

CLACKMANNANSHIRE COUNCIL

Report to Audit and Scrutiny Committee

Date of Meeting: 28 August 2025

Subject: Community Wellbeing Report 2024-2025

Report by: Strategic Director, People

1.0 Purpose

- 1.1 This report provides annual progress on the Community Wellbeing Plan 2024-2025 which covers the full range of People Directorate Plans, including the People Business Plan.

2.0 Recommendations

- 2.1 It is recommended that the Audit and Scrutiny Committee note, make comment and challenge the contents of the Report.

3.0 Considerations

- 3.1. This is the second year of reporting using a One Plan, One Report approach. The Community Wellbeing Report (**Appendix 1**) reflects cross cutting themes and partnership working, with Alliance Partners and across Council Directorates. The Report provides progress against the actions, priorities and key performance indicators set out in the Plans in the Community Wellbeing Plan 2024/25, all of which were agreed by Council in August 2024.
- 3.2 The Council Business Planning Guidance has been adhered to, as have statutory reporting requirements. In addition, the combined **One Report** has been discussed in collaboration with Scottish Government and national bodies, demonstrating how portfolio and policy reporting can be streamlined in line with the Verity House Agreement, using robust self-evaluation and evidence, reflecting local context.
- 3.3 The refreshed **One Plan 2025-2026** was presented to Council on **21 August 2025** and outlines our strategic priorities for 2025-2026.
- 3.4 As well as summarising the actions taken over the past year to address our improvement priorities, this report **focuses on impact** and the progress made against achieving the combined agreed objectives and outcomes. The report includes information gathered from Alliance Partners, through the respective Community Planning Partnerships.

3.5 The Report demonstrates considerable evidence of progress and impact as a result of ongoing improvement activity. In particular, the following highlights can be noted:

- The Mental Health and Wellbeing in Clackmannanshire transformation project has now supported just over 7,000 children, young people and their families since launching in late 2020. A wide range of impact data, including individual improvements, cost avoidance figures and national data sets evidence real and enduring change is happening as a result of empowering individuals to manage their mental health in a pro-active way.
- Through the Violence Against Women and Girls Partnership, significant progress has been made to ensure women and girls feel safe across educational settings, local communities and Justice Services. This reflects a multi agency preventative and trauma informed approach, grounded in lived experience and community engagement, resulting in more women being supported.
- The Family Wellbeing Partnership and Family Support Collaborative have worked together to deliver holistic and accessible place based family support. Clackmannanshire and other local authorities have been working with the Scottish Government to develop a pioneering approach to whole family support, addressing the needs of families at the earliest point of need. This has included accessible childcare with wraparound family support, drop in hubs across the authority and easy access to support across a variety of media.
- 96% of all young people entered an initial positive destination in 2023-24; an increase on the year before where it was 94.9%, higher than the Scottish average.
- Achievement of a Curriculum for Excellence Level (ACEL) across Clackmannanshire at primary school level is improving at all levels. Attainment at Level 3 and 4 is improving in Literacy and Numeracy.
- The percentages of primary school pupils in Clackmannanshire achieving the expected CfE levels in 2023-24 increased across all stages and organisers compared to 2022-23. For primary pupils combined, the proportion achieving expected levels in literacy and numeracy increased although the numeracy level remains lower than the national rate. The attainment gap for combined literacy among primary pupils in 2023-24 is smaller than the national gap at 15.6pp and narrowed slightly from the year before; the attainment gap combined in numeracy narrowed to 16.4pp from 17.1 pp in 2022-23; the gap is also smaller than the national gap.
- For S3 pupils, the proportions achieving third level or better in literacy [91%] and numeracy [94%] are also at their highest ever level. The proportion of S3

pupils in Clackmannanshire achieving fourth level was higher in numeracy [72.2%] however a slight fall was reported in literacy [51%].

- As a result of targeted partnership interventions and supports, attainment data for care experienced young people has seen an improving trend over the last 3 years for both National 5 and Higher National Qualifications.
- Wellbeing Hub and Lochies School: The development remains on track for handover in Quarter 3 of 2027. Key milestones such as design freeze, planning approval and affordable cost plan have been achieved and a package of enabling works has been approved by Council. Enabling works commenced on site in July 2025. The full business case and final cost plan will be brought forward to Council in August 2025 for approval. Full design and build contract finalisation will follow with the full construction programme due to commence from September 2025.
- COSLA Excellence Award Solace Best Team Award, Clackmannanshire Council, Early Help Team [Nine Council Teams Named Winners in COSLA Excellence Awards | COSLA](#) - September 2024
- Care Inspectorate Reports linked to the Family Connections Team following inspection in October 2024. These comprise of the Adoption Service, Fostering Service and Adult Placement (Continuing Care) Service: [Adoption](#), [Fostering](#) and [Adult Placement and Continuing Care](#)
- As part of a national focus on school improvement, HM Inspectors gathered evidence about how well our schools were supported. Although Local Authorities are not identified within the report, positive impact and reassurance was given in relation to the strategic direction of the service.
- ELC and School Enrolment. Following focussed work to improve the school and ELC enrolment process for families, the system has been digitalised and streamlined across ELC, Primary and Secondary ensuring consistent messaging and information for families at [Education & Learning | Clackmannanshire Council](#).
- Pearson National Teaching Awards: Impact through Partnership, Alloa Community Around the School - Clackmannanshire Family Wellbeing Partnership, Silver Winners, 2024 <https://www.teachingawards.com/award-winner/alloa-community-around-the-school-clackmannashire-family-wellbeing-partnership/> - December 2024
- Horizons Research Evaluation of the Family Wellbeing Partnership, commissioned by the Scottish Government. <https://www.gov.scot/publications/evaluation-family-wellbeing-partnership-clackmannanshire/>

- Centre for Public Impact: [Clackmannanshire-Strategic-Transformation-Story-Public-version-Nov-2024-1.pdf](#) - November 2024
- Strategic partnership with sportscotland, including enhanced funding support to deliver equality, diversity and inclusion outcomes.
- Justice Hub - multi-disciplinary hub with continued development with co-location of a range of support services.

4.0 Sustainability Implications

4.1 Sustainability is integrated with People Directorate planning.

5.0 Resource Implications

5.1 Financial Details

None

5.2 **Staffing**

There are no implications for staffing arising from the Community Wellbeing Report. External funding has been received for temporary staff resource.

6.0 Exempt Reports

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

7.0 Declarations

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

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

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

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

Complies with relevant council policies.

8.0 Equalities Impact

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

9.0 Legality

- 9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes ☒ No ☐

10.0 Appendices

- 10.1 Appendix 1 - Community Wellbeing Report 2024/2025 incorporating Business Report

Appendix 2 - Pentana Extract

11.0 Background Papers

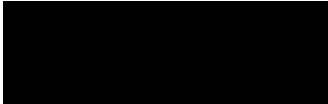
- 11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)
Yes ☒ (please list the documents below) No ☐

Community Wellbeing Plan 2024-2025

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Community Wellbeing Plan 2024 - 2025 End Year Report

Prepared by Clackmannanshire Council, People Directorate

*One Fund, One Plan, **One REPORT***



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Introduction

This **Community Wellbeing Final Report** 2024/25 includes the work of respective community planning partnerships and notes the combined efforts towards meeting the six strategic outcomes and four strategic priorities. Key actions were set out in the **People Community Wellbeing Plan 2024/25** and agreed at Council in August 2024. This report includes the multiple plans and frameworks as noted on page five.

People Directorate: Strategic Priorities and Strategic Outcomes 2024 – 2025



The People Directorate, along with its key partners, plays a central role in delivering the vision and strategic priorities of the Clackmannanshire Alliance. Together, they are committed to improving life outcomes for children, families and communities, particularly by empowering the most vulnerable.

The [People Community Wellbeing Interim Report 2024 - 25](#) was approved by Council Audit and Scrutiny Committee in February 2025 and demonstrated that the unified approach taken and the **determined focus on agreed strategic outcomes across these plans** was **yielding accelerated progress** towards the outcomes set. Year-end quantitative and qualitative data further supports this assertion. An update on Key Performance Indicators is included on pages 6-7. The Pentana management information extract is included as Appendix 2. Key Management Information for the individual plans and partnership plans that make up the One Plan is included in pages 8 to 14. **The Community Wellbeing Plan (One Plan) 2024 -2025** combined the following plans/frameworks:

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

Overarching Key Performance Indicators (KPIs) 2024 -2025

The People Directorate has internal quality assurance and self-evaluation systems and processes, alongside robust tracking and monitoring arrangements, ensuring that improvements are on-track. This is supported by external scrutiny from national organisations, including the Care Inspectorate (CI), His Majesty's Inspectors of education (HMIe) and Audit Scotland. Given the interconnectedness of the People Directorate's work with the Local Outcomes Improvement Plan, there are regular contributions to Clackmannanshire Alliance reporting and associated Partnerships. Reporting is based on KPIs, management information data and self-evaluation to ensure continuous improvement. All Plans on a Page for 2024-2025, which were submitted within the Plan 2024- 2025, have specific Management Key Performance Indicators and are linked to the Overarching Key Performance Indicators shown below.

Overarching KPIs *Anticipated publication date	2021/22	2022/23	2023/24	2024/25	Target Increase/Decrease 2024/25
Child Poverty Rate (0-15 years Clackmannanshire) – relative poverty after housing costs	25.5%	27.3%	28.5%	*Jun. 26	24%
Percentage of school leavers entering initial Positive Destination	96.5%	94.9%	96%	*Feb. 26	97%+
Percentage of children with one or more developmental concerns at 27-30 month reviews	20.1%	17.7%	17.6%	*Apr. 26	16.7% [national]
Attendance Rate – all (taken from stretch aims)	90.3%	90.7%	90.1%	91%	92%
Attendance Rate – Care Experienced (taken from stretch aims)	89.5%	86.5%	88.1%	90.1%	92%
Percentage of P1, P4 and P7 pupils combined achieving expected CfE Level in Literacy (taken from stretch aims)	63.3%	69.6%	73.9%	72.1%	75%
Percentage of P1, P4 and P7 pupils combined achieving expected CfE Level in Numeracy (taken from stretch aims)	71.7%	72.4%	77.3%	75.1%	78%
Attainment gap at Senior Phase - SCQF Level 5 (percentage points)	-10.4	-20.7	-14	*Aug. 26	-10
Percentage of School Leavers achieving at SCQF Levels in Literacy and Numeracy (Levels 4, 5 & 6)	54.5%	53.7%	63.8%	*Feb. 26	60.1% [national]
Percentage of Care Experienced School Leavers achieving at SCQF Levels in Literacy & Numeracy (Levels 4, 5 & 6)	26.3%	30.2%	31%	*Feb. 26	38.7% [VC]
Domestic Abuse Incidents (rate per 10,000 population) Clackmannanshire	146	127	141	*Nov. 25	114
No of children referred to Children's Reporter (offences only) rates per 1000 children	5.8	10.5	13.4	14.1	11.2 [national]
Percentage of care experienced children with 3 or more placements during the year	6%	5%	5%	4%	0%

Overarching KPIs *Anticipated publication date	2021/22	2022/23	2023/24	2024/25	Target Increase/Decrease 2024/25
Number of unplanned external placements changes for children	9	1	5	4	0
Number of children in residential placements	17	12	13	12	12
Percentage of Children and Young People who describe their mental health as good or very good	No data	41%	No data available	No data available	50%
Percentage of Children and Young People (under 18's) participating in extracurricular school sport and physical activity	36%	42%	45%	No data available	47%
Proportion of adolescents who have consumed alcohol in last 30 days (Icelandic Model/Planet Youth)	36%	No data	28%	No data available	14%
Teenage Pregnancy Rate (under 20 years) Rate per 1000 women	30.5	33.6	*Oct. 25	N/A	27.1
% of Girls in Clackmannanshire participating in recreational activity (new measure)	No data	No data	41%	50%	76%

Refreshed and updated KPIs are outlined with the People Community Wellbeing Plan 2025 -2026 in recognition of the revised Strategic Actions for 2025 -26.

Management Key Performance Indicators 2024 - 2025

Strategic KPI *Anticipated publication date	Description of Management KPI	Figures refer to the management KPIs (where available) NOT the Strategic KPIs 2023 - 2024 2024 - 2025 (unless stated)		Key Plan [KPIs often sit across multiple plans]
Child Poverty Rate (0-15 years Clackmannanshire) – relative poverty after housing costs [LGBF Indicator]	Employment Rate 16-64 (%)	67.3%	62.7%	Poverty Plan
	Unemployment rate – all working age (16-64)	5.4%	3.8%	Place Business Plan
	Claimant Count (aged 18 to 24)	3.3% [June 24]	3.2% [June 2025]	Poverty Plan / Place Business Plan
	Children living in relative low income families (%) <i>Before Housing Costs DWP DATA</i>	22.5% [2023]	20.8% [2024]	Poverty Plan
	Healthy Life Expectancy (male) at birth	61.3 [2019-2021]	*Jul. 2026	Poverty Plan
	Healthy Life Expectancy (female) at birth	59.6 [2019-2021]	*Jul. 2026	Poverty Plan
	Workless Households	29.1% [Jan – Dec 2023]	*Sep. 2025	Poverty Plan
	SIMD 20% most deprived	25%	*2026	Poverty Plan
	Proportion of households in fuel poverty	23.7% [2017-2019]	*Jan. 2026	Poverty Plan
	Percentage reduction in children, young people and their families living in relative poverty	28.5 %	*Mar. 26	Children's Services Plan
	Families accessing school age childcare opportunities via the Child Wellbeing Partnership	165 families	233 families	Sport & Active Living Framework
	Number of adult qualifications/ awards/employments achieved	2 into employment	10 awards	Family Wellbeing Partnership Plan

Strategic KPI *Anticipated publication date	Description of Management KPI	Figures refer to the management KPIs (where available) NOT the Strategic KPIs 2023 - 2024 2024 - 2025 (unless stated)		Key Plan [KPIs often sit across multiple plans]
Percentage of school leavers entering initial Positive Destination] [LGBF Indicator]	Degree qualification equivalent & above 16-64	29.4% [2020]	*Oct. 2025	Poverty Plan
	Annual Participation Measure (APM) for 16-19 years/ Participation rate	91.6% [2022-23]	*Aug. 25	Poverty Plan National Improvement Framework
	Increase percentage of care experienced pupils entering positive sustained destinations	78.6%	*Feb. 26	The Promise
	Increased number of mentoring hours for young people supported by MCR pathways	2106 hours	*Jan. 2026	National Improvement Framework
	Unemployed People assisted into work via Council Employability Programmes	201	191	Local Employability Plan
	Residents earning less than Real Living Wage (Hourly pay for Full time workers compared to Scottish)	N/A	£17.48 [Scotland £19.17]	Poverty Plan
	Improve the Care Experienced destination rate gap	12-18pp	0-13pp	National Improvement Framework
	Destination Rate – Additional Support Needs (ASN)	92.3%	*Feb. 26	National Improvement Framework
Percentage of children with one or more developmental	Percentage of Children achieving CfE Early Level in Literacy & Numeracy	Literacy: 79% Numeracy: 82.8%	Literacy: 76% Numeracy: 80.6%	Children's Services Plan
	Percentage uptake of free ELC for Eligible 2 year olds	94%	101%	National Improvement Framework

Strategic KPI *Anticipated publication date	Description of Management KPI	Figures refer to the management KPIs (where available) NOT the Strategic KPIs		Key Plan [KPIs often sit across multiple plans]
		2023 - 2024 (unless stated)	2024 - 2025	
concerns at 27–30 month reviews [LGBF Indicator]	Percentage of children with one or more developmental concerns at 13-15 month reviews	15.9%	*Apr. 2026	National Improvement Framework
	Percentage of children with one or more developmental concerns at 4-5 years reviews	20%	*Apr. 2026	National Improvement Framework
Attendance Rate – all (taken from stretch aims) [LGBF Indicator]	Attendance - Primary	92.3%	92.7%	National Improvement Framework
	Poverty Related Attendance Gap - Primary	5.5pp	6.2pp	National Improvement Framework
	Attendance - Secondary	88.8%	89.5%	National Improvement Framework
	Poverty Related Attendance Gap - Secondary	5.6pp	5.5pp	National Improvement Framework
	Attendance Rate - ASN	88.6%	89.4%	National Improvement Framework
Attendance Rate – Care Experienced (taken from stretch aims) [LGBF Indicator]	Poverty Related Attendance Gap	8.6pp	2.9pp	National Improvement Framework
	Improved outcomes in attendance and achievement of care experienced children and young people - attendance rate	88.1%	90.1%	National Improvement Framework
Percentage of P1, P4 and P7 pupils combined achieving expected CfE Level in Literacy (taken from stretch aims)	Literacy attainment gap (P1, P4, P7 combined)	16.1pp	18.9pp	National Improvement Framework

Strategic KPI *Anticipated publication date	Description of Management KPI	Figures refer to the management KPIs (where available) NOT the Strategic KPIs 2023 - 2024 2024 - 2025 (unless stated)		Key Plan [KPIs often sit across multiple plans]
[LGBF Indicator]				
Percentage of P1, P4 and P7 pupils combined achieving expected CfE Level in Numeracy (taken from stretch aims)	Numeracy attainment gap (P1, P4, P7 combined)	16.3pp	15.5pp	National Improvement Framework
Percentage of School Leavers achieving at SCQF Levels in Literacy and Numeracy (Levels 4, 5 & 6)	Percentage of pupils from most deprived areas gaining 5+ awards @ Level 5	46.6%	*Sep. 25	National Improvement Framework
	Percentage of pupils from most deprived areas gaining 5+ awards @ Level 6	16.8%	*Sep. 25	National Improvement Framework
	Number and range of qualifications are increased, ensuring parity of esteem between academic and vocational	26 Partnership Courses 28 different qualifications	*Sep. 25	National Improvement Framework
	Percentage of pupils gaining 5+ awards @ Level 5	59.9%	*Sep. 25	National Improvement Framework
	Percentage of pupils gaining 5+ awards @ Level 6	28.7%	*Sep. 25	National Improvement Framework
Percentage of Care Experienced School Leavers achieving at SCQF Levels in Literacy & Numeracy (Levels 4, 5 & 6)	Improve the Care Experienced Destination Gap [difference between overall and CE rate]	17.4pp	*Sep. 25	National Improvement Framework
	Increased number of young people gaining wider achievement qualifications / Number of Awards achieved by young people by end of Senior Phase	Number of Entries: 90 Number of passes: 47	*Sep. 25	National Improvement Framework

Strategic KPI *Anticipated publication date	Description of Management KPI	Figures refer to the management KPIs (where available) NOT the Strategic KPIs 2023 - 2024 2024 - 2025 (unless stated)		Key Plan [KPIs often sit across multiple plans]
Domestic Abuse Incidents (rate per 10,000 population)- Clackmannanshire [LGBF Indicator]	Rate of children on the Child Protection Register with domestic abuse listed as a concern identified.	2.7 per 1000 children (estimate based on national rate) [2022-23]	*Mar. 26	Children's Services Plan/ The Promise
	Number of diversions from prosecution successfully completed	32	*Sept 26	Community Justice Plan
	Reduction in all forms of violence against women and girls	Rape & Attempt Rape: -4% change Sexual Assault: 12% change	*Jun. 26	Violence Against Women & Girls
	Number of individuals receiving support from STRIVE	147	117	Children's Services Plan / Family Wellbeing Partnership
Number of children referred to Children's Reporter (offences only) – rates per 1000 children	Percentage of young people participating in diversionary activities and the proportion of those provided by communities and voluntary sector	New measure	*Jun.26	Children's Services Plan
	Reduction in number of children on Child Protection register / Rate of children on the Child Protection Register (Rate per 1000 children)	1.7 [July 2023]	*Mar. 26	Children's Services Plan/ The Promise Plan
	Number of child protection re-registrations within 6 months and 2 years	2 and 2	*Mar. 26	Children's Services Plan The Promise Plan LGBF
	Rate of registrations to the child protection register from initial and pre-birth Case Conferences during the year per 1,000 0 -15 year olds	12.6	*Mar. 26	Children's Services Plan The Promise Plan

Strategic KPI *Anticipated publication date	Description of Management KPI	Figures refer to the management KPIs (where available) NOT the Strategic KPIs 2023 - 2024 2024 - 2025 (unless stated)		Key Plan [KPIs often sit across multiple plans]
Percentage of care experienced children with 3 or more placements during the year [LGBF Indicator]	Reduction in the number of children who are looked after	229	*Mar. 26	Children's Services Plan
	Increase in the number of looked after children living at home with their parents	18%	*Mar. 26	Children's Services Plan
	Percentage of children being looked after in kinship care	40%	*Mar. 26	Children's Services Plan
	Percentage of children placed in locally provided registered foster care households	11%	*Mar. 26	Children's Services Plan The Promise Plan
Number of unplanned external placements changes for children	Number of children looked after outside of Clackmannanshire	79 [as of 31 July 2024]	*Mar. 26	Children's Services Plan
	Percentage of children in the 'care system' who are living at home with parents	16%	*Mar. 26	Children's Services Plan The Promise Plan
Percentage of Children and Young People who describe their mental health as good or very good	Suicide Rate per 100,000 population	16.3 [2017-2021]	*Aug. 2025	Poverty Plan
	Percentage of children receiving Child and Adolescent Mental Health Services treatment within 18 weeks of referral	No data	98.4%	Children's Services Plan
	Increase percentage of care experienced brothers and sisters who are placed together	92%	90%	Children's Services Plan
	Number of adults with improved mental health and wellbeing outcomes through CLD activity	0	30	Community Learning & Development
	Number of children and young people with improved mental health and wellbeing outcomes through CLD activity	0	*Mar. 2026	Community Learning & Development

Strategic KPI *Anticipated publication date	Description of Management KPI	Figures refer to the management KPIs (where available) NOT the Strategic KPIs 2023 - 2024 2024 - 2025 (unless stated)		Key Plan [KPIs often sit across multiple plans]
	No of women and girls who report having increased wellbeing as a result of receiving specialist support	122 women 80 children	*Oct. 2025	Violence Against Women & Girls /Community Justice
Percentage of Children and Young People (under 18's) participating in extracurricular school sport and physical activity	Increase the number of young people from SIMD Q1 participating in Active Schools activities	875 pupils (37%)	890 pupils (39%)	National Improvement Framework
	Number of children and young people participating in CLD activity	0	204	Community Learning & Development
	Increase in the number of children taking part in extracurricular sport and physical activity programmes in both Primary & Secondary schools	45%	48%	Sport & Active Living Framework
	Percentage of young people (S3 & S4) participating in leisure activities Number of days per week adolescents in Clackmannanshire participate in sports with a club or a team outside of school (Planet Youth Data) – 3 times a week or more	[2023] 24%	*Dec. 2025	National Improvement Framework / Sport & Active Living Framework
	Proportion of female adolescents in Clackmannanshire who report how often they participate in the following out-of-school activities that are supervised by adults (Plant Youth Data)– 3 times a week or more	[2023] 18%	*Dec. 2025	National Improvement Framework / Sport & Active Living Framework
	Active Travel to School (primary school only)	62.1%	62.4%	Sport & Active Living Framework

Strategic KPI *Anticipated publication date	Description of Management KPI	<i>Figures refer to the management KPIs (where available) NOT the Strategic KPIs</i> 2023 - 2024 2024 - 2025 (unless stated)		Key Plan [KPIs often sit across multiple plans]
Proportion of adolescents who have consumed alcohol in last 30 days (Icelandic Model/Planet Youth)	Percentage of young people (S3 & S4) reporting substance use - alcohol/drugs – Plant Youth Data	[2023] Alcohol last 30 days: 28% Cannabis last 30 days: 6%	*Dec. 2025	National Improvement Framework, Children Seri
Teenage Pregnancy Rate (under 20 years); rate per 1000 women	Teenage Pregnancy Rate (under 16 years); rate per 1000 women	[2020-22] 2.7	*Aug. 2026	Children's Services Plan
[LGBF Indicator]	Teenage Pregnancy Rate (under 18 years); rate per 1000 women	[2020-22] 14.4	*Aug. 2026	Children's Services Plan

Common Business Plan Indicators	2021/22	2022/23	2023/24	2024/25	TARGET
Average FTE working days lost through sickness absence PPL AB1 GOV	11.9	12.3	14.02	NYA	13%
% of Freedom of Information requests dealt with within timescale PPL FOI GOV	90%	92%	86%	78.9%	100%
% of Councillor Enquiries dealt with within timescale PPL CNQ BUS	91%	93%	96%	96.8%	100%
% of MP/MSP enquiries dealt with within timescale PPL MPQ BUS*	76%	86%	83%	89.5%	100%
% formal complaints closed within timescale (stages 1 and 2) PPL C02 CUS	55%	80%	96%	91.7%	100%
% formal complaints dealt with that were upheld/partially upheld PPL C04 CUS	23%	49%	37.3%	20.8%	35%
% of employees who have completed mandatory training by the due date	N/A	10.3%*	58%	NYA	100%
Staff Survey - I feel valued for the work I do PPL S12 HWD	63%	N/A	56%	NYA	100%
Staff Survey - I feel that I am treated with dignity and respect within my team PPL S17 HWD	75%	N/A	74%	NYA	100%
Staff Survey - I am clear about how I contribute to the organisation's goals PPL S21 HWD	74%	N/A	69%	NYA	100%
Survey response rate PPL S26 HWD	23%	N/A	31%	NYA	100%

Statutory Duties

This report demonstrates how work undertaken actively meets and exceeds statutory reporting duties through a streamlined and innovative approach grounded in its “One Fund, One Plan, One Report” model. This integrated strategy consolidates multiple statutory obligations—such as those under the Children and Young People (Scotland) Act 2014 and Local Child Poverty Action Reports, into a single, coherent reporting framework that aligns national and local priorities. This approach has significantly reduced duplication and the administrative burden, while enhancing transparency and accountability across services. It is underpinned by strong governance via the Clackmannanshire Alliance and its statutory and strategic partnerships, ensuring robust oversight and collaboration.

Importantly, this work is closely aligned with the First Minister’s Programme for Government (PfG), which prioritises the eradication of child poverty, strengthening whole family support and delivering high-quality and sustainable public services. This model responds directly to these ambitions by embedding early intervention, prevention and relational public service approaches, as promoted in the Verity House Agreement and supported by the Family Wellbeing Partnership. Through a shared commitment to co-design, community empowerment and outcome-focused delivery, Clackmannanshire is not only fulfilling its statutory obligations but also actively contributing to the transformational public service reform agenda set out in the PfG.

As well as core work and workstreams, the People Directorate management and/or staff either lead and/or participate in all of the Statutory Partnership Groups and Outcome Improvement Groups within Clackmannanshire Alliance. The Directorate operates within a highly complex and continually evolving landscape, shaped by a broad array of legislation, national strategies and policy frameworks. These include, but are not limited to:

- *A Time of Change*: National Transitions to Adulthood Strategy for Young Disabled People (2025–2030)
- Children and Young People (Scotland) Act 2014
- Care and Justice (Scotland) Act 2024
- *Getting it Right for Every Child* (GIRFEC) refresh
- Scottish Child Interview Model
- United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024

- Education (Additional Support for Learning) (Scotland) Act 2004 (as amended)

These frameworks collectively underpin the Directorate's responsibilities and guide its efforts to deliver integrated, rights-based and person-centred support for children, young people and families across Scotland. Central to this is the commitment to Keeping the Promise for care-experienced children, young people and their families, as outlined in the Promise Plan 2024 -2030.

To support national regulatory bodies, and others, this report includes an indexed reference section that maps **statutory reporting** content to the relevant frameworks and duties. Key data points, statutory returns, and performance indicators are signposted throughout the report. This structure is designed to ensure efficient navigation, transparency and ease of use for scrutiny, audit, and evaluation purposes. A comprehensive list of legislation, national frameworks and strategies as well as local strategies and policies is also included within the **People Community Wellbeing Plan 2024- 2025**, presented to Council on 21 August 2025.

Highlights 2024/2025

Strategic and targeted use of resource and finance, including pooled funding and leveraging of additional funding has supported progress against the strategic outcomes. Key highlights are noted below, and further examples are demonstrated throughout this report.

- National and international interest in the pioneering work within Clackmannanshire Family Wellbeing Partnership has been noted. This has been affirmed by scrutiny bodies and external organisations.
- Horizons Research Evaluation of the Family Wellbeing Partnership, commissioned by the Scottish Government <https://www.gov.scot/publications/evaluation-family-wellbeing-partnership-clackmannanshire/documents/>
- Centre for Public Impact: [Clackmannanshire-Strategic-Transformation-Story-Public-version-Nov-2024-1.pdf](#) - November 2024
- The Family Wellbeing Partnership and Family Support Collaborative have worked together to deliver accessible place based family support. Clackmannanshire and other local authorities have been working with the Scottish Government to develop a pioneering approach to whole family support, addressing the needs of families at the earliest point of need. This

has included accessible childcare with wraparound family support, drop in hubs across the authority and easy access to support across a variety of media.

- Strategic partnership with sportscotland, including enhanced funding support to deliver equality, diversity and inclusion outcomes.
- Justice Hub - multi-disciplinary hub with continued development with co-location of a range of support services, and pooled resources.
- The Mental Health and Wellbeing in Clackmannanshire transformation project has now supported just over 7,000 children, young people and their families since launching in late 2020. Over the past year, there has been strong usage across all services, with increasing evidence that our digital services are supporting sections of our communities who face increased barriers to accessing mental health supports, such as those from Black and Minority Ethnic (BAME) groups. A wide range of impact data, including individual improvements, cost avoidance figures, and national data sets from e.g. National Records of Scotland, evidence real and enduring change is happening as a result of empowering individuals to manage their mental health in a pro-active way.
- The percentages of primary school pupils in Clackmannanshire achieving the expected CfE levels in 2023-24 increased across all stages and organisers compared to 2022-23. For primary pupils combined, the proportion achieving expected levels in literacy and numeracy increased although the numeracy level remains lower than the national rate. The attainment gap for combined literacy among primary pupils in 2023-24 is smaller than the national gap at 15.6pp and narrowed slightly from the year before; the attainment gap combined in numeracy narrowed to 16.4pp from 17.1 pp in 2022-23; the gap is also smaller than the national gap.
- Achievement of a Curriculum for Excellence Level (ACEL) across Clackmannanshire at primary school level is improving at all levels attainment at Level 3 and 4 is improving in Literacy and Numeracy.
- 96% of all young people entered an initial positive destination in 2023-24; an increase on the year before where it was 94.9%, higher than the Scottish average.

- For S3 pupils, the proportions achieving third level or better in literacy [91%] and numeracy [94%] are also at their highest ever level. The proportion of S3 pupils in Clackmannanshire achieving fourth level was higher in numeracy [72.2%] however a slight fall was reported in literacy [51%].
- The overall attendance rate for care experienced young people in Clackmannanshire has shown an increasing trend as a result of on-going work to Keep the Promise, including skills programmes and wider achievement options, delivered through Community Learning and Development, Clackmannanshire Active Learning Academy and the permanent appointment of a Virtual Headteacher.
- Wellbeing Hub and Lochies School: The development remains on track for handover in Quarter 3 of 2027. Key milestones such as design freeze, planning approval and affordable cost plan have been achieved and a package of enabling works has been approved. Enabling works commenced on site in July 2025. The full business case and final cost plan will be brought forward to Council in August 2025 for approval. Full design and build contract finalisation will follow with the full construction programme due to commence from September 2025.
- Violence against Women and Girls / 16 Days of Activism against gender based violence- strong community focus and engagement.
- First Minister and Ministerial Visits to Clackmannanshire evidence national interest in the innovative approaches.
- [COSLA Excellence Award Solace Best Team Award](#), Clackmannanshire Council, Early Help Team - September 2024
- Care Inspectorate Reports linked to the Family Connections Team following inspection in October 2024. These comprise of the Adoption Service, Fostering Service and Adult Placement (Continuing Care) Service: [Adoption](#), [Fostering](#) and [Adult Placement and Continuing Care](#)
- Clackmannanshire is on track to be the first Local Authority in Scotland to have all educational establishments fully accredited in The Promise Award in 2025.
- Who Cares? Scotland delivered Communities that Care inputs to staff and to young people in secondary schools to increase understanding of care experience, reduce stigma and increase support and understanding.

- Development of 'Readiness for Caring' a trauma enhanced training programme to enhance skill and capacity within the workforce and care giving community, aligned to Readiness for Learning building a common approach to understanding and supporting the needs of children across education and care settings.
- Clackmannanshire Council's commitment to reframe and address the language of care is recognised nationally as an area of good practice. Representatives were invited to speak to the Scottish Government's Children and Education Committee, with the policy later cited within the Policy Memorandum attached to the Children (Care, Care Experience and Services Planning) (Scotland) Bill.
- School and ELC Inspections. Key messages from recent inspections highlighted the following:

Alva ELC - Children received nurturing care from well-acquainted staff. Strong, inspirational leadership is driving sustained improvements. Staff positioning ensures quality interactions and good supervision. [Alva ELC Care Inspection Report](#)

Lornshill Academy - Received highly positive feedback from a national literacy-themed inspection; results will contribute to a forthcoming National Report.

Muckhart Primary - Inspected in June 2025 with positive feedback; report to be published by the end of September 2025.

Park ELC - Children experienced warm, nurturing care and had access to well-developed spaces and diverse resources that encouraged self-directed learning. Children's rights were respected, and strong family and community links improved outcomes. A focused improvement plan is enhancing experiences. [Park ELC Care Inspection Report](#)

Strathdevon ELC - Children's play and learning benefited from rich, stimulating resources reflecting their interests. Staff are skilled and passionate, fostering warm, nurturing interactions. Children confidently lead their own play and learning. [Strathdevon ELC Inspection Report](#)

- As part of a national focus on school improvement, HM Inspectors gathered evidence about how well our schools were supported. Although Local Authorities are not identified within the report, positive impact and reassurance was given in relation to the strategic direction of the service.
- ELC and School Enrolment. Following focused work to improve the school and ELC enrolment process for families, the system has been digitalised and streamlined across ELC, Primary and Secondary ensuring consistent messaging and information for families at [Education & Learning | Clackmannanshire Council](#).
- Pearson National Teaching Awards: Impact through Partnership, Alloa Community Around the School - Clackmannanshire Family Wellbeing Partnership, Silver Winners, 2024 <https://www.teachingawards.com/award-winner/alloa-community-around-the-school-clackmannashire-family-wellbeing-partnership/> - December 2024

Summary of Progress towards Achieving Outcomes

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

The Scottish Government has recently published the evaluation of the Family Wellbeing Partnership (FWP). In relation to the question: **“To what extent has the FWP improved individual, family and community wellbeing?”**

Impacts included:

- reduced social isolation
- increased confidence when engaging with services
- improved wellbeing and capabilities
- increased engagement with employment, education or training opportunities.

Community Around the School (CATS)

“Families reported that CATS helped children, families and individuals improve their confidence, learn new skills and access training opportunities. In interviews, children and young people who had taken part in Values Based Leadership activities and other CATS activities told us that they subsequently participated in a wider range of activities and volunteering opportunities.”

Child Wellbeing Partnership (CWP)

“The CWP helped parents/carers access childcare thereby reducing costs and financial anxiety. It also provided a safe space for children to develop social skills and confidence. In interviews, families reported that the reduced cost of childcare had improved their financial stability. This had a positive secondary effect of allowing some parents and in particular, mothers, to seek and retain employment where previously this would not have been possible due to childcare needs.”

STRIVE (Safeguarding through Rapid Intervention)

“Through STRIVE, individuals were able to access emergency support. Families and stakeholders reported that individuals were able to build their knowledge and resilience following a crisis, by accessing support through this multi-disciplinary team.”

Enhancing Employability

“Families reported that this workstream positively impacted their confidence. There is also evidence of short and medium-term impacts on the awareness of training and employment opportunities, access to training and work placements, and improved mental health and wellbeing of participants.”

Across Clackmannanshire, services have worked together to address the following strategic actions to ensure that children have improved life outcomes by growing up loved, safe, and respected:

Ensure women and girls feel equally safe at home, in work and in the community

Significant progress has been made in improving the safety and wellbeing of women and girls across Clackmannanshire. This work spans educational, justice, and community settings and has been shaped by a preventative, trauma-informed, and multi-agency approach.

In educational settings, the Relationships, Sexual Health and Parenthood (RSHP) curriculum continues to be delivered. This programme has embedded important themes such as safe sexual practices, self-efficacy, and consent. Staff in secondary schools, including those in specialist provisions, have received training through the Mentors in Violence Prevention (MVP) programme, supporting a shared understanding of gender-based violence. At the same time, secondary schools have hosted ‘Everyone’s Invited’ workshops that challenge misogyny and promote healthy relationships. The ‘Equally Safe at School’ initiative has been piloted to further embed these values across the school community.

In the wider community, efforts to enhance safety have included the development of a Safety Mapping Action Plan and the delivery of over 45 events during the 16 Days of Activism in 2024. These events combined community participation with creative expression and youth engagement, including poetry workshops and a march. The Violence Against Women and Girls (VAWG) Strategy has also been refreshed through collaboration and consultation with those with lived experience. The strategy has gained national recognition, with the local partnership receiving a ministerial visit.

Efforts to empower young women through sport have been reinvigorated with the re-launch of the 'Fit for Girls' programme. Eighteen girls have been trained as ambassadors to shape inclusive activities and influence the design of a local Wellbeing Hub. Active Schools data also shows an encouraging increase in girls' participation, from 29% in Term 1 to 31% in Term 2.

The Justice Hub has been strengthened through the inclusion of Women's and Children's Workers within Community Justice pathways. Crisis support has been provided by the Justice Hub for 46 women through STRIVE. Ongoing delivery of 'Safe and Together' training has been secured with a new in-house trainer.

"Clackmannanshire Council, Women's Aid and Rape Crisis have joined forces to deliver Community Empowerment Training to members of the public. The aim is to give local people the knowledge and tools to deal with disclosures of GBV in a trauma informed way and to signpost effectively." (Violence Against Women and Girls Coordinator, Infographic April 2025)

Review provision for children with disabilities, in partnership

There have been significant developments in supporting children with disabilities, reflecting a commitment to inclusive practice and partnership working. Access to activities has expanded, with Additional Support Needs (ASN) sports classes and family evenings growing in both scale and popularity. Swimming and multisport sessions have been introduced for pupils with ASN through collaboration with Forth Valley Disability Sport (FVDS), Active Schools, and local schools including Alloa Extended ASN (EASN) and Alva Academy Autism Spectrum Disorder (ASD) provision.

Parents/carers have been instrumental in shaping opportunities. At Alva Primary School, 28 extracurricular sessions were co-designed with parents/carers, leading to 78% participation from the school's ASD roll. Additional support has been provided by organisations such as Plus Forth Valley, CWP, Promoting A More Inclusive Society (PAMIS) and Wee Play Alloa, offering childcare, peer networks, and group activities to reduce isolation.

The Educational Psychology Service (EPS) has adopted a new relationally based model, increasing effectiveness. Despite staffing challenges, casework rose by 8.6% in 2024, a ratio of 1 EP to 149 pupils on average. Educational establishments report strong themes around relationships; improved accessibility; consistency and continuity; effective support and advice, and greater efficiency and impact as a result of the new service delivery model, which will continue in 2025/26.

Across Forth Valley, a shared assessment tool for children with disabilities has been adopted, and a broader commissioning framework is being developed for 2026/27.

Ensure place based whole family support is available at the point of need

Whole family support is now delivered more flexibly, locally, and responsively across Clackmannanshire. These efforts have achieved considerable reach.

The CWP has supported families through access to affordable childcare. This has enabled parents, especially mothers, to work toward employment. Partnership initiatives such as Play Roots (delivered in partnership between third sector partners, Speech and Language Therapy and Educational Psychology) have increased awareness and understanding of child development and parenting strategies.

Safeguarding Through Rapid Intervention (STRIVE) has provided vital emergency support and with the addition of a FWP funded Community Connector, based in Clackmannanshire Third Sector Interface (CTSI), has helped families build resilience following crises.

The Social Work Early Help team received 933 referrals in 2024–25, with 90% avoiding escalation to statutory teams. Action for Children's family support teams supported 114 families, while Aberlour 'Sustain' worked with 56 children in 33 families, more than three times their annual target. Health Visiting services reached 401 parents and babies through local groups. Feedback from Home-Start showed 85% of families felt less isolated, and 81% felt better able to manage challenges.

The number of children referred to the Children's Reporter on offence grounds is an area of joint improvement work between Children's Services, Scottish Children's Reporter Administration and Children's Hearing Improvement Partnership.

Services have adopted flexible models, including evening and weekend provision. Through Whole Family Wellbeing Funding, Functional Family Therapy significantly reduced waiting times from up to 12 months to under 10 weeks, Barnardo's delivered a 35% increase in young people supported through Barnardo's Clacks Futures and new initiatives like Barnardo's Two's Company (befriending and mentoring) show innovation and responsiveness. Clackmannanshire Family Support Collaborative has delivered Family Support Hub drop-ins which offer virtual and in-person access throughout the authority. 129 families have access support via the hubs thus far. These hubs have been supported by a Community Connector who is engaging with families at the earliest point of need to ensure they can access the right support at the right time.

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

Clackmannanshire's commitment to Keeping The Promise is embedded across workstreams, underpinned by trauma-informed relational approaches and Values Based Leadership (VBL). The appointment of a permanent Virtual Headteacher (VHT) and a Keeping The Promise Support Worker has improved strategic oversight and direct support to care-experienced children in education. In addition, Elected Members, community groups and People Directorate staff (including schools and Early Learning and Childcare staff) have undertaken Promise training, totalling 700 staff and 2400 young people. 100% of schools have now completed the training requirement which entitles them to achieve the Promise Award.

Who Cares? Scotland have delivered specialist training to every secondary school. Primary schools and Early Years training is ongoing. Impact to date is young people are receiving input relating to care experience in 1st year with plan to extend to P6 and P7. All this activity is aimed at reducing stigma and increasing understanding of care experience amongst both staff and pupils, strengthening the care experience community in Clacks, and providing young people opportunities to attend and link with national events.

A substantial training programme (Readiness for Caring (R4C) is being rolled out, with 1,440 hours of trauma-responsive training delivered at various levels across the workforce and care givers. This has been supplemented by over 650 hours delivered in collaboration with Resilience Learning Partnership for managers across all Council teams. A therapeutic intervention space is being established at Alloa Family Centre. This space acts as a prototype for trauma-informed environments at new residential facilities, such as the planned children's house and follow-on accommodation at Grant Street, and the Wellbeing Hub and Lochies School development.

Further early intervention is being provided through RESPECT, the Awareness Programme, and Fireskills, which support prevention of youth criminalisation. Clackmannanshire Active Learning Academy (CALA) and Motivation, Commitment and Resilience (MCR) Pathways have helped re-engage vulnerable pupils.

Residential capacity is increasing through collaboration with the Vardy Group, and local fostering and adoption and adult placement services have shown marked improvement, now rated good to very good. Health outcomes are also being prioritised through a care experience pathway, supported by NHS Forth Valley's Care Experience Lead.

Care experience continues to be a locally agreed priority family group in addition to the national priority groups as defined by Best Start, Bright Futures.

Summary

Clackmannanshire is taking a strategic and compassionate approach to improving outcomes for children and young people. Through trauma-informed leadership, community empowerment, and evidence-based service development, the local authority is delivering on national priorities including The Promise, Equally Safe, and GIRFEC. Across all areas of work, there is a consistent focus on early intervention, inclusion, and family wellbeing. These efforts are not only preventing crisis but are building longer-term resilience in children, families, and communities. The commitment to inclusive, person-centred support means that children in Clackmannanshire are increasingly growing up loved, safe, and respected.

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

There is a clear commitment to inclusive practice and community empowerment developing across Clackmannanshire. The use of peer research with children and the involvement of lived experience panels across services (e.g. Community Justice Partnership, The Promise Delivery Group) further reinforce inclusive decision-making. Evaluations by the Care Inspectorate have praised the Fostering and Adoption Service and Woodside Children's House for their inclusive, community-building approaches. Training delivered through Communities that Care across all education settings ensures a consistent, preventative focus on wellbeing and safety.

Initiatives such as the What Matters to You (WM2U) The Gathering events and the three subsequent Make it Happen Fund panels (each with a budget for community projects) demonstrate a strong culture of co-production and active citizen involvement. However, the mechanisms of providing remuneration for contributors with lived experience remains unresolved, which could affect the sustainability and fairness of participation. The Clackmannanshire Transformation Space was introduced in April 2025, and the Community Voice Citizens' Panel launched in May. The first Community Voice panel meeting will be in July 2025 and the first topic will be the prevention of homelessness for which a £200k of investment is available.

Community-led approaches continue to play a vital role in mental health and wellbeing. The Child Wellbeing Partnership's improved data collection has enabled more responsive support for families, while other initiatives such as the Young Parents' Project offer tailored engagement and development opportunities. The CLD service provides inclusive learning and volunteering options for young people and adults with additional needs. Collaborative efforts across council, NHS, and third sector partners have led to bespoke training on sensitive issues such as violence against women and girls, helping build

confidence and resilience in the community. These initiatives, alongside improved tracking and early intervention strategies, reflect a holistic and proactive approach to mental health across Clackmannanshire.

Services are increasingly data-informed and responsive, as seen in the Child Wellbeing Partnership's (CWP's) use of the Expression of Interest pathway and Viewpoint tool. The integration of early years data and the embedding of the Widening Participation Strategy into college planning shows a strategic approach to long-term sustainability. The match-funded projects and cross-sector collaborations (e.g. with NHS, third sector, and education) also reflect a well-coordinated and resource-efficient model.

Summary

Overall, there is increasing evidence of a robust and evolving approach to meeting this strategic objective. The breadth of initiatives, strong multi-agency collaboration, and focus on lived experience are particular highlights. Continued attention to equitable participation, impact measurement, and long-term funding will be essential to maintain momentum and ensure all communities remain empowered, inclusive, and resilient. This has also been noted by the Scottish Government in their recently published evaluation of the Family Wellbeing Partnership, noting that “feedback from staff and stakeholders indicates that the FWP has driven a significant shift towards a more integrated, preventative, and multidisciplinary approach to the delivery of services for families. Data collected also suggests that the FWP’s person-centred approach has enabled staff and partners to form trusting relationships with families in Clackmannanshire.’ The FWP approach holds important lessons for other communities across Scotland.

“I began with a redesign of the team and approach, encouraging them to use the agency they are given. We were tasked to work with people on statutory orders which meant that if people hadn’t already been convicted, we couldn’t offer them a service. We looked at how we could take an early intervention/ prevention approach. I first focused on training opportunities for Community Justice officers, and had conversations with partners in Housing, Education, Community Justice Partnership, and Police Scotland to develop a test of change. This involved raising resources from across the partners to fund an additional day to focus on non-statutory work. This early intervention and initial test of change has led to the introduction of Women support workers (survivors of domestic abuse), tenancy support workers, addiction recovery worker with lived experience and a Women’s mental health and wellbeing support worker. This shared funding model has also facilitated the commissioning of a non-court mandated perpetrator worker and a man’s self-referral help line.” (Senior Manager, Community Justice – Animate Learning Partner Impact Story for FWP, May 2025)

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

Strong and measurable progress is being made, with improvements evident across community planning partnerships, Children's Services and Education, workforce development, early intervention and post-school pathways. There is a clear commitment to enabling people of all ages to develop the skills needed for learning, life, and work, with targeted support for those most at risk of disadvantage.

Learning Environment and Early Years Access

By the start of academic year 2025/26, all schools will be rated satisfactory or better, representing a significant step forward in creating quality environments for learning. Early Learning and Childcare (ELC) access is expanding for children under two through new baby room provision as a result of CWP funding. These developments ensure children begin their educational journey in nurturing settings.

Workforce Development

Education, social work, sport, leisure and libraries have invested in professional learning, with significant uptake in trauma-informed practice, inclusive pedagogy and employability-focused training. Initiatives and approaches such as Child Wellbeing Partnership, Family Wellbeing Partnership, whole family support, Keeping The Promise and Columba 1400 VBL underpin improvements in service delivery and staff capability. In addition, Who Cares? Scotland has delivered specialist training to all secondary schools, with training for ELC and Primary in progress. Training is aimed at reducing stigma and increasing understanding of care experienced children and young people.

Skills Development and Employability

Vocational programmes and tailored support are enabling young people, including those with additional support needs (ASN), to access qualifications, work placements, and positive destinations. Adult learners benefit from community learning initiatives, while leadership and volunteering opportunities build confidence and transferable skills. Career mentoring through MCR Pathways and Career Ready is producing positive outcomes, especially for care experienced young people.

Targeted Educational Interventions

A clear focus on literacy and numeracy, particularly for children and young people in SIMD 1 and 2 areas, is helping close the attainment gap. Intensive early interventions, support from Educational Psychology Services, and trauma-informed practice are reaching the most vulnerable learners. These are bolstered by data-driven approaches to teaching and learning and improvements in school attendance and engagement, supported by initiatives such as Columba 1400 and the Virtual Headteacher role.

Alternative and Inclusive Pathways

Flexible and inclusive pathways, including transitions to college, e-learning, and non-traditional qualifications, ensure that learners have access to opportunities suited to their needs. This includes support for parents through employability services linked to childcare, promoting a whole-family approach to building skills and improving outcomes.

Positive Destinations

Across Clackmannanshire, 96% of all young people entered an initial positive destination in 2023-24; an increase on the year before where it was 94.9%.

- 32.7% of young people moved on to higher education in 2023-24, an increase of 6.2pp [26.5%] compared to 2022-23
- 24.5% of young people moved on to further education in 2023-24, a fall of 3.9pp compared to 2022-23
- 23.9% of young people entered employment, a fall of 4.5pp compared to 2022-23 [28.4%]
- 2.2% of young people were “unemployed seeking,” a fall compared to 2022-23 where it was 3.1%

The overall destination rate is higher than the Scottish average; however, a lower percentage of school leavers from Clackmannanshire are moving on to either higher or further education compared to the Scottish average.

Summary

Clackmannanshire is delivering on the strategic outcome through a broad, inclusive, and collaborative approach. The work spans the full age range, from early years to adulthood, and is underpinned by strong leadership, cross-sector partnerships, and a focus on equity. While challenges remain (e.g. workforce changes in libraries), clear plans are in place. Overall, there is robust evidence that individuals across Clackmannanshire are being equipped with the skills and opportunities to contribute meaningfully to their communities.

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

Local efforts across statutory and non-statutory partnerships, including the Violence Against Women and Girls' Partnership, Alcohol and Drugs Partnership, Community Justice Partnership, Strategic Children and Young People's Planning Group, Local Employability Partnership, Community Learning and Development, Child Protection Committee, Tackling Poverty Partnership and the Sport and Active Living Partnership have adopted increasingly holistic and whole family support approaches.

There is also a growing emphasis on early intervention and prevention approaches to population health improvement to tackle inequalities through STRIVE (Safeguarding Through Rapid Intervention), community and school-based police officers and the Justice Hub. Increasingly, these approaches are joining together to pool resources and have greater impact. The Family Wellbeing Partnership is demonstrating positive impact through a whole system approach to supporting and empowering communities. Clackmannanshire Council has gathered evidence across all the Alliance Partnerships which is collated within this One Plan, One Report.

The formal child poverty rate in Clackmannanshire has shown only modest improvement yet remains above the national average. This highlights the importance of sustained, collaborative and innovative approaches detailed throughout this report.

Child Poverty Rates (End Child Poverty, 2024)

Local Authority	2019/20	2020/21	2021/22	2022/23	2023/24
	%age	%age	%age	%age	%age
Clackmannanshire	27.3	23.9	28.3	29.2	28.5
Falkirk	24.8	21.5	25.3	26.2	25.1
Stirling	21.3	18.1	20.8	20.8	20.4

The local 2030/31 child poverty target mirrors the national target noted in ‘Best Start, Bright Futures’ Tackling Child Poverty Progress Report 2024/25. A recent strategic needs assessment and threat risk analysis by the Tackling Poverty Partnership (TPP) concluded that current actions are insufficient to meet the local target. Accelerated local and national system change and pace is required to meet this target.

Clackmannanshire is achieving measurable, community-driven progress in reducing poverty by improving wellbeing outcomes for individuals, families, and communities and by mitigating poverty impacts. The strategic shift from crisis response to preventative, relational, and place-based delivery is yielding short- and medium-term benefits while laying foundations for long-term impact. The fall in child poverty from 22.5% (2022/23) to 20.8% (2023/24) before housing costs (DWP, local area statistics), whilst modest, reflects this progress. It is bolstered by co-designed services, Values Based Leadership, integrated supports, and an evolving data culture that prioritises lived experience. Key progress is noted below:

Income Maximisation and Income from Employment

- £2.77 million in increased financial gains facilitated by CAB, reaching over 2400 individuals, 4.66% of the population. Employability services, including both internal Council provision and externally commissioned programmes, supported 638 discrete participants from Clackmannanshire. Of these, 191 individuals gained employment; 167 attained qualifications; 46 moved to further/higher education.
- Job brokers collaborated with 162 employers, securing 43 jobs and 10 placements.
- Supported employment pathways are emerging for young parents and individuals facing justice or mental health barriers.
- Childcare employment pathways led to paid roles for parents and long-term job prospects.
- The Young Parent Partnership currently offers tailored support to 23 young parents. The project works closely with key partners, particularly NHS Forth Valley, Forth Valley College, Skills Development Scotland and various Council services. Most referrals now come from the NHS Family Nurse Partnership. In 24/25 the project has supported four parents to return to full time education, seven parents gained a recognised qualification, and two entered employment. One has accessed childcare. Clients' total financial gain from inception in September 2023 to end March 2025 is £61,188.

The Enhancing Employability strand of the FWP, evaluated by Horizons Research, reported broadened access to employment by integrating childcare, mental health, and financial inclusion supports. Participants reported:

- Increased confidence and motivation.
- Stronger engagement in training and volunteering.
- Personal goal setting as a bridge to sustainable employment.

Relational support from trusted practitioners was central to sustained outcomes and better navigation of services.

Reducing the Cost of Living

Childcare and Household Supports

One Stop Support drop-ins assisted 52 families with benefits, crisis payments, employability, and health-related advice. School pre-loved shops continued providing essentials, with one school distributing 150 clothing items in a term. The Community

Learning and Development team also hosted successful 'Take What You Need' events in Alloa South and East, offering free clothing and access to support services.

The Child Wellbeing Partnership (CWP) strand of the FWP, evaluated by Horizons Research, found reduced childcare cost barriers and increased parental workforce entry. Families reported:

- Increased financial stability.
- Greater access to social development spaces for children.
- Positive impact on maternal employment and mental health.
- 76% of supported parents reported improved wellbeing.

CWP has supported a total of 233 families to access school-age childcare at no cost, with 419 children supported. A further 138 children have accessed Pre-5 childcare. Survey data indicates that families accessing this support see improved parental and child wellbeing. Further survey insights can be seen below:

- 75% of parents indicated they had either maintained or improved their overall wellbeing
- 67% of parents indicated an overall improvement in their eldest or only child's wellbeing.
- 45% of parents indicated they felt more supported
- 36% noted improvement in how they manage financially
- 17% of parents report an increase in annual household income.
- 7% increase in parents reporting they are in full time employment.

The CWP 2024/25 expansion of All Age Childcare, funded by Scottish Government Early Adopter Communities, means services are now accessible across nearly all Clackmannanshire communities.

"Now, in March 2025 the CWP (Child Wellbeing Partnership) has 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." (Strategic Lead for the Child Wellbeing Partnership – Animate Learning Partner Impact Story for FWP, March 2025)

Housing, Fuel and Food

- The Council's Home Energy Team supported over 1,000 households with energy costs; c£70,000 in vouchers issued.
- £748,730 invested in energy-efficient home upgrades through The Energy Efficient Scotland: Area Based Scheme.
- Nutrition support included accredited cooking courses and family meals.
- Increased, year-on-year, Child Winter Heating payments being delivered in Clackmannanshire, with 440 payments being made in 2024/25, up from 365 in the year before.
- Local foodbank 'The Gate' continues to offer support to people across Clackmannanshire facing financial crisis and food insecurity.
- 'The Gate' also provides infant formula to families in crisis who are referred by health visitors and the Family Nurse Partnership, supporting the integrated pathway for infant food security commitment by Scottish Government.
- 'The Gate' supports people to gain skills for cooking and eating well on a budget, by offering cooking classes tailored around energy-efficient cooking methods such as slow cookers and air fryers.
- Community around the School at Alloa Academy provide evening cooking sessions reaching up to 15-20 families per week. These classes provide a free meal for attendees, while empowering them to cook and eat well at home.
- The NHS Public Health Nutrition Team has delivered a variety of free accredited and non-accredited training to organisations across Clackmannanshire for voluntary and third sector who support families and young people in their communities. These include programmes outlined above, at 'The Gate' and Alloa Academy. This has had direct impacts in improving attitudes towards cooking at home and healthier eating, as well as for increased skills and a greater understanding of how to access help and support with nutrition and food security. These sessions have supported 26 individuals to gain an accredited qualification.
- FWP has funded a Sustainable Transport Pilot which will support people to access vital services, appointments and opportunities.
- This is being delivered by Clackmannanshire Third Sector Interface (CTSI), Clackmannanshire Economic Regeneration Trust (CERT) and Hawkhill Community Centre is being progressed as a test of change to provide better transport access for all communities within Clackmannanshire.
- As part of the Be the Future transformation programme, a priority workstream was identified to look at sustainable transport solutions. As a first step the Wellbeing Economy Alliance Scotland (WEAll) was commissioned to develop a

Wellbeing Economy Framework for Transport. A steering group was set up which includes NHS Forth Valley, Transport Officers, Third Sector and others.

- In 2024 the Housing Service undertook a rent review including an affordability exercise to ensure that household income does not breach the 30% ratio of rent to the whole income. A new post has been created within the service to provide money advice to tenants.

Health Inequalities

- Alcohol-related hospital admissions (ages 11–25) dropped to 105.3 per 100,000—below the Scottish average.(CHECK)
- Drug-related admissions show progress but remain above the national baseline, forming a key 2025/26 priority for partnership
- There is evidence that activity across Clackmannanshire is contributing to suicide prevention, with Clackmannanshire going from the second highest rate of deaths by suicide in 11-25yo in 2018/19, to the lowest in Scotland in 2022/23. In addition, there has been a trend within Clackmannanshire towards a different age profile of deaths by probable suicide, with a higher average age than is seen elsewhere in Forth Valley, and across Scotland, with a range that starts with significantly older individuals (average age of 49.5 in Clackmannanshire (range 38-61), Falkirk – 44.1, range 20-90; Stirling – 49.3, range 16-70).

Summary

Clackmannanshire is emerging as a leading model for place-based, person-centred poverty reduction in Scotland. The integration of the FWP's relational ethos with strategic action is building an inclusive, resilient system capable of not just responding to need, but reshaping the conditions in which families thrive Clackmannanshire's tackling poverty strategy is a collaborative, preventative, and community-anchored system. Evidence from both lived experience and evolving quantitative indicators confirms:

- Improved service access and trust in professionals.
- Strengthened family wellbeing and community engagement.
- Effective alignment between local governance, public service transformation, and the national child poverty agenda.

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

Mental Wellbeing Support across the Community

A strong and collaborative foundation for supporting mental wellbeing across children, young people, and the wider community has been established. Strategic partnerships, such as the Planet Youth Coalition, demonstrate a multi-agency commitment to early intervention, prevention and data-led improvement. Initiatives such as the youth-led 'Clacks Keys' campaign, backed by the National Society for the Prevention of Cruelty to Children (NSPCC), are designed to build resilience and empower young people. These are reinforced by Child Wellbeing Partnership (CWP) activities that have contributed to measurable improvements in children's wellbeing, with 69% of parents/carers reporting enhanced wellbeing for their children. Wellbeing initiatives such as the crochet group has helped promote social inclusion and the 'GET S.E.T. Girls' programme has supported teenage girls with their confidence and resilience.

Digital supports, including Kooth and Qwell, have proven effective for communities who often face stigma or other barriers to accessing services, particularly among Black and Minority Ethnic (BAME) communities. A significant increase in referrals to the Counselling in Schools service (241%) and uptake of the Creative Therapeutic Interventions for Children Service (32%) reflect both rising demand and improved access. Stakeholders (parents/carers, children and schools) consistently report enhanced emotional regulation and feeling supported, some of which reach statistical significance, meaning the improvements are not due to chance.

The Text Clacks crisis service continues to provide critical interventions, with six direct referrals to emergency services for welfare checks reported in 2024/25. There is strong evidence that this work is contributing to suicide prevention, with Clackmannanshire going from the second highest rate of deaths by suicide in 11-25 year olds in 2018/19, to the lowest in Scotland in 2022/23.

Delivery of the Wellbeing Hub and Lochies School

Effective oversight and project management has ensured that the Wellbeing Hub and Lochies School project remains on track. Despite initial delays which occurred around cost finalisation and planning conditions, the project is progressing within budget

and timeline expectations, with a handover still forecast for late summer 2027. Key milestones, including planning approval, Hub Stage 2 Report (due June 2025), financial close, and start of enabling works in July, demonstrate disciplined project governance.

Community engagement remains central, with benefits already being realised through school and college outreach and voluntary sector involvement. Plans are in place to re-establish the co-design group during the construction phase, ensuring continued input from a broad cross-section of the community.

Healthier Behaviours and Reducing Inequality

Opportunities for children, young people, and families to engage in healthier behaviours have been expanded, with a strong focus on communities facing inequalities. The Community Around the School (CATS) model supports adult learning, community connection, and intergenerational engagement. At the same time, the Child Wellbeing Partnership (CWP) and Active Schools teams have significantly extended access to nutritious meals, physical activity, and wraparound childcare services. In the last year, 162 pupils from 114 families are benefiting from free food and extracurricular sport and physical activities, 40% of whom had never accessed such opportunities before.

Other initiatives targeting inequality include the Young Parent Project, outdoor learning for vulnerable groups, and intergenerational health programmes like Feel Good Friday and Sporting Memories, which address both physical activity and loneliness in older adults. The THRIVE to Keep Well programme has also achieved exceptional outcomes for adults with mental health challenges, with 100% of participants moving into positive destinations post-programme.

Training and engagement with staff supporting care-experienced young people have been prioritised through the Communities that Care programme. Phase 1 training has reached all schools, and regular youth engagement now informs service planning and delivery.

Summary

Strong progress has been made in delivering the Community Wellbeing Plan's outcome of ensuring people are healthy and active with improved health and wellbeing. Through a comprehensive, preventative, and equity-driven approach, mental health and wellbeing services are now embedded. The Wellbeing Hub and Lochies School development, a major infrastructure project, remains on track, and targeted supports that improve daily lives across Clackmannanshire have been expanded. These efforts are both inclusive and impactful, demonstrating meaningful change for individuals and communities alike.

"The Clacks Keys campaign has been a great opportunity for our young people to work together and with our partners to learn and raise awareness about mental health and wellbeing. This collaboration with NSPCC Scotland came about initially as part of the Clackmannanshire Planet Youth Coalition – a group of council, third sector, and NHS colleagues working together to ensure that children, young people, and the wider community are safe, healthy and happy. (Councillor Ellen Forson, Leader of Clackmannanshire Council, June 2025, <https://www.alloaAdvertiser.com/news/25272756.clacks-keys-campaign-launched-support-young-people/>)

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

Embed UNCRC (Scotland) Act across all services

The UNCRC (United Nations Convention on the Rights of the Child) is significantly embedded within the People Directorate through multiple ongoing initiatives and structures:

Organisational Integration

There is an ongoing focus across all Directorates on UNCRC principles, supported by an internal working group. Regular UNCRC "How Ready Are You" audits are completed across service areas, with high-level reports shared to develop targeted action plans. Procedures are being established to ensure consistent Council engagement with children and young people, including reporting aligned with the Scottish Government timeline for March 2026.

Youth Participation and Rights-Based Approach

A human rights approach informed by UNCRC, through a cross-sector approach, underpins the Youth Voice Network. Children and young people have continuous opportunities to consult with decision makers on important issues, such as the 2025-26

Budget Consultation and the 'Bairns Hoose' scoping paper. Briefings to governance bodies, including the Children and Young Person's Board reinforce this engagement. Youth Participation is strengthened through the Active Schools programme, where pupil-led Sports Committees in all primary schools ensure young people's voices guide sports and physical activity planning. Notably, a participant from the Active Schools Leadership Academy now serves on sportscotland's national Young Person's Sport Panel, helping influence sport delivery at a national level.

Education and Awareness

Rights Respecting Schools (RRS) status actively supports embedding UNCRC principles in educational establishments, with six additional schools attaining RRS status since January 2025, totalling 16 schools.

Programmatic Integration

UNCRC principles are woven into Planet Youth's prevention work, focusing on reducing youth involvement in unhealthy behaviours and promoting healthy communities.

Reduce inequality through delivery of opportunities co-designed with communities

Child-Centred Research and Service Design

In partnership with Children's Parliament, young researchers are trained to gather peer insights to inform service design. Focus groups in schools enable children to express their experiences and desires for service improvements.

Community Learning and Development (CLD)

UNCRC is integrated into CLD operational and partnership plans, with active involvement of young people in schools and communities to provide feedback on CLD activities. CLD supports elected MSYPs (Members of the Scottish Youth Parliament) to represent youth views in formal settings. In partnership with local groups, CLD runs a low-cost community café to reduce social isolation and uses generated funds to host inclusive events, building community capacity and addressing local needs.

Community around the School

The Community around the School (CATS) approach actively reduces inequality by collaborating with local communities to design and deliver opportunities tailored to their needs. For example, the Alloa Community Empowerment Group comprising school staff and parents runs after-school programmes, including family cooking and adult learning, engaging 14-20 adults annually in its fourth year. Similarly, CWP provides a personalised network of family support and childcare services shaped by the lived experiences of families, ensuring responsive, tailored support. The introduction of an 'Expression of Interest' form has improved data collection, enabling a better understanding of families' needs across Clackmannanshire and allowing services to adapt more effectively.

Youth participation is strengthened through the Active Schools programme, where pupil-led Sports Committees in all primary schools ensure young people's voices guide sports and physical activity planning. Notably, a participant from the Active Schools Leadership Academy now serves on sportscotland's national Young Person's Sport Panel, helping influence sport delivery at a national level.

Together, these co-designed initiatives empower communities, personalise support, and create inclusive opportunities that reduce inequality across education, family support, youth participation and community wellbeing.

"Rather than dictating how the space should be used, we engaged directly with young people to shape the project. This initiative (The Hive Youth Centre) is part of a broader collaborative effort involving schools, the Family Wellbeing Partnership and the Planet Youth coalition. The strong trust we have built with schools and local organisations has enabled a more seamless approach to supporting young people. Whether it's helping a young person navigate the army application process or connecting them with college advisors outside the school system, we are ensuring they receive the right support from the right people." (Youth & Schools Coordinator, Wasp Community Club – Animate Learning Partner Impact Story for FWP, June 2025)

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

Significant strides in enhancing support for learners with Additional Support Needs (ASN) have been made through a comprehensive, multi-faceted approach that promotes inclusion, professional development and partnership working.

Improved Referral and Resource Allocation Processes

Additional Support Needs (ASN) within Clackmannanshire have risen in a similar way to the national picture, however Clackmannanshire differs significantly in that ASN levels are markedly higher in every Quintile, compared to the national figure. In primary establishments in Clackmannanshire, there has been a 36.8% increase in identified ASN since 2014, whilst in secondary the increase is slightly higher at 40.7%. There has been a 140% increase in referrals to the Educational Psychology service since 2019. Educational Psychologists report that not only has there been an increase in numbers, there has also been an increase in the level of the complexity of referrals, primarily with regard to Autism Spectrum Disorder (ASD) and also with mental health.

Consequently, funding has been directed to address this, with the establishment of sensory rooms, regulatory spaces, nurture areas and low stimulus environments, where capacity allows.

The Internal Resource Group (IRG) process for ASN specialist placements has been reviewed and refined, resulting in improved moderation of referrals and increased professional dialogue at the community level. This has enhanced problem-solving and more targeted resource deployment, although the rising level of need necessitates a forthcoming full review of additional support for learning processes.

Targeted Professional Learning and Capacity Building

The Additional Support for Learning Career Long Professional Learning Framework has effectively provided education staff with high-quality, bespoke training aligned to identified needs, evidenced by over 80 sessions this year and positive feedback on its practical impact. Events such as the 'Nurturing Positive Relationships' conference, emphasise relationship building as key to supporting learners and families. Forthcoming GIRFEC refresh training and continued collaboration with third-sector partners, e.g. 'My Rights My Say' further strengthen staff skills and pupil participation.

Enhanced Inclusion through Sport and Leisure

A strategic shift in the Sport and Leisure Service has increased inclusive opportunities through a programme of staff training to ensure inclusive practice within mainstream activities, increasing ASN-specific sports classes, events, and swimming provisions through strong partnerships. Participatory budgeting has empowered parents and carers to shape relevant extracurricular activities, resulting in high engagement rates among children and young people with ASN.

Specialist Psychological and Therapeutic Support

The Educational Psychology Service's revised model provides timely, relationship-based support tailored to pupils with the highest levels of needs. Initiatives such as 'Play Roots' and the Intensive Therapeutic Service offer early intervention and specialist trauma support, which have been well received and well-utilised by schools and families.

Employability Support for Young People with ASN

The Employability Service's expanded programme supports young people to achieve qualifications and work experience, with a revised delivery model in development to include more one-to-one support based on recent learning. This ongoing support improves sustained engagement and positive post-school transitions.

Family-Centred Approaches and Resources

Tailored strategies, such as sensory and self-regulation resource provision, empower families to create nurturing home environments, reflecting a broader focus on wellbeing.

Summary

Overall, significant progress has been made in achieving the strategic outcome that human rights are respected and fulfilled by tackling inequalities across our communities. Co-designed initiatives empower communities, personalise support and create inclusive opportunities that reduce inequality across education, family support, youth participation and community wellbeing.

The UNCRC is deeply embedded through systematic governance, as required by The UNCRC (Incorporation) (Scotland) Act 2024. This has included active child/youth participation, educational initiatives, programmatic strategies and community engagement, reflecting a comprehensive, rights-based approach to decision-making and service delivery. Additional support for learning approaches demonstrate a strong commitment to inclusion and meeting diverse learners' needs through collaborative, evidence-based and flexible strategies. The emphasis on professional learning ensures staff are well-equipped to support learners, whilst partnership working with health, third sector and families enriches provision. The ongoing review of processes and adaptive planning for increasing demand, highlights a proactive and responsive system. Future focus on refining resource allocation will further enhance outcomes for learners with additional support needs.

Strategic Priorities

Strategic Priority: Health and Wellbeing

There is strong evidence that considerable progress has been made towards this strategic priority. As demonstrated in this report, there is a comprehensive and collaborative approach to improving health and wellbeing across Clackmannanshire.

Firstly, significant improvements have been achieved in mental health support and suicide prevention. The establishment of multi-agency partnerships, such as the Planet Youth Coalition, and innovative services like the Text Clacks crisis line may have contributed to a notable reduction in suicide rates, moving from one of the highest in Scotland to the lowest for 11–25 year olds over a four-year period. The 241% increase in referrals to counselling services and a 32% rise in uptake of therapeutic interventions reflect both rising demand and improved accessibility.

Secondly, the focus on reducing inequalities in health is evident through targeted initiatives. Programmes such as 'GET S.E.T. Girls' and Community Around the School have expanded access to physical activity, healthy eating and wraparound childcare, with 40% of participating families engaging for the first time. This indicates successful outreach to previously underserved communities.

Infrastructure development has also progressed well, with the Wellbeing Hub and Lochies School project remaining on schedule and within budget, despite earlier delays. The continuation of co-design with the community demonstrates a commitment to inclusive development.

Furthermore, the emphasis on preventative approaches and social inclusion, through initiatives like Feel Good Friday and the THRIVE programme, has had measurable impact, with all participants in THRIVE moving into positive destinations. Digital supports such as Kooth and Qwell have broadened access, particularly among groups facing barriers to in-person services.

Overall, the strategic priority of Health and Wellbeing has been met to a significant extent. Progress is evidenced by improvements in mental health outcomes, expanded service access, infrastructure advancement and strengthened community engagement. Whilst challenges remain in sustaining and scaling provision to meet growing demand, the breadth and depth of work undertaken represent a robust and effective approach to improving health and wellbeing across the area.

Strategic Priority: Empowering Families and Communities

Considerable progress has been made in delivering this strategic priority. As highlighted, integrated and collaborative approaches to supporting families and strengthening community capacity across Clackmannanshire are in place.

Whole-family support has been significantly expanded and diversified. The Social Work Early Help Team received 933 referrals during the reporting period, with 90% of cases avoiding escalation to statutory intervention. Action for Children supported 114 families, while Aberlour Sustain exceeded targets by working with 56 children in 33 families. These figures indicate strong early intervention capacity and impact.

The development and delivery of flexible models, including evening and weekend provision, have further enhanced accessibility. Functional Family Therapy has notably reduced waiting times from up to 12 months to under 10 weeks. New initiatives such as Barnardo's Two's Company and the Family Support Hub drop-ins are demonstrating innovative approaches to reaching families in need, with 129 families accessing support through the hubs to date.

Targeted work to improve outcomes for women and girls has progressed well. The delivery of over 45 events during the 16 Days of Activism, the re-launch of the Fit for Girls programme, and the implementation of Everyone's Invited workshops and Equally Safe at School all contribute to a safer, more inclusive environment. Active Schools data showing increased girls' participation (from 29% to 31% between Term 1 and Term 2) evidences the positive impact of this focus.

There has also been a sustained commitment to co-production and community empowerment. The involvement of lived experience panels, peer research and community-led initiatives, such as the Community Voice Panel and What Matters to You events, demonstrates a consistent emphasis on inclusive decision-making. While the issue of remuneration for contributors

with lived experience remains an area requiring further development, the structures established provide a strong foundation for continued improvement.

Support for families affected by poverty has been strengthened through integrated services combining childcare, financial inclusion, employability and mental health support. Evaluation evidence, particularly from the Family Wellbeing Partnership, highlights improvements in confidence, reduced isolation and increased engagement in education and employment.

Overall, the strategic priority of Empowering Families and Communities has been met to a significant extent. Progress is evidenced by enhanced early help capacity, innovative models of whole-family support, strengthened partnership working and increased opportunities for families and communities to shape services. Remaining challenges include ensuring the sustainability of funding, embedding equitable participation and maintaining pace in reducing inequalities. Continued monitoring and evaluation will be critical to consolidating and building on this progress.

Strategic Priority: Sustainable, Inclusive Growth

There is evidence of meaningful progress towards achieving this strategic priority. As reported, there is a multi-faceted and partnership-based approach to fostering sustainable economic growth, reducing poverty, and improving long-term outcomes for individuals and communities across Clackmannanshire.

Targeted efforts to address child poverty and income inequality have resulted in measurable improvements. The child poverty rate has fallen modestly from 22.5% to 20.8%, reflecting the impact of integrated supports. Although it remains above the national average, there are many supports in place to mitigate the impact of poverty. The delivery of income maximisation services has achieved significant results, with £2.77 million in additional financial gains facilitated by Citizens Advice Bureau, supporting over 2,400 individuals.

Employability and skills development have been strengthened through a combination of commissioned programmes, in-house support and partnership initiatives. In the reporting period, 638 participants engaged with employability services, with 191 securing employment, 167 attaining qualifications and 46 progressing into further or higher education. Supported pathways for young parents and those facing justice or mental health barriers have also been established. The integration of childcare provision with employability support has been a key innovation, with evidence from the Family Wellbeing Partnership

demonstrating increased parental employment, improved financial stability and enhanced wellbeing. Programmes such as the Young Parent Partnership have achieved positive outcomes, including qualifications, employment and increased household income.

Sustainable transport initiatives have also been prioritised, with the development of a Wellbeing Economy Framework for Transport and a pilot project. This approach recognises the importance of accessible transport in supporting economic participation and reducing inequality.

In addition, initiatives to address the cost of living have been expanded. For example, over 1,000 households received energy advice and support, with £70,000 distributed in vouchers, and £748,000 invested in energy-efficient home upgrades. The Community around the School model has supported families with food, clothing and community engagement; while cooking and budgeting skills programmes have improved resilience.

Whilst the progress made is substantial, it is recognised that the pace of change will need to accelerate to meet long-term targets, particularly in reducing child poverty to the levels set out in the national Best Start, Bright Futures strategy. The Tackling Poverty Partnership has noted that current actions, while impactful, will require further scaling and innovation to deliver sustained, system-wide change.

Overall, the strategic priority of Sustainable, Inclusive Growth has been met to a significant extent. The breadth of action across income maximisation, employability, childcare, transport and cost of living support demonstrates a robust and collaborative approach. Continued focus on embedding preventative, place-based models, securing long-term funding and maintaining momentum will be critical to achieving the ambition of inclusive and sustainable growth for all communities.

Strategic Priority: Workforce Development

Significant progress has been achieved in delivering this strategic priority. As reported, there has been a sustained commitment to developing a skilled, confident and resilient workforce across services, underpinned by Values Based Leadership, professional learning and collaborative practice.

Extensive investment in professional development has strengthened capacity across key sectors. Education, social work, sport, leisure and libraries teams have engaged in comprehensive training programmes, with particular emphasis on trauma-informed practice, inclusive pedagogy, and employability-focused approaches. Notably, over 1,440 hours of trauma-responsive training have been delivered through the Readiness for Caring programme, alongside an additional 650 hours of leadership training with Resilience Learning Partnership.

Specialist training to improve understanding and reduce stigma for care-experienced children and young people has also been prioritised. Who Cares? Scotland has delivered training to all secondary schools, with programmes being extended to Early Learning and Childcare and primary settings. This commitment to embedding The Promise and supporting care-experienced learners demonstrates a clear alignment with national priorities.

Workforce development has been closely linked to service transformation. For example, functional family therapy training and capacity building have contributed to a reduction in waiting times from up to 12 months to under 10 weeks. The STRIVE programme has strengthened multi-disciplinary practice, enabling earlier intervention and better outcomes for families.

Targeted leadership development initiatives, including Columba 1400 VBL programmes, have supported culture change and improved relational approaches within teams. These programmes have underpinned improvements in staff confidence, morale and service delivery.

Workforce development has also been a critical enabler in improving employability outcomes. Staff training to deliver inclusive pathways, support qualifications, and engage vulnerable learners has contributed to 96% of young people moving into a positive destination, exceeding the Scottish average.

While strong progress is evident, workforce pressures in some areas, such as staffing challenges within Educational Psychology and change management in library services, remain areas for close monitoring. Sustaining and embedding professional learning, while ensuring capacity to meet increasing demand, will be important priorities going forward.

Overall, the strategic priority of People Workforce Development has been met, with robust and wide-ranging action to equip staff with the skills and knowledge required to deliver high-quality, inclusive services. Continued attention to workforce sustainability, succession planning, and maintaining staff wellbeing will be critical to consolidating and building on this progress.

High Level Summary of Progress across Strategic Priorities, Outcomes and Actions 2024- 2025

Overall, significant progress has been made across the four strategic priorities. Delivery against its Strategic Priorities in 2024–25 demonstrates a system-wide, values-led commitment to equity, inclusion, and early intervention. By embedding data, lived experience, and collaborative innovation at the heart of its approach, demonstrable progress has been made across poverty reduction, health, education, employability, and community resilience. Looking ahead, the refreshed People Community Wellbeing Plan 2025-26 is well positioned to deepen this impact, sustain momentum, and continue to lead nationally in delivering place-based, person-centred public services.

Key Strategic Priorities, Outcomes and Actions 2025 - 2026

The four [strategic priorities and six strategic outcomes](#) remain unchanged from 2024 -2025 [page 4 refers].

The 2024 -2025 strategic actions have been reviewed and amended against progress and the refreshed strategic actions will provide a framework for our next steps during 2025/26 as detailed on the final page of this report.

Actions will be delivered in collaboration with community planning partnerships and partners, as appropriate, and aligned to the vision, strategic outcomes and priority themes of the Clackmannanshire Alliance [Wellbeing Local Outcomes Improvement Plan \(LOIP\) 2024-2034](#).

Strategic Actions for Community Wellbeing Plan 2025-2026 aligned to the [Wellbeing Local Outcomes Improvement Plan \(LOIP\) 2024 - 2034](#)

Children and young people have improved life outcomes by growing up loved, safe and respected	<p>Coordinate safeguarding efforts across sectors to deliver proactive and responsive support</p> <p>Ensure women and girls feel safe at home, work, and in the community</p> <p>Support children, young people, and families early through integrated services</p> <p>Deliver local accommodation and support for care-experienced young people in partnership</p> <p>Enhance workforce and caregiver skills in line with the Trauma Knowledge and Skills Framework</p>
Empowered communities are well designed, inclusive, sustainable, resilient and safe	<p>Implement the Clackmannanshire Transformation Space and Invest to Save fund, guided by the Citizen's Panel and building on Family Wellbeing Partnership approaches</p> <p>Leverage Data and Voice Insights to Drive Impactful Decision-Making</p> <p>Strengthen and deploy Community Justice Partnership resources</p> <p>Develop sustainable transport solutions, including active travel options, in collaboration with key partners</p>
People of all ages successfully contribute to our communities by developing skills for learning, life and work	<p>Deliver targeted initiatives for vulnerable and disadvantaged groups, removing engagement barriers</p> <p>Promote desistance from offending and diversion from the justice system.</p> <p>Improve attainment in Literacy and Numeracy with a focus on the poverty-related attainment gap</p> <p>Implement learning, teaching and assessment guidance alongside new Raising Attainment Strategy</p> <p>Strengthen Workforce Development with a specific focus on improving follow-up leaver destinations</p>
Poverty in our communities is reduced by improving outcomes for all	<p>Encourage voice-led transformation across services supporting families in or at risk of poverty</p> <p>Develop Whole Family Support approaches tailored to community needs</p> <p>Optimise income maximisation opportunities and referral pathways</p> <p>Establish specialist employability support for those with criminal justice experience, including employer engagement</p>
People are healthy and active with improved health and wellbeing	<p>Ensure access to a continuum of mental health and wellbeing services for children, young people, and families and prioritise prevention-focused mental health and wellbeing initiatives</p> <p>Progress the Wellbeing Hub and Lochies School project through design to construction</p> <p>Increase opportunities for healthier behaviours, focusing on those facing inequality</p> <p>Develop shared measures and targets to improve community health and wellbeing</p>
Human Rights are respected and fulfilled by tackling inequalities across our communities	<p>Champion UNCRC and The Promise across all policies and services</p> <p>Direct support and resources to improve experiences for children with disabilities</p> <p>Support learning potential by targeting Additional Support for Learning resources effectively.</p> <p>Facilitate reintegration of offenders into the community</p> <p>Embed voice and co-design in all policy and service development</p>

Statutory Duties

The following supplementary information is provided to support regulatory bodies, and others to ensure efficient navigation, transparency, and ease of use for scrutiny, audit, and evaluation purposes.

People Community Wellbeing Plan Report 2024/25 includes the following:			
Plan Title	Approval Date	Statutory / Strategic Status	Code
Children's Services Plan 2024–2026	August 2024	Statutory	●
Local Child Poverty Action Plan 2024–2030	August 2024	Statutory	●
Community Justice Plan 2023–2028	August 2023	Statutory	●
National Improvement Framework 2024–2027	August 2024	Strategic	▲
Violence Against Women and Girls Plan 2023–2026	August 2023	Strategic and Statutory Equality Duty	● ▲
Family Wellbeing Partnership Plan 2024–2026	October 2024	Strategic	■ ▲
Libraries Plan 2024–2027	August 2024	Strategic	▲
Community Learning and Development Plan 2024–2027	August 2024	Statutory	●
The Promise Plan 2023–2026	August 2023	National Reform Programme	▲
Sport and Active Living Framework 2024–2028	August 2024	Strategic	▲

Symbol	Meaning
●	Statutory Duty Fulfilment
▲	Strategic Priority or Framework
■	Innovative Practice or Exceeds Duty

The [Community Wellbeing Plan 2024 – 25](#) was developed and delivered in line with key national legislation and statutory duties. The One Fund, One Plan, One Report approach integrates multiple reporting requirements and frameworks into a single, transparent and accountable structure.

Statutory / Legal Duty Fulfilled	Key Plan on a Page as detailed in People Community Wellbeing Plan 2024 -25	Key Work to Note
<p>Children and Young People (Scotland) Act 2014</p> <p>The Children's Services Plan - Annual Report 2023/24 page 52 detailed the agreed plan for 2024/25 planned through Clackmannanshire's Children & Young People Strategic Partnership and was approved by Clackmannanshire Alliance in October 2024.</p>	<p>All plans contribute to this act/duty. Key plans include:</p> <p>Children's Services Plan 2024–2026 (integrated children's services plan)</p> <p>The Promise Plan 2024</p> <p>National Improvement Framework 2024–2027</p> <p>Local Child Poverty Action Plan 2024–2030</p> <p>Family Wellbeing Partnership Plan 2024–2026</p>	<p>This report robustly aligns with the duties and aspirations of the Children and Young People (Scotland) Act 2014 through integrated planning, delivery and reporting structures.</p> <p>The pages noted explicitly demonstrate how services are designed to support wellbeing and uphold children's rights under the Act:</p> <ul style="list-style-type: none"> • Pages 25–30: The strategic outcome 'Children and young people have improved life outcomes by growing up loved, safe and respected' directly reflects the wellbeing indicators set out in the Act. These sections highlight actions across multi-agency supports such as STRIVE, the Family Wellbeing Partnership, The Promise and the Child Wellbeing Partnership. • Pages 42–47: Detail how the UNCRC (Scotland) Act is embedded across services, reinforcing Part 1 duties of the 2014 Act to promote and safeguard children's rights. • Pages 8–18: The Key and Management Performance Indicators include metrics required under the Act, such as developmental concerns, attainment, care experience, and positive destinations—used to monitor and evaluate children's wellbeing and outcomes in line with GIRFEC principles.

Statutory / Legal Duty Fulfilled	Key Plan on a Page as detailed in People Community Wellbeing Plan 2024 -25	Key Work to Note
Children and Young People (Scotland) Act 2014		<ul style="list-style-type: none"> • Page 19-20: The Statutory Duties section confirms that reporting on the Act is streamlined and integrated within the “One Fund, One Plan, One Report” approach, meeting statutory duties efficiently. • Pages 27- 28: Highlight inclusive support for children with disabilities and delivery of whole family support—critical to GIRFEC and the provision of early intervention and child planning processes required under the Act. • Page 29: Focuses on accommodation and support for care-experienced children, aligned with corporate parenting duties outlined in the Act and further supported by The Promise. • Page 22: Improved attendance rate for care experienced young people, COSLA Excellence Award Solace Best Team Award, Clackmannanshire Council, Early Help Team, on track to be the first Local Authority in Scotland to have all educational establishments fully accredited in The Promise Award in 2025. • Page 48-49: The strategic priority “Empowering Families and Communities” demonstrates how parenting, early years and whole family supports are embedded into planning, helping meet the wellbeing needs of children and families as set out in the Act.

Statutory / Legal Duty Fulfilled	Key Plan on a Page as detailed in People Community Wellbeing Plan 2024 -25	Key Work to Note
<p>UNCRC (Incorporation) (Scotland) Act 2024</p> <p>This report demonstrates how the Community Wellbeing Plan embeds the principles of the (UNCRC) across structures, in alignment with the Aforementioned Act and how services uphold, protect and advance children's rights through the key work noted.</p>	<p>All plans contribute to this act/duty. Key plans include:</p> <p>Children's Services Plan 2024–2026</p> <p>National Improvement Framework 2024–2027</p> <p>Community Learning and Development Plan 2024–2027</p>	<ul style="list-style-type: none"> • Pages 42–43: Detail how the UNCRC is embedded within all People Directorate services. This includes internal audits (“How Ready Are You”), youth participation strategies, and Rights Respecting Schools accreditation, ensuring children’s voices are heard in service design and delivery, fulfilling Part 1 and Part 2 duties of the Act. • Page 25-27: The strategic outcome ‘Children and young people grow up loved, safe and respected’ aligns directly with UNCRC Articles relating to safety, nurturing, and wellbeing, and demonstrates rights-based planning across education, family support and youth services. • Pages 28-29: Show how inclusive, accessible whole family support and care-experienced children's rights are being realised, including efforts to reduce stigma, promote participation, and create trauma-informed environments, consistent with Articles 12, 18 and 20 of the Convention. • Page 19: The Statutory Duties section confirms UNCRC compliance is embedded within the “One Fund, One Plan, One Report” model, supporting transparent, rights-based accountability • Page 23: Park ELC – Care Inspectorate evaluation p20 • Pages 40-41: Youth participation in extracurricular and leadership programmes (such as the Active Schools Sports Committees and sportscotland Young People’s Sports Panel) illustrates practical

Statutory / Legal Duty Fulfilled	Key Plan on a Page as detailed in People Community Wellbeing Plan 2024 -25	Key Work to Note
		<p>implementation of Article 31 (right to leisure and play) and Article 12 (right to be heard).</p> <ul style="list-style-type: none"> • Page 42: Rights Respecting Schools status • Page 48-49: Strategic priorities include targeted actions on empowering families and communities, with services co-designed with children and young people, embedding rights into everyday practice.
<p>Care and Justice (Scotland) Act 2024</p> <p>Community Justice Plan on a Page and community Justice planning is well integrated within the Community Wellbeing Plan and reported herewith.</p> <p>Further alignment of reporting timelines is required before the CJ plan and report supersedes the CJ IOP report. The</p>	<p>All plans contribute to this act/duty. Key plans include:</p> <p>Community Justice Outcome Improvement Plan 2023 -28</p> <p>Violence Against Women and Girls Plan 2023 – 2026</p> <p>Children’s Services Plan 2024–2026 (integrated children’s services plan)</p>	<p>The Community Wellbeing Plan demonstrates a strong alignment with the Care and Justice (Scotland) Act 2024, which reforms how children and young people are treated across care and justice systems. This report reflects the principles of trauma-informed, rights-respecting and preventative practice as outlined in the Act across the following key areas:</p> <ul style="list-style-type: none"> • Pages 25-27: Direct delivery of trauma-informed, early intervention services for children and young people in contact with care and justice systems. Initiatives such as STRIVE, Functional Family Therapy, and Respect Awareness Programmes, Community Justice Pathways and ongoing delivery of ‘Safe and Together’ training reflect the diversionary and preventative intentions of the Act. • Page 19: The Act is one of the key legislative frameworks underpinning the One Fund, One Plan, One Report approach,

Statutory / Legal Duty Fulfilled	Key Plan on a Page as detailed in People Community Wellbeing Plan 2024 -25	Key Work to Note
Community Justice Outcome Improvement Plan 2023-28 and reporting is running in parallel, with full integration anticipated by 2026/27		<p>ensuring connected, collaborative and accountable responses to care and justice needs.</p> <ul style="list-style-type: none"> • Page 29-30: The Promise aligned work around supporting care-experienced children, including reducing placements, keeping siblings together, and investing in residential care options responds to the Act's focus on relational, community-based alternatives to institutional care and justice involvement. • Page 31: Justice Hub redesign impact story • Page 26, 49-50: Highlights integration with youth justice services, community justice planning and safeguarding through multi-agency responses such as the Justice Hub and Child Wellbeing Partnership; supporting early, proportionate interventions and better transitions. • Pages 32-33,50: Programmes that support young people's engagement in positive destinations, skills development and community activities offer evidence of rehabilitation, reintegration and the importance of whole-system support, as set out in the Act. • Page 48: Strategic priority actions to empower families and communities support the shift toward holistic, community-led responses to young people at risk of justice involvement.

Statutory / Legal Duty Fulfilled	Key Plan on a Page as detailed in People Community Wellbeing Plan 2024 -25	Key Work to Note
<p>Local Child Poverty Action Report duty</p> <p>This report fulfils Clackmannanshire Council's duties under the Child Poverty (Scotland) Act 2017, which requires annual Local Child Poverty Action Reports (LCPARs).</p> <p>The Community Wellbeing Plan 2024–2025 integrates these duties within its “One Fund, One Plan, One Report” model, demonstrating a coherent, evidence-based and multi-agency response to tackling child poverty.</p> <p>Clackmannanshire Child Poverty Action Plan 2023/24 pp 38 -39 detail</p>	<p>All plans contribute to this act/duty. Key plans include:</p> <p>Local Child Poverty Action Plan 2024–2030</p> <p>Family Wellbeing Partnership Plan 2024–2026</p> <p>Sport and Active Living Framework 2024–2028</p> <p>Community Learning and Development Plan 2024–2027</p>	<ul style="list-style-type: none"> LCPAR requirement is met through this integrated reporting approach, reducing duplication and ensuring strategic alignment with national priorities. Pages 8-18: Overarching and management Key Performance Indicators monitor critical child poverty metrics—such as child poverty rates (pre and post housing costs), household income, childcare access, and employment data—providing a transparent evidence base as required by LCPAR guidance. Pages 34-39: The strategic outcome ‘Poverty in our communities is reduced by improving outcomes for all’ directly addresses all three drivers of child poverty: income from employment, cost of living, and income from social security and benefits. These pages also demonstrate collaborative delivery between education, employability, housing, and health services. Page 34-39: Specific actions include income maximisation (£2.77m in financial gains), targeted employability supports (191 into employment), and parental support (e.g. Young Parent Partnership), aligning with LCPAR guidance on targeted interventions for priority groups. Pages 34-39: Initiatives such as the Child Wellbeing Partnership’s childcare expansion, sustainable transport pilot, and household cost supports evidence direct mitigation of the cost of living crisis and barriers to parental employment—core components of the Act’s intent.

Statutory / Legal Duty Fulfilled	Key Plan on a Page as detailed in People Community Wellbeing Plan 2024 -25	Key Work to Note
<p>the agreed plan for the 2024/25 planned through Clackmannanshire Tackling Poverty Partnership alongside NHS Forth Valley and other partners and approved by Clackmannanshire Alliance in October 2024.</p>		<ul style="list-style-type: none"> • Pages 28: The delivery of whole family support and wraparound childcare further contributes to reducing child poverty through relational, preventative and accessible services. • Page 53: Forward planning for 2025–2026 includes refined actions and indicators linked to national targets, reflecting a continuous improvement approach in line with LCPAR expectations.
<p>Education (Additional Support for Learning) (Scotland) Act 2004 (as amended) This report reflects the statutory duties of the Education (Additional Support for Learning) (Scotland) Act 2004, as amended, by ensuring that children and young people with additional support needs (ASN) are identified, planned</p>	<p>National Improvement Framework 2024–2027 Libraries Plan 2024–2027 Children’s Services Plan 2024–2026 Sport and Active Living Framework 2024–2028 Community Justice Outcome Improvement Plan 2023 -28 Family Wellbeing Partnership Plan 2024–2026</p>	<ul style="list-style-type: none"> • Pages 27-28: Detail a range of enhanced supports for children with disabilities and additional support needs (ASN). This includes expanded access to ASN specific extracurricular activities, co-designed provision with parents/carers, and targeted sports and social opportunities delivered in partnership with Active Schools and Forth Valley Disability Sport, fulfilling duties under the Act to make adequate and appropriate provision. • Page 28: Notes the development of a shared assessment tool across Forth Valley for children with disabilities and the evolution of a broader commissioning framework, contributing to improved planning, continuity, and coordination of support, core components of the Act’s planning duties.

Statutory / Legal Duty Fulfilled	Key Plan on a Page as detailed in People Community Wellbeing Plan 2024 -25	Key Work to Note
for, and supported to reach their full potential. The report evidence this through key sections noted.		<ul style="list-style-type: none"> • Page 28: Highlights the Educational Psychology Service model of delivery, which increased reach and improved consistency of support. This supports the duty to identify additional support needs early and ensure access to effective support, even amidst staffing pressures. • Pages 29-30: Demonstrates how vocational and inclusive pathways (e.g. CALA, MCR Pathways, college transitions) are made accessible to learners with ASN, including support for positive destinations and wider achievement, ensuring equality of opportunity and fulfilment of post-school planning duties under the Act. • Pages 8-18: Management KPIs include indicators on early development, attainment, and care experience, which help monitor and evaluate how well children and young people with additional support needs are progressing. • Pages 32-34: ASN specific sport and leisure access; revised moderation process, Career-Long Professional Learning Framework, enhanced inclusion through Sport and Leisure , employability support for young people with ASN. • Page 48-49: Strategic priority 'Empowering Families and Communities' includes wraparound childcare, family support, and educational accessibility—ensuring inclusive practices that directly reflect the spirit and obligations of the Act.

Statutory / Legal Duty Fulfilled	Key Plan on a Page as detailed in People Community Wellbeing Plan 2024 -25	Key Work to Note
<p>Getting It Right for Every Child (GIRFEC) Framework</p> <p>This Report is fully aligned with GIRFEC framework. GIRFEC principles of early intervention, child-centred planning, shared responsibility, and holistic wellbeing—are central to the design and delivery of services across Clackmannanshire.</p>	<p>All plans contribute to this act/duty. Key plans include: Children’s Services Plan 2024–2026 Sport and Active Living Framework 2024–2028</p>	<ul style="list-style-type: none"> • Pages 25-30: The strategic outcome ‘Children and young people have improved life outcomes by growing up loved, safe and respected’ directly reflects the wellbeing indicators that underpin GIRFEC. Actions detailed across STRIVE, Child Wellbeing Partnership, and The Promise demonstrate multi-agency, preventative support focused on the individual needs of each child. • Pages 25-30: Examples of whole family support and disability inclusion show the implementation of coordinated, local, and flexible supports. This reflects GIRFEC’s emphasis on planning around the child and their family, with an emphasis on early help and partnership working. • Page 19: GIRFEC framework informs all relevant planning and delivery through the One Fund, One Plan, One Report approach, streamlining support while ensuring children’s needs remain central. • Pages 8-18: Key Performance Indicators, such as early developmental concerns, care experience, and educational attainment, provide data aligned with GIRFEC’s outcomes-based approach and support effective use of the Named Person and Child’s Plan processes. • Pages 29, 50-52: The Plan supports the delivery of trauma-informed services, Promise aligned practice, and inclusive education and childcare. These reflect GIRFEC’s goal of building supportive environments where every child’s wellbeing is proactively safeguarded and promoted.

Statutory / Legal Duty Fulfilled	Key Plan on a Page as detailed in People Community Wellbeing Plan 2024 -25	Key Work to Note
		<ul style="list-style-type: none"> • Pages 42-43: Youth participation and rights-based planning reflect the child's voice element of GIRFEC, ensuring children are active participants in decisions that affect them. • Page 45: Multi-agency training and GIRFEC refresh delivery.
Scottish Schools (Parental Involvement) Act 2006 Duties under the Act are met by embedding parent and carer engagement across governance, planning and delivery of services. Clackmannanshire's Parental Involvement and Engagement Strategy 2021-24 (under review) is embedded within the work of all educational establishments and Education Services. See also Parent Councils in Clackmannanshire Schools	National Improvement Framework Family Wellbeing Partnership Plan 2024–2026 Libraries Plan 2024–2027	<ul style="list-style-type: none"> • Pages 42-47: 'Human rights are respected and fulfilled by tackling inequalities across our communities,' section details how Active Schools Sport Committees, which are pupil-led but include parent representatives and Rights Respecting Schools status encourage ongoing dialogue between families and schools, satisfying the Act's requirement for meaningful parent-school partnership. • Page 44, 48-49: The 'Empowering Families and Communities' strategic priority highlights the Alloa Community Empowerment Group, where parents, carers and school staff co-design after-school programmes (e.g., family cooking, adult learning), illustrating consultation and collaboration duties under the Act. • Pages 27-28: The 'Review provision for children with disabilities' section describes how ASN sports classes and extracurricular sessions were co-designed with parents/carers—demonstrating parental involvement in identifying and planning for additional support needs in line with the Act's ethos.

Statutory / Legal Duty Fulfilled	Key Plan on a Page as detailed in People Community Wellbeing Plan 2024 -25	Key Work to Note
<p>Children (Care, Care Experience and Services Planning) (Scotland) Bill (pending)</p> <p>Although not yet enacted, the Bill is actively anticipated in the Community Wellbeing Plan 2024–2025. The Plan already delivers on key policy intentions of the Bill, particularly in relation to integrated planning, corporate parenting, care experience recognition, and stigma reduction.</p>	<p>All plans contribute to this bill. Key plans include:</p> <p>Children’s Services Plan 2024–2026 (integrated children’s services plan)</p> <p>The Promise Plan 2024</p>	<ul style="list-style-type: none"> • Page 19: The Statutory Duties section explicitly references the pending Bill as part of the evolving policy landscape. The One Fund, One Plan, One Report approach supports the proposed legislative move toward unified and streamlined services for care-experienced children and young people. • Page 29-30: Ensure a portfolio of accommodation and supports to deliver on The Promise • Pages 25-30: The strategic outcome ‘Children and young people grow up loved, safe and respected’ is strongly aligned with the Bill’s aims. The Promise is embedded across services, including the appointment of a Virtual Headteacher, delivery of trauma-informed training (e.g. Readiness for Caring), reduction of placement changes, and increasing local residential capacity, core expectations of the future statutory framework. • Page 29-30: ‘Ensure a portfolio of accommodation and supports to deliver on The Promise details this work and included co-produced training with Who Cares? Scotland and school Promise Awards which address the Bill’s focus on reducing stigma and promoting care experience as an area of strength and community. • Page 48-49: The ‘Empowering Families and Communities’ priority incorporates whole family support, early help, and inclusive services, reflecting the Bill’s proposed duty to plan around the lived experience of children and families, not simply services.

Statutory / Legal Duty Fulfilled	Key Plan on a Page as detailed in People Community Wellbeing Plan 2024 -25	Key Work to Note
		<ul style="list-style-type: none"> • Page 53: Forward planning for 2025-26 includes enhanced corporate parenting accountability and the continuation of trauma-informed workforce development, anticipating the enhanced duties expected under the Bill. • Page 23: National Recognition: The Council's language shift around care experience, highlighted by its presentation to the Scottish Parliament's Education and Children's Committee, is directly cited in the Policy Memorandum of the pending Bill, evidencing local influence on national policy formation.
<p>Public Sector Equality Duty (Equality Act 2010)</p> <p>The Community Wellbeing Plan 2024–2025 demonstrates a strong commitment to the Public Sector Equality Duty (PSED) under the Equality Act 2010. The report evidences how the Council works to eliminate discrimination, advance equality of opportunity, and foster good relations across</p>	<p>All plans contribute to this act/duty. Key plans include:</p> <p>Community Justice Outcome Improvement Plan 2023-2028</p> <p>Violence Against Women and Girls Plan 2023–2026</p> <p>Community Learning and Development Plan 2024–2027</p>	<ul style="list-style-type: none"> • Page 19: PSED is a core framework informing the One Fund, One Plan, One Report approach, ensuring equality duties are embedded across strategic and operational planning. • Pages 26-27: Equality of access is evident in targeted support for girls and young women (e.g. Fit for Girls programme, VAWG strategy, MVP training) and for children with disabilities (e.g. ASN sports, co-designed extracurricular provision). These actions demonstrate steps taken to advance equality of opportunity and eliminate gender and disability related barriers. • Pages 32-34: Workforce development, vocational pathways, and targeted employability supports for care-experienced young people, parents, and those with additional support needs reflect intersectional approaches to promoting opportunity and tackling disadvantage.

Statutory / Legal Duty Fulfilled	Key Plan on a Page as detailed in People Community Wellbeing Plan 2024 -25	Key Work to Note
protected characteristics through inclusive, data-informed and rights-based service delivery. Key content includes:	Libraries Plan 2024–2027	<ul style="list-style-type: none"> • Pages 42-47: The embedding of the UNCRC and development of rights-based approaches (e.g. Youth Voice Network, pupil-led Sports Committees, children’s peer researchers) promote good relations and reduce structural inequalities, particularly for young people, care-experienced individuals, and disabled children. • Pages 40-41: Community wellbeing initiatives, including mental health supports and targeted health programmes (e.g. for BAME groups, adolescent girls, and those facing socio-economic inequality), demonstrate show a proactive approach to inclusive health equity, aligned with advancing equality of access and outcomes. • Page 48-49: The ‘Empowering Families and Communities’ strategic priority includes investment in trauma-informed services, accessible childcare, and inclusive engagement practices, supporting the duty to remove barriers and design services that meet diverse needs.
<p>Although this covers legislation, there are other policy areas (such as Housing, Employability, Mental Health, Strategic Equity Fund, Pupil Equity Fund, Whole Family Wellbeing, Equally Safe, No One Left Behind Fund) contributing to achieving the outcomes within this report.</p> <p>Clackmannanshire exceeds statutory requirements through innovative work with the Family Wellbeing Partnership who are part of the Scottish Government’s Fairer Futures Partnership and the Scottish Government All Age Childcare Early Adopter Community (through the Child Wellbeing Partnership) and continue to pioneer public service reform as endorsed through Horizons Research and the Centre for Public Impact.</p>		

Community Planning Partnerships/Key Partners

The Community Wellbeing Plan 2024-25 was approved at Council in August 2024 and contributes to Clackmannanshire's [Wellbeing Economy Local Outcome Improvement Plan 2024-34](#). The Clackmannanshire Alliance is the partnership which takes forward community planning locally in accordance with our statutory obligations under the Community Empowerment (Scotland) Act 2015. The Alliance's role is providing the strategic vision and direction for community planning as well as monitoring the implementation of the [Wellbeing Economy Local Outcomes Improvement Plan](#). Alliance membership comprises representatives of the Boards of [NHS Forth Valley](#), [Clackmannanshire Third Sector Interface](#) (CTSi), [Police Scotland](#), [Scottish Fire & Rescue Service](#), [Scottish Enterprise](#) as well as Clackmannanshire Business and Clackmannanshire Council. Representatives from respective Boards also contribute to community planning partnership groups (such as the Tackling Poverty Partnership) – the work is represented here. As well as joint planning, partners also have their own governance on specific policies and strategies. These include, for example the draft Population Health & Care Strategy for Forth Valley 2025-2035. Key areas of collaboration are detailed below (this list is not exhaustive)

Organisation	Involvement through Community Planning Partnership or multi-agency approaches	Key work to note
NHS Forth Valley	Clackmannanshire Alliance Children's Services Strategic Partnership Clackmannanshire Child Protection Committee Clackmannanshire Violence Against Women & Girls Partnership Tackling Poverty Partnership FWP/WEAll Sustainable Transport Steering Group, Family Wellbeing Partnership	<ul style="list-style-type: none"> • Page 25 - Family Wellbeing Partnership: co-delivery of parenting, perinatal mental health, and whole family support • Page 39 - Public health role in suicide prevention, mental health and addictions strategy • Page 36 – Young Parent Partnership • Page 38 – Infant Formula Referral Pathway • Page 42 – Clacks Keys
Police Scotland	Clackmannanshire Alliance Clackmannanshire Child Protection Committee	<ul style="list-style-type: none"> • Evaluation of the Family Wellbeing Partnership, Evaluation of the Family

	<p>Clackmannanshire Violence Against Women & Girls Partnership Safeguarding for Rapid Intervention (STRIVE) Tackling Poverty Partnership Family Wellbeing Partnership</p>	<p>Wellbeing Partnership in Clackmannanshire: Summary Report</p> <ul style="list-style-type: none"> • Page 26 – STRIVE early intervention model for at-risk families • Page 26 – Violence Against Women and Girls (VAWG) Partnership; Mentors in Violence Prevention (MVP) delivery in schools • Page 26 – Prevention and diversion support for care-experienced and at-risk young people • Page 42 – Clacks Keys campaign
Scottish Fire & Rescue Service	<p>Clackmannanshire Alliance Safeguarding for Rapid Intervention (STRIVE)</p>	<ul style="list-style-type: none"> • Evaluation of the Family Wellbeing Partnership, Evaluation of the Family Wellbeing Partnership in Clackmannanshire: Summary Report (including STRIVE)
Clackmannanshire and Stirling Health & Social Care Partnership	<p>Clackmannanshire Alliance Children's Services Strategic Partnership Clackmannanshire Planet Youth Coalition Clackmannanshire & Stirling Alcohol and Drugs Partnership Clackmannanshire Violence Against Women & Girls Partnership Safeguarding for Rapid Intervention (STRIVE) Tackling Poverty Partnership Family Wellbeing Partnership</p>	<ul style="list-style-type: none"> • Evaluation of the Family Wellbeing Partnership, Evaluation of the Family Wellbeing Partnership in Clackmannanshire: Summary Report (including STRIVE)

Clackmannanshire Third Sector Interface	Clackmannanshire Alliance Children's Services Strategic Partnership Clackmannanshire Violence Against Women & Girls Partnership Safeguarding for Rapid Intervention (STRIVE) Tackling Poverty Partnership Family Wellbeing Partnership	<ul style="list-style-type: none"> • Page 28 - Family Support Collaborative • Page 27-28 - Co-design and delivery of trauma-informed, inclusive services through community anchors • Page 38 - Support for local empowerment, community-led initiatives, food security and volunteering • Page 19 – Strategic role in integrated planning through Clackmannanshire Alliance and LOIP delivery • Page 38, 50: Sustainable Transport • Page 42 – Clacks Keys campaign
Third Sector Organisation(s)	Family Wellbeing Partnership Child Wellbeing Partnership FWP/WEAll Sustainable Transport Steering Group	<ul style="list-style-type: none"> • Page 20, 28 - Family Support Collaborative • Page 25 - Child Wellbeing Partnership • Page 28 - Community Connector • Page 38, 50 - Sustainable Transport • Page 42 – Clacks Keys campaign

Acknowledgments

Thank you to all who contributed to and collaborated on this report.



People Directorate Progress Report: Community Wellbeing Plan 2024/25

Key to Symbols

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

Plan Summary

	PPL CWP 245	People Directorate Business Plan 2024/25	Overall Progress		99%
Lead	Strategic Director - People		Portfolio Owners	Chief Education Officer; Chief Social Work Officer	
Outcomes	Expected Outcome	Due By	Completed	Progress	
CWP 245 100	1. Children and Young People have improved life outcomes by growing up loved, safe and respected	31-Mar-2025	17-Jul-2025	100%	
CWP 245 200	2. Empowered communities are well designed, inclusive, sustainable, resilient and safe	31-Mar-2025	18-Jul-2025	100%	
CWP 245 300	3. People of all ages successfully contribute to our communities by developing skills for learning	31-Mar-2025		95%	
CWP 245 400	4. Poverty in our communities is reduced by improving outcomes for all	31-Mar-2025	18-Jul-2025	100%	
CWP 245 500	5. People are healthy and active with improved health and wellbeing	31-Mar-2025	18-Jul-2025	100%	
CWP 245 600	6. Human Rights are respected and fulfilled by tackling inequalities across our communities	31-Mar-2025	16-Jul-2025	100%	

Outcome Summary









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

High-level Action Areas			Lead Service Area	Expected Outcome	Due By	Completed	Progress
✔	CWP 245 101	Ensure Women & Girls Feel Safe	Inclusion & Partnerships	✔	31-Mar-2025	17-Jul-2025	<div><div>100%</div></div>
✔	CWP 245 102	Review Provision for Children with Disabilities	Early Intervention	✔	31-Mar-2025	17-Jul-2025	<div><div>100%</div></div>
✔	CWP 245 103	Ensure Whole Family Support is Available	Early Intervention	✔	31-Mar-2025	17-Jul-2025	<div><div>100%</div></div>
✔	CWP 245 104	Deliver on the Promise	Permanence	✔	31-Mar-2025	17-Jul-2025	<div><div>100%</div></div>

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

High-level Action Areas			Lead Service Area	Expected Outcome	Due By	Completed	Progress
✔	CWP 245 201	Transformation Vehicle: Family Wellbeing Partnership	Inclusion & Partnerships	✔	31-Mar-2025	17-Jul-2025	<div><div>100%</div></div>
✔	CWP 245 202	Improve Use of Data	People Directorate	✔	31-Mar-2025	17-Jul-2025	<div><div>100%</div></div>
✔	CWP 245 203	Increase Collaboration	Community Learning & Development	✔	31-Mar-2025	17-Jul-2025	<div><div>100%</div></div>
✔	CWP 245 204	Develop Anti Social Behaviour Strategy	Secondary Education & Communities	✔	31-Mar-2025	16-Jul-2025	<div><div>100%</div></div>
✔	CWP 245 205	Develop Voice Strategy	People Directorate	✔	31-Mar-2025	18-Jul-2025	<div><div>100%</div></div>
✔	CWP 245 206	Improve Community Justice Outcomes	Justice Services	✔	31-Mar-2025	18-Jul-2025	<div><div>100%</div></div>

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

High-level Action Areas			Lead Service Area	Expected Outcome	Due By	Completed	Progress
	CWP 245 301	Review & Implement Learning Estate Strategy	Education; Property Services		31-Mar-2025		<div><div>80%</div></div>
	CWP 245 302	Strengthen Workforce Development	People Directorate		31-Mar-2025	18-Jul-2025	<div><div>100%</div></div>
	CWP 245 303	Ensure Self-evaluation & QA Informs Planning	People Directorate		31-Mar-2025	17-Jul-2025	<div><div>100%</div></div>
	CWP 245 304	Improve Attainment & Close Gap	Education		31-Mar-2025	18-Jul-2025	<div><div>100%</div></div>

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

High-level Action Areas		Lead Service Area	Expected Outcome	Due By	Completed	Progress
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✓	CWP 245 401	Deliver System of Childcare & Alleviate Poverty	Early Learning, Primary Education & Libraries	✓	31-Mar-2025	17-Jul-2025	100%
✓	CWP 245 402	Prioritise Cost of Living & Income Maximisation	People Directorate	✓	31-Mar-2025	18-Jul-2025	100%

✓ **5. People are healthy and active with improved health and wellbeing** Overall 100%







High-level Action Areas			Lead Service Area	Expected Outcome	Due By	Completed	Progress
✔	CWP 245 501	Ensure Mental Wellbeing Services are in Place	Educational Psychology	✔	31-Mar-2025	18-Jul-2025	100%
✔	CWP 245 502	Ensure Wellbeing Hub/Lochies Remains on Track	Sport & Leisure	✔	31-Mar-2025	18-Jul-2025	100%
✔	CWP 245 503	Increase Healthier Behaviours & Choices	Inclusion & Partnerships	✔	31-Mar-2025	18-Jul-2025	100%

✓ **6. Human Rights are respected and fulfilled by tackling inequalities across our communities** Overall 100%

High-level Action Areas			Lead Service Area	Expected Outcome	Due By	Completed	Progress
✔	CWP 245 601	Embed UNCRC Across People Directorate	Secondary Education & Communities	✔	31-Mar-2025	16-Jul-2025	100%
✔	CWP 245 602	Reduce Inequality Through Co-design	Inclusion & Partnerships	✔	31-Mar-2025	16-Jul-2025	100%
✔	CWP 245 603	Review ASL Provision	Additional Support Needs	✔	31-Mar-2025	16-Jul-2025	100%

Summary of High-level Action Areas

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

	Ensure Women & Girls Feel Safe	Ensure women and girls feel equally safe at home, in work and in the community			
Latest Update	Lead Officer	Senior Manager Inclusion & Partnerships	Due By	31-Mar-2025	Progress <div><div>100%</div></div> Expected Outcome  CWP 245 101
<p>Clackmannanshire has made significant strides in ensuring women and girls feel safe across education, community, and justice settings through a multi-agency, trauma-informed approach rooted in lived experience. Key achievements include embedding Gender-Based Violence (GBV) awareness in schools via Relationship, Sexual Health and Parenthood (RSHP) programmes, Mentors in Violence Prevention training, and workshops addressing misogyny. The Safety Mapping Action Plan and the 16 Days of Activism campaign raised community awareness, while the refreshed Violence against Women and Girls (VAWG) strategy reflects local needs and has gained ministerial recognition. The re-established Fit For Girls programme empowers young women through sport and leadership, alongside growing female participation in Active Schools and family-friendly activities. Mental health and confidence-building initiatives support youth wellbeing, complemented by enhanced justice services including specialist workers and Safe and Together training. A rapid intervention team provides crisis support to women, collectively fostering a safer, more inclusive environment for women and girls in Clackmannanshire. Justice services continue to provide a range of programmes to work with male perpetrators of domestic abuse, providing integrated support services for women and children. In addition they provide early intervention for men who are concerned about their behaviour through a non-court mandated programme.</p>					
	Review Provision for Children with Disabilities	Review provision for children with disabilities, in partnership			
Latest Update	Lead Officer	Service Manager (Early Intervention)	Due By	31-Mar-2025	Progress <div><div>100%</div></div> Expected Outcome  CWP 245 102
<p>Clackmannanshire has made significant progress in enhancing inclusivity and support for children and young people with disabilities. Sports and leisure resources have been redirected to increase engagement, expanding Additional Support Needs [ASN] sports classes and family inclusion events. A review identified a swimming gap, leading to funded sessions at Dollar Academy and multisport opportunities at Bowmar Centre. Parents co-designed a varied extracurricular programme, reaching 78% of pupils in Alva Primary's Autism Spectrum Disorder [ASD] provision. Community support includes after-school sessions, drop-ins, and childcare initiatives like Play Alloa and Wee Play Alloa, reducing isolation for families. The Educational Psychology Service adopted a relational model, increasing casework by 8.6%, and addressing complex neurodevelopmental needs such as atypical Autism Spectrum Disorder, Attention Deficit Hyperactivity Disorder, and Emotionally Based School Avoidance. The Play Roots project supports early development with a 39% return on investment. Strategically, the Children with Disabilities team is broadening providers and developing flexible commissioning, while Forth Valley's shared assessment tool promotes consistency across social work services.</p>					
	Ensure Whole Family Support is Available	Ensure place based whole family support is available at the point of need			
Latest Update	Lead Officer	Service Manager (Early Intervention)	Due By	31-Mar-2025	Progress <div><div>100%</div></div> Expected Outcome  CWP 245 103
<p>The Family Support Collaborative has provided a range of whole family supports, informed by Family Voices. The Scottish Government's evaluation of the Family Wellbeing Partnership (FWP) highlights its success in fostering an integrated, person-centred, and preventative approach to supporting families in Clackmannanshire. Key programmes like Community Around The School (CATS), STRIVE (Safeguarding Through Rapid Intervention) and the Child Wellbeing Partnership (CWP) have boosted confidence, reduced social isolation, and improved access to childcare, employment, and crisis support. Family Support services are increasingly delivered locally across towns, through flexible hubs, home visits, group programmes, and partnerships with health, education, children's services and third sector organisations. Outcomes include reduced statutory interventions, improved parental mental health, strengthened parent-child relationships, and greater youth engagement. Families describe services as "safe" and "life-changing," with high satisfaction rates. The partnership's holistic, multi-agency model continues to drive positive change, addressing diverse needs with accessible, trauma-informed support.</p>					



Deliver on the Promise

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

Latest Update	Lead Officer	Senior Manager (Permanence); Senior Manager (Secondary Education & Communities)	Due By	31-Mar-2025	Progress	<div><div>100%</div></div>	Expected Outcome		CWP 245 104
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Clackmannanshire is making significant progress in delivering The Promise, focusing on trauma-informed practice, workforce development, early intervention, and expanding support for care-experienced children and young people. Leadership has been strengthened with the appointment of a permanent Virtual Headteacher and dedicated support workers, aligning with national best practice. A comprehensive training programme has delivered over 6,500 hours of trauma-informed and resilience training across the council, with high completion rates. A new therapeutic space at Alloa Family Centre will enhance trauma-informed interventions. Intensive Family Support programmes, such as Aberlour Sustain, support families and reduce stigma, helping many remain together despite challenges. Accommodation and care pathways are expanding, including increased local residential provision and improved fostering services. Health and wellbeing initiatives address barriers to care, with active NHS engagement. Young people's inclusion is growing, alongside programmes such as RESPECT, influencing education and community support. Overall, Clackmannanshire demonstrates strong, multi-faceted progress towards better outcomes for care-experienced children and young people. Furthermore, Clackmannanshire Council and key partners are involved in a re-design of services that young people in conflict with the law access in conjunction with the Centre Youth and Criminal Justice.

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



Transformation Vehicle: Family Wellbeing Partnership

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

Latest Update	Lead Officer	Senior Manager Inclusion & Partnerships	Due By	31-Mar-2025	Progress	<div><div>100%</div></div>	Expected Outcome		CWP 245 201
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The Transformation Space was introduced in April 2025, and the Community Voice Citizens' Panel launched in May. Funding from the Community Mental Health grant will support the first phase, with a Citizens' Panel set to begin by August to guide how best to use the funds for local mental health support.



Improve Use of Data

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

Latest Update	Lead Officer	Strategic Director - People	Due By	31-Mar-2025	Progress	<div><div>100%</div></div>	Expected Outcome		CWP 245 202
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Young people outside traditional education, including those with Emotionally-Based School Avoidance (EBSA), have successfully gained SCQF Levels 3, 4, and 5 qualifications through support from the Virtual Headteacher Qualifications Group. This provision has also been extended to Clackmannanshire Active Learning Academy [CALA] young people. Clackmannanshire has achieved positive results in the School Leavers' Destination Report, with many entering Personal and Skills Development programmes tailored to their needs. The area also recorded the largest reduction in 'unconfirmed' destinations in the Skills Development Scotland report, dropping from 3.0% to 2.1%. Enhanced data collection via the Child Wellbeing Partnership's Expression of Interest form and Viewpoint tool has improved service responsiveness. Initiatives such as the Young Parent Project and the Psychology of Parenting Programme demonstrate effective impact tracking, with 75% of families noting better outcomes. Community Learning and Development (CLD) continues to provide alternative education and volunteering opportunities for young people and adults with additional support needs. Early years data guides interventions, while Forth Valley College's Widening Participation Strategy has been integrated into college planning, aiding smoother transitions and reducing early course withdrawals.



Increase Collaboration

Increase collaboration with partners and communities

Latest Update	Lead Officer	Community Learning & Development Co-ordinator; Senior Manager (Secondary Education & Communities)	Due By	31-Mar-2025	Progress	<div><div>100%</div></div>	Expected Outcome	CWP 245 203
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Clackmannanshire is enhancing mental health support through an expanding network of partnerships. The Mental Health and Wellbeing in Clacks transformation project works with organisations like Papyrus, Penumbra, and Canmore Trust to provide suicide and self-harm prevention training. Psychoeducation workshops such as Brains, Bairsns and Beyond support families on neurodiversity and other topics. Services including Kooth, Shout, Inscape Therapies, and Reachout with Arts in Mind offer targeted therapeutic help. The Clackmannanshire Planet Youth Coalition now has 34 members collaborating to support children, young people, and families. Initiatives like Sporting Memories and Feel Good Friday promote wellbeing among older adults through activity and social connection. Community-led approaches remain crucial, with improved data collection through the Child Wellbeing Partnership enabling more responsive family support. Projects such as What Matters to You [WM2U] and the Young Parent Project provide tailored engagement opportunities, while CLD offers inclusive learning and volunteering for those with additional needs. Joint efforts by the council, NHS, and third sector partners have developed specialised training on sensitive issues like violence against women and girls, boosting community confidence and resilience. These initiatives, along with enhanced monitoring and early intervention, demonstrate Clackmannanshire's comprehensive and proactive mental health approach.



Develop Anti Social Behaviour Strategy

Develop an Anti Social Behaviour Strategy informed by a comprehensive audit

Latest Update	Lead Officer	Senior Manager (Secondary Education & Communities)	Due By	31-Mar-2025	Progress	<div><div>100%</div></div>	Expected Outcome	CWP 245 204
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A comprehensive audit of antisocial behaviour in Clackmannanshire was carried out between October 2023 and March 2024, as part of a scoping exercise, to inform the development of an Antisocial Behaviour Strategy. This contributed to understanding of the antisocial behaviour problems in Clackmannanshire, as experienced by communities and local service providers. The subsequent Antisocial Behaviour Strategy (ABS) 2024-2027, was produced in partnership with stakeholders including residents, young people, community councils and partner organisations and approved by Clackmannanshire Council on 3 October 2024 and the Clackmannanshire Alliance on 13 December 2024. This work aligns with our Local Outcomes Improvement Plan (LOIP) priorities and the One Plan and involves combining areas relating to Community Safety under one Working Group which will report to the Alliance, incorporating Violence against Women & Girls, STRIVE, Alcohol & Drug Partnership and The Community Justice Partnership. Planet Youth Officers, in partnership with the Child Protection Lead Officer, have led safety mapping work and in regard to contextual safeguarding, have supported initiatives like youth drop-ins and The Hive to address antisocial behaviour and promote safe spaces. Targeted education on relationships, consent, and substance use has also been delivered to young people through the Virtual Headteacher Qualifications Group, enhancing resilience and informed decision-making.



Develop Voice Strategy

Develop an overarching Voice Strategy for Empowering Families and Communities

Latest Update	Lead Officer	Strategic Director - People	Due By	31-Mar-2025	Progress	<div><div>100%</div></div>	Expected Outcome	CWP 245 205
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Community voice and co-production are firmly embedded in Clackmannanshire's services, with initiatives like What Matters to You (WM2U), the Community Voice Panel and Family Voices Group fostering meaningful participation. Events such as The Gathering have engaged residents effectively, and match-funded projects show a commitment to shared ownership. The Child Wellbeing Partnership (CWP) uses an iterative approach to understand family needs, collaborating with the Children's Parliament through focus groups, surveys, and peer research. While this reflects a strong culture of listening and adapting services to lived experience, clarity around payment for contributors remains unresolved. Participation is also highlighted through the Local Employability Partnership, the Community Justice Partnership's Lived Experience Panel, and the Promise Delivery Group's work with Oor Clacks Voices. The Care Inspectorate has praised the inclusive, community-focused approaches of the Fostering and Adoption Service and Woodside Children's House. Training by Communities that Care across education settings promotes consistent, preventative wellbeing and safety efforts. Overall, the wide-ranging engagement across sectors is commendable, though ongoing focus on sustainability, equitable participation, and impact measurement will be essential for long-term success.

Improve Community Justice Outcomes

Improve Community Justice outcomes

Latest Update Lead Officer Senior Manager (Justice Services) Due By 31-Mar-2025 Progress

100%

 Expected Outcome  CWP 245 206

The Community Partnership continues to work collaboratively towards achieving national and local outcomes set out in the Community Justice Outcomes (CJP) Improvement Plan 2023-28, which was published in December 2024. There has been positive engagement of partners with the work of the CJP and the Short Life Working Groups and willingness to consider different approaches and think differently about how we can improve people's justice journeys. Further strengthening of partnership approaches to community justice has been developed through the whole systems approach through e.g. the Diversion Short Life Working Group - co-funding and sharing resources e.g. funding of an Addiction Recovery Worker by CJP, Housing, Justice services and Police Scotland. There have been further positive developments in relation to delivery of unpaid work including engagement with the community which has been recognised as good practice by Scottish Government, following a visit to Justice Services in June 2024. The CJP Co-Chairing arrangement continues to ensure that lived experience is embedded in CJP planning and governance and the recent establishment of the CJP Lived Experience Panel will further enhance this. Justice Services continued to develop a multi-disciplinary hub with co-location of support services including mental health, substance use and employability. The CJP continued to develop more prevention / early intervention work e.g. through Caledonian, ADP etc. Joint improvement work between Children's Services and SCRA is underway to reduce offence-based referrals, while the Council continues to strengthen multi-agency responses to domestic abuse through the Safer Together approach and is collaborating with the CYCJ to ensure young people in conflict with the law receive the right support at the right time that align with UNCRC principles. The Virtual Headteacher's 'Fire Skills' programme, delivered in partnership with Scottish Fire and Rescue and supported by multiple agencies, provided ten targeted young people with training in community safety, fire and traffic safety, and antisocial behaviour, with a strong focus on resilience and positive outcomes—four participants are now pursuing volunteering roles with emergency services.

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

Review & Implement Learning Estate Strategy

In partnership with Place Directorate, review and implement a new Learning Estate Strategy

Latest Update Lead Officer Chief Education Officer Due By 31-Mar-2025 Progress

80%

 Expected Outcome  CWP 245 301

A new Learning Estate Strategy is currently under development. It will align with planned developments, including the new Wellbeing Hub and Lochies School, both of which are scheduled for completion by summer 2027. Access to high-quality early learning and childcare (ELC) for children under two in Local Authority ELCs, has historically been limited. However, because of Child Wellbeing Partnership (CWP) funding, baby room provision is being introduced at Sauchie and Park ELCs, expanding capacity for our youngest learners. Building works are underway and remain on track for completion by end of summer 2025.

Strengthen Workforce Development

Strengthen Workforce Development and address any issues

Latest Update Lead Officer Strategic Director - People Due By 31-Mar-2025 Progress

100%

 Expected Outcome  CWP 245 302

Strong progress has been made in workforce development through targeted training, partnerships, and cross-sector collaboration, particularly in regards to safeguarding and multi-agency response to children at risk of harm. Furthermore, within Children's Services, four Newly Qualified Social Workers are completing their supported year, and the Scottish Child Interview Model (SCIM) model has delivered 100% of the Child Protection Joint Interviews. Over 1,400 hours of trauma-informed training have reached 60% of managers. In education, all Early Learning and Childcare settings have undertaken Keeping The Promise Award training, while initiatives like Play Roots have supported shared learning. Staff have also accessed training in data literacy and play pedagogy. Vocational and ASN programmes have improved post-school transitions, with most participants progressing into employment or further education. Initiatives like Career Ready and School Key Workers have supported positive destinations. Community and youth programmes, including Community Around the School [CATS] and Coach My Sport, provide qualifications and skill-building opportunities. While some areas, such as library services, face delays, plans are in place to address gaps. Overall, the workforce is becoming more skilled, responsive and inclusive.



Ensure Self-evaluation & QA Informs Planning

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

Latest Update Lead Officer Strategic Director - People Due By 31-Mar-2025 Progress

100%

 Expected Outcome CWP 245 303

Self-evaluation and robust quality assurance are central to continuous improvement in Children's Services, with all registered services inspected in the past year. The Quality Assurance (QA) Team supports audits focused on vulnerable children's outcomes, informing strategic planning. A multi-agency approach is embedded through the Child Protection Committee's QA and Performance Management Group, which led a February 2024 audit shaping improvement priorities. The next audit in October 2025 will focus on pre-birth support. Children and families' voices, gathered via Our Clacks Voices and consultations, shape service development. Regular multi-agency reviews ensure feedback informs planning and professional growth. The Family Wellbeing Partnership is continuously evaluated through Scottish Government oversight and reports linked to workforce development priorities. Library and Justice Services have undergone restructuring and self-evaluation, with ongoing impact assessments planned. Education embeds evaluative strategies and peer reviews, showing measurable pupil progress. Partnerships and new QA tools further support targeted development. Overall, a comprehensive, collaborative QA approach drives evidence-based improvements across Children's Services. Justice services completed a self-evaluation of all aspects of service delivery in relation to Community Sentencing which was submitted to The Care Inspectorate using their Community Justice Self-Evaluation Framework.



Improve Attainment & Close Gap

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

Latest Update Lead Officer Chief Education Officer Due By 31-Mar-2025 Progress

100%

 Expected Outcome CWP 245 304

Clackmannanshire has made significant progress in improving attainment while focusing on closing the attainment gap through targeted interventions and partnerships. The Columba 1400 Values Based Leadership programme and volunteering initiatives have enhanced school engagement and attendance. The Virtual Headteacher Qualifications Group supports young people outside mainstream education to achieve SQA qualifications. Early literacy is bolstered by the Library Service's programmes and the Child Wellbeing Partnership's work on early access to learning. Play Roots uses data-driven support to improve attendance and wellbeing. Intensive early intervention has helped 203 children, mainly from deprived areas, make notable literacy and numeracy gains. Trauma-informed approaches and enhanced data use improve support for vulnerable learners. Professional learning in literacy and inclusive practice strengthens teaching. Alternative pathways like Forth Valley College's transitions pilot and MCR Pathways mentoring support post-school success, especially for care-experienced youth. Overall, Clackmannanshire's strategic, data-informed efforts are closing the attainment gap and promoting equitable outcomes.

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



Deliver System of Childcare & Alleviate Poverty

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

Latest Update Lead Officer Improving Outcomes Team Leader Due By 31-Mar-2025 Progress

100%

 Expected Outcome CWP 245 401

The 2024/25 expansion means nearly all Clackmannanshire communities now access school-age and pre-five childcare. CWP has broadened its reach from Alloa South & East to include Clackmannan, Sauchie, Tillicoultry, Alva, Menstrie, Fishcross and Tullibody. Sport & Leisure have launched a weekday breakfast club at Clackmannan, Deerpark and Tillicoultry, and after-school sports twice weekly at all six schools. The Expression Of Interest (EOI) form efficiently triages referrals to ensure tailored support. Since November 2022, CWP has helped around 514 children and 373 families. Through a Street Soccer partnership, One Stop Support Shops assist those not in education, training or employment. Surveys report: parents in full-time employment rose by 7%, 17% saw higher household incomes, 36% feel financially better, 75% report stable or improved wellbeing, 45% feel more supported and 67% noted improved child wellbeing. Play Roots supports 30 families, offering food or energy crisis aid and benefit maximisation. The Childcare Pathway enabled five unpaid placements and six six-month paid roles, with further training, volunteering and job applications underway.



Prioritise Cost of Living & Income Maximisation

Cost of living and income maximisation opportunities are prioritised

Latest Update	Lead Officer	Strategic Director - People	Due By	31-Mar-2025	Progress	<div><div>100%</div></div>	Expected Outcome		CWP 245 402
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One Stop Support Sessions (OSSS) have been piloted in schools, community centres, hubs and via Alloa Athletic/Street Soccer, supporting 52 families with benefits, crisis payments, employability and health/family advice. Pre-loved school shops provided clothing, hygiene items and stationery; 150 items issued in one term at a single school. CATS cooking sessions have served weekly meals (14–20 adults) for four years, including during Easter. All families offered income-maximisation checks via CWP, with DWP and CAB referrals for child-care and financial support. As a result, 17% of parents report higher annual income; 36% better financial management. During Challenge Poverty Week, 63 funded toddler group places were provided, plus snacks and recipe cards. The Young Parent Project has supported 23 parents, securing £61,188 since Sept 2024 (£13,057 Jan–Mar 2025). CAB aided 2,423 individuals, gaining £2.77 m; Clacks CAB's child poverty referrals (68) gained £7,955. Clacks Works money advice helped 91 participants, yielding £31,247. Social Security Scotland delivered millions in payments across several benefits. Paid placements with NHS and ring-fenced job opportunities have boosted employability—638 participants, 191 into employment, 167 qualified, 46 into FE/HE.

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



Ensure Mental Wellbeing Services are in Place

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

Latest Update	Lead Officer	Principal Educational Psychologist	Due By	31-Mar-2025	Progress	<div><div>100%</div></div>	Expected Outcome		CWP 245 501
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The People Directorate employs a strategic, multi-layered approach to mental wellbeing across all ages. Key partnerships like the 34 member Planet Youth Coalition use data (e.g. September 2025 survey) to shape interventions. Youth-led campaigns such as the NSPCC backed "Clacks Keys" (launching June 2025) and CWP training have boosted children's wellbeing: 69% of parents report improvements. Adult support includes CLD's crochet group (85% wellbeing boost) and GET SET Girls. A robust support pathway, from early intervention to crisis (Text Clacks) has coincided with Clackmannanshire dropping from Scotland's second highest youth suicide rate in 2018/19 to the lowest in 2022/23. Digital platforms like Kooth and Qwell effectively reach marginalised and BAME communities; economic analysis shows Kooth delivers £2.56–£3.16 in savings per £1 spent. Inspections rate mental health support in fostering, adoption and residential services as "good" or "very good," reflecting strong outcomes and costeffective impact. The Community Justice Partnership continues to work collaboratively to develop mental health support services for people who are involved in the justice system.



Ensure Wellbeing Hub/Lochies Remains on Track

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

Latest Update	Lead Officer	Senior Manager (Sport & Leisure)	Due By	31-Mar-2025	Progress	<div><div>100%</div></div>	Expected Outcome		CWP 245 502
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Strong leadership and strategic oversight in delivering the Wellbeing Hub and Lochies School project continues to be demonstrated by the Project Board and Project Team. The development remains on schedule for completion in late summer 2027. Despite earlier challenges around cost, design and planning conditions, the project is progressing within budget. Key milestones ahead include submission of the Stage 2 report by end-June 2025, reaching financial close and contract signing in August 2025, with the main construction programme set to start in September 2025 and run for 105 weeks. Enabling works commenced on site in July to ready the site for construction. Community engagement is firmly embedded in the project: early work placements and schools' involvement have begun, with a co-design group, involving local clubs and organisations and people with lived experience, to be re-established once construction starts. The Council's effective project management ensures operational milestones and community benefits are well aligned.



Increase Healthier Behaviours & Choices

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

Latest Update	Lead Officer	Senior Manager Inclusion & Partnerships	Due By	31-Mar-2025	Progress	100%	Expected Outcome	✓	CWP 245 503
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The People Directorate has made notable strides in promoting healthier, positive behaviours for children, young people, and families, especially where inequality is most acute: Community Around the School (CATS) initiatives reinforce community engagement via school events and adult learning, supporting wellbeing, skills, and qualifications. Child Wellbeing Partnership & Active Schools deliver food support and physical activities. Nearly half of parents report improved healthy eating, two-thirds increased physical activity/social interaction, and breakfast/after-school programmes now reach 162 pupils from 114 families—40% of whom were previously inactive in extracurricular sport. Youth wellbeing & parenting interventions through Planet Youth Coalition and the Young Parent Project empower vulnerable families and shape service priorities. Library & inter-generational schemes like 'Feel Good Friday' and 'Sporting Memories' are engaging older adults, reducing loneliness and boosting activity. Outdoor learning across ELCs, academies and youth groups supports physical health and confidence, especially for care-experienced and young carers. Adult mental health via THRIVE To Keep Well has driven universal improvements in self-esteem, confidence, emotional wellbeing, and progression into education, volunteering or employment. Overall, a preventative, whole-system approach is yielding clear behavioural and wellbeing outcomes across Clackmannanshire.

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

✓	Embed UNCRC Across People Directorate	Embed UNCRC (Scotland) Act across all services within the People Directorate							
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Latest Update	Lead Officer	Senior Manager (Secondary Education & Communities)	Due By	31-Mar-2025	Progress	100%	Expected Outcome	✓	CWP 245 601
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The UNCRC (United Nations Convention on the Rights of the Child) is embedded through multiple initiatives and structures. There is an ongoing focus across all Directorates on UNCRC principles, supported by an internal working group. UNCRC "How Ready Are You" audits have been completed across service areas, with high-level reports shared to develop targeted action plans. Procedures are being established to ensure consistent Council engagement with children and young people, including reporting aligned with the Scottish Government timeline for March 2026. Children and young people have continuous opportunities to consult with decision makers on important issues, such as the 2025-26 Budget Consultation and the 'Bairns Hoose' scoping paper. Briefings to governance bodies, including the Children and Young Person's Board reinforce this engagement. Youth Participation is strengthened through the Active Schools programme, where pupil-led Sports Committees in all primary schools ensure young people's voices guide sports and physical activity planning. UNCRC principles are woven into Planet Youth's prevention work, focusing on reducing youth involvement in unhealthy behaviours and promoting healthy communities. Rights Respecting Schools (RRS) status actively supports embedding UNCRC principles in educational establishments, with six additional schools attaining RRS status since January 2025, totalling 16 schools. Community Learning and Development team support young people as MSYPs and promote active youth participation. Across the Directorate, a systematic, rights-informed framework ensures decision-making, policy and practice are shaped by children's rights, reflecting a truly comprehensive, rights-based approach.



Reduce Inequality Through Co-design

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

Latest Update Lead Officer Senior Manager Inclusion & Partnerships Due By 31-Mar-2025 Progress

100%

 Expected Outcome CWP 245 602

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



Review ASL Provision

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

Latest Update Lead Officer Additional Support Needs Team Leader; Senior Manager (Secondary Education & Communities) Due By 31-Mar-2025 Progress

100%

 Expected Outcome CWP 245 603

Enhanced referrals and resource allocation: The Internal Resource Group's revised referral process fosters better local moderation, professional dialogue and targeted deployment of resources. **Bespoke professional learning:** The ASL CLPL Framework has delivered over 80 tailored training sessions this year, including a prominent "Nurturing Positive Relationships" conference. Upcoming GIRFEC training and third-sector partnerships, such as My Rights My Say, further reinforce staff capabilities. **Inclusive sport and leisure pathways:** There has been growth in ASN-focused sports, events and swimming, with participatory budgeting enabling parents and carers to shape extracurricular provision—leading to high ASN pupil engagement. **Psychological and therapeutic support:** The Educational Psychology Service now offers timely, cluster-based support, with early intervention through Play Roots and Intensive Therapeutic Services, gaining strong school and family endorsement. **Employability and family-centred resources:** Enhanced one-to-one support and resources such as sensory and self-regulation tools are aiding qualifications, work experience, smoother school transitions and enriched home environments. Overall, the authority's inclusive, partnership-driven, training-rich strategies reflect a dynamic, responsive ASN system.

