

Communities and Neighbourhoods Service Annual Service Report 2026

Introduction

This report reflects the performance of Communities and Neighbourhoods Service for 2025/26. It covers the period April 2025 to March 2026, highlighting our delivery, progress, change and improvement plans for 2026/27.

We have considered our performance in relation to the council’s policy priorities set out in the Plan for Fife; key indicators; financial and workforce pressures and how we compare in relation to other similar services in other Scottish councils, through the Local Government Benchmarking Framework.

Individual service indicators and results are published online in advance of this annual review to facilitate scrutiny and feedback.

These are available at www.fife.gov.uk/councilperformance

Contact information

For further information or discussion please contact:

Paul Vaughan

Head of Communities and Neighbourhoods Service

paul.vaughan@fife.gov.uk

Contents

Introduction	2
Service overview	3
Demand & delivery overview.....	4
Our people	7
Our budget.....	9
Our risks.....	10
Performance assessment – Priorities & Progress	11
Performance assessment – Operational delivery.....	17
Our year ahead	19
Reference links	20
Appendix 1 – Key indicators.....	21

Service overview

Communities and Neighbourhoods Service mission and vision is working with communities to achieve their potential to:

- Reduce poverty through prevention and better poverty mitigation.
- Improve health and well-being through participation.
- Enable citizens to improve the places where they live
- Improving life chances for all through learning, personal development and active citizenship
- Stronger more resilient, supportive, influential communities

The key role of the Communities & Neighbourhoods Service is to deliver:

- People and Place Leadership.
- Integrated community services.
- Community learning and development.
- Anti-poverty and local community planning.
- Projects and programmes and the development of community assets.
- Physical activity, sport, golf, culture, leisure, countryside and greenspace with the council's Trusts and local communities.
- Area regeneration and development.
- Emergency resilience.
- Events co-ordination and management.

The service teams are allocated between the seven Area Teams based on the Committee structure and two Fife Wide teams.

The seven Area Teams cover the following functions:

- Community Learning & Development
- Community Management
- Local Community Planning
- Local Anti-Poverty

The Strategy and Commissioning Team covers:

- Community Use (Halls, Centres and Community Use Schools)
- Lochore Meadows Country Park
- Community Development Support
- Active Communities (Physical Activity, Sports Development and Outdoor Education)
- Community Projects (Capital Projects, Parks Development, Allotments and Community Growing, and Access)
- Sponsor service for Fife Sport and Leisure Trust, Fife Culture Trust, Fife Golf Trust and Fife Coast and Countryside Trust

The second Fife-wide team covers Resilience and Events.

Demand & delivery overview

Communities and Neighbourhoods Service continued to deliver a broad range of community-based services during 2025/26, supporting individuals, communities and partners across Fife through community learning and development, anti-poverty activity, community capacity building, participation, regeneration, community use, physical activity and sport, resilience and events. The service operated within a context of sustained demand for community support, increasing focus on prevention and poverty mitigation, growing expectations around community influence in local decision-making, and ongoing demand for community assets, facilities and place-based investment.

The summary below highlights the key areas of demand and delivery pressure affecting service performance, resilience and future improvement priorities. Full key indicators in Appendix One with additional information referred in the CLD Progress Report included as a Reference Link.



Community Capacity and Resilience

Demand Highlights

- Community organisations and residents were supported to influence local priorities through participatory budgeting, the new City Assembly at Dunfermline and wider community-engagement activity.
- 242 community groups received capacity-building support with 178 adults and 29 young volunteers involved in CLD activity.
- Community Use created nine new volunteering opportunities and delivered 14 new social opportunities with communities.
- 355 constituted clubs and groups were supported through Community Use Schools, Fife Cycle Park and the Lomond Centre.
- The Resilience and Events Team supported 22 incidents and 493 events across Fife

Delivery Pressures

- Sustaining community organisations, volunteering and community leadership capacity.
- Supporting groups facing increasing governance, capacity and funding challenges.
- Balancing emergency response requirements with preparedness resilience activity

Demand & delivery overview



Poverty Prevention and Financial Resilience

Demand Highlights

- Community Job Clubs recorded 5,931 attendances, which included 752 Job Club attendees from the 20% most deprived communities.
- Welfare Support Services engaged with 3,761 individuals, including 1,029 callers.
- Continued delivery of Cash First, WRAP, Rural Poverty Plan, and the integrated community support approaches.

Delivery Pressures

- Responding to sustained cost-of-living pressures and increasingly complex needs.
- Balancing crisis support with prevention and longer-term financial resilience.



Health and Wellbeing through Participation

Demand Highlights

- Community Use facilities recorded 1.7 million attendances.
- Participation across Fife's wider community estate increased by 6.4% to over 4 million attendances.
- Community Use Schools recorded 920,000 users, an increase of more than 50,000.
- Bums Off Seats delivered 1,000 walks, supporting around 300 participants each week through 60 volunteer walk leaders contributing 6,000 volunteer hours.
- 1,747 young people participated in Outdoor Education programmes.

Delivery Pressures

- Maintaining affordable and inclusive opportunities for participation.
- Ensuring long-term sustainability of facilities and community assets.
- Targeting provision towards communities experiencing the greatest inequalities.

Demand & delivery overview



Improving Places

Demand Highlights

- Continued community involvement in Local Place Plans and, regeneration activity.
- 2,402 people remained on allotment waiting lists with 1,565 active plot holders.
- More than 150 projects were delivered through the wider capital programme.

Delivery Pressures

- Delivering community priorities within available resources.
- Sustaining community-led projects and assets.
- Meeting demand for allotments, environmental improvements and place-based investment.



Improving Life Chances

Demand Highlights

- More than 4,500 adults participated in learning opportunities.
- 4,624 children and young people engaged in youth work programmes.
- 3,521 people participated in family learning activity.
- 49 learners achieved vocational qualifications through Community Use venues.

Delivery Pressures

- Responding to increasingly complex learner needs.
- Reducing inequalities in learning, skills and employability.
- Strengthening progression pathways and demonstrating longer-term outcomes.

Our people

Workforce Profile, including headcount

- 576 headcount, 381.46 FTE. Represents 3.13% of Fife Council's headcount.
- 39.4% are full time, 91% permanent and 64.9% female.

Workforce age

- Average workforce age is 49, slightly higher than 48.6 in 2024/5. This is above the Fife Council average age of 44.8.
- Average age of leavers is 44.6 and new starts 35.7.
- 5.21% of the workforce is aged 24 and under, compared to 6.01% in 2024/5.

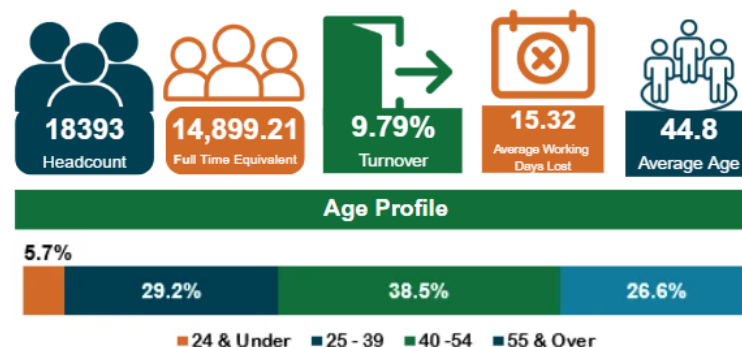
Workforce Turnover

- Turnover rate is 9.03%, higher than 7.90% in 2024/25.
- 38.46% of leavers were aged 55 and over. The top reported leaver reason was other employment.

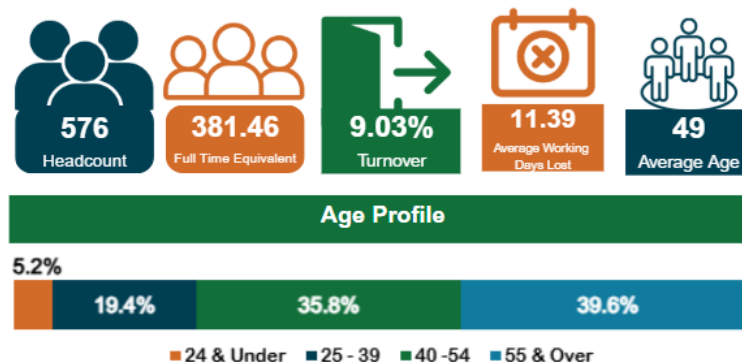
Working days lost (WDL) per FTE

- Average WDL to sickness absence was 11.39, this is higher than 9.10 in 2024/25.
- Short term absences account for 2.27 working days lost and 8.67 for longer term absences (over 28 calendar days)

Fife Council Workforce 2025/26



Communities & Neighbourhoods 2025/26



Our People

People Plan Priorities

- **Strengthen workforce planning maturity** by establishing a framework for ongoing monitoring of the dashboard, integrating Insights Action Plan and Heartbeat Survey findings, and engaging staff and leadership in ongoing review.
 - **Build a resilient, future-ready workforce** through demographic analysis, skills gap assessment, clear development pathways, and initiatives that attract and retain young talent.
 - **Enhance capacity and flexibility** by reviewing workload distribution, modernising ways of working, and leveraging technology to reduce pressure and improve service delivery.
 - **Embed continuous development and engagement** by ensuring regular 1:1s focus on learning needs and by involving staff meaningfully in sharing workforce priorities.
- short-term absences (under 28 calendar days) accounting for 4.12 days.
 - Communities and Neighbourhoods Services average WDL in 2025/26 was 11.39, with long-term absences accounting for 8.67 days and short-term absences accounting for 2.27 days.
 - Managers and supervisors ensure that appropriate support mechanisms are in place and that staff feel supported with early interventions of occupational health assessments and referrals to Time for Talking and Physiotherapy if required.

Key Points

- Average working days lost per FTE (WDL) due to sickness absence in Fife Council during 2025/26 was 15.32 days, with

Our budget

Business Area	Budget 25/26 £m	Provisional Outturn 25/26 £m	Variance 25/26 £m
Communities & Neighbourhoods	61.506	60.998	(0.508)
Total Net Expenditure	61.506	60.998	(0.508)
	Budget 25/26 £m	Provisional Expenditure / (Income) 25/26 £m	Variance Overspend/ (Underspend) 25/26 £m
Staff Costs	23.495	23.779	0.283
Property Costs	7.461	7.736	0.275
Transport Costs	0.227	0.252	0.026
Supplies and Services	11.047	10.384	(0.663)
Third Party Payments	24.659	24.619	(0.040)
Transfer Payments	0.276	0.303	0.026
Support Services Charges	0.011	0.142	0.131
Total Expenditure	67.177	67.215	0.039
Internal Income	(1.841)	(1.886)	(0.044)
External Income	(3.830)	(4.332)	(0.502)
Total Income	(5.671)	(6.217)	(0.546)
Net Expenditure	61.506	60.998	(0.508)

Key points

The Customer and Neighbourhoods Services budget for 2025/26 was set at £61.506m, with a provisional outturn of £60.998m resulting in an underspend of £0.508m. The variance reflects on effective financial managements and operational efficiencies, despite the ongoing demands on service delivery.

Expenditure:

Staff costs (£23.495m +£0.283m) – slight overspend due to operational demand and staff absences

Property Costs (£7.461m, variance +£0.275m)

Transport Costs (£0.227m, variance +£0.026m)

Supplies & Services (£11.047m, variance -£0.663m) - The underspends in Local Area budgets are due to less than anticipated funding needed.

Third Party Payments (£24.659, variance -£0.040)

Transfer Payments (£0.276m, variance +£0.026)

Support Services Charges (£0.011, variance +£0.131)

Income:

Internal income to offset costs of the WW1 War Memorial restoration project

External income increased by £0.502m.

Net Expenditure:

The overall net expenditure of £60.998m represents a positive variance against budget.

Our risks

Key corporate and service-specific risks affecting delivery are actively tracked and managed, with control measures in place. The table below highlights current service-specific risk and ongoing mitigation actions to minimise risk impact. These are mainly ongoing risks supported by established controls, with targeted mitigating actions monitored and reported throughout the year.

Risk	Mitigation
Failure to deliver the Local Community Plan	<ul style="list-style-type: none"> Adoption of the national standards of community engagement. Applying for external funding where possible.
Failure in project management of community assets	<ul style="list-style-type: none"> Adoption of project management frameworks with robust client, public and funder management. Cohesive funding strategy for external funding, maximising resources to take bids to funding partners. Effective partnership working to plan programming for community asset transfer, demolition, sale and development of land.

Risk	Mitigation
Failure to deliver active communities services	<ul style="list-style-type: none"> Working group with partners to collectively reduce inactivity and address public health challenges, social value engine to track impact against social outcomes, actively promoting inclusive practice.
Health and safety	<ul style="list-style-type: none"> Robust health and safety governance, clear roles and procedures, regular risk assessments, staff training, wellbeing support.
Failure to deliver integrated services and meet community needs	<ul style="list-style-type: none"> Scrutiny by committee, use of external funding, ongoing liaison with community and responding to elected member feedback

Performance assessment – Priorities & Progress

Introduction - service delivery context and challenges

The ongoing impact of the cost of living crisis continues to place significant pressure on individuals, families and communities across Fife, particularly those already experiencing disadvantage. Demand for support remains high and many people require more intensive and co-ordinated support across poverty prevention, employability, health and wellbeing, learning and community resilience.

Communities and Neighbourhoods Services continue to support the Council's ambition to shift from managing crisis towards prevention. Through community learning and development, welfare support, physical activity, community development, placemaking and resilience activity, the service works with communities to improve wellbeing, reduce inequalities, strengthen resilience and increase community influence in local decision-making.

Communities are playing an increasingly important role in shaping local priorities through Local Place Plans, regeneration activity, volunteering and community-led initiatives. At the same time, the service continues to support learning, employability, personal development and active citizenship, helping residents improve their life chances and supporting stronger and more resilient communities.

To respond to these challenges and opportunities, the service has focused on a number of key priorities that support delivery of the

Plan for Fife and improve outcomes for individuals, communities and places across Fife.

Priorities & progress

Communities and Neighbourhoods Services continue to operate within a challenging environment characterised by increasing demand, growing complexity of need, widening inequalities and continued financial pressures. At the same time, expectations continue to grow around prevention, community wellbeing, participation and community influence in local decision-making.

Building on previous improvement activity and reflecting changing community needs, the service has focused on five key priority areas during 2025/26:

- Stronger, more resilient and influential communities
- Reducing poverty through prevention and mitigation
- Improving health and wellbeing through participation
- Citizens improving the places where they live
- Improving life chances through learning, personal development and active citizenship

The following sections outline progress made during 2025/26 against each priority and highlight the contribution made towards improving outcomes for individuals, communities and places across Fife.

Performance assessment – Priorities & Progress

Priority 1 Stronger, more resilient, supporting, influential communities

We recognised that for communities to be stronger and more resilient, they needed to be empowered to take collective action. There needed to be a process of strengthening skills, resources, relationships, and structures within a community so that it can effectively identify and address its own challenges, adapt to change, and thrive over time

Progress

Communities across Fife continued to strengthen their capacity, resilience and influence through community development, volunteering, partnership working and participation in local decision-making. Community organisations received governance and development support, while residents played an increasingly active role in shaping local priorities through participatory budgeting, citizen assemblies and wider engagement activity. Community-led

initiatives and partnership approaches strengthened local leadership, community networks and community ownership across Fife.

Examples of this included Abbeyview Decides, the Dunfermline New City Assembly, the Kirkcaldy Participatory Budgeting Programme and the Rural Voice Panel, all of which increased opportunities for communities to influence decisions affecting their local areas. Increased volunteering and community-led activity also supported stronger local participation and resilience.

The Resilience and Events Team continued to strengthen community resilience through emergency preparedness activity and support to incident response, including 22 incidents during the year. Household preparedness activity delivered in partnership with the Glenrothes Welfare Support Team helped increase awareness of emergency resilience within communities.

The team also supported the safe delivery of 493 events across Fife, maintaining opportunities for community participation, celebration and social connection. Community-led events ranged from local galas and sporting events to larger festivals and celebrations, including several new events that demonstrated the continuing strength and capacity of communities to deliver local activity.

Together, these activities strengthened community capacity, increased participation and influence, supported volunteer development and enhanced the resilience of communities across Fife.

Performance assessment – Priorities & Progress

Priority 2 Reducing poverty through prevention and mitigation

We know that poverty is increasing across Fife. Reducing poverty through prevention and mitigation offers significant long-term benefits, not just for individuals, but for entire communities:

- Early intervention helps individuals and families avoid falling into long-term disadvantage
- Preventing poverty lowers pressure on health, social care, and justice systems
- Children growing up in stable environments have better educational, health, and employment outcomes. Community Learning and Development (CLD) plays a key role in addressing poverty and its causes, through empowering both individuals and communities in Fife.

Progress

Reducing poverty continued to be a key priority for Communities and Neighbourhoods Services during 2025/26. Demand for welfare support, financial inclusion and employability activity remained significant, with Welfare Support Services engaging with 3,761 individuals, including 1,029 callers accessing support, while

Community Job Clubs recorded 5,931 attendances. Support continued to reach residents experiencing the greatest disadvantage, with 752 Job Club attendees coming from communities within the 20% most deprived areas.

Through integrated welfare support, financial inclusion services, community food initiatives and partnership working, residents were supported to improve their financial resilience and access essential services. The Rural Poverty Plan in North East Fife, WRAP in Levenmouth, the integrated support model in Kirkcaldy and Cash First approaches across Fife demonstrated the value of coordinated, dignity-based support tailored to local needs.

Partnership approaches connected residents with welfare advice, financial inclusion, community food provision, learning, employability and wider community support, helping individuals and families address immediate financial pressures while building longer-term resilience. Welfare interventions delivered significant financial gains for residents and created pathways into further support, learning and employability opportunities.

The continued focus on prevention, early intervention and integrated support ensured residents were able to access the right help at the right time, reducing the impact of poverty and supporting improved outcomes for individuals, families and communities across Fife.

Performance assessment – Priorities & Progress

Priority 3 Improved health and wellbeing through participation

Individuals or families in poverty and/or are socially isolated/risk of isolation are factors that impact people's health and mental wellbeing. Having easily accessible places for individuals and families to attend mitigates the impact on our communities.

Progress

Participation remained central to improving health and wellbeing outcomes across Fife during 2025/26. Community learning, volunteering, physical activity, social prescribing and wellbeing programmes helped reduce isolation, strengthen social connections and improve confidence and resilience.

Community Use facilities recorded 1.7 million attendances, while participation across the wider community estate increased by 6.4%, with more than 4 million attendances recorded across sports centres, swimming pools, community spaces, halls and pitches. Community Use Schools also recorded 920,000 users, an increase of more than 50,000 on the previous year.

Targeted programmes continued to support people experiencing isolation, poverty and inequality to build confidence, resilience and stronger social connections. Initiatives including Many Good Men, Women of the World, Family Food and Fun, Warm Spaces and Community Connections delivered positive wellbeing outcomes for individuals and communities.

Physical activity programmes continued to expand, with Bums Off Seats delivering 1,000 walks supported by 60 volunteer walk leaders contributing 6,000 volunteer hours and engaging around 300 participants each week. Partnership working with health, education and community organisations also increased opportunities for walking, strength and balance activity and wider wellbeing support.

Outdoor Education engaged 1,747 young people through the summer programme and expanded inclusive cycling opportunities through strengthened partnership working and specialist provision. Recovery Through the Outdoors became fully embedded as a core programme, supporting recovery and wellbeing through nature-based experiences.

Improvements at Lochore Meadows Country Park further enhanced opportunities for recreation, active travel and community participation, while major events and outdoor activities encouraged residents and visitors to lead more active lifestyles.

Together, these activities strengthened the contribution of community-based participation to prevention, early intervention and reducing health inequalities across Fife.

Performance assessment – Priorities & Progress

Priority 4 Citizens improving the places where they live

When citizens actively work to improve the places where they live—whether through volunteering, local planning, environmental stewardship, or community organising—it brings a wide range of benefits that strengthen both individual wellbeing and collective resilience.

Progress

Communities continued to play a leading role in shaping and improving local places through regeneration, place planning, environmental activity and partnership working. Across Fife, residents increasingly influenced local priorities, improved community assets and contributed to projects that enhanced neighbourhoods, facilities and public spaces. Local Place Plans, community growing initiatives and regeneration activity strengthened community ownership, participation and stewardship of local places, including 12 Local Place Plans registered in North East Fife.

Community-led projects such as Kennoway Pump Track, Growing Kirkcaldy and Burntisland Links Splash Pad, alongside wider community development activity in Glenrothes and community-led

planning initiatives across North East Fife and Dunfermline, demonstrated how communities are increasingly shaping investment priorities and delivering improvements that respond to local needs. Community participation in shaping local services also increased through the establishment of 17 Community Use advisory groups.

Demand for allotments and community growing remained high, with 2,402 people on waiting lists and 1,565 active plot holders. Provision expanded through new and extended sites in Lochgelly, Aberdour, Anstruther and Cupar, creating further opportunities for food growing, community participation and environmental improvement. Community growing and environmental initiatives also contributed to wider sustainability ambitions, supported by 142 climate pledges adopted across Community Use venues.

Significant investment in community infrastructure, leisure and outdoor recreation continued throughout the year. This included 15 completed play park projects, five synthetic turf pitch replacements, visitor infrastructure improvements at Lochore Meadows and Dysart Harbour, river restoration work and major community assets including Templehall Community Hub, Silverburn Flax Mill, Glenrothes Golf Club Hub and Depot. The wider capital portfolio comprised more than 150 projects, delivering long-term community benefit and enhancing places across Fife.

This activity strengthened community influence, supported environmental improvements, enhanced local infrastructure and increased opportunities for residents to shape, use and enjoy the places where they live.

Performance assessment – Priorities & Progress

Priority 5 Improving life chances for all through learning, personal development and active citizenship

We know that inequalities in Fife persist and are widening. Improving life chances for all through learning, personal development, and active citizenship creates a foundation for healthier, more resilient, and inclusive communities.

Progress

Learning and development opportunities continued to improve life chances for residents across Fife during 2025/26. Demand remained strong for learning, skills development and employability support, with more than 4,500 adults participating in learning opportunities and 4,624 children and young people engaging in youth work activity. A further 3,521 children and young people participated in family learning programmes, supporting positive outcomes for individuals and families.

Community Learning and Development services supported progression through adult learning, family learning, youth work, digital inclusion, employability and accredited learning programmes. Initiatives including Step In, the Glenrothes Cooking Academy, the Employability Academy and school-based participation programmes helped learners build confidence, develop skills and progress into further learning, volunteering and employment.

Accredited learning continued to play an important role in supporting progression and improving life chances. During the year, 460 adults and 293 young people achieved accredited awards, while 49 learners gained vocational qualifications through Community Use venues. Adult Basic Education, Community Based Adult Learning and ESOL programmes also continued to support residents to develop skills, confidence and resilience.

Community Learning and Development activity contributed to wider priorities relating to employability, digital inclusion, poverty reduction and active citizenship. Peer Review evidence highlighted improvements in confidence, communication, resilience and engagement with learning, demonstrating the positive impact of learning and personal development opportunities on individuals, families and communities across Fife.

Performance assessment – Operational delivery

Overview of progress

All results against key indicators can be found in Appendix 1 and online at www.fife.gov.uk/councilperformance to facilitate feedback and scrutiny.

Progress

The Communities and Neighbourhoods Service continued to deliver strong performance across its five priority areas during 2025/26, supporting communities, improving wellbeing, reducing poverty, enhancing local places and creating opportunities for learning and development. Demand remained high across most service areas, with significant activity delivered through community capacity **building, welfare support, participation programmes, regeneration initiatives and learning opportunities.**

Communities played an increasingly active role in shaping local priorities through engagement, Local Place Plans and regeneration activity, while resilience and events support continued to strengthen communities across Fife.

Integrated welfare, financial inclusion and employability support helped residents manage financial pressures and build longer-term resilience, supported through partnership-based **approaches and targeted activity in areas experiencing the greatest disadvantage.**

Participation in community learning, physical activity and wellbeing programmes continued to grow, helping reduce isolation, strengthen social connections and improve health and wellbeing outcomes.

Investment in local infrastructure, community assets, regeneration and community growing opportunities supported residents to improve the places where they live, while learning and development programmes continued to help people build **skills, confidence and pathways into further learning, volunteering and employment.**

Challenges

Increasing complexity of need and widening inequalities

Communities and individuals across Fife continue to experience increasingly complex and interconnected challenges relating to poverty, health and wellbeing, employability, learning and social isolation. Persistent and widening inequalities are driving demand for more intensive, tailored support across welfare, participation, community development and learning services, whilst ensuring that opportunities continue to reach those experiencing the greatest disadvantage.

Accessibility and fit-for-purpose community assets

Maintaining accessible, affordable and fit-for-purpose community assets remains a significant challenge. Demand for community facilities, outdoor recreation, allotments, community growing opportunities and local infrastructure continues to grow, requiring ongoing investment to ensure assets remain sustainable, inclusive and responsive to changing community needs and expectations.

Performance assessment – Operational delivery

Sustained demand and community capacity

Demand remains high across community support, welfare services, participation programmes, learning opportunities and regeneration activity. At the same time, maintaining volunteer capacity, supporting community-led organisations and strengthening community leadership and succession planning are increasingly important to ensuring long-term sustainability.

Balancing prevention and immediate need

The service continues to balance responding to immediate pressures, particularly in relation to poverty, wellbeing and community resilience, while strengthening prevention and early intervention approaches that improve long-term outcomes and reduce future demand.

Demonstrating long-term impact

While activity levels remain strong across all priorities, there is an ongoing need to strengthen outcome measurement and demonstrate the longer-term impact of community capacity building, participation, poverty prevention, placemaking and learning activity on individuals, communities and public service

Areas for Improvement

Addressing complex needs and reducing inequalities

Strengthen prevention and early intervention approaches across communities, ensuring support is targeted towards those experiencing the greatest inequality and disadvantage. Improve

integration between learning, employability, health, wellbeing, anti-poverty and community services to provide more seamless and person-centred support.

Improving accessibility and sustainability of community assets

Continue to invest in accessible, affordable and fit-for-purpose community assets, facilities and outdoor spaces. Ensure Local Place Plans and community priorities are translated into deliverable investment and regeneration programmes that maximise community benefit and respond to changing needs and expectations.

Strengthening community and organisational capacity

Develop community leadership, volunteer recruitment and succession planning to support community resilience and reduce long-term reliance on council services. Continue strengthening partnerships and community-led approaches to ensure the sustainability of local projects, organisations and community assets.

Supporting long-term resilience through prevention

Increase the focus on activities that improve long-term financial resilience, health and wellbeing, participation and life chances, while reducing reliance on crisis intervention and reactive support.

Enhancing outcome measurement and evidence

Improve the use of data, intelligence and outcome measurement to demonstrate the long-term impact of community capacity building, poverty prevention, participation, placemaking and learning activity. Strengthen the ability to track progression, outcomes and future demand across service areas.

Our year ahead

Priorities for 2026/27

Communities and Neighbourhoods Services will continue to play a key role in delivering the Council's change agenda, our well-being and prevention approach and the priorities set out in the Plan for Fife.

Over the next year we will build on the progress made during 2025/26 by focussing on the following priorities:

Strengthen prevention and early intervention

Continue the shift from crisis response towards prevention by strengthening early intervention, integrated support pathways and community-based approaches that improve long-term outcomes and reduce future demand.

Improve community wellbeing and reduce inequalities

Target support and resources towards those experiencing the greatest disadvantage, improving financial resilience, health and wellbeing, participation and access to opportunities across Fife.

Enhance community capacity, leadership and influence

Strengthen community leadership, volunteering, community development and participation in local decision-making, supporting communities to shape local priorities and solutions.

Invest in sustainable and accessible community assets and places

Continue to improve community facilities, outdoor spaces and local infrastructure, ensuring they remain accessible, fit for purpose and capable of supporting community wellbeing, participation and resilience.

Improve learning, skills and employability pathways

Strengthen progression routes between learning, employability, volunteering and active citizenship, with a particular focus on addressing inequalities and improving life chances.

Strengthen data, insight and improvement capability

Improve the use of data, evidence and community insight to inform decision-making, demonstrate impact and support continuous improvement across services and partnerships.

Reference links

CLD Plan Progress Report ([CLD-plan-year-two-progess-report-Oct-2026.pdf](#))

Over year 2 of Fife's CLD Plan we have continued to work with key partners including community groups, schools, third sector partners and public services to deliver a range of CLD activities that create opportunities for learning, development and community participation. The CLD Plan Progress Report 2026 highlights achievements of learners and local communities. This includes a range of case studies that highlight impact including achievement, confidence, wellbeing, increased participation, and stronger communities

Appendix 1 – Key indicators

Key **KI Status:**  OK  Warning  Alert  Data only  Unknown **Trend:**  Improving  No change  Getting worse

Customer

Performance Indicator	2021/22	2022/23	2023/24	2024/25	2025/26	Target	Status	Long Trend
Communities and Neighbourhoods Stage 1 Complaints actioned < 5 days	83%	50%	81%	86%	80%	90%		
Communities and Neighbourhoods Stage 2 Complaints actioned < 20 days	100%	75%	50%	75%	67%	85%		
External Funding Portal Hits	4,226	3,889	3,431	3,415	3,835	Target not appropriate		
Facebook Stats - Fife Funding Community (followers)	626	1,068	1,582	1,775	2,062	Target not appropriate		
Percentage of adult population with access to a bank account - Fife (Scottish Household Survey)	94%	Data not yet available	Data not yet available	Data not yet available	Data not yet available	Target not appropriate		
Percentage of adult population volunteering - Fife (Scottish Household Survey)	27%	18%	19%	26.20%	Data not yet available	Target not appropriate		
Percentage rating area as very good place to live (Fife residents) (Scottish Household Survey)	62%	62%	55%	57.50%	Data not yet available	Target not appropriate		

Resources

Performance Indicator	2021/22	2022/23	2023/24	2024/25	2025/26	Target	Status	Long Trend
Crowdfunder	£30,334	£5,765	£100,024	£67,155	£101,144	Target not appropriate	○	↑
Communities & Neighbourhoods - Average WDL per FTE	8.48	11.3	12.3	8.63	10.79	8.5	●	↓
Communities & Neighbourhoods - Average Long Term WDL per FTE	6.65	8.77	9.05	6.24	8.06	6.2	●	↓
Communities & Neighbourhoods Workforce who are Female (%)	63%	63.40%	63.30%	66.20%	66.30%	Target not appropriate	○	↑
Communities & Neighbourhoods Workforce who are Full-time (%)	50.70%	49%	52.50%	43.20%	42.70%	Target not appropriate	○	↓
Communities & Neighbourhoods Workforce who are Permanent Employees (%)	96.90%	95.40%	91.90%	91.80%	91.70%	Target not appropriate	○	↓
Communities & Neighbourhoods Employee Turnover			12.09%	7.70%	8.95%	10%	▲	↑
Communities & Neighbourhoods Employees aged 24 and under (%)	6.80%	7.90%	5.70%	5.80%	5%	Target not appropriate	○	↓
Communities & Neighbourhoods Employees aged 25 to 39 (%)	17.4%	17.7%	17.8%	18.4%	18.9%	Target not appropriate	○	↑
Communities & Neighbourhoods Employees aged 40 to 54 (%)	37.6%	37.2%	38.8%	38.7%	37.2%	Target not appropriate	○	↓
Communities & Neighbourhoods Employees aged 55 and over (%)	38.20%	37.40%	36.40%	38.20%	39%	Target not appropriate	○	↑
Communities & Neighbourhoods Number of WYI Bids	5	5	1	0	0	Target not appropriate	○	↓
Communities & Neighbourhoods Number of WYI Programme new starts	3	8	1	0	0	Target not appropriate	○	↓
Communities & Neighbourhoods Number of Voluntary Redundancies (FTEs)	1	0	0	0	0	Target not appropriate	○	↓

Service Operations

Performance Indicator	2021/22	2022/23	2023/24	2024/25	2025/26	Target	Status	Long Trend
Total adults participating in adult learning	N/A	N/A	2,118	2,391	2,412	Target not appropriate	○	↑
Total Number of young people aged 10-18 participating in Fife Youth work services	N/A	N/A	3,570	3,486	3,539	Target not appropriate	○	↑
Total Number of attendances by 10-18 year olds in all youth work programmes	N/A	N/A	63730	57034	53237	Target not appropriate	○	↓
Total number of community groups receiving regular support (> 4 hours)	N/A	N/A	15	27	30	Target not appropriate	○	↑
Total number of community groups receiving regular support (< 4 hours)	N/A	N/A	158	227	212	Target not appropriate	○	↑
Total number of young people aged 10- 18 volunteering in a CLD setting	N/A	N/A	13	17	29	Target not appropriate	○	↑
Total number of adults volunteering in a CLD setting	N/A	N/A	126	142	178	Target not appropriate	○	↑
Total number of Attendances (Community Job Clubs)	1,900	4,062	4,143	7,217	7,812	Target not appropriate	○	↑
Total number of Engagements including job clubs	1,582	2,264	2,485	3,499	3,526	Target not appropriate	○	↑
Total - % Welfare Reform Support Service - SIMD	9.80%	15.81%	42.19%	54.07%	42.48%	Target not appropriate	○	↑
Total - Referrals to Specialised Support Services	477	492	545	770	597	Target not appropriate	○	↑
Allotments Waiting List - Fife-wide	1782	1960	2250	2135	2162	Target not appropriate	○	↑
Number of recorded users Community Hall and Centres - FIFE WIDE	511801	671974	808549	903440	799064	Target not appropriate	○	↑
Number of adults participating in CUS courses and classes	48,800	362,929	227,641	129,421	136,780	Target not appropriate	○	↓

Performance Indicator	2021/22	2022/23	2023/24	2024/25	2025/26	Target	Status	Long Trend
Number of constituted Clubs/Groups using programmes for self programmed activities	340	226	175	150	230	Target not appropriate	○	↑

P4F

Performance Indicator	2021/22	2022/23	2023/24	2024/25	2025/26	Target	Status	Long Trend
% agreeing that they can influence decisions (Scottish Household Survey) SOA 18a	26%	25%	24%	25.90%	Data not yet available	25%	✓	↑
% agreeing that they can influence decisions 20% most deprived Fife (SHS)	25%	18%	25%	29.30%	Data not yet available	20%	✓	↑
Communities & Neighbourhoods Employee Turnover	N/A	N/A	12.09%	7.70%	8.95%	10%	▲	↑