]
Percentage of Care Experienced School Leavers achieving at SCQF Levels in Literacy & Numeracy (Levels 4, 5 & 6) *	26.3%	30.2%	Feb 2025	*	38.7% [VC]
Domestic Abuse Incidents (rate per 10,000 population)- Clackmannanshire	146	127	March 2025	*	114

No of children referred to Children's Reporter (offences only) – rates per 1000 children	5.8	10.5	13.4	*	11.2 [national]
Percentage of care experienced children with 3 or more placements during the year	6%	5%	April 2025	*	0%
Number of unplanned external placements changes for children	9	1	6	*	0
Number of children in residential placements	17	12	24	*	12
Percentage of Children and Young People who describe their mental health as good or very good	No data	41%	<i>Not yet available</i>	*	50%
Percentage of Children and Young People (under 18's) participating in extracurricular school sport and physical activity	36%	42%	45%	*	47%
Proportion of adolescents who have consumed alcohol in last 30 days (Icelandic Model/Planet Youth)	36%	No data	28%	*	14%
Teenage Pregnancy Rate (under 20 years) Rate per 1000 women	30.5	33.6	July 2025	*	27.1
% of Girls in Clackmannanshire participating in recreational activity ** new measure	No data	No data	73%	*	76%

* Data to be added once published.

People Directorate Progress Report: Community Wellbeing Plan 2024/25

Key to Symbols

Current Status:	Completed	In Progress, On Track	Check Progress/Unassigned	Overdue	Cancelled
Expected Outcome:	Already Complete	Will Complete Within Target	Will Complete Outwith Target	Will Fail to Complete	Cancelled

Plan Summary

	PPL CWP 245 People Directorate Business Plan 2024/25				Overall Progress	<div style="width: 64%;"><div>64%</div></div>
Lead	Strategic Director - People		Portfolio Owners	Chief Education Officer; Chief Social Work Officer		
Outcomes			Expected Outcome	Due By	Completed	Progress
	CWP 245 100	1. Children and Young People have improved life outcomes by growing up loved, safe and respected		31-Mar-2025		<div style="width: 63%;"><div>63%</div></div>
	CWP 245 200	2. Empowered communities are well designed, inclusive, sustainable, resilient and safe		31-Mar-2025		<div style="width: 69%;"><div>69%</div></div>
	CWP 245 300	3. People of all ages successfully contribute to our communities by developing skills for learning		31-Mar-2025		<div style="width: 57%;"><div>57%</div></div>
	CWP 245 400	4. Poverty in our communities is reduced by improving outcomes for all		31-Mar-2025		<div style="width: 72%;"><div>72%</div></div>
	CWP 245 500	5. People are healthy and active with improved health and wellbeing		31-Mar-2025		<div style="width: 64%;"><div>64%</div></div>
	CWP 245 600	6. Human Rights are respected and fulfilled by tackling inequalities across our communities		31-Mar-2025		<div style="width: 61%;"><div>61%</div></div>

Outcome Summary

1. Children and Young People have improved life outcomes by growing up loved, safe and respected							Overall	63%
High-level Action Areas			Lead Service Area	Expected Outcome	Due By	Completed	Progress	
▶	CWP 245 101	Ensure Women & Girls Feel Safe	Inclusion & Partnerships	✓	31-Mar-2025		66%	
▶	CWP 245 102	Review Provision for Children with Disabilities	Early Intervention	✓	31-Mar-2025		62%	
▶	CWP 245 103	Ensure Whole Family Support is Available	Early Intervention	✓	31-Mar-2025		55%	
▶	CWP 245 104	Deliver on the Promise	Permanence	✓	31-Mar-2025		70%	

2. Empowered communities are well designed, inclusive, sustainable, resilient and safe							Overall	69%
High-level Action Areas			Lead Service Area	Expected Outcome	Due By	Completed	Progress	
▶	CWP 245 201	Transformation Vehicle: Family Wellbeing Partnership	Inclusion & Partnerships	✓	31-Mar-2025		60%	
▶	CWP 245 202	Improve Use of Data	People Directorate	✓	31-Mar-2025		58%	
▶	CWP 245 203	Increase Collaboration	Community Learning & Development	✓	31-Mar-2025		70%	
✓	CWP 245 204	Develop Anti Social Behaviour Strategy	Secondary Education & Communities	✓	31-Mar-2025	08-Jan-2025	100%	
▶	CWP 245 205	Develop Voice Strategy	People Directorate	✓	31-Mar-2025		54%	
▶	CWP 245 206	Improve Community Justice Outcomes	Justice Services	✓	31-Mar-2025		75%	

3. People of all ages successfully contribute to our communities by developing skills for learning							Overall	57%
High-level Action Areas			Lead Service Area	Expected Outcome	Due By	Completed	Progress	
▶	CWP 245 301	Review & Implement Learning Estate Strategy	Education; Property Services	✓	31-Mar-2025		50%	
▶	CWP 245 302	Strengthen Workforce Development	People Directorate	✓	31-Mar-2025		60%	
▶	CWP 245 303	Ensure Self-evaluation & QA Informs Planning	People Directorate	✓	31-Mar-2025		60%	
▶	CWP 245 304	Improve Attainment & Close Gap	Education	✓	31-Mar-2025		60%	

▶ 4. Poverty in our communities is reduced by improving outcomes for all Overall 72%

High-level Action Areas	Lead Service Area	Expected Outcome	Due By	Completed	Progress
▶ CWP 245 401	Deliver System of Childcare & Alleviate Poverty	Early Learning, Primary Education & Libraries	✓	31-Mar-2025	75%
▶ CWP 245 402	Prioritise Cost of Living & Income Maximisation	People Directorate	✓	31-Mar-2025	70%

▶ 5. People are healthy and active with improved health and wellbeing Overall 64%

High-level Action Areas	Lead Service Area	Expected Outcome	Due By	Completed	Progress
▶ CWP 245 501	Ensure Mental Wellbeing Services are in Place	Educational Psychology	✓	31-Mar-2025	65%
▶ CWP 245 502	Ensure Wellbeing Hub/Lochies Remains on Track	Sport & Leisure	✓	31-Mar-2025	66%
▶ CWP 245 503	Increase Healthier Behaviours & Choices	Inclusion & Partnerships	✓	31-Mar-2025	63%

▶ 6. Human Rights are respected and fulfilled by tackling inequalities across our communities Overall 61%

High-level Action Areas	Lead Service Area	Expected Outcome	Due By	Completed	Progress
▶ CWP 245 601	Embed UNCRC Across People Directorate	Secondary Education & Communities	✓	31-Mar-2025	65%
▶ CWP 245 602	Reduce Inequality Through Co-design	Inclusion & Partnerships	✓	31-Mar-2025	70%
▲ CWP 245 603	Review ASL Provision	Additional Support Needs	✓	31-Mar-2025	50%

Summary of High-level Action Areas

1. Children and Young People have improved life outcomes by growing up loved, safe and respected

 **Ensure Women & Girls Feel Safe** Ensure women and girls feel equally safe at home, in work and in the community

Latest Update Lead Officer Senior Manager Inclusion & Partnerships Due By 31-Mar-2025 Progress Expected Outcome  CWP 245 101

Clackmannanshire's Violence Against Women and Girls (VAWG) Partnership is focused on education, prevention, and collaboration to address gender-based violence (GBV). Key initiatives include inclusive RSHP education in schools, the Equally Safe at School strategy, and a youth-led workshop on GBV. A White Ribbon Status Campaign was launched, aiming to engage the community, particularly men and boys, in preventing GBV. The STRIVE team provides early intervention and non-court mandated support to families at risk. The 16 Days of Activism campaign featured workshops, community events, and survivor-led poetry to raise awareness. The partnership collaborates across sectors, with a focus on integrating support for women and children in housing, education, and justice systems. The upcoming Equally Safe Delivery Plan aims to create a trauma-informed approach to tackling GBV. In Spring 2025, Mentors in Violence Prevention will be relaunched across secondary schools.

 **Review Provision for Children with Disabilities** Review provision for children with disabilities, in partnership

Latest Update Lead Officer Service Manager (Early Intervention) Due By 31-Mar-2025 Progress Expected Outcome  CWP 245 102

A review of Children with Disability social work provision has been carried out, incorporating new budget allocation approaches and a Forth Valley needs assessment template. Collaboration with PAMIS has ensured that facilities, including play areas and changing places, are more accessible. A targeted activities programme for children with disabilities was developed following consultation with parents, carers, and children, leading to the expansion of water confidence sessions, bi-ski lessons, dance, and extracurricular activities. The Child Wellbeing Partnership, in partnership with Play Alloa and PAMIS, funds after-school and social activities across Clackmannanshire. Additional funding has been allocated to Lochies School for family wellbeing activities, and Alva Primary's Ochil Classes are conducting a participatory budgeting exercise to support wellbeing and childcare experiences. School leaders and nursing staff have also engaged in training to better support children's physical and mental health, with referrals tracked to monitor service engagement.

 **Ensure Whole Family Support is Available** Ensure place based whole family support is available at the point of need

Latest Update Lead Officer Service Manager (Early Intervention) Due By 31-Mar-2025 Progress Expected Outcome  CWP 245 103

The Family Support Collaborative has been running family support hubs across Clackmannanshire since October 2024, with locations in Alloa, Tullibody, and Clackmannan, expanding gradually throughout the year. The Child Wellbeing Partnership is funding enhanced parent and toddler groups in partnership with Action for Children, Home Start, and supported by NHS Speech and Language Therapy (SaLT) and Educational Psychology Service (EPS). Sessions are now available in multiple locations, including Coalsnaughton from January 2025. So far, 16 families have been supported, with positive feedback such as "You've helped me find joy in parenting". The EPS and SaLT have trained play leaders to foster positive parent-child interactions. Practical support includes the provision of slow cookers, recipe packs, and connections with other Family Wellbeing Partnership services. Additionally, the CLD Family Learning sessions focus on healthy relationships and family learning, while Social Work teams track developmental milestones in local children. The Social Work Early Help Team continue to develop groups supports provided in Alloa Family Centre and Ben Cleuch Centre.



Deliver on the Promise

Ensure a portfolio of accommodation and supports to deliver on the Promise

Latest Update	Lead Officer	Senior Manager (Permanence); Senior Manager (Secondary Education & Communities)	Due By	31-Mar-2025	Progress	<div style="width: 70%;"><div style="width: 70%;"></div></div> 70%	Expected Outcome		CWP 245 104
---------------	--------------	---	--------	-------------	----------	--	------------------	--	-------------

Progress is being made to enhance local care services, with improvements in fostering, adoption and adult care services leading to increased interest in fostering. This trend is expected to result in a rise in foster carers by 2025. Plans for a new children’s house and accommodation for care leavers have reached the planning stage. A continued focus on supporting young people leaving care ensures that this area remains a priority. Recent inspections highlighted improvements in foster care planning and education support for care-experienced children. Tracking attendance and academic progress, as part of the Keeping The Promise Award, has led to improved attendance and outcomes, particularly in literacy and numeracy. Additionally, work is ongoing to upskill staff in trauma-informed care models. A multi-disciplinary therapeutic team is being established to provide tailored support for care-experienced children and young people, with services operational once the new residential provision is complete.

2. Empowered communities are well designed, inclusive, sustainable, resilient and safe



Transformation Vehicle: Family Wellbeing Partnership

Deliver on a new Transformation Funding Vehicle for the Family Wellbeing Partnership

Latest Update	Lead Officer	Senior Manager Inclusion & Partnerships	Due By	31-Mar-2025	Progress	<div style="width: 60%;"><div style="width: 60%;"></div></div> 60%	Expected Outcome		CWP 245 201
---------------	--------------	---	--------	-------------	----------	--	------------------	--	-------------

Scoping work completed, interim project manager recruited to establish Transformation Vehicle by 01 April 2025. Post is funded by The Hunter Foundation, who are also seeking independent funding to add to the vehicle. Regulatory bodies (Audit Scotland, CIPFA UK) are being consulted.



Improve Use of Data

Improve the use of data to drive improvement, in collaboration with partners

Latest Update	Lead Officer	Strategic Director - People	Due By	31-Mar-2025	Progress	<div style="width: 58%;"><div style="width: 58%;"></div></div> 58%	Expected Outcome		CWP 245 202
---------------	--------------	-----------------------------	--------	-------------	----------	--	------------------	--	-------------

Data tracking is central to Performance Improvement meetings in Clackmannanshire, enabling Quality Improvement Officers to support and challenge headteachers on attainment and attendance. Schools are engaging with the National Improving Writing Programme, where practitioners are trained to use data tools to enhance literacy. A new system tracks developmental milestones for 3-year-olds, with most children meeting social and emotional development targets. Monthly attendance updates help identify trends, with improved attendance in primary, secondary, and specialist schools.

Data from National Standardised Assessments informs planning for key stages, and literacy and numeracy progress is being analysed. Quality assurance visits provide schools with data overviews, aiding improvements in children’s experiences. Collaboration with partners supports a Children’s Strategic Needs Assessment to address child poverty.

Care-experienced pupils’ positive destinations have risen, with initiatives like Virtual Headteacher support and volunteering opportunities. A data dashboard is under development, expanding service performance reporting. Child Care Senior Management are currently working on developing a data dashboard that incorporates all key performance information across the Service. This will expand on current monthly reporting around referrals, open cases, closures etc.



Increase Collaboration

Increase collaboration with partners and communities

Latest Update	Lead Officer	Community Learning & Development Co-ordinator; Senior Manager (Secondary Education & Communities)	Due By	31-Mar-2025	Progress	<div style="width: 70%;"><div style="background-color: #0070C0; width: 70%;"></div></div> 70%	Expected Outcome		CWP 245 203
---------------	--------------	--	--------	-------------	----------	---	------------------	--	-------------

Clackmannanshire Council's 2022/23 Best Value Thematic Management Report highlights successful community planning collaborations, particularly with the Family Wellbeing Partnership (FWP). Notable projects include the "What Matters to You" (WM2U) initiative, which supports five community groups, and FWP's outreach activities like the Parent/Carer support sessions and Challenge Poverty Week. The Council also fostered partnerships for whole family support, including a new ASD parenting group. A key success is the implementation of the Keeping the Promise Award, which is integrated into school improvement plans, enhancing engagement and professional learning. Additionally, partnerships with NHS Forth Valley and external organisations have led to initiatives such as the Breastfeeding Friendly Scotland Award. Community involvement continues through programmes, such as Active Schools Leadership Academy and national reading initiatives, demonstrating a strong focus on community well-being and collaboration across sectors.



Develop Anti Social Behaviour Strategy

Develop an Anti Social Behaviour Strategy informed by a comprehensive audit

Latest Update	Lead Officer	Senior Manager (Secondary Education & Communities)	Due By	31-Mar-2025	Progress	<div style="width: 100%;"><div style="background-color: #0070C0; width: 100%;"></div></div> 100%	Expected Outcome		CWP 245 204
---------------	--------------	--	--------	-------------	----------	--	------------------	--	-------------

A comprehensive audit of antisocial behaviour in Clackmannanshire was carried out between October 2023 and March 2024, as part of a scoping exercise, to inform the development of an Antisocial Behaviour Strategy. This helped to contribute to our understanding of the antisocial behaviour problems in Clackmannanshire, as experienced by our communities and local service providers. The subsequent Antisocial Behaviour Strategy (ABS) 2024-2027, was produced in partnership with stakeholders including residents, young people, community councils and partner organisations and approved by Clackmannanshire Council on 3 October 2024 and the Clackmannanshire Alliance on 13 December 2024. This work aligns with our Local Outcomes Improvement Plan (LOIP) priorities and the People Directorate One Plan and will involve combining areas relating to Community Safety under one Working Group which will report to the Alliance, incorporating Violence against Women and Girls, STRIVE, Alcohol and Drug Partnership and Criminal Justice.



Develop Voice Strategy

Develop an overarching Voice Strategy for Empowering Families and Communities

Latest Update	Lead Officer	Strategic Director - People	Due By	31-Mar-2025	Progress	<div style="width: 54%;"><div style="background-color: #0070C0; width: 54%;"></div></div> 54%	Expected Outcome		CWP 245 205
---------------	--------------	-----------------------------	--------	-------------	----------	---	------------------	--	-------------

In Clackmannanshire, various voice groups like Family Voices and Family Connections are shaping a voice strategy with support from Animate/What Matters to You. Community engagement is central, with children and young people involved in forums such as the Clacks Youth Forum and the Scottish Youth Parliament. Families contribute to funding decisions through the Family Support Collaborative. A remuneration policy is being developed to fairly compensate those with lived experience in co-production work. The Family Connections Team, which supports foster carers, was highly rated in a November 2024 inspection, noting the involvement of children in care planning. Clackmannanshire is also developing an Implementation Plan for the national Equally Safe Delivery Plan, to be completed by March 2025, informed by lived experience and a partnership-wide consultation.

▶ Improve Community Justice Outcomes Improve Community Justice outcomes

Latest Update Lead Officer Senior Manager (Justice Services) Due By 31-Mar-2025 Progress Expected Outcome  CWP 245 206

The Community Justice Partnership (CJP) has achieved several significant milestones. It published the Community Justice Outcome Improvement Plan (CJOIP) 2023-2028 in December 2024, receiving positive feedback from Clackmannanshire Council and The Alliance. The partnership demonstrated effective engagement through Short Life Working Groups (SLWG) and strengthened collaborative approaches, including co-location of services and joint funding initiatives, such as the Addiction Recovery Worker. It also raised awareness of diversion options through strong collaboration with key agencies. Notable developments included an 800% increase in bail supervision cases, prompting the recruitment of a new Bail Officer. Additionally, the CJP expanded its multi-disciplinary hub and advanced prevention and early intervention efforts, including the Caledonian System and a public attitudes to crime survey to be released in early 2025. Ongoing collaborations with community organisations, including CLD, are further enhancing support for individuals within the justice system.

3. People of all ages successfully contribute to our communities by developing skills for learning

▶ Review & Implement Learning Estate Strategy In partnership with Place Directorate, review and implement a new Learning Estate Strategy

Latest Update Lead Officer Chief Education Officer Due By 31-Mar-2025 Progress Expected Outcome  CWP 245 301

Regular updates are given to the Council regarding the progress of Lochies School replacement. new Learning Estate strategy will be presented to the Council in summer 2025. In 2023/24, achievements in Curriculum for Excellence levels improved, particularly in Literacy, which exceeded national averages at both Early and First Level. First Level Writing achievement was notably high, likely due to a new writing approach. At Second Level, improvements were seen across all subjects, with both Literacy (69%) and Numeracy (74%) meeting their stretch targets. Senior-level results showed the largest increase, with a narrowing of the numeracy attainment gap in 2023/24. Recent attendance data for 2022/23 revealed that pupils in Clackmannanshire had higher attendance rates than the national average. The Active Schools team offers a broad range of extra-curricular sports and physical activities across all 22 schools, with participation levels tracked and reported each term.

▶ Strengthen Workforce Development Strengthen Workforce Development and address any issues

Latest Update Lead Officer Strategic Director - People Due By 31-Mar-2025 Progress Expected Outcome  CWP 245 302

Work is progressing to upskill staff in the People Directorate on the Readiness for Caring (R4C) and Readiness for Learning (R4L) models, with training in trauma-informed approaches. A multi-disciplinary therapeutic team is being established to support care-experienced children and young people. The Family Wellbeing Partnership continues to invest in leadership and training programmes, such as Columba 1400's Values-Based Leadership initiatives. A range of new employability and volunteering programmes are also being developed, including a partnership with Forth Valley College to provide construction skills training for S2-S4 pupils. In education, staff have accessed extensive training on trauma-informed practices, with over half of managers completing trauma training. A new framework for substance use education has been developed, and numerous initiatives have been implemented to enhance literacy and numeracy across schools. Recent inspection reports highlight progress in improving staff training and life story work within the Family Connections Team.



Ensure Self-evaluation & QA Informs Planning

Ensure high quality self-evaluation and robust Quality Assurance informs service improvement planning

Latest Update Lead Officer Strategic Director - People Due By 31-Mar-2025 Progress Expected Outcome CWP 245 303

Leadership of the registered children’s services linked to the Family Connections Team was evaluated as very good, with robust risk management and a strong quality assurance framework. A recent HMIE inspection in October 2024 highlighted progress in self-evaluation and quality assurance initiatives, including regular monitoring of attainment data and Quality Improvement Officers’ visits to schools. The inspection also emphasised positive relationships between children, young people, and caregiver families, with clear support structures in place. Caregiver families had access to a range of training and were engaged in service improvement through consultation. The service demonstrated a positive impact on educational and health outcomes for children, with tailored care planning and access to external advocacy. However, areas for improvement were identified in permanence planning and the use of digital platforms for gathering feedback. Overall, the service’s strengths significantly outweighed the areas for improvement, with continuous efforts towards better outcomes for children.



Improve Attainment & Close Gap

Improve attainment, with a particular focus on closing the attainment gap

Latest Update Lead Officer Chief Education Officer Due By 31-Mar-2025 Progress Expected Outcome CWP 245 304

This year, three programmes for young people aged 16-19 have been commissioned through No One Left Behind (NOLB), focusing on school leavers. One programme, led by Enable, supports young people with ASN to gain qualifications and work experience, with 19 out of 30 spaces filled. The Library Service has partnered with Lornhill Academy cluster schools to implement the Scottish Book Trust's Reading Schools programme. Young people in St Serf’s and Banchory primary schools are participating in Outdoor Learning programmes, and working towards Dynamic Youth Awards. Education staff have accessed 2,300 hours of CLPL to implement a trauma-informed approach to closing the poverty-related attainment gap. Curriculum for Excellence levels showed improved results in literacy and numeracy in 2023/24, with notable progress in writing. Recent attendance data revealed higher attendance rates than the national average. Plans for an early years conference in February 2025 aim to support childhood development and the developmental milestone project.

4. Poverty in our communities is reduced by improving outcomes for all



Deliver System of Childcare & Alleviate Poverty

Test and deliver a system of All Age Childcare for identified communities of need; alleviating poverty by reducing the cost of living and increasing household income

Latest Update Lead Officer Improving Outcomes Team Leader Due By 31-Mar-2025 Progress Expected Outcome CWP 245 401

The Child Wellbeing Partnership in Clackmannanshire has expanded its services to offer all-age childcare, focusing on families at risk of poverty. This initiative aims to improve family wellbeing and enable access to work, training, or study. School-age childcare is now available in multiple areas, supported by partnerships with third-sector and private providers. Sport and Leisure activities have been enhanced across six schools, offering breakfast clubs and sports sessions with snacks.

For children under five, the partnership supports 74 children in local and private Early Learning and Childcare (ELC) settings, providing additional hours to aid families with work or personal needs. Community baby and toddler groups have also expanded, including specialised groups like 'Wee Play Alloa' for children with additional needs.

Enhanced support includes 'Play Roots,' which combines childcare with professional services, and referrals to Safe Families. Since September 2024, 141 children have benefited from this comprehensive pre 5 childcare and family support initiative. Furthermore, the current roll for school aged childcare includes 239 children.



Prioritise Cost of Living & Income Maximisation

Cost of living and income maximisation opportunities are prioritised

Latest Update Lead Officer Strategic Director - People Due By 31-Mar-2025 Progress Expected Outcome CWP 245 402

The Family Wellbeing Partnership (FWP) has trialled One Stop Support Shop sessions in schools and communities, supporting up to 30 people per session with energy vouchers and benefit advice. In February 2025, these sessions will expand to community hubs across Clackmannanshire.

The Housing Service has introduced money advice support and is redesigning its rent structure to ensure affordability, with a consultant-led review and proposals expected in early 2025. An affordability exercise ensures rent does not exceed 30% of household income.

The Child Wellbeing Partnership now offers income maximisation support to parents, with direct referrals to the DWP for childcare benefits as part of updated registration processes.

A CLD "Take What You Need" event saw 82 attendees access free soup, winter clothes, and energy advice referrals.

Additionally, free period products, including menstrual cups and period pants, are now widely available, ensuring dignity and personal choice for those in need.

5. People are healthy and active with improved health and wellbeing



Ensure Mental Wellbeing Services are in Place

Ensure effective mental wellbeing services are in place for children, young people and communities

Latest Update Lead Officer Principal Educational Psychologist Due By 31-Mar-2025 Progress Expected Outcome CWP 245 501

In Clackmannanshire, a variety of mental wellbeing services have been developed for children, young people, and families. The annual Mental Health and Wellbeing Survey highlights the need for ongoing mental health support, with 59% of respondents reporting high or very high scores on the Total Difficulties Scale of Strengths and Difficulties. The continuum of mental health supports available for children, young people and their families has been extended this year. Services like Kooth, Qwell, and Text Clacks offer digital mental health support for all ages. The Counselling in Schools Service and Creative Therapeutic Interventions for Children have shown positive outcomes, with 83% of pupils reporting improved mental health. Additionally, the Barnardo's In Mind project and THRIVE programmes support families and adults, with 80-89% of THRIVE participants reporting increased wellbeing, confidence, and improved parenting. The THRIVE to Keep Well Programme, involving 22 participants across three cohorts, showed significant improvements in mental health and life outcomes. These services continue to adapt to meet the diverse needs of the community.



Ensure Wellbeing Hub/Lochies Remains on Track

Ensure the delivery of the Wellbeing Hub and new Lochies School remains on track

Latest Update Lead Officer Senior Manager (Sport & Leisure) Due By 31-Mar-2025 Progress Expected Outcome CWP 245 502

The Wellbeing Hub and new Lochies school project is on track for handover in Spring/Summer 2027. The Hub Stage 2 process (RIBA Stage 4) is nearing completion, with the report due in Q1 2025. The formal Public and Community Consultation for the Planning Application has concluded, and the neighbourhood consultation will end on 5th September 2024. Ongoing community and partner consultations are informing final design decisions. The Planning Application is nearly complete, with a Planning Committee report scheduled for 23rd January 2025, following a 3-month delay. The next update to the Council is in January 2025, with a request for approval to begin site enabling works in March 2025. The design phase is finalising by March 2025, and the project remains within budget. The construction programme is being revised following marketing testing by the contractor.



Increase Healthier Behaviours & Choices

Increase opportunities for children, young people and families to engage in positive and healthier behaviours and choices, with a particular communities focus on those facing inequality

Latest Update Lead Officer Senior Manager Inclusion & Partnerships Due By 31-Mar-2025 Progress Expected Outcome CWP 245 503

The Family Wellbeing Partnership offers a variety of initiatives to support children, young people, and families in making positive and healthier choices. The Community Around the School approach, initially launched at Alloa Academy, is now active at Lornshill and Alva Academies. Planet Youth Officers promote resilience-building activities and run family wellbeing sessions with the Early Help Team. Other initiatives include a Sexual Health course with NHS Forth Valley and an Anti-Bullying programme for ASN students at Alloa Academy. The Active Schools team offers an extensive extracurricular sports programme across 22 schools, with youth-led committees planning activities. The Clackmannanshire Sport & Active Living Framework is being implemented to achieve strategic goals, while local sports clubs collaborate with the Sport and Leisure team to provide further opportunities. The THRIVE to Keep Well Programme, focusing on wellbeing and positive change, includes NHS assessments and follow-up support.

6. Human Rights are respected and fulfilled by tackling inequalities across our communities



Embed UNCRC Across People Directorate

Embed UNCRC (Scotland) Act across all services within the People Directorate

Latest Update Lead Officer Senior Manager (Secondary Education & Communities) Due By 31-Mar-2025 Progress Expected Outcome CWP 245 601

Clackmannanshire Council places great importance on the views of children and young people, embedding their voices within decision-making processes. The Council's framework, aligned with the UNCRC and supported by The Children's Parliament, allows young people to influence priorities and co-create agendas through regular consultations with Council representatives. This approach is integrated across various services, including policy development, budgeting, and project scoping, with the aim of promoting children's rights and wellbeing. Initiatives like Planet Youth and the Youth Housing Panel ensure young people's involvement in community and housing decisions, while a review of Housing policies focuses on poverty reduction and supporting vulnerable families. The Council is also developing a Scrutiny Panel for tenants and enhancing child-friendly complaints processes. Training on the UNCRC is ongoing for staff, and the importance of clear communication with children is reinforced through child-friendly documents and feedback surveys. The Scottish Youth Parliament (MSYP) and the Child Wellbeing Partnership actively seek and incorporate young people's views in services. Additionally, Children's Social Work involves children in decisions affecting them and ensures policies consider their rights, with a focus on clarity and participation.



Reduce Inequality Through Co-design

Reduce inequality through delivery of opportunities co-designed by the community

Latest Update Lead Officer Senior Manager Inclusion & Partnerships Due By 31-Mar-2025 Progress Expected Outcome CWP 245 602

The "What Matters to You" (WM2U) initiative is currently funding five community projects in Clackmannanshire, supported by the local council and WM2U's Make It Happen Fund. These projects focus on community-led initiatives, with funds directed to groups and individuals through a co-design process. The Child Wellbeing Partnership has partnered with the Clackmannan Development Trust to deliver tailored childcare and activities, while a new Community Engagement Officer ensures services reflect local views. Clackmannanshire's Care Experienced (CE) destinations have seen an increase in young people achieving positive outcomes. Additional support includes volunteer opportunities, pregnancy support, and specialised services for young people at risk of care. Furthermore, a remuneration policy for those with lived experience in co-production is being developed, and the Community Justice Partnership is working to establish a Lived Experience Panel, launching in January 2025.



Review ASL Provision

Review Additional Support for Learning Provision to ensure that the needs of all learners are met

Latest Update Lead Officer Additional Support Needs Team Leader; Senior Due By 31-Mar-2025 Progress Expected Outcome CWP 245 603

Manager (Secondary Education & Communities)

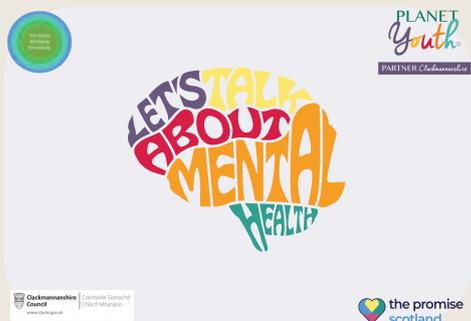
The process for requesting ASN specialist placements through the Internal Resource Group (IRG) has been reviewed following consultations with establishments. New referral paperwork and guidance have been shared with schools, alongside meeting dates for 2024-25. Revised documentation was also provided to Heads of Establishment in September 2024, including updated GIRFEC guidance. The transition policy has been successfully implemented, with schools receiving information on referring to the Operational Transition Group for additional support for school leavers. Feedback suggests the process is now more streamlined and transparent, with improved understanding among senior managers. Community Learning and Development (CLD) has supported volunteers at the Community Cafe, while the Educational Psychology Service (EPS) has shifted to a more relational, in-person support model for schools, receiving positive feedback. The EPS continues to support out-of-authority pupils, with successes including mainstream returns and transitions to college.



CASE STUDY: ALLOA ACADEMY



PARTNER Clackmannanshire



Mental Health

- Music can help people with their mental health!!!
- Talking to someone like a friend/family
- Going on a walk to clear your head
- Going to sleep
- Going into high school can make you nervous
- The transition from primary to high school can sometimes affect your mental health.
- You can do a hobby to take your mind off it.

SLEEP Leaflet

Help with Sleep	not help with sleep
<ul style="list-style-type: none"> No blue light music dark space comfy bed melatonin lavender drawing chertics sish Pistacio NUTS 	<ul style="list-style-type: none"> blue light Sugar bright Lights SPRING bed No MUSIC coltosal earthquakes in a bus/ area COOL room hot room high sugar drinks

Mental Health

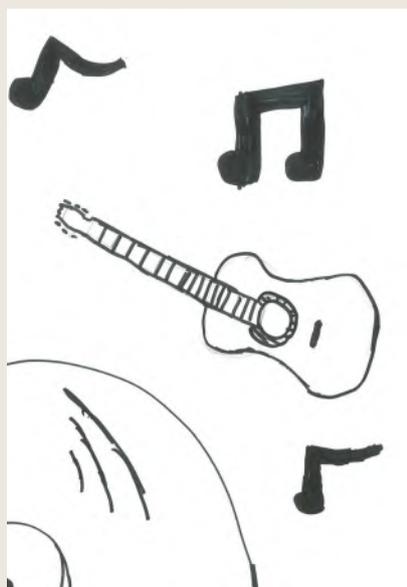
- It's okay to open up!
- music can help people with mental health
- school can affect people and talking to someone will help
- sleeping can help and it can make people relax
- Sometimes getting exercise and doing activities help
- Colouring and drawing can help people to feel better
- keep relaxing and it'll help you
- Don't be afraid to tell anyone
- make sure you continue to eat well

Screen time

In 2023, users in the UK spent an average of three hours and 50 minutes per day using their mobile devices. This represents a decrease from the over four hours that users in the country spent on their smartphones during 2021 and 2022.

Which country had the highest screen time?
South Africa. A recent study discovered that South Africans spend more time in front of screens than people in any other country.

Screen time affects children?
Your child's eyes may become fatigued and sitting too close to screens can also strain eye muscles.



MENTAL HEALTH

- music can help people with their mental health
- talking to someone can help your mental health
- going on a walk can help clear your head

The Transition From primary to high school can sometimes affect your mental health. There are some ways of being able to cope and deal with the stress.

- doing any sports or active things
- a hobby you like doing can help distract you from stuff you're going through
- talking to a friend or family member
- talking to a teacher, head of year, or guidance teacher can all help you.

Kaitiaki



CASE STUDY: ALLOA ACADEMY



PARTNER Clackmannanshire

We implemented a multidisciplinary approach with S3 students within their English classes, focusing on health and wellbeing. Coalition partners collaborated with students in a small group setting to explore relevant data. All of the pupils in S3 were then introduced the Planet Youth (PY) approach. From this, a group of 15 pupils wanted to explore the approach further by focusing on topics in alignment with the dataset, to produce resources for primary-aged pupils.

GROWTH & IMPACT



YOUTH KNOWLEDGE

The growth and impact on youth knowledge from this session encompassed a deepened understanding of health-related topics such as caffeine, smoking, and cannabis use, including their effects on the body. Through engagement with the Planet Youth initiative, S3 pupils expanded their awareness of preventive measures concerning sleep, screen use and mental health. This knowledge empowered them to create educational posters aimed at primary school students, fostering peer-to-peer education and positively influencing younger age groups. Such initiatives not only enhance their own understanding but also equip them with valuable skills in communication, collaboration, and advocacy in health education.



ENGAGEMENT

The engagement fostered a collaborative effort among the NHS Health Improvement Service, the school, Planet Youth Officer, and S3 students. Through this initiative, students gained valuable knowledge and skills in help-seeking behaviors and reducing stigma surrounding mental health. By actively participating in discussions and workshops, they not only enhanced their own understanding but also became advocates for positive mental health practices among their peers. This youth-led approach not only promotes open dialogue and support for mental health issues but also encourages primary-aged young people to feel more comfortable seeking help and discussing mental well-being in their own lives.



ALIGNMENT WITH SCHOOL

The alignment with the school deepened the incorporation of the Health and Wellbeing PSE (Personal and Social Education) curriculum into the English curriculum, following the Curriculum for Excellence in Scotland. This integration emphasised the pivotal role of health and wellbeing, alongside prevention and health promotion, within the educational framework. By intertwining these subjects, students not only developed essential literacy skills through English but also gained a deeper understanding of personal health, societal wellbeing, and proactive health behaviors. This holistic approach supports students in making informed decisions, promoting resilience, and fostering a supportive environment where health education is integral to their overall learning experience.

THE VISION: YOUTH LED RESOURCES

Our vision was to inform pupils about Planet Youth and to create resources with pupils which are informative and can be used with younger pupils. The discussions which were central to the development of these resources were in alignment with the Curriculum for Excellence for PSE relevant to their age and stage of learning.

By involving these young people in the production of educational materials, we aim to share their expertise, experiences, and understanding with younger pupils in primary school, fostering a community of learning and growth.

THE SESSIONS: ENGAGEMENT AND EDUCATION

Using the PY data, Health Improvement Advisors from the NHS delivered a session focusing on the incidences of caffeine, smoking, and cannabis use within the population. They discussed the impact of these substances on the body and provided guidance on seeking help for young people concerned about themselves or their friends/family.

Following these sessions, Olivia (Planet Youth Officer) introduced the Planet Youth initiative to the entire current S3 roll and facilitated a session to produce resources and materials for primary school children. As a result, 15 pupils participated in a workshop to create posters on Planet Youth topics of their choice for use in primary schools. These topics included preventive measures and conversations around sleep, screen use and mental health. The completed posters are attached to the back of this case study.

THE OUTCOME: RESOURCES AND YOUTH LED INITIATIVE AS PART OF COALITION PLAN.

The project resulted in the creation of informative posters by S3 pupils, addressing key Planet Youth topics such as sleep, screen use and mental health. These resources, designed for primary school children, are part of a broader youth-led initiative within the coalition's health and wellbeing plan. The engagement of 15 students in this effort highlights the potential for youth-driven contributions to Public Health Education. Future work may include these young people in the co-design of transition materials and the development of positive peer workshop resources, further integrating their insights and experiences into ongoing upstream prevention efforts.

FUTURE IMPLEMENTATION AND EVALUATION

Future implementation involves S3 pupils in the development of additional health and wellbeing resources, including co-designing transition materials for primary pupils and creating positive peer workshop resources. The project will expand its scope to cover a broader range of health topics and strengthen partnerships with health organisations and community groups. Evaluation methods will include collecting qualitative feedback from primary pupils, teachers, and health professionals, conducting surveys and focus groups with S3 pupils and assessing the impact on primary pupils' knowledge and behaviours. Continuous improvement will be achieved by using feedback and impact data to refine resources and strategies, ensuring alignment with broader health and wellbeing initiatives.



CASE STUDY: ALLOA FAMILY CENTRE



PARTNER Clackmannanshire

Alloa Family Centre summer sessions were run for the first time in 2024. These were co-facilitated in a collaboration between Social Work Family Support Workers, Planet Youth Officers and Community Learning and Development Workers and Development Workers.

GROWTH & IMPACT



FAMILY ENGAGEMENT

The sessions ran over 6 weeks of the holidays and over the last 5 weeks attracted 160 individuals, of which 92 are children aged 0-15.

Families are both local to the Family Centre and come from some of the villages in Clackmannanshire.

Sessions have been attended by parents, carers and grandparents. This has allowed families to spend weekly quality time together to foster community engagement and positive relationships, at no cost to the families.



FEEDBACK FROM FAMILIES

"Having these sessions have meant so much to me, I have space to talk to others in the community and [name] has had an opportunity to play with other little ones" - Mum of toddler, 2.

"We love how fun and relaxed the family centre is <3" - Young person.

"Lovely little group to bring my little one during the holidays. She is enjoying coming and doing lots of different things every week and socialising with other kids :)" Mum of toddler

"Me and the kids love coming here, met new friends and love all the staff x"- parent of two primary aged children.

"Fabulous Club! :) Outdoor area and activities (tick), Lots of indoor activities (tick), Messy Play (tick). Great for social interaction with other children and adults. Keep it going! We'll be here!" - grandmother of young person.

"My kids come running into the centre each Monday eager to get involved, they have told me they feel like they are cared about and valued here" - parent of two children aged 8 and 10.

"It has been great to have some free family activities. I hope they continue during other holidays. It has really helped our summer" - Mum, toddler, and primary aged children.

FOUNDATIONS OF THE SUMMER SESSIONS: ROUTES INTO PREVENTION

The Alloa Family Centre previously was a vibrant community hub. The recent perspective has been that the centre is only used by families engaging with social services. Work has been ongoing to challenge this perception and reduce the stigma which is associated with the building.

Through discussions it was identified that there was a limited pool of free provisions over the summer which families could engage with together. As such, Lynne, team leader from the Early Help Team and Olivia, Planet Youth Officer devised a free programme of activities based in the family centre. This provided an opportunity for families to attend, learn more about Planet Youth and spend quality time together - which we know is a protective factor.

YOUTH WORK'S PIVOTAL ROLE IN THE SUCCESS OF THE SESSIONS

Youth work is crucial in the success of upstream early prevention, especially for our summer sessions delivered in partnership with the Community Learning and Development team. This success hinged on several factors. Our CLD team has strong, trusting relationships with young people and their families which facilitated positive relationships with Planet Youth officers and started the conversations around prevention. CLD work enhances our young people's abilities in decision-making, problem solving and emotional regulation which is vital for preventing substance use.

The introduction of these sessions and the integration of our CLD workers helped to facilitate strong relationships and a working environment where families, children and young people expressed that they felt valued, safe and heard (see feedback from families).

HOW DOES THIS LINK TO THE PLANET YOUTH MODEL?

The summer sessions delivered at the Alloa Family Centre align closely with the Planet Youth approach by emphasising community and family engagement, ensuring accessible support and maintaining consistency and continuity during a time when children and young people have less structure and more free time - which can increase the risks of engaging with risky behaviours. By removing financial barriers, these free sessions ensure that all families, regardless of economic status, can participate, fostering an inclusive environment that supports widespread community change.

This work focuses on building resilience and social connections, which are crucial components of the Planet Youth approach, which aims to strengthen the protective factors and reduce risk factors associated with substance use and other negative behaviours.

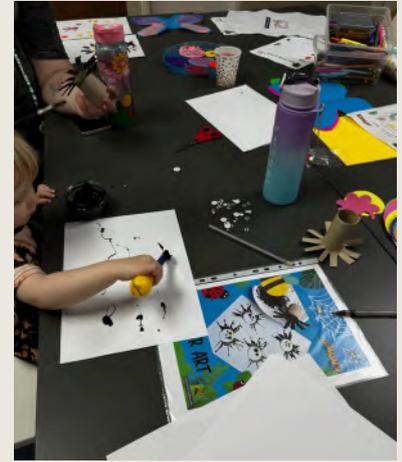
Through engagement with these sessions, children, young people and their families are less likely to seek out risky behaviours as a form of entertainment or stress relief, creating positive environments that support healthy development and align with the objectives of the Planet Youth model.



CASE STUDY: ALLOA FAMILY CENTRE



PARTNER Clackmannanshire





CASE STUDY: HEALING ARTS FESTIVAL FAMILY ARTS AND WELLBEING SESSION



The Healing Arts Festival 2024 is a celebration of the healing power of art and its impact on wellbeing. As part of this festival, Planet Youth in Clackmannanshire ran an additional summer session with families which focused on wellbeing and arts, which naturally encompasses the community engagement and early upstream prevention efforts as outlined within the planet youth approach.

GROWTH & IMPACT



FEEDBACK FROM FAMILIES

Feedback from participants at the Healing Arts Festival and throughout the summer sessions was overwhelmingly positive. Families appreciated the opportunity to engage in free, high-quality activities that promoted wellbeing and social interaction. Many parents and carers noted the positive impact on their children's behaviour and emotional health, attributing it to the supportive environment and the opportunity to engage in creative play.

One parent remarked, "It has been wonderful to have a space where my children can explore their creativity and connect with others. The arts festival was a highlight of our summer, and I hope events like this continue."



THE BENEFITS OF ART FOR WELLBEING

Arts have long been recognised as a powerful tool for promoting mental health and emotional wellbeing. The Healing Arts Festival arts and wellbeing session provided a space where families could express themselves freely, engage in creative activities, and connect with others in a supportive environment. These activities are not only enjoyable but also therapeutic, helping participants to process emotions, reduce stress, and build resilience.

For the children involved, the arts offered an outlet for self-expression and a means of developing social connections. The collaborative nature of the activities, such as a participatory fingerprinting tree, encouraged teamwork, communication, and a sense of accomplishment. These experiences contribute to the development of important life skills, such as emotional regulation and problem-solving, which are critical for preventing substance use and other risky behaviours.

COMMUNITY ENGAGEMENT AND THE PLANET YOUTH MODEL

The Healing Arts Festival exemplified the core principles of the Planet Youth model, which seeks to strengthen community bonds and create environments that support healthy youth development. By bringing families together in a creative and positive setting, the festival fostered a sense of belonging and collective identity. This is crucial for building a community where young people feel valued and supported, reducing the likelihood of engagement in risky behaviours.

The collaborative approach to organising the summer sessions, including the Healing Arts Festival, highlights the importance of multi-agency partnerships in achieving these goals. The involvement of various stakeholders, including social work, youth development, and community learning professionals, ensured that the event was inclusive and responsive to the needs of the community.

CONCLUSION: LOOKING AHEAD

The Healing Arts Festival at the Alloa Family Centre was a fitting conclusion to a successful summer programme that not only provided much-needed activities during a critical time but also laid the groundwork for ongoing community engagement and wellbeing initiatives. As we look ahead, the success of this event underscores the importance of integrating arts and creative expression into our community programmes, in alignment with the Planet Youth model, to support the healthy development of our young people and the wider community. The positive outcomes from the summer sessions, particularly the Healing Arts Festival, have set a strong precedent for future initiatives. We are committed to continuing this work, fostering an environment where creativity, community, and wellbeing are at the heart of everything we do.



**Clackmannanshire
Council**

www.clacks.gov.uk

Comhairle Siorrachd
Chlach Mhanann

FWP & What Matters to You (WM2U) October 2024

Activity to Date

The collaboration between the Family Wellbeing Partnership (FWP) and What Matters to You (WM2U) was established in Clackmannanshire in Autumn 2023. Delivered in partnership with The Hunter Foundation and BBC Children in Need, this approach builds on the power of local people to identify practical solutions to improve the use of public resources in local communities. Through introductory sessions at Hawkhill Community Centre and The Bowmar Community Centre, a cafe conversation event (Autumn 2023) and follow up meetings, local people and practitioners were encouraged to act upon what matters to them and their communities. This work highlights another example of person-centred, relational ways of working with community voice at the core.

Now that awareness has been raised and the approach is established throughout Clackmannanshire, community members and groups are contacting FWP staff directly to request information. The process for specific projects is straightforward and ongoing support is provided. Initially, interested groups (either existing or newly established) meet with a WM2U representative and a FWP representative and are supported to complete a proposal form. On approval (by WM2U and FWP) small amounts of funding are provided through the WM2U Make it Happen fund, matched by Clackmannanshire Family Wellbeing Partnership (FWP). Thereafter, there are monthly support meetings. Although there are no restrictions on the type or nature of projects that are funded, those without clear community voice do not make it to the funding stage.

To date, four projects have come to fruition in Clackmannanshire.

1. Ben Cleuch Polytunnel Gardening

Working with the Education Refugee Team, the New Scots group has refurbished a poly tunnel and is growing produce for the community. This supportive environment has enabled some to share existing skills while others learn new skills.

<https://wm2u.co.uk/news/believe-tomorrow>

2. Crochet Comforts

Working with Community Learning and Development (CLD) at the Bowmar Community Centre, this WM2U project provides a safe space for people to learn a new skill and to seek support. Recently small groups of young people from a nearby secondary school (Alloa Academy) have also requested to learn this skill and have been coming to The Bowmar Centre with teachers to do so.

<https://wm2u.co.uk/news/crochet-comforts>

3. Tullibody Family Foodies

Working with Abercromby PS staff, a group of parents and carers have re-instated and further developed family cooking groups. The group is also enhancing relationships between children, families and staff.

<https://wm2u.co.uk/news/families-together-tullibody-parents>

4. Sauchie Community Collaborative

The Sauchie Resource Centre Manager and centre members are working with FWP staff to create opportunities for the local community to share their views and to encourage wider involvement in community issues and initiatives. In July 2024, a community day at the centre brought in over 100 local people who shared their opinions and needs.

2024-26 Plans

The four groups above will continue to have monthly support meetings with WM2U and FWP. Three other projects are currently in discussion. One project is with the Alloa Family Centre – to raise awareness of the many purposes of the Family Centre - with an initial discussion scheduled for November 2024. Discussions are also being planned with Alloa Men’s Club to discuss mentoring for young people and with Park Early Learning Centre to discuss early upstream prevention work. In addition to the WM2U and FWP representatives, a learning partner (Animate) has recently joined the process to capture ongoing learning.

With funding from What Matters to You (WM2U), there are plans to offer a Columba 1400 Values Based Leadership (VBL) residential experience to a range of Clackmannanshire WM2U group members. This will further establish the investment and commitment of the

Council to empower local people and to support the development of initiatives that matter to the wider community.

Outcomes and Impact

There are multiple positive outcomes from the partnership work with What Matters to You (WM2U) which contribute to Council wide transformation activity and Be the Future. A shared and embedded understanding of the Family Wellbeing Partnership (FWP) has grown and community voice has been amplified and exercised through the WM2U projects. Concrete examples are provided by the four projects introduced above. All of the projects contribute towards the Family Wellbeing Partnership goals as follows.

1. Developing the conditions to enhance wellbeing and capabilities

Each of the projects enables more opportunities to be realised for local people, bringing people together for learning and enjoyment and creating informal support networks. Already people are reporting feeling more confident, enjoying developing new skills and meeting new people. The Ben Cleuch Polytunnel group and the Tullibody Family Foodies also promote enhanced physical wellbeing through growing produce for families and sharing new healthy recipes.

2. Creating a community where everyone has the opportunity to flourish

Group participants are gaining new skills and developing new relationships, supported by practitioners. Group leaders are gaining confidence and enjoying new experiences. For example, the group leader of Crochet Comforts (a parent of school aged children) is now teaching small groups of young people from a secondary school and has been funded for commissioned work – for example, to provide small, crocheted gifts for a recent group of Finnish visitors to Clackmannanshire.

An additional benefit of this approach is establishing examples for others to follow. Already other community members are coming forward to discuss the possibility of running different groups (such as a community art class). Furthermore, this way of working sparks new ideas – for example, the Tullibody Family Foodies parents have started to investigate the possibility of running a youth club at Tullibody Civic Centre.

3. Delivering a radical shift towards preventative and relational model of public services

Small amounts of funding are making a real difference in people's lives and changing the nature of the relationship between the Council and the community. Aligned with the

Scottish Approach to Service Design, this approach is empowering individuals and communities by involving them in the design and delivery of the services they want.

4. Ensuring voice and agency of Clackmannanshire people and communities is at the heart of decision making

Community voice underpins all the WM2U work in Clackmannanshire, empowering communities to lead and participate in place-based initiatives that matter to them. This process is expanding the community of change makers throughout Clackmannanshire, adding to those already established through The Lens process in 2022 and 2023.

The impact of WM2U work in Clackmannanshire has been documented from the start and stories and statements feature on the What Matters to You (WM2U) website:
<https://wm2u.co.uk/what-matters-you>.