
Report to: Clackmannanshire Council

Date of Meeting: 20 August 2026

Subject: Be The Future: Family Wellbeing Partnership

Report by: Senior Manager (Wellbeing)

1.0 Purpose

- 1.1 This report provides an update on the progress, impact and future priorities of the Family Wellbeing Partnership (FWP).
- 1.2 The Family Wellbeing Partnership is a key delivery mechanism for the Council's Be the Future Target Operating Model and Community Wellbeing Plan. Through prevention, whole family support, community empowerment and collaborative leadership, the Partnership brings together communities, public services, third sector organisations and national partners to improve outcomes for children, young people, families and communities.
- 1.3 The report outlines progress during 2025/26, highlights the impact achieved through partnership working and external investment, and sets out priorities for 2026/27.

2.0 Recommendations

- 2.1 It is recommended that Council:
- 2.2 Notes the progress and impact of the Family Wellbeing Partnership during 2025/26 and the significant external investment, community wealth-building benefits and partnerships secured through the Family Wellbeing Partnership.
- 2.3 Notes the contribution of the Family Wellbeing Partnership to delivery of the Community Wellbeing Plan and the Council's Be the Future Target Operating Model
- 2.4 Notes Clackmannanshire's continued leadership role in shaping national policy and practice relating to prevention, whole family support, child poverty reduction and public sector reform.
- 2.5 Notes the significant external investment, community wealth-building benefits and partnerships secured through the Family Wellbeing Partnership.
- 2.6 Notes the strategic priorities for 2026/27 and the continued focus on prevention, community empowerment and public service reform.

3.0 Background

- 3.1 The Community Wellbeing Plan, delivered in tandem at Council, provides the overarching strategic framework for improving wellbeing across Clackmannanshire. It sets the shared outcomes, priorities and system actions through which partners work collectively to improve outcomes for children, families and communities.
- 3.2 The Community Wellbeing Plan sits within the Council's wider Be the Future Target Operating Model (TOM), which aims to strengthen strategic planning, modernise service delivery and ensure a clear line of sight between community priorities, corporate objectives and operational activity. Through the TOM's "Golden Thread" approach, local priorities are aligned with the Local Outcome Improvement Plan, corporate priorities, business plans and performance arrangements, creating a more integrated and outcomes-focused system of planning and delivery.
- 3.3 Within this framework, the Family Wellbeing Partnership (FWP) plays a central role in translating strategic ambition into practical action. The Partnership is a key enabler of the Be the Future Target Operating Model, supporting the shift towards prevention, early intervention, community-led decision making, integrated service delivery and whole-system reform. It brings together community planning partners, communities, the third sector and national organisations to design, test, implement and scale approaches that improve outcomes for children, young people, families and communities.
- 3.4 The Family Wellbeing Partnership delivers this through a range of interconnected approaches, including Whole Family Support, Family Wellbeing Hubs, the Child Wellbeing Partnership, Clackmannanshire Transformation Space, trauma-informed practice, values-based leadership and community-led initiatives. Together, these approaches support earlier intervention, strengthen community capacity and contribute to improved outcomes while reducing demand for crisis services.
- 3.5 The Partnership also provides Clackmannanshire's principal mechanism for contributing to and influencing Scottish Government priorities relating to prevention, child poverty, Whole Family Support, community empowerment and public service reform. Through participation in national early adopter and reform programmes, the Partnership continues to contribute local learning, evidence and innovation to national policy development while ensuring that national ambitions are translated into meaningful local action.
- 3.6 As a result, the Community Wellbeing Plan, the Be the Future Target Operating Model and the Family Wellbeing Partnership operate as complementary components. The Community Wellbeing Plan sets the shared outcomes and priorities for the Wellbeing Directorate and associated planning partnerships, the Target Operating Model provides the organisational approach, and the Family Wellbeing Partnership acts as a key delivery mechanism through which partners work collectively to improve outcomes, strengthen communities and support long-term system reform.
- 3.7 As approved by Council on 21 August 2025, the Community Wellbeing Plan already incorporates multiple community planning partnership and individual plans, consolidating into a single Community Wellbeing Plan. Developed collaboratively with Alliance partners, the Plan aligns partnership priorities, outcomes and actions

to the delivery of the Local Outcomes Improvement Plan, providing a streamlined and integrated approach to planning and reporting. It builds on previous work to align statutory plans and partnership priorities, and the focus has shifted to demonstrating impact for children, families and communities through a smaller number of shared outcomes, strategic system actions and an enhanced Outcomes Improvement Framework. This approach continues to reduce duplication, strengthens accountability and supports evidence-informed decision-making across Community Planning Partners.

Strategy and Delivery Framework

- 3.8 The Family Wellbeing Partnership Strategy 2026, attached as **Appendix 1**, sets out the Partnership's vision of building a stronger, healthier Clackmannanshire where communities live well. The strategy recognises that sustainable improvement requires a continued focus on prevention, early intervention, community empowerment and partnership working. It is underpinned by Whole Family Support, relational approaches, values-based leadership, strong third sector partnerships and broader partnerships and the development of Clackmannanshire Transformation Space as a mechanism for innovation, learning and system change
- 3.9 These foundations support delivery of four interconnected strategic priorities: Empowered Families and Communities; Health and Wellbeing; Sustainable and Inclusive Growth; and a Skilled and Resilient Workforce. Together, these priorities are intended to deliver meaningful impact for communities, strengthen service delivery and contribute to wider system reform. The strategy provides a clear framework through which partners can align effort, resources and investment around shared ambitions for Clackmannanshire.

Impact During 2025/26

- 3.10 The Family Wellbeing Partnership continues to demonstrate how investment in prevention, collaboration and community leadership can improve outcomes for local people whilst contributing to wider public service reform. Evidence from the Community Wellbeing Plan Year End Report demonstrates measurable progress across a range of outcomes relating to educational attainment, school attendance, mental wellbeing, child poverty and earlier intervention.
- 3.11 External validation is also noted through FWP's continued participation in multiple national improvement forums and reciprocal learning alongside other local authorities.

Improving Outcomes for Children, Families and Communities

- 3.12 Evidence from 2025/26 demonstrates continued progress in improving outcomes for children, young people and families. Educational attainment exceeded local stretch aims, with 75.5% of children achieving expected literacy levels and 79% achieving expected numeracy levels. School attendance increased to 91.3%, with attendance among care experienced children rising to 90.1%. Young people reporting good or very good mental health increased from 41% to 48%, while non-offence referrals to the Children's Reporter reduced from 16.4 to 8.6 per 1,000 children. Child poverty reduced from 17.7% to 17.0%, representing 84 fewer children living in poverty. These improvements reflect an increasing emphasis on prevention, earlier intervention and coordinated support across partner

organisations. A full Community Wellbeing Plan 2025/26 report will be presented at Audit and Scrutiny on 27 August 2026.

- 3.13 The wider evidence also demonstrates that children are receiving support earlier, families are better connected to services and preventative approaches are helping reduce crisis escalation. Whole Family Support, Family Wellbeing Hubs and partnership-based approaches are increasingly supporting families to access help at the earliest appropriate opportunity, contributing to improved outcomes and a more coordinated system of support.

Stronger Communities

- 3.14 Community empowerment remains central to the Family Wellbeing Partnership's approach. Through Clackmannanshire Transformation Space, What Matters To You, Family Voices, Community Connectors, Community Around the School and development of the Wellbeing Hub, local people are increasingly influencing service design, investment decisions and local priorities. This reflects a deliberate shift towards community-led decision making and greater involvement of residents in shaping the services and support available within their communities. Further details of Clackmannanshire Transformation Space update was presented at Council in June 2026 and can be accessed [here](#).
- 3.15 As part of the national programme led by Glasgow Council for the Voluntary Sector, Children in Scotland and the Scottish Government to strengthen third sector participation in Fairer Future Partnerships (FFPs), Clackmannanshire successfully completed the strengths assessment process in partnership with Clackmannanshire Third Sector Interface and other local partners. The assessment highlighted the strong collaborative relationships already in place across the partnership and identified opportunities to further embed community and third sector voices in decision-making. Findings from the strengths assessment have informed ongoing development activity and investment aimed at enhancing the role of the third sector within the FFP, ensuring that local knowledge, lived experience and community priorities continue to shape efforts to tackle child poverty and inequality.

Strengthening the System

- 3.16 Alongside improved outcomes for individuals and communities, the Family Wellbeing Partnership continues to strengthen the wider system of support across Clackmannanshire. The One Plan, One Report approach has improved alignment between planning, performance management, investment and decision making. Prevention and early intervention are now more consistently reflected across local priorities, while workforce capability has been strengthened through investment in trauma-informed practice, values-based leadership and relational approaches.
- 3.17 The FWP has also contributed to stronger collaboration across organisational boundaries, helping partners align resources, share learning and focus collective effort on the outcomes that matter most to children, families and communities. Governance arrangements have continued to mature, strengthening accountability and supporting collective leadership across the system.
- 3.18 The progress achieved through the Family Wellbeing Partnership has increasingly attracted external recognition and validation. During 2025/26, earning from Clackmannanshire's prevention-focused, community-led approach continued to be shared through national networks, conferences, improvement programmes and policy development activity. This recognition reflects both the strength of local

partnership working and the FWP's continued contribution to national discussions on prevention, child poverty, community empowerment and public service reform.

- 3.19 During the year, the Family Wellbeing Partnership received national recognition through [COSLA](#) and was awarded the LGC Community Involvement Award 2026. In recognising the work, the LGC noted that "Clackmannanshire Council has demonstrated how sustained commitment and trusted community relationships can deliver truly transformational change. By reshaping engagement with those facing the greatest need, this initiative has driven meaningful participation, measurable outcomes and evidence-led impact. What makes this work exceptional is its depth, showing how a deprived area can buck the trend of poverty while influencing policy at government level and setting a powerful benchmark for community-driven change."
- 3.20 During 2025/26, learning from Clackmannanshire's prevention focused and community-led approaches continued to be showcased through national networks, conferences and improvement activity. Recognition through awards, national partnerships and invitations to contribute to policy development provides further evidence of the FWP's growing influence and reinforces Clackmannanshire's position as a leading contributor to public service reform in Scotland.

Investment and Added Value Leveraged – 2025/26

- 3.21 During 2025/26, the Family Wellbeing Partnership continued to align and leverage significant external investment from Scottish Government, national partners, charitable trusts and private sector organisations to support prevention and early intervention. Collectively, these investments support employability, childcare, wellbeing, community-led investment, poverty reduction and prevention-focused services that improve outcomes while reducing future demand on statutory services. The following has been leveraged; this is not an exhaustive list:
- £300,000 Fairer Futures Partnership investment – Scottish Government (SG) (includes two funded Community Connectors hosted by CTSI, one of whom is aligned to STRIVE, Community connector fund, Wellbeing Alliance Sustainable Transport work, Columba 1400 VBL experiences and legacy training, FWP Programme Manager staffing, Community Around the School (match funding for philanthropic funding from Sir Peter Vardy), sustainable transport (CTSI/CERT) and funding to Clackmannanshire Transformation Space.
 - £1 million Invest to Save funding through Clackmannanshire Transformation Space.
 - £72,667 Foundation Scotland top up to Clackmannanshire Transformation Space.
 - £50,000 - Scottish Government - Fairer Futures Partnership funding direct to CTSI (in recognition of FFP authority) – used to supplement the Family Support Collaborative funding and to supplement the funding for Community Connectors.
 - £50,000 Scottish Government Fairer Futures Partnership funding was provided directly to CTSI in recognition of Clackmannanshire's Family Focus Partnership (FFP). The funding was used to supplement Whole Family Wellbeing Fund activity through the Family Support Collaborative, including

support for the Collaborative Co-ordinator post, additional Community Connector capacity and engagement with the Family Voices group. Funding also supported the development of a new Family Support Volunteer Programme, led by Home-Start and delivered through five community pilot sites, alongside evaluation training and learning dissemination activities across the third sector network.

- £2.95 million - Child Wellbeing Partnership revenue funding, SG All Age Childcare.
- £264,856 - Child Wellbeing Partnership capital funding, SG All Age Childcare
- £111,188 - sportscotland investment – equality diversity and inclusion outcomes
- £43,000 - Winning Scotland investment supporting Planet Youth activity.
- Philanthropic donation for Columba 1400 values based leadership cohort at Skye for 14 disadvantaged young people (past two years).
- £22,076 - Cycling Scotland, Bikeability now delivered through Recycle-a-bike
- £4,500 Health Improvement Service, Healthy Movement Class
- £13,500 sportscotland - Feel Good Friday

3.22 As well as financial resource, FWP continues to attract other resources in kind to benefit families and communities, for example:

- Street Soccer (ongoing staffing provision equivalent to £16,000 over the last three years).
- Who Cares? Scotland Communities that Care, STV funded, 3 year programme of delivery to December 2027.
- Venture Trust - Delivery through National Equally Safe programme, in partnership with Justice services.

Plans for 2026/27

3.23 A key priority during 2026/27 will be the continued development of benefits realisation, cost avoidance and return on investment measures to demonstrate the impact of preventative approaches on individuals, communities and public services. Other key work is noted below.

3.24 A Women's Enterprise Hub (HERisen) is being created to provide whole-family support in Clackmannanshire by providing flexible childcare, training, business startup help and investment to help women to start and scale their businesses under one roof. The project is a partnership between Clackmannanshire Council, the Hunter Foundation, Flexible Childcare Services Scotland, Women's Enterprise Scotland, Forth Valley College and Ceteris Scotland Ltd.

3.25 Community Justice partners continue to strengthen a whole-system approach to prevention, rehabilitation and community safety. Community Payback Orders have increased from 38 to 49 per 100,000 population since 2020/21, supporting rehabilitation and community-based alternatives to custody. Improved alignment

between justice, STRIVE, housing, health, employability and poverty services is helping people move away from offending behaviour, while stronger diversion and reintegration pathways are improving outcomes and reducing barriers to participation. Lived experience is increasingly shaping service design through the Community Justice Panel.

3.26 Income Maximisation and Financial Inclusion activity continues to help residents maximise income, prevent crisis and improve financial wellbeing. During 2025/26, partners secured over £2.45 million for local households through Citizens Advice Bureau support, alongside £94,690 in crisis support reaching 343 individuals, including 195 children. Improved referral pathways through Family Wellbeing Hubs, STRIVE, health services and community settings are enabling earlier identification of financial hardship and more timely access to support. This whole-system approach is contributing to a reduction in child poverty, with 84 fewer children living in poverty compared to the previous year.

3.27 The Young Parents' Project continues to make a significant contribution to improving outcomes for some of Clackmannanshire's most vulnerable young families through early intervention, whole-family support and strong partnership working. During Quarter 1 2026/27, the project supported 30 young parents, including nine new referrals and secured £9,354.87 in additional financial support for 12 families. Three young parents successfully secured tenancies, improving family stability, and reducing the risk of crisis. Since relaunching in September 2023, the project has supported 65 young parents, generated over £122,000 in financial gains, helped 29 participants secure housing and supported progression into education, training and employment, demonstrating its role as a key preventative service within Clackmannanshire's Whole Family Support approach. Strengthened pathways into education and employment will continue.

3.28 FWP has continued to attract, align and leverage external investment to support local priorities and improve outcomes. Funding secured includes:

- £300,000 Fairer Futures Partnership.
- £500,000 sportscotland Capital Funding for the Wellbeing Hub.
- £40,000 Winning Scotland (Planet Youth).
- £2.8m through the Child Wellbeing Partnership (All Age Childcare Early Adopter Community).
- £3m via the Hunter Foundation through their partnership with Children in Need for Clackmannanshire and North Ayrshire and Centre Stage Catalyst Communities programme.
- £20,000 Foundation Scotland investment to support Coalsnaughton Recovery.
- Staffing and operational budget equivalent to £140,000 of resource - Scottish Sports Futures.
- sportscotland Summer of Sport - £33,250 to Clackmannanshire Transformation Space.
- Projected £10 million Scottish Futures Trust Learning Estate Investment Programme contribution linked to Lochies School.

- Ogilvie Construction, Kerry Bioscience and Robertsons Construction up to £20,000 (to be confirmed) to Clackmannanshire Transformation Space.

3.29 Additional benefits in kind included national training programmes, youth provisional values-based leadership activity and third-sector contributions, as well as:

- Robertson's Construction Community Benefit packages.
- Financially Included (GEMAP) Economic Abuse Response Partnership - Delivery in kind, drawing on SG Equally Safe funding.
- Scottish Women's Budget Group - Delivery in kind, drawing on national equalities funding.
- Child Poverty and Public Debt - Delivery in kind, drawing on national funding.
- Gambling Harm Project - Delivery in kind, drawing on national Gambling Levy funding, joint application – two funded posts (CAB and CTSI).
- PWC - Community benefit to support 'Building the Market' work Clackmannanshire Transformation Space.

Community Wealth Building

3.30 The Family Wellbeing Partnership is a practical example of the Council's Be the Future Target Operating Model in action. Through a mixed economy of service delivery, partnership working and community empowerment, the FWP attracts external investment into Clackmannanshire and directs resources towards local people, communities, third sector organisations and businesses. This supports both improved outcomes and the development of a stronger local economy.

3.31 The approach aligns with the Target Operating Model's emphasis on partnership, community-led solutions and outcome-focused delivery. Through the Family Wellbeing Partnership, external investment is translated into local employment, skills development, volunteering opportunities, community capacity building and sustainable third sector delivery. In doing so, the FWP helps retain wealth within Clackmannanshire while reducing future demand on public services through prevention and early intervention.

3.32 A significant proportion of Family Wellbeing Partnership funding is provided through local third sector organisations, social enterprises and community providers operating in accordance with Fair Work First principles. This investment strengthens local organisations, supports jobs and skills, builds community assets and increases the capacity of communities to contribute to the delivery of local outcomes.

3.33 The Child Wellbeing Partnership continues to direct Scottish Government investment into local third sector organisations, childcare providers and community-based services that support children and families across Clackmannanshire. During 2025/26 and 2026/27, investment has supported a wide range of provision including childcare, holiday programmes, family support, baby and toddler services, provision for children with additional support needs and community food initiatives and mentoring support. This investment has strengthened local organisations, increased community capacity and improved access to support for families while contributing to local economic resilience.

The Child Wellbeing Partnership has supported more than 500 children, young people and families through these approaches. See **Appendix 2: Putting Children and Families First Impact Story** for more detailed information on impact.

- 3.34 The THRIVE to Keep Well Programme, which emerged through collaboration with NHS Forth Valley and Council, is now coordinated through FWP alongside the Child Poverty Coordinator and THRIVE Assistant. Further evidence of impact of this programme is noted in **Appendix 3: THRIVE 2026 Report**. This forms part of our Whole Family Support continuum of supports and links to multiple positive pathways. A Youth THRIVE to Keep Well has now been designed and will complement the suite of supports available for young people.

4.0 Sustainability Implications

- 4.1 Sustainability is integrated into all Wellbeing Directorate planning.

5.0 Resource Implications

- 5.1 Financial Details

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

Yes ☒

The FWP does not create additional financial commitments beyond approved budgets and external funding arrangements. Delivery will be undertaken through existing Council, partner and commissioned resources and this way of working leverages additional funding.

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

Yes ☒

- 5.4 Staffing

The Family Wellbeing Partnership does not directly employ Council staff. However, through leveraged funding there are many funded posts both within Council including 20 Sport and Leisure staff, over 20 posts through Child Wellbeing Partnership, within settings and the staffing within partner nurseries and third sector, who deliver childcare and child wellbeing activities. Other posts include THRIVE Assistant, Child Poverty Coordinator, CALA staff - all of whom work within a coordinated system of whole family support.

6.0 Exempt Reports

- 6.1 Is this report exempt?

Yes ☐ (please detail the reasons for exemption below) No ☒

7.0 Declarations

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

- (1) **Our Priorities**

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

(2) Council Policies

Complies with relevant Council Policies ☒

8.0 Impact Assessments

- 8.1 Have you attached the combined equalities impact assessment to ensure compliance with the public sector equality duty and fairer Scotland duty? (All EFSIAs also require to be published on the Council's website: Yes ☒

9.0 Legality

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

10.0 Appendices

- 10.1 Please list any appendices attached to this report.
- Appendix 1 – Family Wellbeing Partnership Strategy – refreshed 2026/27
- Appendix 2 – Putting Children and Families First – updated impact Story (FWP: Child Wellbeing Partnership)
- Appendix 3 – THRIVE 2026a Report
- Appendix 4 – EQIA

11.0 Background Papers

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

Yes ☒ (please list the documents below) No ☐

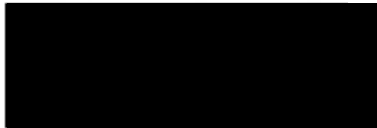
- People Community Wellbeing Plan 2025 - 2026
- People Community Wellbeing Plan Interim Report (April 2025 - December 2025)
- People Community Wellbeing Plan Final Report (April 2025 – March 2026 – unpublished)
- Be the Future Update – Clackmannanshire Transformation Space, Report

to Council 25 June 2026

- Wellbeing Hub and Lochies School Project Update, Report to Council 25 June 2026

NAME	DESIGNATION	TEL NO / EXTENSION
Veronica Cully	Senior Manager Wellbeing Directorate	2404

Approved by

NAME	DESIGNATION	SIGNATURE
Lorraine Sanda	Depute Chief Executive and Director of Wellbeing	



FAMILY WELLBEING PARTNERSHIP

STRATEGY REFRESHED 2026

Strategic Priorities

Empowering Families and Communities

Health and Wellbeing

Sustainable and Inclusive Growth

Skilled and Resilient Workforce

Relational approaches

Whole family support

TRANSFORMATION SPACE

Third sector

Partnership

Value based leadership

Vision

Together we are building a stronger, healthier Clackmannanshire where communities live well

Community Impact

Communities are hopeful about the future

Communities trust in services

Communities are living well

Delivery Impact

Locals drive on local solutions

The focus is on prevention and early support

System Impact

Public services are more efficient and value for money is maximised

Services are connected and have impact

Child poverty is reduced and mitigated



Created in Flipsnack

Putting Children and Families First

In October 2022 Clackmannanshire Council was granted £428,000 from the Scottish Government to support child wellbeing. It had to be spent within six months. Because parents had said that one of the main issues they had with accessing work, was affordable childcare, that became the immediate focus.

Four years later a fully flexible and wide ranging set of childcare options is being offered to all children at risk of living in poverty across Clackmannanshire.

The following impact story illustrates how the Child Wellbeing Partnership has used the funding as a springboard to improve the lives both of children, who have more opportunities to learn, play and have fun, and parents who have more time for themselves, to study, volunteer or work.

Getting started

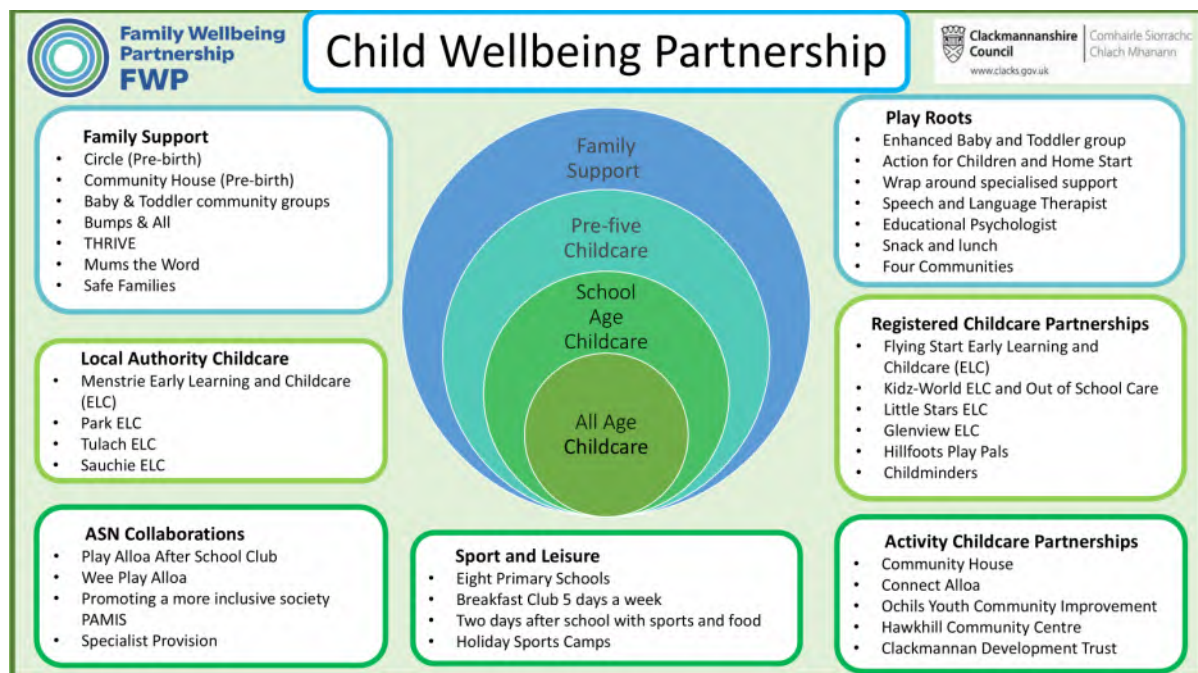
The pressure was on from the outset. Veronica Cully, the Strategic Lead for the Child Wellbeing Partnership began by telling third sector partners and childcare providers, all of whom were rooted in the local community, about the opportunity to provide childcare /child activities before and after school. She encouraged them to extend what they had offered in the past. To meet demand, they had to support four new voluntary sector providers who had never offered regulated childcare before, working alongside the two private childcare providers:

“We had Kidz World (registered) and Play Alloa were also registered with expertise in supporting additional support needs (ASN) - we then built their collective capacity. In the early stages, some third sector partners and their boards were understandably cautious about taking on funding in a new way, so we worked closely with them to create a supportive learning environment and provide the guidance needed to help them succeed. Through this process, the organisations supported and learned from one another (Strategic Lead)

Specific providers developed locally based services. Travel options including mini-buses and walking buses were co-designed with providers, the local authority team and the ASN transport co-ordinator. Experienced learning assistants were recruited to support and upskill new staff and volunteers, particularly around additional support needs. Sport and Leisure began offering breakfast clubs and afternoons of sport at Primary schools.

What is on offer

The following graphic gives an illustration of the range of support that has been co-designed and delivered over the past 3 years.



Now, in March 2025 the CWP have partnerships across Clackmannanshire providing childcare and activity services to children from birth to the end of primary school in almost all communities. The partnership includes private, third sector and social enterprises and has supported over 500 children across the county. In addition, the partnership continually seeks opportunities to engage with parents and children to ensure the services offered continue to meet their needs.

Annex A gives more detail on where the support is provided and how many children and parents have benefited.

Being rooted in what young people and parents wanted

The Partnership wanted to ensure that all the provision they developed was based on what the young people and their families wanted and needed. They worked with 'A Place in Childhood'¹ to develop a Charter for School Aged Childcare with the children.

"The parents and children wanted a place close to home with people that they understood and trusted. We took the Charter for Childcare that the children had made and worked with the parents on it – they said that the same things were important to them. They wanted choice, flexibility and places close to home. Both Charters were then used with partners to codesign a Charter for Partners."

¹ <https://aplaceinchildhood.org>

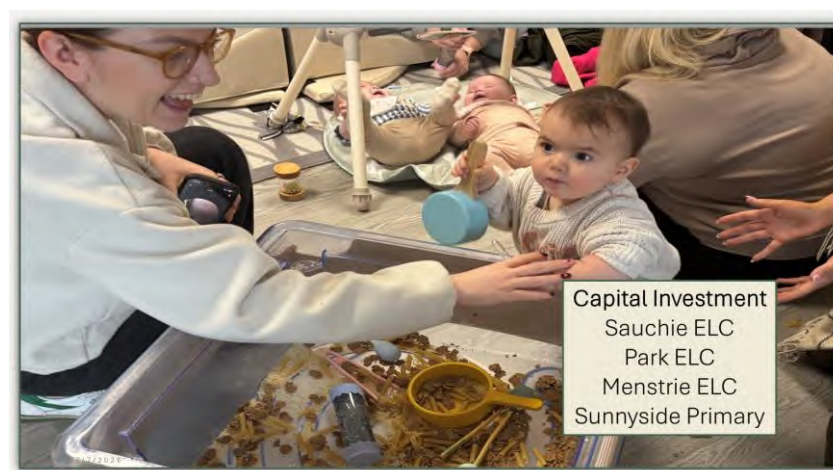
Focus groups and surveys with both children and parents informed the design. Food emerged as a really important factor so a substantial snack or a hot meal for the children was provided and people were trained to prepare food, which improved their employment prospects. Parental voice is continuing to inform the design of all age childcare as provision expands to include baby and toddler groups.

Extending the approach

The Child and Wellbeing Partnership was able to evidence both that the provision was needed, and that it was making a difference to families. The Scottish Government award for 2024-26 was £5.5m and provision was extended into Tillicoultry, Sauchie and Clackmannan, providing enhanced support for families that needed it, for pre-five children and a variety of family support services.

Lynsey Graham is the Senior Project Officer for Early Learning and heads up the pre-five provision for the Child Wellbeing Partnership. She has set out to increase the number of baby and toddler groups in the area and to enhance the pre-five offer, for example by increasing the number of baby places available and expanding the pre-five childcare offer with an enhancement to the 1140 funded childcare hours. This offer aims to support families to engage with training, increase working hours, volunteering and or support their own wellbeing needs

They have also secured capital funding to expand baby places. Clackmannanshire has the capacity to provide places for eligible two-year-olds, in addition to this, through CWP funding, the number of places available and range of settings provided has been increased. There is a strong focus throughout on additional support needs and family support including income maximisation opportunities and routes into further education and employment. Families are also receiving support in practical ways such as being provided with slow cookers and recipe packs, and there are close links with the NHS Family Nurse Partnership and the FWP Young Parenting project.



The CWP is continuing to extend its reach and to engage more families and children across Clackmannanshire, recognising the benefits of bringing services together to showcase what they offer, network and collaborate.

An example of this was the **Childcare Fayre in Cochrane Hall, Alva**. It brought a wide range of providers and partners together to share with parents the variety of childcare opportunities already in place.

“It gave parents a chance to come and meet the providers, to sign up for, or express an interest in services that might be of use to them, but also to show parents that it's not just about providing childcare, that we have connections with a variety of providers, like the DWP and Clacks Works (Tamzin Grossert, Senior Project Officer CWP)”

Bringing all the organisations together created an opportunity for them to network and work together to strengthen the offer to families. The one stop shop approach enabled people to find out about the range of supports available around childcare, financial advice, volunteering, paid placements and employment all in the one space.

It brought together a range of services who work closely in partnership to develop and provide childcare support for pre 5 and school age children, under the auspices of the FWP. A key area of work is developing and strengthening the family support network across Clackmannanshire.

Play Roots, a partnership between the CWP, Homestart and Action for Children, exemplifies this work. It is an enhanced family support, baby and toddler programme, that brings Educational Psychologists and Speech and Language Therapists together alongside parents and their children in a co-created welcoming and nonjudgmental space.

It provides a highly individualised non-clinical early intervention for children with additional support needs, offering tailored communication support and strategies developed through collaborative work between Speech and Language Therapy, Educational Psychology, and play-based observation. The approach encourages children to express themselves naturally, reveal communication barriers, and develop social skills through interaction with peers who share similar challenges. As a result, the children build friendships, learn to read one another's needs, and develop confidence in ways that typical clinical or school settings rarely allow. The programme also provides emotional and practical support for parents, giving them tools, communication resources and guidance on co-regulation, which helps reduce anxiety both at home and in educational settings.

It is clear that the Play Roots programme is highly valued, that parents are listened to and supported by staff and that they develop a sense of community together.

“We were able to get to know each other as parents. We were able to support each other, we were able to talk about our children's issues and their successes, and how well they were coming on (Play Roots parent).”

“They gave me confidence as a parent. They gave advice on co-regulation and helping to de-escalate situations (Play Roots parent).

The staff provide advocacy support to parents helping them navigate complex systems and to feel heard rather than constantly fighting for resources.

“They also helped support his application to have an autism outreach worker. They give input we could take to Team around the Child (TAC) meetings. They provided emotional support when we were going through things outside of his issues. They were a rock we didn't know we needed (Play Roots parent)

Play Roots creates more positive family life, strengthens parental confidence, and equips children with the skills and resilience needed to thrive in nursery and on into school (Play Roots parent).

“He was SEN, yes, but he wasn't SEN enough to need the Autism Spectrum Disorder (ASD) provision. He wouldn't fit in and had too many difficulties to successfully transition to mainstream school ... and yet he has started this year in mainstream, and he isn't just managing, he is thriving and that is entirely due to the work that Play Roots helped put into him (Play Roots parent).

Developing progressive pathways

A further recent strand is a pathways-based approach in the CWP to help families move through different kinds of support at a pace that feels right for them. This is being developed by two CWP Family Support Workers, Katy and Christine, working on 'community-focused, pre-employment' pathways and 'early years, child development' pathways respectively.

Katy's role as a Family Support Worker was shaped by her early recognition of a gap in support for parents who were isolated, anxious, or not ready to engage with formal services. She observed that many parents faced barriers linked to mental health, social isolation, trauma, and limited employment experience, or caring for children with additional needs, and were therefore unable to access existing short-term or structured provision.

“I set up a small peer group model - a low-pressure, community space designed to build parents' social capital, confidence, trust, and peer relationships. Through activities like conversation, board games, and having fun together, I intentionally shift the focus from children to the parents themselves, helping reduce isolation and increase confidence. My practice emphasises meeting people 'where they are', even literally at the school gates, rather than relying on formal referral routes (Katy Sinclair, CWP FSW)

The pathway approach involves taking incremental steps that help parents move from isolation toward volunteering, learning, or programmes like THRIVE², which many are not initially ready to join. For example, group-based volunteering - such as supporting school garden projects - provides a non-intimidating introduction to community participation.

Through relationship-building, hidden needs often emerge, including food insecurity, adult disability benefit queries, or mental-health concerns. Informal moments, like washing dishes together and utilising play, help create psychologically safe spaces to support dialogue and relationship development.

Katy also supports 'exit pathways' particularly transitions from CWP-funded childcare into systems like Universal Credit once parents gain employment. Her work is highly collaborative, linking with schools, mental-health teams, and community organisations

Christine works as a Family Support Worker with a strong early-years focus, primarily supporting families with children under five. A major part of her role begins with Expressions of Interest (EOIs) submitted by parents or professionals who identify families in need of childcare or wider support. EOIs frequently lead not to childcare placements but rather to signposting to existing services, that many families are unaware of. The first contact call is crucial for building trust and laying the foundation for further engagement.

“A central strand of my work involves strengthening Play Roots, an enhanced toddler group that provides access to educational psychology, speech and language therapy, and early-years family support. Referrals are often informed by health visitors' 18-month developmental reviews. We co-created a community contract with the parents that encourages healthy snacks, positive adult-child interactions, and keeping phone use to a minimum to model engaged play. We are able to have difficult conversations that are only possible because of trusted relationships. (Christine Paterson, CWP FSW)

She also manages progression pathways, identifying when families are ready to move on to mainstream toddler groups, Play Alloa, Clacks Works, or community learning opportunities. Some families become very attached to Play Roots, and Christine often supports transitions in person to maintain continuity and reduce anxiety.

Her role includes close collaboration with Family Liaison Coordinators across four stand-alone Early Learning Centres (ELCs), where she builds consistency through shared meetings, data processes, and an online Teams channel. Through these partnerships she helps develop new initiatives, such as a baby and mum walking group aimed at socially isolated parents and carers... She also supports volunteers and community group leaders, helping parents move into leadership roles and linking them to training, like Bookbugs, and responding to community needs.

² [THRIVE – To Keep Well Programme](#)

Parents Comparison Survey

The CWP undertook comparison surveys of the same group of participants across a range of services in May and November 2025³.

The respondents reported sustained and increasing improvements across all domains, including wellbeing, confidence, ability to cope, household stability and support networks, indicating that parents are becoming more confident, more resilient, and better supported as their involvement with services deepens.

They similarly reported increasing improvements in their children's behaviour, confidence, emotional wellbeing, social skills, independence, and engagement with learning, with the increase in 'a lot better' ratings indicating that many children are experiencing substantial developmental gains over time.

The findings show a clear and consistent improvement in both child and adult outcomes over time, indicating that continued engagement with CWP services is delivering meaningful, sustained benefits for families.

Patterns of Family Support Services usage by parents in Clackmannanshire

Analysis of patterns of service use by families in Clackmannanshire demonstrates a 'hub and network' model in operation.

The core hubs for families include Play Alloa, Play Pals, Kidz World, St Mungo's and Clacks Sport & Leisure with Community House ASC, Hawkhill ASC, Sunnyside and other small settings networked around them.

The analysis was approached from an equity and inclusion perspective to capture how services ensure fair access, representation, participation, and positive outcomes for all population groups.

The findings demonstrate that:

- Play Alloa reaches the widest range of families, with strong engagement from lone-parent households and larger families. This indicates that they play a core role in mitigating childcare inequality, supporting families most likely to experience barriers to employment, financial stability, and participation.
- Play Pals has notable participation from families with disabilities and multi-child households. This indicates that they make a significant contribution to inclusive childcare delivery, particularly for families impacted by disability, reducing the risk of social and economic exclusion.
- Kidz World (Early Learning Centre and After School Club) is used heavily by lone parents and larger families, demonstrating the value of integrated early learning and wraparound provision. This indicates that the integrated Kidz World model promotes continuity of care and accessibility, strengthening support for parents

³ link to or append Evaluation Outcomes Comparison Report

who rely on extended childcare to maintain employment or training commitments.

- Clacks Sport and Leisure serves a broad demographic, with particularly strong reach to larger families. This indicated that CS&L enhances economic and health equity by supporting families who benefit from low-cost physical activity provision as part of a larger childcare package.
- St Mungo's Breakfast Club effectively supports a wide range of family types, especially lone parents and disability-affected households. This that St Mungo's provides an essential early-intervention and access function, supporting some of the most time-pressured and vulnerable households within the service network.

The service footprint demonstrates a highly collaborative childcare delivery model, with families routinely engaging with more than one provider to construct full wraparound support. A small number of core high-reach providers act as system anchors, complemented by specialist and community services contributing to layered childcare pathways. This ensures broad accessibility for families with varying levels of need and complexity, supporting equity and continuity of care.



What is changing?

Indicators for children and young people's wellbeing and progress in education are below the national average in Clackmannanshire but steadily increasing. unemployment is also high. And there are more start-ups which, whilst indicating an entrepreneurial spirit, may also show that existing employment opportunities are lacking or that the skills in the population are not meeting employers' needs.

Clackmannanshire Council and Education Services are committed to working with families at the earliest opportunity. Developmental milestones are being used to

identify where children are on their development journey; working in partnership with families who are supported to help their child progress. This work is data driven, and improvement methodology is showing an improving picture.

Parents had previously identified childcare as a key barrier to enabling them to take up training, accept new posts or extend their working hours. In some areas they cited lack of availability, quality, affordability, and location as key issues. Parents of children with additional support needs felt that existing providers were not able to meet the needs of their children. For example, in one instance, parents had reduced working hours as children's needs were not perceived to be understood.⁴

Children and parents are reporting that having the funding in place made an **immediate impact**. When the Strategic Lead phoned round families and partners to tell them about the new provision, one woman told her that she could put the heating on now, another that she could accept a promotion at work and a third that she could now afford to go back to work after maternity leave.

“You have helped me find the joy in parenting (parent receiving support)

The children are regularly asked what difference the before and after school clubs make to them. They said that they give them somewhere to go, a chance to get away from things at home, to have fun and de-stress, quiet time and a chance to make new friends.

Parents are very aware of how much it is benefiting their children at the same time as enabling them to get a job or carry on working, spend time with their other children or do something for themselves.

“(the childcare) is completely life changing for us, we would be lost without it. It allows us to continue working and know our son is safe. We have no family that can or would be able to watch him and his needs are so great that childminder or regular after school options would not be possible. It's truly a lifeline for us. Financially we want to still continue to work to afford our bills etc but it's more than that I have given up so much due to my son's disabilities, time with friends, hobbies as this time is filled with caring responsibilities now. Going to work allows me to continue to be me and it's a little of who I am. I can be myself instead of carer and it's intrinsic to my mental state and wellbeing.

My daughter has been so excited about getting to school since starting this club, she sets her own alarm now and is getting up, washed and dressed without any prompting which in turn gives her a great day at school and better learning.

⁴ EAC Evaluation Clackmannanshire Progress Report January 2023

Despite the evident impact of the childcare provision on parents and children, there are still children living in relative poverty in Clackmannanshire. Recent data suggests the percentage of children in relative low income families, after housing costs at 17.7% in year ending 2024 and 17% in year ending 2025. In response to a 56% increase over the last two years in babies going on the Child Protection register, which amounts to 7-10 unborn babies at any one time. CWP funding has been directed to support two local groups to provide intensive support to this identified group.

The Partnership is monitoring a range of figures to track improvements in the experience of children and families. These include attainment and attendance in school age children and the number of children with development concerns at their 27-30 month health check. The Children and Young People's Improvement Collaborative is testing a pathway approach to monitoring the progress of pre-5s social and educational skills.

There are encouraging signs at a primary school level with literacy and numeracy rates improving. And the number of under 18s participating in sport and physical activity is rising steadily from 36% in 2021-22 to 50% in 25/26 (this excludes sporting activity not partnered with Council).

What made the difference

The Child Wellbeing Partnership team are both determined and realistic:

“We could have given up in December 22. What kept driving us was that we knew the families and their needs and potential and I am not going to be beaten by a bit of bureaucracy. Most people who work in childcare in Clackmannanshire are local people who need the work – we are developing their skills and nurturing our providers. (Strategic Lead)

The Child Wellbeing Partnership has shown that designing services with families and grounding provision in local need leads to meaningful impact. Providing flexible childcare, enhanced early-years support and community-led initiatives has improved children's opportunities and enabled parents to access work, training and wider support. Strong collaboration with local providers, investment in capacity-building and a commitment to involving families have created a more connected system of care.

The Partnership has taken a strategic, evidence-based approach, aligning resources with clearly identified needs to deliver cohesive, community-based support. However, residual child poverty and increasing demand for early intervention highlight the need for ongoing strategic focus. With solid foundations in place, the Partnership is well positioned to deepen its impact through continued improvement, targeted investment and strengthened multi-agency collaboration.

Excerpt from Clackmannanshire Community Wellbeing Plan 25/26 Interim Report (Feb 2025)

The Child Wellbeing Partnership has **extended to** an all-age childcare offer supporting families at risk of living in poverty **across Clackmannanshire** to access a variety of **childcare options** designed to **support family wellbeing and access to work, training or study.**

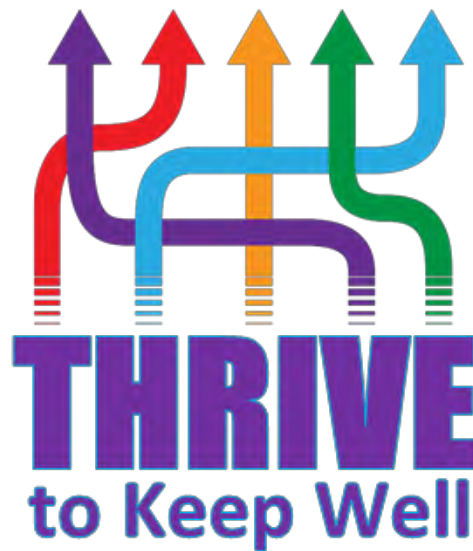
School-age childcare is now offered across Alloa South and East, Tillicoultry, Tullibody Sauchie and Clackmannan.

Sport and Leisure have increased their offer in Park and St Mungo's to two afternoons and have **also expanded to now include Tillicoultry Primary school, Deerpark Primary School and Clackmannan Primary School. All 6 schools have and enhanced breakfast club starting at 8am every morning and two afternoons of sports that include a substantial snack.**

The **offer to families with children under five** is currently supporting 74 children across seven Early Learning Centre (ELC) establishments, 24 children are in private partner ELC provision, and 50 children within four Local Authority stand-alone settings. The placements consist of an **enhancement to their statutory offer of 1140 hours (all eligible twos and children aged three not yet attending school) and some children are accessing ELC provision earlier in response to their individual needs.** Families might access additional hours to support them with work, training or self-care.

A Family Support offer includes **supporting two existing community baby and toddler groups**, (resulting in an increase of 24 families across the two groups), **a new Baby and Toddler group within 'Play Alloa', (this 'Wee Play Alloa' group is for any child with any level of additional support need, 10 families are regularly attending this group) and a further new group, 'Bumps and All' (for anyone due to have, or with a parenting responsibility, this group has a regular attendance of 9 children with an adult).** **'Play Roots' is an enhanced Baby and Toddler group, currently running in three localities with a fourth due to start early 2025.** Action for Children are the lead partner, with Home Start supporting, a Speech and Language therapist and Educational Psychologist offer a whole family support network. **16 children and their adults are currently attending this group with a full capacity anticipated by Feb 2025.**

The current role for school-age childcare includes **239 children.** Since September 2024, **141 children have had additional childcare, attended a community group and or accessed family support through the pre-five Child Wellbeing Partnership offer.**



THRIVE to Keep Well
Clackmannanshire
2026a Impacts and Outcomes Report



Contents

Programme Overview	1
THRIVE to Keep Well Programme Aims	1
Evaluation Toolkit Aims	1
2026a Delivery Cohort.....	3
Evaluation Against Targets	4
THRIVE to Keep Well Scales - Impact on Confidence, Self-Esteem and Motivation	5
Warwick-Edinburgh Mental Wellbeing Scale – Pre-Thrive versus Post-Thrive Scores:	5
WEMWBS Evaluation	6
THRIVE to Keep Well Impact on Overall Wellbeing	7
Parent & Family Life Questionnaire (PFLQ).....	9
Child Wellbeing: Strengths and Difficulties Questionnaire.....	10
Partner-led Sessions and Activities	11
STRIVE Collaboration	12
Participant Pathways	14
Men’s Peer Support Group	14
Women’s Post-Programme Support	14
Continuous Improvement.....	15
Future Development	15
Appendix 1	18
Evaluation Toolkit Methodology	18
Appendix 2	19
Programme Outcomes Mapped to Strategic Outcomes: Wellbeing & Whole Family Support	19



Programme Overview

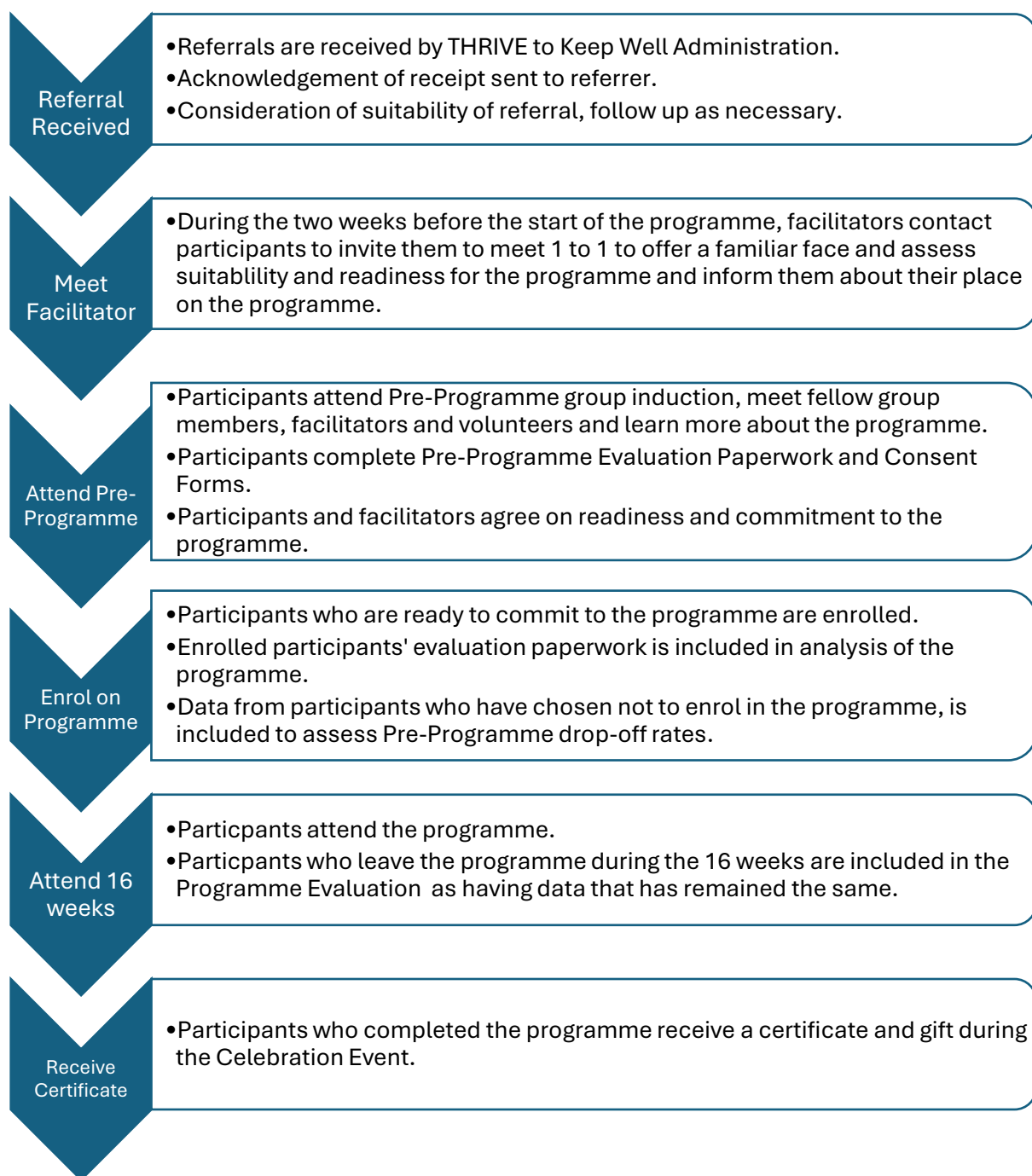
THRIVE to Keep Well Programme Aims

The THRIVE to Keep Well programme aims to improve participants:

- knowledge and management of day-to-day stress and anxiety.
- self-esteem and confidence through self-development and reflection techniques.
- motivational goal setting techniques to enable health behaviour change.
- awareness of the NHS Keep Well programme and promote higher uptake of the health assessment.
- confidence and motivation to improve on life skills to further learning, volunteering, and employment.
- role as a parent to further develop the skills and confidence that will improve family relationships, support children's learning, behaviour and attainment and enhance wider wellbeing.

Evaluation Toolkit Aims

- 70% of participants who enrol on the course complete it
- 100% of all participants have a health assessment within the duration of the course
- 90% of participants have an improved mental wellbeing score on completion of the course
- 75% of participants have demonstrated sustained activity towards achieving identified goals
- (Where participants are parents) 70% of participants report an increase in their capacity as a parent



2026a Delivery Cohort

Clackmannanshire Men's Group – February to June 2026 (26a-M)

The men's group met at the Alloa Family Centre on Tuesdays, 10am – 2:30pm. The group was facilitated by Julie Haslam (CLD), Cameron McMillan (STRIVE) and Kenny Wilson (Employability). The course delivery was supported by two volunteers who completed the 2025b course. Nine participants enrolled in the group, and six completed the programme in full.

Clackmannanshire Women's Group – February to June 2026 (26a-W)

The women's group met at the Alloa Family Centre on Thursdays, 10am – 2:30pm. The group was facilitated by Liza McLean (Early Help), Jane Murie (Employability) and Katy Sinclair (CWP). They were supported by a volunteer who completed the 2025b course. Eight participants enrolled in the group, and five completed the programme in full.

Referrals	38 (23 new, 15 waiting list)
Attended Pre-Programme	18
Enrolled in Programme	17
Completed Programme	11
As % of referrals	29%
70% completion	61%
80% health assessments	91%
90% improved mental wellbeing	100%
75 % sustained activity toward goal	91%*
70% improved parental capacity	71%

Evaluation Against Targets

Reasons for non-enrolment: Lack of confidence in a group setting; conflicting commitments

Reasons for non-completion: Unmanageable anxiety in group setting; family issues

THRIVE to Keep Well Scales - Impact on Confidence, Self-Esteem and Motivation

Participants' confidence, self-esteem and motivation are assessed through self-evaluation using the Readiness and Commitment Questionnaire (RCQ) and Post-THRIVE Questionnaire (PTQ) and through interview-evaluation using the Referral Form and THRIVE to Keep Well Life Wheel.

The % of participants who reported an increase in confidence, self-esteem and motivation on completion of the programme are detailed below.

Self-Evaluation	Clackmannanshire 2026a
Confidence	100%
Self-Esteem	100%
Motivation	100%

Warwick-Edinburgh Mental Wellbeing Scale – Pre-Thrive versus Post-Thrive Scores:

WARWICK-EDINBURGH MWB SCALE Clacks2026a	Pre-Thrive		Post-Thrive	
	4	5	4	5
	Often	All of the time	Often	All of the time
I've been feeling optimistic about the future	18%	0%	55%	18%
I've been feeling useful	18%	0%	45%	0%
I've been feeling relaxed	0%	0%	45%	0%
I've been feeling interested in other people	27%	9%	73%	18%
I've had energy to spare	0%	0%	45%	9%
I've been dealing with problems well	0%	0%	45%	9%
I've been thinking clearly	0%	0%	55%	0%
I've been feeling good about myself	0%	0%	36%	18%
I've been feeling close to other people	0%	0%	27%	36%
I've been feeling confident	0%	9%	55%	18%
I've been able to make up my own mind	36%	9%	64%	9%
I've been feeling loved	9%	18%	27%	27%
I've been interested in new things	18%	18%	45%	27%
I've been feeling cheerful	0%	0%	18%	27%

WEMWBS Evaluation

Overall, average participant scores improved across each category from pre-programme to post-programme. The most substantial improvements were made in feeling optimistic; feeling interested in other people; having energy to spare; dealing with problems; thinking clearly; feeling close to other people; feeling confident; and being able to make up their own mind.

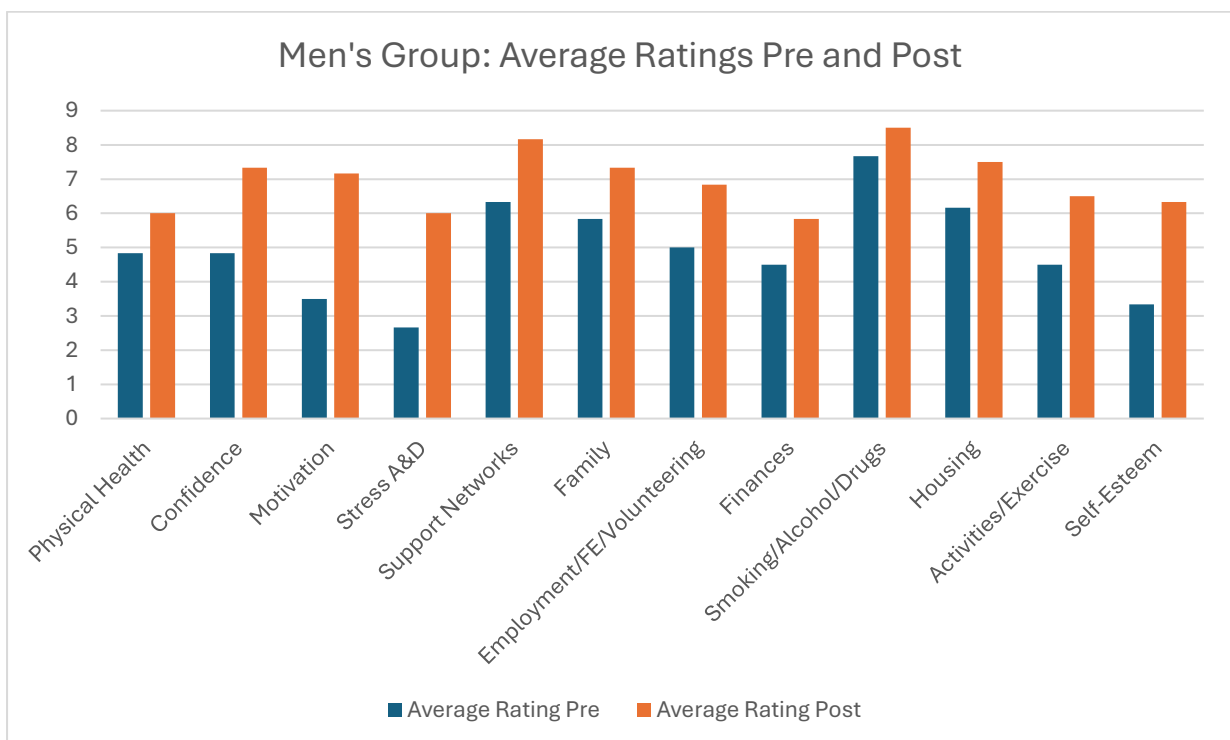
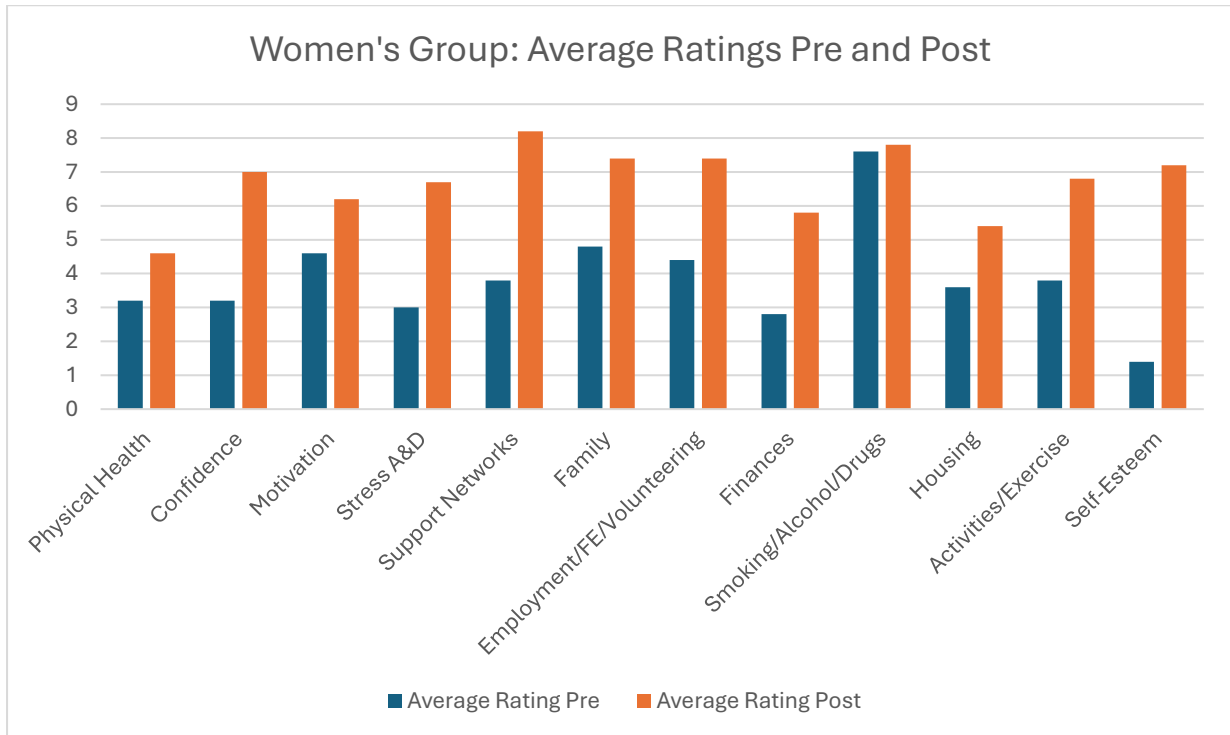
The improvements across these categories are seen in the participant's sustained activity towards their goals. Their increased agency and resilience to overcome problems, coupled with improved confidence in engaging and connecting with other people, has enabled participants to access additional supports, improve their personal relationships, and take steps towards big goals such as starting a business.

Two participants suffered a bereavement during their time on the course, and both attribute their ability to cope well with this to the impact of the THRIVE programme. Both noted that the regular and consistent support provided by the group, as well as the emotional coping strategies learned, helped them to move forward after losing a loved one.

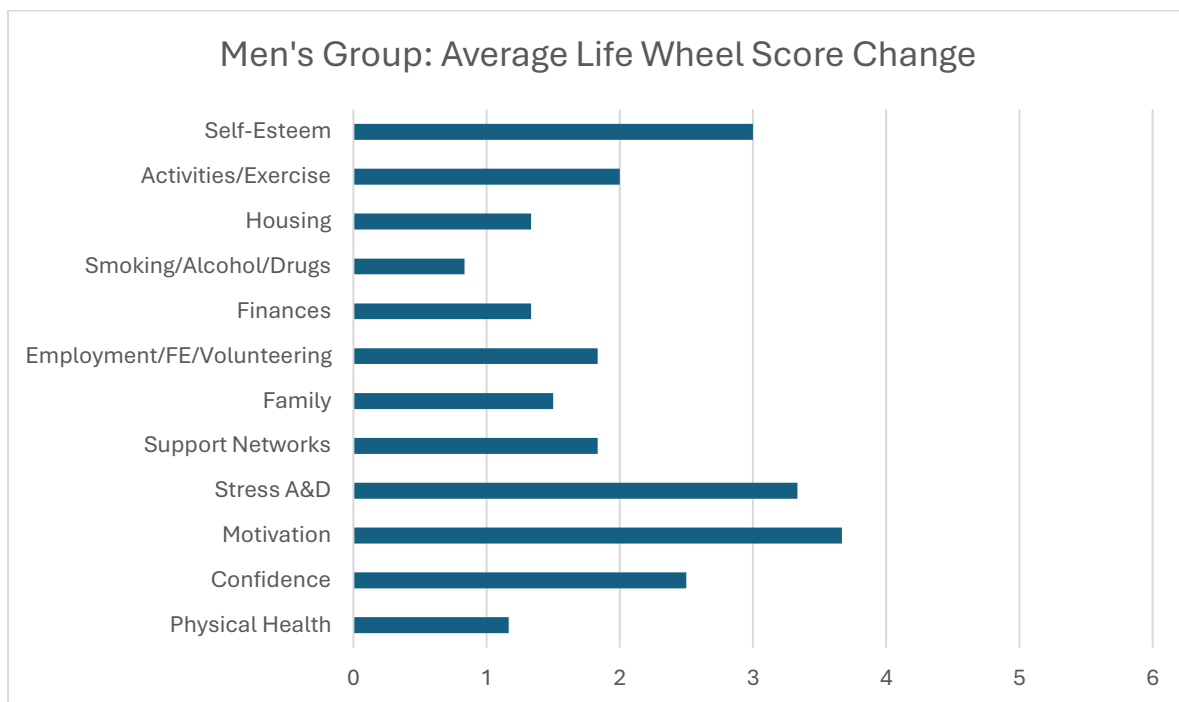
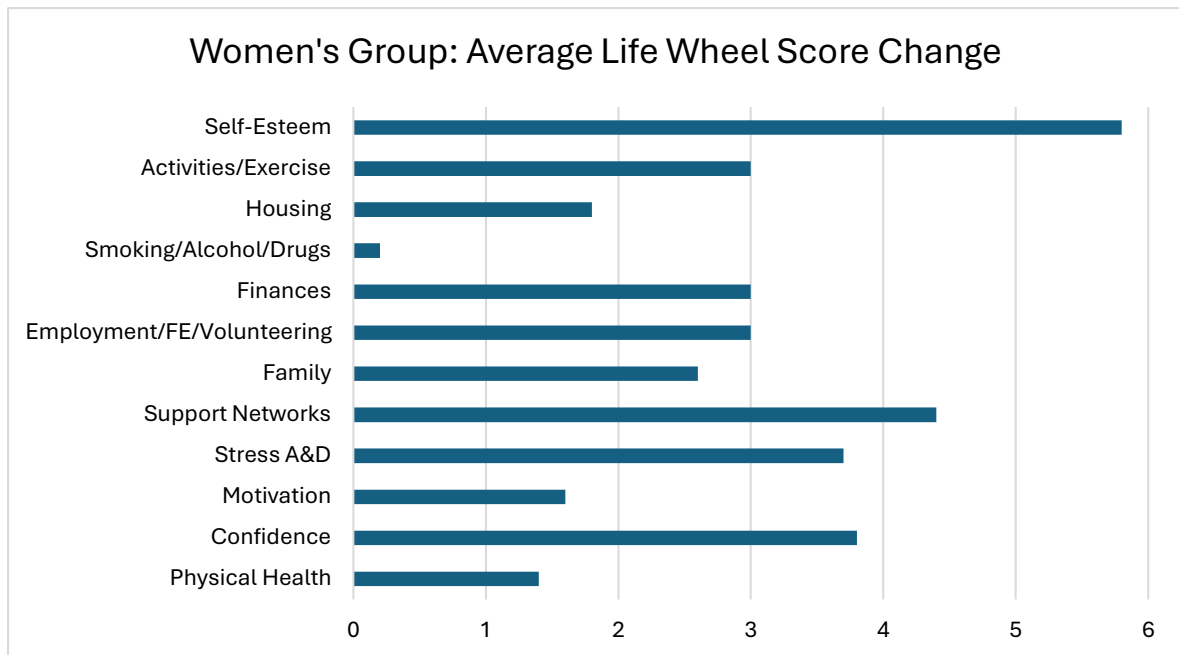
THRIVE to Keep Well Impact on Overall Wellbeing

Participants complete the THRIVE to Keep Well Life Wheel during a 1:1 interview session with their facilitator rating the following categories on a scale of 0 to 10 with 0 being unhappy and 10 being completely happy.

Life wheel scores prior to and following completion of THRIVE across 12 key categories:



Life wheel scoring average improvements:



Parent & Family Life Questionnaire (PFLQ)

Participants' parental capacity is evaluated using the Parent & Family Life Questionnaire (PFLQ) which asks questions from three categories: Relationship and Enjoyment (3 questions, scoring 0-10), Confidence and Control (3 questions, scoring 0-10) and Learning & Knowledge (2 questions, scoring 0-10).

Women's Group 2026a-W

Of the Women's Group, four completers were parents.

<i>PFLQ Scores +</i>	AVG PRE	AVG POST	IMPROVEMENT +	IMPROVEMENT %
Relationship & Enjoyment	20	28	8	40%
Confidence & Control	19	26	7	37%
Learning & Knowledge	13	16	3	23%

Men's Group 2026a-M

Of the Mixed-Gender Group, three completers were parents.

<i>PFLQ Scores +</i>	AVG PRE	AVG POST	IMPROVEMENT +	IMPROVEMENT %
Relationship & Enjoyment	21	23	2	9.5%
Confidence & Control	16	23	7	44%
Learning & Knowledge	9	16	7	78%

Child Wellbeing: Strengths and Difficulties Questionnaire

In line with ambitions to tailor the THRIVE to Keep Well Programme to deliver a whole-family support approach, the monitoring of Strengths and Difficulties Questionnaires was added as an evaluation metric as of autumn 2025, to assess any wider impact of the course on participant's children's wellbeing.

The Strengths and Difficulties Questionnaire (SDQ) is a brief behavioural screening questionnaire about 2–17-year-olds. The questionnaire comprises of questions about 25 attributes, some positive and some negative, divided by 5 scales – emotional symptoms; conduct problems; hyperactivity/inattention; peer relationship problems; prosocial behaviour. Collating the scores across each scale returns a total difficulties score which is categorised across four bands – close to average; slightly raised; high; very high.

Across both groups, a total of seven completers were parents. Each parent was asked to complete a SDQ for each of their children, totalling twelve questionnaires completed at the beginning and end of the course.

Pre-Programme (No. of children in category)				Post-Programme (No. of children in category)				No. of Children with reduced scores	No of Children moved into a lower scoring band.
Close to Average	Slightly Raised	High	Very High	Close to Average	Slightly Raised	High	Very High		
5	4	0	3	7	1	0	4	5	2

Partner-led Sessions and Activities

We have continued to expand our partnership approach to delivery with this cohort, to maximise the opportunities for participants to become more active participants in their community and support their personal development. Participants noted that they had stepped out of their comfort zone by taking part in new activities and building connection with people across social and cultural differences through shared learning and team building.

Throughout the programme, the groups took part in various activities and information sessions with our partners:

- **Roberston's Construction** delivered a team-building session using their STEM Construction Kit
- **CLD** at Clackmannanshire Council provided an archery session at Gartmorn Dam
- Participants on the men's group learned bike maintenance skills through a session delivered by **CLD** which supported **Menstrie Early Learning Centre** to restore bikes for their community
- Participants on the men's group supported **Alloa Family Centre** to improve their gardens with planters and bird boxes
- Facilitators led wellbeing walks, outdoor team-building activities and nature meditation sessions
- **The Japanese Garden** at Cowden provided visits for both groups at a significantly discounted rate
- Moving On Session held to support participants to plan their future goals
 - **Clackmannanshire Works** – employability support
 - **CERT** – transport support, community opportunities
 - **SAMH** – mental health support & specialist employability
 - **CTSI** – volunteering pathways, community opportunities
- **Sport & Leisure** at Clackmannanshire Council provided a short physical movement session and raised awareness of activities, classes, and the construction of the Wellbeing Hub
- **Clackmannanshire Citizen's Advice Bureau** provided financial health sessions
- **Scottish Fire & Rescue Service** provided a household safety information session

A fuller evaluation of our partnership working and therapeutic and personal development activities is detailed under Continuous Improvement in section four.

STRIVE Collaboration

As part of our commitment to offering high-quality wrap-around support with a whole-family approach, the THRIVE team have begun working in close partnership with the STRIVE team to identify and respond to wider support needs.

During the 2026a course, two members of the STRIVE team attended during weeks 9 and 10 of the programme. All participants that were present during the sessions were given the opportunity to have a one-to-one conversation with a member of the STRIVE team, focused on all key areas surrounding that participants life, including housing, children's education, social work, adult care, employability, police involvement, community justice and third sector support. The group volunteers were also offered the chance to speak with the STRIVE Team.

Conversations were relational, informal, and friendly to create a safe space for participants to share any concerns, questions and raise anything effecting their lives.

Housing was the main issue or concern that was raised by participants, with five participants listing this as their main concern. One participant that raised a long-term housing issue has been supported to move into a more suitable permanent tenancy that alleviates the overcrowding issues that had been impacting them for several years. This move was made possible through STRIVE staff coordinating with colleagues in Housing and advocating for the client's needs.

One participant is a survivor of long-term domestic abuse. STRIVE were able to allocate a key worker in the form of the community connector who has been able to support the participant with additional security measures in and around her property such as higher fences, security cameras and increased locks on doors and windows. Opportunities have also been given for the participant to report unreported domestic abuse incidents to the police in a supportive and trauma-informed manner. The STRIVE community connector, funded through Family Wellbeing Partnership (FWP) funding, will remain involved until all initial actions have been completed, and the participant is ready to be linked into wider community-based supports.

STRIVE supported participants to access money advice and income maximisation via the Senior Financial Advisor within the team. Three participants have benefitted from this offer, leading to support to claim Adult Disability Payment.

One THRIVE participant who had ongoing police involvement was supported by the STRIVE team to access legal support and advice.

Overall, there have been clear benefits of introducing STRIVE assessments within the programme for participants, with identified support needs being acted upon quickly and effectively. This support has removed barriers that would have otherwise held the participants back from moving forward positively after the programme.

Increases in scores in the 'Housing', 'Finances' and 'Family' categories within the Life Wheel evaluation tool for this cohort constitute the greatest improvements in these categories of

any THRIVE programme in Clackmannanshire. This clearly demonstrates that the additional support from STRIVE bore noticeable benefits.

As we move forward, we will seek to maintain this partnership with the STRIVE team and embed learning and feedback on the assessment process.

Participant Pathways

The final stage of THRIVE delivery focuses on how participants can take forward the new skills and positive mindset that they have developed during stage one and two. The sessions focus on sharing opportunities within the wider community to access improved health and wellbeing, learning, volunteering and employment.

Outcome/Pathway	%	Details
Sustained activity towards their chosen goal	100%	Abstinence from substances; improved family functioning; volunteering; decreased alcohol use; employability support; sustained physical activity; engaged with housing support; engaging with health professionals
Engaging in community opportunities, e.g. support groups, voice panels, structured group physical activity	55%	LEP Community Leadership Panel; Street Soccer; working with CLD to set up peer-support group for men;
Applied to volunteer with THRIVE	45%	Group Support Volunteer; Outreach Volunteer
Engaging in employability support	18%	Clackmannanshire Works; Business Gateway
Referred on for further support	9%	STRIVE Community Connector

Men's Peer Support Group

Following the completion of the 16-week programme, the men's group has continued to meet with the aim of establishing a peer-support group for men who have completed the programme. The group identified peer-support spaces for men as a local gap in provision, with limited options currently available, so they intend for their group to address this gap. The group aim to become ambassadors for THRIVE within the community, promoting the programme to other men and encouraging healthy communication around mental wellbeing. The group's planning sessions are being facilitated and supported by the CLD team, with the aim of helping them become self-managed. They are currently exploring suitable premises for regular meetings and planning a range of activities that encourage positive wellbeing, social connection, and mutual support, ensuring the benefits of the programme continue beyond the initial 16 weeks.

Women's Post-Programme Support

Since completing the programme, the women's group have continued to meet informally to offer one another peer support as they navigate their next steps and onward pathways. The group are keen to continue building their engagement within their communities and are being supported by the CLD team to explore their options for integrating within existing women's support spaces or establishing their own community support group with a unique offer.

Continuous Improvement

THRIVE in Clackmannanshire continues to improve with each intake. **Over the last four group cycles, the programme has supported 97.5% of participants to improve their overall mental wellbeing**, with the greatest improvements recorded in self-esteem and motivation. In their reflections, participants consistently praise the **transformational power of the programme** in helping them to take back ownership of their life. Participants also highly rate the team of facilitators for their dedication, kindness, consistency and empathy.

Over the last two years, through partnership with THRIVE in Stirling and Falkirk, we have **trained 10 new facilitators from across Council teams and third-sector partners**, with a further 5 staff identified for future training. With a larger team of facilitators to draw on, bringing a broad range of expertise and skills, and with a **dedicated Project Assistant**, the programme has been able to scale back up to delivery to two groups per intake smoothly, and three groups are planned to run concurrently in the autumn 2026 cohort.

The new skills and experience brought by our newly trained facilitators have allowed us to deliver outdoor learning opportunities and physical activity alongside nature-based therapeutic activities, which have been particularly impactful in mixed-gender and men's groups. Delivery of partner-led activities has become more adaptable and flexible to each group's particular needs and interests with the last two intakes, particularly through adapting delivery for our first all-men's group in 2026a. This has given participants more ownership of their group and the freedom to explore new experiences in a safe manner.

Evaluation processes and data collection have been strengthened over the last four cycles, allowing for more robust appraisal of impact and outcomes. This coupled with additional capacity created by expanding the THRIVE team has created opportunities to reflect on how the service operates in response to local need and the Council's strategic priorities, leading to the introduction of embedded STRIVE assessments, new referral partners, men-only groups and targeted promotion to men with wellbeing challenges, an additional delivery location being established in Tillicoultry, and a planned youth programme targeting unemployed and economically inactive 16–21 year-olds.

As mentioned earlier in this report, the introduction of STRIVE assessments within the programme has brought clear benefits to participants in areas of their life such as housing, domestic abuse recovery, community justice and financial health. Maintaining this partnership is a key priority for future delivery.

Future Development

The next phase of improvement will focus on post-programme pathways. Beginning with the most recent groups of completers, we are introducing a process for follow-up contact at 4, 12 and 26 weeks post-programme. These follow-up informal chats will support participants to navigate onward supports, access advice, and maintain their routines and wellbeing practices

established during the course. They will also give us the opportunity to monitor and evaluate the longer-term impact of the programme and track positive outcomes.

Evaluation of this cohort highlighted that the Moving On session can be overwhelming for participants, with a lot of information being shared at once, and poorly timed with participants focused on writing their journeys ahead of the graduation event. From the next intake, we will offer a one-to-one appointment for each participant to meet with a Senior Key Worker in Employability to explore opportunities for work, volunteering and training. These appointments will take place over the two weeks following the end of the course.

From August 2026, we are introducing a digital client-management system to improve efficiency and accuracy in managing referrals and pre-programme screenings, and recording participant activity, engagement and progress. This will also better enable analysis of referral sources and demographics to better understand and meet demand.

Based on participant feedback, facilitator reflections, and learning from the Youth Thrive development day, we have further ambitions for reshaping delivery from January 2026, including:

- The development of a **toolkit of optional modules** on specific topics such as gambling harm, online safety, responsible artificial intelligence use, and healthy relationships, which can be slotted in and out of delivery based on unique group needs
- The introduction of a quarterly **THRIVE Alumni Newsletter** to share opportunities, supports, community events, and self-directed wellbeing techniques
- The introduction of an **annual re-connect event** for all THRIVE completers and their families

Appendix 1

Evaluation Toolkit Methodology

1. 70% of participants who enrol on the course complete it

Enrolment on the THRIVE to Keep Well is agreement to attend the programme from Session 1 onwards following attendance at the Pre-Programme. Therefore, Pre-Programme attendance and Enrolment numbers will differ. We monitor both to evaluate drop-off rates.

2. 100% of all participants have a health assessment within the duration of the course

NHS Keep Well Health Assessment are offered to participants during Sessions 6 & 7 of the programme. Participants who do not receive a health assessment during these sessions are offered support to arrange an appointment to have their health assessment in their own time.

3. 90% of participants have an improved mental wellbeing score on completion of the course

Participants' mental wellbeing is evaluated using the Warwick Edinburgh Mental Well-Being Scale (WEMWBS). The WEMWBS is a validated questionnaire designed to monitor population mental wellbeing and evaluate programs that promote positive mental health. It is strengths-based and asks 14 questions based on positive aspects of mental wellbeing, rather than symptoms of mental illness or poor mental wellbeing.

4. 75% of participants have demonstrated sustained activity towards achieving identified goals

Evaluation of sustained activity is collated using information from participants in the Post-THRIVE to Keep Well Questionnaire, Participant Progression Records and the Participant Journey Summary provided by the group facilitator.

5. (Where participants are parents) 70% of participants report an increase in their capacity as a parent

Participants' parental capacity is evaluated using the Parent & Family Life Questionnaire (PFLQ) which asks questions from three categories: Relationship and Enjoyment, Confidence and Control and Learning & Knowledge.

Appendix 2

Programme Outcomes Mapped to Strategic Outcomes: Wellbeing & Whole Family Support

Community Wellbeing Outcomes	Whole Family Support Outcomes	THRIVE To Keep Well Objectives	THRIVE To Keep Well Evaluation Methods		
PEOPLE ARE HEALTHY AND ACTIVE WITH IMPROVED HEALTH AND WELLBEING	The mental health of children, young people and families is improved	Improved knowledge and management of day-to-day stress and anxiety	WEMWBS	Parent & Family Life Questionnaire	Strengths & Difficulties Questionnaire (measuring child impact)
	Holistic wellbeing (as understood through GIRFEC) is improved	Improved self-esteem and confidence			
	All children grow up loved, safe and respected to realise their full potential	Uptake of NHS Keep Well health assessments			
	People enter, sustain, and progress in fair work opportunities	Improved parental capacity and family relationships			
CHILDREN AND YOUNG PEOPLE HAVE IMPROVED LIFE OUTCOMES BY GROWING UP LOVED, SAFE AND RESPECTED		Improved involvement in children’s learning, development and attainment			
PEOPLE OF ALL AGES SUCCESSFULLY CONTRIBUTE TO OUR COMMUNITIES BY DEVELOPING SKILLS FOR LEARNING, LIFE AND WORK	Income is maximised	Improved confidence and motivation to further employability skills	Life Wheel		
	Increased financial security	Participants exhibit health behaviour change through sustaining motivational goal-setting techniques			
		Improved access to community-based supports and opportunities			
		Improved financial health			
POVERTY IN OUR COMMUNITIES IS REDUCED BY IMPROVING OUTCOMES FOR ALL		Improved housing satisfaction			

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

Whole Family Support Outcomes: The mental health of children, young people and families is improved; Holistic wellbeing (as understood through GIRFEC) is improved		
THRIVE Objective	2026a Outcome	
	% of participants recording improvement	Average % improvement on baseline score (where applicable)
Improved knowledge and management of day-to-day stress and anxiety	100%	124%
Improved self-esteem and confidence	Self-esteem: 100% Confidence: 100%	Self-esteem: 174% Confidence: 76%
Uptake of NHS Keep Well health assessments	91%	N/A
Wellbeing Outcome: Children and young people have improved life outcomes by growing up safe, loved and respected		
Whole Family Support Outcomes: Holistic wellbeing (as understood through GIRFEC) is improved; All children grow up feeling loved, safe and respected to realise their full potential		
Improved parental capacity and family relationships	71%	39%
Improved involvement in children's learning, development and attainment	86%	N/A
Wellbeing Outcome: People of all ages successfully contribute to our communities by developing the skills for learning, life and work		
Whole Family Support Outcomes: People enter, sustain and progress in fair work opportunities; Income is maximised		
Improved confidence and motivation to further employability skills	Motivation – 82% Employability Skills - 55%	Motivation – 111% Employability Skills - 50%
Participants exhibit health behaviour change through sustaining motivational goal-setting techniques	100%	N/A
Improved access to community-based supports and opportunities	100%	N/A
Wellbeing Outcome: Poverty in our communities is reduced by improving outcomes for all		
Whole Family Support Outcomes: Income is maximised; Increased financial security		
Improved financial health	55%	56%
Improved housing satisfaction	36%	31%



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

Title: Be the Future – Family Wellbeing Partnership Update – August 2026

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

Actions taken as a result of this assessment include strengthening and embedding a whole system, rights based approach to service delivery, ensuring equality and inclusion are integral to all planning and decision making. This has involved scaling early intervention and Whole Family Support, improving access to coordinated services through hubs and partnership working, and targeting resources towards vulnerable and disadvantaged groups to reduce inequalities. Community voice have been further embedded to ensure services reflect lived experience, while data and insight are being used more effectively to monitor impact and inform resource allocation. In addition, steps have been taken to address identified pressures by enhancing workforce capacity, improving access to mental health and wellbeing support, and tackling structural barriers such as poverty, transport and access to services.

Summary of actions taken because of this assessment:

The assessment confirms that equality, human rights and socio-economic considerations are embedded within the Family Wellbeing Partnership approach. The Partnership continues to prioritise prevention, early intervention, Whole Family Support, community empowerment and reducing inequalities of outcome. Particular emphasis has been placed on improving outcomes for children, young people, families experiencing poverty and disadvantage, women, young parents and care experienced children and young people. Community participation and lived experience continue to inform service design, investment decisions and strategic priorities. No additional mitigation actions are required as no significant negative equality impacts have been identified through this assessment.

Ongoing actions beyond implementation of the proposal include:

Refined Strategic Outcomes and revised Strategic Actions for 26/27 will be integrated into the Wellbeing Directorate, Community Wellbeing Plan 26/27

Lead person(s) for this assessment:

Madeleine Muirhead, Strategic Lead (Community Collaboration and Redesign)

Senior officer approval of assessment:

Veronica Cully, Senior Manager, Wellbeing Directorate

Date: 30th June 2026

Equality and Fairer Scotland Impact Assessment (EFSIA)

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

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

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

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

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

Step A – Confirm the details of your proposal

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

The purpose of this proposal is to present an update on the progress, impact and future priorities of the Family Wellbeing Partnership (FWP). The report demonstrates how the Family Wellbeing Partnership contributes to delivery of the Community Wellbeing Plan and the Council's Be the Future Target Operating Model through prevention, whole family support, community empowerment, partnership working and public service reform. The report provides evidence of impact during 2025/26 and sets out strategic priorities for 2026/27 through the refreshed Family Wellbeing Partnership Strategy.

2. Why is the proposal required?

The proposal is required to provide accountability and assurance regarding progress achieved through the Family Wellbeing Partnership, demonstrate the impact of external investment and partnership working, and support continued alignment of resources and activity around shared wellbeing outcomes. It also provides Council with an overview of future priorities for prevention, community empowerment, whole family support and system reform.

3. Who is affected by the proposal?

The FWP work has the potential to affect a wide range of population groups across Clackmannanshire. The Family Wellbeing Partnership specifically supports children, young people, families and communities, with particular focus on people experiencing poverty, inequality, disadvantage, poor health outcomes and barriers to accessing services. It also impacts community organisations, third sector partners and public sector agencies involved in delivery of whole family support and preventative services.

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

- Wellbeing Local Outcomes Improvement Plan (WLOIP) 2024-2034
- Poverty Action Plan 2025–2030
- Children's Services Plan 2025-2026
- The Promise Plan 2025-2026
- National Improvement Framework 2024-2027(incorporating the Scottish Equity Fund Plan)
- Violence Against Women and Girls' Strategy 2023-2026
- Community Justice Plan 2023-2028
- Community Learning and Development Plan 2024-2027
- Sport and Active Living Framework 2024-2028
- Educational Psychology Service 2025-2026
- Children and Young People's Strategic Partnership
- Tackling Poverty Partnership
- Child Protection Committee
- Community Justice Partnership
- Violence Against Women and Girls Partnership
- Clackmannanshire and Stirling Alcohol and Drug Partnership
- Local Employability Partnership
- Additional Support for Learning Strategy2024-2027
- Health and Wellbeing Strategy
- Parental Involvement and Engagement Strategy
- Learning Estate Strategy, 2019-2040
- Community Learning and Development Partnership Plan, 2024-2027
- Forth Valley GIRFEC Guidance
- Forth Valley Guidance Getting our Priorities Right for Children and Families affected by Parental Alcohol and Drug Use (2019)

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

Whilst the report primarily provides an update on progress and impact, it also presents strategic priorities for 2026/27 and supports ongoing decisions regarding investment, partnership working, prevention, whole family support and public service reform. As such, socio-economic and equality impacts should be considered.

Step B – Consider the level of EFSIA required

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

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

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

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
Age	Family Wellbeing Partnership Report 2025/26	The report provides substantial evidence relating to children, young people and families. It reports improvements in educational attainment, school

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
		attendance, young people's mental health and reductions in non-offence referrals to the Children's Reporter. The report also highlights Whole Family Support, Family Wellbeing Hubs and the Child Wellbeing Partnership as key approaches supporting children and families.
Disability	As above	The report notes that Child Wellbeing Partnership investment supports a range of provision including support for children with additional support needs. This suggests positive impacts for some disabled children and families, although no specific outcomes for disabled people are reported.
Race	As above	No specific evidence relating to race is identified within the report. However, the Family Wellbeing Partnership promotes community participation, whole-family support and access to services for local communities. Supports focus on supporting priority families at risk of poverty, which includes ethnic minority families and individuals.
Sex	As above	The report identifies the development of the HERisen Women's Enterprise Hub, which will provide childcare, training, business start-up support and investment opportunities for women. The project aims to support women to start and scale businesses within Clackmannanshire.
Gender Reassignment	As above	No specific evidence relating to gender reassignment is identified within the report. No adverse impacts are identified.
Sexual orientation	As above	No specific evidence relating to marriage and civil partnership is identified within the report. No adverse impacts are identified.
Religion or Belief	As above	No specific evidence relating to religion or belief is identified within the report. No adverse impacts are identified. The Family Wellbeing Partnerships promotes equitable support and services for all members of the community regardless of religion or belief.
Pregnancy or maternity	As above	The report highlights the Young Parents' Project, which supports vulnerable young families through early intervention and whole-family support. The paper reports

Equality Group	Evidence source (e.g. online resources, report, survey, consultation exercise already carried out)	What does the evidence tell you about the experiences of this group in relation to the proposal? NB Lack of evidence may suggest a gap in knowledge/ need for consultation (Step C).
		support for young parents through housing, financial inclusion and progression into education, training and employment.
Marriage or civil partnership (only the first aim of the Duty is relevant to this protected characteristic and only in relation to work matters)		No specific evidence relating to marriage and civil partnership is identified within the report. No adverse impacts are identified.
Socio economic disadvantage (if required)	As above	The report contains significant evidence of activity and impact aimed at reducing socio-economic disadvantage. Evidence includes a reduction in child poverty, income maximisation activity securing over £2.45 million for local households, crisis support reaching 343 people including 195 children, community-led approaches focused on tackling poverty and inequality, and significant investment in childcare, employability, wellbeing and whole family support. The Partnership's stated focus on prevention, early intervention, child poverty reduction and community empowerment is likely to have a positive impact on people experiencing socio-economic disadvantage. Care Experienced Children and Young People The report states that attendance among care experienced children increased to 90.1%, indicating positive outcomes for this group.

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

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

Yes

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

Step C – Stakeholder engagement

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

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

Engagement will continue through established participation and co-design arrangements including Clackmannanshire Transformation Space Community Voice Panel, Family Voices, Youth Forum and wider partnership engagement activity. Particular attention will be given to ensuring the voices of people experiencing inequalities and socio-economic disadvantage are represented in decision-making and service improvement. Ongoing engagement with children and young people, families, adults, older people and people with protected characteristics will support understanding of impacts across equality groups. Performance information, service data, lived experience and community feedback will be used to monitor impact, identify emerging inequalities and inform future planning and resource allocation. No additional formal consultation is required specifically for this report; however, continuous engagement and monitoring arrangements will remain in place to ensure equality and socio-economic impacts are understood and addressed.

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

Engagement has been undertaken through established participation and co-design arrangements, including Community Voice Panels, Family Voices etc. These approaches bring together lived experience, community insight, service intelligence and performance data to inform ongoing improvement and future priorities. Evidence from the Transformation Space demonstrates increasing community participation, strengthened representation of people with lived experience, and a growing focus on equity, inclusion and community-led decision making. No additional formal consultation was required specifically for this report, as it reflects ongoing delivery and performance. However, continuous engagement, learning and monitoring arrangements remain in place to ensure emerging issues, inequalities and community priorities are identified and addressed.

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

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

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

If relevant, consider socio-economic impact.

Age	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			x	
potential for developing good relations	x			Partnership working and collaboration.
potential to advance equality of opportunity	x			Continued delivery of early intervention, Whole Family Support and participation opportunities will help improve outcomes and reduce inequalities across age groups.

Disability	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			x	
potential for developing good relations	x			
potential to advance equality of opportunity	x			Inclusive approaches, ASN support and coordinated family services will continue to improve access, participation and outcomes for people with disabilities. No significant negative impacts relating to disability have been identified, this will remain a key area of focus given the increasing demand for services and the complexity of needs identified across the system

Race	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			x	
potential for developing good relations	x			
potential to advance equality of opportunity	x			Whilst direct race-related evidence is limited, available evidence suggests that anti-poverty and inclusion activity is likely to benefit minority ethnic families.

Sex	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			x	
potential for developing good relations	x			
potential to advance equality of opportunity	x			The Plan advances equality of opportunity between sexes by prioritising the safety and wellbeing of women and girls, improving access to services through childcare, Whole Family Support and targeted interventions, and removing barriers to participation, employment and community engagement. It strengthens prevention of gender-based violence, promotes participation in health and community activities, and embeds lived experience in service design and delivery. Support for boys and men is also available through wider wellbeing and prevention approaches. Overall, the focus is on sustaining and scaling existing preventative and targeted activity to improve outcomes and reduce inequalities.

Gender Reassignment	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			x	
potential for developing good relations	x			Partnership working and collaborative efforts to achieve outcomes.
potential to advance equality of opportunity	x			Evidence relating specifically to gender reassignment is limited; however, inclusive and rights-based approaches support equitable access and participation.
Sexual Orientation	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			x	
potential for developing good relations	x			Partnership working and collaborative efforts to achieve outcomes.
potential to advance equality of opportunity	x			Evidence relating specifically to sexual orientation is limited; however, available evidence suggests that inclusion, participation and human rights approaches support positive outcomes.

Religion or Belief	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			x	
potential for developing good relations	x			Partnership working and collaborative efforts to achieve outcomes.
potential to advance equality of opportunity	x			Services will continue to be delivered in a culturally sensitive and inclusive way that respects different faiths, beliefs and backgrounds
Pregnancy/maternity	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Positive impacts	Negative impacts	No impact	
risk of discrimination			x	
potential for developing good relations	x			Partnership working and collaborative efforts to achieve outcomes.
potential to advance equality of opportunity	x			

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

Socio-economic disadvantage	Place 'X' in the relevant box(es)			Describe any actions you plan to take, eg. to mitigate any impact, maximise positive impact, or record your justification to not make changes
	Yes	No	No impact	
(If required) Will the proposal reduce inequalities of outcome caused by socio-economic disadvantage?	x			The Plan will continue to support improved outcomes for people experiencing disadvantage through preventative, inclusive and coordinated approaches that help reduce inequalities and improve access to opportunities and support

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

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

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

- **Timing:** will you need to build more time into the project plan to undertake research, consult or to complete any actions identified in this assessment?

The assessment is not expected to affect the proposal or project timeline. The report primarily provides an update on the progress, impact and future priorities of the Family Wellbeing Partnership and does not introduce any significant changes requiring additional consultation, resources or mitigation measures. Equality, human rights and socio-economic considerations are already embedded within the Family Wellbeing Partnership through prevention, Whole Family Support, community empowerment, partnership working and ongoing performance monitoring. Existing engagement arrangements, governance structures and reporting frameworks will continue to ensure that impacts on equality groups are considered as priorities are delivered throughout 2026/27

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

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

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

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

Ongoing discussion and review of the community Wellbeing Plan as part of the Wellbeing SMT discussions and at associated partnership and Community Planning Partnership forums (e.g. Tackling Poverty Partnership).

Step F – Post-implementation actions and monitoring impact

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

14. Record any post-implementation actions required.

No post-implementation actions are required as a result of publication of this report. This report informs the refreshed Community Wellbeing Plan 26/27. Equality, human rights and socio-economic outcomes will continue to be monitored through the Community Wellbeing Plan performance framework, Outcomes Improvement Framework and bi-annual reporting arrangements.

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

No post-implementation actions are required as a result of publication of this report. This report informs the refreshed Community Wellbeing Plan 26/27. Equality, human rights and socio-economic outcomes will continue to be monitored through the Community Wellbeing Plan performance framework, Outcomes Improvement Framework and bi-annual reporting arrangements.

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

On the development of the Community Wellbeing Plan 2026/2027.

Step G – Assessment sign off and approval

Lead person(s) for this assessment:

Signed: **Judith Morrison, Improving Outcomes Engagement Officer**

Date: 10 July 2026

Senior officer approval of assessment:

Signed: **Catriona Scott**

Date: 10 July 2026

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