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To: Councillor Allard, Convener; Councillor Bouse, Vice-Convener; and Councillors Blake, Brooks, Davidson, Hutchison, Kuszniir, Macdonald and Mennie.

Town House,
ABERDEEN 17 March 2025

ANTI-POVERTY AND INEQUALITY COMMITTEE

The Members of the **ANTI-POVERTY AND INEQUALITY COMMITTEE** are requested to meet in **Committee Room 2 - Town House** on **TUESDAY, 25 MARCH 2025 at 10.00 am.** **This is a hybrid meeting and Members may also attend remotely.**

The meeting will be webcast and a live stream can be viewed on the Council's website.
<https://aberdeen.public-i.tv/core/portal/home>

ALAN THOMSON
INTERIM CHIEF OFFICER – GOVERNANCE

B U S I N E S S

DETERMINATION OF URGENT BUSINESS

1.1. There are no items of urgent business at this time

DETERMINATION OF EXEMPT BUSINESS

2.1. There are no exempt items

DECLARATIONS OF INTERESTS OR TRANSPARENCY STATEMENTS

3.1. Members are requested to declare any interests or connections

DEPUTATIONS

4.1. There are no requests for deputations at this time

MINUTE OF PREVIOUS MEETING

- 5.1. Minute of previous meeting of 6 November 2024 (Pages 3 - 8)

COMMITTEE PLANNER

- 6.1. Committee Business Planner (Pages 9 - 10)

NOTICES OF MOTION

- 7.1. There are no Notices of Motion at this time

REFERRALS FROM COUNCIL, COMMITTEES AND SUB COMMITTEES

- 8.1. There are no referrals at this time

COMMITTEE BUSINESS

- 9.1. Integrated Children's Services Plan - Annual Update - F&C/25/053 (Pages 11 - 106)

- 9.2. Equality Outcomes Progress Report - CORS/25/042 (Pages 107 - 400)

Appendix 3:Equality Outcomes Employee Experience Survey Analysis – EDI Focus – will follow as additional circulation.

- 9.3. Accessing Money Advice and Advisory Services - CORS/25/052 (Pages 401 - 432)

- 9.4. Update report on the Visit to AberNecessities on 29 January 2025 - CORS/25/054 (Pages 433 - 450)

Integrated Impact Assessments related to reports on this agenda can be viewed [here](#)

To access the Service Updates for this Committee please click [here](#)

Website Address: aberdeencity.gov.uk

Should you require any further information about this agenda, please contact Emma Robertson, emmrobertson@aberdeencity.gov.uk or 01224 522499

ANTI-POVERTY AND INEQUALITY COMMITTEE

ABERDEEN, 6 November 2024. Minute of Meeting of the ANTI-POVERTY AND INEQUALITY COMMITTEE. Present:- Councillor Allard, Convener; Councillor Bouse, Vice-Convener; and Councillors Brooks, Davidson, Hutchison, Kuszniir, Mennie, Tissera and Watson.

External Advisers:- Kerry Gavin (CFINE), Dr Marjorie Johnston (NHS Grampian) and Edward Obi.

The agenda and reports associated with this minute can be located [here](#).

Please note that if any changes are made to this minute at the point of approval, these will be outlined in the subsequent minute and this document will not be retrospectively altered.

URGENT BUSINESS

1. There was no Urgent Business.

EXEMPT BUSINESS

2. There was no Exempt Business.

DECLARATIONS OF INTEREST AND TRANSPARENCY STATEMENTS

3. Members were requested to intimate any Declarations of Interest or Transparency Statements in respect of the items on the agenda.

The Committee resolved:-

- (i) to note that the Convener advised that he had connections in relation to item 9.2 (Fairer Aberdeen Fund Annual Report) as he was a Council appointed representative to Aberdeen Foyer and Fairer Aberdeen Fund Board, however, having applied the objective test he did not consider that his connections amounted to an interest which would prevent him from participating in the discussion on the item; and
- (ii) to note that the Councillor Kuszniir advised that he had a connection in relation to item 9.2 as he was a Board Member of Aberdeen Citizen Advice Bureau, however, having applied the objective test he did not consider that his connection amounted to an interest which would prevent him from participating in the discussion on the item;
- (iii) to note that the Vice Convener advised that he had a connection in relation to item 9.2 as he was a Council appointed representative to the Fairer Aberdeen Fund Board, however, having applied the objective test he did not consider that his connection amounted to an interest which would prevent him from participating in the discussion on the item; and
- (iv) to note that Councillor Brooks advised that he had a connection in relation to agenda item 9.2 as he had family members working in partnership with Aberdeen

ANTI-POVERTY AND INEQUALITY COMMITTEE

6 November 2024

Citizen Advice Bureau, however, having applied the objective test he did not consider that his connection amounted to an interest which would prevent him from participating in the discussion on the item.

MINUTE OF PREVIOUS MEETING OF 28 AUGUST 2024

4. The Committee had before it the minute of the previous meeting of 28 August 2024.

The Committee resolved:-

to approve the minute.

COMMITTEE BUSINESS PLANNER

5. The Committee had before it the planner of committee business, as prepared by the Interim Chief Officer – Governance.

The Committee resolved:-

to note the Planner.

EXTERNAL ADVISER VACANCY - CORS/24/301

6. The Committee had before it a report prepared by the Community Planning Manager seeking approval of the appointment of a new external adviser to the Committee.

The report recommended:-

that the Committee approve the appointment of a new external adviser representing the charitable sector, as named in the report, to the Anti-Poverty and Inequality Committee.

The Committee resolved:-

to approve the recommendation.

FAIRER ABERDEEN FUND ANNUAL REPORT - F&C/24/290

7. The Committee had before it the Fairer Aberdeen Fund Annual Report 2023-24 prepared by the Fairer Aberdeen Coordinator.

The report recommended:-

that the Committee:

ANTI-POVERTY AND INEQUALITY COMMITTEE

6 November 2024

- (a) note the Fairer Aberdeen Fund Annual Report for 2023-24, at Appendix 1 of the report and the positive impact that had been made to lives of people in Aberdeen; and
- (b) instruct the Executive Director Corporate Services to thank all the Fairer Aberdeen Board members, funded partners, and volunteers for the work they have done and their many successes.

The Convener, seconded by the Vice Convener, moved:-
that the Committee approve the recommendations.

Councillor Tissera, seconded by Councillor Watson, moved as an amendment:-
that the Committee -

- (1) note the Fairer Aberdeen Fund Annual Report for 2023-24, at Appendix 1 noting the Report also collates figures for the programme over the last 10 years since the Fund was renamed in 2013, following an amalgamation of several previously ring fenced funds, including the Fairer Scotland Fund; and agree the positive impact that has been made to lives of people in Aberdeen agreeing 9 of these years were under an Aberdeen Labour administration; and
- (2) instruct the Executive Director Corporate Services to thank all the Fairer Aberdeen Board members, funded partners, and volunteers for the work they've done and their many successes.

On a division, there voted:- for the motion (7) – the Convener, Vice Convener and Councillors Brooks, Davidson, Hutchison, Kuszniir and Mennie; for the amendment (2) – Councillors Tissera and Watson.

The Committee resolved:-
to adopt the motion.

NO RECOURSE TO PUBLIC FUNDS - CORS/24/289

8. The Committee had before it a report prepared by the Chief Officer – Data Insights, providing an update on the regulations governing those deemed to have “No Recourse to Public Funds” and giving an overview of the measures in place to support this group of people in Aberdeen.

The report recommended:-

that the Committee note the current situation with respect to the condition of No Recourse to Public Funds, including -

- the challenges faced by individuals subject to a NRPF condition;
- the support currently provided by the Council directly and through the Fairer Aberdeen Fund, as well as by the Aberdeen City Health and Social Care Partnership services; and
- further actions underway (at paragraph 3.14 of the report).

ANTI-POVERTY AND INEQUALITY COMMITTEE

6 November 2024

The Convener, seconded by the Vice Convener, moved:-
that the Committee -

- (1) instruct the Chief Officer - Data Insights to provide additional information by way of a Service Update in respect of (1) changes in local demographic data with regard to those subject to No Recourse to Public Funds and (2) the 2023/24 CoSLA return on the extent of Aberdeen City Council's support to those with No Recourse to Public Funds; and
- (2) otherwise approve the recommendations.

Councillor Tissera, seconded by Councillor Watson, moved as an amendment:- that the Committee -

- (1) note the report;
- (2) acknowledge that people who come to the UK to work make a substantial contribution to the UK economy, its public services, and local communities; and
- (3) agree the level of net migration must be "properly controlled and managed" as set out in the Labour Manifesto 2024.

On a division, there voted:- for the motion (7) – the Convener, Vice Convener and Councillors Brooks, Davidson, Hutchison, Kuszniir and Mennie; for the amendment (2) – Councillors Tissera and Watson.

The Committee resolved:-
to adopt the motion.

SUPPORTING PEOPLE THROUGH THE COST OF LIVING CRISIS - CORS/24/291

9. The Committee had before it an update report prepared by the Community Planning Manager on the outcomes achieved to date from Round 1 of the Cost of Living Funding allocated for 2024/25.

The report recommended:

that the Committee approve the outputs and anticipated outcomes of the Cost of Living Fund achieved to date and actions to ensure funds will be fully spent by April 2025.

The Convener, seconded by the Vice Convener, moved:-
that the Committee -

- (1) instruct the Community Planning Manager to provide an update in respect of the trends on the number of organisations receiving food distributions from Food Poverty Action Aberdeen;
- (2) note that the Community Planning Manager would organise a session for members to look at the data by locality level; and
- (3) otherwise approve the recommendations.

ANTI-POVERTY AND INEQUALITY COMMITTEE

6 November 2024

Councillor Tissera, seconded by Councillor Watson, moved as an amendment:-
that the Committee -

- (1) approve the outputs and anticipated outcomes of the Cost of Living Fund achieved to date and actions to ensure funds will be fully spent by April 2025, agreeing Child poverty has gone up by 1.8% since the SNP took charge of the Council; and agree the SNP rejected Aberdeen Labour proposals in the budget to help with fuel poverty; and
- (2) note the charity Christians against Poverty has said following the UK Labour budget "it feels like there is light at the end of the tunnel for those in poverty", noting over one million UK citizens will be £420 better off thanks to the Chancellor.

On a division, there voted:- for the motion (7) – the Convener, Vice Convener and Councillors Brooks, Davidson, Hutchison, Kuszniir and Mennie; for the amendment (2) – Councillors Tissera and Watson.

The Committee resolved:-

to adopt the motion.

ANNUAL COMMITTEE EFFECTIVENESS REPORT - CORS/24/288

10. The Committee had before it a report by the Director of Corporate Services which presented the annual report of the Anti-Poverty and Inequality Committee to enable Members to provide comment on the data contained within.

The report recommended:-

that the Committee:

- (a) provide comments and observations on the data contained within the annual report; and
- (b) note the annual report of the Anti-Poverty and Inequality Committee.

The Convener, seconded by the Vice Convener, moved:-
that the Committee approve the recommendations.

Councillor Tissera, seconded by Councillor Watson, moved as an amendment:- that the Committee agree that the Anti-Poverty and Inequality Committee devalues the good work of Community Planning Aberdeen where real objectives tackling poverty are undertaken by community planning partners including the Scottish government, Police Scotland and other agencies.

On a division, there voted:- for the motion (7) – the Convener, Vice Convener and Councillors Brooks, Davidson, Hutchison, Kuszniir and Mennie; for the amendment (2) – Councillors Tissera and Watson.

The Committee resolved:-

to adopt the motion.

ANTI-POVERTY AND INEQUALITY COMMITTEE

6 November 2024

VISIT TO CAIRNCRY COMMUNITY CENTRE - CORS/24/292

11. The Committee had before it a report prepared by the Community Planning Manager following the visit to Aberdeen Cairncry Community Centre on 28 August 2024.

The report recommended:-

that the Committee:

- (a) note the report and the actions identified during the visit to Cairncry Community Centre; and
- (b) thank all those at Cairncry Community Centre, including the many staff and volunteers, who welcomed the Committee and provided an informative and interesting visit.

The Committee resolved:-

- (i) to instruct the Community Planning Manager to report back to the Committee on changes and improvements following such visits;
 - (ii) to instruct the Chief Officer – People and Citizens, to investigate the possibility of offering mental health first aid training to volunteers; and
 - (iii) to otherwise approve the recommendations.
- **COUNCILLOR CHRISTIAN ALLARD, Convener.**

	A	B	C	D	E	F	G	H	I
1	ANTI-POVERTY AND INEQUALITY COMMITTEE BUSINESS PLANNER The Business Planner details the reports which have been instructed as well as reports which the Functions expect to be submitting for the calendar year.								
2	Report Title	Minute Reference/Committee Decision or Purpose of Report	Update	Report Author	Chief Officer	Director	Terms of Reference	Delayed or Recommended for removal or transfer, enter either D, R, or T	Explanation if delayed, removed or transferred
3	25 March 2025								
4	Integrated Children's Services Plan - Annual Update - F&C/25/053	On 20 March 2024, Committee resolved to agree in future years that the Plan would be presented to the Anti Poverty and Inequality Committee for its input in advance of being presented to the Education and Children's Services Committee for formal approval.	On the agenda	Eleanor Sheppard	Education and Lifelong Learning	Families and Communities	1.1		
5	Equality Outcomes Progress Report - CORS/25/042	To provide an update on the progress achieved for Aberdeen City Council's Equality Outcomes for 2021-25. Last reported to Committee on 8 March 2023.	On the agenda	Baldeep McGarry	People and Citizen Services	Corporate Services	2.2		
6	Accessing Money Advice and Advisory Services - CORS/25/052	On 28 August 2024, Members resolved: to instruct the Chief Officer– People & Citizen Service to report back to the Anti-Poverty and Inequality Committee in Q1 of 2025 on the findings of the survey and an update of the improvement actions.	On the agenda	Angela Kazmierczak	People and Citizen Services	Corporate Services	1.1, 3.2		
7	Update report on the Visit to Abernecessities on 29 January 2025 - CORS/25/054	To provide a review of the visit to Abernecessities on 29/01/25 and the issues raised.	On the agenda	Michelle Crombie	Community Planning	Corporate Services	1.3, 1.5		
8	11 June 2025								
9	Cost of Living Funding 2024/25 Evaluation Report	To present a year end report on funding allocated.		Michelle Crombie	Community Planning	Corporate Services	1.1, 3.1		
10	Citizens' Assemblies Approach Progress Report	To present a report on the progress of delivering a Citizen Assembly approach on poverty and gender inequality.		Michelle Crombie/ Deirdre Nicolson	Community Planning	Corporate Services	1.2		
11	Mapping of services	Mapping of the breadth of contribution from the Council and demonstrate the connection of the Committee with Community Planning Aberdeen.		Michelle Crombie/ Deirdre Nicolson	Community Planning	Corporate Services			
12	10 September 2025								

	A	B	C	D	E	F	G	H	I
	Report Title	Minute Reference/Committee Decision or Purpose of Report	Update	Report Author	Chief Officer	Director	Terms of Reference	Delayed or Recommended for removal or transfer, enter either D, R, or T	Explanation if delayed, removed or transferred
2									
13	Committee Visit								
14	26 November 2025								
15	Citizens' Assemblies Approach Evaluation report	To present an evaluation on delivering a Citizen Assembly approach on poverty and gender inequality.		Michelle Crombie/ Deirdre Nicolson	Community Planning	Corporate Services	1.2		
16	Annual Committee Effectiveness Report	To present the annual Committee Effectiveness report. A report from the Community Planning Manager on changes and improvements following Committee visits will be included in this.		Andy MacDonald	Corporate Services	Corporate Services	GD 8.5		
17	Fairer Aberdeen Fund Annual Report	To provide members with the Fairer Aberdeen Fund annual report for 2024/25		Susan Thoms	Education and Lifelong Learning	Families and Communities	1.14		
18	2026 and beyond and TBC								
19	Memorandum of Understanding between Aberdeen City Council and the Department of Work and Pensions on preventing homelessness and improving outcomes	Six monthly update: At the Council meeting on 13 July 2022 the Council resolved to approve the Memorandum of Understanding (MoU); to agree that the Co-Leaders of the Council countersign the MoU on behalf of the Council. Last update 20 March 2024.		Jacqui McKenzie	Housing	Corporate Services	2.3		
20	Refreshed Local Outcome Improvement Plan 2016-2026	To present the refreshed Local Outcome Improvement Plan (LOIP) 2016-26 approved by the Community Planning Aberdeen (CPA) Board on 29 April 2024 - On 21 June 2023 Members agreed: 5(b) to instruct the Chief Officer Early - Intervention and Community Empowerment, to liaise with the Chief Officer - Data and Insights, and align the Committee business planner with key Community Planning Aberdeen deliverables.	2026	Michelle Crombie	Community Planning	Corporate Services	1.1, 1.5 and 1.10		
21	Refreshed Locality Plans 2021-26: North, South and Central.	To present the Locality Plans approved by the CPA Board.	2026	Michelle Crombie	Community Planning	Corporate Services	1.1, 1.5 and 1.10		

ABERDEEN CITY COUNCIL

COMMITTEE	Anti-Poverty and Inequality Committee
DATE	25th March 2025
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Aberdeen City Integrated Children's Services Strategic Plan Annual Report April 2024 – March 2025.
REPORT NUMBER	F&C/25/053
DIRECTOR	Eleanor Sheppard
CHIEF OFFICER	Shona Milne, Graeme Simpson and Jacqui McKenzie
REPORT AUTHOR	Eleanor Sheppard
TERMS OF REFERENCE	2.1

1. PURPOSE OF REPORT

- 1.1 On 20 March 2024, Committee instructed that the Children's Services Board Annual Report should be presented to the Anti-Poverty and Inequality Committee for input in advance of being presented to the Education and Children's Services Committee for formal approval.
- 1.2 The Annual Report presented to Committee outlines work undertaken by the Children's Services Board over 2024/25 and incorporates the Local Child Poverty Action Report (LCPAR) for 2024/25. The report outlines proposed changes to be made to the agreed Aberdeen City Integrated Children's Services Strategic Plan to support Community Planning Partners to positively respond to changes in published data and changed national policy intent.

2. RECOMMENDATIONS

That the Committee:-

- 2.1 note the progress made in delivering the Aberdeen City Integrated Children's Services Strategic Plan and associated work to address child poverty from April 2024 to date; and
- 2.2 comment on the report in advance of it being presented to the Education and Children's Services Committee for internal approval and thereafter Community Planning Aberdeen for full ratification.

3. CURRENT SITUATION

- 3.1. Part 3 (Children's Services Planning) of the Children and Young People (Scotland) Act 2014 requires every local authority and its relevant health

board to jointly prepare an Integrated Children's Services Strategic Plan in respect of a three-year period. The current Aberdeen City Integrated Children's Services Strategic Plan was approved by the Education and Children's Services Committee in March 2023.

- 3.2 The legislation also requires every local authority and its relevant health board to jointly prepare a report on the impact of plans on an annual basis, and to submit these Annual Reports to the Scottish Government for review.
- 3.3 The agreed Aberdeen City Integrated Children's Services Strategic Plan is one of a suite of statutory Plans which support delivery of the Local Outcome Improvement Plan. In preparing the Plan in March 2023, considerable work was undertaken to align reporting arrangements in order to better integrate the full range of statutory Plans. Better integration of Plans is supporting delivery of more integrated services, helping make the best use of time and resources and providing a clearer insight into the needs of children and families.
- 3.4 As a result of this integration, this Annual Report includes the annual Child Poverty Plan Action Report (LCPAR) which is required to comply with the Child Poverty (Scotland) Act 2017.
- 3.5 More integrated evaluation and reporting is helping Officers identify issues to be addressed more clearly than is possible when looking at policies in an isolated way, this is particularly relevant when considering how child poverty impacts on children, young people and families. There is a need to continue to integrate the development of strategies, policies and associated Implementation Plans wherever possible.

Approach taken to developing the Annual Report

- 3.6 In preparing this report the Children's Services Board has reviewed data sets made available since publication of our last Annual Report in March 2024 and reflected on progress in delivering our Plan. This has helped identify changes that need to be taken account of. Early findings have been largely validated by a range of stakeholders, including with Young Ambassadors (10-16 yrs) and Aberdeen Youth Movement (16-25years). Reviewing both data and insights has helped us draw firmer conclusions on the activity most likely to realise improved outcomes and therefore help the Children's Services Board assess the adequacy of the current Plan.

Key achievements

- 3.7 Over the last year, the Children's Services Board has successfully worked with a range of partners to:
 - secure funding from Scottish Government through our Fairer Futures Partnership, developed a high level implementation plan and appointed a Lead Officer to help drive the changes forward;
 - develop a national team around the Person Toolkit as part of our involvement in the Getting it Right for Everyone (GIRFE) national pathfinder;
 - prepare for the opening of our Bairns Hoose;

- initiated a whole system approach to healthy weight in response to findings from our last Annual Report, and secured the support of a range of partners to help us address this risk;
- realised a 12% increase in the uptake of Early Learning and Childcare for eligible 2s following engagement with the Scottish Government Data Pipeline;
- increased school attendance at a faster rate than our peers;
- reduced that rate per 100,000 of young people admitted to hospital due to assault from 52.9 in 2022 to 43.5 in 2023. The local rate is lower than the national rate;
- increased presentations at National 5;
- increased the number of people now claiming the benefits they are entitled to;
- reduced the number of workless households in Aberdeen (1,700 less than in 2022); and
- the Improvement Service Community Planning Tool shows that 92% of our communities are performing well compared to their comparator communities when looking at child poverty in isolation. When looking at wider measures, this percentage drops to 78%.

Learning from the data review

- 3.8 Undertaking the annual review has broadly confirmed the appropriateness of the current plan, although some new risks are evident which will require additional action to be taken by the Sub Groups who report to the Children's Services Board.
- 3.9 Our Best Start in Life Sub Group will continue to focus heavily to ensuring all families receive appropriate financial support by collaborating with NHS health point services and the local population to raise awareness of available resources, as well as continuing to collaborate to understand opportunities for pre and ante-natal women related to healthy weight. The Sub group has also identified the need to maintain our focus on safe sleeping, in collaboration with the Child Protection Committee and Alcohol and Drugs Partnership.
- 3.10 There is a need to better understand the factors which sustain household smoking behaviour and to consider what more might be done around the rise in premature births in some areas of the city as part of our Collaboration for Healthy Equity in Scotland (CHES). In addition, there is a need to collaborate with Public Health colleagues to better understand the concerning emerging trend around hospital admissions due to asthma, and monitor the impact of the Low Emission Zone on these levels over time. This fact finding work is likely to inform our work to develop the next Local Outcome Improvement Plan and may have actions extending well beyond Children's Services.
- 3.11 The Attainment and Transitions Sub Group will maintain Plans around the senior phase curriculum, and the Education and Lifelong Learning Service will continue to address variation. Emerging data suggests the need to now initiate some work on improving long term positive destinations and this will be taken forward in close collaboration with Skills Development Scotland. The Education Service will maintain their focus on school attendance, but there is a need to look in more detail at attendance at the primary 1 stage.

- 3.12 There is also a need to continue to give close attention to personal and social education programmes to ensure that our young people know how to keep themselves safe, particularly in relation to suicide. We will ask our Mental Health and Wellbeing Group to consider if any further action is required. Our Children with Disabilities Group will be asked to prioritise planned work to improve transitions between child and adult services by making use of the GIRFE Toolkit developed as part of the national GIRFE pathfinder.
- 3.13 For the most part, our established plan remains appropriate. The disparity in outcomes at community level continues to suggest that the wider family supports currently in place are not making a difference to some groups, confirming our findings from last year's annual report and the need to think quite differently about how we work with and for families in need of our help and support. This will be progressed through our planned Fairer Futures Partnership and our Future Libraries Model.
- 3.14 As discovered during our last annual review, we must continue to look for ways to join data sets and look at community level data to ensure that we work to a shared and clear understanding of the problems our communities face.
- 3.15 There is a need to continue to carefully target those groups recognised as most likely to be impacted by poverty, and to increase our knowledge and support of them whilst maintaining an awareness that the evidence may challenge our responses in areas, and for residents, falling out with historically understood need/priority. Our place-based approach to the development of our Future Libraries may offer a helpful context to explore some of the challenges facing families more fully.
- 3.16 ABZ Works offers invaluable support to citizens, but we now need to extend its reach further and continue to deepen their understanding of the barriers that our citizens face. The Improvement Service are supporting an external review of our approach to Employability and the Children's Services Board will support the implementation of any proposed changes, in part through the development of our Future Libraries Model.
- 3.17 Health partners need to continue to understand and address the barriers that can result in poor health outcomes for some groups and communities.
- 3.18 Undertaking the Annual Review has again shown that richer information is available when policies and plans are aligned. It will be important to fully embed the establishment of our next Children's Services Plan with work to develop our Local Outcome Improvement Plan for 2026-2036, which as members know is our overarching poverty strategy. This will trigger a need to review the general timescales for development of the Children's Services Plan (which has a 3 year cycle) to better align with the 10 year LOIP.

Internal evaluation of the work of the Board

- 3.19 In addition to our planned improvement work and work supporting delivery of national policy, the Children's Services Board has continued to keep abreast of impending legislative changes to ensure readiness for what lies ahead and continues to evaluate the impact of established arrangements.

Next steps

- 3.20 The Plan put in place two years ago, with the additions made last year to focus on communities with a high prevalence of families living in SIMD 1, healthy weight and joining data sets continues to be relevant.
- 3.21 A number of key areas have been identified for further investigation to help inform the development of the next Local Outcome Improvement Plan (and associated Children's Services Plan). They are to:
- better understand the factors which sustain household smoking behaviour and to consider what more might be done around the rise in premature births in some areas of the city as part of our Collaboration for Healthy Equity in Scotland (CHES).
 - collaborate with Public Health colleagues to better understand the concerning emerging trend around hospital admissions due to asthma, and monitor the impact of the Low Emission Zone on these levels over time.
- 3.22 We require to initiate some work to address new vulnerabilities identified through this Annual Review. These are to:
- look in more detail at attendance at the primary 1 stage.
 - give close attention to personal and social education programmes to ensure that our young people know how to keep themselves safe, particularly in relation to suicide.
 - Work with health partners to better understand and address the barriers that can result in poor health outcomes for some groups and communities.
- 3.23 Some work requires to be accelerated. This includes:
- planned work to improve transitions between child and adult services by making use of the GIRFE Toolkit developed as part of the national GIRFE pathfinder.
 - Extending the reach of ABZ Works by supporting the implementation of the recommendations made following the review of Employability.
- 3.24 The Aberdeen City Integrated Children's Services high level plan has been amended to take account of these additions (changes shown in red).

Strategic Stretch Outcomes					
Increase the number of 0-5s who meet developmental milestones by 2026	Improve the mental health and wellbeing of children and families by 2026	Improve the attainment, health and wellbeing and positive destinations of our care experienced by 2026	Improve the attainment and positive destinations of our children and young people by 2026	Reduce the number of young people charged with an offence by 2026	Increase the number of children with ASN or disability who secure a positive destination by 2026
Strategic Priorities					
<ul style="list-style-type: none"> ➤ Improve the health outcomes of expectant and new mothers ➤ Improve uptake of benefits ➤ Improve access to emergency formula and food for infants ➤ Address early speech and language needs ➤ Increase the uptake of immunisations ➤ Improve the quality of ELC provision and maintain uptake ➤ Investigate factors sustaining household smoking and the rise in premature births 	<ul style="list-style-type: none"> ➤ Focus on prevention and early intervention ➤ Provide access to joined up services and bereavement support ➤ Respond quickly in a stigma free, needs and rights led way ➤ Increase levels of physical activity ➤ Increase the provision of child friendly environments within local communities ➤ Investigate the rise in hospitalisations due to asthma and ➤ Ensure school PSE Programmes help keep children safe 	<ul style="list-style-type: none"> ➤ Deliver a Bairs Hoose ➤ Deliver The Promise ➤ Increase the provision of health assessments for the care experienced ➤ Continue to close the gap between those who have care experience and their peers ➤ Increase the no. of foster carers available locally ➤ Keep brothers and sisters together ➤ Ensure adequate provision of legal advice and advocacy ➤ Implement the recommendations of the Secure Care Review 	<ul style="list-style-type: none"> ➤ Implement refreshed guidance on the use of restraint ➤ Better track those who are in or on the edge of the care system ➤ Improve learning transitions from P7 to S1 ➤ Deliver ABZ Campus to widen the range of courses ➤ Deliver Aberdeen Computing Collaborative to ensure long term employability ➤ Delivery of Tier 2 services to close the gap through SAC funding ➤ Continue to address the cost of the school day and child poverty in schools 	<ul style="list-style-type: none"> ➤ Reduce levels of anti-social behaviour ➤ Deliver Mentors in Violence Prevention across all secondary schools 	<ul style="list-style-type: none"> ➤ Delivery of neurodevelopmental pathway ➤ Establish better assurance systems ➤ Increase the number of Young Carers receiving support ➤ Improve transition planning from child to adult services ➤ Ensure that the voices of children (including those who use alternative communication systems) are central to processes and Plans ➤ Decrease the number of children not accessing full time education
Enabling Priorities					
Access to services	Increase integration	Reduce risks	Commissioning	Data	Workforce
<ul style="list-style-type: none"> ➤ Implement a single Request for Assistance process ➤ reduce the number of access points to information and services ➤ investigate and address any issues in P1 attendance 	<ul style="list-style-type: none"> ➤ Build on the integration models including that at ELC Links ➤ Establish an assurance system to test the strength of the system ➤ Improve alignment between children and adult services ➤ Develop a Target Operating Model for children 	<ul style="list-style-type: none"> ➤ Better understand why children are placed OOA ➤ Understand the long term impact of ELC on outcomes for families ➤ Agree and implement a whole system approach to addressing obesity 	<ul style="list-style-type: none"> ➤ Aligned to the 10 principles of family support ➤ Jointly respond to the needs of those displaced ➤ Evaluate readiness for implementation of the UNCRC ➤ Support the implementation of recommendation s arising from the review of Employability 	<ul style="list-style-type: none"> ➤ Improve knowledge of the 6 groups by co-designing with service users and children ➤ Improve data matching ➤ Improve the tracking of the outcomes of those most vulnerable 	<ul style="list-style-type: none"> ➤ Increase knowledge poverty agenda and of benefits ➤ Increase knowledge of trauma and risk ➤ Develop ways of working (SIMD1) to better support the provision of rights

3.25 The Aberdeen City Integrated Children's Services Strategic Plan Annual Report will be presented to the Education and Children's Services Committee for approval, ahead of formal ratification by Community Planning Aberdeen and be submitted to the Scottish Government thereafter.

4. FINANCIAL IMPLICATIONS

4.1 There are no financial implications arising from the recommendations in this report. Closer alignment of services could help realise efficiency in the longer term.

5. LEGAL IMPLICATIONS

5.1 The Children and Young People (Scotland) Act 2014 requires the Council and NHS Grampian to prepare a Children's Services Plan every 3 years and to

keep that Plan under review. This Act provides that as soon as practicable after the end of each 1 year period, a local authority and the relevant health board must publish (in such manner as they consider appropriate) a report on the extent to which children's services and related services have in that period been provided in the area of the local authority in accordance with the children's services plan. This Report and Appendix satisfies these duties.

5.2 The Child Poverty (Scotland) Act 2017 sets out steps required to be taken by the Scottish Government, Local Authorities and Health Boards to tackle child poverty. This Act creates a requirement for Local Authorities and Local Health Boards to annually agree and publish a Child Poverty Action Report. Following ratification the Report must be submitted to Scottish Ministers. This Report and Appendix satisfies these duties.

5.3 Aberdeen City Council has a duty to report to Scottish Government Ministers every three years on how it is meeting its corporate parenting responsibilities as detailed in the Children and Young People (Scotland) Act 2014. This Report and Appendix satisfies this duty.

6. ENVIRONMENTAL IMPLICATIONS

6.1 No negative environmental impacts have been identified, although the Children's Services Board commit to looking at why levels of hospital admissions for asthma are increasing to understand this more fully.

7. RISK

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
Strategic Risk	Risk of not changing our local system to reflect changes in national policy.	Delivery of the Children's Services Plan and regular review of the appropriateness of the Plan to ensure maximum impact.	L	Yes
Compliance	Risk of not complying with legislation	This Annual Report complies with the Statutory Guidance and legislative requirements.	L	Yes
Operational	Risk that we make a lesser impact by working to a	The Plan pulls all strategic Plans together to help maximise impact.	L	Yes

	high number of strategic plans			
Financial	Risk that we don't have sufficient resource to meet the needs of priority groups	The Plan will help us make best use of available resource by ensuring partners work to a common purpose.	L	Yes
Reputational	Risk that we don't prioritise those in greatest need.	Mitigated by undertaking a detailed strategic needs assessment and looking at the data by group before drawing conclusions.	L	Yes
Environment / Climate	No risks identified			

8. OUTCOMES

<u>COUNCIL DELIVERY PLAN</u>	
	Impact of Report
<p>Aberdeen City Council Policy Statement</p> <p>Work with the city's universities, North East Scotland College and businesses to increase educational and training options and the number of care experienced young people and young people from deprived communities, going onto positive destinations, including further and higher education, vocational training and apprenticeships.</p> <p>Ensure local education services identify young people with mental health problems and help them get early support and help, where appropriate, to transfer to adult services.</p> <p>Ensure the Council follows best practice as a corporate parent to get the best outcomes for looked-after young people, those in kinship care and those with additional support needs such as autism, developmental disorders or mental health problems</p> <p>Commit to realising the potential of each individual, by seeking to widen curriculum choice and implement progressive choices.</p>	<p>The needs of children and young people most often require a strong multi-agency response. This Plan will support the further integration and collaboration across services supporting children and families to help realise improved outcomes.</p>
<u>Aberdeen City Local Outcome Improvement Plan</u>	

<p><i>95% of children (0-5 years) will reach their expected developmental milestones by the time of their child health reviews by 2026</i></p> <p>90% of children and young people will report that their experiences of mental health and wellbeing have been listened to by 2026</p> <p>As corporate parents we will ensure 95% of care experienced children and young people will have the same levels of attainment in education, health and emotional wellbeing, and positive destinations as their peers by 2026.</p> <p>95% of all our children, including those living in our priority neighbourhoods, will sustain a positive destination upon leaving school by 2026</p> <p>30% fewer young people (under 18) charged with an offence by 2026</p> <p>95% of our children with disabilities will experience a positive transition to adult services by 2026</p>	<p>This Plan details how all stretch outcomes for children will be realised over the next year and will help to coordinate our work across the Community Planning Partnership.</p>
<p>Regional and City Strategies</p> <p>Regional Cultural Strategy</p> <p>Prevention Strategy</p> <p>Children’s Services Plan</p> <p>National Improvement Framework Plan</p>	<p>The Children’s Services Plan prioritises prevention and is closely aligned with the National Improvement Framework. The Plan is designed to bring all statutory Plans for children into one Plan to improve service delivery.</p>

9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	Integrated Impact Assessment has been completed
Data Protection Impact Assessment	No

Other	None
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10. BACKGROUND PAPERS

[Aberdeen City Integrated Children's Services Plan 2023-26](#)

11. APPENDICES

Appendix A - Annual Report April 2024 – March 2025

12. REPORT AUTHOR CONTACT DETAILS

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Community Planning
Aberdeen



ABERDEEN CITY CHILDREN'S SERVICES BOARD ANNUAL REPORT 2024/25

INTRODUCTION FROM THE CHAIR



Our published Plan for children, young people and families 2023-26 articulates the outcomes Community Planning Partners are currently working to realise for children, young people and families across Aberdeen. As we reflect on progress made in the second year of the Plan, we continue to be thoughtful of how the needs of our families continues to change. This yearly review therefore presents an opportunity to check that our planned improvement projects are still the most appropriate and help determine any further amendments required to our agreed Plan.

In preparing this report we have reviewed data sets made available since publication of our last Annual Report in March 2024 and reflected on progress in delivering our Plan to identify any changes that need to be taken account of. Early findings have been shared with a range of stakeholders for validation and challenge, including our Young Ambassadors and Aberdeen Youth Movement.

We continue to integrate the full range of statutory Plans and reports in an attempt to better align reporting and reduce duplication. As a result, this Annual Report covering 1st April 2024 to 31st March 2025, details the progress the Community Planning Partnership has made in delivering against several key national policies including:

- addressing child poverty;
- delivering The Promise; and our
- Corporate Parenting Plan.

In addition to our planned improvement work and work supporting delivery of national policy, the Children's Services Board has continued to keep abreast of impending legislative changes to ensure our collective readiness for what lies ahead. This has seen the Children's Services Board participate in planning for The National Care Service (NCS) through our local Programme Board, oversee preparations for our first Bairns Hoose, monitor the progress of the Children (Care and Justice) (Scotland) Act 2024 and consider the implications of the United Nations Convention on the Rights of the Child (Incorporation) (Scotland) Act 2024.

This report only provides a flavour of how partners are working together to improve outcomes for children, young people and families in Aberdeen City. I continue to be humbled by the collaboration and increasing sense of shared accountability demonstrated by members of the Children's Services Board.

Eleanor Sheppard

Executive Director – Families and Communities (Chair of the Children's Services Board)

OUR ACHIEVEMENTS



As of the end of January 2025, 32 multi-agency Improvement Projects have been initiated and testing is now well underway, 8 of our projects have now achieved their aims.

Some other key achievements over the reporting period are listed below.

- Secured funding from Scottish Government through our Fairer Futures Partnership, developed a high level implementation plan and appointed a Lead Officer to help drive the changes forward
- Helped develop a national team around the Person Toolkit as part of our involvement in the Getting it Right for Everyone (GIRFE) national pathfinder
- Continued to prepare for the opening of our Bairns Hoose
- Initiated a whole system approach to healthy weight in response to findings from our last Annual Report, and secured the support of a range of partners to help us address this risk
- Through our engagement with the Scottish Government Data Pipeline, we have realised a 12% increase in uptake of Early Learning and Childcare for eligible 2s
- There has been a rise in primary school attendance, with the attendance of those who are looked after increasing at a faster rate than their peers. Local attendance levels are slightly better than national levels (92.3% in 2023 compared to 92.2% nationally).
- Reduction in the rate per 100,000 of young people admitted to hospital due to assault from 52.9 in 2022 to 43.5 in 2023. The local rate is lower than the national rate
- The number of presentations at National 5 increased to 11,236 in 2024 from 10,660 in 2023, an increase of 576 and the highest number on record for the local authority. At National 5 in S4, the per pupil presentation increased to 5.49 in 2024 from 5.22 in 2023, an increase of 0.27.
- There is clear evidence that far more people are now claiming the benefits they are entitled to
- The Improvement Service Community Planning Tool shows that 92% of our communities are performing well compared to their comparator communities when looking at child poverty in isolation. When looking at wider measures, this percentage drops to 78%.
- There has been a reduction in the number of workless households in Aberdeen (1,700 less than in 2022)

We are proud of our achievements, but there is clearly more to be done.



CONTENTS

What does the data published since March 2024 tell us about:

Our Babies?	5
Our Under 5s?	7
Our Primary School Pupils?	9
Our Secondary Pupils?	11

What does the data published since March 2024 tell us about child poverty and the needs of different communities? **14**

Best Start Bright Futures	27
Cost of living	41
Income from social security and benefits in kind	48

How effectively is our shared work helping us deliver on The Promise? **52**

Whole Family Wellbeing Funding **62**

How is the Improvement work coordinated through the Children's Services Board improving outcomes for children, young people and families and what are our next steps?

The Children's Services Board	64
Best Start in Life	70
Mental Health and Wellbeing Collaborative	71
Corporate Parenting	72
Attainment and Transitions	73
Youth Justice	74
Supporting Those with Additional Support Needs and Disabilities	76

Appendices

Improvement Project Case Studies	78
Improvement Project Index	84

WHAT DO WE KNOW ABOUT OUR PRE AND POST-NATAL SERVICES?

What does the data published since March 2024 tell us?



Between 2008 and 2023, the standardised birth rate in Aberdeen fell from 10.2 per 1,000 pop. to 7.8 per 1,000. Births to younger mothers has seen a significant fall. For mothers under 20 there has been a 77.5% drop from 2002 to 2023 and for mothers from 20 to 25 a 44% drop (this will be partially attributable to age specific fertility rates). However, in contrast, births to mothers aged 40 and over has increased by 190% over the same period.

What is getting better?

Babies exclusively breastfed at 6-8 weeks has increased again from 41.3% in 2021 to 41.9% in 2023.

Levels are now well above the national average and the gap from national is increasing.



In 2024, we are on target to have increased the number of Health Visitors by 10.6 Whole Time Equivalents.



93.6% of babies were born at 37+ weeks gestation, slightly above the Scottish average 93.2%.



92.2% of pregnant women in Aberdeen City did not develop gestational diabetes, above the Scottish average of 90.8%. This reflects positively on the hard work and dedication of everyone involved in maternal healthcare in our area.

Looking forward, we anticipate that the increased number of health visitors will likely lead to a more robust delivery of the Universal Health Visiting Pathway. With more health visitors, we can ensure earlier interventions for children, helping them meet their developmental milestones more effectively.

What has stayed the same?

The percentage of babies born of healthy weight in the three years ending in 2024 was 82.0% compared to 82.4% in the three years to 2023. This is broadly tracking national averages



76% of babies born in Cults/Bieldside are breastfed, compared to only 16% in Heathryfold and Middlefield. The variation at community level continues to be significant.



There has been a reduction in the number of unborn children on the Child Protection Register (from 53 from Aug 2022 to July to 45 from August 23 to July 24). However, this age group remains the highest.



The number of unborn children on the Child Protection Register has slightly reduced but this group remains the largest on the Register suggesting that we are not yet be providing the right support for some families at community level. The collaboration as part of the Fairer Future Partnership presents a valuable opportunity to refresh our focus in order to effectively address the needs of families.

What is worsening?

Exposure to second hand smoke at 6-8 weeks has increased from 7.4% in the three years ending 2021 to 8% in the three years ending 2023



Levels of maternal obesity have increased again to 25% in the three years ending 2023/24. This is slightly below the Scottish average (27.6%). Although the city sits below the national average, levels are increasing more quickly locally.



There has been a rise in premature births. Levels are now above the national average (8.7% locally compared to 8.3% nationally) and the highest recorded locally over the last 10 years. The inequality gap is steadily reducing. 17% of births are premature in Summerhill, compared to only 3% in some communities.

We are making little, if any, impact on levels of second hand smoke at 6-8 weeks. Levels of maternal obesity continues to be of concern. There is a need to better understand the rise in premature births given the long term effect this can have on individuals.

Families living in SIMD 1 are proving particularly challenging to support within our current system. There is an urgent need for us and our partners to collectively identify these families. By doing so, we can better track their progress, gain a deeper understanding of the issues they face, and work with them to support positive outcomes in a person-centred and family-led manner.

So, what next?

In broad terms, a falling birth rate, and consequently an aging population, is likely to present challenges for any local authority area. These include uncertainty in the design and delivery of local services and, in the longer term, challenges to the economy of a declining workforce and falling consumer demand. Supporting Aberdeen to remain a family friendly city must continue to be a priority.

The improvement projects outlined in our current Plan are still thought to be appropriate and relevant. Considerable focus is currently being given to ensuring all families receive appropriate financial support by collaborating with NHS health points services and the local population to raise awareness of available resources.

We need to conduct further scoping work to understand the opportunities for pre and ante-natal women related to healthy weight, this ties in with the ongoing work across Aberdeen on healthy weight management and the Fairer Futures Partnership. We need to better understand the factors which sustain household smoking behaviour and what it would take to address this.

The rise in premature births, particularly in some areas of the City, may be worthy of consideration as we engage with Professor Marmot and Public Health Scotland through the Collaboration for Healthy Equity in Scotland (CHES).

WHAT DO WE KNOW ABOUT THOSE UNDER SCHOOL AGE AND THE SERVICES AVAILABLE TO SUPPORT THEM?

What does the data published since March 2024 tell us?



There has been a reduction in applications for Early Learning and Childcare provision (ELC) due to a drop in birth rate and steady increase in the number of parents and carers who are now choosing to defer their child's entry into primary 1.

What is getting better?

There has been a rise in the proportion of children meeting developmental milestones from 87.4% in 21/22 to 89.8% in 22/23. This is better than the national and family group average. However, uptake across communities varies significantly.



Based on the data on eligible 2s shared through the Scottish Government Data Pipeline, there has been a 12% increase in uptake of ELC for eligible 2s (205 of the 456 thought eligible are attending).



32 ELC Modern Apprenticeships have now successfully moved into the ELC workforce, this is helping to address some recruitment challenges experienced by the local authority. Recruitment of health visitors has improved over the year.



The increase in those meeting developmental milestones is welcomed, however there is greater coverage of assessments in higher SIMD deciles and this heavily influences the city wide data. There is clear evidence that data linkage helps to increase the uptake of eligible 2 Early Learning and Childcare placements, our work to link data for additional uses must continue. There is also evidence of an increase in the number of Modern Apprentices (90 starts for Social Services (Children and Young People) in 2023/24) compared to 85 in the previous year.

What has stayed the same?

The percentage of children who have been identified as having developmental concerns at the 27-30 month review has increased from 6.2% in 2022 to 8.3% in 2023. This is lower than the national average of 16.9% and reflective of poor coverage in some communities. The level of concern at community level ranges from 18% to 1%.



The proportion of ELC settings graded good or better dropped over 2023/24 to 80.2%, due largely to challenges experienced by our funded providers (national average 89.8%). The average Care Inspectorate gradings for Local Authority ELC provision have increased across all Quality Indicators (QIs).



Considerable variation in the uptake of immunisations remains. 100% of families living in the Oldmarch ward benefited from the MMR at 24 months, compared to only 68% in the City Centre (west). Similar patterns are evident when looking at the 6 in 1.



Health Visitors have worked hard to undertake assessments of children at 27-30 months and coverage is improving across the city, however some families continue to find it hard to engage with established arrangements and health colleagues are testing out different arrangements to increase uptake. The differences evident across areas of the city in those identified as having developmental concerns, must be better understood, particularly given the potential lasting impacts in later life.

The increase in average Care Inspectorate gradings for Local Authority provision is welcomed, but variation requires our continued focus. There is a need to review mechanisms in place to support Funded Provider settings to fully respond to Care Inspectorate recommendations timeously.

What is worsening?

There has been a rise in infant deaths (aged 0-1 years) per 1,000 children from 2.5/1000 in the four years ending 2020, to 3.1/1000 in the 4 years ending 2021. Levels are lower than those nationally, although the gap to national has reduced.



In 2023/24, 98.72% of our eligible pre-school population and 78.92% of our eligible ante pre-school population were placed in ELC, a slight decline from last year. This is attributed to an increasing % of families choosing to defer entry to primary 1 (17.9% in 23/24 compared to 14.2% in 2022/23.)



The drop in uptake of the 6 in 1 at 24 months is greater than national averages. Only 95.1% of children were vaccinated in 2021-2023 from 95.9% in 2020-22 (national 9%). There has been a 0.9% drop in MMR update over the same time period (90.1% in 2021-23 from 91.0% in 2020-2022 much lower than the national average of 93.8%



The historical shortage of Health Visitors has impacted on work for this age group, it is hoped that recent improvements in staffing levels will support longer term improvement. There is considerable evidence of variation in data at community level and this needs to be addressed through the provision of services more tailored to the needs and wants of individual communities rather than taking a generic approach across the city. This is being progressed through our Fairer Futures Partnership and through our Future Libraries Model.

There is considerable evidence that parents and carers, recognising the impacts of recent world events on their child and knowledge of the more expansive and flexible funded offer of 1140 hours of ELC, are choosing to delay entry to both ELC and school to support their child's development. The impact on both ELC and primary school placements will require ongoing monitoring.

There is a need for the Children's Services Board to support the Child Protection Committee and Alcohol and Drugs Partnership collaboration to encourage and educate around infant safe sleeping given that local analysis has identified that alcohol and drug use escalates risk. The rise in infant deaths is of considerable concern.

So, what next?

The improvement projects outlined in the current Plan are still thought to be appropriate, but the need to reflect on the needs of families living in different communities is again evident and will drive our work over the coming year. There is a need to maintain our focus on safe sleeping.

WHAT DO WE KNOW ABOUT OUR PRIMARY AGED PUPILS?

What does the data published since March 2024 tell us?



There has been a rise in primary pupil numbers from 14,573 in September 2022 to 15,210 in September 2023. The rise in school applications means that some families are now not able to access the school of their choice. This has led to an increase in school placement appeals from 167 in session 22/23 to 236 in session 23/24.

Greater diversity is evident (26.9% primary pupils are registered as being from an ethnic minority locally compared to only 12.2% nationally, with 56.7% identifying as being 'white UK' compared to 77.7% nationally). However, the number of children who have English as a second language has reduced from nearly 22% in 2022/23 to just over 19.1% in 2023/24. Despite the reduction, the percentage of learners who have English as a second language is significantly higher than the national average of 8.6%.

What is getting better?

There has been a rise in primary school attendance, with the attendance of those who are looked after increasing at a faster rate than their peers. Local attendance levels are slightly better than national levels (92.3% in 2023 compared to 92.2% nationally).



The proportion of adults satisfied with local schools has increased 71.3% to 72.3% in 2023. Although still slightly below national (73.7%) the rising local trend is at odds with a declining national trend.



There has been an increase in the number of children registered for free school meals across primary 6 and 7, from 682 in 2021/22 to 876 in 2022/23. This growth in registration is greater than the 5.7% growth in population across P6 & 7.



The percentage of primary 7 children with poor dental health has decreased. In 2023 79.7% of children had good dental health, an improvement of around 4%. Outcomes are better than the national average of 75.2%. Levels of tooth decay ranges from 56% in Torry west to 96.5% in Braeside/Mannofield.



There has been a 25% increase in the number of young people participating in universal sports activities.



There has been improvement across all CfE measures and the city is now in line with national averages, up one ranking position on P1.4 and 7 for literacy to 18 of 32, and up 2 ranking positions on attainment gap for P1, 4 and 7 Numeracy to 20 of 32.



The rapid increase in school population has resulted in there being less flexible space available in school buildings to support children in primary schools. Despite this lack of flexibility, there is evidence of improvement in primary curriculum for excellence (attainment) levels and attendance

continues to be better than the national average. There is evidence that collaboration with partners around key risks, for example around dental health, is improving outcomes for children.

What has stayed the same?

The percentage of primary 1 children with poor dental health has fallen slightly. In 2024 70.6% of children had good dental health. Outcomes are poorer than the national outcome of 73.2%



The number of children claiming free school meals is slightly higher than the national average (77.15% locally compared to 76.4% nationally) but with considerable variation at community level.



Attendance rates per 100 for looked after children sat at 88.2% in 2022/23. Local levels are considerably better than the national (84.3%) and family group average (86.1)



This age group again highlights the considerable variation in patterns of behaviour and outcomes across communities which can be masked by looking at city wide data sets. We must maintain our focus on need at community level.

What is worsening?

The number of children hospitalised due to asthma, 0-15 years, increased from 105.4 per 100,000 in 2022/23 to 117.8 per 100,000 in 2021/22 and appears to be rising further. Although better than the national average of 11.9, there is an encouraging declining trend nationally which is at odds with an increasing local trend.



When looking at our relative position compared to other Local Authorities in LGBF, attainment in CfE is down one ranking position on attainment gap for P1,4 and 7 Literacy to 21/32, down one ranking position on P1,4 and 7 for numeracy to 19/32



There has been a rise in the number of children living in poverty from 20.5% in 2021/22 to 21.8% in 2022/23. Local levels are in line with national averages but greater than the family group.



Although attendance is better than the national position, the city sees poorer school attendance at P1 (91.6%). This dip at Primary 1 is not seen nationally.



More than 1 in 5 children across Aberdeen City are now experiencing poverty and there is considerable variation at community level when looking at the health outcomes of parents and carers, which can directly impact on children and young people and maintain intergenerational poverty. Our continued focus on attainment, attendance (particularly at primary 1) and child poverty will be important. There is a concerning trend around hospitalisations due to asthma, which is bucking the national trend.

So, what next?

Planned work to increase alignment with adult services should continue alongside the development of our community based Family Support Model in Northfield and Torry.

There is a need to consider if more could be done to address the concerning emerging trend around hospital admissions due to asthma, and monitor the impact of the Low Emission Zone on these levels over time. There is a need to look in more detail at attendance at the primary 1 stage.

WHAT DO WE KNOW ABOUT OUR SECONDARY PUPILS?

What does the data published since March 2024 tell us?



There has been a rise in secondary pupil numbers from 10,430 in September 2022 to 10,977 in 2023. The pupil population has become increasingly diverse. The most recent (re-baselined) population estimates from National Records Scotland identified that our city population has grown by 2.4% since 2011.

There were 4,675 young people in the senior phase of our secondary schools at the point of school census in September 2023. This is 210 more than at the time of the census of September 2022 (4,465). There is clear evidence this has increased further in 2024.

What is getting better?

77% (75%, 71% at earlier data points) of learners feel positive or very positive about their body image, showing a further increase of 2% from November 2022.



Reduction in the rate per 100,000 of young people admitted to hospital due to assault from 52.9 in 2022 to 43.5 in 2023. The local rate is lower than the national.⁶



8.6

There has been a drop in alcohol related hospital admissions for those aged 11-25 from 255 per 100,000 in 2022 to 226.4 per 100,000 in 2023. However, this sits slightly above the national average (211.5)



The overall average total tariff score has risen from 882 in 2023 to 893 in 2024. This is still below national (918) although emerging trends suggest that local data could overtake national in the next 2 years.



The number of presentations at National 5 increased to **11,236** in 2024 from 10,660 in 2023, an increase of 576 and the highest number on record for the local authority. At National 5 in S4, the per pupil presentation increased to **5.49** in 2024 from 5.22 in 2023, an increase of 0.27.



37% of young people achieved 5+ awards at level 6 in 2022/23, better than the 36% in 2021/22. This is one percentage point behind the national average of 38% although bucks the national trend.



There are encouraging signs in some health and education outcomes. Despite the gains, some groups of children continue to do less well than others with clear signs of less positive movement in some communities.

Variation across our secondary schools is evident, the recent rapid increase in pupil numbers (particularly coming through the early stages of secondary in August 2024) is thought to be a factor.

What has stayed the same?

Uptake of the HPV vaccine in S3 girls has increased from 76.6% to 79.2% in the three years ending 2023. This remains marginally below the national level of 80.7%. There is considerable variation at community level with only 58% of those in Tillydrone being vaccinated.



The number of presentations at Higher increased to 5,944 in 2024 from 5,689 in 2023. The A-C pass rate for 2024 was 73.59%. This represents a decrease from 75.02% in 2023. The National pass rate has decreased by 2.2% from 2023 and currently sits at 74.9%.



The physical wellbeing survey told us that there are times where children and young people do not have the right access to food to meet their nutritional needs. 3%, 238 (compared 3.7%, 256 in 2022).



63% of young people secured 5 passes at level 5 in 22/23, this is slightly down on 21/22 (66%) with the Local Authority position against others largely unchanged (20th out of 32 Local Authorities in 2022/23 compared to 19th in 2021/22).



School exclusion rates per 1000 children have reduced from 52.9 in 2018/19 to 25.7 in 2022/23. However, this is still higher than the national average of 16.6. Although significantly reduced, exclusion rates for those who are looked after are significantly higher than national levels (164 per 1000 compared to 97 per 1000 nationally).



41% of young people from SIMD 1 achieved 5+ passes at Level 5 in 2022/23. This is better than the 34% in 2021/22 but still some way from the national average (50%) 19% now achieve 5+ at Level 6, a 6% improvement and now gaining on the national average of 22%

The proportion of children entering positive destinations in 202/23 was maintained at 93.6%, this is still some way from the national average of 95.9%



We are still some way from the virtual comparator in terms of education outcomes and must maintain our focus on this area and work to address the variation from school to school.

Focused work on sustained positive destinations should be initiated as Skills Development Scotland continue to work with HMRC to find a resolution to data sharing arrangements which could let us better understand those who do not secure a longer term positive destination.

There is also a need to monitor the number of young people who are economically inactive due to anxiety/mental health needs as 51 young people were economically inactive due to anxiety/mental health needs as of October 2024.

What has worsened?

There has been a continued rise in death by suicide in 11-25 year olds from 7.86 per 100,000 in 2021 to 8.2 per 100,000 in 2022 (crude rate). Despite local data being positive against the national (10.9 per 100,000) our locally rising trend is at odds with plateauing national data.



The average total tariff score for those living in SIMD 1 has reduced from 591 to 481. This is some way from the national average of 658.

At National 5, the A-C pass rate for 2024 was **73.3%**. This has decreased from 74.6% in 2023.



The physical wellbeing survey highlighted an increase in the time spent on technology with 28% (27% in 2022) stating that they spend more than 6 hours on technology at the weekend. 946 of these are Primary stage learners.



61% (69% last year) of learners who completed the health and wellbeing survey have at least 60 minutes of moderate or vigorous physical activity a day

There is a need to take further action on the health led National Self Harm Plan to get ahead of the concerning rise in suicide. We need to better understand our local data in order to amplify our preventative offer.

The disparity in outcomes across communities is considerable and we must have a laser focus on variation at community level.

So, what next?

There is a need to maintain our Plans around the senior phase curriculum and also continue to give close attention to personal and social education programmes to ensure that our young people know how to keep themselves safe. Programmes should take account of the higher prevalence of rates of death from suicide and in Aberdeen North (12.6 per 100,000) compared to Aberdeen Central and Aberdeen South (sitting at 10.5 and 10.4 per 100,000). We will ask our Mental Health and Wellbeing Group to consider if any further action is required. Work to improve school attendance should continue.

The disparity in outcomes continues to suggest that the wider family supports currently in place are not making a difference to some groups, confirming our findings from last year's annual report and the need to think quite differently about how we work with and for families in need of our help and support. This will be progressed through our planned Fairer Futures Pathfinder.

What does our analysis by life stage tell us we need to address?

For the most part, our established plan remains appropriate. There is a need for us to maintain our current focus on child poverty, safe sleeping, attendance (particularly at primary 1) /attainment, addressing variation and improving transitions between child and adult services.

As we discovered during our last annual review, we must continue to look for ways to join data sets and look at community level data to ensure that we work to a shared and clear understanding of the problems our communities face. We need to continue to explore new ways of supporting our communities and citizens through our work to develop our Family Support Model as part of our Fairer Futures Partnership with Scottish Government. We need to continue to progress our whole system approach to healthy weight.

We need to start to be curious around air pollution and try to better understand why more children are presenting at hospital due to asthma. We also need to look carefully at what more can be done to prevent suicide given concerning local trends. We need to initiate some work around positive destinations.

WHAT DO WE KNOW ABOUT CHILD POVERTY IN THE CITY?

What does the data published since March 2024 tell us?

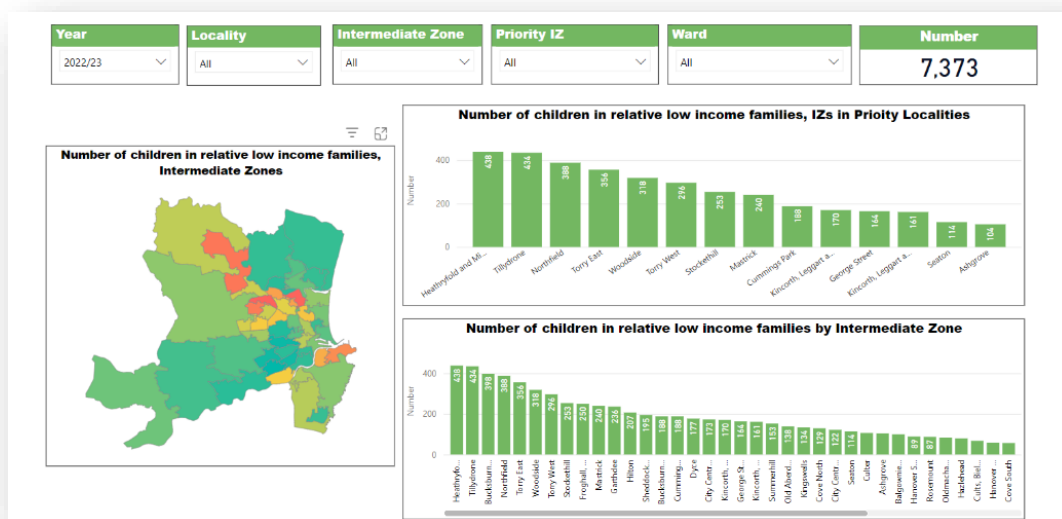


The cost of living crisis continues to impact on the resilience and mental health of families, with increasing numbers of people feeling socially isolated across our communities. Community level data shows that poverty is an overarching factor in long term outcomes for children and families.

The number of children living in poverty

Recognised statistics, contributing to the national child poverty dashboard, detailing the exact number of children living in poverty across the city vary according to the methodology and source used. Families Living in Low-Income circumstances is a generic term used to describe relative poverty defined by a variety of these measures. The most recent data (June 2024 End Child Poverty measure) estimated that for 2022/24 21.8% (20.5% in 2021/22) of children in the city were living in households where the household income is below 60% of median income **after housing costs** (more than 1 in every 5 children). This shows us that despite a range of interventions put in place locally, there continues to be a steady rise in the number of children living in poverty.

Data from 2022/23 shows that in some city communities, according to the separate official statistics which populate the majority of data in this document, over 35% of children are living in relative poverty compared to only 3.7% in other communities. This data refers to children living in households where the household income is below the current 60% of median income **before housing costs**. Around 61% (4,500) of children in low-income families are in working households. The concentration of children living in low-income families varies considerably across Aberdeen City.



The working age population

In the year from July 2023 – June 2024, 19.5% of Aberdeen's working age population (over the age of 16) were economically inactive compared to the 25.5% recorded between July 2022 and June 2023. The trend for this overall measure, from the commencement of 2024, is offering early indications of a reduction in inactivity with Aberdeen reverting to pre-pandemic levels and also being lower than Scotland levels, after a run of outcomes (covering April 2021- September 2023) where the city's inactivity levels were higher than the national picture. This improvement is welcomed and suggests that our interventions are making a positive difference.

Of those who were economically inactive, 32.8% were students, 28% were long-term sick, 18.4% were looking after home/family and 11.8% were retired (prior to national retirement age). Looking at the trend patterns for each of these groups suggests that student inactivity, although lower than at June 2023, has been on an upwards trajectory, while inactivity due to long term illness is similar to that in 2022/23 and 2021/22 and improving in comparison with Scotland levels. This may be indicative of there being fewer opportunities for students to work flexibly or could equally show that studies are being prioritised.

After an extended period of very low inactivity among the retired cohort, the 2023/24 data indicates that this is returning to 'normal historical' levels, but with this cohort still being more economically active than at Scotland level. Of those who were of working age and not working, 88% stated that they were not actively seeking employment. The last set of official statistics on the % of inactive population in Aberdeen seeking employment (October 2022-September 2023) was 14.2%, below the Scotland level.

In the 2023 calendar year, there were an estimated 13,500 workless households in Aberdeen, a fall of 1,700 on 2022, with reversion to the previously common position where the proportion of workless households in Aberdeen (16.2%) was below the Scotland level (17.4%).

Employment rate/Economic Activity by Minority Ethnicity (16-64 years)

NOMIS data (derived from Annual Population and Labour Force Surveys) shows that between July 2023 and June 2024, 63% (64.5% in 2022/23) of those who are classified as being of minority ethnic background were employed, compared to the wider city figure of 76%. The first figure is statistically unchanged from the previous year, but with a widened gap of around 4 percentage points to the city's overall outcome.

The city level minority ethnic employment rate outcome is higher than the Scotland figure of 56% whilst the unemployment rate was 15.7% (10.7% in 2022/23) the lowest figure of the four large urban local authorities where sample data was available. This was 10 percentage points higher than the overall city figure. Although the city has a more favourable picture compared to others, there is a need to understand this more fully given the significant shift in demographic and increasing diversity evident across the city.

Economic Inactivity rates for Aberdeen among minority ethnic groupings at 25% (28% in 2022/23) were, with the exception of a single authority, the lowest of each of the 14 local authorities for which data was available. This was higher than the overall figure for the city which was 19.5%. There is no specific data from this source outlining the proportion of inactive persons who were seeking employment. This data may be indicative of family members accompanying students at both city universities, but worthy of further interrogation.

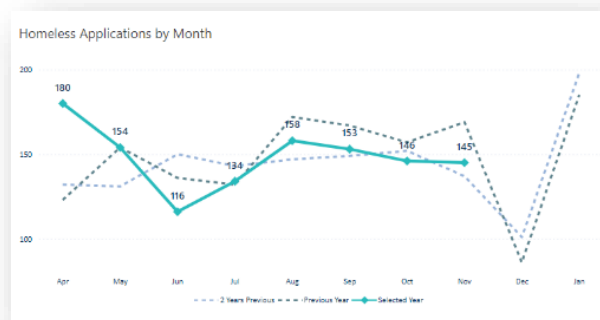
In combination, the change in data for 2023/24 is suggestive that, the employment and unemployment rates, although better than most comparable local authorities is most statistically influenced by a movement from economic inactivity. Some caution requires to be exercised around interpretations derived from the source dataset as the sample sizes for each local authority do not enable the generation of full granular outcomes for all 32 authorities.

Rise in homelessness

In 2023-24, there were 1,778 homelessness presentations to the council, an increase of 0.5% on the previous year, whilst still high, a less sharp rise than the 25% reported in 2022-23.

In March 2024, 442 households were in temporary accommodation (up from 399 in March 2023), 90 of these households had either pregnant women or children in them.

483 young people (aged 16 - 24 years old) applied for homeless assistance in 2023/24, up 3.9% (+18) on 2022/23. 105 of these were from applicants aged 16/17 years old, a 10.5% (+10) increase on the 95 received the previous year with most reporting being asked to leave their family home.



378 were from applicants aged 18 -24 years old, a 2.2% (+8) increase on the previous year.

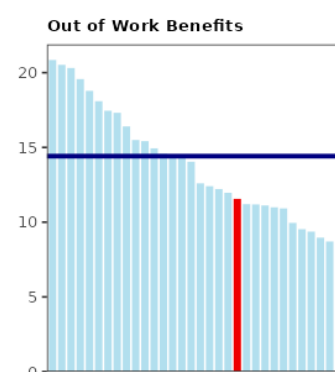
Analysis at individual case level shows that most are due to a breakdown in relationships and the service will work in collaboration with other Council Clusters to review a sample of cases to elicit learning. Sampling of cases to date illustrates that the conflict being experienced in the family home is influenced by a number of other factors (such as other children within the home, illness, financial pressures) and the involvement of other services with the family leading up to the point of crisis.

Work to address homelessness is being driven through our engagement with [Homewards](#).

Claimant count

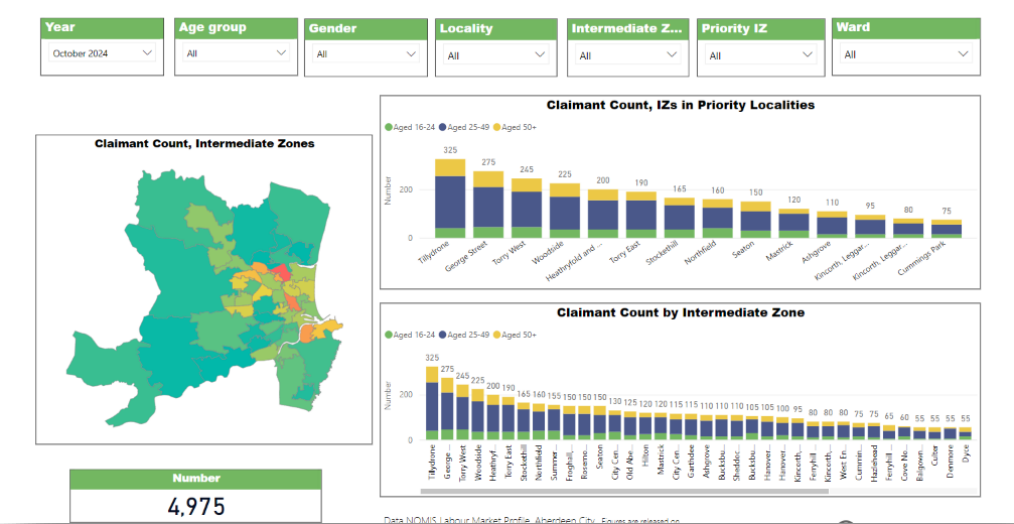
The city level claimant count rose from 4,595 in October 2023 to 4,975 in October 2024. However, there was a slight drop (875 in October 2023 to 870 in October 2024) in the number of 16–24-year-olds claiming. These trends are at odds with those reported last year, suggesting that more families are now claiming the benefits they are entitled to and this is welcomed.

In October 2024, there were 1,592 Claimants in our priority localities, higher than in October 2023 (1,530). This represents 30.1% of all claimants in the city, a marginal reduction on the positions recorded at prior snapshot points as a consequence of the overall rise in the claimant count, and some shifts in claimant activity within other non-priority localities.



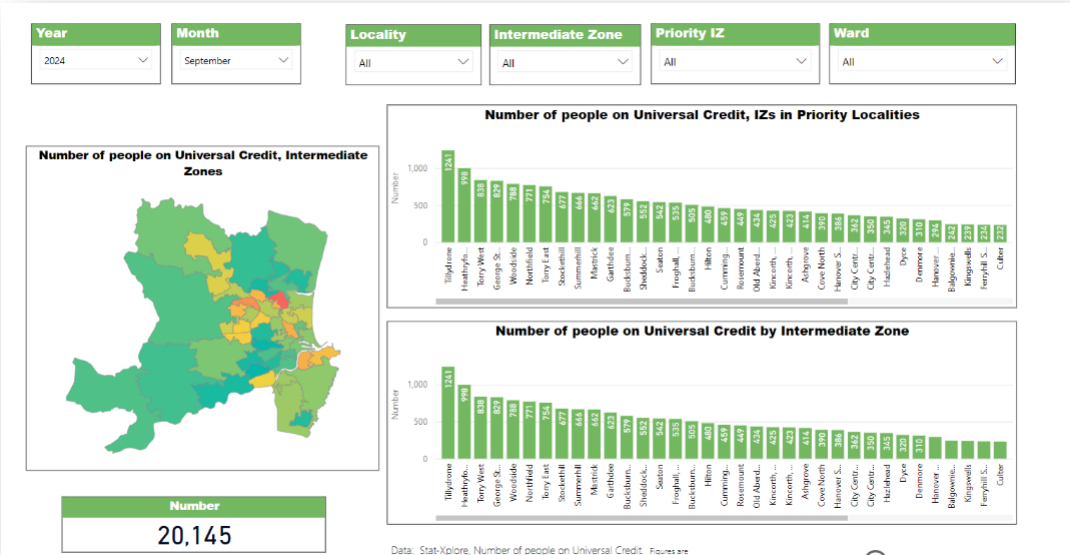
The claimant count continues to vary across the city by zone, with Tillydrone having the highest proportion of claimants.

The Improvement Service Community Planning Tool shows that the Local Authority area has increased by one place against other community planning partnerships for this measure. Aberdeen City now sits 20 out of 32 Local Authorities (compared to 21 of 32 last year) for levels of Out of Work Benefits. This is still below the national average but is the highest within our Family Group suggesting that our financial inclusion arrangements are more effectively supporting families to claim their entitlements.



Universal credit

There has been a considerable rise in the number of people claiming Universal Credit, from 18,470 in September 2023 to 20,145 in September 2024. There is considerable variation in the level of claimants at community level, with Tillydrone being home to the highest proportion of claimants. Some caution is needed in interpreting these figures since small numbers of people continue to transfer to Universal Credit from legacy benefits.



Spread of poverty across the city

Poverty is not spread equally across our city. The number of children living in relative low-income families, based on the official statistics released in March 2024, varies across the city by ward zones.

In 2022/23, Hazlehead/Queens Cross recorded the lowest number of children (147/ 4.1%) and Northfield/Mastrick, the greatest number, although this number is improved from the previous year. There is a high of 967 in Northfield/Mastrick, (28.2%, 30.4% in 2021/22) and 684 in Torry/Ferryhill (24.0%, 23.1% in 2021/2022), both figures are improved on 2022.

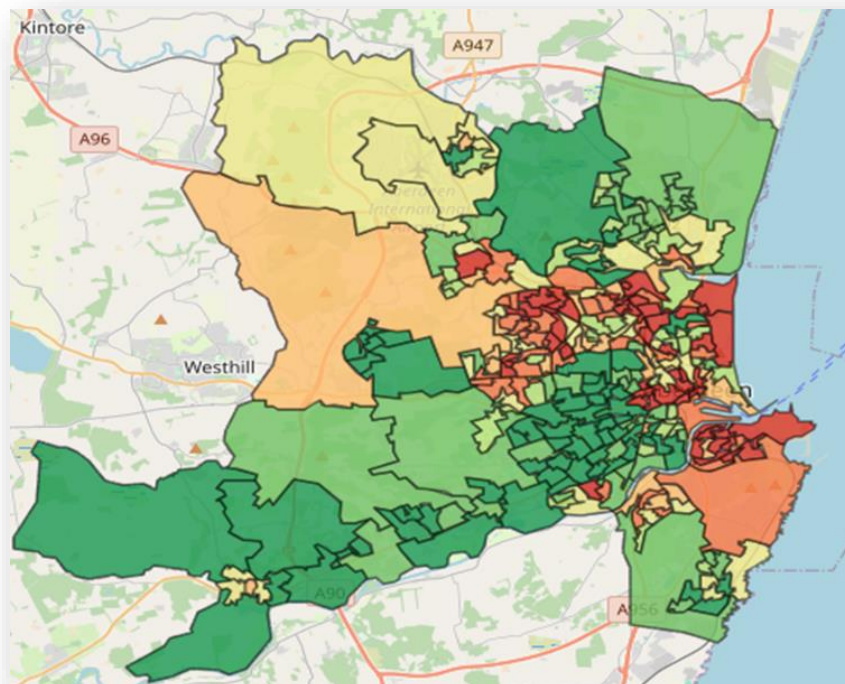
Hilton/Woodside/Stockethill (25.5%) and Tillydrone/Seaton/Old Aberdeen are both sitting at around 690 children living in relative low-income families. Tillydrone/Seaton/Old Aberdeen continues to have the city's highest proportion of children living in relative low-income families at 32.3%, a small increase on 2021/22.

The George Street/Harbour ward has a relatively lower number of children in this category than these zones at 465 children, but despite falling out with the priority locality structure, is now experiencing the second highest % of child poverty behind Tillydrone.

Dyce/Bucksburn/Danestone has experienced the greatest material rise in both the numbers and % of children in relative poverty, with 761 children (517 in 2021/22) and 24.8% (16.9% in 2021/22). Numerically and proportionately, this ward now sits above Torry/Ferryhill in terms of relative poverty based on this measure.

These patterns of change are suggestive that child poverty trends at ward levels have been less fixed relative to each other than in most previous years, with gains in some priority neighbourhoods whilst others, and some out with priority activity definitions, have experienced a less positive direction of travel. This signals a need to continue to sharpen our focus at community level.

The Scottish Government Child Poverty Map – Aberdeen City (Improvement Service, based on Official Statistics) shows the spread of relative child poverty across the city.



The impact of this spread is seen across a range of outcome measures from the Community Planning Outcome Tool. A colour RAG (Red / Amber / Green) rating has been used to show where there has been statistically significant movement locally and/or in comparison with Scotland trends.

2022/23 2021/22	Average Highest Attainment - 2022/23	Child Poverty (%) - 2022/23	Crime Rate, per 10,000 - 2022/23	Depopulation Index - 2022/23	Early Mortality, per 100,000 - 2022/23	Emergency admissions per 100,000	Out of work benefits (%)	Participation rate
Aberdeen city least deprived	6.0 (6.1)	3.7 (3.9)	564.4 (717.8)	91.3 (91.8)	245.3 (250.3)	19591.0 (18298.6)	3.1 (3.4)	96.0 (96.5)
Aberdeen city most deprived	4.9 (5)	35.3 (35.0)	1779.8 (2057.2)	102.0 (101.6)	782.3 (787.2)	25449.7 (29916.6)	25.3 (26.8)	85.0 (83.8)
Scotland least deprived	6.1 (6.1)	6.1 (6)	500.9 (519.3)	94.2 (94.2)	244.8 (243.6)	18280.9 (18309.4)	3.9 (4.3)	96.4 (96.2)
Scotland most deprived	5.1 (5.1)	38.8 (37.3)	1829.4 (1882.5)	100.4 (100.3)	799.6 (794.7)	31497.9 (32122.0)	30.7 (31.4)	87.7 (87.2)

Improvements noted include:

- a reduction in the % of children experiencing child poverty in the least deprived communities (from 3.9 in 2021/22 to 3.7% in 2022/23. This is significantly lower than the national average of 6%.
- A considerable fall in crime rate across communities in Aberdeen
- A very slight reduction in early mortality per 100,000, bucking the national trend.

Areas of concern include:

- An increase in the percentage of children living in poverty in the most deprived communities (from 35% in 2021/22 to 35.3%). The rise locally is less acute than the national rise from 37.3% to 38.8%.

Grant applications and Advice Services

There were 1,630 applications to the Best Start scheme in the 12 months from September 2023 to 2024, (1,455 in the previous annual period) with the Best Start Foods component representing both the greatest year-on-year change in component application levels (1,465 +315)) and in the proportion of accepted applications (63% +3 p.p.) In 2022/23, these figures were 1,150 and 60% respectively.

Applications against the Best Start ELC and School Age component totaled 525, similar to the prior year. There were 1,065 Applications against the Pregnancy and Baby component, a more marginal rise in the proportion of all accepted applications (+2 p.p.) and an increase of 280 applications on 2022/23.

In common with the national trend, the number of applications being received against the Best Start scheme for both the Pregnancy/Baby component and the Foods component has risen in 2023/24 as a consequence of both population and circumstantial changes, alongside the increasing accessibility/knowledge of the supports available through the Scheme.

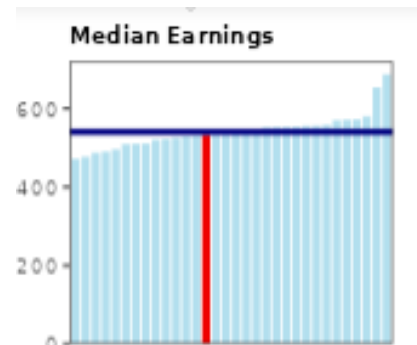


Earnings from Employment/Self-Employment

The Improvement Service Community Planning Tool shows that the Local Authority area currently sits 20th (22nd in 2021/22) out of 32 Local Authorities for Median Earnings, more or less in line with the national average. In 2022/23 Median Earnings for Aberdeen rose to £533 (+7%), slightly faster than the Scotland level.

Median Earnings is an important metric in that it evidences the financial gains from employment/self-employment across the full spectrum from the lowest to the highest earners and is materially and dynamically linked to estimates of relative poverty.

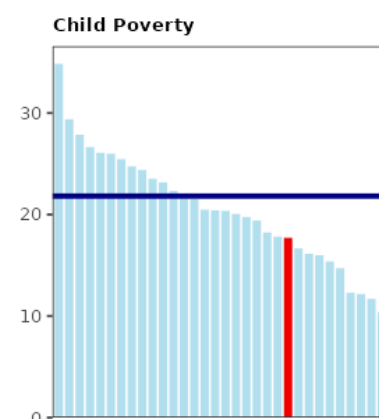
It is important to note that changes in Median Earning levels may have consequential effects on calculations of relative poverty that are not directly related to a fall or increase in household incomes of lower earners, although this may influence the number and percentage of households/individuals classed as being within lower income family circumstances by these core poverty measures.



Benchmarking Child Poverty performance

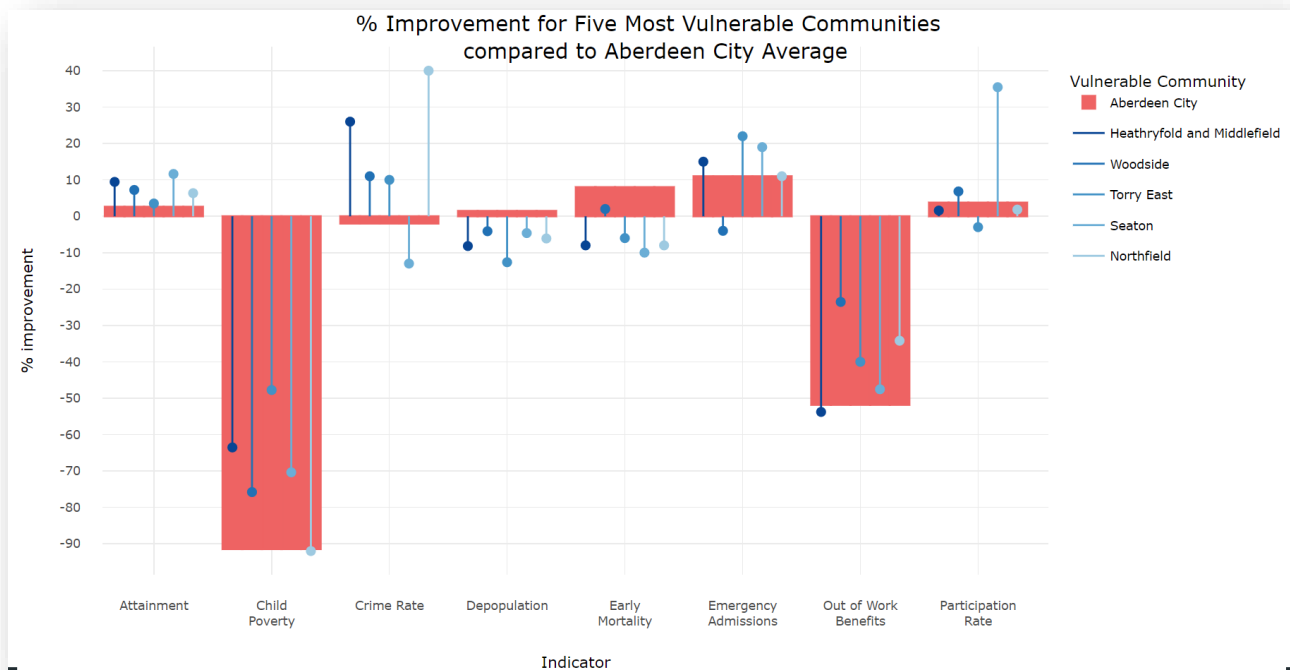
The Improvement Service Community Planning Tool shows that 92% of our communities are performing well compared to their comparator communities when looking at child poverty in isolation. The city centre (north and east), Bucksburn north, Woodside, Tillydrone, Torry East and Northfield are not keeping pace with their comparator communities.

However, when looking at child poverty and its associated measures, this drops to only 78% of communities who are outperforming similar communities. This drop is largely driven by attainment and participation levels signaling a need to continue to prioritise these areas.

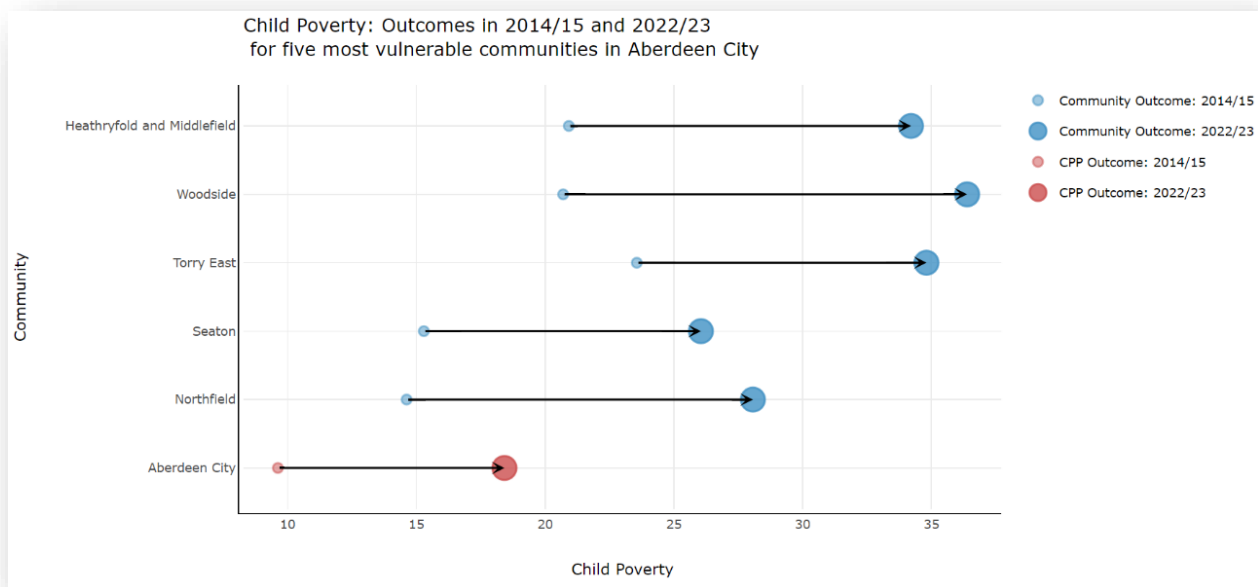


Levels of child poverty in the city are slightly below the national average; Aberdeen sits second behind Perth and Kinross in levels of child poverty when comparing levels of poverty with our Family Group. The Local Authority area currently sits 23 out of 32 Local Authorities for levels of child poverty which is below the national average, this is unchanged from last year.

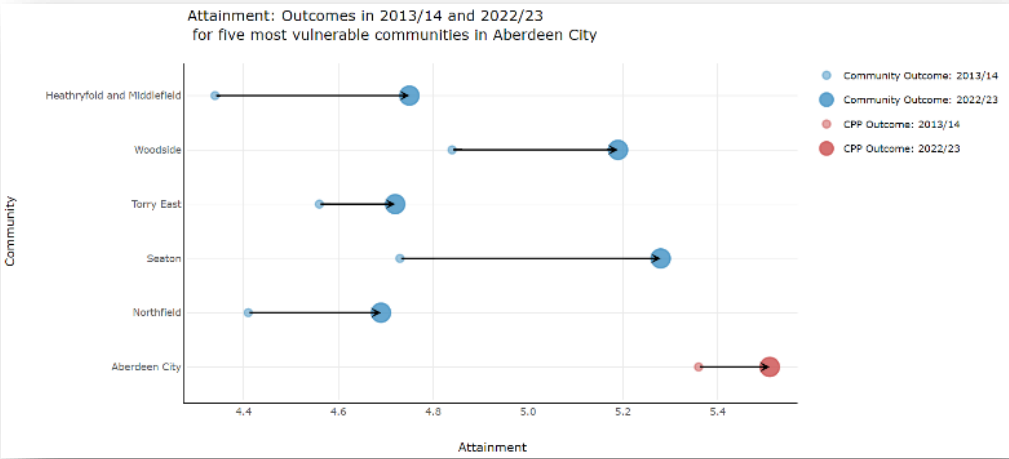
The Community Planning outcomes tool allows us to look at changes in our communities most vulnerable to child poverty over time and identify differences at community level. The visual demonstrates the considerable differences in crime and participation rates in what the tool has identified as our 5 most vulnerable communities.



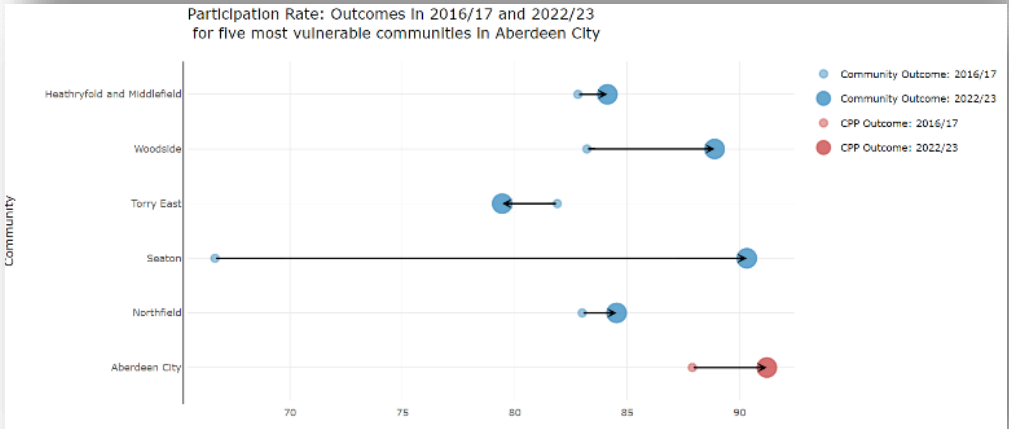
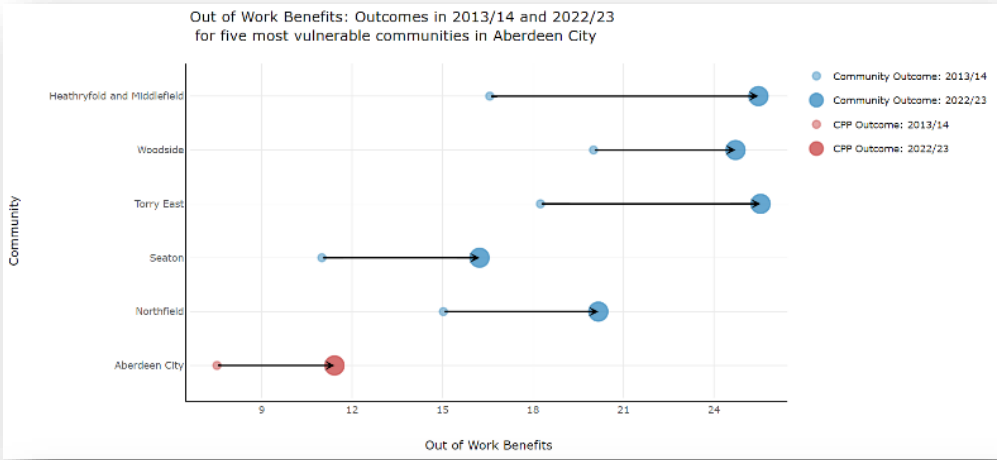
When looking at how these more vulnerable communities are faring against levels of child poverty, we can see that levels of child poverty are increasing (against a baseline from 2014/15) at a faster rate than the city mean growth.



Levels of attainment across our 5 most vulnerable communities show similar variation around attainment. Gains are evident across all communities, although the scale of improvement varies considerably.



Out of work benefits, the participation rate and emergency hospital admissions show similar levels of variation.



Groups Most at Risk of Poverty

Those groups identified as being most at risk of poverty through the national priority plan continue to face particular challenges locally. We continue to build our knowledge of how poverty impacts individual groups. The data below outlines the present data and offers, where possible, the most recent trend directions from the available data.

Single Parent Families: In August 2024, there were 410 (5.5% of all claimants) single parent Housing Benefit Claimants in Aberdeen City. This compared to 527 in March 2024 and 573 as at December 2023. In August 2023 this figure was 651 (8.1% of all claimants). Of this number, 50 households had 3 or 4 dependants, in comparison with 98 in August 2023. In August 2024, the number of Universal Credit Claimant single parent households was 5,437, an increase on both December 2023 (4,692 households) and that is August 2023 (4,628).

Disability: At September 2024, there were 2,125 (1,260 in September 2023) Aberdeen resident applications to the Scottish Child Disability Scheme, providing for 2,625 (2,090 in September 2023) child recipients. The number of households in receipt of the child disability element of Universal Credit in August 2024 was 1,082, up from 813 in March 2024, and 688 in August 2023.

Youngest Child Less Than One Year Old: In August 2024, there were 431 households in Aberdeen City in receipt of Universal Credit with a child under the age of 1 year old, the same as in August 2023. The % of families where the youngest child was in this age group and was experiencing relative poverty in 2023/24 was 31%, slightly lower than in 2022/23 but greater than for those families with children overall (23%). The distance between these two cohorts has closed marginally.

Larger Families(3+ children): The number of Housing benefit claimants with 3 or more child dependents in August 2024, were 88. This is a 53% reduction on August 2023 (156 claimants), and lower in comparison with 128 in December 2023. There were 1,802 households with 3 or more children who were in receipt of Universal Credit at the same point in time, roughly similar to that in August 2023.

Younger Mothers: In August 2024, there were 12 Housing Benefit Claimants with dependents under the age of 25 years, which had reduced from 13 in August 2023 but increased from 8 in December 2023 and the 9 in March 2024.

Minority Ethnic Families: 63% of those who are in ethnic minority families are employed compared to 76% of those who are white in Aberdeen City. There is presently no consistently reliable data around the influences behind this differential at national or local levels. Most recent Common Advice data (2022/23) indicated that 234 (5.5%) clients of declared Minority Ethnic background had engaged with ACC/CAB financial advice services from a total of 4,204 with a known ethnicity. This was slightly higher than in 2021/22.

WHAT DO WE KNOW ABOUT CHILD POVERTY IN THE CITY?



There is a need to continue to think about how we collect and align data to ensure that we continue to build an understanding of the challenges facing our residents. The Child Poverty Employability Coordinator will work to understand these needs more fully over the coming year and develop a co-designed child poverty employability action plan.

What is getting better?

The number of people now successfully claiming universal credit has increased from 7.705 in March 2020 to 20.145 in Sept 2024.



92% of communities are performing better in child poverty than might be expected (when comparing them to similar communities). The city centre (east and west), Tillydrone and Bucksburn East have the poorer outcomes.



90% of communities are performing better in out of work benefits than might be expected (when comparing them to other similar communities). Torry east, Heathryfold/Middlefield, Woodside, Mastick and Northfield have the poorest outcomes.



In the 2023 calendar year, there were an estimated 13,500 workless households in Aberdeen, a fall of 1,700 on 2022.



A reduction in the % of children experiencing child poverty in the least deprived communities from 3.9 in 2021/22 to 3.7% in 2022/23. This is significantly lower than the national average of 6%.



A considerable fall in crime rate across communities in Aberdeen




There are some positive indications that more families are claiming their full entitlements, that there are less workless households and that we are faring reasonably well when comparing progress against our comparators. However, we cannot be complacent as there continues to be significant evidence that long term outcomes are significantly impacted by poverty (as clearly evidenced through our earlier review of data by life stage) and that recent economic shocks have increased risk significantly.


The disparity in outcomes at community level remains considerable. There is a need to carefully consider how services are delivered for and with those who need our support most.

What has stayed the same?


The claimant count, as a % of the working age population has remained stable at 3.2%. This is in line with the national average.



The claimant count, as a % of the 16-24 population, has increased from 3.3% to 3.7% in 2024/25. This is higher than the Scottish average of 3.5%, and much higher than the family group average of 2.3%.



In 2022/23 Median Earnings for Aberdeen rose to £533 (+7%), slightly faster than the Scotland level.



There is a need to understand the rise in claimant count in our 16 to 24 population better. NOMIS November 2024 data shows that there is a higher proportion of those aged 16 and 17 claiming locally compared to Scotland wide and UK wide data.

Claimant count by age - not seasonally adjusted (November 2024)				
	Aberdeen City (Level)	Aberdeen City (%)	Scotland (%)	Great Britain (%)
Aged 16+	4,950	3.2	3.1	4.2
Aged 16 To 17	40	1.1	0.7	0.2
Aged 18 To 24	855	4.1	4.2	5.5
Aged 18 To 21	475	4.5	4.7	5.9
Aged 25 To 49	2,940	3.3	3.6	4.8
Aged 50+	1,115	2.7	2.2	3.2

Source: ONS Claimant count by sex and age
Note: % is number of claimants as a proportion of resident population of the same age

[view time-series](#) [compare other areas](#) [query dataset...](#)

There is also a need to work with our communities, as part of our Future Libraries model, to increase access to the supports they require in a way that is better suited to their needs and wants.

What is getting worse?

The Scottish House Condition survey suggests that more children are living in fuel poverty (now 26.1%).



There has been a decline in the number of people rating a neighbourhood as a very/fairly good place to live from 93% to 93%. This is 3% lower than the national average.



There has been an increase in the number of city voice respondents who reported that there was a time during the last 12 months when they were worried they would not have enough food to eat (from 5.4% in 2019 to 9.4% in 2024)



There has been a rise in the number of city voice respondents who reported that there was a time during the last 12 months where they were worried that they would not be able to heat their homes (from 10.0 to 24.6)



The number of children in relative low income families has increased from 5,450 in 2016/17 to 7,378 in 2022/23



483 young people (aged 16 - 24 years old) applied for homeless assistance in 2023/24, up 3.9% (+18) on 2022/23. 105 of these were from applicants aged 16/17 years old, a 10.5% (+10) increase on the 95 received the previous year with most reporting being asked to leave their family home.

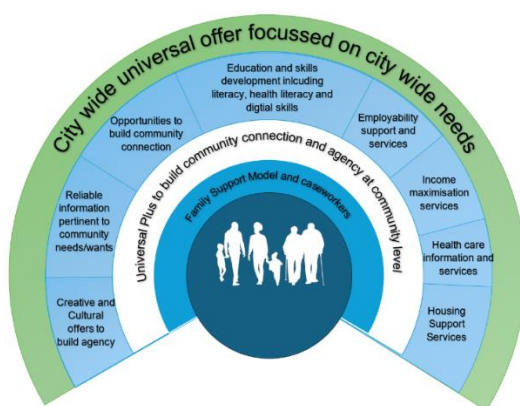
Torry (east and west), Northfield, Heathryfold/Middlefield and Commings Park have the poorest outcomes.



Analysis of need as part of our work to develop our Future Libraries model has highlighted the very high proportion of citizens who feel socially isolated. There is a need to address this social isolation through our Future Libraries model and help citizens develop the agency they require to feel in control of their choices.

So, what next?

Data shows that poverty continues to impact on our families and that this is likely to continue, although there are some signals from more recent information of an apparent stabilisation of the employment market and an increase in those who are economically active and in employment/self-employment may feed through to future improvements in poverty related measures. There will be a need to ensure that the issues highlighted through this annual review of data are shared with the Local Employability Partnership to ensure that they are taken into account as new priorities and Delivery Plan are developed.

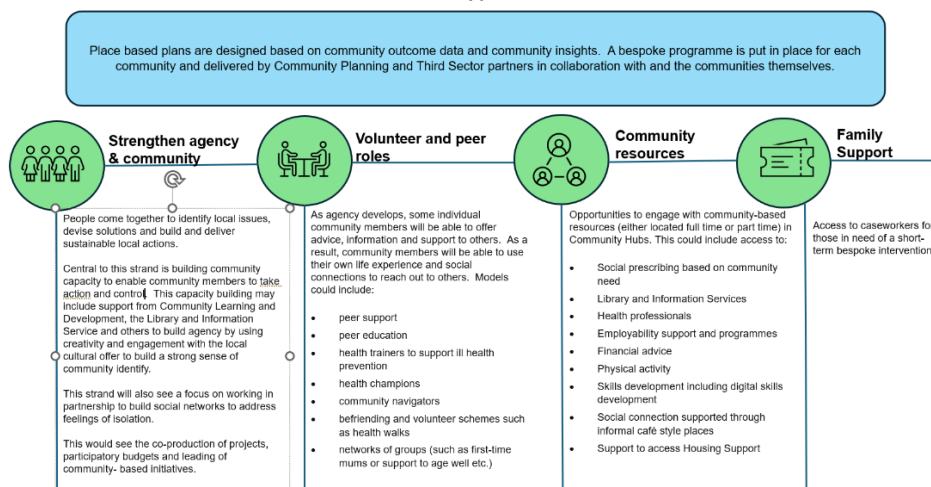


There is a need to ensure that our communities have the agency they require to continue to overcome the challenges they are experiencing as we develop our Future Libraries Model.

There is now a further tranche of data-based evidence that families are increasingly being supported to access locally and nationally managed entitlements and this is encouraging but does highlight the number of those who need our continued help, and those whose changed circumstances have required engagement with support mechanisms for the first time.

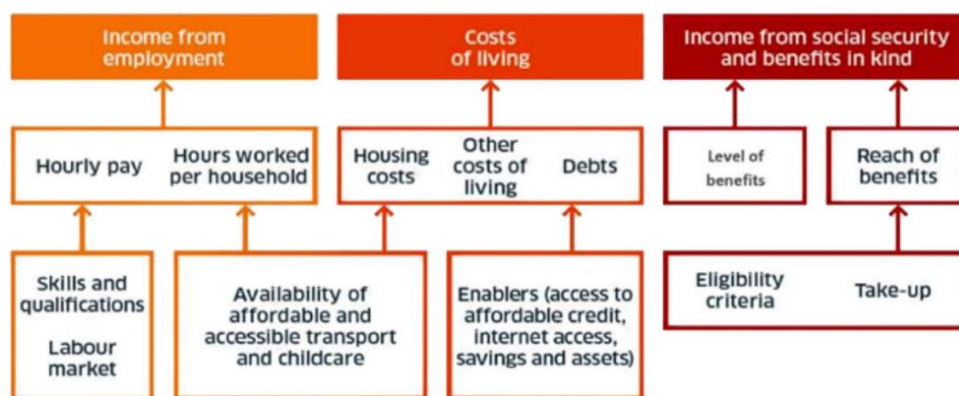
There is a need to continue to carefully target those groups recognised as most likely to be impacted by poverty, and to increase our knowledge and support of them whilst maintaining an awareness that the evidence may challenge our responses in areas, and for residents, falling out with historically understood need/priority. Our place-based approach to the development of our Future Libraries may offer a helpful context to explore some of the challenges facing families more fully.

Placed Based Approach



Best Start, Bright Futures

Best Start, Bright Futures tells us that the three drivers of poverty are income from employment, cost of living, and income from social security and benefits in kind. We know that impacting these drivers will positively impact levels of child poverty and so have structured our report under these three headings whilst recognising how interrelated they are.



Our shared Local Outcome Improvement Plan continues to guide how the Community Planning Partnership works together to tackle and prevent poverty long term. However, the cost of living crisis, combined with existing inequalities, have increased the risk of acute poverty.

The Community Planning Aberdeen Anti-Poverty Group is dedicated to ensuring that we respond to emergency need now as well as work together across other Outcome Improvement Groups and with community partners to prevent further harms in the future. Our Citizen's panel data reveals that too often people are forced to make a choice between food and fuel due to a lack of income from employment or social security.



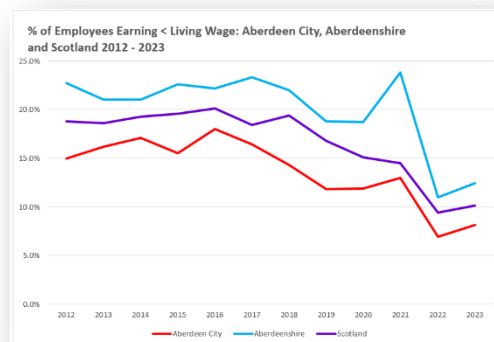
The Anti-Poverty Group brings together a range of partners to ensure communities are able to access the support they need to prevent unnecessary short term suffering. Examples of this work are provided in the following sections and range from funding community organisations to provide local support services in our most deprived communities through the Fairer Aberdeen Fund, to income maximisation work through the Financial Inclusion Team, increasing access to affordable food through foodbanks and cash first initiatives, and preventing fuel poverty through provision of fuel vouchers. This early intervention and response work bolsters the efforts of the Children's Services Board, and other Outcome Improvement Groups, in a bid to end child poverty now and in the future.

The findings from this Annual Report will help to shape our work over 2025 to start drafting a new Local Outcome Improvement Plan (LOIP) for 2026-2036. The refresh of our Children's Services Plan will be fully aligned to our work to establish a new LOIP so that a holistic approach is taken and to ensure that all of Community Planning Aberdeen Outcome Improvement Groups play their role in addressing child poverty. To ensure alignment with LOIP 2026-36, the next refresh of the Children's Services Plan will cover the time period 2026-2031.

Income from employment

In 2023/23, the employment rate, as measured through the Annual Population Survey, across Aberdeen City sat slightly below the national average (73.5%) for the first time at 72.8%. The most recent 12-month data (July 2023-June 2024) indicates that this has risen to 75.9%, and reverted to a level ahead of the Scotland figure (75.5%). This pattern of improvement has now been demonstrated over three consecutive dataset releases. This data will require careful monitoring.

In 2023, those earning less than the real living wage had fallen to 8.1% in Aberdeen. This equates to half the proportion of those working compared to 2013. This data will require to be carefully monitored to ensure continued positive movement.



ABZ Campus

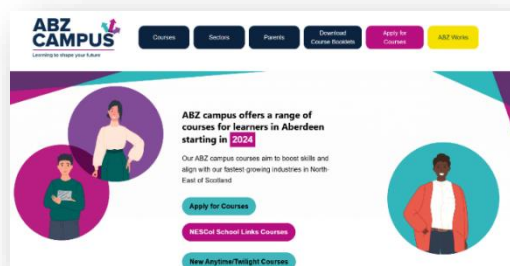
Our education service continues to ensure that a wider range of courses are available in growth and volume sectors, in part through delivery of ABZ Campus, to ensure that our young people are well placed to be economically active post school. ABZ Campus Phase 2 has reached the mid-point in course delivery with over 700 participants on over 60 courses across a range of providers in schools, NESCOL and other partners.

Focus groups have provided valuable and positive feedback on the experiences of young people on ABZ Campus courses and we continue to engage with young people to ensure that we are continuing to 'get it right' for them.

Delivery of a pilot virtual or *anytime* courses has commenced with fourteen courses offering young people from both Aberdeen City and Aberdeenshire an opportunity to benefit. Given this is a pilot year, the numbers of participants remains modest with a view to expansion in future years.

10 young people are enrolled in an Employability Course as part of ABZ Campus with a further 6 young people benefiting from a pilot programme for young people with additional support needs.

Plans for Phase 3 of ABZ Campus (Session 2025-26) are well underway with course offers being finalised with partners, publicity planned, and course choice within schools commencing in January 2025. As we continue to develop ABZ Campus, we have received contact from five other local authorities who have asked for collaboration and dialogue to understand the positive journey of ABZ Campus. This is offering us further opportunities to explore possible connections to reflect on and improve our own offer, including working with individual schools to increase their in school offer to young people.



Learner Voice
Almost all found the information about courses easy to access and understand
Almost all felt valued and welcomed in their host establishment
Almost all said they received regular feedback about how they were progressing
Most rated learning and teaching as 'good', almost all were happy with the quality of the learning and teaching

ABZ ANYTIME/TWILIGHT COURSES BY LEVEL

Anytime Courses
SCQF Level 7 History Advanced Higher (Aberdeen City) Modern Studies Advanced Higher (Aberdeen City) Online Art & Design Portfolio Development (Robert Gordon University) Environmental Awareness (SRUC) Access Course in Physics – Engineering (University of Aberdeen) Access Course in Chemistry (University of Aberdeen)
SCQF Level 6 Local Food Production (SRUC)
SCQF Level 5/6 Veterinary Terminology (SRUC)
SCQF Level 5 Equine (SRUC) Horticulture (SRUC) Investigation into Modern Agriculture (SRUC) The Principles of Animal Care (SRUC)
Twilight Courses
SCQF Level 6 Higher Computing Science (RGC Online) Higher Applications of Mathematics (RGC Online)

Aberdeen Computing Collaborative

The Aberdeen Computing Collaborative has made significant progress this year in enhancing computing science and digital skills across the North East given the importance of skills in the prosperity of the region. The Collaborative has spearheaded a £16 million bid to advance computing science and digital skills in support of the North East Investment Zone. This initiative aims to:



- Deliver professional development for educators, ranging from early years practitioners to secondary school specialists.
- Foster a digital workforce to meet the needs of the North East's expanding digital sector.

The bid, led by Aberdeen City Council with contributions from Aberdeenshire Council, Opportunity North East, Robert Gordon University, University of Aberdeen, and North East Scotland College, seeks £10 million in investment zone funding to enhance digital skills through school-based activities. The outcome of the bid will be known early in 2025.

A survey was conducted to gather insights into young people's experiences with computing science and digital education in schools to help define next steps. Key findings include:

- **Comfort and Access:** Most learners feel comfortable using computers and have access to a computer at home. 92.6% of respondents felt confident or very confident about using computers. 89.5% of all respondents had access to a computer at home.
- **Perceptions of Lessons:** Learners highlighted the need for computing science lessons to be more dynamic and less repetitive, with many expressing excitement and interest in learning more about technology.
- **Appealing Learning Methods:** Hands-on activities and real-world applications are seen as key motivators for learner engagement
- **Career Importance:** The majority of respondents consider computer skills crucial for future careers, highlighting the need for effective computing education.

What is your experience of Computing Science/Digital in school? (Learners could select multiple options)	619 Responses
Doesn't seem relevant to the real world	8.40%
I do more fun computing in my own time	27.95%
I enjoy it but it's really difficult	18.09%
I learn things I already know	22.78%
I like creating with digital tools	35.86%
I would like more time to develop my skills	30.05%
I'm excited by my computing lessons	31.99%
It's difficult because the tech is so old	25.04%
Lessons are boring	23.59%

These results emphasize the importance of tailoring education to make lessons more engaging and relevant to learners' aspirations.

A subject-focused professional learning day was organised for computing science teachers, led by STACS (Scottish Teachers Advancing Computing Science). This was funded by the Scottish Government. The event received overwhelmingly positive feedback from attendees, who found it highly beneficial in enhancing their teaching strategies and subject knowledge.

A Scottish Government grant has facilitated the purchase of equipment for a new Digital Space at ONE TechHub on Schoolhill. This state-of-the-art facility will:

- Serve as an event and training space for schools and other users.
- Provide opportunities for hands-on digital activities.
- Strengthen connections between schools, the Aberdeen Computing Collaborative, and local digital sector businesses.



The Digital Space become operational in January 2025, marking a significant step forward in providing innovative digital learning opportunities. Aberdeen Computing Collaborative remain well positioned to respond to the outcome of the Investment Zone bid when known.

ABZWorks update

This year has seen significant changes to the delivery of employability services in Scotland, with the move to the third phase of the Scottish Government's No One Left Behind strategy and the end of the Fair Start Scotland programme. Local Authorities now have a greater responsibility to deliver a broader range of employability services and a greater focus on people with disabilities and/or long-term health issues. This change has resulted in a 162.8% increase in referrals for employability support received by ABZWorks this financial year to date.

The team continues to review approaches in order to maximise the number of citizens they are supporting and will respond positively to an externally supported review currently underway.



ABZ Child Poverty Coordinator led work

A Child Poverty Employability Coordinator, funded by the Scottish Government through No One Left Behind, has been in post since March 2024.

Activities delivered to date include:

1. Commissioning of Rocket Science to carry out a study looking at barriers into employability for parents. The key barriers identified were: access to and cost of childcare; travel; lack of flexible employment opportunities; and upskilling/retraining needed to enter the workforce. The report and next steps will be published on the ABZWorks website in due course.
2. Ongoing distribution of the Lone Parent Fund to remove financial barriers to employment for those newly employed; it has been accessed by 23 parents this financial year to date.
3. Offering childcare support to enable parents to engage in employability activities. At the time of writing, six have received direct funding while others had received support through contracted training provision with childcare costs built into the contract costs.
4. The commissioning of a variety of training provision specifically for parents, including an ELC access to childcare course, an in-work support course, a confidence to cook course, and an enterprising new parents course which aims to support people into self-employment. A Financial Inclusion officer has been embedded in the ABZWorks team to ensure participants are accessing this support, and with a particular focus on parents. As a result of this intervention, one family is now £18,000 a year better off (they had been in receipt of only £434 per month).

A project will get underway in January with 25 young parents paid the Real Living Wage to co-design an employability support package for young parents. This is being funded via the Scottish Government's Child Poverty Accelerator monies.

A child poverty employability action plan will be developed in the coming year.

Targeting those most at risk of poverty

Eight 'Test and Learn' projects were commissioned over the year. Four have been delivered to date and we await evaluation reports from the providers. Another four are due to begin early in 2025. These are short-life projects are designed to test out innovative ideas for engaging with target groups and delivering employability services differently in light of the move to the third phase of No One Left Behind.

The service has continued to deliver popular jobs fairs, including a 'generic' event, a jobs fair for disabled people, and another for refugees and displaced people. Feedback from participants and employers continues to be positive. A redundancy support and jobs fair event was also held following the closure of the Stewart Milne Group. Securing information about the number of attendees who secured work as a result of the event is extremely challenging, however the Department for Work and Pensions confirmed that very few Stewart Milne Group employees had applied for unemployment benefits, suggesting that the majority rapidly secured employment, which is reflective of shortages in the construction sector. Plans for future events are being developed meantime.



The Fit Next programme for school leavers without a positive destination, removing barriers to employability participation, building confidence, social circles, employability skills, introductions to training providers and employers, and work experience continues to be delivered and to secure positive outcomes with our young people. We have leveraged employer input through Community Benefits clauses attached to major Council contracts and corporate social responsibility opportunities to secure ongoing support from employers in these sessions.

Two Fit Next cohorts were supported this year. Of the 22 participants, four progressed to college, two gained employment, two have completed a work experience placement and continue to engage with the service, and 11 have progressed onto commissioned training courses. Three completed the Fit Next programme and asked for no further support and have now disengaged from ABZWorks.

The ABZWorks team has secured several local and national awards in recognition of the quality of their work. The team built on their success of winning the SURF Award for Removing Barriers to Employability for our work with Care Experienced Young People, by winning a CoSLA Excellence Award for Achieving Better Outcomes for the Most Vulnerable In Partnership, recognising our work with HMP Grampian, hospitality firm Greene King, and Skills Development Scotland to create an accredited hospitality training programme and pipeline to employment for prisoners approaching release to the city. Additionally, the ABZWorks procurement framework for the commissioning of employability services was shortlisted for a UK-wide GO! Procurement award.

There is clear evidence of the impact of ABZWorks. An internal and external evaluation is currently being concluded to help inform how best to increase the reach of the service.

ABZWorks Development Grant

At the time of writing, the third phase of ABZWorks Development Grants, created to support grass roots organisations, particularly those in the priority areas, to build their capacity to develop and deliver employability activities and build links with hard-to-reach groups, is underway. Up to £10,000 is available per organisation.

To date 54 applications have been made, 21 in the current round, and 12 grants are in the process of being awarded.

Work Experience Programmes

Paid work experience programmes with guaranteed interviews for those who complete continue to be delivered, aligned to sectors where we know there are skills shortages (we have one underway currently for care experienced young people, and another for eligible city residents of all working ages in the health and social care sector, and the aforementioned scheme for parents within local authority ELC settings). Additionally, we have secured agreement with NHS Grampian to offer four opportunities within the organisation, with one post live at the time of writing.

This financial year to date of eight Early Learning and Childcare placements, three parents moved onto the relief pool, two are ongoing at the time of writing, and two did not complete the placement, and one was unable to start but continues to receive employability support. Two placements were provided in PEEP groups, with one intern moving into employment and the other placement ongoing.

A lower number of placements was secured for care experienced young people this financial year. Four have been offered placements to date. One progressed to college, one is working towards achieving a Construction Skills Certificate Scheme (CSCS) card, and two disengaged but support

remains available to them. Discussions are progressing with social work about creating an internship at Westburn to support development of employability activity for care experienced young person. Talks are ongoing with the Corporate Landlord about the provision of a small number of placements within areas of the service which has hard-to-fill posts and which may provide progression routes for suitable interested individuals.

Using United Kingdom Shared Prosperity Funds and working in partnership with NHS Grampian and Alcohol and Drugs Action, ABZWorks has developed a paid work experience scheme for people in recovery from substance use. Given the often significant challenges faced by people in recovery, this project has had limited success in terms of work experience placements due to the work required to prepare people. However, huge progress has been made by several of the individuals participating in the programme with sustained engagement just one measure of success. To date 12 people have been referred to this project to and signed up with ABZWorks, with more referrals in discussion. Of those, one disengaged, and two have progressed to rehabilitation. Those who continue to engage are receiving keyworker support, while ongoing drop-in and relationship building sessions continue for others who are approaching a stage in their recovery which would enable them to meaningfully and safely engage, or to seek advice on employability support availability. One individual has surpassed the need for a placement and moved into permanent employment in January, while another is applying for health care roles. Both will continue to receive support from all agencies, including their dedicated ABZWorks keyworker, to smooth their transition into employment and help sustain it.

An additional benefit of this project has been the formation of a Recovery Support Group with membership including training providers, HMP Grampian, Aberdeen in Recovery, Alcohol and Drugs Action, Narcotics Anonymous, and SACRO.

Employer Engagement

The second ABZWorks Conference took place, this year stretching to a two-day event, with day one focused on training provision and employability, and day two focused on employer engagement, the energy transition, and the ABZ Pipeline. The employer event provided some solid information on skills gaps, information from employers about recruitment and retention challenges, and a commitment from several to provide work experience placements across all working ages, form an employer arm of the Local Employability Partnership, broad support for the ABZ Pipeline and a clear desire to be part of the project development and future delivery.

The number of training providers have now signed up to our dynamic purchasing system for the procurement of employability services, which was co-designed with providers and continues to grow. Aside from ABZWorks Development Grants, all employability provision is being procured via the framework, which enables us to provide a broad range of services to city residents at all stages of the pipeline. Our approach is being used as an example of best practice by the Scottish Government's Improvement Service. This financial year 59 contracts have been awarded, with a total value of £899,810.73, providing a broad and person-centred range of activity to employability programme participants across No One Left Behind and United Kingdom Shared Prosperity Fund monies. We will offer more contract opportunities on receipt of the 2025/26 grant offer from Scottish Government, which we anticipate receiving in spring. We anticipate it will include a further year of funding for a child poverty employability post.

The Employer Recruitment Incentive scheme, which provides up to £6,000 to employers to offset the costs of taking on new members of staff, has unfortunately not been available this year due to a grant funding delay. Subject to funding we hope to relaunch it in the next financial year to incentivise the recruitment of not only young people, but also eligible parents, refugees and

displaced people. We anticipate an increase in the funding amount in the next financial year in line with the rise in the Real Living Wage.

A successful series of employer engagement sessions to promote inclusive employment in the city for key groups was delivered and well received by the business community. These sessions aimed to not only increase employer confidence and increase the number of opportunities for groups including parents, young people, displaced people and refugees, disabled people, and people with convictions, but also raise awareness of the broader support available from Aberdeen City Council via ABZWorks, as well as partner agencies including the Department for Work and Pensions, and Skills Development Scotland.

Supporting residents into Fair Work

Increasing training and reskilling opportunities as well as business creation is key to both developing new fair work employment opportunities; reducing the number of people in receipt of Universal Credit and to diversifying the economy. We are taking forward a number of initiatives to support people who will be coming off (or significantly reducing) their benefits.

In the past year, 730 people have received employability support via ABZWorks and the number continues to rise. Of those, 119 have moved into employment, 12 into self-employment, 30 into further or higher education, and 144 have gained accredited qualifications. At the time of writing, 789 training places have been taken up across commissioned provision.

We continue to provide Aberdeen Gift Cards to employability programme participants to remove some of the financial barriers to employment. This money is spent locally, boosting the economy and supporting jobs, while equipping individuals with essentials for interviews and starting work, such as interview clothes, transport costs, haircuts, etc. To date, £1,395 has been distributed via Aberdeen Gift Cards.

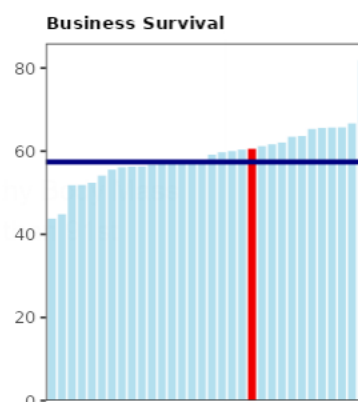
In line with Scottish Government grant funding requirements, all recipients of employability funding, whether by contract or grant, via Aberdeen City Council must commit to paying their staff the Real Living Wage. This is embedded in contracts and grants.



Supporting citizens to start a business and reduce their universal credits

Business survival rates are currently better than the national average (compared to last year when survival rates were in line with the national average). Despite this, the Local Authority relative position has decreased from 18th out of 32 last year to 21st out of 32 this year. Aberdeen City Council sits in the middle of the Family Group.

ABZWorks offers a salary payment for eligible parents setting up their own business, paid at Real Living Wage rate for hours worked on their business, to support their progression and mitigate the risk of financial hardship as individuals build up their enterprise. Eight parents have benefited from this to date and the opportunity is being discussed with others as they develop and progress their business plans.



We have partnered with the Scottish Childminding Association to provide seed funding to eligible city residents who wish to become registered childminders, removing the financial barriers which often prevent people from taking up this career opportunity, however this is proving to be a slow burner. A marketing campaign will be launched to promote the opportunity and associated benefits of being a childminder.

Supporting care experienced young people into sustained employment.

Through our employability support for care experienced young people project we've put in place a range of initiatives to help remove barriers and provide support and opportunities to help them feel confident and ready for employment. 59 young people have been supported over the last year. The programmes have been very successful across a number of outcomes, including: sustained engagement; achieving qualifications; engaging in work experience; progressing into a positive destination; sustaining that destination.

We have worked to build on the successful design and delivery of a pilot project co-designed with a small group of care experienced young people in 2023 and are now focusing on creating a structured employability service at a location where care experienced young people feel comfortable and supported, and where they can meet a range of trusted employability professionals.

A new project has been developed in partnership with care experienced young people and we are working with Social Work youth team colleagues to create a paid work experience placement to enable a care experienced young person to be at the heart of the design, development and delivery of this activity.

Focus on Numeracy

The ABZWorks team was tasked by the Finance and Resources Committee to manage the distribution and delivery of Multiply monies. Multiply is designed to improve numeracy levels of city residents aged 16+ who are not in education.

Activities undertaken to date include: the development of a mathematics portal by the education service; commissioning the University of Aberdeen to deliver Level five mathematics qualifications; Family Learning delivering numeracy activities to support parents' understanding of mathematics and develop their ability to support their children's numeracy; and Community Learning and Development delivering a range of accredited numeracy activities to adult learners.

Additional activities will come on stream this year including a pilot project to improve parents' numeracy and financial management skills, with a parent on a paid work experience internship embedded in the team to ensure lived experience is brought to the co-designed activity.

Focus on Growth and Volume Sectors

We are in talks with Ufi VocTech Trust about securing grant funding to use technology and digital innovation to provide targeted content, courses and digital work experience to school leavers, unemployed people, workers at risk of redundancy, and adult returners.

Subject to the funding being approved, Aberdeen City Council as lead accountable body will work with NESCol and Aberdeenshire Council to produce content that will be locally-specific employment information. The programme will ensure that participants gain essential meta-skills and practical knowledge, instilling confidence, and preparing them for the future job market – directly or through further study.

The ABZ Pipeline project commenced in 2024 to produce a skills development pipeline model through 3-18, with a focus on potential experiential career learning and progression activities. Our aim is to work in partnership with our partners to “implement a systematic and progressive approach to skills development, aligned to learner needs, across the North East of Scotland” which also takes account of industry needs. The Project Officer has engaged with employers and industry bodies from across the energy sector to strengthen links with education and employability services as well as assessing learners’ awareness of growth and high demand sectors. The project has also highlighted the potential for employers to provide resources to use prior and post the experience to amplify learning. One industry body is now doing this for Primary Schools (GUH, Subsea Expo).

Through engagement with NESCol, a plan has been drafted for a series of practical green skills workshops for young people in the senior phase. By linking with multiple employers there is huge potential to enrich young people’s skills and understanding, thus helping to support a just transition in developing ‘green skills’ and awareness of career opportunities.

Green skills courses have been commissioned, as have a number of digital skills courses, while the ABZWorks Development Fund has also been used to lever the development of digital skills across the city.

Planning for the future

The coming year will see a requirement through No One Left Behind funding to provide Supported Employment Support, providing Specialist Employability Support targeted at those who typically, require longer-term access to services including significant aftercare and in-work support to sustain employment. Participants may include, but are not limited to, people with disabilities, severe mental ill health and addictions who require support from workers with relevant experience and training.

Our work to date, particularly on paid work experience schemes, but also in partnership with HMP Grampian and Greene King, and with NHS Grampian and Alcohol and Drugs Action, puts us in a strong position to continue to provide Specialist Employment Support. Additionally, we have commissioned Values into Action Scotland to provide a Specialist Employment Support Service for disabled people, with the contract running until 31 March 2025, in line with No One Left Behind funding provision.

Going forward, the work of ABZ will be heavily influenced by the externally supported review of services currently underway.

Scottish Attainment Challenge funding supporting pupil and family wellbeing.

Scottish Attainment Challenge funding continues to be targeted to support the wellbeing of pupils and families. For 2024-25, Strategic Equity funding of £955,190 is allocated to continue providing youth workers, family learning workers, and Financial Inclusion Team support to schools, children, young people, and families across the city. Data from our yearly school [wellbeing survey](#) suggests that the interventions are making a considerable difference to our children and young people, with almost all local outcomes more positive than national averages.

Youth work funding primarily focuses on early intervention and specifically targets children, young people, and families identified to be most at risk of disengaging from education, particularly at points of transition. By collaborating with school staff and partners, the focus areas include improving attendance, reducing exclusions, increasing engagement, and raising attainment and achievement. Transition continues to be significant focus, with many effective programmes supporting primary-secondary transition, offering young people opportunities for social development, skill-building activities, and confidence-building in working with new people.

The Family Learning Team partners with schools, local community groups, and other agencies to engage parents, carers, and their children in learning activities that positively impact the whole family. These activities include outdoor learning, cooking classes, and parenting workshops, fostering positive attitudes towards lifelong learning. Individual and targeted support is also provided for behaviour, school attendance, helping parents to support their child's learning or providing advice and support for families whose children have additional support needs. The family learning team has developed strong relationships with various partner agencies to ensure families access the right support at the right time.

Families may be signposted or self-refer to the Financial Inclusion Team. Engagement with this service has led to significant financial gains for families across the city and has helped remove some of the barriers to school attendance experienced by families living in poverty such as access to suitable clothing. A Support for Families booklet detailing sources of support is updated regularly and issued electronically to all families with children in city schools three times each year. Hard copies are also available in all city schools.

Youth Work

Youth Workers in schools are an integral part of our model of Family Support aligned to The Promise. The Youth Work and Family Learning Teams have also committed 6 staff (4 youth workers and 2 Family Learning staff) to the multi-agency Edge of Care pilots. The learning and feedback from young people and families indicates that the 'pilots' offer valuable support to young people and families who have an escalating need and risk profile. Education Scotland and the ACC Youth Work and Family Learning teams have worked on an adapted version of the national Promise Award to make it more suitable for youth work and family learning providers across Scotland. This locally developed Keeping the Promise training will be delivered nationally by Education Scotland and by ACC Family Learning.

To address instances of increased youth disturbance reports in the city centre during school holiday periods, the ACC youth work team, with support from Community Safety and Police Scotland, have developed and delivered engagement and interventions in the city centre covering holiday periods. Activity has been focused on diverting young people away from risk taking behaviours in the city centre and included initial relationship building and capturing young people's voice relating to what there is to do in the city centre, where they are traveling from, instances of risk taking behaviours they take part in and their perceptions of feeling safe.

In some instances already formed relationships from youth work in schools has proved valuable in engaging young people in a different context. Alongside detached youth work provided by the ACC Youth Work team and Police Scotland, a Young Peoples City Centre Partnership Group has been formed to bring together city wide youth services and organisations across the partnership including ACC, H&SCP, business and the third sector. This group aims to support youth activity in our communities and city centre, identification of safe spaces for young people, to better understand the needs of young people regarding risk taking through action research and address health outcomes related to vaping and alcohol and substance use.

Progress against the Community Learning and Development Plan are regularly [reported](#) to Committee and exemplified through [case studies](#).

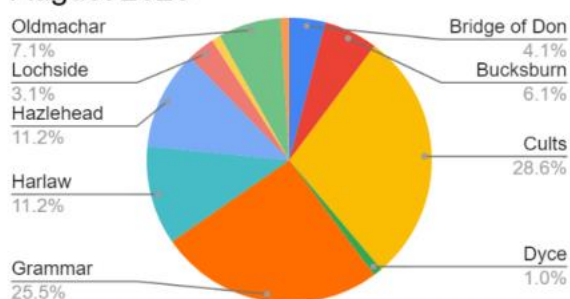
Removal of the costs of the school day

In all our schools, curriculum costs are fully covered, and resources for home learning are provided to learners who require them. Secondary schools have eliminated all fees for subjects that previously incurred costs, particularly in Home Economics, Art, and Technology. Yearly data analysis shows a steady increase in the number of S4-S6 students enrolling in practical classes in the majority of our schools since the removal of all curricular costs, which would suggest that some students had previously avoided these subjects due to the charges, even if they had an aptitude for and enjoyed them. This ongoing change has made access to the full curricular offer more equitable and inclusive.

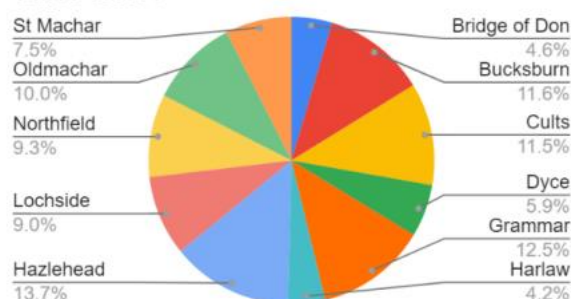
Removal of Music Service costs

The Music Service has worked hard to ensure that children who may not have previously engaged with the service due to costs, have equitable access. The data below shows continued progress towards the aim to offer tuition on a more equitable basis across the city.

August 2020



June 2024



The service continues to [monitor](#) progress carefully.

Request for Assistance

The Request for Assistance (RFA) process is a vital mechanism for accessing support across services, providing a single access point for the ASN & Outreach, School Nursing Service, Children's Social Work, Autism Outreach, and the Virtual School. It enables data analysis at system-wide, category, and individual levels, supporting targeted interventions and risk mitigation. Over three years, it has transformed working practices, resource allocation, and service commissioning. The system is now expanding to include all children's services as part of a Family Support Model, with Version 2 in development.

The rollout of the Microsoft Education project has impacted on the current RFA process due to an incompatibility with the new Education Identity. A temporary workaround using legacy identities is in place but this highlights the need for RFA Version 2 as a long-term solution. The RFA Version 2 project is transitioning in-house, building on work from the Education Psychology Service Microsoft Project. The new system will enhance service levels and broaden access to RFA for partners supporting children, young people, and families.

Digital and Technology colleagues are defining the scope and timeline for Version 2, which will resolve compatibility issues and improve functionality. This approach ensures a sustainable and integrated solution. The RFA process remains critical in supporting children and young people by streamlining service access and enabling data-driven decisions. Version 2 will address current challenges, enhance the system's value for all stakeholders and be a central component of our emerging family support model.

Wider achievement in schools

Day visits, which include all curricular and outdoor activities have been steadily increasing since 2022. There is now less reliance on privately booked coach travel due to increased costs, with pupils accessing free public bus travel wherever possible.

P6 and P7 residentials must now be planned and booked much earlier than in previous years due to increased demand and the closure of many outdoor centres over recent years. In order to keep costs to parents and carers at a minimum, schools have been thinking more creatively about P7 activity weeks. Kittybrewster primary pioneered an activity week where the staff and pupils camped using some of the equipment we hold centrally for our Duke of Edinburgh's Award expeditions.

The numbers of pupils participating in Aberdeen's Duke of Edinburgh's award programme has reached a record high with over 1000 participants. This is due to pupils continuing through the higher award levels along with new groups being set up including at Orchard Brae, the Virtual School and Oldmachar Academy. The Aberdeen Open Award Centre, which offers DofE opportunities to any young people in the City, is now based at Northfield Academy and has trained new volunteers to increase their capacity.



Aberdeen City has always had strong numbers of young people undertaking the John Muir Awards. Aberdeen has the 3rd highest level of pupils in Scotland achieving the award (443 young people achieving the award with 83 of these being inclusion awards in 2023). Other awards being undertaken in the city are: Saltire awards, Dynamic youth awards, Hi5 awards and Youth achievement awards.

The Amped project which is an automotive project based at Northfield Academy has now expanded to Hazlehead Academy where an after school programme is delivered for pupils interested in a career in the automotive sector. Due to the nature of the workshop training, groups sizes are limited to 4 with 20 young people enrolled in the course each term.

The Evolve system for the approval and management of educational visits, sports fixtures, and extracurricular activities is now well established having been running for 2 years. It has been widely praised by staff who prefer the simplicity and speed of the system. The Evolve system is now being rolled out to the youth work team. In 2024 statistics from Evolve shows:

- 2443 staff actively using the platform
- 3887 off site visits recorded
- 65,698 participant days recorded.

Access to Health Services

Tackling child poverty is a priority within NHS Grampian Health Inequalities Action Plan. Health services are working to mitigate the cost of attending appointments or hospital stays by designing a cash first approach.

NHS Grampian's partnership project funded by the Child Poverty Practice Accelerator Fund (CPAF) is underway to identify and address costs and cost-related barriers facing families accessing healthcare for their child. The intention is to map financial supports which may be available for families, to engage with families to understand their challenges and co-develop

solutions and then design a test of change. The CPAF application was with Aberdeenshire, with the intent to build on lived experience work there for the benefit of our whole population.

Aberdeen City is a vital partner in this work and colleagues within Aberdeen City and third sector organisations have been contributing to the initial mapping process to understand what supports families could be offered. Moving forward, there will be engagement with families and NHS staff to co-design support mechanisms for the benefit of all families accessing healthcare in Grampian such as to food and travel subsidies for patients and parents or carers.

Families have told us that they have missed appointments because they cannot afford the cost of travel and being able to claim costs back after the effect is not a solution. There is a new work stream underway to poverty proof discharge processes. This will include routine financial enquiry and onward referral where appropriate.

So, what next?

Far richer information is available when policies and plans are aligned. It will be important to fully embed the establishment of our next Children's Services Plan with work to develop our Local Outcome Improvement Plan for 2026-2036. This will trigger a need to review the timescales of the Children's Services Plan to better align with the LOIP.

There is a need to continue our work to ensure that the school curriculum is aligned to both growth and volume sectors, and to anticipate the skills required by the future workforce for example through our continued support of the Aberdeen Computing Collaborative.

ABZ works offers invaluable support to citizens, but now need to extend its reach further and continue to deepen their understanding of the barriers that our citizens face. ABZ Works will be a key partner in the development of our Future Libraries Model.

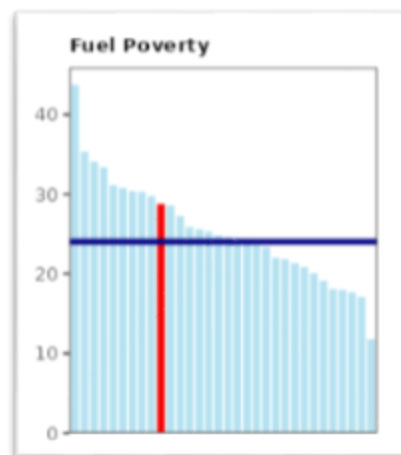
Health partners need to continue to understand and address the barriers that can result in poor health outcomes for some groups and communities.

Costs of living

The wider challenges created by the current Cost of Living crisis around fuel costs and high levels of inflation create a greater risk of families falling into poverty. Levels of fuel poverty in the city are currently far higher than the national average with the Local Authority ranked 10th out of 32 Local Authorities in this measure.

24.6% of City Voice respondents surveyed in 2024 reported they were worried they would not be able to heat their home, a decrease from 32.0% in December 2022.

The Local Authority continues to increase the uptake of unclaimed benefits across Aberdeen City. The Supporting Families Booklet continues to be routinely shared with families through the school Groupcall system, along with a link to the benefit calculator. 98.5% of the 549 completed calculations showed an entitlement to benefits with an increase of £135,458.20 per week of new benefits, compared to £3673.09 previously. This routine sharing must be maintained.



Free period products

Access to Free period products has continued to improve with a focus on the awareness of provision and consistency of service.

A survey of pupils in June 2024, showed that 94% pupils were aware they could access products in school and 81% aware they could access products from community venues. This is a marked improvement from the baseline survey in 2022 where the reported figures were 84% and 61% respectively. The survey also showed that 32% pupils had picked up products, a slight increase from 30% in 2022. Period dignity is a priority of the councils statement of provision and schools have continued to develop manageable systems of free access.



A range of disposable and reusable products continue to be provided. Whilst sustainable options are gaining popularity, disposable products are still preferred. The council continues to work with CFINE to provide for the preferred needs reported by young people. 1294 boxes of products have been provided to schools between January 2024 and December 2024. This work must continue.

Deep Dive in Poverty

A Child Poverty 'deep dive' undertaken with the Public Health System Leadership Group on the 28th of May brought together NHS Grampian, Aberdeen City and pan-Grampian partners. The Group considered how best we can work collectively to achieve impact for the benefit of children and young people living in poverty in Grampian. The key themes to emerge were with regards to addressing costs and barriers faced by children, young people and families accessing our services, strengthening our partnership working and considering how best we use data together. This has led to the closer partnership working. The Child Poverty lead for NHS Grampian is now vice-chairperson on the Anti-Poverty Outcome Improvement Group which facilitates our shared ambition to progress partnership working and collaborative activity in this vital area.

Addressing food insecurity

Over the year the Fairer Aberdeen Fund supported the distribution of 629 tonnes of free food (the equivalent of 1.5m meals), and 1079 food bank users were referred to other support services. There

were 7,600 shops at community pantries, providing a more dignified and sustainable approach to food insecurity.

In addition, the Anti-Poverty Committee's cost of living fund has funded an additional 30.5 tonnes of free food (Equivalent to 72,620 meals) distributed to 69 organisations across the City and 500 weekly shops provided. Through this funding, 73 people were also provided income maximization support and advice.

Access to free Early Learning and Childcare (ELC)

Over 95% parents and carers who responded to the last Parent and Carer Consultation (June 2023) identified ELC as having a positive impact on their child's development. The service continues to review demand for provision on an annual basis to ensure that the delivery models are designed around the needs of children and families.

The Scottish Government are currently undertaking some pilots to determine how best to further roll out School Age Childcare. The Authority has recently reported to Education and Children's Services Committee on the National Delivery Framework for School Age Childcare and remains well positioned to react positively to when more detailed delivery plans are developed in 2025/26. This will set out what a targeted School Age Childcare offer will look like for families within communities and providing a clear timescale for delivery.

Community support

Community Flats are supported in Cummings Park, Tillydrone and Seaton, to support people with a range of issues. Over the last year they supported people with welfare reform issues and have helped to address social isolation.

The Fairer Aberdeen Programme supported 135 parents and families with complex needs and 297 young people accessed 2,127 counselling sessions.

There were 600 contacts with older people to develop digital skills to help them keep in touch with their families and to access online services.

5,420 people saved with a credit union which provided £2.1m affordable loans, helping people avoid pay day loans and doorstep lenders.

981 households of older people and people with disabilities were supported with income maximisation and sourcing charitable funding, achieving a financial gain of over £537,000 and 1,742 households in priority areas received assistance with repairs, adaptations, and handyman services.

Fairer Aberdeen

Over 2023/24 the Fairer Aberdeen Programme funded 35 initiatives designed to tackle poverty and a total of 51,445 people have benefitted. The reach of the funding is wide with projects funded to support the development of pathways into work, family support, money advice and affordable loans and early intervention programmes designed to address gender based violence.

The Fairer Aberdeen Programme supported 827 volunteers, providing 139,495 hours of volunteering time, with a value of £2.2m. 5 Community Projects or Flats were funded in priority neighbourhoods to support community capacity building as well as providing a range of services and support. Funding was allocated to provide 220 winter clothing packs for families affected by poverty. There is now a need to ensure that the totality of offers available to families is more clearly

mapped and aligned to ensure that we maximise the impact of all available resource.

Provision of free breakfast clubs

There are an increasing range of breakfast clubs/wrap around supports for families. We have a mixed model of Breakfast provision in the city which can broadly be divided into the following three categories:

1. Registered provision – A Breakfast Club registered as childcare with Care Inspectorate and for which a fee is paid by parents / carers. (23 primary schools)
2. Unregistered provision – A free Breakfast service provided directly by the school. Often funded via Pupil Equity Funding (PEF) to give children and young people a nutritional start to the day. (7 primary schools & 2 secondary schools)
3. ACC Catering service – A Breakfast service provided directly by Aberdeen City Council Catering Service at no or low cost to families, again to ensure children and young people start the day with some breakfast. (7 primary & 7 secondary schools)

The provision of free breakfasts for school pupils in Scotland is not a universal entitlement and is not currently in the Programme for Government for 2024-25. However, there is a very strong indication that it is likely to be included in future, as a targeted offer, as part of the Tackling Child Poverty agenda.

In the meantime, we are assured that we have good coverage of breakfast provision across the city and, in particular, in our priority areas with 70% of Primary Schools and 50% of Secondary Schools having access to Breakfast Club provision. We will continue to work with facilities colleagues, Head Teachers, internal and external School Age Childcare providers to ensure that breakfast is available where it is required and where need is identified.

Provision of IT

Aberdeen City Council is continuing its ambitious £17.7m investment in digital education services. Phase 1 of the delivery into schools was completed in October 2024 with phase 2 commencing in January 2025. High speed wide area connectivity, improved wifi access, modern devices and a better classroom experience are all included in the programme. Work will continue until December 2025 at which point the technical delivery will be replaced by new approaches to learning and teaching that have been run as tests of change during the phased roll out.

The programme will deliver: 14,000 laptops for learner use in schools, ensuring access to technology and promoting digital literacy; a device for every teacher to enhance lesson preparation, research, and communication and an improved classroom experience through the provision of Smart panels and classroom technology.

A virtual desktop environment is being piloted for subjects requiring high-specification computing, such as Art & Design, Computing Science, and Design & Technology, allowing remote access to advanced resources. Digital Champions across schools have received training to support the deployment of new educational services and this work will continue through the remaining technical delivery and beyond.

Warm Spaces

Warm Spaces have continued across the city, with a mix of Council premises and community and third sector organisations providing support.



There are 33 warm spaces across Libraries, Community Centres, Learning Centres, The Art Gallery, The Bon Accord Centre, Sport Aberdeen, Aberdeen Performing Arts and Faith Groups. Warm spaces continue to provide free access to safe, welcoming spaces across the city with a choice of location, activity and access to information, with each WarmSpace with its own unique offer including access to board games, family friendly activities and provider programmes.

The Warm spaces model in the city is influencing the development of safe spaces for young people in the city centre, being progressed through the Youth Network Partnership, starting with a test location within the Vaccination Centre in the Bon Accord Centre by AH&SCP and ACC CLD.

Fuel Support

Fuel poverty can have a significant impact on people's mental and physical health, particularly over winter. The Anti-Poverty Committee's cost of living fund has provided 292 households with payment vouchers towards their fuel bills as well as tailored energy efficiency advice. Families have been able to heat their homes over winter to help ensure their general wellbeing, contributing to improvement in health outcomes in the long term.

Provision of free bus passes

The provision of free buses passes for children and young people has been promoted since the launch of the Under 22 Free Bus Travel Scheme. All 5-21 year olds resident in Scotland are eligible for Young Persons' Free Bus Travel, using a National Entitlement Card with the free bus travel product on it. The scheme has been promoted through multiple channels nationally and locally including through schools in order to increase awareness and to maximise uptake.

As of December 2024, over 32,615 young people have applied for and obtained a National Entitlement Card with free bus travel and are benefiting from this service, this is a considerable increase from the 29,621 reported in the last Annual Report.

Emergency formula

The Best Start in Life Group has had oversight of ensuring the implementation of a local Infant Feeding in a Crisis Pathway to that appropriate infant formula is available for new parents.

The Group work in collaboration with CFINE Aberdeen City Council and NHS Grampian to develop a 'cash first' approach using Pay Point. Significant progress has been made with all families referred while being supported by family nurse or health visitor supported. To date 58 vouchers issued to 41 families through the pathway. 11 families have had repeat support.

As well as receiving the voucher, all families received follow up contact from an adviser from the SAFE team, most with instructions as to how to use the vouchers and offered a financial screening appointment via phone, home visit or agency appointment.

In addition, 35 families were offered a benefit check and additional support with food access, grants for energy support and referrals for additional child related items such as from Abernecessities. 19 families were identified as having the full entitlements in place or were on maternity leave and

receiving maternity pay. Some were awaiting Child Benefits payments to start and did not require additional support with this from SAFE.

To date 16 families have had follow up support resulting from a benefit check. This has included support to claim additional welfare support via Social Security Scotland and Department of Work and Pensions. Including best start grant/food cards and Scottish Child Payment and from DWP there has been a variety of support with UC new claims /transfers from legacy benefits and noting additional elements to be added to the existing UC claim, Child benefit applications and advice on claiming childcare costs. From this support the financial gain is estimated to be in the region of £15,000. p/a. This cannot be noted as an exact figure without cross referencing all case outcomes for individual cases on the SAFECRM system alongside the pay point system. The full impact and evaluation of the pathway can be viewed in the [project end report](#).

Participants have provided positive feedback on the approach:

“The vouchers were a massive help to our family since our daughter requires the anti-reflux formula. This is about 133% of the price of an already expensive one. Monthly this adds up quickly. This has allowed us to prepare for winter, an expensive time generally. The other services such as the safe team and pantry have been a great help also. The pantry really helps us maintain cooking healthy meals without forking out an arm and a leg. The safe team have guided us through almost our first year financially which without, we would be struggling a lot more.” Local father who Received help from SAFE, IFP vouchers twice and attends the pantry on a regular basis.

“You give me £60 voucher for formula, and I also received pantry food, thank you, it has really helped”. Local mum who received lots of help with various issues relating to their baby.

Now that we have tested the pathway and confident that it is meeting the needs of those identified we recognise that at present it is limited to referrals from two professionals working with young parents. Therefore, we will now focus on spreading the pathway across the partnership agencies to ensure that regardless of touchpoint that people across Aberdeen City who need this support can be directly referred and use the Infant Feeding in a Crisis Pathway.

The Cash First approach is also being tested by the Anti-Poverty Group with single males aged 18-45 as part of a new project. It is hoped that cash first initiatives can be a longer term solution to food insecurity and poverty. Recognising that some of these males will be fathers and that this approach can support them foster positive relationships with their children.

The project enhances the already established Early Years Financial Inclusion pathway. Both pathways have been well received by Midwives, Health Visitors, the Family Nurse Partnership and Allied Health Professionals. The Financial Inclusion pathway is a universal pathway that asks and offers all women and families if they require financial support

Moving into the next phase of the work, the group is looking to extend the reach of the project providing training on the pathway and its referral process to other practitioners and services likely to come into contact with those who may need to use the Pathway. Work will also include the development and sharing of promotional materials in key settings (such as Libraries and ELC settings to increase the scope of self-referral from families themselves).

Food vouchers for holiday periods

Vouchers have been distributed to families who are eligible due to low income during holiday periods. The voucher, with a value of £25 for each two week period, continues to be welcomed. Around 700 less vouchers have been issued over each holiday period when compared to the numbers reported in the last annual report, suggesting that less families are now eligible due to changed circumstances.

Spring Holidays, 2024 – 4503 learners

Summer Holidays, 2024 – 4182 learners

Autumn Holiday, 2024 – 4402 learners

Winter Holiday, 2024 – learners

Best Start Food Grant

The number of Best Start and Best Start Foods grant applications received from city residents has seen a decline over recent years. In 2022/2023, there were 3,120 applications, while in 2023/2024, the number decreased to 1,750. As at the year-to-date (YTD) figure for 2024/2025, there have been 935 applications.

This trend aligns with the Scotland-wide data, where applications decreased from 85,825 in 2022/2023 to 53,266 in 2023/2024, representing a 37.9% reduction. The city's share of Scotland-level applications also dropped slightly from 3.6% in 2022/2023 to 3.3% in 2023/2024.

School Clothing Grants

As of December 2024, 4284 free school clothing grants have been approved over the year. This equates to grants for 2669 Primary pupils and 1,615 secondary pupils and is broadly in line with those awarded last year.

Access to Out of School Care (SAC)

While we have good coverage of SAC in Aberdeen there is still a demand for more places. Therefore it is important that we work with our partners to continually assess supply and demand across the city, and when and where possible either expand on existing provisions and/or create new services. As SAC is a paid for service, it is important that any new services are viable and sustainable. Expansion also has to take account of space available and the maximum number of registered places according to Care Inspectorate registration.

With almost a quarter of respondents (24%) saying they will require School Age Childcare for their preschool children currently attending an ELC nursery and/or childminder it is important that we also look ahead and consider future coverage. Therefore we must continue to facilitate communication between parents, carers currently accessing ELC Nursery provisions and childminders and all SAC providers regarding future supply and demand.

Affordability continues to be a concern for many families with almost 17% saying they do not access SAC due to cost. We are also increasingly aware that cost can be an ongoing concern for many families who are currently in work but facing cost of living challenges. 46% of families saying they were not aware of any available financial support and only 28% of respondents currently receiving support it is essential that this information is made more readily available. We will work with the Financial Inclusion Team and all SAC providers to ensure that all parents and carers are made aware of what financial support is potentially available to assist with the costs of SAC. We will also link with the Scottish Out of School Care Network (SOSCN) to ensure that all information shared is current and in line with their of their existing drive to promote potentially available childcare financial support and benefits.

In order to respond positively to the findings of this survey, the Early Years team have:

- established a focus group with our School Age Childcare partners to help develop and inform the refresh of the Aberdeen City School Age Childcare Policy;
- gained Committee approval of updated and refreshed School Age Childcare [Policy](#)
- engaged and communicated with parents, and carers whose children are currently attending ELC nursery and childminder settings to monitor future projections of potential supply and demand. At this time we also communicate the importance of planning ahead with regards to wrap around care once children transition to primary school;
- continued to promote the availability of potential financial support and benefits available to assist in the cost of childcare; and
- developed a more detailed understanding of our own SAC services which we will continue to consult and engage with Aberdeen City Council service users directly to ensure that we are continuing to meet their needs within our services.

So, what next?

There is considerable work being undertaken in this area and this will continue in line with current plans. The Education and Lifelong Learning service remains ready to progress any expansion of targeted School Age Childcare in line with national policy when known.

There is a need to look at potential duplication across different partners to ensure that we can demonstrate best value around common themes such as financial advice, counselling and wider family support. This may be best undertaken as part of our model of Family Support and will rely on a high level of common data collection and sharing, and openness to new commissioning arrangements.

Income from social security and benefits in kind

Money Advisors in schools

The Council has attached Money Advisors to schools to help support families within their own communities through Scottish Attainment Challenge funding.

As the Advisors have become established, they have become more familiar with the scenarios facing families, and as awareness of the service has grown, their impact has significantly increased. The notable rise in financial gains achieved through the Advisors indicates their growing effectiveness and integration within the community. Additionally, the increased use of the On-line benefits calculator and the Financial Inclusion Service through alternative routes suggests that families are now accessing support through a variety of channels.

Over the last year the 2 Money Advisors who are attached to the Financial Inclusion Services have helped families achieve:

- Financial Gains of £374,610.85
- Assisted/Assisting 102 households with debt issues.
- Helping with total debts of £765,953.16
- 224 households were given full benefit checks.
- Assisted 47 households to claim benefits.
- Assisting 3 households to challenge being turned down for benefits.

Families who have accessed the Financial Inclusion Service independently of the school Money Advisors have been helped to achieve further:

- Financial Gains - £647,787.14
- Assisted/assisting 135 household with debt issues
- Helping with debts of £1,572,482.65
- 163 households given full benefit checks.
- Assisted 51 households to claim benefits.
- Assisted 28 households to challenge being turned down for benefits.

Data from the online benefits calculator shows that 2435 families have used the online benefit calculator. Of the completed calculation, 1679 families had £471,803.73** per week of new benefits identified.

**This does not confirm if they went onto claim the benefit as this is anonymised and could be people doing several calculations.

Maximising the update of benefits

Significant progress has been seen as more families access entitlements through Money Advisors linked to schools, funded by Strategic Equity Funding. Money advisors offer confidential help on financial matters, assisting families in accessing benefits, grants, emergency funds, and food banks.

Resources and support booklets are available electronically through schools and in hard copies, covering various stages of a child's development to support parents. These booklets are shared thrice yearly via school communication channels. Data available indicates a substantial increase in benefits being accessed following booklet distribution (from £15,301.26/week to £135,458.20/week) following August 2024 distribution.

Comprehensive support from advisors assists families with dealing with creditors, negotiating payment plans, and accessing emergency funds, positively impacting child poverty, wellbeing, development, participation, family resilience, and preventing family breakdowns and homelessness.

The implementation of the Policy in Practice LIFT Dashboard has further enabled the Local Authority to identify households most in need, allowing for targeted support and effective resource prioritisation. Since 1 November 2024, targeted communications have been initiated with 86 families affected by the benefit cap. These efforts involve engaging households through various channels, offering specific discretionary housing payments to mitigate income losses caused by the benefit cap, and working towards long-term financial improvements to achieve exemptions from the cap.

Additional funding of £96,382 for Scottish Welfare Fund has been made available to support Crisis Grant applications. This also includes provision of benefit and financial advice, as well as further support to ensure the provision of adequate emergency food.

Scottish Child Payment

Social Security Scotland data shows that in 2023/24, there were 1,720 applications from city residents to the Scottish Child Payment fund. This represented a significant reduction on 2022/23 which peaked at over 5,700.

As at 30th September 2024, this figure was 820 offering a half-year position that, notwithstanding variable monthly trends, would indicate a forecast figure at 2024/25 year-end that could be similar to, or potentially lower than, in 2023/24.

This figure represents 4% of all applications to the national scheme, similar to that recorded in the previous years of this payment. This is below the population adjusted average for Scotland's Urban Local Authorities, and in line with Edinburgh, our closest matching authority.

At the end of September 2024, the scheme had 10,335 children in Aberdeen benefitting from this scheme. At the same point in 2023, this number was 10,265. Taking recent population projections and previous estimates into account, these numbers represent roughly similar proportions of the city's children for each year.

Child Poverty Practice Accelerator Fund

Funding secured from the Scottish Government has secured the development of a "Low Income Family Tracker" which allows Aberdeen City Council to identify families in crisis, or those at risk of falling into crisis, who would benefit financially from targeted pro-active engagement. The tracker brings together indicators of poverty from multiple data sources held by the Council, The Department for Works Pension and other publicly available data. This is now operational and is informing targeted prevention work.

Free school meals

Data taken from the annual Healthy Living Survey saw free school meal uptake in Primary Schools rise from 72.3% in 2023 to 74.5% in 2024. Uptake in Secondary Schools fell from 56.5% in 2023 to 49.7% in 2024.

Uptake of free school meals varies considerably from school to school and the school catering service continues to work with local schools to better understand the factors influencing children and young people to not take up their entitlement and reports progress to [Committee](#). According

to the most recent data from the Healthy Living Survey, the percentage uptake in Primary Schools currently sits at 74.5% and 49.7% in Secondary Schools.

A number of initiatives are in train to help to address uptake challenges in our Secondary Schools. The Catering Service concluded the implementation of a pre-order App for all Secondary School pupils in October 2024, and there are early signs that the App has been well received. An additional snack bar has been added to the available catering service points in Cults Academy.

The work to establish a food hub at St Machar Academy to test an alternative approach has unfortunately been delayed. The food hub is to be situated outwith the main school building and provide 'grab and go' food provision, allowing pupils to be outwith school to meet their friends but still take up their free school meal entitlement. The installation of the pod is now expected in summer 2025, coinciding with other works taking place in the school playground including external dining facilities. An external point of sale and external dining facilities are also proposed as part of the proposals for a new extension at Harlaw Academy.

Update of Early Learning and Childcare for Eligible 2s

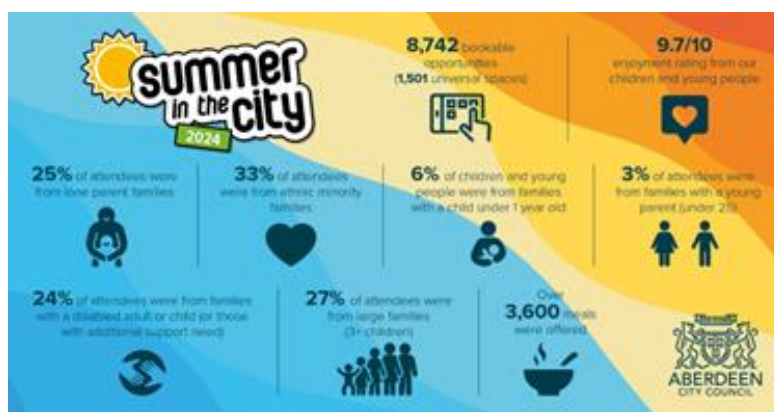
202 Eligible 2 year old children were placed in ELC in 2023/24, representing approximately 37.4% of the eligible population. (+6% from 2022/23). The introduction of a new Data Pipeline Project with the DWP has helped to increase uptake through better targeting of those who are eligible. The team have also implemented improved processes to increase uptake further and we expect to see higher numbers again in 2024/25. Work to expand uptake is included in our refreshed [Early Learning and Childcare Delivery Plan](#) published this year.

In the City Programmes

In line with the aims of the previous 'In the City' holiday programmes, the main focus remains to encourage participation and to maximise the positive opportunities available to young people and their families with a particular focus on those within the Tackling Child Poverty Plan priority groupings.

The programme continues to engage with the widest demographics, providing free opportunities for both priority families and those who do not identify as part of a priority group to take part. The programme targets the 5-14 years age group with some activities still being made available for those not in this age range. Bookable opportunities for priority families have taken the form of short, family, half-day and full-day sessions.

Since summer 2021, the programmes have provided more than 64,000 bookable opportunities, including weeklong/ multiday camps and childcare camps, day long and short activities being offered, as well as numerous drop-in activities in parks, museums, galleries and local communities and bespoke programmes for those with complex additional support needs.



The enjoyability rating as provided by children and young people for the Summer 2024 programme was 9.7 out of 10. This rating was consistent with the previous programme. Progress continues to be reported to [Committee](#). On-going funding of the programme will be considered as part of the Council budget setting process.

So, what next?

In addition to the work already in place and being progressed through the Children's Services Plan, the Council and its Community Planning Partners remain committed to using all available tools to enable young people and families to access financial support and the benefits for which they are eligible.

Having delivered significant improvement in benefits uptake, Community Planning Aberdeen have reset targets for the city to increase this by a further 10% by 2025.

IMPLEMENTATION OF THE PROMISE



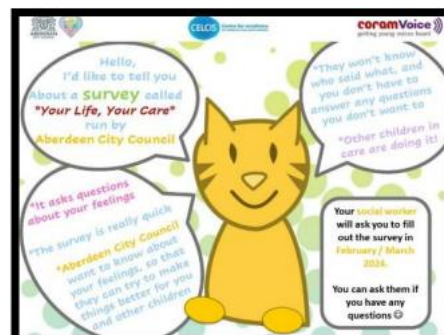
Central to the work of the Children's Services Board is delivery of The Promise. The Children's Services Board reviewed progress in delivering Plan 21-24 in October 2024. The [evaluation](#) highlighted that good progress is being made in a number of areas but that there is more to do. This position is reflected nationally.

Bright Spots

Through the later part of 2023/24, children's social work entered into a partnership with the Centre of Excellence for Looked After Children's Care and Protection (CELCIS) and Coram Voice to initiate our widest reaching participatory activity with our care experienced community in order to determine the extent to which our children and young people experience a good childhood and have the right supports in place.

'Bright Spots' is a research and service improvement project set up by Coram Voice to understand what is important to children in care and care leavers and share learning about what makes life good for them by measuring subjective well-being. Having demonstrated our strategic buy in and commitment to embedding the voice of children in local decision making processes, 2 cohorts were surveyed.

The 'Your Life Your Care' survey was presented to 345 children/young people aged 4 – 17 years, and 'Your Life Beyond Care' to 227 young people aged 16 – 26 years.



The initial findings and areas for consideration and improvement are detailed below and are being discussed with CELCIS to better understand the responses given by our children and young people.

Your Life, Your Care (for those aged 4 – 17 years)

249 children in care responded to the survey from a total eligible population of 345: a response rate of 72%. This is very high compared to the national average.

Positive findings include:

- More than half of children and young people (11- 17yrs) in Aberdeen had the same social worker over the last year and significantly fewer children and young people had three or more social workers in this period compared to the Bright Spots comparator group.

- 70% of young people gave high or very high scores (7 to 10) for happiness with the way they look. This is significantly higher than the proportion of the Bright Spots comparator group (61%).
- Six out of seven (86%) children and young people in care (8-17yrs) felt their lives were getting better.
- 61% of all children aged 8-11yrs with brothers and sisters felt that the time they were able to spend with them was 'just the right amount', higher than the Bright Spots comparator group (47%).
- Almost all (99%) of young people (11-17yrs) in Aberdeen felt that they had an adult who they trusted and who sticks by them no matter what; a significantly higher percentage than the average (91%) of the Bright Spots comparator group of local authorities.
- All of the youngest children (4- 7yrs) trusted the adults they lived with, and all children aged 8-11yrs trusted the adults they live with 'all or most of the time' or 'sometimes'. 95% of 8-11yrs and 94% of 11-17yrs indicated that the adults they lived with showed an interest in their education 'all or most of the time' or 'sometimes'.
- 93% of children and young people (11-17yrs) in Aberdeen always felt safe where they lived, this is significantly higher than the percentage of the Bright Spots comparator group (86%). Unusually, this is also higher than the percentage for the youngest children (4- 7yrs) in Aberdeen (87%)
- The proportion of children and young people in Aberdeen City who spent time outdoors in nature more than once a week (88% of children (8-11yrs) and 89% of young people (11-17yrs)) was higher than the general Scottish population (67%).
- 92% of 8-11yrs 'all or most of the time' or 'sometimes' felt listened to when decisions were made about their lives, and this was even higher for young people (11- 17yrs) (94%).

Areas for consideration stemming from the survey responses from those aged 4-17:

- Fewer children and young people in Aberdeen had received an explanation about why they were in care and did not want to know more when compared to children and young people in the Bright Spots comparator group. (48% to 65% for 8-11yrs, 69% to 78% for 11- 17yrs).
- As children and young people in Aberdeen got older, fewer reported having a pet at home (78% of 8-11yrs and 56% of 11-17yrs), and significantly less children and young people (11-17yrs) had a pet when compared to the Bright Spots comparator group.
- The proportion of young people (11-17yrs) with a really good friend was well below that of the general population (91% to 97%).
- A quarter of children (8-11yrs) and one in ten of children aged over 11yrs did not know they could ask to speak to their social worker on their own. These proportions are both significantly above those for the Bright Spots comparator groups
- Many of the comments from children and young people across all age groups related to their relationships with parents, and brothers and sisters. Children and young people (8- 17yrs) reported mixed views and experiences of family time, and the complexity of many family arrangements came across, such as children seeing some of their brothers and sisters but not others. Just over a third (34%) of children aged 8-11yrs reported that the amount of time they spent with their mum was 'just right' and 18% felt time with their dad was just right. Of young people aged 11-17yrs , more children (45%) felt time with their mum was 'just right, but just 20% thought time with their dad was 'just right'.
- A significantly higher proportion (43%) of children and young people (8-11yrs) in Aberdeen reported being afraid of going to school because of bullying when compared to the Bright Spots comparator group. Of those who were afraid, most were getting help.

- Whilst the majority (87%) of children (4-7yrs) said that they 'always' felt safe at home, when compared to the Bright Spots comparison group, a higher proportion of children (4-7yrs) in Aberdeen said that they didn't always feel safe where they lived.

The proportion of young people (11-17yrs) in Aberdeen City giving positive scores was significantly above the Bright Spots group for several key wellbeing indicators:

- Very high/high scores for feeling that the things they do are worthwhile (76% to 65%).
- 'Very happy' yesterday (44% to 35%). Very high scores for feeling positive about the future. (45% to 36%)

Life Beyond Care (for those aged 16-26)

156 young people responded to the survey from a care leaver population of 227: a remarkable response rate of 69%. This is very high compared to the national average.

Positive findings include:

- Two-thirds (66%) of comments about Youth Team Workers or Social Workers were very positive. More care leavers than children and young people (11-17yrs) in care in Aberdeen trusted their worker (79% to 69%) and found it easy to get in touch with them (75% to 58%). Workers came second only to friends as providers of emotional support identified by care leavers. 43% of care leavers had a pet, which is a significantly greater proportion than the 28% of the Bright Spots comparator group. Over half (54%) of care leavers with pets felt they were a source of emotional support.
- More than nine in ten of care leavers (92%) who answered felt that they had a person who they trusted, who helped them and stuck by them no matter what. This is significantly above the proportion for the Bright Spots comparator group (86%). 96% had a person who listened to them. 90% had a person who believed they would be a success. 88% had a person who told them when they'd done well.
- Care leavers (94%) in Aberdeen more often had access to the internet at home compared to young people (83%) in the Bright Spots comparator group.

Areas for consideration stemming from the survey responses from those aged 16-26:

- Three in four young people with experience of care felt that where they lived now was right for them. One in four did not. 30% did not 'always' feel safe in their home and 36% did not 'always' feel safe in their neighbourhood. 41% did not 'always' feel settled in their home.
- One in five (22%) care leavers felt lonely 'often/always', over twice the rate for young people in the general population. This was more than seven times the rate for young people in the general population (3%). One in six care leavers (17%) did not have at least one good friend. This is more than eight times greater than the rate for young people in general population (2%).
- Over a third (35%) young people indicated that they had a long-term health problem or disability, and over half (27) of those providing further information mentioned mental health conditions (most commonly depression and anxiety).
- Nearly half (47%) of care leavers in Aberdeen were not in education, employment or training compared to just 13% of 16-24 year-olds in the general population. The proportion finding it difficult to get by financially was almost three times that of the general population of 16-24 year-olds
 - Almost a third of care leavers (31%) gave low scores for happiness with their appearance. The Bright Spots comparator group figure was 28%.
 - 54% of care leavers reported high or very high happiness the previous day compared to 75% of young people (16-24yrs) in the general UK population. Care leavers in

Aberdeen also had greater levels of anxiety the previous day, with almost a third of care leavers (31%) giving high anxiety scores compared to 22% of the general population.

Over a third of care leavers gave low anxiety scores, and this rate was just under that of the general population (35% to 37%). One in five care leavers (21%) gave very high scores when asked to what extent they felt things they did in their lives were worthwhile.

There was a degree of polarisation in Aberdeen, with wellbeing indicators suggesting some care leavers doing very well, and others doing much less well. Wellbeing findings in Aberdeen were broadly similar to the Bright Spots comparator group.

There are indications from the survey, that the structural inequalities that exist for our young care leavers disproportionately impacts on them. We recognise that as a partnership we need to continue our efforts to mitigate these inequalities and support our care leavers to maximise their potential.

As noted the above findings require to be read with caution. It is important that assumptions are not made while we work with CELCIS over the coming months to dig into the data to better understand the responses given by our young people. This activity will also support us to ensure we target our improvement activities on the correct areas.

This project has encompassed the ethos intrinsic to the Promise 5 Foundations having provided our care experienced community the opportunity to share their voice, and feel they are genuinely being listened to. The findings will be fully considered as we transition to Plan 24 – 30 and as we refresh single service and multi-agency Plans such as our Children's Services Plan.

Preparations for the second Change Plan

We welcome the national indicators recently published by Promise Scotland. Baseline data across these indicators has been collated to aid our readiness for implementation.

Promise Vision Statement	Outcome	Core Indicators (2024/25)	Data
Where children are in their families and feel loved they must stay – and families must be given support together to nurture that love and overcome the difficulties which get in the way	The rate of children entering care decreases. For those that do need to enter care, a higher proportion are able to stay living at home with parents, or in a family setting in kinship care or foster care	Number and rate of children in the 'care system' during the year	457 as of 31.07.24 compared to 500 as of 31.07.2023.
		2. Number of children (0-17 years) entering the 'care system' during the year	200 over academic year ending 2023/24 compared to 138 over 2022/23
		3. Number and percentage of children in the 'care system' who are living at home with parents	60 (13%) as of 31/07/24 compared to 61(12.2%) as of 31.07.2023.
		4. Number and percentage of children in the 'care system' living in the community	35 (8%) as of 31.07.2023 (Voluntary Home, Other Community, Secure, LA Home)
		5. Number and percentage of children who are living in kinship	96 (21%) as of 31.07.23.
		6. Number and percentage of children who are living in foster care	210 (46%) as of 31.07.24.

Promise Vision Statement	Outcome	Core Indicators (2024/25)	Data
	The underlying universal support system must support all families and identify those who need more support.	7. Number and percentage of children who are living in residential care each year	51/11 (residential school & other residential) equating to 15% as of 31.07.23.
		1. 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	12.5% as of 31.07.24 (please note not all children are 0-15 as not measured this way in national minimum data set. Also includes pre-birth.)
		2. Percentage of child death reviews which identified modifiable factors in a child's death	Not currently held.
		3. Percentage of children with a developmental concern recorded at their 13-15 months, 27-30 months, and 4-5 year reviews.	13-15mth: Aberdeen – 8.4% Scotland – 12.5% 27-30 mnth: Aberdeen – 10.2% Scotland: 17.9% 4-5 yr: Aberdeen – 17.2% Scotland – 16.6%
		4. Number and percentage of children living in temporary accommodation.	442 households in temp 85 (19.2%) with children
		5. Two year averaged estimate of the number and proportion of children living in relative poverty after housing costs.	7,378/18.9%
		6. Two-year averaged estimate of the number and proportion of children living in absolute poverty after housing costs.	6,011/15.4%
		7. Number and rate of children on the Child Protection Register, with domestic abuse listed as a concern identified.	21 as of 31.07.24. 0.5 per 1000
Scotland must limit the number of moves that children experience and support carers to continue to care.	The average number of homes a child experiences each year decreases.	1. Percentage of children who have experienced 3 or more homes within the last year.	5% over 2022/23
	For children for whom it is safest to live away from their family, there must be sufficient availability of carers who can provide stable	1. Number of registered foster care households per 1,000 0–17-year-olds, and relative to number of children in the 'care system'.	74 households 1.9 1000 children
		2. Number of foster carer deregistration's in the last year.	1 De-registration in the last year.
		3. Care Homes for children and young people and residential special schools workforce:	

Promise Vision Statement	Outcome	Core Indicators (2024/25)	Data
	loving environments	<ul style="list-style-type: none"> - Size of WTE (Whole-time equivalent) workforce, rounded to the nearest 10 - Vacancy rate in Care Homes for children and young people - Vacancy rate in residential special schools 	50 - ACC 8.7% - ACC
		4. The Secure care workforce, in terms of: <ul style="list-style-type: none"> - Size of WTE workforce, rounded to the nearest 10 - Vacancy rate 	Not applicable
	There must be sufficient capacity within children's social services to recruit loving, attentive carers and support them to continue to care, and provide children and young people with stability when moves need to happen	1. Staff working in children's fieldwork services, including qualified social workers: <ul style="list-style-type: none"> - WTE (rounded to nearest 10) - Rate per 100,000 0-17 year olds - Stability index 	130 1 member of staff to 300 children.
Schools in Scotland must be ambitious for care experienced children and ensure they have all they need to thrive, recognising that they may experience difficulties associated with their life story.	Care experienced young people spend more time in school.	1. Rate of attendance for pupils who experienced care at some point within the school year. 2. Cases of exclusions per 1,000 pupils who experienced care at some point within the school year.	88.36% (2022/23) 477.01 (rate per 1,000 – 2022/23)
	The average attainment of care experienced young people increases.	1. Proportion of pupils who experienced care at some point within the school year at stages P1, P4, P7 and S3 achieving the curriculum for excellence level relevant to their stage.	P1 (22/23) Reading – 81.82% Writing – 72.73% L&T – 81.82% Numeracy – 90.91% P4 (22/23) Reading – 62.5% Writing – 62.5% L&T – 50% Numeracy – 62.5% P7 (22/23) Reading – 60% Writing – 60%

Promise Vision Statement	Outcome	Core Indicators (2024/25)	Data
			<p>L&T – 80% Numeracy – 60%</p> <p>S3 – Levels 3 & 4(22/23) Reading – 36.36% Writing – 36.36% L&T – 45.45% Numeracy – 50%</p> <p>S3 – Level 4 (22/23) Reading – 0% Writing – 0% L&T – 9.09% Numeracy – 50%</p>
		2. Proportion of pupils who experienced care during their last year at school achieving at least one SCQF level 5 qualification (or better).	FROM INSIGHT (2023) 29.41%
		3. Proportion of pupils who experienced care during their last year at school achieving at least 1 SCQF level 6 qualification (or better).	FROM INSIGHT (2023) 5.88%
		4. Proportion of pupils who experienced care during their last year at school in a positive destination 9 months after leaving school.	Not currently recorded.
Where living with their family is not possible, children must stay with their brothers and sisters where safe to do so and belong to a loving home, staying there for as long as needed.	The number of brother and sisters staying together in the 'care system' increases.	1. Proportion of family groups living in foster families who have been separated.	33.82% (As of 02/01/2025 – from D365)
		2. Number and proportion of new foster care households approved for family groups of 2 children, and 3 or more children.	1 new fostering household approved in 2024 to take a family group of 2/3.
Scotland must strive to become a nation that does not restrain its children.	The use of physical restraint in residential care should be reduced, and where possible eliminated.	1. Number of incidences of physical restraint reported between 1st January and 31st December in care homes for children and young people.	<p>Aberdeen City does not utilise physical restraint as a means of managing children's behaviour within our care homes.</p> <p>We are aware that we commission care from external providers who do</p>

Promise Vision Statement	Outcome	Core Indicators (2024/25)	Data
			utilise this approach. It is the duty of the care provider to record such instances.
		2. Number of incidences of seclusion reported between 1st January and 31st December in care homes for children and young people.	Aberdeen City does not utilise seclusion as a means of managing children's behaviour within our care homes. We are aware that we commission care from external providers who do utilise this approach. It is the duty of the care provider to record such instances.
		3. Number of incidences of Physical restraint reported between 1st January and 31st December in secure care.	Nil
		4. Number of incidences of seclusion reported between 1st January and 31st December in secure care.	Nil
		5. Number of incidences of physical restraint reported between 1st January and 31st December in school accommodation services.	
		6. Number of incidences of seclusion reported between 1st January and 31st December in school accommodation services.	
Scotland must seek to uphold the wellbeing of care-experienced children and young people and ensure that there is timely access to, mental health support before crisis point so that children can avoid hospitalisation.	The number of staff employed in Child and Adolescent Mental Health Services is proportionate to demand.	1. Number of staff employed in Child and Adolescent Mental Health Services	
Care experienced children and young people have access to	Health outcomes, and access to health services improve for	No Indicator Identified	

Promise Vision Statement	Outcome	Core Indicators (2024/25)	Data
support ensuring that their health needs are fully met.	care experienced children and young people.		
Scotland must stop locking up children who have often experienced the failures of the state in the provision of their care.	The number of young people entering young offenders' institutions decreases.	1. Number of under 21s in custody.	Justice Team
		2. Average number of children in secure care on a given day throughout the year.	Justice Team
		3. Number of referrals to the children's reporter on offence grounds.	Justice Team
Young adults for whom Scotland has taken on parenting responsibility must have a right to return to care and have access to services and supportive people to nurture them.	The number of young care experienced people receiving support increases.	1. Proportion of young people who are eligible for aftercare services who are receiving services.	73% (2023)
		2. Number and proportion of eligible young people who are going on to continuing care.	44 currently classed as 'Continuing Care'.
Care experienced adults must have a right to access to supportive, caring services for as long as they require them. Those services and the people who work in them must have a primary focus on the development and maintenance of supportive relationships that help people access what they need to thrive.	The number of households experiencing homelessness decreases.	1. Number and rate of people of working age living in poverty.	The number of working age adults living in relative poverty from the most recent data was 29,143. This equates to 19% of adults in this age group.
		2. Number of households living in temporary accommodation.	As at 31st March 2023 there were 7 care experienced households accommodated in temp, at the same point in 2024 there were 8. At 31st December 2024 there were 10 households. Currently there are 8
		3. Number of households assessed as homeless or threatened with homelessness.	April 2024 Jan 25 – 25 2023/24 – 25 2022/23 - 18
	Support for people who use drugs or alcohol increases.	1. Number and proportion of people receiving help for problematic drug and alcohol use within waiting times standard.	Alcohol: 18 (Dec 24) 95% started treatments within 21 days Drugs: 22 (Dec 24) 100% started treatments within 21 days

Promise Vision Statement	Outcome	Core Indicators (2024/25)	Data
	Support for adult mental health increases.	1. Number and proportion of people receiving psychological therapy within referral guidelines	

Aberdeen City welcomes publication of Plan 24 – 30, which restates our collective ambition to improve the lives and outcomes of all children and young people with care experience and ensures a stronger preventative approach that mitigates the need for children and young people to enter formal care settings. The Promise Progress Framework will provide an opportunity to ensure a greater level of consistency to reporting progress to deliver on the ambitions of the Promise. It will enable benchmarking against national reporting and enhance opportunities for partnerships to share learning and improvement activity with each other. Wrapped around the framework will be the need to ensure a continuing approach to capture the experiential impact of the changes we as a partnership are making.

The Children's Services Board have agreed to adopt the Framework as a data reporting tool that we consider on a regular basis, appreciating that some data sets are only updated annually. Doing so will allow us to ensure we have early sight of areas where great collective effort may be required to effect the anticipated change.

Whole Family Wellbeing Funding

The Whole Family Wellbeing Funding (WFWF) is a £500 million investment over the current Scottish Parliament (2022 to 2026). As part of Element 1, £32 million has been provided in each of the financial years 2022 to 2023 and 2023 to 2024 to support Children's Services Planning Partnerships across Scotland to scale up and drive the delivery of whole family support services in their areas and build capacity for transformational change.

In Aberdeen City we have invested our WFWF in a variety of areas to support our children, young people and their families to improve our holistic whole family wellbeing offer, including:

Scaling up Youth and Family Support

Scaling up new ways of working to support early intervention work. Investment in work of Youth Workers, Family Learning and Financial Inclusion (early prevention work) aligned to Family Support Model.

The development and implementation of collaborative and creative approaches to address and meet the needs of children, young people and families across the city continues to be the focus for this resource which is contributing to:

- Increased and easier access to Access to Money support
- Reduced levels of exclusion
- Increased levels of attendance
- Increased levels of parental engagement
- Increased levels of attainment

Request for Assistance

Developing the second version of our Request for Assistance system in order to create a single pathway for families to access support services.

Testing of the system has been progressing well with really positive engagement from third sector partners. The resource will be integrated into our existing systems to allow a single point of truth for those supporting families as well as a single point of referral. We are continuing to sign up partners looking towards phase 2 where families will be able to self-refer.

Co-Located Multidisciplinary Teams

Piloting co-located multidisciplinary teams in Northfield and Lochside Academies to ensure more effective and holistic planning for the children and families most in need of our support.

The multi-disciplinary teams have been established in Northfield and Lochside Academies. There continues to be a base within Northfield Academy which is on site to be available and accessible to the young people who have been identified as requiring extra support individually and as a family.

Supporting Kinship Carers

Building the capacity of kinship carers to enable them to feel better supported and have their own needs recognised more effectively. A range of engagement activity has been undertaken with kinship carers. This highlighted strengths and areas where improvement have been made. Support to kinship carers is now offered from a variety of multi agencies and this is facilitated, in part by the funding of a CDO spanning Kinship/Family Learning/Fit like Hubs via WFWF. New support groups have been established including a Kinship/ASN group. Two Information Events have taken place,

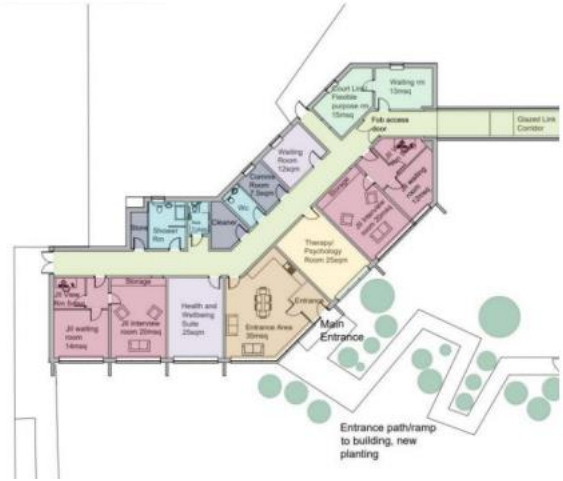
linking kinship families with relevant organisations and a Support Guide has been given to all carers.

Scottish Child Interview Model (SCIM)

Rolling out SCIM in order to ensure that every child who has experienced abuse or neglect has access to a Bairn's Hoose model of support including access to a trauma recovery service.

We have successfully embedded SCIM across our child protection service. We will take this learning into the development of our Bairns Hoose which will offer a multi-agency and co-located service. This service will be rights focused and ensure 'recovery' is core to our intervention.

The recovery element will be fully aligned to our wide family support offer. The Bairns Hoose has been designed in collaboration with young people to create a trauma informed environment in which children, young people and their families feel safe when accessing child protection supports.



Place2Be

Supporting the development the Place2Be project, focussing on the mental health of children under the age of 10.

Pilot testing has been undertaken at Kingswells School with Place2Be counselling for a year. Place2Talk offers our pupils the opportunity to attend drop-in sessions so they can receive counselling in the moment without needing to be referred or join waiting lists. In the last year 116 pupils have been seen over 66 sessions.

Parent Support – Children with Disabilities

Improving the peer and community support available for children with disabilities within Aberdeen City.

HOW WELL HAS THE CHILDREN'S SERVICES BOARD WORKED TOGETHER?



The working arrangements and successes of the Children's Services Board

The Children's Services Board has led a review of Sub Group Terms of Reference to ensure that the Third Sector is appropriately represented. In addition, consideration has been given to how best to strengthen arrangements to elicit and act on the voices of children, young people and families at Sub Group level. We have considered the accessibility of the reports we generate and now produce child and easy read versions of key reports. Arrangements will continue to be kept under review, particularly as we respond positively to the Statutory Guidance on Part 3 of the UNCRC (Incorporation) (Scotland) Act 2024.

The Children's Services Board has invested time in considering how best to track progress against our ambitious plan. Revisiting our arrangements for tracking progress has enabled a more direct link to reports being presented to Community Planning Aberdeen, as a result the Board can now more quickly take action when risks and issues are identified. These changes continue to build a culture of collective responsibility and candour amongst Board members.

Considerable time has been invested by our Sub Groups in the development of Improvement Project Charters with examples of on-going work shown in the appendices. Taking this approach has supported new groups of staff from across the Community Planning Partnership to join forces on shared projects aligned with our Plan. The progress of each charter is routinely reported to the Community Planning Aberdeen Board.

Over the course of this year our Sub Groups have helped bring 8 of our 32 projects to a successful completion well ahead of the end of our Children's Services Plan (links to detailed reports on each can be found in the appendix).

Improving our knowledge of our local systems. In addition to providing leadership to our Sub Groups, the Children's Services Board has collaborated to evaluate progress on a number of key national policies. This has included evaluating our progress in realising the changes described in the first Promise Change Plan and our success in embedding children's rights. As we move forward, the statutory Children's Rights Report and progress against the second Change Plan will be fully embedded into our Children's Services Plan Annual Report so that the connections across different policies are fully taken into account. Recently published Promise outcomes have been incorporated into this Annual Report as a first step towards that aim and a Power BI with live tracking data is under development to aid the Board's routine oversight of progress.

The Children's Services Board reviewed the findings of the Children with Disabilities Thematic Review of Children's Social Work Services undertaken by the Care Inspectorate. This has helped ensure we are responding positively to the voices of our disabled children and their families. We are pleased that The Care Inspectorate recognised the quality of local Child's Plans, assessing the majority of Plans as Good or better. We are also proud that the Inspectorate recognise that effective arrangements are in place to support multi agency working. Over the coming year we will work together to broaden the range of opportunities available for those with a disability to help strengthen our arrangements and continue to improve transitions from children's to adult services.

The Board has also taken a keen interest in the Secure Care Pathways Review. This national report highlighted the need to improve transition planning, particularly around issues such as housing and mental health and wellbeing support. Our focus on transition and our work as part of the Fairer Futures Partnership will help us move these areas forward over the coming year.

The Children's Services Board continues to benefit from close collaboration with the Child Protection Committee (CPC), delivering shared audits and quality assurance activity. We have now brought a number of audits to completion, most recently on Transitions to P1.

Audit 6 (Transitions to P1) reviewed the processes in place for vulnerable children transitioning from Nursery to P1. The audit team looked at the quality and consistency of the process. Key learning points included:

- Of the 72% concerns evident, 15 had gaps in the information provided.
- In some cases, risk had been passed on without taking relevant actions prior to transition.
- There were some inconsistencies in the transition meetings and planning, such as information being shared between health professionals but not with Primary school transition colleagues. 21 Childs Plans were not shared with Education

A number of recommendations will be taken forward as a result of the audit. Current shared work with the Child Protection Committee includes starting to undertake our self-evaluation in preparation for our next Joint Inspection.

Collaboration. We continue to benefit from close collaboration with our local Health Determinates Research Collaborative (HDRC). The HDRC, in collaboration with the University of Edinburgh, will help us evaluate the impact of our local Bairns Hoose which will become operational in July 2025. The design and development of our Bairns Hoose has been strongly influenced by the voice of children and young people that have experienced abuse and harm.

Our Bairns Hoose will bringing together child protection partners to deliver a colocated and integrated approach to how we investigate and support children and young people who have been abused/harmed. It additionally will have the capacity to support children under the age of criminal responsibility whose behaviour has been harmful to others. Ensuring our Bairns Hoose will have a live Court link will enable all children who have to attend court to provide evidence in an environment that is familiar to them and more conducive to their needs.

Building on our partnership with Children First, they will deliver advocacy and recovery support to children (and their family) going through a child protection process. Increasingly we want to see connection to recovery support being initiated from the Inter-Agency Referral Discussion ensuring early and effective support. The impact of delivering recovery support in this manner will be a strong focus of the evaluation the University of Edinburgh and HDRC will provide, enabling us to consider how this improves the outcomes of children and young people.

In addition the HDRC are supporting our Whole System work on healthy weight following the identification of this risk as part of our last Annual Report and evaluation into the impact of the expanded offer of Early Learning and Childcare.

We recognise the need to continue to amplify our collaboration with children and young people and ensure that there are effective mechanisms in place to support the meaningful empowerment and participation of children and young people. We have been working with our wider Community Planning Partnership to ensure that our Children and Young People can be involved as far as possible in our improvement work. Each of our Local Outcome Improvement Plan projects have identified where their work can and should engage children and young people and will continue to report on involvement. This has included the development of a youth engagement toolkit and a promotional material for young people to get involved

As a Board we have agreed to establish a shadow Board of young people to flag up areas of concern and recognise the need to utilise a broader range of mechanisms to help young people shape the next Children's Services Plan. Preparatory work has included developing a directory of Youth Groups representing different demographic groups to ensure both wide and targeted involvement. Shadow Board arrangements have been tested as we have developed this Annual Report and we will continue to refine arrangements to ensure that they are meaningful for young people and linked to the [Youth Engagement Project Charter](#).

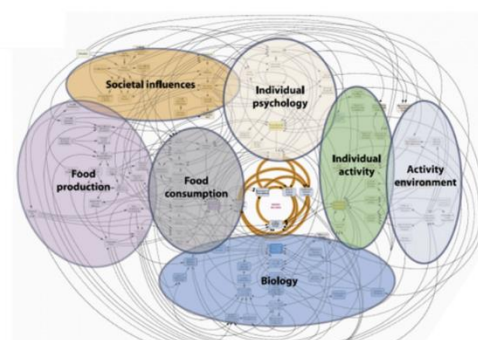
As a Board, we have continued to collaborate in order to ensure that there are suitably aligned learning and development opportunities for our staff. Members of the Children's Services Board considered the level of Trauma Training staff in their respective organisation/service would require and a Group are currently establishing formal recommendations for consideration by the Board. An E-Learning Module as an output of our work to Write Right about Me has been made available to staff across the Community Planning Partnership.

Initiating work to take a whole systems approach to [healthy weight](#). Following the publication of last year's Annual Report, we have taken steps to respond to the increasing number of children and expectant mothers who are not of a healthy weight.

Our work on healthy weight was initiated by convening a range of stakeholders to discuss the issue collectively to avoid silo working. The event helped to establish an understanding of what a whole system approach would look like and start developing a shared vision based on a shared understanding of local data.

Attendees learned that 1 in 5 primary 1 aged children in Aberdeen are at risk of being overweight or obese, with higher rates seen in more deprived areas. Among children aged 2-15 in Scotland, one third are at risk of overweight or obesity. For adults, 67% are either overweight or obese, with 29% being classified as obese.

Half of the pregnant women in Aberdeen were overweight or obese in 2022, and obesity continues to rise year-on-year. Deprivation plays a significant role, with those in the most deprived areas nearly twice as likely to be at risk. Trends also show disparities based on gender, age, and ethnicity, with men and boys showing higher obesity rates compared to women and girls. Poor diets, low physical activity, and the severe health and economic consequences of obesity highlight the need



for urgent, comprehensive public health interventions. With the financial cost of obesity in Scotland projected to reach £5.9 billion by 2030, it is crucial to address both individual behaviours and broader social causes.

The event gathered a range of key themes that have been used to develop a high level plan being led by Public Health colleagues. The Board look forward to supporting this important work.

Responding to the needs of a changing population.

Those represented on the Board continue to support a high proportion of displaced children and young people including those fleeing conflict and unaccompanied asylum seeking children. After Glasgow, the city welcomes the highest proportion of displaced people and services continue to respond with agility although this has placed considerable pressure on local services. Mitigating the risk to service provision will require our on-going attention. Aberdeen's Educational Psychology Service are currently creating guidance on working with Refugee & Displaced Families to aide the work of Education and Lifelong Learning staff with supporting this vulnerable group.

As of 31 December 2024 Aberdeen City has received 59 Unaccompanied Asylum Seeking Young People (UASYP), representing a 20% increase in the number as at the same point in time in 2023. As you would expect the age profile has also changed over the same period - as of 31/12/23, 18% of UASYP were over the age of 18 years, as of 31/12/24, 58% are over 18 years of age. Age profile is particularly significant given that funding to local authorities reduces as the young person ages, regardless of individual need. Focussed support to this group of individuals is led by a small dedicated resource within our Children's Services Youth Team.

The increase in volume is indicative of increased arrivals into Kent on small boats, with UASYP assigned to local authorities on a rotational basis. Additionally, Aberdeen has received a significant number of asylum seeking adults dispersed via the Hotel Dispersal scheme. Of these, a small but significant number note upon arrival that they are in fact under 18yrs of age. As a consequence they require prompt assessment to determine if there is robust evidence to be clear that they are not a child. Those accepted as under 18yrs of age are considered to be *looked after* and placed outwith the hotels in more appropriate arrangements for their needs. The model we have developed is a highly supported housing dispersal model.

Recognising the vast majority of asylum seeking young people indicate their wish to remain in Aberdeen once their asylum status is resolved has required work to augment our accommodation options to meet the growing demand. Collaboration with housing providers and registered social landlords continues to be a focus. We have also extended our 3rd sector partnership with Action for Children to provide outreach aftercare support. We have developed our approaches to take account of diverse cultural backgrounds, experience of loss and how for many this manifests in trauma. Securing health support, education provision and social integration remain key activities in our strategic planning.

In terms of broader population changes in relation to resettlement and asylum, the displaced population continues to grow, although the pace of arrivals has slowed over the last 12 months. Over 3000 displaced people have been welcomed to Aberdeen city since 2016, the vast majority of whom have arrived since 2021 via Afghan resettlement routes and in 2022, through the Ukrainian scheme routes.

Arrivals also occur through asylum routes and there are currently circa 380 asylum seekers in either Contingency of Dispersed accommodation in Aberdeen.

Data trends in 2024

- The overall resettlement population increased slightly in 2024 compared to 2023. Notwithstanding this, there was significant churn within the population, impacting on service demand levels.
- The biggest increases were evident in the displaced populations which are generally assessed as having higher levels of integration needs:
 - the number of asylum seekers placed in dispersed accommodation increased as per the National Accommodation Plan.
 - 108 asylum seekers had their claims approved (compared to 17 in 2023) and separately a pattern is emerging of those with positive decisions moving from other English/Scottish Local Authority areas to Aberdeen.
 - Demand increased to accommodate Afghan households recently arrived in the UK and supported by the Ministry of Defence with local integration support being provided.
 - The United Kingdom Resettlement Programme restarted with a commitment to welcome 12 households into Aberdeen.
 - The increases were offset by a fall in the asylum Contingency Accommodation population with the closure of one hotel.

To support the needs of families within the displaced population, whole family support was commissioned from Action for Children and Children 1st and continues to be provided.

Getting it Right for Everyone (GIRFE). In collaboration with ACHSCP, the Children's Services Board has worked as part of a GIRFE Pathfinder with Scottish Government.

GIRFE aligns with the Framework for Health and Community Care and builds on self-directed support implementation across Scotland. The Pathfinders from across Scotland engaged with a range of stakeholders, including children and their families to codesign a toolkit resource entitled *The team around the person*. People with lived experience, from across Scotland, have actively helped to identify the barriers that prevent us Getting It Right for Everyone and have worked with their the local GIRFE team to shape and test the tools detailed within the GIRFE toolkit. The toolkit aims to support a more person-led, consistent and individualised approach to health and social care support. This approach will help to embed inter-agency working across Scotland. This is fundamental to ensuring a GIRFE approach can be taken forward at a local level, as well as across Scotland.

As part of the pathfinder process, Aberdeen has helped to inform the development of a national toolkit to help inform a person led approach to managing transitions between children's services and adult services. This included the application of feedback from parents in Aberdeen who have experience in local arrangements. To help improve the experience of those that are cared for and their families when moving between children's and adults' services, a multi-agency group was recently established in Aberdeen. This group will seek to apply the new GIRFE toolkit to its activities.

Transitions to Pathways from Children's Services

Building on the learning from the GIRFE Pathfinder we have progressed work, on a multi-agency basis, to review the pathways that support the transition of young people entering adulthood. Transitions were specifically flagged by the Care Inspectorates in their 2024 Thematic Review as nationally being an area where improvement was required. Young people and parents highlighted

that transitions were often experienced as being distressing and confusing. These were experiences we recognised locally. Staff across the partnership similarly echoed the transitions process can be a complex one, particularly for young people who require ongoing support from health and social care services.

We established a multi-agency group to redesign our transition pathways and guidance to address the challenges families have highlighted. This work is progressing at pace and our updated transition process will begin to be rolled out from 1 April 2025. The main objectives of this project are to:

- Establish and embed an agreed process/pathway for improving transitions of young people moving on from school, with a key focus on the process of transition for young people requiring ongoing support from health and social care services.
- Develop a clear standard Operating Procedure for staff/services.
- Communicate the revised process/pathway with parents, carers and young people to improve knowledge of the Transitions process within Aberdeen City.
- Ensure an ongoing focus on improving transitions is built into Business as Usual practice informed by the voices of children and young people.
- Ensure Aberdeen City's transition planning and guidance takes account of learning from the Care Inspectorate's Thematic Review and national policy (National Transitions to Adulthood Strategy for Disabled Young People A Statement of Intent Sept 2023).
- Ensure Aberdeen City's transition planning and guidance aligns to the existing best practice, Principles of Good Transition 3 and COMPASS national tool.

Initiating work to reform how we support families living in SIMD 1. Following the publication of last year's Annual Report, we have taken steps to respond to the evidence of significantly poorer outcomes evident in those living in SIMD1. The Children's Services Board has undertaken a comprehensive [review](#) of the complexity of the challenges being experienced by our families living in SIMD 1 to support proactive planning for our model of Family Support.

As part of this work, Community Planning Partners actively engaged with planning for our [Future Libraries Model](#), which has triggered a need to look at our Future Libraries as a key component of our model of preventative Family Support. The Children's Services Board identified a need to work together to:

- Address the perception of libraries
- Improve the visibility of buildings e.g. Greyhope
- Create a neutral trusted venue in the community where you go for information and support
- Promote Co-location through our Future Libraries Model
- Improve engagement with religious and community groups to maximise the use of facilities
- Consider the delivery of existing programmes such as Bookbug, to consider how they might best be modernised

As a Children's Services Board we are delighted to have been selected as a Fairer Futures Pathfinder. We have commissioned CELCIS as our evaluation partner as we develop our model of Family Support, developed a [High Level Implementation Plan](#) and appointed a [Programme Lead](#) to support this important development. Governance arrangements for our Fairer Futures work have been agreed. We have achieved much over the last year, and will now establish our Fairer Futures Steering Group to coordinate the reform work being undertaken as part of our partnership with Scottish Government. All, 'business as usual' activity will continue to be overseen by the Children's Services Board.

Best Start in life Group Projects

The Best Start in Life Group continues to support infants and their families to realise improvement in early health, this year we have made some significant improvements with two of our projects having achieved their aims through successful improvement activity.

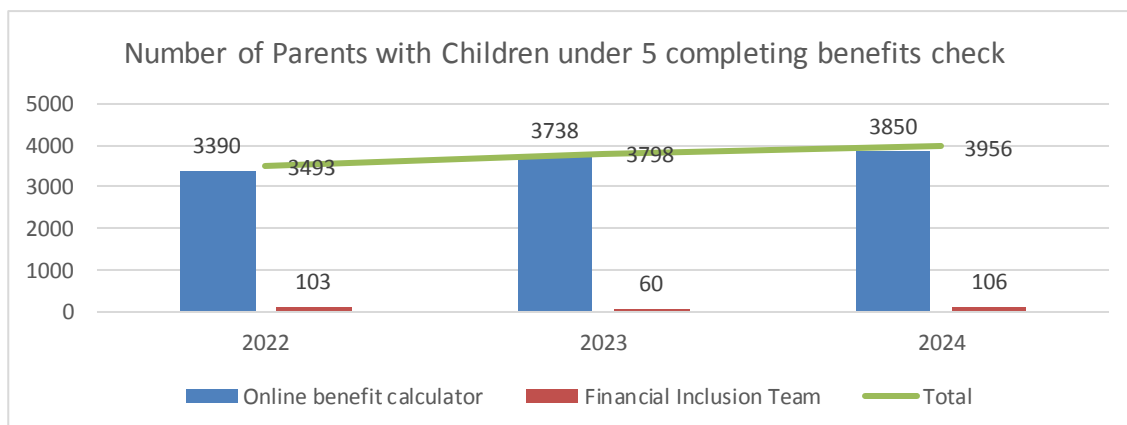
Our 2024 data shows that we are getting better at identifying the early signs neglect among 0-4 year olds associated with Parental Mental Health/Addiction/Domestic Abuse. This is an increase of 13% compared to 2022/23, highlighting the positive impact that our Health visitors and family nurses are having. Work continues to support practitioners likely to come into contact with families in order to maximise our early identification of those in need of our help.

The Group has successfully expanded the provision of PEEP (Parents as Early Education Partners) over the course of 2024, with 147 PEEP sessions offered. Of the sessions delivered in November 2024, 11 were delivered by multi agency partners, an increase of 57% compared to November 2023. Many organisations are now seeking to engage with and support the programme - specifically to promote it or to offer venues to deliver within. In order to take advantage of these offers of support, we are expanding our training to new practitioners with some additional funding. PEEP parents have used some of these funded places with plans for further PEEP development. As a result other PEEP initiatives and new partnerships with other services have been initiated.

Significant progress has been made in the development of the infant feeding in a crisis pathway, working with practitioners to identify parents who need support. So far, all families referred by the family nurse or health visitor have been supported with 58 vouchers issued to 41 families through the pathway to date. 11 families have had repeat support. The full impact and evaluation of the pathway can be viewed in the [project end report](#).

Now that we have tested the pathway and are confident that it is meeting the needs of those identified, we recognise that at present it is limited to referrals from two professionals working with young parents. Therefore, we will now focus on spreading the pathway across partnership agencies to ensure that regardless of touchpoint, people across Aberdeen City who need this support can be directly referred and use the Infant Feeding in a Crisis Pathway.

The Group have also focused on increasing by 10% the number of parents with children under 5 completing benefit checks. This aim has been achieved with a 13% increase in the number of new parents and parents of pre-school children who completed a full benefits check, from 3493 in 2022 to 3956 in 2024 as shown below. Completed checks have been done via the online benefit calculator and the Financial Inclusion Team.



As a result of the completed benefit check, the total financial gains have increased year on year, from £497,183.21 in 2022 to £600,667.29 in 2023 (20.8% increase from 2022) and £762,992.08 in 2024 (a 27% rise from 2024 and an impressive 53.4% cumulative increase from 2022). The full impact and evaluation of the early years financial inclusion pathway and targeted improvement can be viewed in the [project end report](#).

These projects are seeing real improvements to support for those families that have come into contact with them. Updated data suggests that the % of children assessed as reaching their expected developmental milestones (including incomplete assessments which are excluded from the figures above) improved between 2021/22 (87.4%) and 2022/23 (89.8%), but there is still considerable work to do to reach pre covid levels (97.1% in 2020/21). It is acknowledged however that only 67.4% of eligible children were assessed in 2022/23, down from 78% in 2021/22 and 87% in 2015/16. Increasing both the completeness of, and the proportion, of children assessments will remain a key focus of the Group for the year ahead, with a view to expanding the number of practitioners and services that are aware of the supports available and how to refer clients to these.

Mental Health and Wellbeing Group Projects

The Mental Health and Wellbeing Collaborative Subgroup have focused this year on developing a number of projects tackling various aspects of support for Children and Young People.

Feedback from our annual surveys with school pupils have seen an increase in the number of young people who now feel that they are listened to all of the time up from 64% in 2021/22 to 70% in 2023/24, showing progress towards our overall stretch outcome. But work to improve the experiences of those young people most likely be affected by mental health concerns continues.

We are working in our local communities to gather information about the supports available to children, young people and their families. Better understanding of these local supports will help our services and providers better understand the early intervention opportunities to refer those who need our help before their needs escalate to require support from Tier 3 services such as Child and Adolescent Mental Health Services.

We are refocussing our efforts to ensure that we give Care Experienced Young People regular, consistent and high quality health assessments to make sure they can be supported throughout their time in care and afterwards. We have engaged widely with our partners and gathered feedback from young people to inform this work and will begin testing improvements in 2025.

We have been testing a pilot programme of local youth activity social prescribing through our school community hub in Torry to support young people to feel safe in their community and improve their overall mental wellbeing. Youth workers have started a group for pupils who use the community wing after school; the pupils who took part are now in S1 at Lochside with some now engaged with a cooking group at Deeside Family Centre. The group are currently considering the need to start up another group in 2025.

Our most recent data on children and young people shows promising improvements to their confidence (S1-S6 pupils reporting that they always or often feel confident has increased by 10% from 35% in March 2022 to 45% in November 2023) and the extent to which they feel safe in the community is improving (80.7% in 2021/22 to 87.5 % in 2023/24, a citywide increase of 16.8%). However direct referrals to CAMHS and Children's Social Work remains high.

With this data in mind, next year's work will focus on further improvements to health assessments provided to care experienced young people with the aim of reducing the need to escalate support. Likewise we will focus further on improving the Tier 2 community mental health services to defer refer more referrals away from CAMHS.

Corporate Parenting Sub Group

The Corporate Parenting Subgroup continues to lead our focus on supporting our Care Experienced Children, Young People and their Families. Driven through our Aberdeen City Corporate Parenting Plan and providing a leading role in ensuring our Partnership Keeps the Promise. The improvement projects being led by the Group reflect this focus.

We have been expanding our training programme to support our colleagues throughout the partnership to better understand their role as Corporate Parents. This year we have undertaken a pilot Corporate Parenting Training module for staff in Aberdeen City Council. Over half of the 7745 staff identified as having a role in supporting those that are care experienced have now been trained. We are now looking to expand this support to other organisations.

Our Family Nurse Partnership (FNP) Programme is now supporting 35 Care Experienced Young People to be confident new parents. The FNP is now providing bespoke support to those young people. Initial feedback has been very positive, with parents reporting they feel 90% prepared for parenthood by 36 weeks.

We have been working to reduce the number of young people coming into the Care system and have successfully realised a 5.1% decrease. The project team is now looking to improve the balance of care on a partnership basis to ensure that where possible young people entering care can remain with their families, with their brothers and sisters and in their local school and community. Where this is not possible we continue to work with our foster carers and residential teams to ensure children and young people receive high quality care.

For those leaving care we are working to further develop our multi-agency and integrated approaches to ensure they receive high quality throughcare and aftercare. Since the initiation of the project there has been a 68% increase in the number of eligible young people receiving aftercare (171 to 288 in 2024), with 78% of eligible young people receiving support in 2024. Further details can be found in the [project end report](#).

The Group continues to give thought to how we deliver on The Promise's expectations around the use of restraint and restrictive practices. Across all our local foster and residential services we have successfully moved away utilising restraint and restrictive practice in how we care for our children. We however recognise that the position across national resources and other agencies is more varied, requiring a lead from Scottish Government. Our Education Service is currently consulting with Trade Unions on guidance for schools across the city which is in keeping with updated national guidance.

Key areas of focus for next year include consideration of how to positively respond to the feedback provided by Care Experienced children and young people through our engagement in the Bright Spots programme. Our children and young people have provided us with very clear feedback on areas where we have improved and areas where we still have further work to do. We will develop a multi-agency plan and adopt a coproduction approach to address the noted areas where further improvement is still required. In addition we will explore how to build on this highly valued engagement work with our care experienced children, young people and young adults. In addition

we will be expanding our whole family support offer to ensure early and preventative support to families mitigating the need for a referral to children's social work and ultimately supporting our efforts to reduce the number of looked after children living out with their family network.

We recognise there continues to be a need to build on our continuing efforts to ensure all staff, with corporate parenting responsibilities, better understand how their role can contribute to improving the outcomes of care experienced young people. This will include expanding access to the refreshed corporate training developed by the partnership.

The refreshed Keeping the Promise Award which raises awareness of care experienced children and young people and some of the challenges they face has been successfully delivered to central officers in Education. The training materials have been shared with schools and CLD leads with the expectation that the award will be undertaken by all practitioners by the end of this session.

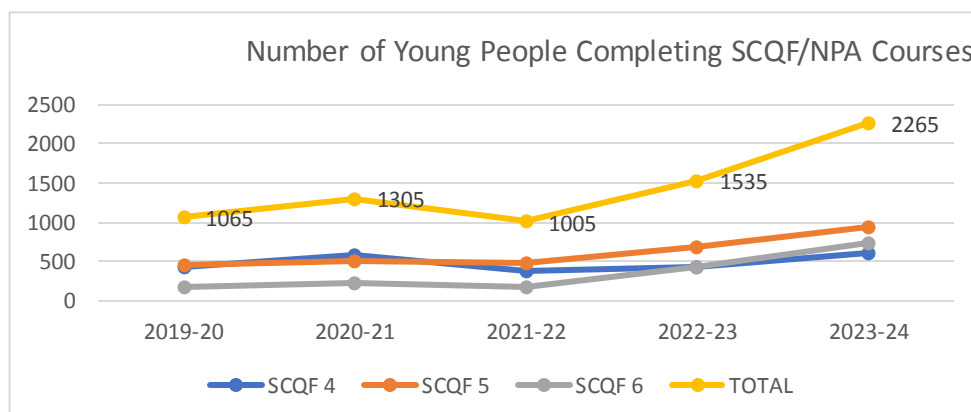
We are also expanding our self-evaluation work to better understand the drivers that contribute to the placement of children/young people out with their family and in high cost residential placements. This self-evaluative activity will continue to inform the development of our whole family support model. This recognises a strong correlation between the mental wellbeing of parents and children who are cared for outwith their family network.

Attainment and Transitions to Adulthood Sub Group

The Attainment and Transitions to Adulthood works in partnership to deliver the best possible educational opportunities for our children and young people, particularly our children and young people living in quintiles 1 and 2. The Sub Group has been focusing on how to improve health and educational outcomes for young people and their families and supporting the expansion of our curriculum offer and our post school opportunities.

We've made significant progress in expanding our curricular offer through our ABZ Campus and our broadening courses project where we have achieved our aim with a 56.6% increase in completion rates of SCQF/NPA from the baseline of 1005 in 2021/22 to last academic year to 2265 (2023/24). The full impact and evaluation of project can be viewed in the [project end report](#), however specifically we've seen a:

- 125% increase in the completion of NPA (1005 - 2265 students in 2023/24)
- 20.5% Increase in completion of Foundation Apprenticeships (127 - 156 students in 2023/24)
- Increase from 0 HNCs in 2021/22 to 12 in 2022/23 and 9 in 2023/24 respectively.



In 2023/2024, 1128 young people completed digital and technology courses, an increase of 19.75%. Of the three new digital NPA courses, data for 2023/24 showed:

- Esports - that across Level 4 to 6, 16 young people completed the Esports course with a 100% pass rate.
- Games Design, 18 young people completed level 6 with a 100% pass rate, with 54 at level 5 and a 85.19% pass rate and 15 at level 4, with a 66.67% rate.
- Cybersecurity - 79 young people completed level 4 and 5 Cybersecurity, with a 65.52% pass rate for level 4 and 24% for level 5.

Across academic year 2024/25 and into 2025/26 we will continue to expand the reach of our curricular programmes such as ABZ campus and Regional Digital Collaborative to provide more and more opportunities for young people to achieve.

Through our co-delivery project, we now have 2 education and health co-located services:

- The first co-located service is at Links ELC Hub where a Health Visitor is based two days per week. The Health Visitor works closely with the Centre Manager to identify families where vulnerabilities may lie.
- Co-delivery of Health and Wellbeing at Northfield

The full evaluation of project can be viewed in the [project end report](#). The project has now identified areas of improvement to test within the current co-delivery model at Northfield over the next year with a focus on increasing attendance at the school.

The Sub Group has also expanded the use of our online tool aimed at helping staff to recognise signs of harm and neglect among the children, young people and families they engage with. Having trained 626 staff so far, further Face to Face training sessions continue to be held. 72% of those undertaking the training report that they are recognising signs of harm, with 20% reporting they were extremely confident in doing so.

Follow up positive destination data for those who left school in Academic Year 2022/23 has declined slightly since 2021/22 from 90.8% to 90.1%. This figure is even more marked for those young people from SIMD Quintiles 1 (85.0% - 82.9%) & 2 (88.6% - 83.6%). We will work with Skills Development Scotland to address this issue over the coming year.

As such into next year we will be focussing on more targeted work with our more vulnerable learners and those most at risk of not going on to a Positive Destination, such as those living in our more deprived communities. Working in partnership with SDS a number of young people have already been identified. We will support these young people before and in transition though leaving school and into onward destinations providing, 1 to 1 multi agency support.

Youth Justice Sub Group

The Youth Justice Subgroup supports those young people experiencing or at risk of entering the justice system. The Group are keenly aware that this cohort of young people will have a number of needs and may have been impacted upon by adverse childhood experiences. As a result, improvement projects take a trauma informed approach.

We continue to support our local communities and young people with the development of street work sessions and extracurricular activities for young people, particularly during the holidays

including team building and sports activities. Since the last annual report there has been an overall continued reduction in anti-social behaviour calls of 11%.

Our Project to support the reduction in the number of young people going missing from Care homes has come to a successful completion this year. Over the course of the project there has been an overall reduction in the number of Care Experience Young People going missing by 49% since 2022. This has been built on ensuring a trauma informed approach that also takes into account young people's desire to stay out with friends. More details of this project can be found in the appendices, the full details of the work can be found in the [project end report](#)

Adopting a collaborative approach with Police Scotland has contributed to a reduction in the number of charges incurred by our children looked after in our local children's homes, in 2021/22 no children were subjected to charges; this rose to 7 in 2022/23 (based on data sharing) . We are now seeking to expand this success to the wider care experienced cohort, as well as other young people at risk of entering the justice system. We will do this by supporting our police and community services to take a trauma informed approach to cautioning and charging young people; expanding opportunities for 16/17 year olds for Diversion from Prosecution, linking these to community support needs.

Another main focus of the group has been supporting our readiness for the Children (Care and Justice) (Scotland) Act 2024. The legislation has the intention of ensuring the better integration of national policy with legislation which aims to improve systems which protect, intervene and where necessary accommodate children. The Act contains a series of measures aimed at improving children's experiences of the care and justice systems, whether victims, witnesses or children who have caused harm. The following progressive intentions are noted;

- Improve opportunities for prevention and early intervention
- Systems are age and stage appropriate and rights respecting
- Age of Referral to Principal Reporter raised to 18 for all referral grounds
- Secure accommodation replaces Young Offenders Institutes (YOI) for 16/17-year-olds
- All children in secure care, will be considered Looked After Children
- Children in secure care will be able to remain in secure care past age 18 but not beyond 19
- Children will no longer be held in police cells, rather this will be in a "place of safety"

The above measures will ensure that children are able to access systems designed with their needs in mind. The majority of children in conflict with the law have experienced developmental trauma, abuse and other adversities. The changes will ensure all children have the same protections.

Looking ahead to 2025/26 our readiness for the implementation of the Children's (Care & Justice) (Scotland) Act 2024 will continue to have a strong focus. While there is much uncertainty about the plan for the implementation, we will continue to proactively prepared for this legislative change. We will build on the mapping activity already undertaken which identified key areas of change activity. This will continue to be developed in collaboration with colleagues in Justice Social Work but also utilise our positive links with the [Children and Young People's Centre for Justice](#). The focus for change includes but is not limited to;

- Scoping Early and Effective Intervention options for 16/17-year-olds
- Identifying workforce development needs of Children and Justice Social Work and partners
- Understanding and managing risk in relation to 16/17-year-olds referred to SCRA who will have higher levels of support need and require assessments of needs.

We continue to deliver local dissemination activities to assist our multi-agency partnership to be prepared for changes incumbent from the legislation. In addition we have had a clear focus on our data around 16/17-year-olds currently involved in both Children and Adult systems and attempts at forecast levels of demand by inclusion of data re 16/17-year-olds homelessness needs.

Additionally, we will continue to consider further opportunities to reduce the overrepresentation of care experienced children and young people within the justice system.

Additional Support Needs and Disabilities Sub Group

The ASN & Disabilities Sub Group continues to focus on improving the opportunities for those young people with ASN/Disabilities and their families. Our projects focus on providing community and school based services, as well as providing support for families awaiting diagnosis.

With the aim of supporting this cohort of young people a bespoke Sensory Ambassador programme is being now being tested. This has been developed in collaboration with Education, NHS and third sector partner SensationALL in response to the need of practitioners to gain deeper knowledge, skill and confidence of the broad range of sensory considerations.

The group has also supported the pilot of a Neurodivergent Pathway in order to provide support to those families with children awaiting an autism diagnosis, to test a mechanism to increase the number of families accessing support by 20%. The initial pilot has concluded with significant results. This has included reducing the time taken for children to be assessed as well as providing tools, techniques and links to services to support parents in the interim. Feedback has included:

“Just finally getting the support for our son, which was all we ever wanted, that’s the main thing, like, obviously the diagnosis helps because you can’t often get supported without a diagnosis, but that wasn’t the thing for us, it was getting the support and educating ourselves and being kind of able to help them.”

“We feel definitely feel like we have more tools and more information now than we ever have, and that is all down to the Test of Change”

The project hopes to expand, subject to funding, testing in other sites. The full evaluation of project can be viewed in the [project end report](#).

Our young carers project has continued in its success having now increased the number of young carers accessing support by **20%**. Contributing to the increase has been our targeted promotion and providing the “Think Young Carer Toolkit” training to all schools, external organisations including Health services, Education services, Police Scotland, and numerous Third Sector agencies (15 directly and connecting with others through ACVO and the Third Sector Forum). This has resulted in more professionals understanding who a young carer is, their needs, and what supports are required and where to refer young carers to. You can read more about the work in our detailed [project end report](#).

Though the work of the group has continued throughout 2024/25, direct progress of the group has slowed due to a number of changes in management. The group has now begun to consolidate. Looking to 2025/26 the focus is on renewing engagement in supporting our school pupils with ASN/Disabilities as well as supporting their families.

What next for the Children's Services Board?

Reviewing our progress has confirmed the suitability of the Children's Services Plan 2023-2026. There is a need for us to maintain our current focus on child poverty, safe sleeping, attendance (particularly at primary 1) /attainment, addressing variation and improving transitions between child and adult services. However, undertaking this review has again shown the disparity in outcomes at community level confirming that the wider family supports currently in place are not making a difference to some groups. We need to think quite differently about how we work with and for families in need of our help and support. This will be progressed through our planned Fairer Futures Pathfinder. Outcomes data confirms that we should focus on wider Northfield and Torry.

As we discovered during our last annual review, we must continue to look for ways to join data sets and look at community level data and particular groups to ensure that we work to a shared and clear understanding of the problems our communities face. There is also evidence of the need to continue to progress our whole system approach to healthy weight.

Some new areas have emerged that may require our attention. We need to be curious around air pollution and try to better understand why more children are presenting at hospital due to asthma. We also need to look carefully at what more can be done to prevent suicide given concerning local trends. We need to initiate some work around positive destinations and gain a better understanding of the factors which sustain household smoking behaviour and what it would take to address this.

We propose to continue to deliver on our agreed Plan for 2023-26 but to also invest our time and energy in our Fairer Futures Partnership in order to test new ways of working with those who most need our help. This will see the current Chair of the Children's Services Board move over to chair our Fairer Futures Steering Group, and a new chair be appointed to the Children's Services Board to help coordinate and oversee all, 'business as usual' improvement activity already outlined in our Plan.

What are we trying to achieve?

To expand our offer of PEEP (Parents as Early Educators Programme) across the city where demand for our service currently outstrips ability to deliver

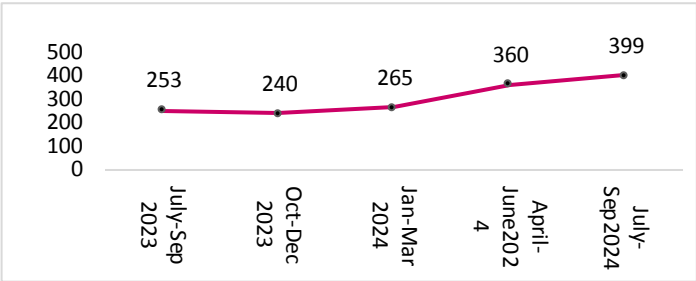
How are we doing this?

We are adopting a multi-agency approach to support and train staff and capacity build by:

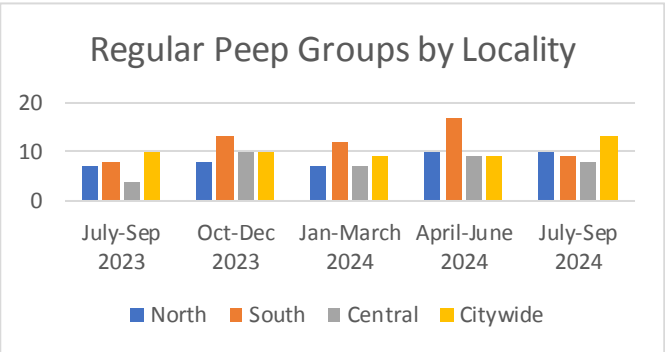
- Developing promotional materials with families and Peep practitioners to share with partners
- Pair up partners/services that have similar goals to deliver Peep (i.e. family learning with libraries, ChildSmile/health with nurseries)
- Provide ELC trained practitioners a term of co-delivery of a group with a Peep team member and/or with a trained practitioner to deliver the Healthier Families pilot.
- Develop a tiered training criteria for Peep delivery, including provision of funded training spaces to mitigate barriers.
- Develop a local Peep Practitioner network

What have we achieved?

- A **63.4%** increase in the number of families that have benefited from Peep (from 253 in Jul-Sep 2023 to 399 in Jul-Sep 2024)



- **11** of our Peep Programmes now being run by Multiagency Partners
- A total of **147** PEEP Sessions have been delivered over 2024
- We also provide a number of regular Peep groups throughout our locality areas



What impact have we had?

There were 106 responses to our annual Peep survey:

- Overall, the feedback has been positive. 83.8% of the parents said that their confidence to support their child’s learning and development has improved since attending Peep
- and 63.2% feel their relationship with their child has gotten better
- Asked what Peep could do differently, respondents suggested having longer and more sessions available to families.

What do we plan to do next?

With a significant number of venues and services offering space and promotion of Peep

- We have further Promotional Materials in development
- We are also expanding our training opportunities thorough 2025
- Expand our initiatives further through our new partnerships

Appendix 2. Supporting Our Care Experienced Young People: Improved Corporate Parenting

What are we trying to achieve?

Improvement in our corporate parenting approach. Our new eLearning pilot is intended to promote a single ongoing multi agency Corporate Parenting Training Programme incorporating the voice of our Care Experienced community; recognising corporate parenting training is an ongoing process where our workforce will require opportunities to engaged in continuous professional development.

How are we doing this?

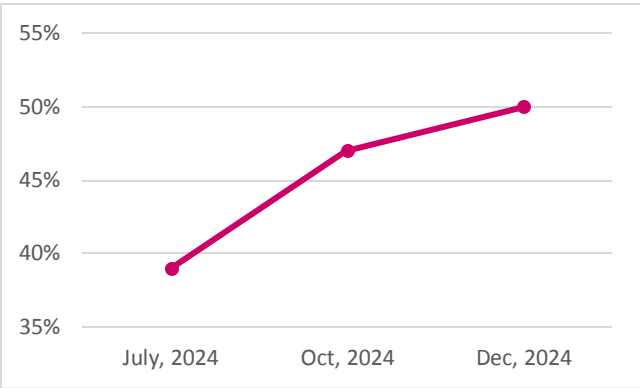
Through our multiagency project we have:

- Developed an eLearning module involving practitioners and Care Experienced Young People
- Began to map the development needs of our workforce across multi agency partners
- Began to pilot an eLearning training module in Aberdeen City council and are begging to expand to other agencies

What have we achieved?

Just over **50%**, of our Aberdeen City Council Staff have been trained in corporate parenting since the module went live in May 2024

Percentage of Staff at Aberdeen City Council Pilot Trained



- Over **150 multi-agency** staff have received in person training, since August 2023 with development and delivery planned on an ongoing basis.
- A further **220** multiagency staff and 100 Children’s Panel volunteers, have now also been identified for training

What impact have we had?

Care Experienced Young People have helped and will continue to shape our corporate parenting training.

Our module has been informed by the views of Care Experienced Young People. The training also including media created by them

What do we plan to do next?

- Developing our participatory and co-productive activity with our care experienced community, linking in the Bright Spots Findings, Promise related improvement activity
- Expanding the Aberdeen City Council Pilot to other multiagency partners and Childrens Panel volunteers
- Hold 1 to 1 discussions with professionals in various services within council, as well as with partner agencies and ACVO 3rd Sector Promise Lead, to promote the importance of understanding Corporate Parenting
- We continue to revise content to keep its information as current as possible

Appendix 3. Digital and Tech Courses: Improving our Curriculum Offer

What are we trying to achieve?

Aware that Digital and Technology is a key growth Sector in Aberdeen we are looking to expand our curriculum to include more opportunities for young people to gain qualifications in this area with the aim of increasing the completion rate in digital and tech courses by 20% by 2026.

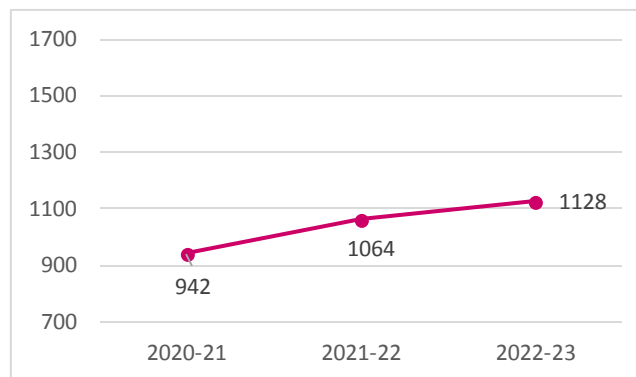
How are we doing this?

- Developing new National Progression Awards and wider range of digital qualifications with aim of 1 NPA, related to digital and tech sector
- Developing and introduce new “gateway qualifications” such as Level 4/ Level 5 Esports, Games Design, Data Science
- Introducing targeted professional learning specifically on teaching of Computing Science and Digital across broad general education (Early Years to S3) to increase confidence of staff and to broaden the pipeline into qualifications through the delivery of professional learning and reduce withdrawals.

What have we achieved?

Across the past 3 academic years we have significantly increased the number of young people competing Digital and Technology Courses a total increase of **20%**

No. Young People Completing Digital and Tech Courses



Pass rates in the courses have been very positive:

100% of pupils taking part in NPA Levels 4,5 and 6 **Esports** passed

The **Games Design NPA** Also saw significant positive results: with 67% passing Level 4; 85% passing level 5 and **100% passing Level 6**

What impact have we had?

Our pupil feedback surveys have highlighted that pupils are very aware **97% agreeing** that computer skills were important for their future career

48% expressed an interest in developing coding skills

What do we plan to do next?

- We intend to establish a Digital Hub in the city at ONE Schoolhill, with the aim of expanding access to eSports and other NPA courses and activities across Aberdeen Computing Collaborative
- Our initial Investment Zone bid has been expanded to a 10 year programme to support Digital as a growth sector. This will help further develop Digital and Tech qualifications

Appendix 4. Supporting Young People at Risk: Reducing the number of missing Looked After Children

What are we trying to achieve?

The project was initiated with the aim of reducing the number of children and young people looked after in Children's Homes from going missing. This was achieved by adopting a multiagency approach and providing individualised support for the young people involved

How are we doing this?

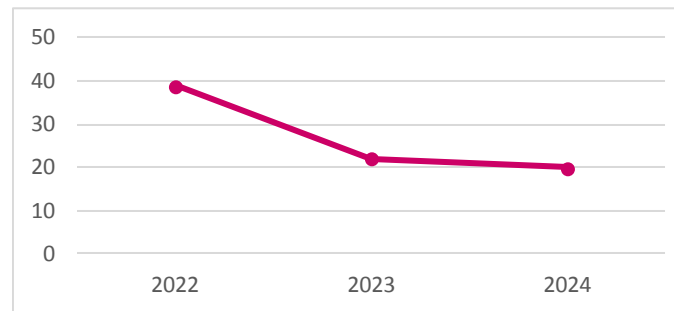
Through our multiagency project we have:

- Been implementing 'Our 'Not at Home' policy for those young people, for instance staying overnight with friends
- Trauma-Informed training delivered to Police Scotland workforce to ensure a trauma informed approach is adopted when engaging with care experienced young people
- Establishing pre-arranged visits to Homes by Police
- Create a new referral pathway for those young people needing support following an missing episode
- Co-design a resource to support young people on entering care to reduce their fears

What have we achieved?

Over the course of the project there has been an overall reduction in the number of Care Experience Young People going missing by **49% since 2022**

No. of care experienced young people reported missing from children's homes to Police Scotland



100% of the children reported as missing in 2023 and 2024 have had a return home welfare discussion with Police or staff at the home.

80% of the children reported missing in 2023 did not go missing again in 2024.

The Not at Home policy has helped our young people's lifestyle and ensures that despite their care experienced status, their absence is managed more similarly to that of a non-CE young person. **There are no reported cases** of a CEYP being reported as missing having previously been classed as 'Not at Home'

What impact have we had?

CEYP themselves report feeling less "hunted" by the Police, when they were simply out with friends

Trauma informed Single Points of Contact for each Children's Home has helped establish positive relations between Police and the young people.

Young People are reported to be less anxious when Police are scheduled to visit the Home

What do we plan to do next?

- Numbers of CEYP reported as missing will continue to be monitored and efforts made to maintain relatively low levels Always with a view to keep all missing children, including CEYP, safe and well.
- We will continue to ensure Police staff are provided with quality trauma informed training and that positive relationships between multi-agency staff and the Children's Homes are maintained
- We will consider how learning from this work could spread to other cohorts of Looked After Children and Vulnerable Adults

Appendix 5. Supporting Families: Neurodevelopmental Pathways Pilot

What are we trying to achieve?

The purpose of the project was to create a new pathway to ensure that children, young people and families receive neurodevelopmental assessment, associated support, and access to services, that meets their needs at the earliest opportunity.

How are we doing this?

We carried out a pilot study in one of our local Primary schools. Our testing included:

- Understanding the nature of the needs within the school and what support the staff felt they needed and engaged with our Parents to understand how equipped they felt to support their children thrive
- Delivering training, modelling and reflective practice with school staff
- Embedding a part time multi-disciplinary team within the school to accept referrals to assess, diagnose children who parents and the school felt could be neurodivergent
- Creating support plans for those children post diagnosis to share with school and parents
- Establishing Family Health Link Practitioners) to 'hold' families through the referral and assessment process and to support both school and home implement the support plans.

What have we achieved?

All parents supported though the project were enthusiastic about the speed of the assessment, reporting that the reduced waiting time helped to reduce their anxiety and helped them to support their child and to make decisions within their lives.

The project help significantly shortened waiting times for the families awaiting diagnosis:

- Parents were supported to request an initial assessment within **2 weeks**
- As well as first clinician observations within **2 weeks**
- Parents waiting feedback from clinicians was reduced to **6 weeks**
- And the time the school had to wait for the outcome was reduced to **12 weeks**

What impact have we had?

Feedback from families included:

"Just finally getting the support for our son, [...] that's the main thing, [...] the diagnosis helps because you can't often get supported without a diagnosis, but that wasn't the thing for us, it was getting the support and educating ourselves and being [...] able to help them.

We definitely feel like we have more tools and more information now than we ever have, and that is all down to the [Project]

What do we plan to do next?

Within the school:

- Developing an enhanced sensory room and use of spaces across the school
- Formulation Planning for specific children on the following assessment and diagnosis.
- Supporting all children in school to better develop their understanding of neurodiversity and inclusion through use of LEANS (Learning About Neurodiversity in Schools)

Regionally:

- The success of the pilot is now helping shape the development of a Grampian wide approach to supporting families awaiting diagnosis

Our LOIP Projects

Stretch Outcome 3: 95% of all children will reach their expected developmental milestones by their 27-30 month review by 2026

[Reduce by 5% the no. of children aged 0-4 who are referred to Children's Social Work as a result of neglect arising from parental mental health, addiction and domestic abuse 2026.](#)

[Increase by 40% the number of Peep programmes delivered by multi-agency partners by 2025.](#)

[100% of urgent requests for first stage infant formula and nutritional support for pre-school children are met by 2024.](#)

[Increase by 10% the no. of parents with children under 5 who are completing a full benefits check by 2024.](#)

[Improve dental health at primary 1 to the national average by reducing the levels of dental health in areas of deprivation to 50% by 2025.](#)

Stretch Outcome 4: 90% of children and young people report they feel listened to all of the time by 2026

[Reduce demand on Tier 3 services by 5% by 2026.](#)

[Reduce waiting time for interventions starting, by each tier 2/3 service by 5% by 2026.](#)

[100% of children leaving care are referred to services that can meet assessed mental health needs within 4 weeks of the health assessment being completed by 2024.](#)

[Increase by 5% the number of S1-S6 pupils who report that they feel confident by 2025.](#)

[Increase by 10% the % of children living in areas of deprivation who feel safe in their communities by 2025.](#)

Stretch Outcome 5: By meeting the health and emotional wellbeing needs of our care experienced children and young people they will have the same levels of attainment in education and positive destinations as their peers by 2026

[Reduce by 5% the number of children entering the care system by 2024.](#)

[100% of children and young people leaving care are offered a health assessment to identify gaps in their health provision and needs by 2024.](#)

[Increase the number of care experienced young people by 10% receiving multiagency throughcare/aftercare support by 2024.](#)

[80% of care experienced parents will report that they believed they were sufficiently prepared for parenthood by 2026.](#)

[80% of the identified multi-agency workforce successfully complete Corporate Parenting training aligned to the Promise by 2025.](#)

Stretch Outcome 6: 95% of all our children, including those living in our priority neighbourhoods (Quintiles 1 & 2), will sustain a positive destination upon leaving school by 2026

[75% of identified multi-agency staff reporting confidence in identifying and taking action on harm by 2026.](#)

[Increase to 3 the delivery of co-located and delivered services by health and education by 2024.](#)

[Increase by 10% the rate of completion of NPA/FA/HNC courses available to young people across the city by June 2024.](#)

[Increase the % of learners entering a positive and sustained destination to be ahead of the Virtual Comparator for all groups by 2025.](#)

[Increase by 20% the number of young people completing courses aligned to support the digital and tech sector by 2026.](#)

[Increase to 50 the no. of people completing more integrated health and care courses by 2025.](#)

Stretch Outcome 7: 83.5% fewer young people (under 18) charged with an offence by 2026.

[Reduce by 20% the number of care experienced young people charged with an offence by 2025.](#)

Reduce by 15% the number of care experienced young people reported missing from Children's homes to Police Scotland by 2024.
90% of 16/17 year olds appearing at Sherriff Court in relation to Lord Advocate's guidance will have had an assessment of their community support needs by 2025.
Increase by 5% the no. of 16/17 year olds who are diverted from prosecution by 2025.
Reduce by 15% the number of instances of youth anti-social behaviour calls to Police Scotland by 2025.
Stretch Outcome 8: 100% of our children with Additional Support Needs/ Disabilities will experience a positive destination by 2026.
Increase by 10%, the percentage of children and young people with additional support needs (ASN) and/or a disability accessing full time education by 2026.
Increase by 5%, the percentage of young people with additional support needs/disability entering a positive destination by 2025.
Increase by 20% the number of registered young carers accessing support from the Young Carers service by 2025.
By 2025, 90% of families with children with an additional support need or disability will indicate that they have access to peer and community support that meets their needs.
90% of identified multi-agency staff working with children and young people with disabilities will report confidence in identifying and taking action on how harm presents in children with additional support needs/disabilities by 2026.
Increase by 20% the number of families of children with autism or awaiting diagnosis accessing support prior to diagnosis and reduce the interval between referral and diagnosis by 2024.
Our Completed Projects
Emergency Formula
Financial Inclusion Pathway
Kinship Care Support
Throughcare and Aftercare Support
Co-Located Services
Breadth of Courses
Missing Looked After Children from Children's Homes
Young Carers
Neurodivergent Pathways

Strategic Stretch Outcomes					
Increase the number of 0-5s who meet developmental milestones by 2026	Improve the mental health and wellbeing of children and families by 2026	Improve the attainment, health and wellbeing and positive destinations of our care experienced by 2026	Improve the attainment and positive destinations of our children and young people by 2026	Reduce the number of young people charged with an offence by 2026	Increase the number of children with ASN or disability who secure a positive destination by 2026
Strategic Priorities					
<ul style="list-style-type: none"> ➤ Improve the health outcomes of expectant and new mothers ➤ Improve uptake of benefits ➤ Improve access to emergency formula and food for infants ➤ Address early speech and language needs ➤ Increase the uptake of immunisations ➤ Improve the quality of ELC provision and maintain uptake ➤ Investigate factors sustaining household smoking and the rise in premature births 	<ul style="list-style-type: none"> ➤ Focus on prevention and early intervention ➤ Provide access to joined up services and bereavement support ➤ Respond quickly in a stigma free, needs and rights led way ➤ Increase levels of physical activity ➤ Increase the provision of child friendly environments within local communities ➤ Investigate the rise in hospitalisations due to asthma and ➤ Ensure school PSE Programmes help keep children safe 	<ul style="list-style-type: none"> ➤ Deliver a Bairsns Hoose ➤ Deliver The Promise ➤ Increase the provision of health assessments for the care experienced ➤ Continue to close the gap between those who have care experience and their peers ➤ Increase the no. of foster carers available locally ➤ Keep brothers and sisters together ➤ Ensure adequate provision of legal advice and advocacy ➤ Implement the recommendations of the Secure Care Review 	<ul style="list-style-type: none"> ➤ Implement refreshed guidance on the use of restraint ➤ Better track those who are in or on the edge of the care system ➤ Improve learning transitions from P7 to S1 ➤ Deliver ABZ Campus to widen the range of courses ➤ Deliver Aberdeen Collaborative to ensure long term employability ➤ Delivery of Tier 2 services to close the gap through SAC funding ➤ Continue to address the cost of the school day and child poverty in schools 	<ul style="list-style-type: none"> ➤ Reduce levels of anti-social behaviour ➤ Deliver Mentors in Violence Prevention across all secondary schools 	<ul style="list-style-type: none"> ➤ Delivery of neurodevelopmental pathway ➤ Establish better assurance systems ➤ Increase the number of Young Carers receiving support ➤ Improve transition planning from child to adult services ➤ Ensure that the voices of children (including those who use alternative communication systems) are central to processes and Plans ➤ Decrease the number of children not accessing full time education
Enabling Priorities					
Access to services	Increase integration	Reduce risks	Commissioning	Data	Workforce
<ul style="list-style-type: none"> ➤ Implement a single Request for Assistance process ➤ reduce the number of access points to information and services ➤ investigate and address any issues in P1 attendance 	<ul style="list-style-type: none"> ➤ Build on the integration models including that at ELC Links ➤ Establish an assurance system to test the strength of the system ➤ Improve alignment between children and adult services ➤ Develop a Target Operating Model for children 	<ul style="list-style-type: none"> ➤ Better understand why children are placed OOA ➤ Understand the long term impact of ELC on outcomes for families ➤ Agree and implement a whole system approach to addressing obesity 	<ul style="list-style-type: none"> ➤ Aligned to the 10 principles of family support ➤ Jointly respond to the needs of those displaced ➤ Evaluate readiness for implementation of the UNCRC ➤ Support the implementation of recommendations arising from the review of Employability 	<ul style="list-style-type: none"> ➤ Improve knowledge of the 6 groups by co-designing with service users and children ➤ Improve data matching ➤ Improve the tracking of the outcomes of those most vulnerable 	<ul style="list-style-type: none"> ➤ Increase knowledge poverty agenda and of benefits ➤ Increase knowledge of trauma and risk ➤ Develop ways of working (SIMD1) to better support the provision of rights

ABERDEEN CITY COUNCIL

COMMITTEE	Anti-Poverty and Inequality
DATE	25 March 2025
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Equality Outcomes Mainstreaming Report 2021-2025.
REPORT NUMBER	CORS/25/042
EXECUTIVE DIRECTOR	Andy MacDonald
CHIEF OFFICER	Isla Newcombe
REPORT AUTHOR	Sandie Scott – People Development Manager Baldeep McGarry – Diversity and Inclusion Lead
TERMS OF REFERENCE	2.2

1. PURPOSE OF REPORT

- 1.1 The purpose of this report is to update Committee on the Council's progress made on the current set of Equality Outcomes from 2021-2025 and, to seek approval for the proposed Equality Outcomes for 2025-2029 with the aim of mainstreaming Equality within the organisation and the city. This report provides evidence of compliance with our duties as contained in the Equality Act 2010 and accompanying regulations.

2. RECOMMENDATIONS

- That the Committee :-
- 2.1 Note the progress on mainstreaming equality and the current set of Equality Outcomes as detailed in Appendix 1 .
- 2.2 Note the report findings from surveys and engagement with staff and with communities as contained in Appendix 2 and 3.
- 2.3 Approve the draft Equality Outcomes for Aberdeen City Council for 2025 – 2029 including:
- Equality Outcomes as a Service Provider
 - Equality Outcomes for the Council as an Employer,
 - Equality Outcomes as an Education Authority
- all detailed in the Equality Outcomes and Mainstreaming Progress Report 2021-2025 as contained in Appendix 1
- 2.4 Note the progress report and proposed equality outcomes for the Licensing Authority pending approval by the Licensing Board.
- 2.5 Note the Council's Employee information as contained in Appendix 4.

- 2.6 Approve the Equality Outcomes Mainstreaming Report 2021-2025 and refreshed outcomes.
- 2.7 Instruct the Chief Officer- People and Citizens Services to publish the Equality Outcomes and Mainstreaming Report for 2021-2025 on the Council's website by April 2025 as per our statutory obligation.

3. CURRENT SITUATION

- 3.1 Aberdeen City Council must comply with the public sector equality duty, as set out in the Equality Act 2010.
- 3.2 Aberdeen City Council also must comply with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 which includes reporting mainstreaming equality and progress on outcomes; policies and practices; employee information; procurement and publishing a report in a manner that is accessible.
- 3.3 Aberdeen City Council also must comply with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 which includes the following duties:
- report progress on mainstreaming the equality duty every two years;
 - publish equality outcomes and report progress;
 - assess and review policies and practices;
 - include an annual breakdown of employee information;
 - publish the report in an accessible manner.
- 3.4 There is also a reporting duty on listed authorities to report every two years by the 30th of April.
- 3.5 The current set of outcomes was presented to Operational Delivery Committee on 11th March 2021 and the progress report was presented to the Anti-Poverty and Inequality Committee on 21st March 2023. Our Current Equality Outcomes 2021-2025 are published on our website and can be viewed here: [Equality Outcomes and Mainstreaming Report | Aberdeen City Council](#)
- 3.6 Having considered the feedback and survey results, this report and appendices provide an update on progress 2021-2025, areas for improvement and seeks approval of the proposed new outcomes for 2025-2029 which are:
- 3.6.1 **Aberdeen City Council as a service provider**
EO 1: All people can access information and services, with systemic, social, and physical barriers identified and minimised.
EO 2: All people can participate and help shape decisions that affect them.

EO 3: Aberdeen City Council will develop inclusive infrastructure that meets the need of people who use it.

3.6.2 Aberdeen City Council as an employer

EO 1: Our workforce is as diverse and representative as the city we serve, with a focus on sex, disability, race and sexual orientation.

EO 2: People with protected characteristics feel their voice and experience is heard, valued and helps shape decisions that affect them.

3.6.3 Aberdeen City Council Education Authority

EO1: Pupils with disabilities experience better access to services that meet their needs through more frequent and systematic involvement in the design of service delivery across the council.

EO2: Young people and families will have improved access to the resources needed to support their mental health and wellbeing.

EO 3 Staff, children and young people will have a greater awareness of how they can support equality through delivery of curriculum.

3.6.4 Aberdeen City Council Licensing Board

EO1: Review and maintain the licensing process to ensure fair access for all, including the continuation and development of hybrid Licensing Board meetings.

EO2: The community of Aberdeen City are able to engage effectively in the exercise of the Board's licensing functions.

3.7 This report provides evidence from the Council and communities on how equality has been mainstreamed and how groups with one or more protected characteristics have been supported. Protected characteristics as defined by the Equality Act 2010 include:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

3.8 The report is informed by background papers listed, data and evidence gathered through staff and citizen consultation and feedback through surveys, focus groups and personal experiences shared.

3.9 Appendices 3 and 4 demonstrate the engagement of employees and communities in reviewing progress. To develop the proposed Equality Outcomes, for 2025-29, a comprehensive evidence review was undertaken

that presented a baseline selection of the key facts and figures we know about groups that meet one or more of the protected characteristics.

- 3.10 All employees in the council were invited to participate in the internal Employee Experience Survey which has partly been used to inform the progress of current Employer Outcomes and develop the new set of outcomes. Staff Equality groups and the Equality Ambassadors Network have also supported the development of the outcomes.
- 3.11 The Education Outcomes were progressed through multiple activities, engagement and monitoring and reviewing to bring about changes to deliver the outcomes and propose new outcomes.

4. FINANCIAL IMPLICATIONS

- 4.1 Chief Officers and service managers have been involved in setting and delivering actions against the current and the proposed new set of outcomes and will therefore be able to identify resources required to deliver on their actions within their own service area budgets for the 4 year duration of the new set of outcomes.
- 4.2 When and if identified, there may be additional actions and activities that may require resources to mitigate and potential negative impact on equalities.

5. LEGAL IMPLICATIONS

- 5.1 Aberdeen City Council must comply with the Public Sector Equality Duty (General Duty) contained within the Equality Act 2010 and must pay due regard when exercising its functions to
- eliminating discrimination, harassment, and victimisation,
 - advancing equality of opportunity,
 - fostering good relations between persons who share a relevant protected characteristic and those who do not.
- 5.2 Aberdeen City Council must also comply with the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 which includes the following duties:
- report progress on mainstreaming the equality duty every two years;
 - publish equality outcomes every four years and report progress every two years;
 - assess and review policies and practices;
 - gather information on the composition, recruitment, development and retention of its employees;
 - publish gender pay gap information;
 - publish the report in an accessible manner

This report and the attached appendices satisfy these requirements.

6. ENVIRONMENTAL IMPLICATIONS

- 6.1 There are no direct environmental implications arising from the recommendations of this report. However, more environmental impacts will be better understood across the organisation through the completion of Integrated Impact Assessments which now include environmental impacts.

7. RISK

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
Strategic Risk	Risk of discriminating against those with protected characteristics and those in socioeconomic disadvantage	<p>Strategic Integrated Impact Assessment group set up to oversee operations related to the PSED.</p> <p>All Council reports must include consideration of equalities outcomes or complete and Integrated Impact Assessment.</p> <p>Requirement to report on consultation carried out with groups impacted by policies and decisions.</p> <p>LOIP Improvement Groups meet regularly to scrutinise progress towards achievement of outcomes and to address any barriers to success.</p>	L	Yes

Compliance	Non-compliance with our legal duties under Section 149 of the Equality Act 2010 (the Public Sector Equality Duty) and the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 would risk enforcement action, legal challenges, loss of reputation and damage to the Council.	The proposals within this report demonstrate ACC's commitment to meeting our legal requirements and duties in relation to the Equality Act 2010 and evidence actions and mitigations.	M	Yes
Operational	Goods and services delivered to citizens may be impacted By reduced staff capacity and insufficient funding to supporting 3rd Sectors commissioned to carry out actions which may have a negative impact on the citizen's life opportunities and outcomes.	Integrated Impact Assessments are completed for new policies and identifies and assesses for equality impacts and seeks mitigations to be considered prior to approval.	L	Yes
Financial	Non-compliance may be subject to Legal	The proposals within this report demonstrate ACC's commitment to	L	Yes

	challenge with financial consequences.	meeting our legal requirements and duties in relation to the Equality Act 2010		
Reputational	Failure to mainstream equality or to deliver the Equalities Outcomes and Specific Duties risks damage to reputation of the Council.	The actions undertaken to date to meet the previous Equality Outcomes 2021-2025 clearly demonstrate progress towards a mainstreaming approach and the Equality Outcomes 2025-2029 are aimed to support people with protected characteristics through various underpinning actions.	M	Yes
Environment / Climate	Environment and human rights are being considered more widely now.	The report highlights equitable use of outdoor space to encourage inclusion and wellbeing of people and the environment.	L	Yes

8. OUTCOMES

<u>Council Delivery Plan 2024</u>	
	Impact of Report
Aberdeen City Council Policy Statement <u>Working in Partnership for Aberdeen</u>	<p>The activities listed within this report support the delivery of the following aspects of the policy statement.</p> <ul style="list-style-type: none"> • Supporting people with the cost of living • A city of opportunity through equitable means • A vibrant city that is accessible • An active city • A prosperous city • Empowering Aberdeen's Communities • Caring for each other • A safer Aberdeen • A transparent, accessible and accountable Council.

	<p>The progress reported shows the work being done to integrate equality into our day-to-day work so that it becomes part of our structures, operations, behaviours and culture which contribute to continuous improvement and better performance with a focus on those with protected characteristics.</p>
<p>Local Outcome Improvement Plan 2016-2026</p>	
<p>Prosperous Economy Stretch Outcomes</p>	<p>The progress in this report supports: Stretch Outcome 1: No one will suffer due to poverty by 2026. Stretch Outcome 2: Number of unemployed Aberdeen City residents supported into Fair Work</p> <p>The progress plotted in this report highlights some of the initiatives in line with the listed stretch outcomes to ensure communities have better access to information about employment opportunities, funding and upskilling programmes.</p>
<p>Prosperous People Stretch Outcomes</p>	<p>The progress in this report supports stretch Outcomes 4-9 focus on children and young people and Stretch Outcomes 10-12 focus on adults. 4. 95% of children (0-5 years) will reach their expected developmental milestones by the time of their child health reviews by 2026. 5. 90% of Children and young people will report that their experiences of mental health and wellbeing have been listened to by 2026. 6. As corporate parents we will ensure 95% of care experienced children and young people will have the same levels of attainment in education, health and emotional wellbeing, and positive destinations as their peers by 2026. 7. 95% of children living in our priority neighbourhoods will sustain a positive destination upon leaving school by 2026. 8. Child friendly city where all decisions which impact on children and young people are informed by them by 2026. 9. 30% fewer young people (under 18) charged with an offence by 2026. 10. 25% fewer people receiving a first ever Court conviction and 2% fewer people reconvicted within one year by 2026. 11. Healthy life expectancy (time lived in good health) is five years longer by 2026. 12. Rate of harmful levels of alcohol consumption reduced by 4% and drug related deaths lower than Scotland by 2026.</p> <p>Implementation and approval of the recommendations will allow a greater opportunity and structure to reach out to those who suffer the complexity of multiple inequalities related to their</p>

	protected characteristics, such as Care Experienced young people, those living within priority locality areas and adults with health and wellbeing issues
Prosperous Place Stretch Outcomes	Through the completion of Integrated Impact Assessments, Place outcomes will be considered as part of the environmental assessments and ensuring that considerations and mitigations are made towards our climate goals.
Community Empowerment Stretch Outcomes	The proposals within this paper support the delivery of LOIP Stretch Outcome 16 -50% of people they report they feel able to participate in decisions that help change things for the better as evidenced through our consultation and engagement updates with equality groups.
Regional and City Strategies	<ul style="list-style-type: none"> Through the Regional Economic Strategy workforce strategies to improve support for young people, high attainment, meaningful progression and employment opportunities that, in turn, fulfil the economic needs of the region. Putting inclusive growth at the heart of public sector investment, maximise opportunities for targeted recruitment and training activity for all potential procurement spend through community benefit clause The activities listed in this report also enhance the Regional, City and Council strategies through the completion of Integrated Impact Assessments and ensuring that considerations and mitigations are made for those with protected characteristics.

9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	An Integrated Impact Assessment has been completed
Data Protection Impact Assessment	A DPIA is not required for the report but were completed for the employee and community surveys.
Other	None

10. BACKGROUND PAPERS

- 10.1 [Equality outcomes and the Public Sector Equality Duty](#) (Equality and Human Rights Commission – EHRC)
- 10.2 [Assessing impact and the Public Sector Equality Duty: Scotland | EHRC](#)
- 10.3 [Research and Evidence | Aberdeen City Council](#)
- 10.4 [Ethnicity and Socio-economic Deprivation in Scotland — CRER](#)
- 10.5 [Population Needs Assessment - Community Planning Aberdeen](#)
- 10.6 [Equality and Human Rights Monitor 2023: Is Scotland Fairer? | EHRC](#)
- 10.7 [How Fair is North East Scotland 2021: GREC](#)
- 10.8 [Budget Consultation Analysis – Aberdeen City Council](#)
- 10.9 [Equality Outcomes and Mainstreaming Report 2021-2025.pdf](#)
- 10.10 [Equality Outcomes and Mainstreaming Progress Report - 2021-2023 \(3\).pdf](#)

11. APPENDICES

- 11.1 Appendix 1: Equality Outcomes Mainstreaming Report 2021- 2025
- 11.2 Appendix 2:Equality Outcomes Community Engagement and Survey Analysis Report
- 11.3 Appendix 3:Equality Outcomes Employee experience Survey Analysis – EDI Focus – to follow
- 11.4 Appendix 4: Employee Information

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Equality Outcomes Mainstreaming Report 2021 - 2025



Page of contents

Contents

FOREWORD	3
Key Findings and Summary	4
1. Introduction	5
1.2 Legal requirements	6
1.3 Where we are now	7
Planning for a changing population	13
2. Mainstreaming Equality - a review of 2021 – 2025	14
2.1 National Progress - Legal Reforms across Scotland	14
2.2 Local Progress	15
2.2.1 Community Engagement and Research	15
2.2.2 Events	17
2.3 Our Council, Culture and Capability	17
2.4 How are we mainstreaming?	22
3. Equality Outcomes as a Service Provider	28
3.1 Aberdeen City Council as a service provider (2021 -2025)	28
4. Equality Outcomes as an Employer (2021- 2025)	33
4.1 Introduction to Employee Information	33
4.2 Existing initiatives	34
4.3 Aberdeen City Council as an employer (2021-2025)	35
Survey Highlights	39
5. Equality Outcomes as an Education Authority (2021-2025)	40
5.1 Education Equality Outcome 1	40
5.2 Education Equality Outcome 2	41
5.3 Education Equality Outcome 3	42
6. Equality Outcomes as a Licensing Board	43
6.1 Aberdeen City Council Licensing Board (2021-2025)	43
Licensing Equality Outcome 1	43
Licensing Equality Outcome 2	43
7. Setting our outcomes for Mainstreaming Equality – looking ahead 2025-2029	44
8. Proposed Outcomes for 2025- 2029	46
8.1 Proposed draft outcomes as a service provider (2025 -2029)	46
8.2 Proposed draft outcomes as an Employer (2025 -2029)	48
8.3 Proposed draft outcomes as an Education Authority (2025 -2029)	50

8.4	Proposed draft outcomes as a Licensing Board (2025 -2029)	50
	Licensing Outcome 1	50
	Licensing Outcome 2	50
9.	Next steps:	51
	Appendices	51

FOREWORD

It is with great enthusiasm that we present this comprehensive report on our equality outcomes progress for 2021-2025 and the newly proposed outcomes for 2025-2029. As we reflect on our journey, it is evident that progressive moves have been made in our collective efforts to advance equality and human rights in all that we do to make Aberdeen as a safe, welcoming and inclusive city but there remains more to be done.

Our commitment as a committee has seen us enhance community engagement and collaborative working which have been instrumental in addressing systemic inequalities and promoting an environment where every individual is valued and respected.

As we progress further, global and national events like war, civil unrest, economic growth and changing trends in demographics and health means we need to be resilient and responsive to such changes and remain committed to reducing inequality that persists.

The proposed new outcomes outlined in this report are designed to build on our achievements, address emerging issues with innovative solutions and ensuring that progress is both sustainable and impactful. Together, we can continue to champion the cause of equality and human rights, creating a fairer and more inclusive future for our citizens.

I invite you to explore this report which marks our dedication and maps our plans for the next 4 years to come. Let us remain united in our mission to advance equality, fostering a society where every person's dignity and rights are upheld.

Our Equality Outcomes and Mainstreaming Report and supporting action plans will be working documents and will be monitored regularly to make sure it achieves the desired outcomes for our City.



Councillor Christian Allard

Convenor of the Anti-Poverty and Inequality Committee

Key Findings and Summary

While progress has been made in advancing equality and tackling discrimination, there remains more that we need to do and have the duty to consider how to further advance equality, address inequalities by ensuring that policies and operations do not discriminate and that we foster good relations within the communities we serve.

We have revisited our current set of outcomes and reported progress in this report. The consultation and engagement revealed that there are some areas we must carry on improving, so we have refreshed some outcomes and made them our long-term goals and have brought back some outcomes as refreshed and proposed new outcomes in [Section 8](#).

We also recognise that:

- Collaboration between sectors remains necessary to address existing power imbalances and develop policies that are aimed at reducing inequality and disadvantage. Work done through Community Planning Partnership, Aberdeen Health and Social Care Partnership and the HDRC is pivotal in progressing this.
- A range of factors drive inequality of opportunity, including location and infrastructure, demographic profile, quality of local services, local skill profiles, employment opportunities and growth in local sectors. Equality needs to be everyone's business to address and remove barriers.
- A holistic approach to understand root causes of discrimination and inequality is necessary to address all factors that contribute to the inequality experienced. We remain committed better understand impacts of intersectionality and apply this knowledge to our operations.
- The review of all the data and feedback from the lived - experience highlights the importance of intersectionality. We explain intersectionality in [Section 1](#).
- Poverty plays a key role in the effects of inequality and discrimination. Financial security and employment have been highlighted as a priority need for many groups who participated in the community survey.
- Although efforts are being made, there remains the potential for more systematic action to tackle racism within organisation and services, in recruitment and employment and in the way we deliver and design our services. Our approach through our draft anti racist strategy is taking a positive and progressive approach to this.
- We have known for some time that the population is ageing, and overall population growth is slowing down in Scotland and more planning will be required to address the implications of an ageing population, including the increased prevalence of disabilities and long-term conditions, the potential increase in inequalities, and increased demand for services and infrastructure. Census 2022 data can be further explored at [Home | Scotland's Census](#)
- As Aberdeen City also experiences demographic changes in relation to welcoming diverse communities, this will require a comprehensive and planned approach to support and enable integration and inclusion especially for those arriving as asylum seekers and refugees. Consideration should be given to the challenges experienced by those with the No Recourse to Public Funds condition.
- Our equality data collection is and will need to be continuously evolving to maintain current data sources that can be used to inform effective decision making.
- The cost-of-living crisis has had a disproportionate impact on different groups, particularly Scotland's low-income households.
- Equality remains key in all our other strategic plans like the Local Housing Strategy, Aberdeen City Health and Social Care Strategic Plan, Community Learning and Development Plan and the Local Development Plan to ensure we are mainstreaming equality through everything we do.

Equality Outcomes and Mainstreaming Report (2021-2025)

1. Introduction

This document presents the Council's progress for mainstreaming equality within the organisation for 2021 – 2025 and to pay due regard to the Equality Act 2010 and its General Duties of eliminating discrimination; advancing equality of opportunity; and fostering good relations between persons who share a protected characteristic and those who do not. Having **due regard** for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The [protected characteristics](#) as defined by the Equality Act 2010 are: Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The term '**intersectionality**' acknowledges and examines how a combination of more than one protected characteristic can lead to or spread distinct forms of discrimination or disadvantage. The illustration below is a useful tool for thinking about how different characteristics intersect with systems and structures to shape a person's experience. Our report identifies some intersectional issues as we continue to gather information and evidence from lived experiences to develop a deeper understanding of impacts.

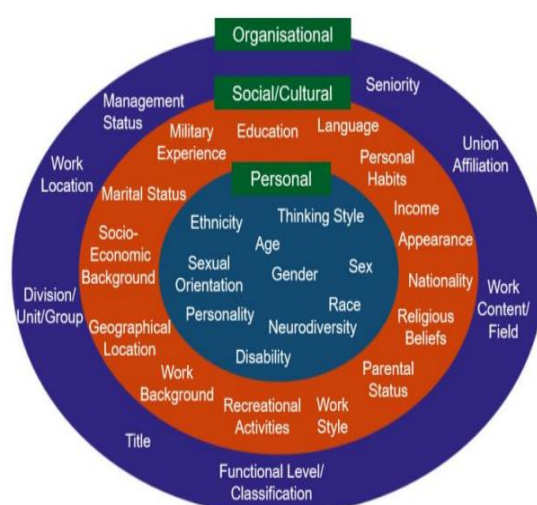


Figure 1: Diversity Wheel demonstrating how personal characteristics intersect with systems and structures to shape a person's experience. (Source: [Scottish Government](#))

A. What is Mainstreaming?

Mainstreaming is the process of embedding equality, inclusion and human rights considerations and practices during all that we do when exercising public functions. As a public authority, we must produce new outcomes every 4 years and report the progress every 2 years to show how we are mainstreaming equality.

In practice, these processes would be connected to how:

- Decisions are made
- Policies are designed and developed
- Services are delivered
- Money is allocated and spent

B. What is an Equality Outcome?

Equality Outcomes are defined as, 'the results intended to achieve specific and identifiable improvements in people's life chances.'

C. What is the Equality Outcomes and Mainstreaming Report?

This report sets out the continuous progress we are making to mainstream equality and human rights as public sector for an approximate population of 223,919 as reported in the Census 2022 and as an employer over an approximate 8,200 employees. This report is a legal requirement and provides an update on the Equality Outcomes and Mainstreaming Report 2021- 2025 and should be reviewed alongside supporting documents in the appendices. Our list of appendices is provided [here](#).

1.2 Legal requirements

Our work is governed under [Section 149 of the Equality Act 2010](#) (The Act) which places a general duty known as the Public Sector Equality Duty (PSED) on public authorities to have due regard to eliminate discrimination; advance equality of opportunity; and foster good relations between persons who share a protected characteristic and those who do not.

The Act has been further supplemented by Scottish Ministers who have placed [Scottish Specific Duties](#) on public authorities to :

- report on mainstreaming the equality duty.
- publish equality outcomes and report progress.
- assess and review policies and practices.
- gather and use employee information.
- publish information on board diversity and succession planning.
- publish gender pay gap information.
- publish statements on equal pay.
- consider award criteria and conditions in relation to public procurement.
- publish required information in a manner that is accessible.

In addition, the [Fairer Scotland Duty](#) (Part 1 of the Equality Act 2010) places a legal responsibility on particular public bodies in Scotland to actively consider how they can reduce inequalities of outcome

caused by socio-economic disadvantage when making strategic decisions. This report and appendices provide our progress on meeting our duty from 2021 – 2025.

Our last progress was reported on 30 April 2023 as required under the Equality Act (Specific Duties) (Scotland) Regulations 2012 and the progress report can be through the link [Equality Outcomes and Mainstreaming Progress Report - 2021-2023 \(3\).pdf](#).

This report also shares our proposed new outcomes for the next 4 years from 2025-2029 as required under the Scottish Specific Duties in [Section 8](#).

1.3 Where we are now

Since our last progress report that was published in 2023, Scotland has seen several challenges and unforeseen events, including the aftermath of Scotland's departure from the European Union with effect from 2021, the profound impact of the COVID-19 pandemic, and relentless increases in the cost of living, partly because of the war in Ukraine. The impacts of these events are still being felt and hence have contributed to a changeable progress for equality and human rights as whole. We know from the '[Is Scotland Fairer](#)' report published in 2023 that the pandemic exposed and exacerbated existing inequalities, particularly among marginalised groups. Issues such as access to healthcare, economic disparity, and digital exclusion were brought to the forefront, prompting a change in how we do things.

1.3.1 Demographics of Aberdeen

Scotland's census in 2022 produced updated insights into the current demographics of Scotland's population and breaks it down to a local level so we can also explore the present view of Aberdeen's population. This data helps us understand the potential needs of our city and citizens and how can we shape our services to meet the needs of these changes. For the first time, census data in Scotland included information on UK Armed Forces veterans and trans status or history and sexual orientation.

A question on British Sign Language (BSL) users was also included in the Census 2022 which has helped us get a clearer picture of BSL users in Aberdeen which has often been considered as an underrepresented group.

Aberdeen's population was reported at 223,919 in the Census 2022. An interactive map with specific data range for the North East Scotland has been developed by the [Health Determinants Research Collaboration Aberdeen](#) and can be accessed through the [Health Inequalities Atlas](#).

1.3.2 Census Data 2011 and 2022 comparisons

The last data that most public sectors have used was from the Census 2011. Since then, new data evidence has been built through Census 2022 which has required services to revisit their planning and service delivery to respond to these demographic changes. For example:

- Scotland's population grew by 144,400 (2.7%) since 2011. This was due to an increase in people born outside of Scotland. This change highlights diversity of people, culture, food, religion and other social needs. Such change could mean the need for more community space, places of worship and services that might be needed around larger gatherings.

- In 2022 over half a million people living in Scotland were born in the rest of the UK (563,500). A further half a million were born outside of the UK (554,900). The number of people born outside of the UK increased by 185,600 since 2011. Cross border migration and internal migration tend to be higher for education or economic purposes. This impacts on Aberdeen's employment and education opportunities also links with local and health needs.
- The number of people living alone has increased by 100,00 since the census in 2011. In 2022 there were 40,600 more people aged 55 to 64 living alone than in 2011. Single households would also indicate a higher demand for suitable housing and may also be contributing to economic disadvantage factors if it is a single income household.
- In 2022 there were 590,500 households with dependent children in Scotland, or just under one in four households. This is a decrease of 25,900 or 4.2% since 2011, reflecting a decrease in the number of children in Scotland over the same period. The impact of this is already being realised as we have an ageing population, and more is being done to attract migration and improve recruitment. In Aberdeen during the same period, the number of households with dependent children increased from 22,354 in 2011, to 23,361 in 2022.
- The census shows a gradual shift from marriage or civil partnerships towards cohabiting. Out of a total of 2,509,269 households across Scotland in 2022, 29% contained a legally recognised couple – down from 32% in 2011. 11% of households in 2022 contained a cohabiting couple, which was an increase from 9% in 2011. In Aberdeen, the number of households with legally recognised couples decreased from 29,375 in 2011, or 28% of all households, to 27,605 in 2022, or 25% of households.
- In 2022 there were 248,954 households containing lone parent families in Scotland, or around 1 in 10 households, which was a decrease from 263,360 in 2011, or 11% of households. In Aberdeen, the number of lone parent family households increased from 8,297 in 2011 to 8,864 in 2022 and represented 8% of households in both years.

1.3.3 An overview of Protected Characteristics within Aberdeen's population

a. Age and Sex

We use the definition of 'Age' to be as a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 to 30 year olds). This looks at how certain 'age groups' are impacted in decision making and operations.

Sex under the Equality Act 2010 is defined as a man or a woman or a girl or boy.

The data suggests there are 51.6% females and 48.84% males in Aberdeen with the largest age group in the population are between 35-49 years and the smallest population are those aged between 16-24.

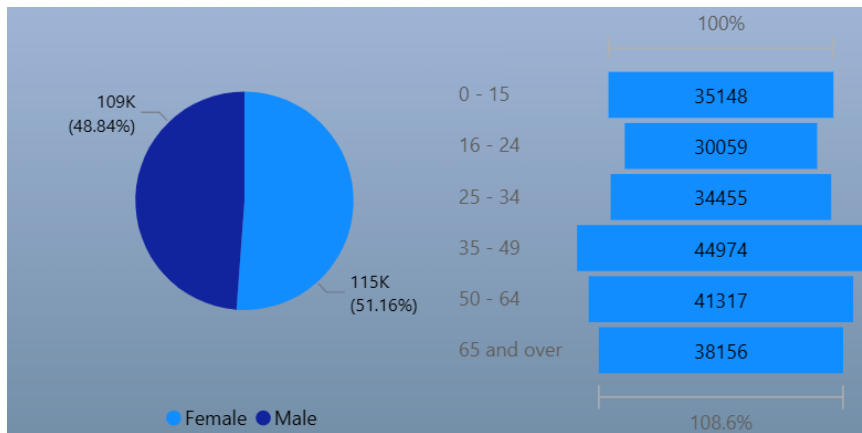


Figure 2: Aberdeen population by Age and Sex

b. Ethnicity

Under the Equality Act, ethnicity would be considered as part of 'Race' which is a group of people defined by their colour, nationality (including citizenship) ethnicity or national origins. A racial group can be made up of more than one distinct racial group, such as Black British.

We acknowledge that ethnicity is a complex issue to define. There is no consensus about what constitutes an 'ethnic group'. Research by the [Scottish Government](#) and by the [UK government](#) shows that it means different things to different people, which can depend on the context or situation, and understanding of the term evolves over time. It encompasses aspects of identity, race, ancestry, history, culture, and it is diverse.

The percentage of people in Scotland with a minority ethnic background increased from 8.2% in the previous census to 12.9% in 2022. This is a larger increase than over the previous decade (from 4.5% to 8.2%).

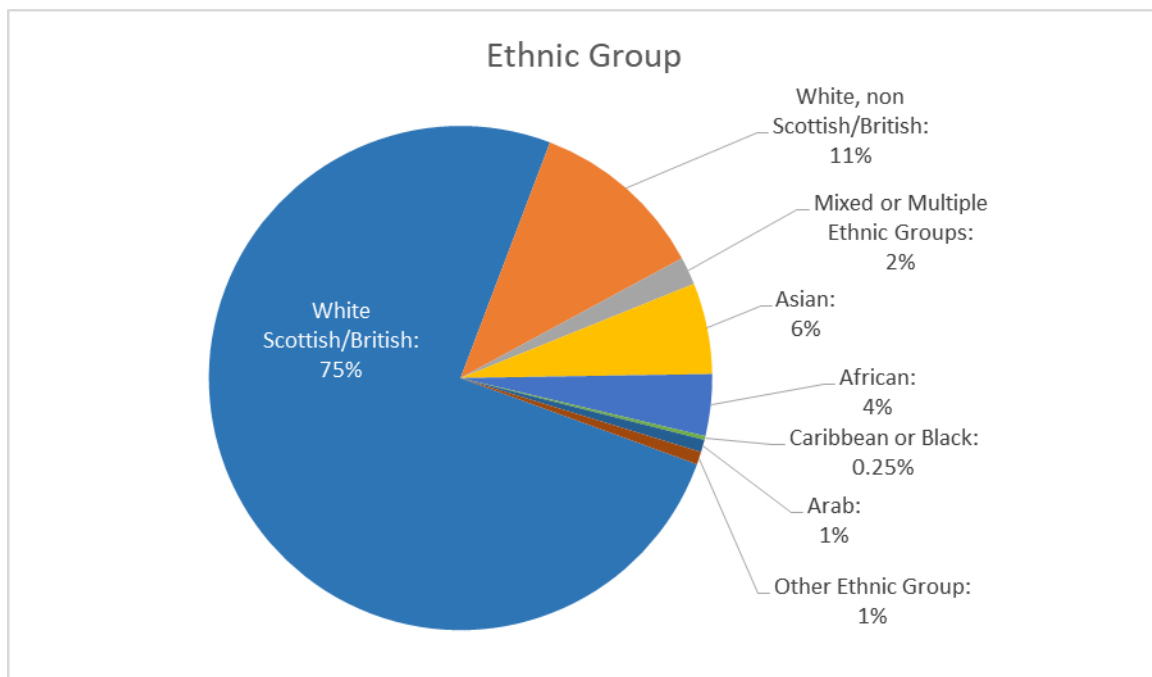


Figure 3: Ethnicity in Aberdeen City

c. Religion

Refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition as per the Equality Act.

Across Scotland as a whole, 20.4% responded 'Church of Scotland' as their religion, down from 32.4% in 2011. The next largest religious groups were 'Roman Catholic' (13.3%), 'Other Christian' (5.1%) and 'Muslim' (2.2%). A total of 51.1% in Scotland's Census 2022 responded 'no religion' which was an increase from 36.7% in 2011.

Locally in Aberdeen, Church of Scotland and Roman Catholic are the majority religious group however, 57.99% reported to have no religion and 5.83% did not state any religion.

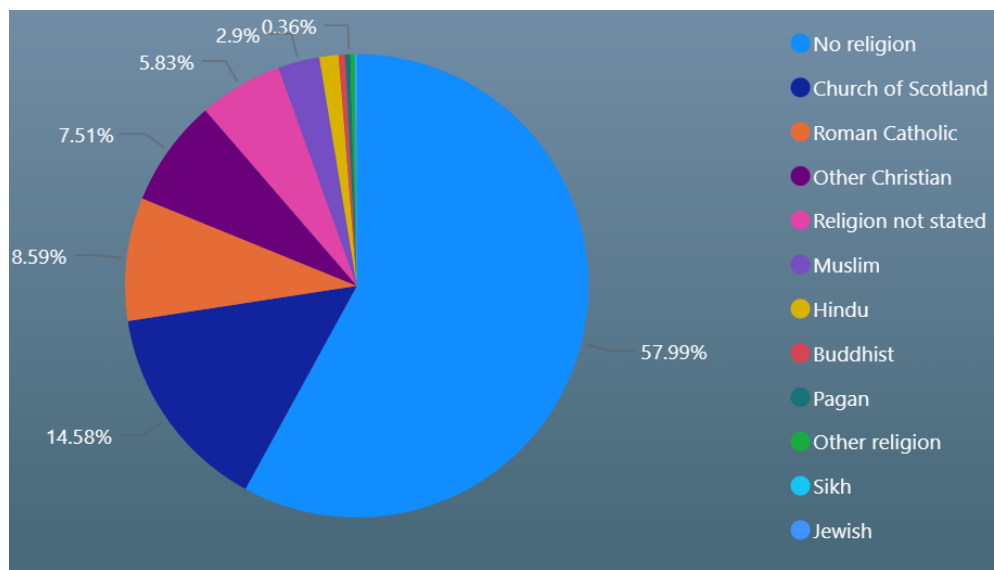


Figure 4: Religion in Aberdeen City

d. Sexual Orientation

Sexual orientation as defined by the Equality Act 2010 is as whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes. At 87.3%, most of the population identified as Heterosexual / Straight and 7.53% did not answer the question.

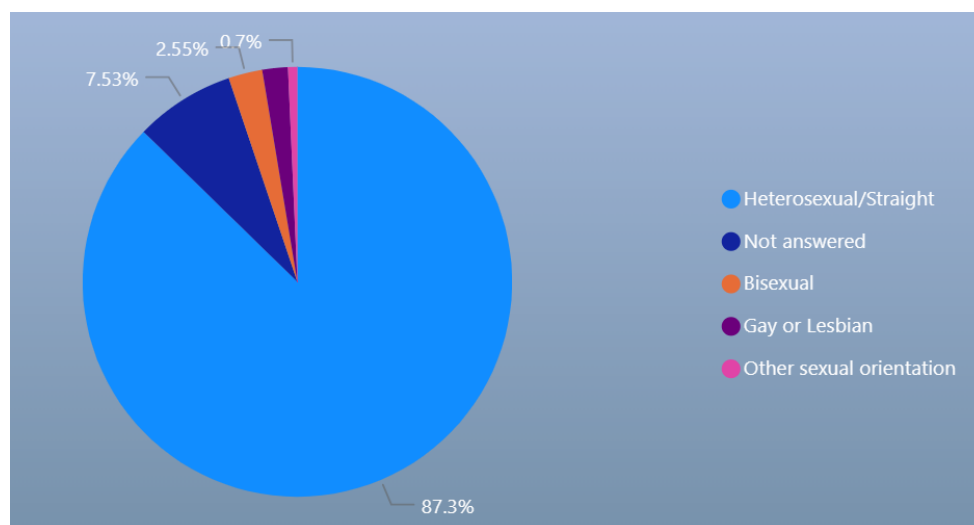


Figure 5: Sexual Orientation in Aberdeen City

e. Disability

As defined in the Equality Act, a person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. A total of 224,030 responses were noted to this question relating to Aberdeen.

178,845 did not have their day-to-day activities limited, 27,152 stated their day-to-day activities were limited a little and 18,033 stated their day-to-day activities were limited a lot.

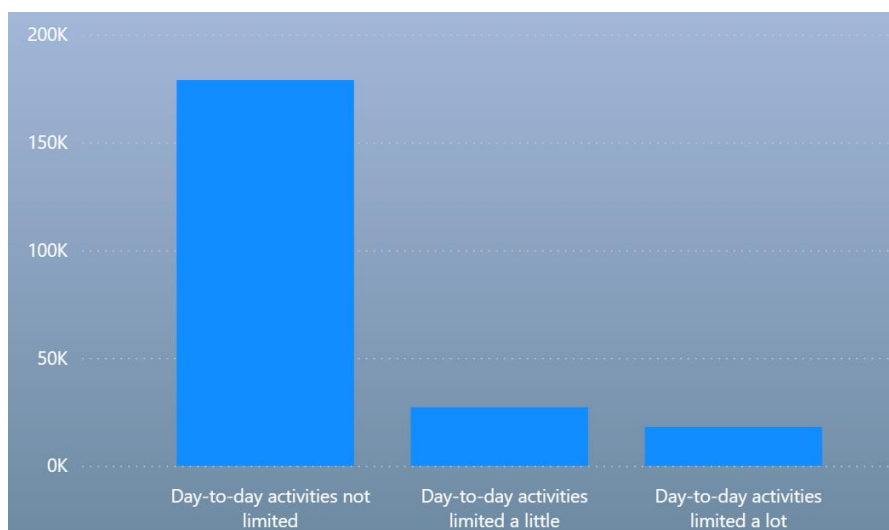


Figure 6: Disability and Ability in Aberdeen City

f. British Sign Language (BSL)

Through our local consultation in Aberdeen, British Sign Language (BSL) users have expressed different views, and some do not see BSL as a disability and more of a linguistic minority while others may define themselves as having a disability. The question on BSL was new to the Census 2022 and a total of 2.2% of people aged 3 and over can use British Sign Language (BSL).

In Aberdeen, the breakdown of BSL users is: 863 aged 3-15, 704 aged 16-24, 2232 aged 25-49, 1065 aged 50-64 and 534 aged 65 and over. We must note that being a BSL user may also include hearing interpreters or family members who can use the sign language.

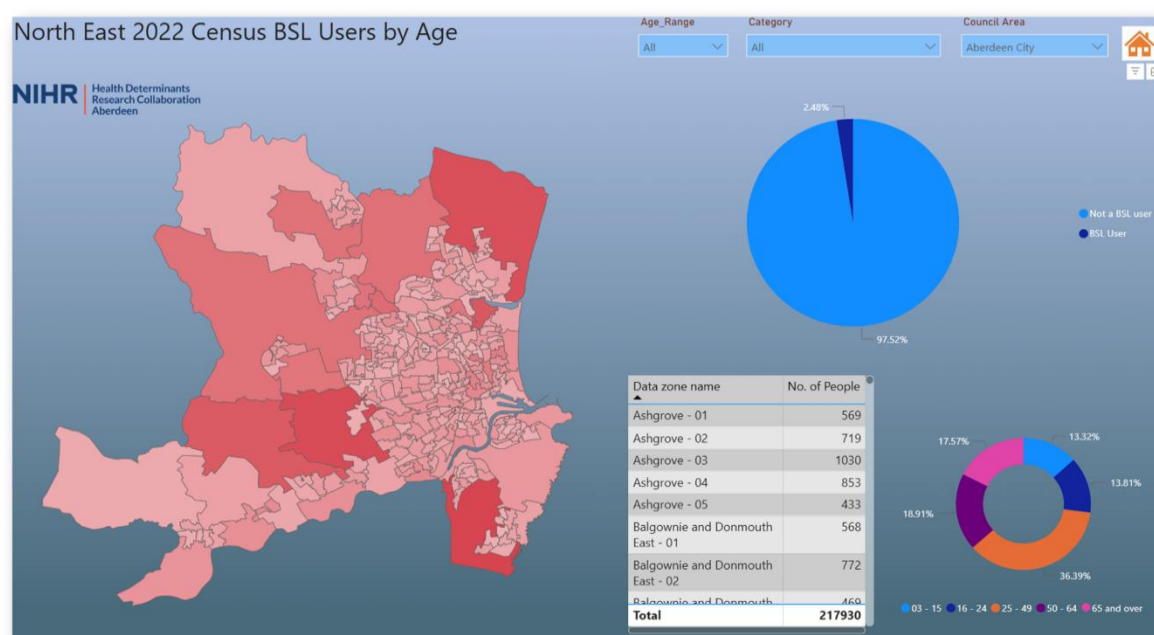


Figure 7: BSL users by Age in Aberdeen City

g. Additional Demographic Trends

- According to new statistics from National Records of Scotland, 176,100 UK Armed Forces veterans resided in Scotland at the last census. In Scotland, half of the veterans (50.4%) were aged 65 and over, and almost one third (30.6%) were aged 50 to 64, which is consistent with reports indicating an aging population in Scotland.
- In 2022, Aberdeen saw an increase in migration where there was a total of approximately 10,748 migrants which was significantly higher than our neighbouring council in Aberdeenshire who had 1207 migrants to the area.
- Migration should be considered in a broader context, encompassing internal migration where individuals move within a country, including movements between different council areas, as well as larger-scale migration from other countries. A [report](#) by the Scottish Government indicates that Aberdeen is one of the four major cities in Scotland preferred by migrants, and it has a younger population compared to other local authorities in Scotland.
- As part of migration, over 3000 displaced people have been welcomed to Aberdeen city since 2016, the vast majority of whom have arrived since 2021 via Afghan resettlement routes and in 2022, through the Ukrainian scheme routes. Arrivals also occur through asylum routes and there are currently around 380 asylum seekers in either Contingency or Dispersed accommodation in Aberdeen.

1.3.4 Population Needs in Aberdeen

The [Population Needs Assessment](#) (PNA) brings together a very broad range of data covering the people, place and economy of Aberdeen and explores how this can be related to the services and

interventions that are being provided by the Council and its partners. Key highlights from the assessment inform us that life expectancy and healthy life expectancy in the City has either stalled or is in decline.

The Population Needs Assessment looks at the health and wellbeing needs of our diverse people and helps in prioritising outcomes and reduce inequalities. The research and evidence base collected from such assessment form a solid base to understand the inequalities faced by all people with protected characteristics.

It also tells us that whilst the long-term trend in many factors relating to the determinants of health

and wellbeing has been positive, this should be viewed in context of 2 important issues:

- i. Increasing poverty in the city is clearly shown in the data, but the impact of this on many related indicators is not yet fully evident, since these indicators have a time lag.
- ii. Where there are general positive trends, in many cases these can mask very significant differences and inequalities across the city's geographical communities and communities of interest including protected characteristics and confirms the findings of the '[Is Scotland Fairer](#)' report.

1.4 Planning for a changing population

A report on [Navigating Demographic Change](#) by the Improvement Services highlights how the change in demographics impacts local councils in Scotland. The report also highlights international responses as well as others from, within the United Kingdom.

The findings of the report in relation to Scotland's changing demographic highlights some areas we can focus on to take a mix of preventative and adaptive approaches to sustain a population change.

1.4.1 Equality, Diversity and Inclusion

- A recent consultation paper by the Scottish Government as part of their equality and mainstreaming strategy identified 6 key drivers. These drivers included:
 - Strengthening leadership
 - Development of accountability
 - Ensuring effective regulatory and policy environment
 - Utilising evidence and experience
 - Enhancing culture and capability
 - Improving capacity

These drivers are most likely to be the national framework, and we will align with these to improve our own practices.

- We will need to revisit our plans regularly to ensure that we are changing and developing new services for the population we serve. While we have used existing data to shape services, it will be important to work with people and their lived-experience to get a deeper understanding of their experiences and impacts of our decisions from an intersectional point of view.

1.4.2 Health and Wellbeing

- An ageing population has meant that there will be implications for many aspects of our services. Housing to meet their needs, better transport infrastructure to support independence and wellbeing, care homes and care support. There will also be an anticipated impact on the benefits people can apply for and other subsidies offered to older people.
- A rise in ageing population will also have an impact on health inequalities. Wider medical [research](#) has highlighted through Covid-19 that some groups face more disadvantages than others.

1.4.3 Integration and Community Cohesion

- As the population has changed, the reason for the changes have also varied. While some people have migrated willingly, other groups were forced to leave countries of origin due to other circumstances. There will be a need for enhanced support for asylum seekers and other people arriving through other immigration routes to include working visas, family visas, students visas with an initial focus on overcoming communication barriers, mental health support, and access to healthcare and housing.
- We acknowledge that change can sometimes be seen as positive or negative. A wider awareness of Hate Crime and Public Order (Scotland) Act 2021, how to report hate crime will be required to ensure protection for all groups.

2. Mainstreaming Equality- a review of 2021 – 2025

2.1 National Progress - Legal Reforms across Scotland

Legal reforms have been instrumental in protecting the rights of individuals and advancing equality. Anti-discrimination laws have been enacted to provide protection against bias and prejudice in various spheres, including employment, housing, and public services. Landmark court rulings have set important precedents in upholding equality and human rights.

2.1.1 Public Sector Equality Duty (PSED)

Since our progress report in 2023, the Scottish Government has reiterated its commitment to reviewing the effectiveness of the [Public Sector Equality Duty \(PSED\)](#) in Scotland, including the effectiveness of the Scottish Specific Duties (SSDs), for which Scottish Ministers have legislative competence under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (Scottish Government, 2021b). The Improving Effectiveness programme as part of the PSED has delivered 2 key changes to include reporting on ethnicity and disability pay gaps and working on guidance toolkits for public bodies on the use of 'Inclusive communications'. Any regulatory change is anticipated to come into force in 2025.

2.1.2 Hate Crime and Public Order (Scotland) Act 2021

The [Hate Crime and Public Order \(Scotland\) Act 2021](#) ("The Act") - passed by the Scottish Parliament in 2021 and implemented on 1 April 2024 will provide greater protections for and creates a new crime of "stirring up hatred" relating to age, disability, religion, sexual orientation, transgender identity or being intersex.

2.1.3 UNCRC (Incorporation) (Scotland) Act 2024

[The UNCRC \(Incorporation\) \(Scotland\) Bill](#) was unanimously passed on the 7th of December 2023 in Scottish Parliament. In January 2024, the UNCRC became an Act, with it coming into full commencement in July 2024. The Act recognises the importance of childhood and the unique needs of children across the globe setting out the civil, political, economic, social, and cultural rights that all children, everywhere, are entitled to and it remains, to this day, a core international human rights treaty.

2.1.4 The Consumer Duty

The consumer duty is a statutory duty introduced by the [Consumer Scotland Act 2020](#) that places a duty on relevant public authorities in Scotland to help ensure consumer interests are given sufficient weight throughout the strategic decision making process including reducing harm.

2.1.5 Employment Law - Duty to prevent sexual harassment

The [Worker Protection Act 2024](#) is an amendment to the Equality Act 2010 and came into effect on 26 October 2024. This new legislation introduces a legal duty for employers to take reasonable steps to prevent sexual harassment in the workplace. The Act requires employers to proactively identify and mitigate potential risks of sexual harassment, including those posed by third parties such as customers and clients. The Act requires that employers must take "reasonable steps" to prevent sexual harassment of employees in the course of their employment. This includes anticipating scenarios where workers may be subject to sexual harassment and taking action to prevent it. The duty applies to sexual harassment, which is defined as unwanted conduct of a sexual nature that violates a worker's dignity or creates an intimidating, hostile, degrading, humiliating, or offensive environment.

2.2 Local Progress

2.2.1 Community Engagement and Research

Community engagement and research are essential for advancing equality outcomes. Meaningful community engagement which then results in quality equality data and evidence requires working collaboratively with and through those who share similar situations, concerns, or challenges.

Effective consultation is a critical process for ensuring that our employees and citizens are involved in shaping and supporting decision making processes on issues that are important to them or directly affect them. The ultimate purpose is to shift the power balance and work to ensure those who may have been excluded or face barriers in doing so are at the core of designing activities that meet their needs.

Legally, stipulations in the relevant specific duty regulation (Regulation 4) of the Equality Act notes that listed authorities should take reasonable steps to involve persons who share a relevant protected characteristic and any person who appears to the authority to represent the interests of those persons; and should consider relevant evidence relating to persons who share a relevant protected characteristic.

As part of this process, the Equalities Team have worked across the council to ensure that consultation and engagement is representative and inclusive, where diverse people should have the

opportunity to participate and provide feedback across all council services. Community engagement has been the core force in developing this report with feedback and input from the different groups of people which helps us build resilient communities that are better prepared to withstand future challenges. We have identified processes and resources to support the consultation as well as ensuring that the format, questions and accessibility are key to the process. Consultation processes have been informed by the [National Standards for Community Engagement](#) and [Scottish Government Consultation Good Practice Guidelines](#).

As part of the engagement and consultation we carried out with external communities to inform the progress and development of the new outcomes as a service provider, we had an online survey with 261 contributions with an online reach of 2684 people. Other sessions we undertook were spread over the year as we began our engagement, and interactions would approximate to over 400 people over the months.

- In person sessions at Marischal College on various dates since June
- Regular sessions with GREC key to the co-development of the outcomes
- Disability Equity Partnership
- Equality Participation Network
- Shopmobility Aberdeen
- DeafBlind Scotland
- GREC Language Cafe
- Pop up sessions at Bon Accord Shopping Centre, Vaccination Centre
- Young Ambassadors
- Aberdeen Youth Movement: youth aged 12-25 years old
- Silver City Surfers
- Disability-friendly in person event
- Phone calls
- Stalls at various events
- One to one sessions with community representatives
- Attending community events with a wide public footfall, for example, Mela, Black History Month and the Aberdeen Health and Social Care Partnership Conference.
- Four Pillars
- Fountain of Love
- Black and Scot
- Aberdeen Action on Disability

To develop our outcomes as an employer, an internal Employee Experience Survey was carried out with 1711 respondents. Not everyone responded to all the questions. We have also considered feedback provided by our Employee Equality Groups.

Our report on the Community Engagement and Survey Analysis can be accessed in Appendix 2 and our report on Employee Survey Analysis is listed as Appendix 3 and lists the more details and data on the methodology of our engagement.

Considerable progress has been made towards community engagement by Aberdeen City Council since 2021. With the increased prominence of the Integrated Impact Assessments (IIAs) as part of any decisions we make, the assessments look for evidence on consultation and engagement to ensure that officers are engaging with communities with a view to understand their experiences and using that information to inform proposals their views are considered as part of our decision-making

as a Council. The IIAs are helping to mainstream equality outcomes within our business as a council by ensuring equality and human rights considerations are made in everything we do. We look at the Integrated Impact Assessment in more detail in section 2.4.1 of this report.

2.2.2 Events

As Council we promote and support diversity through organising, attending, promoting, funding events that are aimed at fostering good relations and a space for shared learning that has an overall positive impact on our culture and capability as an employer and a service provider.

Along with encouraging community participation, our Elected Members, Leaders and Officers have been regular participants in such events thus improving our relationship with communities and opening access to working together on shared goals. Listed below are some of the many events that Aberdeen City Council and the leaders have supported since our last reporting cycle.

- Polish Community's Scottish Ceilidh Event
- Visit to the Gurudwara in Seaton with the Aberdeen Sikh Sangat
- Multicultural Burns Night event
- Lord Provost hosted events at the Town House to celebrate '[Iftar](#)' - event to mark the breaking of fast in Ramadan. The event was co-ordinated by our elected members through the Aberdeen Mosque and Islamic Centre (AMIC).
- International Workers Memorial Day was commemorated
- Visit to Aberdeen Hindu Temple
- White Armband Day event
- Aberdeen Chinese Elderly Association Dinner
- Aberdeen Igbo Community New Yam Festival
- Guyana Gateway Business Conference
- Aberdeen Friends of Ukraine Dinner
- Indian Association of North East Scotland annual Diwali celebration
- Aberdeen Funolympics Event at Beach Ballroom (sporting event for children with special needs)
- Holocaust Memorial Day (HMD) Commemoration which has been held annually, and Marischal College is lit up externally with the HMD colour theme.
- Aberdeen Mela- One World Day – multicultural event at Union Terrace Garden
- Black History Month event
- International Women's Day

2.3 Our Council, Culture and Capability

'Aberdeen – A place where all people can prosper'

Our vision for Aberdeen City as set out in the [Local Outcome Improvement Plan](#) (LOIP) is deeply connected to our commitment to Equality, Diversity, and Inclusion (EDI). The LOIP emphasises that

all people should be able to access the opportunities available in the city, regardless of their background or circumstances. This vision reflects a desire to help all people, families, businesses, and communities to do well, succeed, and flourish in every aspect.

To achieve this vision, the LOIP commits to tackling issues that prevent equal opportunity for all to lead a happy and fulfilling life. This includes addressing inequalities in health, education, and employment opportunities, which are most high for families living in poverty. The LOIP also highlights the importance of early intervention and prevention to create conditions for prosperity and support future generations.

The refreshed Council Delivery Plan sets out how the council will contribute to Aberdeen City's Local Outcome Improvement Plan (LOIP) and the Council's Partnership Agreement, Strategy Framework and Legislative Duties and, in doing so, details the Council's key priorities for the year ahead through Commissioning Intentions. Commissioning intentions mean how we align the use of resources with assessed needs, what is required and what we have committed to. This would include:

- assessing and forecasting needs.
- linking investment to agreed outcomes.
- considering options.
- planning the nature, range and quality of future services.
- putting these services in place; and
- evaluating the impact of those services.

The **Equality Outcomes** support the delivery of our vision and the LOIP by ensuring due regard is paid with the aim of eliminating discrimination, advancing equality of opportunity, and fostering good relations. We will work collaboratively to ensure the needs of all protected characteristics are part of the delivery.

To mainstream equality across the organisation requires a deliberate focus on culture – where equality, diversity and inclusion is championed and highly visible within our campaigns, communications, strategies and policies; the voice of lived experience is utilised to understand barriers and challenges; training is provided to raise the capability of the workforce; opportunities for co-creation are provided and embedded within governance structures; and that the impact is measured.

2.3.1 Visible commitment to Equality, Diversity and Inclusion (EDI)

Aberdeen City Council has made public statements and updated policies to reflect our commitment to EDI. This includes participating in national consultations to make sure the voice of the North East of Scotland is heard, adding detailed descriptions about our commitment to EDI on our website and providing information about our employee groups. This includes signing up to national strategies and in published communications campaigns. We highlight some of these policies in section 4 where we report on our outcomes as an employer and includes some of our public facing policies.

In our [Diversity in Recruitment](#) update report, we highlighted key areas of progress and actions to include:

- **Workforce Planning:** Through involving all service areas to address diversity and workforce needs.
- **Positive Action:** Measures to encourage underrepresented groups to apply for senior roles, including talent pipelines and the Aspiring Leaders programme.

- **Employee Engagement:** Co-creation of an Equality, Diversity and Inclusion Action Plan with various employee working groups.

The [Workforce Deep Dive](#) report also highlights the progressive steps being taken to understand and improve areas of underrepresentation within our workforce.

Highlight actions and strategies from the report include:

- **Internal Talent Movement:** Focus on retaining and developing internal staff to fill critical roles, with an emphasis on internal-only recruitment.
- **Talent Pipelines:** Building talent pipelines through apprenticeships, internships, and graduate apprenticeships to address future workforce needs.
- **Attracting New Talent:** Efforts to position Aberdeen City Council as an employer of choice, including promoting hybrid working and engaging with the community.

We CARE Charter and Commitments

As a council, we remain committed to providing the best service we can to our citizens. Our [We CARE Charter and Commitments](#) outline what good service should look like across all our services. It is our pledge to our citizens about what you can expect when interacting with us. The Council remain committed to involving citizens and test the way services are being shaped and delivered.

The charter works to support our current outcomes where people can access information and services and are able to participate in civic engagement.

The charter also improves our transparency and accountability by communicating what we can do and what we cannot.



2.3.2 Utilising lived experience to understand barriers and challenges

The people we serve are diverse and so are their needs. The change in demographics means that we need to respond to these changes with proportion and relevance.

Our Budget Consultation

In June 2023, a [landmark protocol](#) to engage the public in future budget setting, was approved at the Full Council meeting to ensure that citizens will have an opportunity to highlight what they believe is important and that information will be considered as part of the budget process moving forward.

A total of 3,192 responses were received during the Phase 1 of the process which ran throughout July 2023. Of those who responded, 55% were women; Very few (<10) respondents were under 18; and for ethnicity and nationality 2,446 of 2,654 (92%) chose to identify as “White – Scottish”; “White – British”; or “Prefer not to say”; or were “Blank”.

[Phase 2](#) had 2,654 responses and the report highlights data on respondents by protected characteristics if they responded to the questions. Citizens were able to access report and progress on the process at [Council Budget consultation results revealed | Aberdeen City Council](#).



The involvement and engagement of diverse citizens has been at the core of the Budget phases and included having focused sessions that were run by the Aberdeen Youth Movement for and by young people, sessions were delivered at the Language Café and delivered in British Sign Language.

Photo of BSL community members and communicators at one of the Budget Consultation.

2.3.3 Building Capability

Our Guiding Principles

Organisational values or principles are crucial for an organisation as they provide employees with a shared purpose and direction. They act as guiding principles that shape the desired culture of an organisation, promoting an environment of trust and respect. Our Guiding Principles were designed by our staff and strengthen our commitment to creating the kind of culture that our employees say they want, with associated capabilities to support our workforce with the right tools and support to carry out their roles which then supports their awareness of their responsibility and duty to deliver fair and equitable services to our citizens.

These principles are rooted in a collective commitment to creating a vibrant, inclusive, and sustainable workforce. Since 2023, we have had a capability framework for employees that is aligned to our Guiding Principles, and a specific core capability for employees that sets out the necessity duty for all employees to have awareness, skills and behaviours around equality, diversity and inclusion.



The ‘Care’ capability provides clear standards for all employees, relevant to their job role, on the requirements and expectations for all staff to ‘value’ and champion equality, diversity and inclusion. This ensures staff understand how they should treat colleagues and interact with people, fostering an environment where diversity is valued, and everyone can deliver their best for the city.



2.3.4 Co-creation to ensure policies and processes are considered in terms of the impact on minorities, staff and service users

Inclusive policy development processes have been established to ensure that the needs and perspectives of marginalised and underrepresented groups are considered at the core of why and how we do things. Where applicable, we have worked with external communities to help shape policy. Our recently published [Equality, Diversity and Inclusion](#) policy and the council’s [Recruitment Pack](#) were developed using feedback from external groups with the aim of ensuring we are moving in the right direction to recruit and retain a diverse workforce. Monitoring and evaluation mechanisms have been put in place to track the implementation and impact of equality and human rights policies through our Policy and Review group.



The Policy Group have reviewed 40 policies between 2021- 2025 to ensure equality, accessibility and compliance are embedded into our policies.

2.3.5 Evaluating the Impact of our Interventions

It is essential that we evaluate our EDI interventions to understand their effectiveness and determine whether they are achieving their intended outcomes. By reporting regularly and ensuring that we are complaint, we can understand what works and what does not. We use feedback to ensure that our processes and services are relevant and meet the needs of our diverse groups and remain accountable to our public sector equality duty. It demonstrates to our people and informs our processes that we are serious about creating an inclusive environment. Some mechanisms include:

- Statutory Performance Indicators
- Equality Outcomes Survey
- Employee Experience Survey
- Diversity Monitoring and improving our data collection

2.4 How are we mainstreaming?

2.4.1 Integrated Impact Assessments



Between April 2021 and January 2025, the completion of regular Integrated Impact Assessments rose by 265%, and Budget IIAs surged by 4800%.

The Council is required to adhere to the public sector equality duty, which involves eliminating discrimination, advancing equality of opportunity, and fostering good relations between individuals with and without protected characteristics. The Integrated Impact Assessment (IIA) is used to document the impact of proposed policies and practices to ensure compliance with this duty. The assessment must be thorough enough to enable the authority to fulfil its obligations under the general equality duty.

As well as the increased uptake of the completion of the IIAs, there has been and increased understanding and awareness of the Equality Act 2010 by people who feel their rights are being impacted. Recent [case laws](#) and judicial reviews have highlighted the importance of engaging with people on decisions and policies that will affect them and cause and direct or indirect discrimination to them preferably at the start of the process.

Engaging communities through IIAs has helped build communication opportunities and transparency between citizens, consumers and decision-makers. We acknowledge more needs to be done to ensure that people feel their voices are heard and valued and would therefore be more likely to support and participate in the planning process. This sense of ownership and collaboration can lead to stronger, more resilient communities that are better equipped to address future challenges. It is important that we include people from the start of planning. Some feedback after the first ever Budget consultation that was carried out revealed that the community welcomed the opportunity to have a say and meet face to face with some of the senior leaders. Another example of community ownership was displayed by the Aberdeen Youth Movement has been captured in this news story: [Empowered young people express themselves | Aberdeen City Council](#)

As part of our improvements around equality agendas, our IIA form has been continually reviewed and refreshed to ensure that new legislation and any ways of capturing evidence is included in our assessment. The Integrated Impact Assessment access page was also modified in October 2023 to

improve the searchability of IIAs. The council's assessments can be viewed online at [Equality and Human Rights Impact Assessments | Aberdeen City Council](#).

The legislation considered within the Integrated Impacts Assessment are listed below and are provided as links to the relevant legislation.



2.4.2 Collaborative working

Our focus has been on improving our collaborative working bringing together diverse skill sets and perspectives, to foster innovation and creativity, leading to more robust and effective solutions in mainstreaming equality across our sector and with partners. The benefits of this enhanced working style have meant we are more effective in what we do, engage with the same users hence reducing duplication, consultation fatigue and improving overall efficiency and sustainability.

A. Community Planning Partnership (CPP)

The group is made up of public service organisations working in partnership to improve outcomes for and with people across the City, especially those most in need. All Councils in Scotland are required to have a Community Planning Partnership in place, there are 32 across Scotland.

[Community Planning Aberdeen](#) has 12 core partners, and they also work alongside many more organisations and community groups. The Local Outcome Improvement Plan (LOIP) is how the group implements, monitors and reviews how they can improve outcomes for the people of Aberdeen.

Community Planning Aberdeen's vision for Aberdeen remains 'A place where all people can prosper' regardless of a person's background or circumstances. To achieve this vision central to the LOIP is the ambition to reduce inequalities of outcome which exist across the City because of socio-economic disadvantage and/or protected characteristics.

In line with the Sustainable Development Goals, the LOIP recognises that ending poverty and other deprivations must go together with strategies that improve health and education, reduce inequality and support economic growth which align with United Nations Sustainable Development Goals and with the Social Determinants of Health. These goals also align with the public sector duty to ensure there is no discrimination, people have opportunities and there are good relations within communities.

Detailed progress updates on Community Planning Aberdeen's projects that support mainstreaming of equality and human rights can be viewed on the webpage: [Home - Community Planning Aberdeen](#)

B. Aberdeen Youth Movement (AYM)

The AYM's mission is to encourage active engagement of young people aged 12-25 years old across the city, to seek views on council services, and how to develop a wider range of opportunities for young people's involvement in the city through various events and campaigns.

The members of AYM have been created a big impact in getting young people involved in decisions that will impact them across the city. AYM is supported by the Youth Participation Development Officer and staff team who are part of the Community Learning and Development Team within Aberdeen City Council. Our Youth members are not afraid to offer critical analysis of policies and practices from a youth perspective and are helping the council in making and shaping decisions fit for the future.

To find out more about the group, access their progress and activities here: [Aberdeen Youth Movement | Instagram | Linktree](#)

C. Equalities Participation Network (EPN)

The network is funded by the Equalities Team to provide a neutral space for Aberdeen City Council and people from diverse communities in Aberdeen to engage through creating a 2-way communication between the Council and the diverse communities for the purpose of advancing equality. Since its formation in 2018, the network has produced a comprehensive community directory that is helping organisations and individuals find contacts and information related to equality groups and support.

Group agendas, topic discussions and copies of presentations are available at: [Equalities Participation Network – Grampian Regional Equality Council](#)

D. The Health Determinants Research Collaboration Aberdeen (HDRC Aberdeen)

HDRC is one of a few Health Determinants Research Collaborations funded by the National Institute for Health and Care Research in 2022. HDRC Aberdeen is led by Aberdeen City Council, in collaboration with The University of Aberdeen, Robert Gordon University, the Grampian Health Board (also known as NHS Grampian), and Public Partners.

The HDRC use and work around 5 'Social Determinants' Themes that look at the themes from an equality and intersectionality lens and are continuously collecting, analysing and publishing equality data and evidence that is being used across a range of our policies and decision making.

We look at these determinants to understand what influence and control the council can use to address inequality that impacts protected characteristics and will support our drive to mainstream equality through everything we do.

Economic Stability	Children, Families and Lifelong	Neighbourhood and Environment	Communities and Housing	Health and Social Care
Business advice and support. Economic development that will increase economic activity. Employability with skills and capabilities being developed.	Early Years Health and development Schools health, development, skills and attainment Adult education English classes and volunteering Libraries and activities.	Accessibility Mobility and active travel Places and spaces Physical Environment Parks and open spaces Building control Food supply Community Safety and cultural life.	Housing Availability and Affordability Suitability Energy efficiency Tenant / resident support Family support Financial inclusion Community participation	Wellbeing Recreation and Leisure Environment and consumer protection Support for Looked After Children Support for carers Child and Adult protection

To find out more about the work HDRC so or to gain access to local data, you can find out more information on the webpage: [About the HDRC Aberdeen | Aberdeen City Council](#)

2.4.3 Service Level Agreements (SLAs)

We have established formal funding agreements and Service Level Agreements with various organisations to help provide services within our communities. These collaborations support us in fulfilling our general duties and advancing our equality outcomes, while also fostering a culture of trust and cooperation.

Listed below are 3 SLAs delivered through the Equalities Team. There are additional organisations that receive funding to carry out functions or deliver services on behalf of the council and are funded by other services across the Council.

- A. [Shopmobility Aberdeen](#)'s activities result in people having greater equality of access to Aberdeen and all it has to offer, raising the visibility of people with disabilities, breaking down the barriers and improving relations between disabled and elderly people and the community at large.



- 967 individuals used the services in 2024 (57 were repeat users) improving participation and independence of people with protected characteristics.
- A total of 9261 days service, an increase of 2,641 days from 2023, up almost 40% (this calculation is done by using the number of days each piece of equipment was used throughout the year based on their loan records).
- Shopmobility have a core group of 15 volunteers who regularly work with them to provide services to customers and an additional 10 who help at special events
- Shopmobility has also been present at various city events to support inclusion and accessibility –for example SPECTRA light festival, Highland Games, Firework display and stationed at the Beachfront with their mobile unit.

- B. [Deafblind Scotland](#) provide advice, support and opportunities that help enable deafblind people to take up their rightful place in their own communities and works to ensure their voices are heard across society.



- 24 individuals with dual sensory loss have been supported in Aberdeen supporting individuals with dual sensory loss in Aberdeen to engage with their communities and reduce social isolation. Key activities include one -to-one person-centred support, tailored to individual needs and abilities. This support encompasses essential tasks such as safe travel, food preparation, banking, communication, digital skills and maintaining social connections, all of which empower individuals to live independently.
- The organisation has actively supported the development of the British Sign Language Plan 2024- 2030 and contributed to the progress of the Equality Outcomes 2025 and the development of the proposed new outcomes for 2025-2029.

C. [Grampian Regional Equality Council \(GREC\)](#)

GREC engage in advancing equality across Northeast Scotland working to tackle prejudice and discrimination, celebrate diversity, build positive community relations, and provide evidence to change policy and practice.



- **Equality Participation Network** had a total of 35 meetings of the Equalities Participation network for the reporting period between 2021- 2025. 40 individuals have attended meetings, representing more 24 groups covering all protected characteristics.
- Notes and additional materials from all meetings are available on grec.co.uk/e pn.
- **Training** between 2021-2024, 14 sessions of Intersectionality for Improvement Projects were delivered, mostly online but with a few in-person sessions. More than 50 ACC staff took part.
- **Tackling Gypsy/Traveller Inequalities Partnership** Periodic meetings chaired by GREC, 5 of these meetings were held in 2024.
- **Casework Project** Between 2023 and January 2025, an estimate of 502 people experiencing prejudice and discrimination were supported by this service.
- **Prejudice and Discrimination Reporting (PDR) Tool** – a total number of 12 submissions were received via the tool
- **Counselling Service** – Between 2023 and January 2025, an estimate of 102 people experiencing prejudice and discrimination were supported by this service. 25 Volunteering qualified counsellors support in delivering this service.
- **Third Party Reporting (TPR) Network** works collectively and meets every 6 weeks to address Hate Crime, share good practice and highlight challenges and barriers citizens and partners may face.
- **Hate Crime Reporting:** GREC also continue to facilitate a Community Planning Partnership Outcome Improvement Group, refreshed in 2024 to focus on increasing the levels of confidence to report hate crime.
- **Prejudice and Discrimination Reporting (PDR) Tool:** Between 2023 and 2024 an estimate of 45 submissions were received, mostly from schools and in relation to racism.
- **Additional information:** GREC provides continuous support for engagement opportunities and activities every year (e.g., ACC consultations, Holocaust Memorial Day, Black History Month, etc), as well as direct support to schools to help address concerns around prejudice and discrimination.

2.4.4 Procurement

Equality is a key consideration in our procurement activities as part of the [Sustainable Procurement Duty](#). The Commercial and Procurement Shared Service (CPSS) demonstrate commitments to equalities, local and national socio-economic priorities and fair work practices (FWP)/Real Living Wage (RLW) by providing relevant evidence of inclusion rates of FWP/RLW in Procurement Annual Reports.

CPSS has developed and embedded a consistent, innovative approach to community benefits in public procurement. This approach aims to maximise social value impacts across social, economic, and environmental pillars for the benefit of affected communities.



- The CPSS regularly contribute positively to equalities mainstreaming and anti-poverty strategies
- Equalities can be a standalone community benefit, integrated into specifications or an additional component of added value community benefits offering compassionate and considerate approaches to physical, social and information accessibility.
- The primary goal is inclusivity and equal opportunity in employment and skills, promoting access to high-quality, sustainable, and stable jobs. Efforts include pooling expertise to conduct proactive outreach work, addressing potential barriers, and focusing on individuals/groups farthest from employment/training markets.

3. Equality Outcomes as a Service Provider

The current set of outcomes were approved by the Committee on in a [full report](#) on 11 March 2021 and the [progress report](#) was presented to the committee on 21 March 2023. This section has been set out to report on key highlights in progress and our next steps as a service provider.

Equality outcomes are what we have committed to so that we can achieve improvements on the life of citizens in Aberdeen. As a public sector, and as a listed authority, we must produce new outcomes every 4 years and report the progress every 2 years to show how we are mainstreaming equality and meeting our duty under the Public Sector Equality Duty.

3.1 Aberdeen City Council as a service provider (2021 -2025)

3.1.1 Equality Outcome 1

All people with protected characteristics will access information, goods and services knowing that social and physical barriers are identified and removed, with a focus on Age, Gender reassignment and Disability.

In this section we have listed some key achievements as themes under outcome 1.

Key Achievements

1. **Inclusive and accessible play experience:** Hazlehead Park was refurbished with feedback from local schools and Sense Scotland. The new play park includes a mix of equipment for young and older children. Wheelchair-accessible trampoline and roundabout, interactive panels, musical items and role-play play options. An interactive unit is also strategically placed away for quiet play.
2. **Community Digital Initiatives:** Wi-fi access has been installed at Clinterty Park's Community Centre to support Gypsy / Traveller residents with literacy and information access.
3. **Engagement with Gypsy Traveller Community:** The Gypsy Traveller Liaison Officer has been supporting residents with literacy and signposting, and efforts are being made to improve digital skills and access to employment opportunities through various community-based programs.
4. **Digital Skills and Employment Support:** Projects aimed at upskilling individuals in digital skills have led to 70 people accessing digital support for job applications, with advanced digital skills programs resulting in positive employment outcomes for participants. A [project](#) aimed specifically aimed at those over 50s had around **600** individuals supported into employment citywide.
5. **British Sign Language (BSL):** A new [BSL page](#) was created on our website in 2023 with improved content for the BSL community. This includes 12 BSL videos providing instructions on key items and information such as the BSL plan and budget consultation for 2024/25. BSL sessions took place in relation to the 2024/25 and 2025/26 budget consultations.
6. **Internal Engagement:** We have continued to inform our staff about accessibility. This includes corporate mandatory training, guidance to our Customer Services team around hidden disabilities and the publication of an internal blog explaining how to make services accessible and to provide information in alternative formats and languages.
7. **Alternative Formats:** We have promoted alternative formats to access our services including the implementation of a floor standing banner at the entrance to our Customer Service Centre and information on our website. Our Newsbite bulletin, which is issued twice a year to Council Tenants, offers information in alternative formats and languages. Consultations on council homes affected by RAAC (Reinforced Autoclaved Aerated Concrete) and rent consultations also included options for alternative formats to ensure diverse participation.
8. **Community Engagement:** A new online tool, launched in September 2024, has notably impacted community engagement by made community engagement more inclusive and accessible. The tool meets WCAG standards and includes features like language capabilities and a voice-note option, supporting more people to access it. By capturing respondents' demographics, the Council can analyse responses from different communities and identify areas with low uptake from communities with protected characteristics. This allows for targeted proactive messaging to those communities, enhancing overall engagement. For key consultations like RAAC, rent, and budget setting for 2024/25 and 2025/26, alternative methods such as paper versions and face-to-face sessions, including BSL, were offered to ensure inclusivity.
9. **Youth Engagement:** Aberdeen Youth Movement developed a social media strategy which uses colours, short statements and youth friendly language to improve engagement and the trust of young people to read posts on social media. The group have also used their engaging presence to carry out digital consultation, school roadshows, attending public events and hosting events at the 2 universities and college.
10. **Physical access :** The [Disability Equity Partnership](#) remains crucial in ensuring that physical access and inclusion are part of our processes and should be considered at the start of the

projects. DEP has been a part of over 28 projects ranging from the various projects under the City Centre Master Plan, Spaces for People, Christmas Village and have provided specialist and lived- experience advice to these projects and consultations.

11. **Access to Communication:** The in-house interpreting service InterTrans coordinated 4262 interpreting requests in 2024, 165 requests for written translations. The service has provided communication to 1251 pre-booked appointments and 2846 on demand requests for communication support. The top 10 most requested languages within the council are Polish, Arabic, Russian, Ukrainian, Lithuanian, Kurdish Sorani, Pashto, Farsi, Tigrinya and Kurdish Kurmanji.

Next Steps:

- We recognise that while we have made many progressive steps towards achieving this outcome, there will always be a need to ensure that fair and inclusive access remains vital for removing barriers and addressing discrimination. Just over half of the respondents (52.2%) agreed with the statement about easily accessing information on goods and services, while 19.7% disagreed.
- Feedback from our surveys and consultation have also informed us where improvements can be made to make our information, goods and services more accessible. 51% of respondents access information about the Council's services through the website, 16.4% through social media and 3.2% physically visit the Customer Service Centre.
- To keep this integral to our behaviours and operation, we will refresh Equality Outcome 1 and bring it back as a refreshed and updated equality outcome as a long-term goal.
- We will address areas of improvement as highlighted by users and present our improvement outputs through an action plan.

3.1.2 Equality Outcome 2

Diverse communities in Aberdeen will have an increased sense of safety and belonging within their neighbourhood and City, with a focus on Race (including Gypsy/Travellers), Religion and Sexual Orientation.

Key Achievements

1. Between 2021 and 2024, through LOIP there was a project focused on 100% increase in hate crimes reported to police by 2023. The project did not fully meet its aim of increasing hate crime reporting to police by 100% by 2023, however, significant progress was made, with a 49% increase to 344 crimes reported since the baseline of 231 (2018/19). Specifically, the increase from 2018/19 has been sustained with a continued increase each year. Police Scotland report an increase in hate crime reports in Aberdeen City from 305 in 2019/20 to 344 in 2022/23. The changes tested and impact of them can be read in detail in the project end report [10.4-Draft-Project-End-GREC-Hate-Crime-v1.3.pdf](#)
2. In the refreshed LOIP a revised aim of [Increase by 10% community confidence to report hate crimes by 2026](#) was agreed and the progress of the focus will be included in as part of our next reporting cycle.



3. [Holocaust Memorial Day](#) is commemorated annually in Aberdeen that unites communities to learn from the past and promote a safer future. We emphasise youth involvement to educate them about the Holocaust and genocide, to reflect on experience of those who faced persecution, share their knowledge, and protect those at risk of discrimination today.
4. The Equalities Team participated and presented at the [Islamophobia Awareness – Seeds of Change](#) event that was held at the mosque in November 2024. The event was a step closer to understanding and working together to support belonging and understand the root causes of discrimination and hate crimes committed against Muslims.
5. [Black History Month](#) was marked at the end of October in 2023 and 2024 with focus on recognising and correcting the narratives of Black history and culture. The interactive sessions were used to share knowledge about history, culture and personal stories of perseverance and success.
6. [Reclaim the Night](#) is an event that takes place globally and Aberdeen Women's Alliance has organised marches through the streets of Aberdeen to mark 16 Days of Activism against Gender-based Violence. The event has brought together members of the community to call for safer streets and spaces for women and girls.
7. The Council has undertaken significant work in providing registered safe spaces at the Art Gallery and Aberdeen Maritime Museum and providing an online training programme developed by Scottish Women's Aid and Equally Safe to increase amongst all staff, regardless of gender, the understanding of violence against women and girls, including its causes, impacts, and the available routes to support. The Art Gallery Safe Space where victims of domestic abuse can discretely ask for help from the venue's staff was [officially opened](#) by Her Majesty The Queen in January 2024. Aim 9.2 of the Local Outcome Improvement Plan remains focused to [Increase by 15% the reports of domestic abuse to Police Scotland by 2026.](#)

Next Steps:

- Safety and belonging remain a priority for individual wellbeing and their ability to participate and exercise their rights. We will ensure that further activity will be undertaken to improve belonging in the city.
- We will need to improve the awareness of how people can report hate crime and where they can get support. This aligns with our need to make information more accessible so that people can find the information they need.
- We will remain in close partnership with Police Scotland colleagues and other partners to work collectively to deliver and training.

3.1.3 Equality Outcome 3

Representation in civic participation of people with protected characteristics will be improved by ensuring our leaders, staff and organisation champion the equality agenda in the City, with a focus on Disability, Race and Sex.

Key Achievements

1. We delivered training in community settings to ensure that people understand the implications of the Equality Act, how this might impact their own behaviour and decisions and raise awareness of their rights when accessing our services. Some of these sessions were delivered at the Come and Network Festival, sessions with our Arm's Length External

Organisations (ALEOS) who deliver services on our behalf, the Local Resilience Partnership, the Community Learning Development Standards Council Scotland.

2. The Lord Provost and Elected Members have been involved in organising, promoting, supporting and attending various events across the city to ensure inclusion and diversity are at the top and ensuring there is a range of events that promote and support the diversity in the city. [Section 2.2.2](#) of this report shares some of these events.
3. In partnership with Elect Her, a UK-wide organisation working to motivate, support and equip women from all backgrounds to stand for political office, the council hosted 2 events to encourage and support women into a political journey. The 2 events were well attended with some women from minority communities considering standing for local political positions.



Figure 8: Elect Her - promoting diversity in politics

4. The [Anti-Poverty and Inequality Committee](#) welcomed an external advisor who has contributed to representation, role modelling and collaborative working of minority ethnic communities within the council's decision-making process. The committee will maintain community links by ensuring that the Committee will appoint advisers who are not members of the Council. These external advisers will be appointed by the Committee as follows:
 - 1 resident of Aberdeen with lived experience of poverty
 - Up to 2 people representing the charitable sector in Aberdeen
 - 1 person representing higher and further education in Aberdeen
 - 1 person representing key interest groups in Aberdeen (that may be appointed for a defined period); and
 - 1 public health professional/practitioner who works in Aberdeen.

This measure taken to include representation at the committee has supported our duty to working collaboratively to end discrimination, victimisation and harassment, improve equality of opportunity and fostering good relations within our diverse communities especially those impacted by poverty and inequality through participation and collaborative working.

Next Steps

- Through the feedback and participation at events, we have found that communities welcome and want more opportunities to participate and network. We will ensure that future events and opportunities are widely communicated to increase awareness and participation.
- Through our consultation process, we found that outcome 3 was welcomed but people found the wording difficult to understand especially if they were not fully active with council initiatives. We will use this feedback to ensure that we use a simple approach to communicating the next outcomes.

4. Equality Outcomes as an Employer (2021- 2025)

The current set of outcomes were approved by the [Operational Delivery Committee](#) on April 11 April 2021, followed by an [Action Plan](#) presented to Staff Governance on 12 April 2021, which then followed by a [progress report](#) was presented to the committee on 8th March 2023. This section has been set out to report on key highlights in progress and our next steps as an employer. Additional information on our workforce data has been included in relevant appendices as part of this report.

We remain proud to be an equal opportunity employer and are committed to welcoming and treating everyone fairly. As an equal opportunity employer, we recognise the benefits that a diverse workforce with different values, beliefs, experiences, and backgrounds brings to the organisation and want to ensure we value and learn from this diversity.

The Equality Ambassadors Network offers a channel for knowledge sharing and consultation from an intersectional approach while our employee equality working groups remain a key driving force in ensuring that our diverse workforce has a safe space to initiate change and improvement in our practices and collectively deliver progress on our equality outcomes. The employee equality working groups are:

- Equality Ambassadors Network
- Age Working Group
- Disability and Inclusion Group
- LGBTQ+ Employee Group
- Race and Religion Working Group (known as RED - Race Equality and Diversity)
- Working Group for Sex as a Protected Characteristic

4.1 Introduction to Employee Information

One of the duties under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 is to gather and use employee information. Employees are required to provide their Age and Sex as part of the pre-employment process when joining Aberdeen City Council—and may choose to additional diversity data at any point during their employment through the Council's HR and Payroll system, CoreHR.

The duty requires the organisation to gather annual information on the composition of its employees as well as annual information on recruitment, development, and retention of employees with respect to the number and relevant protected characteristics of employees. The information must be used to better perform the general equality duty.

The mainstreaming report must include an annual breakdown of the information gathered and must also include details of the progress that the organisation has made in gathering and using the information to enable it to better perform the general equality duty. The employee information in this 2025 Mainstreaming Report comprises the following by protected characteristic as shown in Employee Information in Appendix 4.

- Composition of employees listed from 2020 -2024
- Recruitment information, namely applicants shortlisted applicants and successful applicants for calendar years listed from 2020 -2024
- Development information, namely employees who undertook corporate training in calendar years listed from 2020 -2024

- Retention information, namely employees who left the organisation in calendar listed from 2020 -2024
- Discipline and grievance data in calendar years listed from 2020 -2024
- Gender pay gap data.

In accordance with the requirements stated in the guidance, the above has been produced for the organisation as a whole and in relation to the Education Authority (which comprises teachers and other employees in the Education Service). Appropriate analysis has been undertaken in relation to the figures.

It should be noted that where there were minimal numbers of employees in a category, the actual figure has been removed from the table and replaced with the words 'Under 5'. This is to help ensure that no individual employees can be identified so that confidentiality in relation to sensitive personal data can be maintained. The employee information contained in this report is to be used in relation to the planning of current and future employment equality related initiatives, to make progress towards our Equality Outcomes.

4.2 Existing initiatives

The Council is committed to equality, diversity and inclusion for all current and future employees. The focus on equality, diversity and inclusion remains embedded and is a part of the organisation's current Workforce Delivery Plan.

The Council already has several initiatives and activities which support equality, diversity and inclusion including:

- A range of policies and guidance documents including an equality and diversity policy, flexible working guidance, family friendly policies and guidance, disability in the workplace guidance, supporting carers at work guidance, supporting attendance policy and guidance, transgender equality and transitioning in the workplace guidance, equal pay policy, gender-based violence policy, special leave policy, IVF guidance, and career break policy.
- A robust and fair approach to recruitment and selection, including recruitment and selection guidance and training for managers covering equality, discrimination and unconscious bias.
- A Guaranteed Interview Scheme which includes schemes for disabled people, young people, care-experienced young people and 'New Scots'.
- Flexible and smarter working for many roles across the organisation including options such as part-time hours, term-time, flexi-time, compressed working weeks and annualised hours.
- Support for mental health and wellbeing, including a counselling and occupational health service for employees.

4.3 Aberdeen City Council as an employer (2021-2025)

Employer Equality Outcome 1

Improve the diversity of our workforce and address any areas of underrepresentation, ensuring that there are equal opportunities for all protected groups (with consideration for both internal employees and external applicants), with a particular and prioritised focus on Age, Disability, Race and Sex.

Key Achievements

- 1. Recruitment:** Developed an [Equality, Diversity, Inclusion Recruitment Pack](#) that sets out our commitment to welcoming and celebrating diversity and provides potential applicants with information about their entitlements and also any adaptations to selection processes that can be requested – the pack was developed with our employee equality groups. Pledges clearly advertised on our [MyJobScotland](#) pages for Disability Confident, Carer Positive, Support for [Armed Forces](#), Young Person's Guarantee. The team have also attended various events to promote employment opportunities within communities and to raise awareness of all the different types of opportunities that are available in the Council.
(update pending)
- 2. Developing Diverse Leaders:** We have engaged in more activity to promote interest and diversity and leadership level. The Aspiring Leadership programme which aims to develop confident, communicative, and strategic leaders who are committed to growth, empathy, and innovation within our organisation. 12 staff undertook the Aspiring Senior Leaders Programme 2023-24 and 20 staff are currently undertaking the Aspiring Leaders 2024-25 programme.



Figure 9: Promoting recruitment at the Aberdeen Mela

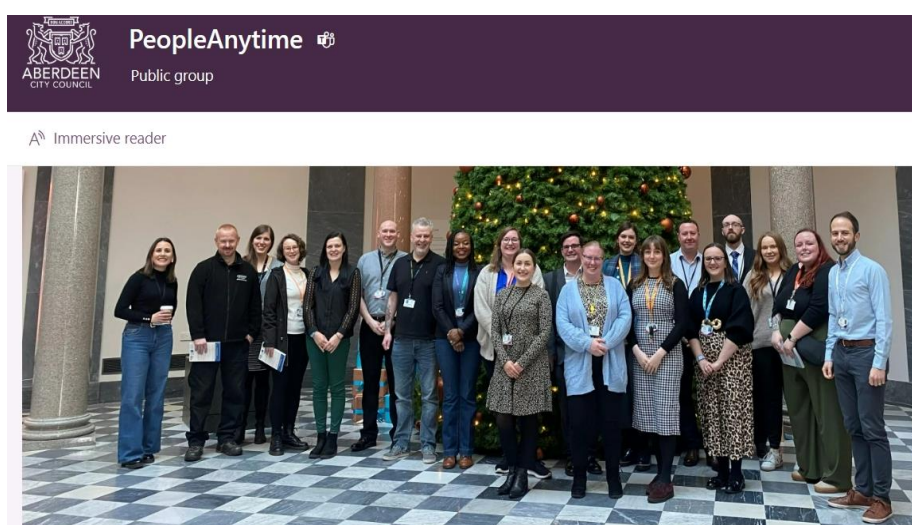


Figure 10: Our Aspiring Leaders 2024-2025

The **Accelerator Scheme** offers additional support and positive action for those with protected characteristics –to increase their confidence and improve their participation in the in leadership schemes that are offered to all eligible employees.

Similarly, the ACOSVO is another programme employees have had the opportunity to undertake a leadership exchange programme. 15 staff have accessed the ACOSVO Leadership exchange since 2021. These leadership programmes are targeted to improve our equality of opportunity and diversity of representation at leadership and senior level and encourage more internal talent to apply for senior posts.

3. **Policy updates:** The [EDI Policy](#) was refreshed and approved in 2024 giving a comprehensive guide to our commitment to EDI, adopting Scottish Government recommendations and reflecting the needs of our citizens. The Smarter Working Guidance was also reviewed, and a new Flexible Working Policy and Guidance was approved at Staff Governance Committee in January 2025.
4. **Scrutiny and outcomes:** We have used feedback from various council committees to ensure we are using the feedback to develop new actions. We are in the process of planning more in-person training sessions on Unconscious Bias, Cultural awareness training and publish our draft guide on terminology we use as an employer and public service provider.
5. **Accessibility:** Our internal EDI hub was launched and is the home to information and resources for all staff on various topics on equality. All our employee equality groups contribute articles and information to share information available to all council employees with access to the intranet. Where digital technology uptake is low, critical information is shared through printed copies of information delivered to various council sites.
6. **Developing new talent:** Recruitment has improved through Developing the Young Workforce initiatives. Programs like Apprenticeship Programme, Career Ready Programme, and ABZ Employability Pathways Programme allow us to engage diverse young people in the city. These programs offer work experience, support networks, and development opportunities, making a career with Aberdeen City Council appealing.
7. **Star Awards:** We celebrate our staff through our internal awards where employees are celebrated for championing Equality Diversity and Inclusion, Rising Star and Trainee Apprentice / Student of the Year.
8. **Equality Working Groups:** the working groups have been actively working on activities, communications, promotions and events which further promote equality, diversity and inclusion in the workplace. Each group has contributed to articles and information hosted on the Equality, Diversity and Inclusion hub and remain pivotal in consulting on some of the policies and activities.
9. **Equality Diversity and Inclusion:** A virtual team site for Equality, Diversity, and Inclusion (EDI) has been established to facilitate cross-organisational collaboration on EDI initiatives. This site focuses particularly on employee outcomes and action plans. Additionally, a Diversity and Inclusion calendar has been developed to capture a variety of events, celebrations and observation dates to help promote awareness across all characteristics.
10. **Pronouns** - Employees have the option to add their pronouns to their email and CoreHR has been updated to allow employees to select Mx as their title. This enhances our commitment to being an inclusive employer with focus on sex, gender reassignment and sexual orientation.

Next steps

- We recognise that more needs to be done to encourage employees to share their equality data so that we have a solid evidence-based approach to developing our future workforce policies and strategies. We will increase our campaigns on data completion and raising awareness about how we use such data.
- We will address the gaps in our training needs to ensure we maintain current knowledge and understanding of equality agendas.
- We will remain committed to building a diverse workforce with people from a wide range of backgrounds, perspectives, and experiences, who are valued for their unique contributions in an environment that is respectful, supportive and free of discrimination, harassment or bullying.
- The Scottish Parliament's Equalities and Human Rights Committee inquiry of 2020 has highlighted the persistent issues that impact on outcomes for minority ethnic people in Scotland moving into, staying in and progressing in employment. Their recommendations below highlight both systemic issues perpetuating race inequality in recruitment practice and in the workplace, as well as the need to improve practices such as the gathering and analysis of workforce data to inform action plans and determine measurable outcomes:

'The Committee recommends that all public authorities subject to the Scottish specific Public Sector Equality Duty should, as a minimum, voluntarily record and publish their ethnicity pay gap and produce an action plan to deliver identified outcomes.'

We are in the process of developing our draft Race Equality Policy led by our Race and Religion Equality Group (RED).

- A review of all training has been undertaken as part of the wider corporate commitment to Equality, Diversity and Inclusion. Observations by the equality groups have noted that there is not enough training about Gypsy / Travellers or on religion, faith and belief. We will seek to improve our offer on training around these topics.
- Recruitment: Youth feedback suggested they were unaware where they can look for jobs with the council. We will promote the use of [Jobs | Aberdeen City Council](#) and share more opportunities through social media which was the preferred choice of interaction.

Employer Equality Outcome 2

Ensure that all of our employees who have protected characteristics feel fully valued, safe and included at work, with a particular and prioritised focus on Age, Disability, Gender reassignment, Race, Sex and Sexual orientation.

Key Achievements

1. **Mentoring and Coaching:** Through training and continuous development, we have developed an ACC Coaching Bank of 24 trained coaches. 16 new applications have been received to become a Mentor, and 12 of our new Aspiring Leaders have also been paired with a Mentor for 2023/24 and 20 Aspiring Leaders have been paired a mentor for 2024-2025.

- **Reasonable Adjustment Passports** - allows employees to work go through the process of setting up reasonable adjustments in the workplace taking in to account their situation and records this in a safe and secure environment. The passport is held digitally in the employees file which ensure should the employees manager change , or should the employee move roles within the organisation that the passport stays with the employee and a new manager can access the information quickly. This prevents employees from having to go over sharing the same information again and again and improved continuity as well as reduces the impact of having to share such personal information.
- **Communications and campaigns:**
Gender specific targeted initiatives e.g. women's health campaigns, menopause awareness, disability awareness around specific issues and accessing grants as well as signposting to specialist organisations and other sources of support, including local services .
 - **Domestic Abuse campaigns** – we developed an organisational protocol for any women coming forward to disclose they were experiencing domestic abuse so that managers could have confidence to support them and assist then in signposting to relevant services that could but also so they could create a safety plan and share a 'safe' word "Ask for Angela" campaign should require immediate assistance.
 - **Physical Health Campaigns** – Age and Gender specific programmes - working in partnership with Sport Aberdeen to offer tailored programmes which ensure that all women as well as minority groups feel comfortable to come forwards and participate in initiatives e.g. taster classes specifically for women etc.
- **Employee Assistance Programme** – offers advice specifically around issues like Domestic Abuse, anxiety, depression with a person-centred approach.
- **Employee Online Peer Support Groups** – Within our workforce, interest specific support groups have been active like the Menopause Group, Neurodiversity Group – creating a safe space for employees to seek advice and support from each other on best practice and a place to gain ideas for finding the right support for them in the workplace
- **Capability Framework:** The refreshed [Capability Framework](#) shaped by the five Guiding Principles – Purpose, Pride, Team, Trust and Value and is structured into four levels reflecting the increasing levels of responsibility and complexity of roles within the organisation. To help employees meet capability expectations, we developed The Learning Academy, an online platform offering various self-led, team-based, and facilitated workshops. These resources are tailored to different levels of the capability framework, providing opportunities for upskilling.
- **Disability and employment:**
The Disability and Inclusion Group is led by 16 employees, who promote the visibility and rights of colleagues with disabilities to create a more inclusive and accessible work environment and keep advancing initiatives that support employees. The group have been active in providing feedback and guidance on terminology, on good practice and highlighting awareness days epilepsy Day, Parkinsons week, Tourette Awareness, Neurodiversity week.

The Employability and Skill Team –ABZ Works has commissioned a study with Rocket Science to explore barriers to employability support for disabled people. The aim is to identify gaps in service provision and shape employability programmes for individuals with a disability or parents with a child with a disability.

- The **LGBTQ+ Group** has 18 employees who promote LGBTQ+ equality across the organisation. The group meets monthly with a focus on ensuring the language used across the organisation is inclusive, promoting LGBTQ+ events throughout the year, attending LGBTQ+ training from 4Pillars and participated in Grampian Pride’s march in 2023 for the first time. In 2024 the group wished to hold a stall at Grampian Pride providing information about Aberdeen City Council’s focus on ED and I during recruitment and for their employees, discussed opportunities available across Aberdeen (job vacancies and community initiatives) and promoted safe sex in partnership with NHS Grampian.

Next Steps

- The Employee Experience survey has highlighted areas that could benefit from more training and awareness. These will be captured as part of our new action plan that will be developed by September 2025.
- Work is being progressed to develop our Zero Tolerance Policy and will be published on our website and promoted through social media.
- As our workforce is made up of 70% women, we will ensure adequate support is in place from women through the development of a menopause policy and pledge

Survey Highlights

We encourage and support equality of opportunity across the organisation where everybody can be their true selves and thrive.

The first step in taking action to address inequality as an employer is understanding our workforce and their lived experience in the workplace and the extent to which our commitment to Equality, Diversity and Inclusion is visible and genuine to them.

In 2024 we conducted an employee experience survey, which sought to understand the experience of employees through the lens of protected characteristics, and also the perception of Aberdeen City Council’s commitment to Equality, Diversity and Inclusion. The survey was divided into various sections, and 22 questions asked around Equality, Diversity and Inclusion. The full results are available to see in Appendix 2 as part of our Employee Survey Analysis and the are presented below:

1. Increased diversity and inclusion have a positive impact on our culture and productivity.
2. Aberdeen City Council provides adequate support for employees with protected characteristics.
3. The council takes equal opportunities seriously.
4. Aberdeen City Council clearly communicates its commitment to equality, diversity and inclusion as an employer.
5. Aberdeen City Council actively promotes the diversity of its workforce in its internal communications.

6. Internal communications are available in accessible formats for all.
7. I am aware of Aberdeen City Council's Equality Ambassadors and Staff Equality Networks.
8. I know how to access and participate in internal equalities activities at Aberdeen City Council.
9. I am aware that Aberdeen City Council works in partnership with Trade Unions.
10. I know how to access and participate in Trade Union membership and activities at Aberdeen City Council.
11. There are opportunities to progress within Aberdeen City Council.
12. All employees have fair and equal access to the promotion and development opportunities in Aberdeen City Council.
13. Aberdeen City Council is doing enough to bring diversity into the organisation through recruitment.
14. Aberdeen City Council's recruitment process is accessible and inclusive to all.
15. Diversity is visible and encouraged in Aberdeen City Council's recruitment campaigns.
16. Aberdeen City Council provides adequate equality, diversity and inclusion training for employees.
17. Managers and leaders are well trained and educated about EDI standards and best practices
18. There are effective knowledge and skill-sharing processes between different ages in our workforce.
19. I have skills and knowledge in the Gaelic language.
20. I have skills and knowledge in British Sign Language (BSL).
21. There is a clear commitment to enhancing workforce diversity and addressing underrepresentation in my service area.
22. I feel confident discussing any issues related to any protected characteristics I may have with my manager.

Further narrative on these findings have been included in the 'Employee Survey Analysis – A focus on Equality Diversity and Inclusion Questions' in Appendix 2.

5. Equality Outcomes as an Education Authority (2021-2025)

5.1 Education Equality Outcome 1

Increase access to information by ensuring communication barriers are removed for children, young people and families who are disabled.

Key Achievements

1. All young people with additional support needs have either a low- or high-tech communication aid which allow them to communicate and engage in learning.
2. Central officers are working with local charities to provide in person information sessions for families with young people who have additional support needs.
3. Our Fit Like service continues to support families to access support from third sector providers.
4. All schools have a CIRCLE lead who has facilitated a review of learning environments which has led to improved quality and accessibility.
5. Our Educational Psychology Service has trained over 50 Emotional Literacy Support Assistants to provide support to young people.

6. Work has begun to bring together all information relating to support for additional support needs together in a single accessible website.
7. The broadening of the offer at senior phase has created a wider range of pathways for all.
8. Both Orchard Brae and Bucksburn wing have held Futures events that provide information on post 16 transitions.
9. Orchard Brae Connect offer support, information and training sessions to all parents of children with ASN.
10. Local employability Partnership (LEP) conference was held in December 2024, based on independent research by Rocket Science, the aims to understand barriers, support requirements and how information could be shared effectively
11. The city-wide parent forum meets frequently to address issues relating to communication in a timely manner. Committee members highlighted communication as part of the action plan for the Parental Involvement and Engagement Plan
12. Bucksburn Academy ASN Wing continue to work towards achieving Makaton friendly status with members of staff identified to undertake Makaton, and Talker training. Orchard Brae School staff are part of a national group, developing materials to support practitioners build their knowledge and skills to support pupil voice and agency for those learners with complex additional support needs.

Next Steps

- The new Parental Involvement and Engagement Plan was approved by committee in November. An underlying action plan is now being used by officers to meet the priorities which were outlined. Communication has taken precedence as highlighted by committee members

5.2 Education Equality Outcome 2

Increase the feeling of trust and belonging to schools and communities by reducing bullying of those with protected characteristics, race, disability, LGBT.

Key Achievements

1. Our anti bullying policy and guidance for schools has been updated and this is supporting more consistent recording of incidents across the city.
2. All Schools using SEEMIS Bullying and Equalities Module (BEM) to record bullying incidents.
3. All incidents are tracked and reviewed by a central officer to inform next steps.
4. 28% of young people surveyed who had experienced bullying felt incidents had not been dealt with well.
5. Bright spots survey identified that 99% of the 11-17 year old care experienced young people, felt they had an adult who they trusted and who sticks by them no matter what.
6. Almost all schools are engaging with Time for Inclusive Education to increase staff understanding of young people with protected characteristics.
7. 400 teaching staff across 55 education settings have completed Stage 1 of the Time for Inclusive Education E-Learning Module.
8. Schools continue to work through the LGBT Charter programme.
9. 4 Pillars have delivered LGBT training to 140 staff ensuring that there are key staff in our schools who are well placed to support our LGBTQIA+ communities.

10. In line with national guidance, all secondary schools are reviewing existing programmes with a view to register on the Equally Safe in School website. Bucksburn Academy are engaging with Equally Safe at School (ESAS) as one of the Pilot schools. The experiences from this will support further schools participation with the programme.

Next Steps

- Support trained staff to deliver courses in their own schools and across the city ensuring sustainability.
- All incidents of gender-based violence will be tracked and reviewed as part of the ongoing audits into bullying incidents over session 2024/25. This will support the collection, monitoring and review of the data.
- Schools will review their Relationships and Sexual Health and Parenthood curriculum to ensure it includes learning about equalities and gender-based violence.
- A Scottish Government pilot of a primary version of Mentors in Violence Prevention is currently running in selected central belt schools; this will be rolled out nationally in session 25/26.

5.3 Education Equality Outcome 3

Reduce number of exclusions for children and young people with disabilities.

Key Achievements

1. Exclusions for young people with a disability have been reduced by 15%.
2. No exclusions have been recorded at Orchard Brae school.
3. There has been a steady reduction in the number of exclusions of ASN pupils attending Bucksburn Academy.
4. In order to support further reduction in the numbers we have implemented a programme of de-escalation training for all staff in schools and reviewed and updated planning and support packages in place for young people who display distress or dysregulation.

Next Steps

- Include de-escalation training as part of mandatory training at induction for all staff working with children and young people.
- Continue to track reasons for exclusions to ensure appropriate interventions are in place to support young people.

6. Equality Outcomes as a Licensing Board

Aberdeen City Licensing Board is a relevant public body under the 2010 Act hence the Board is required to prepare and monitor the progress towards achieving Equality Outcomes in terms of Regulation 4 of the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012. The Board published their Equality outcomes in April 2021. In April 2023 the Board published a report, in accordance with its legal duties, on the progress towards achieving those outcomes.

The Licensing Board must publish progress on mainstreaming and a new set of outcomes by April 2025.

6.1 Aberdeen City Council Licensing Board (2021-2025)

Licensing Equality Outcome 1

Developing the Licensing process to ensure fair access for all, including the development of electronic applications and payments and the implementation of hybrid Licensing Board meetings.

Key Achievements

1. All meetings of the Licensing Board are now hybrid. Meetings are now held in either the Council Chamber or Committee Room 2 which allows access to the relevant equipment to allow participation in hybrid meetings since 2022.
2. The hybrid model of meetings has offered applicants, representatives and Board Members the choice and flexibility to attend meetings in-person or remotely online.
3. The Council Chamber and Committee Room 2 are accessible to wheelchair users and persons with restricted mobility as there is a lift located close to the entrance to the building, which itself has wheelchair accessibility outside.
4. Meeting rooms have hearing loop facilities for persons with hearing impairment who use hearing aid devices.
5. Electronic Applications and Payments. In addition to accepting applications by post, applications can be sent by email. Payments in respect of applications can also be made electronically on the Council's Civic payment portal offering more choices on how payments can be made.

Licensing Equality Outcome 2

Licensing Board works in partnership with a range of stakeholders to ensure the most effective decisions are made to meet the aims of the Board and also works with license holders and other Council services to support positive behaviour on and around license premises.

Key Achievements

1. The Licensing Board published a new [Statement of Licensing Policy](#) in November 2023. The Policy gives the Board a solid framework to make the right decisions at the right time, always with the five licensing objectives at the forefront of their thinking. The Policy also sets out what the Board expects of licence holders. The Board carried out a consultation on the Policy and a range of stakeholders contributed to its development.
2. The Local Licensing Forum keeps the operation of the Licensing (Scotland) Act 2005 under review and gives advice and makes recommendations to the Licensing Board. The Board

must have regard to any advice given, or recommendations made by the Forum, and where the Board decides not to follow the advice or recommendation, it must give the Forum reasons for the decision.

3. The Board and Forum hold a joint meeting on an annual basis.
4. The Board works with a range of stakeholders on an ongoing basis. The stakeholders include Police Scotland, Grampian Health Board, Scottish Fire and Rescue Service, Community Councils, and licence holders.
5. Licensing Standard Officers (LSOs) work with licence holders to ensure compliance with licence conditions and to promote good practices in and around licenced premises. The LSOs work with a range of partners including but not limited to Police Scotland, Environmental Health and Trading Standards. LSOs will carry out inspection visits to licensed premises and where necessary can issue compliance notices and report to the Licensing Board any concerns they may have about a particular premises.

Next Steps

The next steps will be determined by the Licensing Board and will be reported on as part of the progress report in 2027.

7. Setting our outcomes for Mainstreaming Equality – looking ahead 2025-2029

Specific duty regulation (Regulation 4) as set in the Equality Act stipulates that listed authorities should take reasonable steps to involve persons who share a relevant protected characteristic and any person who appears to the authority to represent the interests of those persons; and should consider relevant evidence relating to persons who share a relevant protected characteristic.

7.1 Methodology

To develop our next set of outcomes, we have reviewed our progress against our current outcomes to understand what has gone well and what can be done better. We have also looked at what will be achievable within our resources.

1. We have also considered available local and national equalities evidence,
2. We reflected on our previous equalities work to establish if it is still fit for purpose,
3. We have undertaken extensive community engagement, through surveys, in person and online meetings with groups within our communities.
4. We have used feedback from our employee equality working groups and responses from our recent employee survey to address trends and needs.

7.2 Proportionality and relevance

The outcomes have been set based on proportionality and relevance to focus on areas where there has been persistent inequality and will support us in advancing the needs as stated in the General Duty within the restraints of public spending.

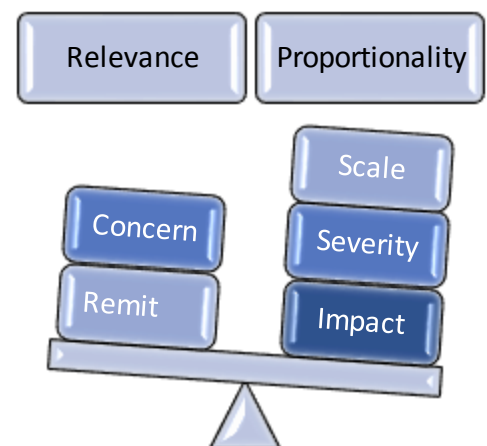
Scale of how many people are being affected by the issue and how it impacts their own positive outcomes.

Severity – does it add to inequality for specific groups and what is the risk associated.

Concern – is it a significant issue to the communities?

Impact – is the situation getting worse and is there more that can be done to improve better outcome chances?

Remit – is this something we can do as a public authority and within the given restraints of public spending?



7.3 Participants

As part of the process, attended information sessions by the Scottish Government and Equality and Human Rights Commission to shape our outcomes. We have also worked with several groups to ensure there was a diverse spread of individuals we engaged with to assess our progress and to develop new outcomes. Some of these groups included but are not limited to:

- 4Pillars (LGBT+ and other intersecting characteristics)
- Aberdeen Deaf Club (Disability and other intersecting characteristics)
- Aberdeen Youth Movement (Age- Youth and other intersecting characteristics)
- Black and Scot (Sex, Race and other intersecting characteristics)
- Various Community events (All characteristics)
- Disability Equity Partnership (Disability and other intersecting characteristics)
- Deafblind Scotland (Disability and other intersecting characteristics)
- Diversity Bridge SCIO (Race / Religion and Belief and other intersecting characteristics)
- Aberdeen City Council Employee Equality Ambassadors Network (All characteristics)
- Grampian Regional Equality Council (All characteristics)
- Shopmobility Aberdeen (Age, Disability and other intersecting characteristics)
- Silver City Surfers (Age – Older and other intersecting characteristics)
- Internal Staff Equality Groups and Networks (All characteristics)
- Attendees at the vaccination centre (All characteristics)
- Young Ambassadors Network (Age – young and other intersecting characteristics)
- Fountain of Love (Race / Religion and Belief and other intersecting characteristics)
- Aberdeen Action on Disability (Disability and other intersecting characteristics)

7.4 Internal/external drivers

We have aligned ourselves with some of the recommendations of the [race and ethnic disparities report](#) as part of our overall outcomes with the aim of:

- Building trust between our citizens to whom we provide information and services
- Promoting fairness to improve opportunities and outcomes for employees, individuals and communities
- Creating agency and means of participation so that citizens can have more involvement in decisions that impact their lives
- Achieving meaningful and genuine inclusion so that everyone feels they belong and are safe.

8. Proposed Outcomes for 2025- 2029

8.1 Proposed draft outcomes as a service provider (2025 -2029)

Proposed refreshed outcome:

Equality Outcome 1: All people can access information and services, with systemic, social, and physical barriers identified and minimised.

Rationale:

The feedback received via the survey and engagement highlighted that there remain areas for improvement to include support for vulnerable groups, providing clear instruction and guidance on what information is available and how people can access it. More detail on responses have been included in Appendix 2.

Proposed Outputs:

- We will improve how we collect, analyse and utilise data to gain a better understanding of barriers to accessing information and services. Improved data will support a better understanding of systemic barriers disadvantaging specific groups. This will help us to work collaboratively and tackle inequalities more efficiently. We will focus on Age, Disability, Race and the interactions with poverty.
- By September 2025, we will co-develop and share sustainable and achievable action plans
- We will communicate widely any changes to critical processes we undertake
- We will improve on sharing results and outcomes of consultation and engagement exercises
- We will develop more data dashboards that will allow us to disaggregate data and better understand the impact of intersectionality.
- We will update and better promote internal guidance to employees on inclusive language, accessibility and alternative formats.

- We will co-develop inclusive resources with staff and with community members to help individuals understand our processes.
- We will promote opportunities for employment, volunteering and training within focussed communities
- We will increase our use of social media and other communication channels to share events and opportunities to get involved.
- We will offer more training and awareness for staff to reinforce equalities considerations when creating/promoting consultations

Proposed new outcome:

Equality Outcome 2: All people can participate and help shape decisions that affect them

Rationale:

Key issues that were highlighted as part of the engagement and consultation highlighted communication issues to include accessing information digitally or through other sources, navigation of website and challenges with long waiting times on calls or getting responses to email messages. Feedback also highlighted that communication needs to be improved so that people know how their contribution in surveys and consultations are being used to make decisions.

Proposed Outputs:

- We will examine best practices and innovative methods for involving Lived and Living Experience, ensuring those facing the worst inequalities can participate.
- We will provide multiple channels for participation, including online platforms, face-to-face meetings, and written submissions, making sure that people with different abilities and resources can engage effectively.
- Our efforts to engage will focus on diverse communities and intersectionality, ensuring that we reach and communicate proactively with underrepresented groups. This will be inclusive of ethnic minorities and people with disabilities, as well as people facing socio-economic disadvantage.
- We will maintain open lines of communication, keeping the public informed about the consultation process, key milestones, and how their input is being used. Regular updates will be shared via our website, social media, and community news bulletins.
- We will regularly evaluate our processes, seeking feedback from participants to identify areas for improvement and ensure that the process remains effective and inclusive.
- We will strengthen work with partner and community organisations to make sure processes are inclusive.

Proposed new outcome:

EO3: Aberdeen City Council will develop inclusive infrastructure that meets the need of people who use it.

Rationale:

Places and spaces need to be accessible and inclusive for the people living in Aberdeen.

Improving public services such as libraries, pavements, and improving amenities and council facilities across the city were issues communities felt that could be improved on.

'Roads, Transport and Parking' had the highest number of respondents disagreeing with the statement that 'I can easily access the following goods and services' at 48% disagreed and strongly disagreed.

Issues with the efficiency of council services, such as delays in processing applications and lack of follow-up on reported issues were also raised. Respondents also shared experiences of navigating what they found to be complicated procedures in accessing services and information.

We will work collaboratively with the wider city plans to ensure inclusion remains a part of their service area activities.

Proposed outputs:

- Inclusive infrastructure considers physical, social, cultural and procedural aspects of our daily operation. We will focus on Disability, Age, Race, Sex and Sexual Orientation.
- We will implement the Social Model of Disability, which understands disability as resulting from barriers created by our buildings, processes, systems, and culture, rather than being caused by an individual's impairment. Our focus will be on but not limited to Age, Disability, Race and Sex.
- To meet this outcome, we will assess and implement communication strategy to share why equalities data is requested and how we use it to inform better decision making that is inclusive.
- By 2027, we will undertake a review and report back to understand the impact of infrastructure and the relation between inequality. Our focus will be on but not limited to Sex, Disability, Sexual Orientation, Gender Reassignment.
- We will work with all our services to identify improvements in our process to support

8.2 Proposed draft outcomes as an Employer (2025 -2029)

Proposed new outcome:

Equality Outcome 1: Our workforce is as diverse and representative of the city we serve, with a focus on sex, disability, race and sexual orientation.

Rationale:

Along with the feedback from our employee equality groups, employee survey, we have also considered census data and our internal staffing reports to ensure our work force is diverse and representative of protected characteristics.

Proposed outputs:

- We will take forward a range of actions that will deliver cross cutting and intersectional improvements alongside specific activity focussed groups where appropriate to develop diverse leaders from our workforce.
- We will implement a continuous improvement approach to enhance delivery and outcomes for improving leadership diversity with an intersectional focus on Disability, Sex and Race.
- We will continuously review our recruitment statistics and address under-representation through positive action at leadership levels.
- We will develop our social media promotion of equality, diversity, inclusion.
- We will develop promotional material to promote Aberdeen as a city to live and work and attract candidates nationally. In our promotion of vacancies, highlight if the role has the ability to work flexibly, including hybrid, to potentially increase the candidate pool.
- Continue to train new recruiting managers and refresh the capabilities of experienced recruiting managers in unconscious bias, as part of Recruiting and Selection Training for Managers.
- We will increase awareness of Accelerator scheme for all development opportunities.
- We will focus on addressing occupational segregation through Workforce Planning.

Proposed new outcome:

Equality Outcome 2: Employees feel their voice and experience is heard, valued and helps shape decisions that affect them.

Rationale:

As part of the employee survey, 13% disagreed to the question of 'I feel respected and included as an employee'. 56% agreed that the council has good ways of keeping us informed. Our drive is to improve value and respect within our workforce.

As the need for lived experience and the right increasing emphasis on inclusive communication, this outcome will improve participation and informed decision making.

Proposed outputs:

- We will improve how we gather and act on the experiences of our workforce.
- We will expect managers and leaders to actively seek out, listen and respond to workforce who are facing challenges.
- We will actively seek out, listen and respond to employee voice to identify barriers and challenges.
- We will engage with our equality working groups to engage and co-create policies and strategies. Employees are involved from the start.
- Communications are accessible, show diversity of voice and experience
- We will improve how we collect, analyse and use equality data and information about our workforce.
- We will raise awareness of opportunities to participate in workforce decision making, such as through our Equality Ambassadors, Equality Working Groups.

- We will assess the impact of actions taken through equality groups and employee experience surveys – and act on our learning to ensure all employees feel valued and included.
- Employees feel safe and empowered to report any incidences or cultures that are not aligned to equality agendas – through clearly available anonymous reporting and other channels.
- We will improve our internal training and communications for managers and employees to increase awareness and capability on EDI.

8.3 Proposed draft outcomes as an Education Authority (2025 -2029)

Equality Outcome 1: Pupils with disabilities will experience better access to services that meets their needs through more frequent and systematic involvement in the design of service delivery across the council.

Equality Outcome 2: Young people and families will have improved access to the resources needed to support their mental health and wellbeing.

Equality Outcome 3: Staff, children and young people will have a greater awareness of how they can support equality through delivery of curriculum.

8.4 Proposed draft outcomes as a Licensing Board (2025 -2029)

The Licensing Board outcomes have been set and will be considered by the Board in April 2025.

Licensing Outcome 1

Review and maintain the licensing process to ensure fair access for all, including the continuation and development of hybrid Licensing Board meetings.

1. The Board will monitor and review its application forms and standard documentation regularly to ensure that these are as accessible as possible and continue to hold hybrid Licensing Board meetings in so far as is possible.
2. The Board will seek to ensure through its Questionnaire (attached to the Board's application forms) that its services are accessible to everyone who lives in Aberdeen and beyond, including persons with protected characteristics.

Licensing Outcome 2

The community of Aberdeen City are able to engage effectively in the exercise of the Board's licensing functions.

1. The Board will seek to identify any issues arising in connection with persons with protected characteristics which are identified through partnership working with the Licensing Forum in order to monitor and address such concerns, as appropriate.
2. The Board will seek to ensure that the service it provides offers equal opportunity for engagement by persons with protected characteristics.

9. Next steps:

- Following approval, our final report will be published [Equality Outcomes and Mainstreaming Report | Aberdeen City Council](#) by April 2025.
- We will also publish a summary of the report that is easy to read.
- We will also publish an Easy Read version of the new outcomes
- We will produce a summary version of the report in British Sign Language.
- We will have more engagement sessions to co-create and develop effective action plans to help us collectively reach the equality outcomes.
- Present Action Plans to relevant committees
- A progress report will be presented to committee by April 2027.

Appendices

Appendix 1: Equality Outcomes Mainstreaming Report 2021 - 2025

Appendix 2: Community Engagement and Survey Analysis

Appendix 3: Employee Survey Analysis

Appendix 4: Employee Information

For any enquiries about this document or if you require alternative formats:

Please contact:

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British Sign Language (BSL) users can contact us direct by using [ContactSCOTLAND-BSL](#)

Aberdeen City Council Equality Outcomes Community Engagement and Survey Analysis



Contents

Introduction.....	3
Breakdown of number of respondents	4
Highlights.....	Error! Bookmark not defined.
Analysis Methodology.....	4
Qualitative Data Analysis	5
Demographics of respondents	6
Key Findings from Survey	Error! Bookmark not defined.
Consultation and Engagement Summary	Error! Bookmark not defined.

Introduction

What is an Equality Outcome?

Equality Outcomes are defined as, ‘the results intended to achieve specific and identifiable improvements in people’s life chances.’


Aberdeen City Council’s survey on Equality Outcomes ran from 23rd December 2024 to 3rd February 2025. The consultation was carried out online using the Commonplace as a platform to host the survey.

Paper copies were made available and where requested along with the offer for support to complete the survey and requirement for alternative formats.

The questions were similar questions that were used to develop the current set of outcomes from 2021-2025 and were asked again to measure our progress against the outcomes. New questions were also included to understand what the persistent issues are and what should our focussed priorities be on.

Focus groups were held and open to all members of the public and were advertised as part of the survey and were contacted directly by email and social media.

Aberdeen City Equality Outcomes



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Cancel

Dates

30/01/2025

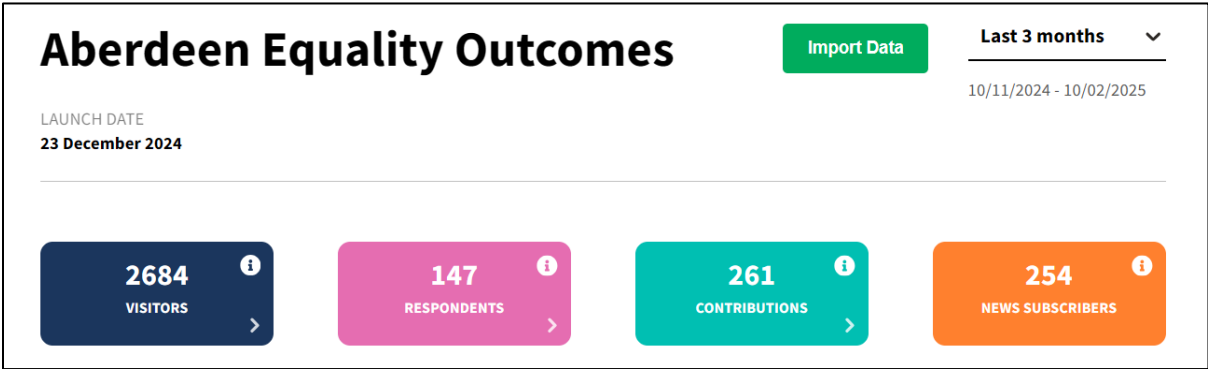
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Marischal College

Breakdown of number of respondents

In total, the consultation received 261 responses. Equality information was collected as part of the survey and included questions on Age, sex, sexual orientation, trans history, ethnicity, religion or belief, marital status, disability and caring responsibilities. These questions were optional so not everyone would have responded to the questions.

The [protected characteristics](#) as defined by the Equality Act 2010 are: Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.



Visitors: The data dashboard from the survey platform showed that the survey had 2684 visitors who would have engaged with the survey – this could be gone through the questions, landed on the main page or took part in the survey.

Respondents: refers to individuals who completed the survey and have a unique email address through their commonplace account.

Contribution: refers to the number of completed surveys.

New subscribers: refers to the number of people who have signed up to receive more information from Commonplace Surveys.

Analysis Methodology

The data from the Common Place dashboard was extracted as a MS Excel file format to be transformed into a PowerBi dashboard. The dashboard has been developed by our colleagues in the Data and Insights team to ensure that information was analysed using guidance and advice.

Similarly, the anonymised data has also been analysed by Grampian Regional Equality Council to ensure that the survey responses have been analysed and verified by independent sources too.

Qualitative Data Analysis

To ensure that the comments were analysed in a meaningful way to understand what the main issues and challenges are being faced by communities, we got guidance from the Data and Insights team and worked with their adapted Framework Analysis approach.

This Framework Analysis approach is a qualitative research method that provides a structured approach to qualitative analysis and helps to identify patterns, themes and relationships in the data

There are several general steps in a Framework Analysis, including:

1. Familiarisation with the data
2. Coding (identifying themes and sub-themes)
3. Charting
4. Mapping and interpretation (understanding relationships within and between themes and sub-themes)
5. Reporting

Comments received on each of the options were inputted into Excel. The framework approach was followed, firstly through familiarisation with the data, whereby the Equalities team read all comments received. The remaining Framework analysis steps, coding, charting, mapping and interpretation and reporting, were then applied

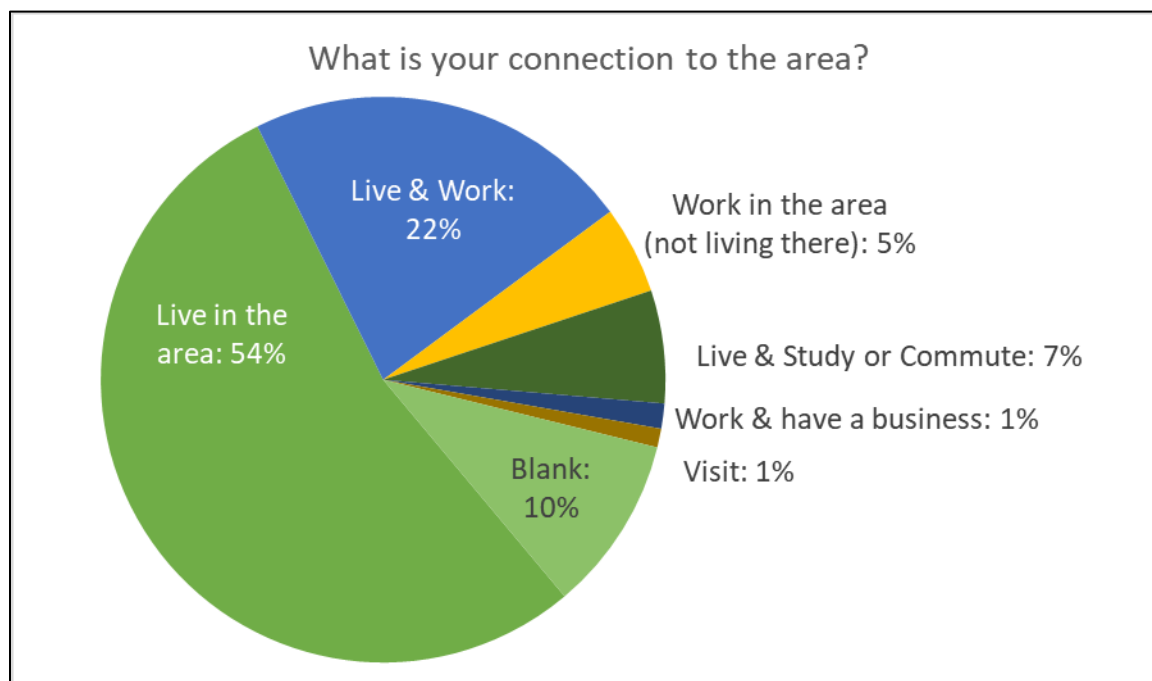
By grouping similar types of comments and suggestions, a range of response sub-themes emerged from the comments within each group of options. Once, the sub-themes were identified for each group, these were further refined so the prevalent issues were identified.

How will this data be used ?

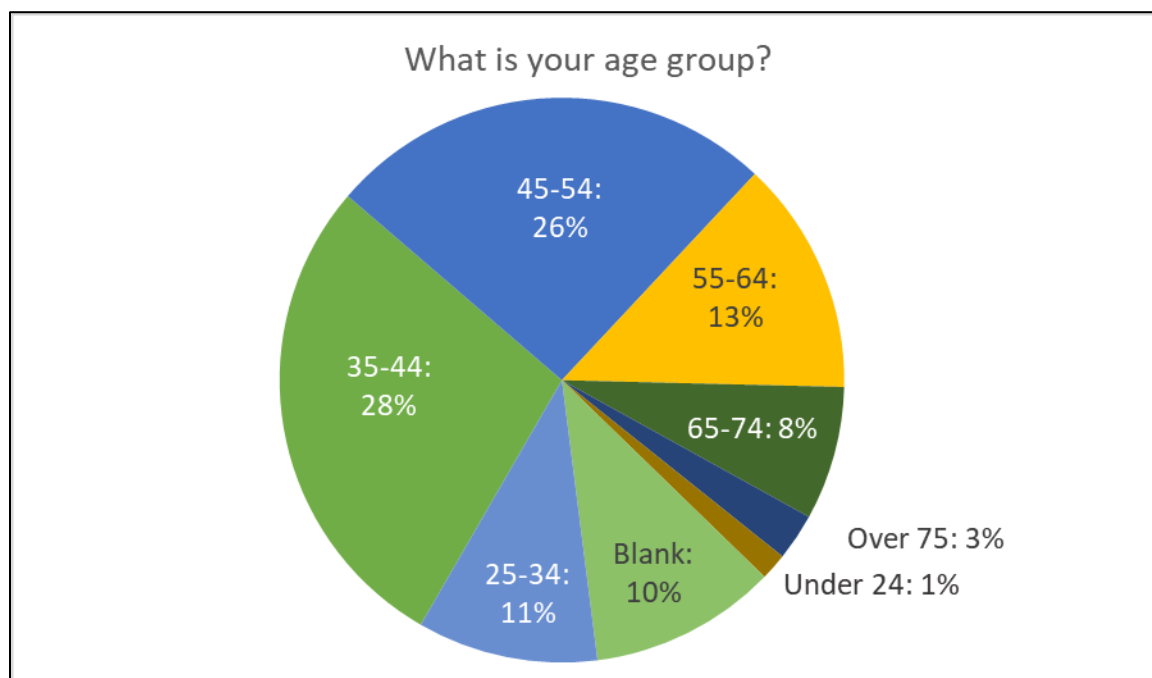
The data gathered as part of the survey and engagement sessions has been used to measure our progress against current outcomes from 2021- 2025 and seeking areas of where there is under performance or under representation to develop a new set of outcomes that will help us focus our priorities in 2025- 2029.

For more information about Equality Outcomes, visit [Equality Outcomes and Mainstreaming Report | Aberdeen City Council](#)

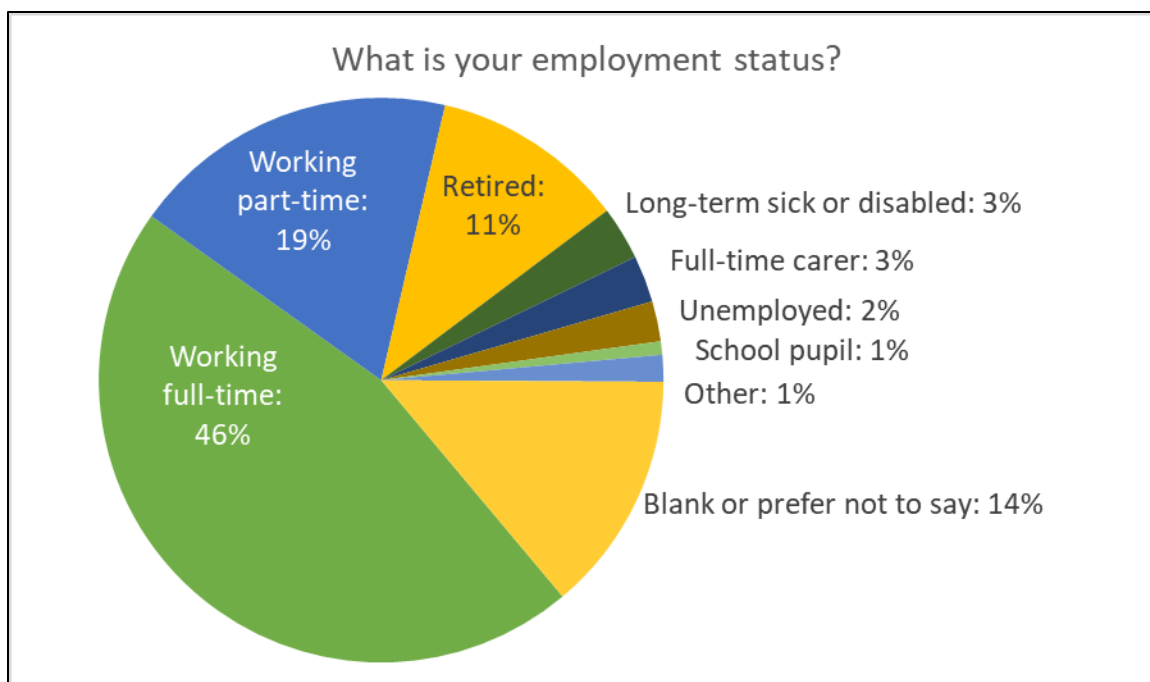
Demographics of respondents



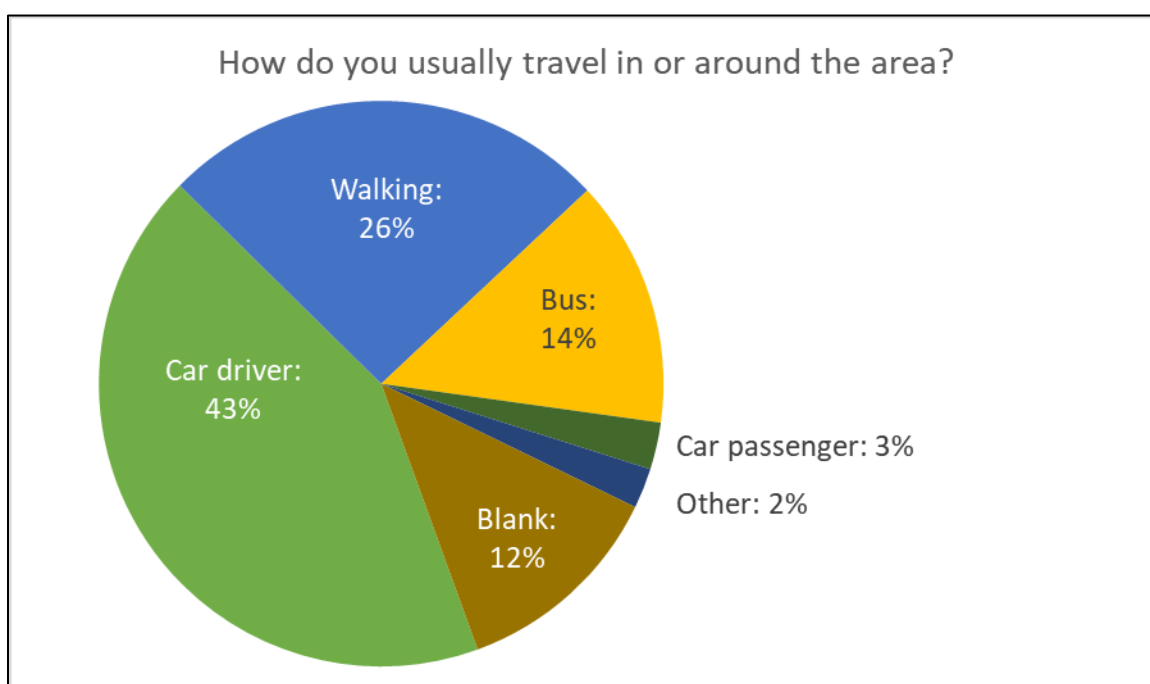
- A total of 233 individuals responded to this question, with 315 answers (some respondents selected more than one option). 28 participants left this question blank. More than three-quarters of participants lived in Aberdeen, with almost all either living or working (or both) in Aberdeen.



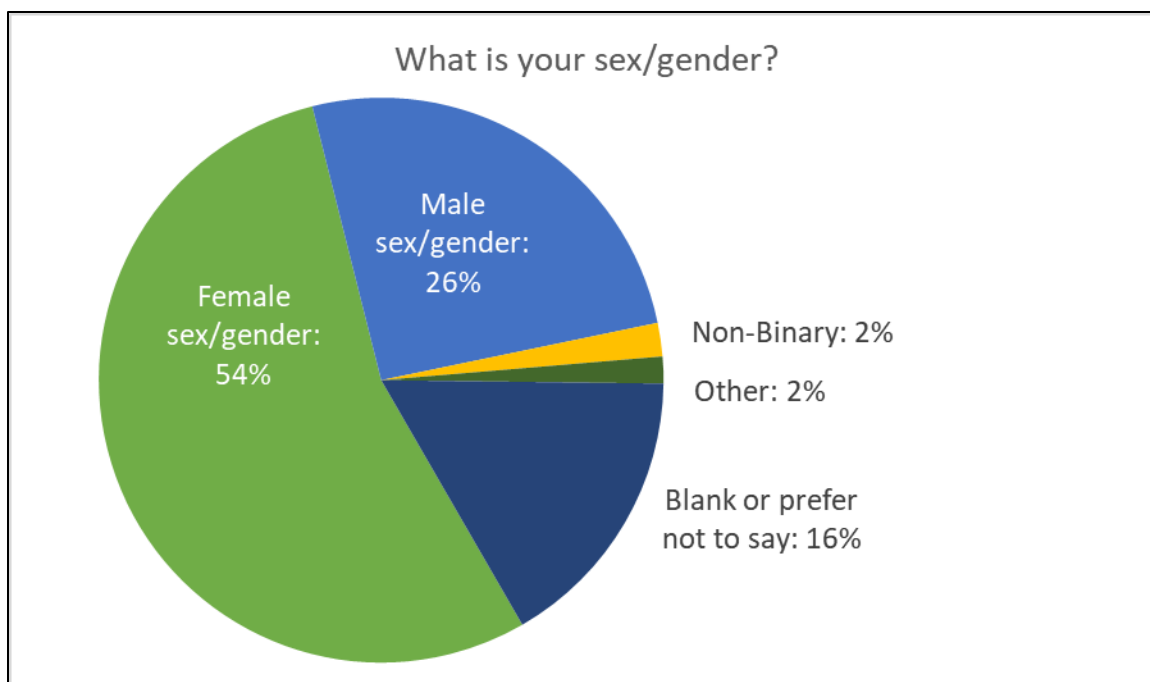
- A total of 236 individuals responded to this question.
- Most respondents were aged 35-54.



- A total of 232 individuals responded to this question. Unfortunately, participants were not able to choose more than one option. Other included Working and studying; Self-employed; Full-time mum and psychotherapy trainee; disabled and retired.



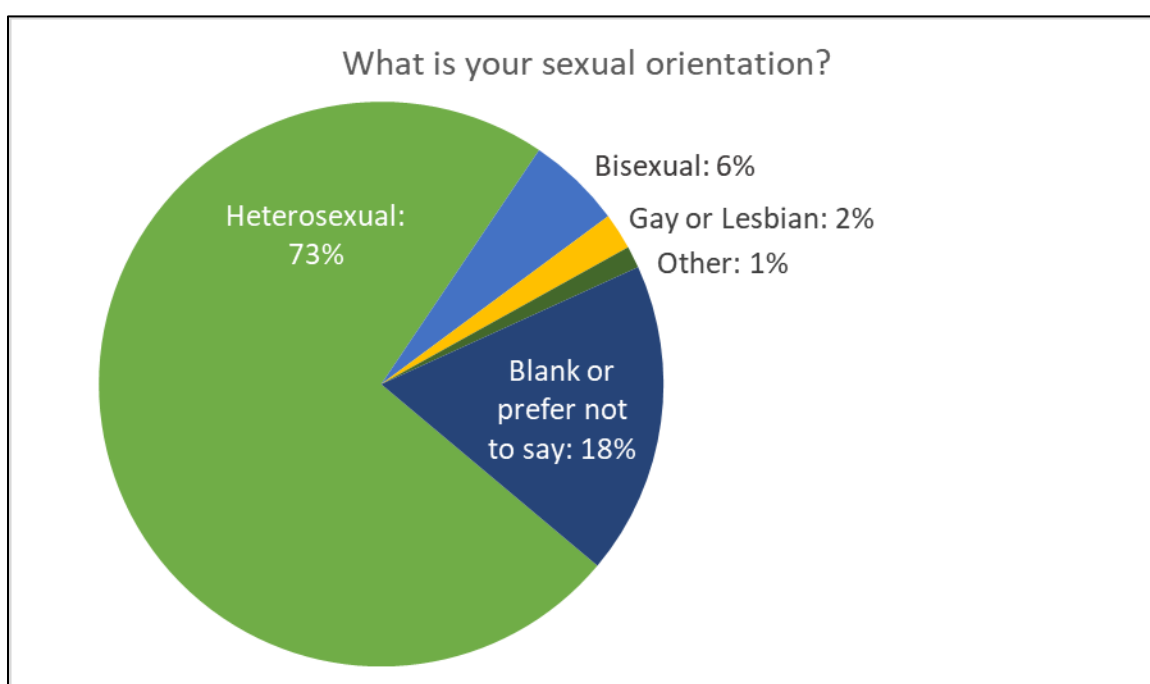
- A total of 229 individuals responded to this question. Unfortunately, it was not possible for people to select more than one option. Walking included 4 people who walk with a pram or pushchair. 'Other' included train and taxi (2 each), and cycling and commercial vehicle (1 each).
- Nearly half of the respondents typically travel by car, 27.5% walk, and 16.2% use the bus.



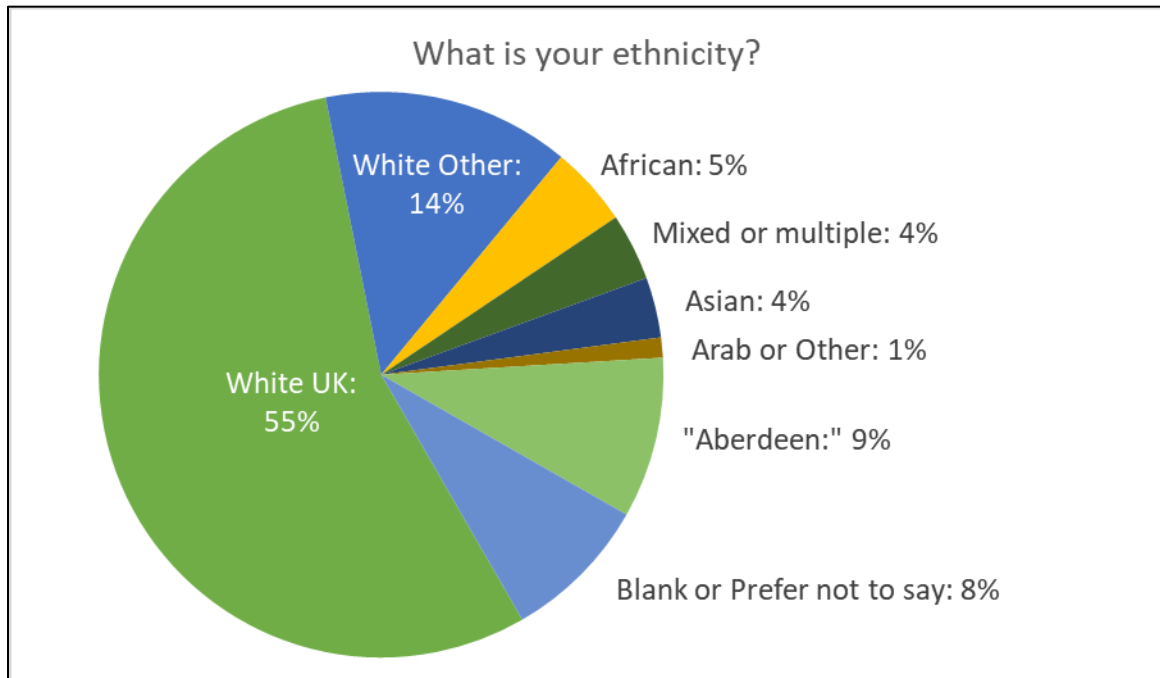
Participants were just over half women (54%) and a quarter man (26%), with 2% non-binary participants and 16% leaving the question blank. Nearly all identified their sex as the same as their gender

Gender: total 26% men, 56% women, 2% non-binary, 16% blank or prefer not to say.

- Sex: 27% male, 54% female, 19% blank or prefer not to say.
- Trans: 77% not trans, 1% trans, 22% blank or prefer not to say.



- A total of 225 individuals responded to this question.
- A significant proportion of 78.2% identified as Straight/Heterosexual, followed by 12.4% who preferred not to disclose their sexual orientation, 5.8% identifying as Bisexual, 2.2% as Gay or Lesbian, and 1.3% added something else.

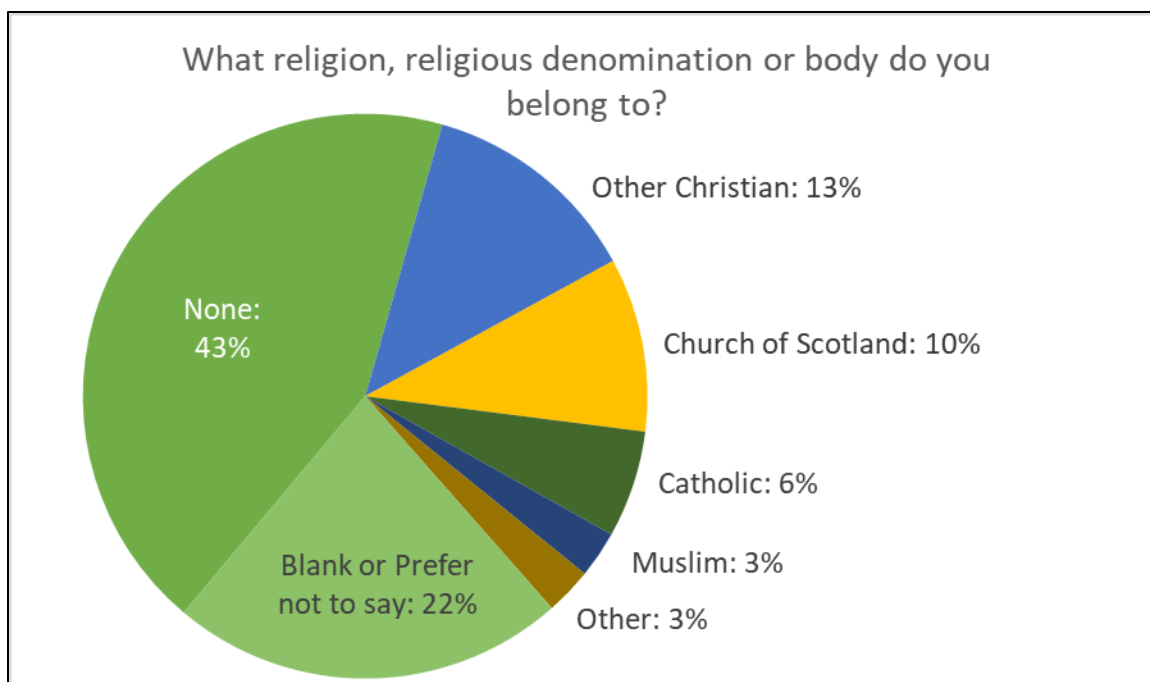


- A total of 223 individuals responded to this question.

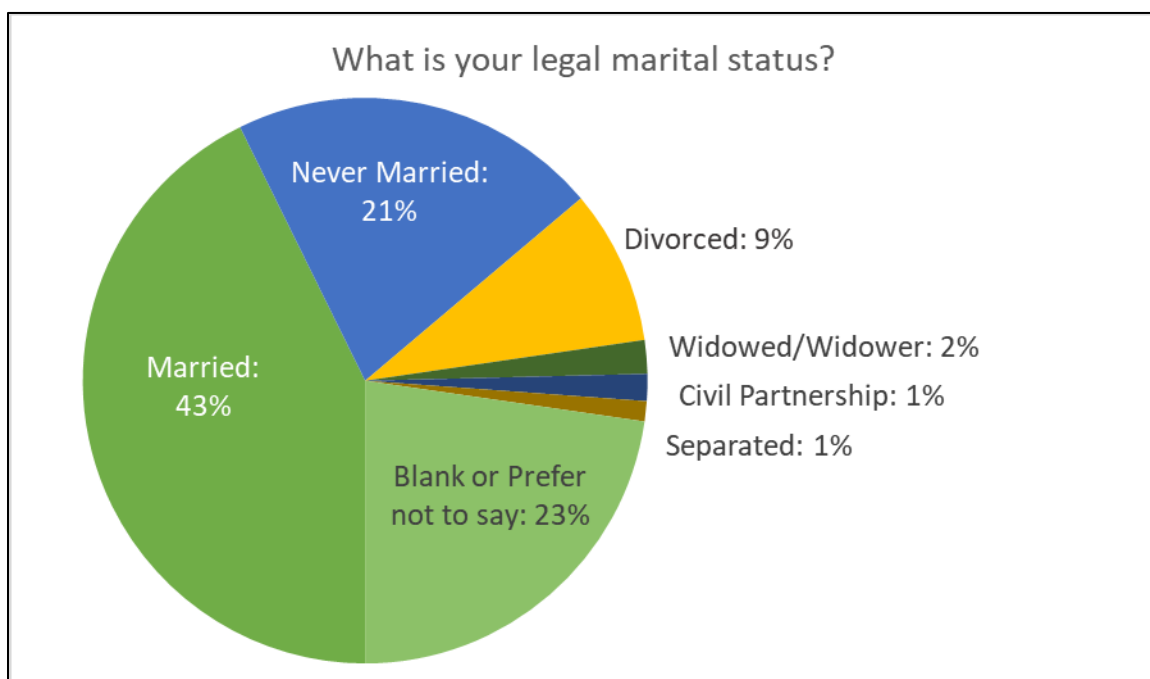
9% people wrote-in the answer 'Aberdeen' or 'Aberdeen City' - it is unclear why.

For write-in answers, mixed/multiple included Iranian-French; Hispanic, Latin American, Native South American, Native Caribbean; White Scottish/Black Brazilian; Scottish/Palestinian. White other included Romanian; Lithuanian; Hungarian. We note that there is an increasing need for people to self-identify their ethnicity or nationality.

Overall, 28% of respondents were from an ethnic minority background (e.g. African, Asian, Mixed/Multiple, White other, Arab, or Other).

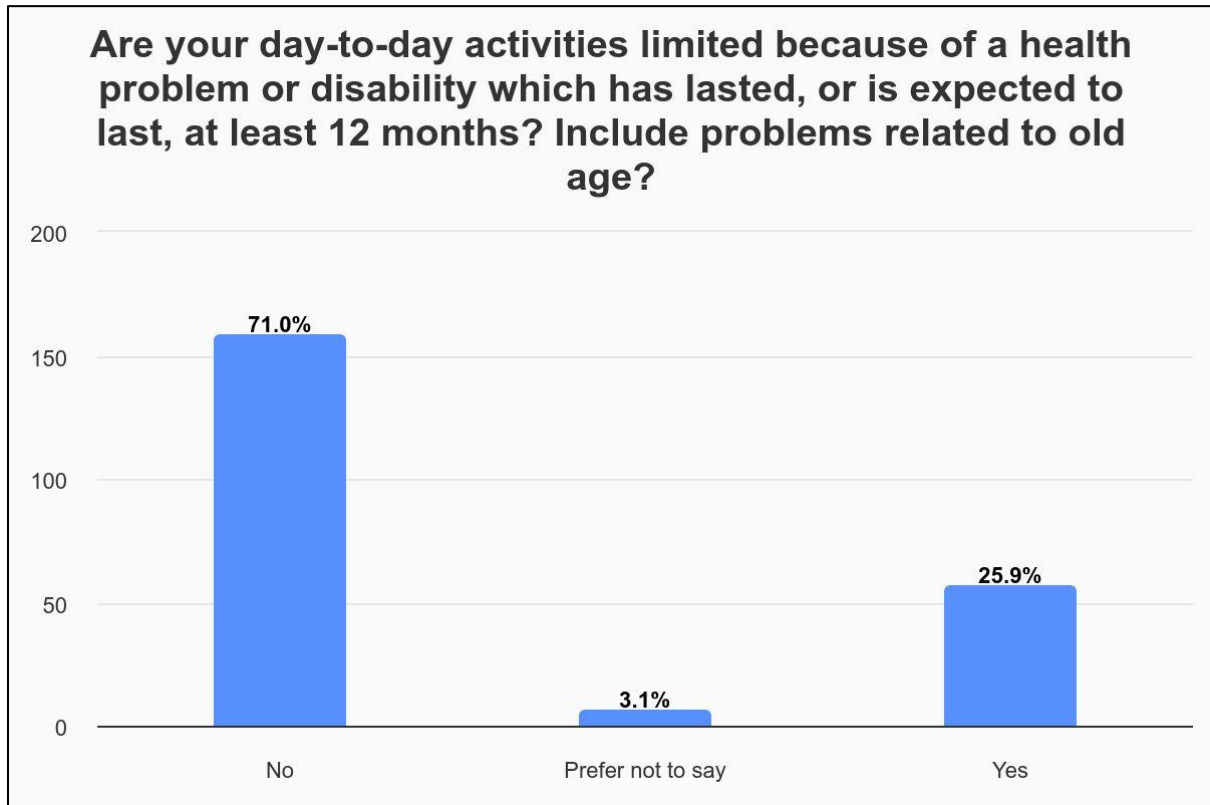


- A total 221 individuals responded to this question.
- A slight majority of respondents, 51.1%, identified as having no religion. Additionally, 14.9% identified as other Christian, 11.8% as Church of Scotland, 8.6% preferred not to disclose their religion, and 7.2% identified as Roman Catholic.
- 'Other' includes 2 'Spiritual' and 1 each of Buddhist, Hindu, Pagan, 'Church of Satan,' and one comment expressing biased views.

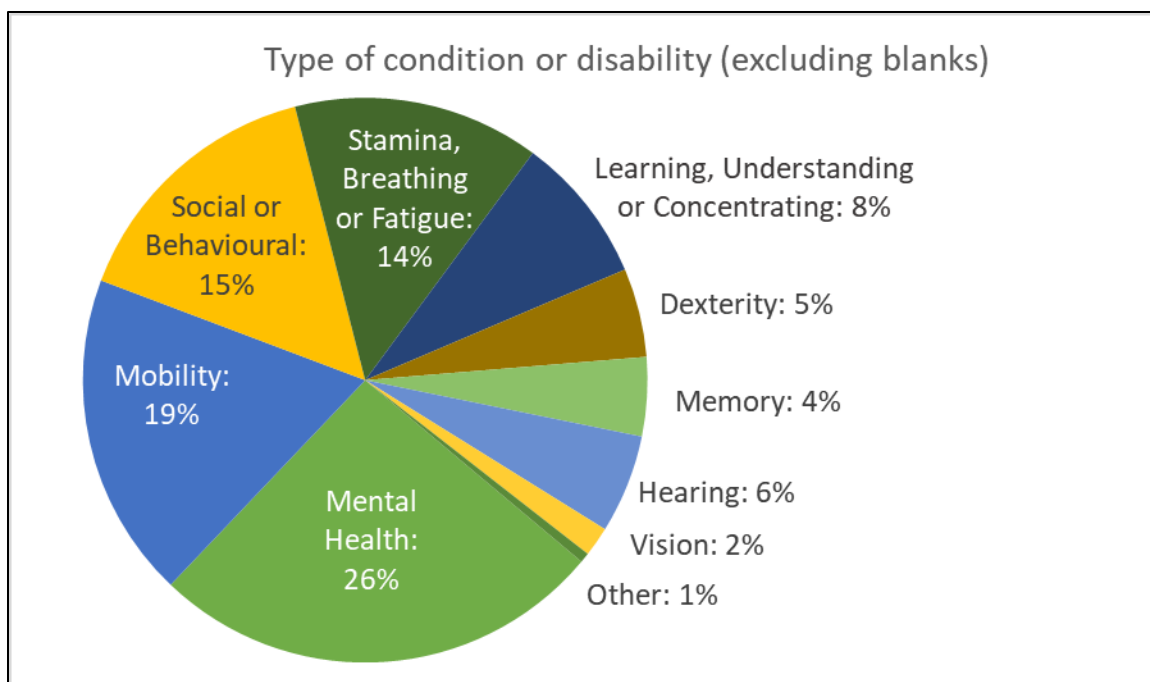


- A total 218 individuals responded to this question.

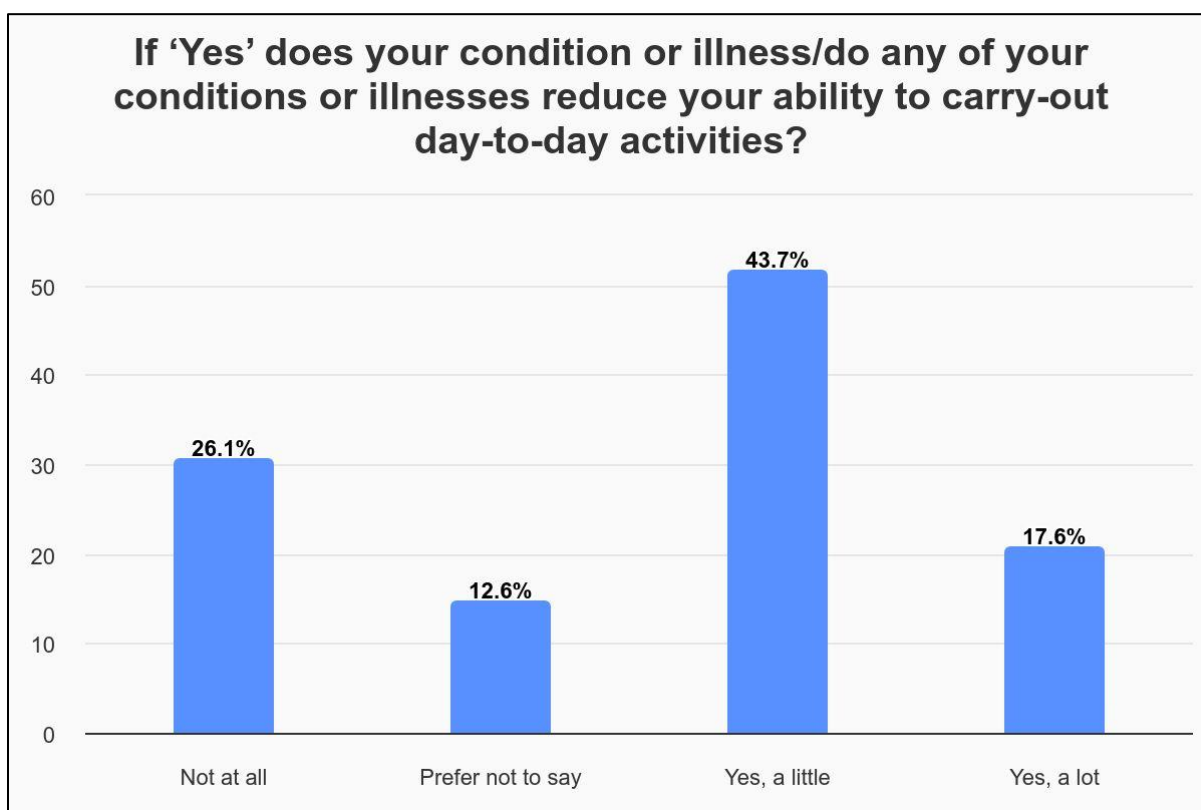
- 50.9% selected Married, 25.2% never married or never registered in a civil partnership, 10.6% Divorced, 7.8% preferred not to say, and 2.3% Widowed.



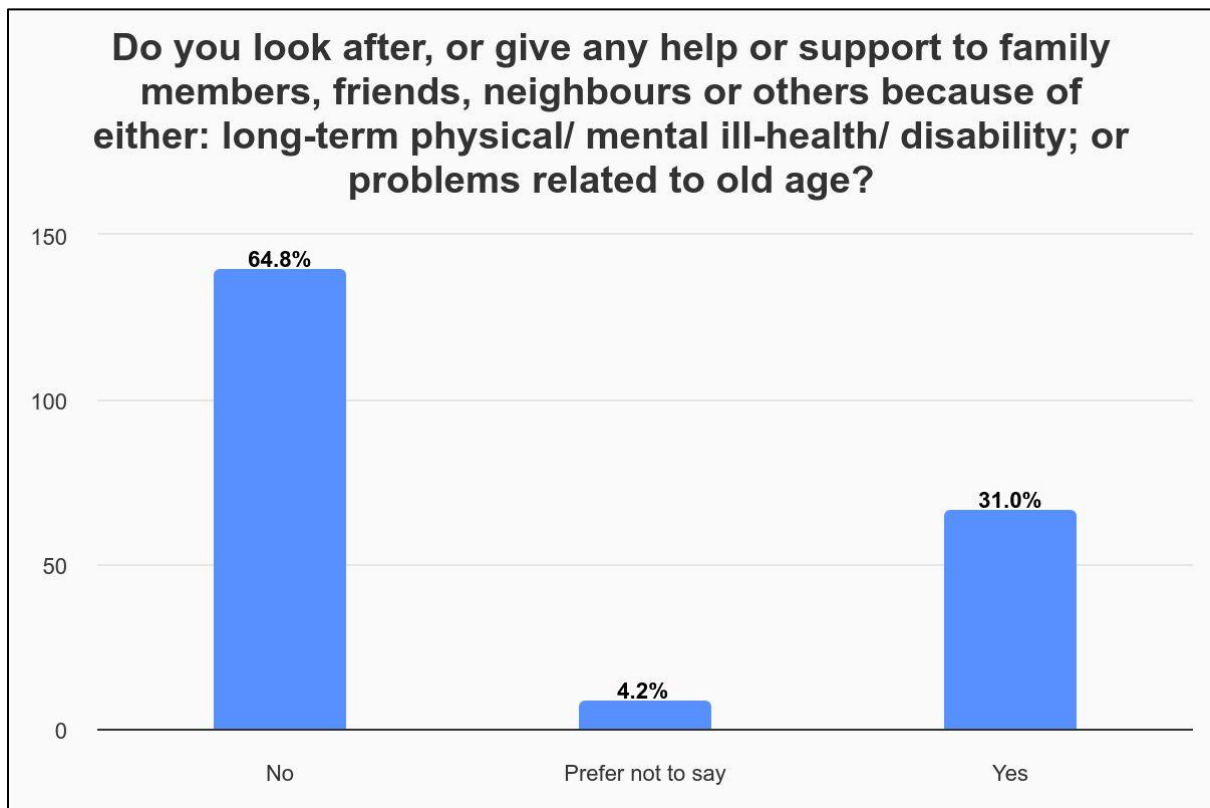
- A total of 224 individuals responded to this question. Interestingly, of the 71% participants who answered 'no,' 17% also listed disabilities in the next question.
- The majority, 71%, reported no limitations in activities due to health problems or disability, while 25.9% reported yes, and 3.1% preferred not to say.



- A total of 94 individuals responded to this question. It is worth noting that half of participants (50%) who indicated a health condition or disability were affected by only one. 23% had two disabilities or health conditions; 17% had three; and 9% had four. This is an often-overlooked element of intersectionality – the intersection of different kinds of disability.



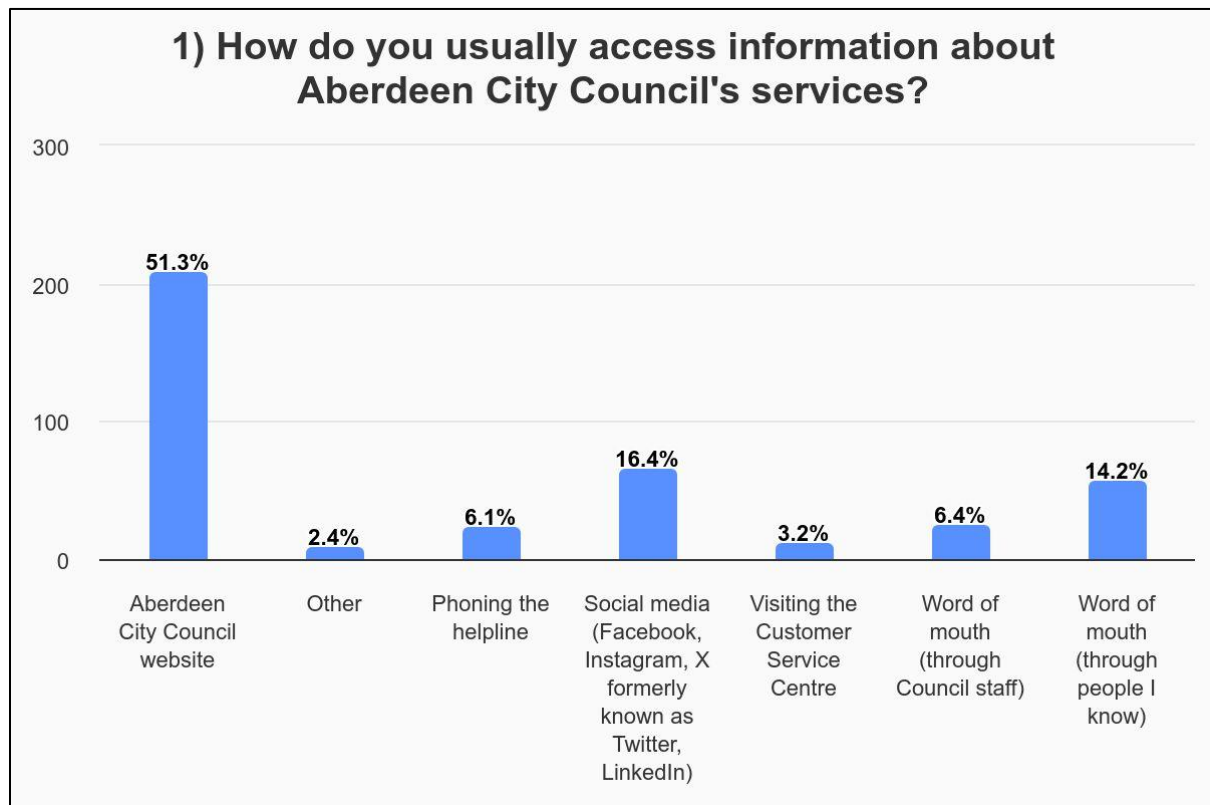
- A total 119 individuals responded to this question.
- 43.7% reported their health/disability affected them slightly day to day, while 26.1% said it did not affect them at all and 17.6% Yes, a lot.



- A total of 216 individuals responded to this question.
- A majority of respondents, 64.8%, indicated that they do not look after or provide support to a family member, friend, or others, while 31% reported that they do provide such support, and 4.2% preferred not to disclose this information.

Survey Responses

Question 1



- A total of 409 responses to this question (respondents may have selected more than one option)
- Most respondents (51.3%) used the Aberdeen City Council Website for information, followed by social media (16.4%).

Question 1b)

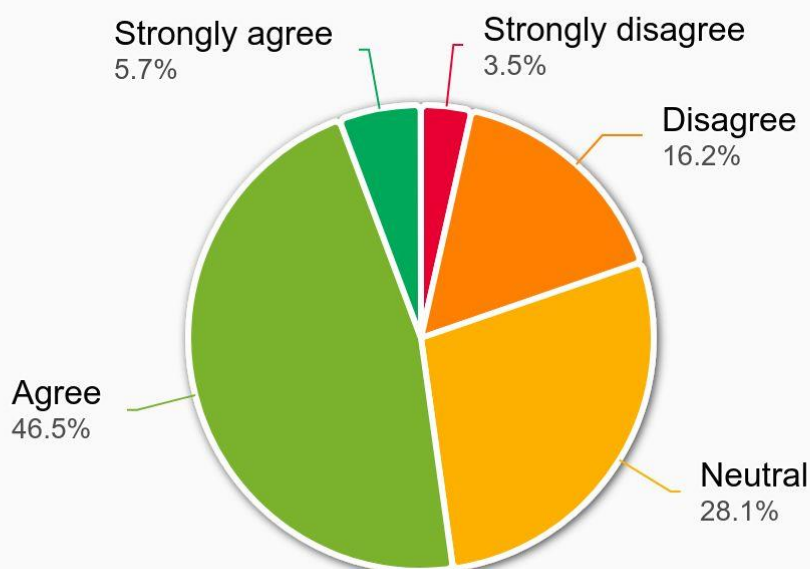
If there are any other goods and services you have accessed, please add any comments and rate them here?

Key respondents' themes:

- Intranet
- Evening Express Aberdeen
- WhatsApp Channel
- Support for Disabled Individuals
- Workplace Communication
- Phone Communication

Question 2

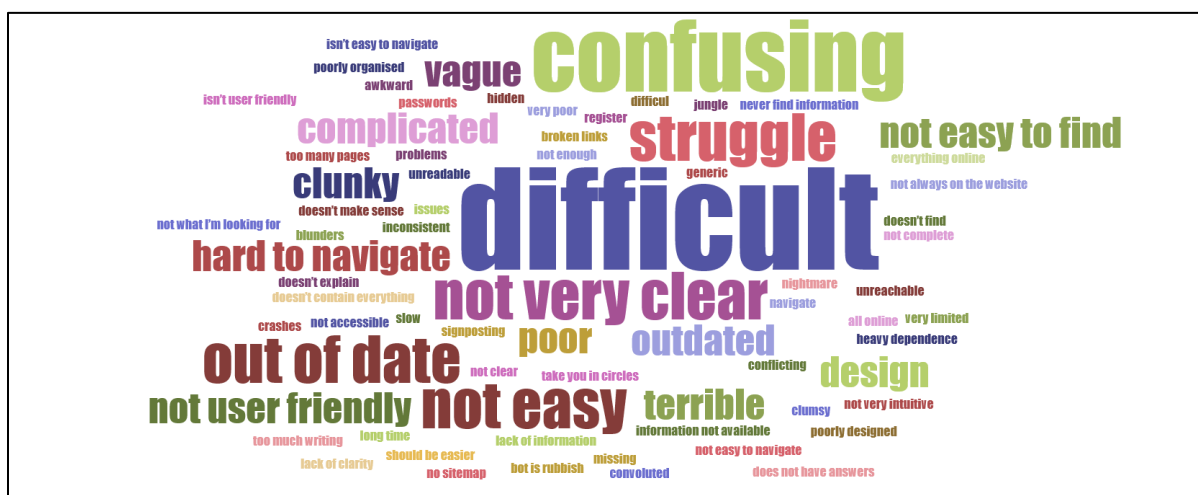
**2) How far do you agree with the following statement:
I can easily access information about goods and
services from Aberdeen City Council**

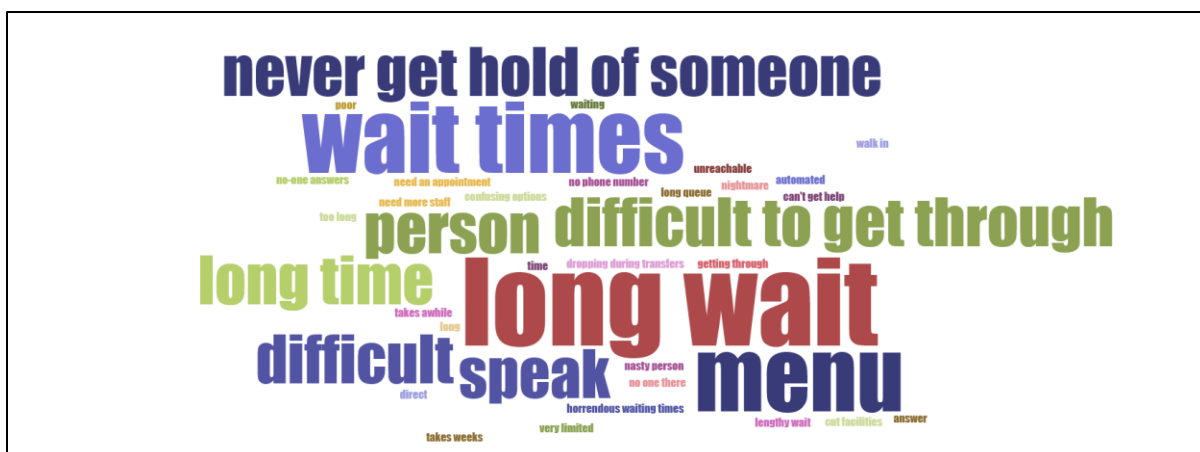


- A total of 228 individuals responded to this question.
- Just over half of the respondents (52.2%) agreed with the statement about easily accessing information on goods and services, while 19.7% disagreed.

Question 3

What problems, if any, have you experienced when looking for information about services from Aberdeen City Council?





The word clouds above were from the most common words and phrases in relation to Aberdeen City Council website and telephone line, respectively.

Key respondents' themes:

Website and communication:

- **Accessibility of Information:** Difficulty in finding information about services like bus passes.
- **Complex Processes:** Complicated procedures for updating personal circumstances.
- **Website Usability:** Lack of awareness about the full range of services available on the council's website.
- **Poor communication** and updates regarding repairs and other services.
- **Complaints Handling:** Lack of seriousness in handling complaints, especially related to school treatment.
- **Inconsistent Support:** Variability in the level of support provided by different council teams.
- **Promotion of Activities:** Family learning activities are not well-promoted, leading to low enrolment.

Services:

- **Delays** in responses to parking penalty appeals.
- **Issues** with services like pavement and drain maintenance, and lack of follow-up on tree enquiries.
- **Weather Preparedness:** Inadequate preparation for adverse weather conditions.
- **Financial Burden:** Challenges faced by low-income individuals in paying fines and accessing registered childcare.

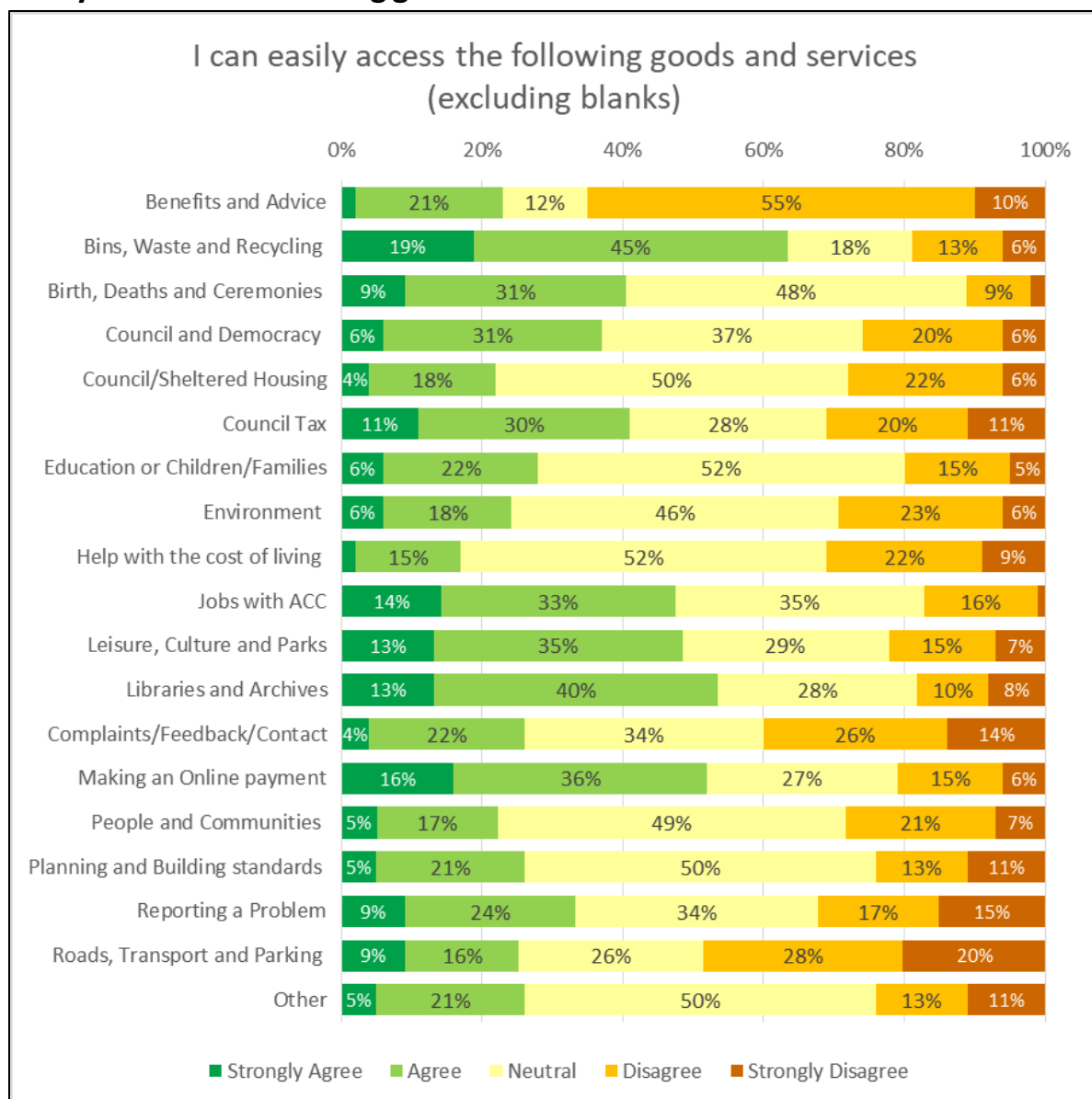
Positive feedback:

- **Housing:** Good support services.
- Positive experiences with accessing bus cards and blue disabled badges.
- **Council Tax and Benefits:** Ease of accessing services like birth registration and council tax reduction.

- **Waste Services:** Positive feedback on waste and recycling services.
- **Library Services:** Libraries are valued for their information and services. Respondents want longer opening hours.

Question 4

Thinking specifically, about the following services from Aberdeen City Council, how far do you agree with the following statement: “I feel that I can easily access the following goods and services”.



- Figures 2% or lower are excluded from the chart above for readability.

- 'Bins, Waste and Recycling' had the highest score in accessing services with 64% agreeing or strongly agree with statement, followed by 'Libraries and Archives' with 48% agree or strongly agree.
- 'Benefits and Advice' score the highest number of respondents disagreeing with the statement with 65%, followed by 'Roads, Transport and Parking' with 48%
- Important to note, the majority of respondents skipped this section, and a large proportion selected 'Neutral' for many statements. This may indicate that they have not needed to access these services.

Question 4b)

If there are any other goods and services you have accessed, please add any comments and rate them here?

Key respondents' themes:

- **No 'n/a' option:** several respondents said they did not need to access all the listed services so selected 'neutral'
- **Housing:** Good support services.
- **Accessibility of Information:** Difficulty in finding information about services like bus passes.
- **Support Services:** Positive experiences with accessing bus cards and blue disabled badges.
- **Council Tax and Benefits:** Ease of accessing services like birth registration and council tax reduction.
- **Website Usability:** Lack of awareness about the full range of services available on the council's website.
- **Financial Burden:** Challenges faced by low-income individuals in paying fines and accessing registered childcare.
- **Complex Processes:** Complicated procedures for updating personal information and circumstances.
- **Communication Issues:** Poor communication and updates regarding repairs and other services.
- **Library Services:** Libraries are valued for their information and services.
- **Waste Services:** Positive feedback on waste and recycling services.
- **Inconsistent Support:** Variability in the level of support provided by different council teams.
- **Promotion of Activities:** Family learning activities are not well-promoted, leading to low enrolment.
- **Public Services:** Issues with services like pavement and drain maintenance, and lack of follow-up on tree enquiries.
- **Weather Preparedness:** Inadequate preparation for adverse weather conditions.

Question 5

What, if any, problems have you experienced when accessing these services?

Key respondents' themes:

- **Accessibility Issues:** There are several mentions of difficulties in accessing services, especially for elderly and disabled individuals. This includes challenges with online services, long waiting times on the phone, and the need for more accessible information.
- **Communication Issues:** Many people find it hard to navigate the website and get clear information. There are also issues with long waiting times for phone calls and difficulty in getting responses from emails.
- **Public Services Decline:** There is a perceived decline in public services, including issues with road maintenance, library closures, and delays in council services.
- **Safety Concerns:** Safety issues are highlighted, particularly in relation to poor street lighting and the presence of antisocial behaviour.
- **Support for Vulnerable Groups:** There is a need for better support for vulnerable groups, including those with disabilities and low-income families.
- **Community Engagement:** There is a call for more community centres and spaces where people can socialise without spending money.
- **Efficiency of Council Services:** Issues with the efficiency of council services, such as delays in processing applications and lack of follow-up on reported issues.

Question 6

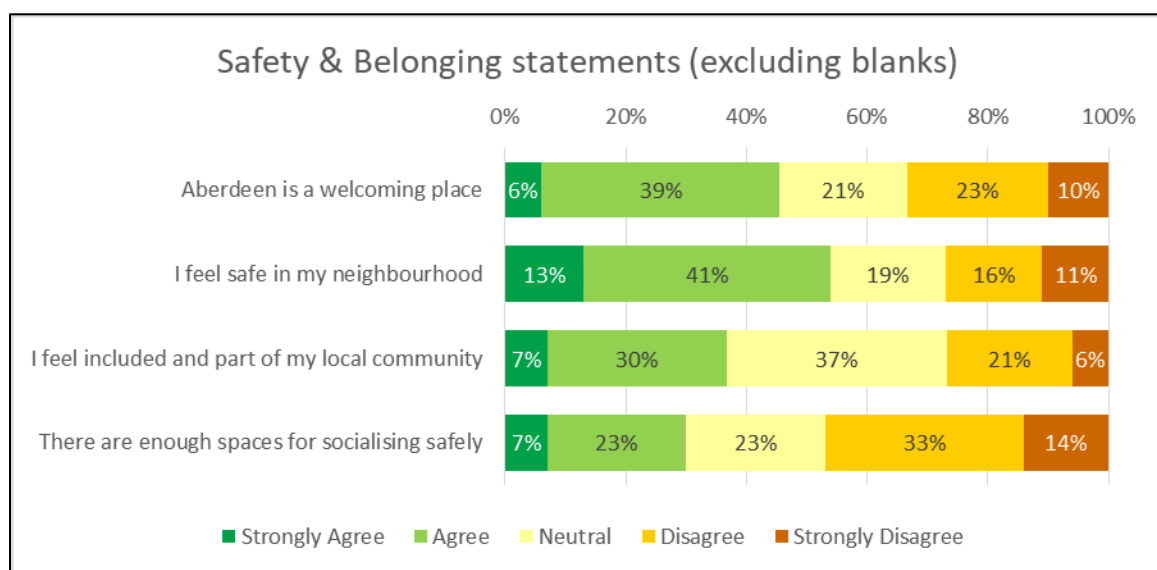
What could be done to remove social and physical barriers and improve access to goods and services at Aberdeen City Council?

Key respondents' themes:

- **Accessibility:** There is a need for better access to pedestrianized areas for individuals with disabilities. Additionally, the council should consider the needs of people from various backgrounds and provide information in multiple languages.
- **Improved Communication:** Enhancing the website and making it more user-friendly is a recurring theme. There is also a call for more responsive feedback mechanisms and better communication means.
- **Support for Vulnerable Groups:** Providing more support for individuals with visual, hearing, or physical impairments. This includes having more office-based staff to handle phone inquiries and reducing the pressure to sign up for online services.

- **Community Engagement:** Increasing funding for the council to reduce staff stress and improve service delivery. There is also a need for more community hubs and third-sector organizations providing support.
- **Feedback and Consultation:** Ensuring that consultations are meaningful and that the council listens to the community's voices. This includes having more people answer the phone and providing options for face-to-face interactions.
- **Infrastructure and Services:** Improving public services, such as reopening libraries, taking care of pavements, and enhancing bus services. There is also a need for better amenities and facilities across the city.

Question 7



- 145 respondents left this section blank.
- Out of the four statements, 'There are enough spaces for socialising safely' statement scored the least with 47% selecting disagree (38) or strongly disagree (16).
- The statement 'I feel safe in my neighbourhood' received the highest overall agreement score, with 53% selecting agree (47) or strongly agree (15).

Overall, 14% of ethnic minority respondents and 25% of 'white' UK respondents agreed or strongly agreed that Aberdeen is a welcoming place, along with 32% of men and 15% of women. The figures were 11%, 16%, 21% and 12% for disagree or strongly disagree.

14% of ethnic minority respondents and 28% of 'white' UK respondents felt safe in their neighbourhoods, along with 40% of men and 17% of women. The figures for those who felt unsafe were 10%, 14%, 10% and 13%. One non-binary respondent (20%) also indicated they feel unsafe in their neighbourhood.

11% of ethnic minority respondents and 29% of 'white' UK respondents felt included and part of their local communities, along with 29% of men and 10% of women. The figures for those who disagreed or strongly disagreed with this statement were 8%, 13%, 16% and 10%.

7% of ethnic minority respondents and 16% of 'white' UK respondents felt there are enough spaces for socialising safely, along with 15% of men and 12% of women. The figures for those who disagreed or strongly disagreed with this statement were 17%, 24%, 32% and 17%.

Question 8

Would you like to say anything more about your experience of any of the above statements?

Key respondents' themes:

- **Safe Spaces for Children:** More safe spaces for teenagers in the city centre to learn and be active members of the community.
- **Library Access:** Longer library hours as they provide safe spaces to meet up or socialise.
- **Safety Concerns:** Feeling unsafe in the town centre due to antisocial behaviour and poor lighting.
- **Neighbourhood Amenities:** Lack of neighbourhood amenities to create safe, welcoming, and interesting neighbourhoods.
- **Public Services Decline:** Decline in public services making people feel less safe in their communities.
- **Racist Graffiti:** Problem with racist graffiti in some parts of the city.
- **Street Lighting:** Need for more lighting on streets and in parks, especially near schools.
- **Community Spaces:** Need for more community centres and spaces where people can socialize without spending money.
- **Discrimination:** Immigrants and people of colour often feel unsafe and unwelcome in Aberdeen.
- **Accessibility Issues:** Barriers for people with disabilities, including poor pavement conditions and lack of accessible information.
- **Community Decline:** The sense of community is diminishing, with more people feeling isolated and individualistic.
- **LGBTQ+ Safety:** Members of the LGBTQ+ community do not feel safe, especially when walking alone at night.

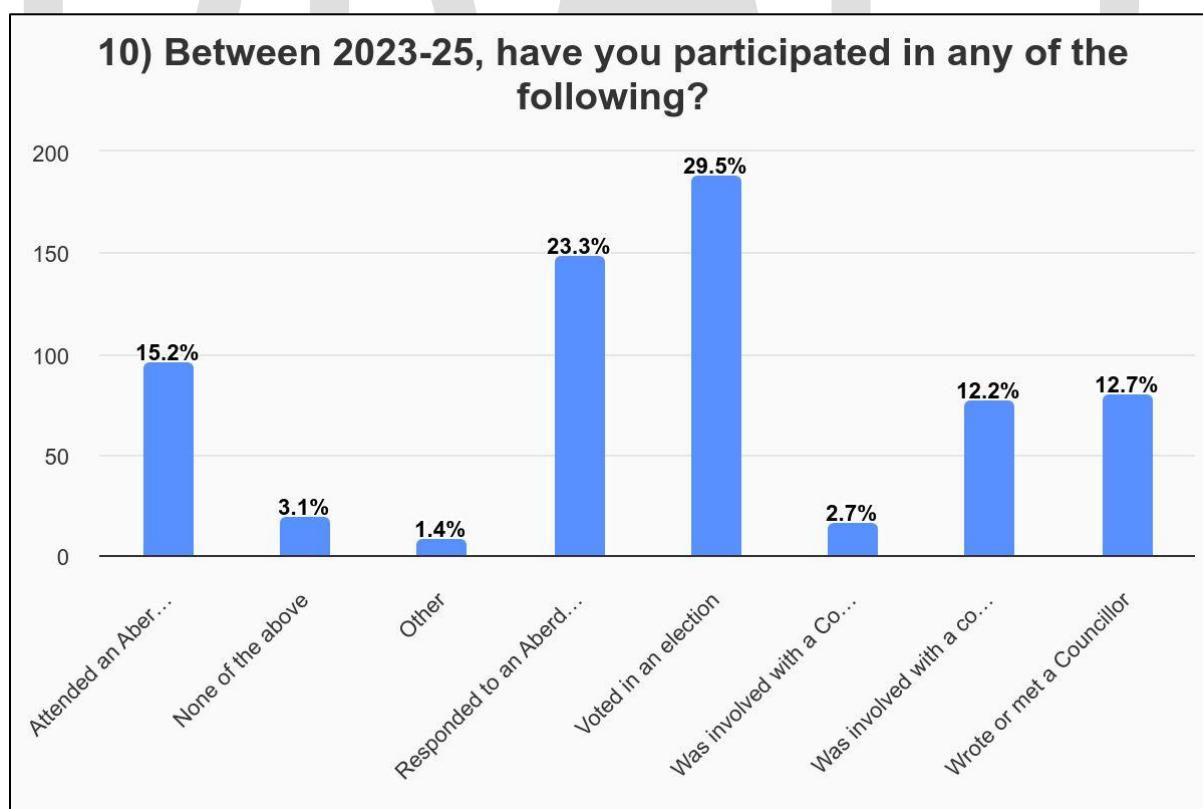
Question 9

What more could be done to improve safety and belonging within your neighbourhood and the city?

Key respondents' themes:

- **Improved Lighting and Safety:** Better street lighting in busy areas and around parking lots to enhance safety.
- **Support for the Elderly and Disabled:** More contact and support for the elderly and addressing physical barriers for disabled individuals.
- **Community Engagement and Activities:** More local activities and events to encourage community participation.
- **Policing and Safety:** Increased local police presence to address antisocial behaviour and improve safety.
- **Infrastructure and Amenities:** Better amenities such as local swimming pools, tennis courts, and community hubs.
- **Addressing Antisocial Behaviour:** Controlling groups of young people with unacceptable behaviour and addressing issues related to drug addiction.
- **Inclusivity and Equality:** Promoting fair treatment and continued education to foster inclusivity and equality.
- **Youth Engagement:** Providing more activities and spaces for young people to keep them engaged and out of trouble.

Question 10



- Rated the highest with 29.5% of respondents voted in an election, closely followed by 23.3% took part in an Aberdeen City Council Consultation
- Worth noting, 12.7% respondents wrote to a councillor
- The lowest responses were "Other" at 1.4%, "None of the above" at 3.1%, and involvement with a Community Council at 2.7%.

Question 10b)

If you said 'Other' please specify:

Key respondents' themes:

- **Discrimination:** Ensuring that all discrimination is fully eliminated at every level.
- **Economic Prosperity:** Supporting the city to prosper economically and avoiding actions that could harm employment, skilled workers, or goodwill.
- **Healthcare and Education:** Access to healthcare and education is highlighted as a key focus.
- **Community Support:** Emphasizing the importance of charitable giving and support, as well as promoting political awareness.
- **Infrastructure and Services:** Addressing the need for better bus services and facilities such as post offices, banks, and doctors' surgeries in newly built housing areas.
- **Education, Employment, Housing, and Poverty:** These areas are identified as critical themes that need attention.

Question 11

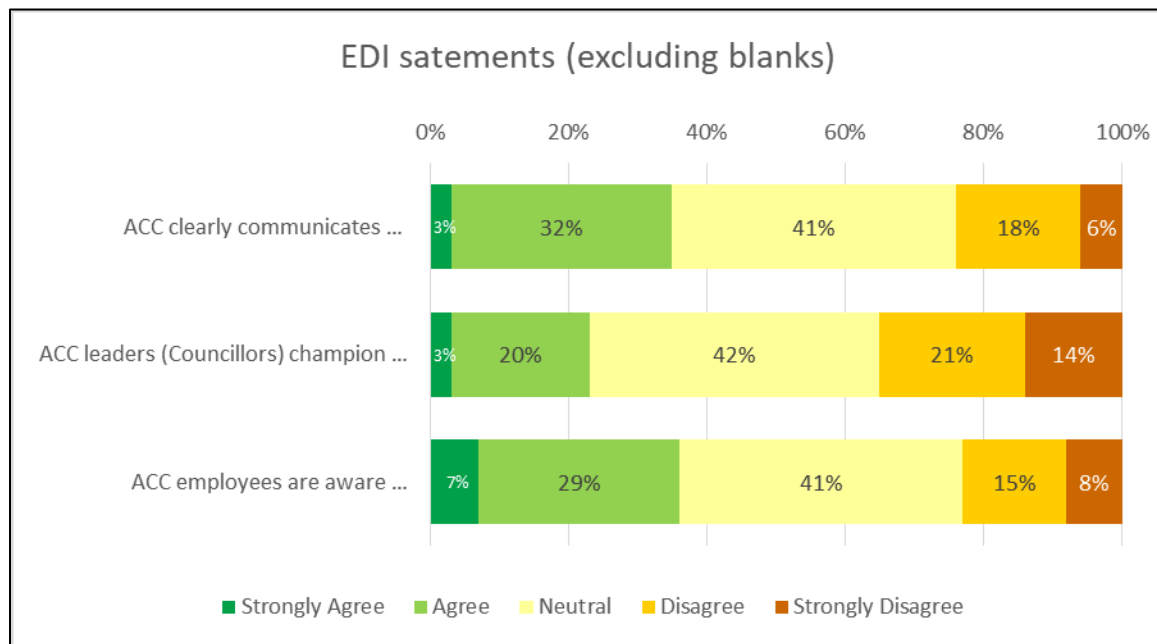
Have you experienced any problems in participating in any of the above?

Key respondents' themes:

- **Lack of Response and Acknowledgment:** There is frustration due to unacknowledged requests and poor communication from officials.
- **Accessibility Issues:** Difficulties accessing locations and services, especially for those in pain or with disabilities.
- **Childcare Challenges:** Insufficient childcare affecting school attendance.
- **Service Eligibility and Information Complexity:** Complicated online processes and eligibility issues for certain services.
- **Consultation and Involvement:** Poor awareness and feedback on consultations, especially regarding infrastructure and library closures.
- **Behavioural Concerns:** Aggressive behaviour among youth and disruptive participants in groups.

- **Safety and Convenience:** Unsafe polling locations and inconvenient timings for school consultations.
- **Inclusivity and Language Barriers:** Lack of translators and safe spaces for disabled individuals. The need for better digital inclusivity.
- **Website Navigation Difficulties:** Difficulty accessing information on local democracy websites.

Question 12



- 35% agreed or strongly agreed that 'Aberdeen City Council clearly communicates its commitment to equality, diversity and inclusion'
- 23% agreed or strongly agreed that 'Aberdeen City Council leaders (Councillors) champion with equality agenda in the city.'
- 36% agreed or strongly agreed that 'Aberdeen City Council employees are aware of and understand the importance of equality, diversity, and inclusion (EDI) issues and initiatives in their work.'

Question 13

What council Aberdeen City Council do to improve civic participation and representation of people with protected characteristics?

Key respondents' themes:

- **Community Engagement:** Foster relationships with diverse groups, encourage public involvement, and listen to feedback. Educate younger audiences and organise community events.
- **Accessibility and Inclusion:** Use accessible language, consider ease of access, improve transport options, and ensure equality in public spaces and services.
- **Support and Representation:** Provide support for marginalised groups, recognise non-visible disabilities, and invite speakers from diverse backgrounds.
- **Equality and Fairness:** Maintain fairness in initiatives, avoid tokenism, and promote merit-based appointments.
- **Communication and Visibility:** Simplify communication, advertise processes and events, and engage directly with communities.
- **Training and Education:** Train staff on respect and compassion, provide BSL and Deaf awareness training, and include EDI in daily practices.
- **Economic and Environmental Improvements:** Improve economic conditions, employment opportunities, and transportation affordability; regenerate city centre.

Question 14

What do you think could be done to create a more inclusive and equitable community where all individuals have access to the information, goods, and services they need to succeed?

Key respondents' themes:

- **Advocacy for Affordable Healthcare:** Emphasizing the need for accessible healthcare, including mental health support, through community health clinics and preventative care initiatives
- **Social and Cultural Engagement:** Fostering relationships and trust to improve access to services.
- **Environmental Concerns:** Addressing disparities in environmental quality between wealthy and poorer areas, such as clean air and green spaces.
- **Accessibility and Inclusivity:** Improving access to services for those who are not computer literate, ensuring lawful information regarding the Equality Act, and providing information in multiple languages.
- **Community Involvement:** Encouraging the inclusion of individuals with lived experiences in decision-making processes and increasing outreach to vulnerable communities.
- **Public Services and Infrastructure:** Enhancing public services, such as better bus routes, improved online information sharing, and maintaining community centres and libraries.
- **Economic Support:** Supporting those struggling financially through measures like cheaper bus fares and equitable distribution of resources.
- **Digital Inclusion:** Promoting digital skills and ensuring that online services are accessible to all, including those with disabilities.

- **Community Awareness:** Increasing awareness of available services through social media, newsletters, and community events.

Question 15

What do you think could improve representation and participation?

Key respondents' themes:

- **Inclusive Policy-Making:** Governments and organisations should actively involve underrepresented groups in decision-making through consultations, advisory panels, and participatory budgeting. It's important to ensure that this involvement is merit-based and not tokenistic to avoid undervaluing participants.
- **Effective Communication:** It's crucial to go where people are, such as mosques and churches, and communicate clearly and plainly. Council consultation documents should be concise and free of jargon to encourage participation.
- **Accessibility:** There should be more disabled access and better public transport to attend meetings. Additionally, surveys should be posted to individuals over the age of 65 rather than emailed.
- **Representation and Trust:** Councillors should act in the interests of citizens rather than parties. Improved trust in the council would lead to more public participation. It's also important to ensure that every ethnic group or community is represented in committees and agencies.
- **Community Engagement:** More engagement with community organizations is needed to understand specific issues and address them effectively. This includes reaching out to non-council entities and advertising diverse populations.
- **Education and Awareness:** Educating people and promoting participation through social events, targeted approaches, and digital inclusion can help create a more inclusive society.
- **Feedback Mechanisms:** Establishing channels for ongoing feedback from community members, particularly marginalized groups, and supporting these groups to foster connection and empowerment.
- **Barriers to Participation:** Addressing barriers such as financial constraints, accessibility issues, and the need for more part-time jobs that fit around school hours can help increase participation.

Question 16

What do you think could be done to improve access and confidence to use digital technologies?

Key respondents' themes:

- **Affordable Internet:** Ensuring broadband and mobile internet are affordable and widely available, especially in rural and low-income areas.
- **Public Wi-Fi and Digital Hubs:** Providing free Wi-Fi in public spaces such as libraries, community centres, and transport hubs.
- **Digital Skills Training and Online Safety Education:** Teaching users about cybersecurity, scam awareness, and safe online behaviour.
- **User-Friendly Government Services:** Simplifying digital public services, making them easy to navigate and available in multiple formats.
- **Support for Elderly Users:** Offering simplified interfaces, step-by-step guides, and telephone support for older individuals.
- **Digital Safety Courses:** Providing access to workshops for those unfamiliar with technology or lacking confidence.
- **Community Engagement:** Using empty spaces for walk-in tech clinics to help those without libraries or skills to navigate technology.
- **Library Access:** Reopening libraries or providing computer access in community centres.
- **Digital Inclusion Support:** Offering more support for those who find digital technologies hard to learn or use.
- **Free Training:** Providing free training for analogue people to help them transition to digital.

Question 17

What do you think could be done to improve the education experience in Aberdeen?

Key respondents' themes:

- **Tailored Support Services:** Providing mentorship programs, counselling, and academic assistance to help marginalized students overcome challenges and succeed academically.
- **Social and Cultural Engagement:** Increasing social and cultural engagement opportunities for students.
- **Equal Opportunities:** Ensuring that children from diverse areas have the same opportunities as those from wealthier areas, and that schools are equally good and supportive regardless of background.
- **Parental Involvement:** Listening to parents more and ensuring that headteachers consider parents' input.

- **Discipline and Extracurricular Activities:** Enforcing discipline, offering more extracurricular learning opportunities, and providing youth clubs and practical learning opportunities.
- **Inclusive Education:** Avoiding controversial topics in primary schools and ensuring that education is inclusive of all learning types, religions, and sexualities.
- **Support for Neurodivergent Students:** Providing more support for neurodivergent students and ensuring that schools are inclusive and supportive of all students.
- **Improving School Facilities:** Opening public libraries on Sundays, providing more green spaces and play equipment for inner-city primary schools, and ensuring that schools are cleaner and better maintained.
- **Teacher Support:** Increasing the number of teachers and support assistants, providing more training for staff, and ensuring fair allocation of teaching staff across schools.
- **Addressing Barriers to Education:** Addressing financial constraints, accessibility issues, and the need for more part-time jobs that fit around school hours to increase participation.

Question 18

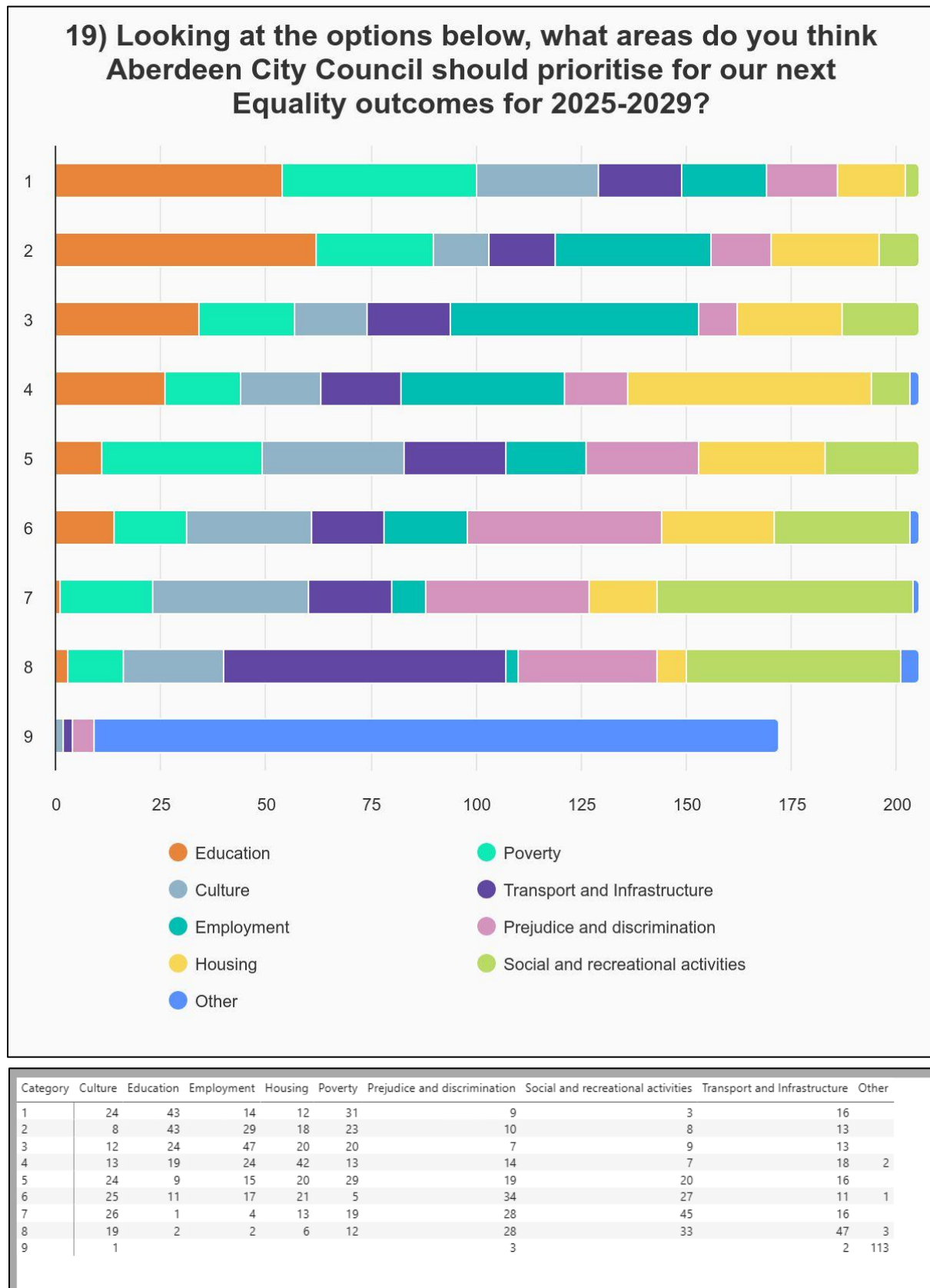
What do you think could be done to improve employment opportunities in Aberdeen for groups of people?

Key respondents' themes:

- **Targeted Training Initiatives:** Creating training programs that address skill gaps in the local job market, focusing on underrepresented groups such as the long-term unemployed, young people, and those from economically disadvantaged backgrounds. This includes partnerships between local colleges, universities, and businesses to offer apprenticeships, internships, and vocational training.
- **Confidence and Integration:** Encouraging social and cultural activities that foster integration and help people gain the confidence to approach employability learning needs and opportunities.
- **Support for Diverse Backgrounds:** Addressing challenges faced by people from diverse backgrounds, such as lack of UK work experience, the need to convert qualifications, and language barriers. Providing support for those for whom English is not a first language.
- **Local Employment:** Promoting local employment contracts rather than outsourcing to other cities.
- **Fair Pay:** Ensuring better pay for basic jobs in Aberdeen, especially outside the oil sector, to encourage people to work.
- **Support for Local Businesses:** Working collaboratively with local businesses rather than creating initiatives that may harm them.

- **Inclusive Employment Practices:** Implementing open-minded and inclusive hiring practices and providing supportive services for those hired.
- **Addressing Discrimination:** Making it easier to report discrimination at work and ensuring there are protections for those who report it.
- **Early Employment for Young People:** Encouraging young people to get into employment early to prevent long-term unemployment and increase mental health among young people.
- **Support for Over 50s:** Addressing prejudice against over 50s in the interview and screening processes and ensuring fair opportunities for this age group.
- **Investment in Culture and Art:** Investing in culture and art to help regenerate areas and support young people in starting local businesses.
- **Support for Working Mothers:** Creating more employment options for working mothers, including school-hour jobs that balance taking care of children and contributing to the economy.
- **Recognition of Foreign Qualifications:** Ensuring that qualifications from foreign countries are recognized in the UK to help highly qualified individuals find suitable employment.
- **Unconscious Bias Education:** Educating employers about unconscious bias and creating a sense of belonging for employees.
- **Support for Ambitious Under-Represented Groups:** Providing more support, funding, and groups to help the ambitions and career development of under-represented groups.

Question 19



- Education received high scores in priority 1 (26.3%) and priority 2 order (30.2%)
- Poverty second highest, priority 1 (22.4%) and priority 2 (13.7%)
- Transport and Infrastructure ranked the lowest, with priority 8 receiving 32.7%
- It is worth noting that the method of capturing information by ranking options through clicks or scrolling in order of priority may have influenced the results, as the final outcomes closely resemble the original order of presentation in the question.

Question 10b)

Responses under 'other' included:

Key respondents' themes:

- **Discrimination:** Ensuring that all discrimination is fully eliminated at every level.
- **Economic Prosperity:** Supporting the city to prosper economically and avoiding actions that could harm employment, skilled workers, or goodwill.
- **Healthcare and Education:** Access to healthcare and education is highlighted as a key focus.
- **Community Support:** Emphasising the importance of charitable giving and support, as well as promoting political awareness.
- **Infrastructure and Services:** Addressing the need for better bus services and facilities such as post offices, banks, and doctors' surgeries in newly built housing areas.
- **Education, Employment, Housing, and Poverty:** These areas are identified as critical themes that need attention.

Consultation and Engagement Summary

Equality Outcomes Online Survey

For a period of six weeks (from 23rd December 2024 to midnight on 3rd February 2025), Aberdeen City Council launched the Equality Outcomes Survey. The consultation was available online through Commonplace software. Alternative survey formats were provided as well as the offer for digital assistance.

Community groups and key partners were asked to complete and distribute the consultation via their own channels and networks.

Survey Responses

The number of individual responses received for each section of the consultation were: 261

Finding the information can be complicated by going to different places then finding it in a relatively unknown place.

Community Engagement

The survey and engagement sessions were distributed through the Equality mailing list and shared with local third sector organisations including the Tenant and Resident Participation and Equality Participant Network. To reach a broader audience, local partners such as Grampian Regional Equality Council distributed the online survey and information about the engagement session through their contact lists and social media platforms.

In addition to addressing digital barriers by offering digital assistance, Silver City Surfers were contacted to help support participants to complete the survey and emphasise the importance of collecting feedback from their service users regarding access to information and services.

Furthermore, individuals and organisations were encouraged to reach out via email to the Equalities Team to support accessibility requirements, such as variations in survey format or alternative methods of capturing feedback. On the basis of those email responses and feedback, bespoke engagement approaches were delivered such as one to one phone calls.

Language Cafe

Community outreach included consultations with underrepresented groups. Aberdeen City Council held a session at the Language Café, focusing on access to information, services and

goods. The session aimed to gather insights from individuals with diverse ethnic backgrounds, including migrants, asylum seekers, and Ukrainian Displaced Persons.

English language is very difficult, social media is easier for me because I can see video clips and can understand better

Youth Engagement

Aberdeen Youth Movement created a youth focus group to assist in capturing the views of students aged 12-25 years of age. The Young Ambassadors group also participated in a bespoke engagement session to target young people 10-16 years of age and encourage them to share their views.

Pop Up Session at Bon Accord Shopping Centre

Council representative attended a 'Pop Up Session' at the Vaccination Centre in the Bon Accord Shopping Centre. They offered digital assistance for completing the online survey and distribute flyers containing a QR code that provides access to the survey. The target audience included older individuals and those with disabilities or medical conditions.

Depending on the venue access for disabled people can be an issue and a consideration as to whether or not you can attend the event or not.

Events stalls

Equalities Officers hosted a stall at two events, the Black History Month Event and the Health and Social Care Partnership conference to capture various feedback around the Equality Outcomes. This enabled them to engage with representatives from with third sector organisations, private and public sectors as well as residents of Aberdeen City.

One-to-One Phone Call

It was encouraged to reach out to the Equality and Diversity Team if respondents required further assistance to complete the survey or if they require a different method of capturing their feedback. A one-to-one phone call with an individual who was unable to attend any of the engagement sessions was arranged with an officer at a convenient time for the individual.

I love that diversity covers everybody's

Neurodiverse and Disability Focus Group

To engage with individuals in the disability community, including those who identify as neurodiverse, or have cognitive, or physical disabilities, a bespoke session held an in person focus group to support accessibility needs. These sessions, conducted with Aurora Consultation, which specialises in neurodiversity, will include reasonable adjustments such as user access and visual guide, sensory toys, and reduced lighting.

Campaign to break the stigma. Many people with invisible "disabilities" don't want to come forward because of the negative impact it has on the from a social and career perspective.

Face to Face Community Engagement Sessions

A public engagement session was organised, allowing participants to attend in person and discuss the Equality Outcomes in a focus group setting. The session was held at Marischal College and coordinated with Grampian Regional Equality Council, who delivered the session and promoted with their organisations and within Aberdeen's communities. These engagement sessions included council representatives from the Equalities Team as well as members from key equality community groups such as Aberdeen Action on Disability and Deafblind Scotland. In addition to the Health and Social Care Partnership and Aberdeen City residents. The attendees represented various backgrounds, and they shared a wide range of views, experiences, and insights. Two engagement sessions were conducted, offering participants different time options.

Create events in the city that promote other cultures and allow these local population to know and understand them better and this way be better inclusive

Engagement

- In person session at Marschal College: Session one – 11 attendees, Session two – 4 attendees
- GREC Language Cafe: 35-40 participants
- Pop up sessions at Bon Accord Shopping Centre, Vaccination Centre: 19 people spoken with, 5 provided digital assistance to complete the survey
- Young Ambassadors: 12 young people aged 10-16 years old

- Aberdeen Youth Movement: 11 youth aged 12-25 years old
- Silver City Surfers: unknown
- Disability friendly in person event: 3
- Phone call: 1
- Stalls at events: estimate 20
- One to one session with community representatives
- Session at 4Pillars: 8

Social Media Campaigns

Aberdeen City Council launched a social media campaign to help ensure we reach as many people as possible. This increased inclusion for those who prefer to get their information from legitimate platforms or on social media. During the course of the consultation period, ACC's social media accounts released 4 posts with 22 shares which attracted an engagement rate 1.13%, (an engagement rate of 1% to 5% is generally accepted to be good), reaching a total of 16.2k people.

Aberdeen City Council used the following platforms that people used to find out more and engage with the consultation process:

Facebook: <https://www.facebook.com/AberdeenCC>

Twitter / X: <https://twitter.com/AberdeenCC>

Instagram: https://www.instagram.com/aberdeen_cc/

LinkedIn: <https://www.linkedin.com/company/aberdeenc/>

The Outcomes Equality survey and engagement sessions were publicised in newspapers other commercial opportunities, printed information on posters, word of mouth, email campaigns and the [Aberdeen City Council](#) website.

Staff Engagement

Aberdeen City Council used its internal networks to promote the Equality Outcomes consultation, encouraging staff to participate as Aberdeen City residents who use local services. The promotion was shared on the Intranet and through a post on Viva Engage.

- Intranet post – 351 numbers of views
- Viva post in Equality, Diversity and Inclusion feeds – 162 numbers of views
- Viva post in All Company – 4783 number of views

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EMPLOYEE INFORMATION

2021 - 2025

Contents (use navigation pane for quick access to pages)

EMPLOYEES IN POST BY SEX	7
EMPLOYEES IN POST BY AGE	8
EMPLOYEES IN POST BY MARITAL/CIVIL STATUS	9
EMPLOYEES IN POST BY DISABILITY – QUESTION 1	11
EMPLOYEES IN POST BY DISABILITY – QUESTION 2	13
EMPLOYEES IN POST BY ETHNICITY	14
EMPLOYEES IN POST BY RELIGION	16
EMPLOYEES IN POST BY SEXUAL ORIENTATION	17
EMPLOYEES IN POST BY GENDER IDENTITY	18
EDUCATION AUTHORITY – COMPOSITION OF EMPLOYEES FOR PERIOD 2020 – 2024	19
EMPLOYEES IN POST BY SEX	19
EMPLOYEES IN POST BY AGE	20
EMPLOYEES IN POST BY MARITAL/CIVIL STATUS	21
EMPLOYEES IN POST BY DISABILITY – QUESTION 1	22
EMPLOYEES IN POST BY DISABILITY – QUESTION 2	23
EMPLOYEES IN POST BY ETHNICITY	24
EMPLOYEES IN POST BY RELIGION	26
EMPLOYEES IN POST BY SEXUAL ORIENTATION	27
EMPLOYEES IN POST BY GENDER IDENTITY	28
COUNCIL WORKFORCE – RECRUITMENT INFORMATION FOR PERIOD 2020 – 2024	29
RECRUITMENT INFORMATION BY SEX.....	29
RECRUITMENT INFORMATION BY AGE.....	31
RECRUITMENT INFORMATION BY MARITAL/CIVIL STATUS	34
RECRUITMENT INFORMATION BY DISABILITY: QUESTION 1	38
RECRUITMENT INFORMATION BY DISABILITY: QUESTION 2 (2021 ONWARDS)	41
RECRUITMENT INFORMATION BY ETHNICITY.....	48
RECRUITMENT INFORMATION BY RELIGION/FAITH/BELIEF.....	57

RECRUITMENT INFORMATION BY SEXUAL ORIENTATION.....	62
RECRUITMENT INFORMATION BY GENDER IDENTITY	65
EDUCATION AUTHORITY – RECRUITMENT INFORMATION FOR PERIOD 2020 – 2024.....	67
RECRUITMENT INFORMATION BY SEX.....	67
RECRUITMENT INFORMATION BY AGE.....	69
RECRUITMENT INFORMATION BY MARITAL/CIVIL STATUS	71
RECRUITMENT INFORMATION BY DISABILITY: QUESTION 1.....	74
RECRUITMENT INFORMATION BY DISABILITY: QUESTION 2 (2021 ONWARDS).....	76
RECRUITMENT INFORMATION BY ETHNICITY.....	81
RECRUITMENT INFORMATION BY RELIGION/FAITH/BELIEF.....	87
RECRUITMENT INFORMATION BY SEXUAL ORIENTATION.....	91
RECRUITMENT INFORMATION BY GENDER IDENTITY	93
COUNCIL WORKFORCE – TRAINING INFORMATION FOR PERIOD 2020 – 2024	95
TRAINING INFORMATION BY SEX.....	95
TRAINING INFORMATION BY AGE.....	96
TRAINING INFORMATION BY MARITAL CIVIL STATUS	97
TRAINING INFORMATION BY DISABILITY – QUESTION 1	99
TRAINING INFORMATION BY DISABILITY – QUESTION 2	100
TRAINING INFORMATION BY ETHNICITY.....	101
TRAINING INFORMATION BY RELIGION.....	103
TRAINING INFORMATION BY SEXUAL ORIENTATION.....	104
TRAINING INFORMATION BY GENDER IDENTITY	105
EDUCATION AUTHORITY – TRAINING INFORMATION FOR PERIOD 2020 – 2024	106
TRAINING INFORMATION BY SEX.....	106
TRAINING INFORMATION BY AGE.....	107
TRAINING INFORMATION BY MARITAL CIVIL STATUS	108
TRAINING INFORMATION BY DISABILITY – QUESTION 1	109
TRAINING INFORMATION BY DISABILITY – QUESTION 2	110

TRAINING INFORMATION BY ETHNICITY.....	111
TRAINING INFORMATION BY RELIGION.....	113
TRAINING INFORMATION BY SEXUAL ORIENTATION.....	114
TRAINING INFORMATION BY GENDER IDENTITY	115
COUNCIL WORKFORCE – LEAVERS INFORMATION FOR PERIOD 2020 – 2024	116
LEAVERS INFORMATION BY SEX.....	116
LEAVERS INFORMATION BY AGE	117
LEAVERS INFORMATION BY MARITAL/CIVIL STATUS	118
LEAVERS INFORMATION BY DISABILITY – QUESTION 1	119
LEAVERS INFORMATION BY DISABILITY – QUESTION 2	120
LEAVERS INFORMATION BY ETHNICITY.....	121
LEAVERS INFORMATION BY RELIGION.....	123
LEAVERS INFORMATION BY SEXUAL ORIENTATION.....	124
LEAVERS INFORMATION BY GENDER IDENTITY	125
EDUCATION AUTHORITY – LEAVERS INFORMATION FOR PERIOD 2020 – 2024	126
LEAVERS INFORMATION BY SEX.....	126
LEAVERS INFORMATION BY AGE	127
LEAVERS INFORMATION BY MARITAL CIVIL STATUS	128
LEAVERS INFORMATION BY DISABILITY – QUESTION 1	129
LEAVERS INFORMATION BY DISABILITY – QUESTION 2	130
LEAVERS INFORMATION BY ETHNICITY.....	131
LEAVERS INFORMATION BY RELIGION.....	133
LEAVERS INFORMATION BY SEXUAL ORIENTATION.....	134
LEAVERS INFORMATION BY GENDER IDENTITY	135
COUNCIL WORKFORCE – DISCIPLINARY INFORMATION FOR PERIOD 2020 – 2024	136
DISCIPLINARY INFORMATION BY SEX	136
DISCIPLINARY INFORMATION BY AGE	137
DISCIPLINARY INFORMATION BY MARITAL/CIVIL STATUS	138

DISCIPLINARY INFORMATION BY DISABILITY – QUESTION 1	139
DISCIPLINARY INFORMATION BY DISABILITY – QUESTION 2	140
DISCIPLINARY INFORMATION BY ETHNICITY	141
DISCIPLINARY INFORMATION BY RELIGION	143
DISCIPLINARY INFORMATION BY SEXUAL ORIENTATION	144
DISCIPLINARY INFORMATION BY GENDER IDENTITY	145
EDUCATION AUTHORITY – DISCIPLINARY INFORMATION FOR PERIOD 2020 – 2024	146
DISCIPLINARY INFORMATION BY SEX	146
DISCIPLINARY INFORMATION BY AGE	147
DISCIPLINARY INFORMATION BY MARITAL CIVIL STATUS	148
DISCIPLINARY INFORMATION BY DISABILITY – QUESTION 1	149
DISCIPLINARY INFORMATION BY DISABILITY – QUESTION 2	150
DISCIPLINARY INFORMATION BY ETHNICITY	151
DISCIPLINARY INFORMATION BY RELIGION	153
DISCIPLINARY INFORMATION BY SEXUAL ORIENTATION	154
DISCIPLINARY INFORMATION BY GENDER IDENTITY	155
COUNCIL WORKFORCE – GRIEVANCE INFORMATION FOR PERIOD 2020 – 2024	156
GRIEVANCE INFORMATION BY SEX	156
GRIEVANCE INFORMATION BY AGE	157
GRIEVANCE INFORMATION BY MARITAL/CIVIL STATUS	158
GRIEVANCE INFORMATION BY DISABILITY – QUESTION 1	159
GRIEVANCE INFORMATION BY DISABILITY – QUESTION 2	160
GRIEVANCE INFORMATION BY ETHNICITY	161
GRIEVANCE INFORMATION BY RELIGION	163
GRIEVANCE INFORMATION BY SEXUAL ORIENTATION	164
GRIEVANCE INFORMATION BY GENDER IDENTITY	165
EDUCATION AUTHORITY – GRIEVANCE INFORMATION FOR PERIOD 2020 – 2024	166
GRIEVANCE INFORMATION BY SEX	166

GRIEVANCE INFORMATION BY AGE	167
GRIEVANCE INFORMATION BY MARITAL CIVIL STATUS	168
GRIEVANCE INFORMATION BY DISABILITY – QUESTION 1	169
GRIEVANCE INFORMATION BY DISABILITY – QUESTION 2	170
GRIEVANCE INFORMATION BY ETHNICITY	171
GRIEVANCE INFORMATION BY RELIGION	173
GRIEVANCE INFORMATION BY SEXUAL ORIENTATION	174
GRIEVANCE INFORMATION BY GENDER IDENTITY	175
ABERDEEN CITY COUNCIL OCCUPATIONAL SEGREGATION FOR PERIODS 2020,2022 AND 2024.....	176
2020 OCCUPATIONAL SEGREGATION BY SALARY BAND – ALL EMPLOYEES.....	176
2022 OCCUPATIONAL SEGREGATION BY SALARY BAND – ALL EMPLOYEES.....	176
2024 OCCUPATIONAL SEGREGATION BY SALARY BAND – ALL EMPLOYEES.....	177
2020 OCCUPATIONAL SEGREGATION BY OCCUPATIONAL GROUP – ALL EMPLOYEES	179
2022 OCCUPATIONAL SEGREGATION BY OCCUPATIONAL GROUP – ALL EMPLOYEES	179
2024 OCCUPATIONAL SEGREGATION BY OCCUPATIONAL GROUP – ALL EMPLOYEES	180
<i>Classification notes for occupational segregation</i>	<i>181</i>
EDUCATION AUTHORITY OCCUPATIONAL SEGREGATION FOR PERIODS 2020,2022 AND 2024.....	182
2020 OCCUPATIONAL SEGREGATION BY SALARY BAND – EDUCATION	182
2022 OCCUPATIONAL SEGREGATION BY SALARY BAND – EDUCATION	183
2024 OCCUPATIONAL SEGREGATION BY SALARY BAND – EDUCATION	184
2020 OCCUPATIONAL SEGREGATION BY OCCUPATIONAL GROUP – EDUCATION	185
2022 OCCUPATIONAL SEGREGATION BY OCCUPATIONAL GROUP – EDUCATION	185
2024 OCCUPATIONAL SEGREGATION BY OCCUPATIONAL GROUP – EDUCATION	186
<i>Classification notes for occupational groups:.....</i>	<i>187</i>
GENDER PAY GAP	188
<i>Gender Pay Gap Information in Education Authority</i>	<i>188</i>
<i>Gender Pay Gap – wider data set</i>	<i>189</i>
1. <i>Mean Gender Pay Gap</i>	<i>189</i>

2. Median Gender Pay Gap190

3. Median Allowance Gender Gap192

5) Proportion of men and women receiving a bonus payment192

6) Proportion of men and women in each pay quartile192

Calculating gender pay gap quartile figures194

1. Divide into quartiles194

2. Check the gender distribution of matching hourly rates194

3. Work out the percentage of males and females in each quartile195

NARRATIVE - WIDER SET OF GENDER PAY GAP DATA195

COUNCIL WORKFORCE – COMPOSITION OF EMPLOYEES FOR PERIOD 2020 – 2024

Employees in Post by Sex

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
GENDER	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	5700	70.16	5829	70.20	6015	69.90	6011	72.30	5780	69.92	5800	70.18
Male	2424	29.84	2475	29.80	2590	30.10	2303	27.70	2487	30.08	2464	29.82
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Age

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	32	0.39	44	0.53	50	0.58	40	0.48	46	0.56	42	0.51
20-29	1055	13.00	1015	12.22	1109	12.89	688	8.28	1093	13.22	1018	12.32
30-39	1929	23.74	2028	24.42	2155	25.04	1142	13.74	2047	24.76	2065	24.99
40-49	1894	23.31	1909	22.99	1989	23.11	2251	27.07	1984	24.00	2047	24.77
50-59	2249	27.68	2310	27.82	2272	26.40	2682	32.36	2107	25.49	2019	24.43
60+	965	11.88	998	12.02	1030	11.97	1511	18.17	990	11.98	1073	12.98
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Marital/Civil Status

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
MARITAL/CIVIL STATUS	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	327	4.03	331	3.99	325	3.78	340	4.09	85	1.03	107	1.29
Civil Partnership legally dissolved	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Separated	151	1.86	154	1.85	143	1.66	134	1.16	-	-	-	-
Separated but still legally Married	-	-	-	-	-	-	-	-	22	0.27	31	0.38
Separated but still legally in Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Living with Partner	861	10.60	964	11.61	1017	11.82	647	7.78	-	-	-	-
Married/Civil Partnership	3290	40.50	3343	40.26	3385	39.34	3450	41.50	-	-	-	-
In a registered Civil Partnership	-	-	-	-	-	-	-	-	Under 5	0.04	Under 5	0.05
Married	-	-	-	-	-	-	-	-	739	8.94	984	11.91
Single	1459	17.96	1545	18.61	1671	19.42	1196	14.39	-	-	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	-	-	337	4.08	466	5.64
Widowed	94	1.16	87	1.05	83	0.96	94	1.13	22	0.27	27	0.33
Surviving partner from Civil Partnership	-	-	-	-	-	-	-	-	Under 5	0.01	Under 5	0.01
Not Completed	1678	20.65	1621	19.52	1728	20.08	2215	26.64	6929	83.82	6457	78.13
Prefer Not to Answer/Say	264	3.25	259	3.12	253	2.94	238	2.86	129	1.56	187	2.26

Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00
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Employees in Post by Disability – Question 1

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	286	3.52	307	3.70	314	3.65	319	3.84	-	-	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	-	-		0.04		0.05
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	-	-	20	0.24	23	0.28
Yes - Memory	-	-	-	-	-	-	-	-	Under 5	0.01	Under 5	0.02
Yes - Mental health	-	-	-	-	-	-	-	-	73	0.88	113	1.37
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	-	-	32	0.39	34	0.41
Yes – Other	-	-	-	-	-	-	-	-	74	0.90	94	1.14
Yes – Prefer not to expand	-	-	-	-	-	-	-	-	21	0.25	30	0.36
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	-	-	15	0.18	14	0.17
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	-	-	6	0.07%	7	0.08
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	-	-	Under 5	0.04	9	0.11
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	-	-	23	0.28	31	0.38
No	4636	57.07	5076	61.13	5216	60.62	5070	60.98	1036	12.53	1430	17.30
Not Completed	2933	36.10	2637	31.76	2792	32.45	2652	31.90	6836	82.69	6319	76.46
Prefer Not to Answer/Say	269	3.31	284	3.42	283	3.29	273	3.28	124	1.50	154	1.86

Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00
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Employees in Post by Disability – Question 2

	2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes, a little							111	1.34	150	1.82
Yes, a lot							21	0.25	24	0.29
Not at all							215	2.60	312	3.78
Not Completed							7806	94.42	7634	92.38
Prefer Not to Say							114	1.38	144	1.74
Total	-	-	-	-	-	-	-	100.00	8264	100.00

Employees in Post by Ethnicity

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
ETHNICITY	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	35	0.43	40	0.48	43	0.50	44	0.53	-	-	-	-
African - Other	13	0.16	17	0.20	30	0.35	39	0.47	-	-	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	-	-	29	0.35	37	0.45
Other - Arab	14	0.17	16	0.19	16	0.19	15	0.18	-	-	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	-	-	Under 5	0.04	8	0.10
Asian - Bangladeshi	7	0.09	8	0.10	11	0.13	11	0.13	-	-	-	-
Bangladeshi Inc Scottish /British Bangladeshi	-	-	-	-	-	-	-	-	6	0.07	7	0.08
Asian - Chinese	14	0.17	20	0.24	20	0.23	21	0.25	-	-	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	-	-	7	0.08	7	0.08
Asian - Indian	43	0.53	50	0.60	55	0.64	57	0.69	-	-	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	-	-	21	0.25	28	0.34
Asian - Other	18	0.22	24	0.29	27	0.31	28	0.34	-	-	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	-	-	13	0.16	19	0.23
Asian - Pakistani	10	0.12	11	0.13	15	0.17	13	0.16	-	-	-	-

Pakistani Inc Scottish /British Pakistani	-	-	-	-	-	-	-	-	5	0.06	6	0.07
Black	10	0.12	16	0.19	17	0.20	17	0.20	-	-	-	-
Caribbean	Under 5	0.02	Under 5	0.05	5	0.06	7	0.08	-	-	-	-
Other Caribbean or Black	8	0.10	8	0.10	6	0.07	6	0.07	-	-	-	-
Caribbean or Black	-	-	-	-	-	-	-	-	Under 5	0.01	Under 5	0.05
Mixed or Multiple ethnic groups	36	0.44	38	0.46	42	0.49	41	0.49	14	0.17	19	0.23
Other Ethnic group	29	0.36	30	0.36	29	0.34	31	0.37	Under 5	0.05	5	0.06
White – Other British	1762	21.69	1965	23.66	2001	23.25	1946	23.41	181	2.19	238	2.88
White - Scottish	3329	40.98	3324	40.03	3340	38.81	3237	38.93	1138	13.77	1506	18.22
White - Polish	96	1.18	109	1.31	116	1.35	113	1.36	29	0.35	46	0.56
White - Eastern European	57	0.70	65	0.78	72	0.84	70	0.84	-	-	-	-
White - Gypsy/Traveller	Under 5	0.01	Under 5	0.01	Under 5	0.02	Under 5	0.02	Under 5	0.02	Under 5	0.05
White - Irish	77	0.95	79	0.95	78	0.91	77	0.93	19	0.23	26	0.31
White - Other white ethnic group	398	4.90	383	4.61	389	4.52	359	4.32	56	0.68	88	1.06
White - Roma	0	0.00	0	0.00	0	0.0	0	0.00%	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	-	-	Under 5	0.02	Under 5	0.01
Not Completed	1360	16.74	1440	17.34	1697	19.72	1645	19.79	6706	81.12	6184	74.83
Prefer Not to Answer/Say	805	9.91	656	7.90	594	6.90	535	6.43	31	0.37	31	0.38
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Religion

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
RELIGION	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	19	0.23	18	0.22	21	0.24	20	0.24	5	0.06	6	0.07
Other Christian	695	8.55	734	8.84	760	8.83	749	9.01	132	1.60	183	2.21
Church of Scotland	1029	12.67	979	11.79	916	10.64	874	10.51	214	2.59	251	3.04
Roman Catholic	367	4.52	368	4.43	357	4.15	339	4.08	94	1.14	125	1.51
Hindu	17	0.21	23	0.28	28	0.33	28	0.34	13	0.16	17	0.21
Humanist	52	0.64	53	0.64	54	0.63	53	0.64	-	-	-	-
Jewish	5	0.06	Under 5	0.05	Under 5	0.05	Under 5	0.05	Under 5	0.04	Under 5	0.05
Muslim	48	0.59	47	0.57	58	0.67	53	0.64	18	0.22	29	0.35
None	2862	35.23	3146	37.89	3268	37.98	3211	38.62	890	10.77	1198	14.50
Other Religion or Belief	72	0.89	79	0.95	77	0.89	68	0.82	14	0.17	11	0.13
Pagan	24	0.30	27	0.33	24	0.28	25	0.30	4	0.05	11	0.13
Sikh	Under 5	0.05	Under 5	0.04	Under 5	0.03	Under 5	0.04	0	0.00	0	0.00
Not Completed	1634	20.11	1667	20.07	1951	22.67	1882	22.64	6784	82.06	6306	76.31
Prefer Not to Answer	1296	15.95	1156	13.92	1084	12.60	1005	12.09	96	1.16	123	1.49
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Sexual Orientation

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
SEXUAL ORIENTATION	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	49	0.60	66	0.79	88	1.02	88	1.02	42	0.51	60	0.73
Gay	72	0.89	82	0.99	96	1.12	96	1.12	-	-	-	-
Gay or lesbian	-	-	-	-	-	-	-	-	65	0.79	73	0.88
Heterosexual/Straight	4845	59.64	5134	61.83	5199	60.42	5199	60.42	1289	15.59	1724	20.86
Lesbian	35	0.43	39	0.47	46	0.53	46	0.53	-	-	-	-
Other sexual orientation	18	0.22	22	0.26	28	0.33	28	0.33	15	0.18	22	0.27
Not Completed	1708	21.02	1749	21.06	2010	23.36	2010	23.36	6750	81.65	6251	75.64
Prefer Not to Answer	1397	17.20	1212	14.60	1138	13.22	1138	13.22	106	1.28	134	1.62
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Gender Identity

	2021		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
GENDER IDENTITY Do you consider yourself to be trans or have trans history?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	-	-	29	0.35	26	0.31
No	-	-	-	-	-	-	-	-	1423	17.21	1927	23.32
Not Completed	-	-	-	-	-	-	-	-	6758	81.75	6242	75.53
Prefer not to Say	-	-	-	-	-	-	-	-	57	0.69	69	0.83
Total	-	-	-	-	-	-	-	-	-	100.00	-	100.00

EDUCATION AUTHORITY – COMPOSITION OF EMPLOYEES FOR PERIOD 2020 – 2024

Employees in Post by Sex

	2020		2021		2022		2024	
GENDER	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	3226	87.59	3128	86.41	3496	86.62	3254	86.82
Male	457	12.41	492	13.59	540	13.38	494	13.18
Total	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Age

	2020		2021		2022		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	7	0.19	Under 5	0.03	9	0.22	13	0.35
20-29	606	16.45	552	15.25	599	14.84	513	13.69
30-39	943	25.60	971	26.82	1127	27.92	1081	28.84
40-49	892	24.22	868	23.98	975	24.16	978	26.09
50-59	914	24.82	925	25.55	992	24.58	841	22.44
60+	321	8.72	303	8.37	334	8.28	322	8.59
Total	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Marital/Civil Status

	2020		2021		2022		2024	
MARITAL/CIVIL STATUS	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	144	3.91	129	3.56	143	3.54	42	1.12
Civil Partnership legally dissolved	-	-	-	-	-	-	0	0.00
Separated	69	1.87	74	2.04	0	0.00	-	-
Separated but still legally Married	-	-	-	-	-	-	13	0.35
Separated but still legally in Civil Partnership	-	-	-	-	-	-	0	0.00
Living with Partner	344	9.34	375	10.36	432	10.70	-	-
Married/Civil Partnership	1572	42.68	1540	42.54	1670	41.38	-	-
In a registered Civil Partnership	-	-	-	-	-	-	Under 5	0.03
Married	-	-	-	-	-	-	454	12.11
Single	595	16.16	605	16.71	712	17.64	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	177	4.72
Widowed	31	0.84	33	0.91	34	0.84	12	0.32
Surviving partner from Civil Partnership	-	-	-	-	-	-	Under 5	0.03
Not Completed	817	22.18	766	21.16	858	21.26	2971	79.27
Prefer Not to Answer/Say	111	3.01	98	2.71	107	2.65	77	2.05
Total	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Disability – Question 1

	2020		2021		2022		2024	
DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	104	2.82	98	2.71	118	2.92	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	Under 5	0.03
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	10	0.27
Yes - Memory	-	-	-	-	-	-	0	0.00
Yes - Mental health	-	-	-	-	-	-	43	1.15
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	11	0.29
Yes – Other	-	-	-	-	-	-	36	0.96
Yes – Prefer not to expand	-	-	-	-	-	-	14	0.37
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	Under 5	0.08
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	Under 5	0.08
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	Under 5	0.03
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	12	0.32
No	2025	54.98	2086	57.62	2408	59.66	686	18.30
Not Completed	1438	39.04	1334	36.85	1395	34.56	2853	76.12
Prefer Not to Answer/Say	116	3.15	102	2.82	115	2.85	75	2.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Disability – Question 2

	2021		2022		2024	
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?	Numbers	%	Numbers	%	Numbers	%
Yes, a little	-	-	-	-	53	1.41
Yes, a lot	-	-	-	-	Under 5	0.11
Not at all	-	-	-	-	145	3.87
Not Completed	-	-	-	-	3482	92.90
Prefer Not to Say	-	-	-	-	64	1.71
Total	-	-	-	-	-	100.00

Employees in Post by Ethnicity

	2020		2021		2022		2024	
ETHNICITY	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	12	0.33	16	0.44	17	0.42	-	-
African - Other	Under 5	0.08	Under 5	0.08	7	0.17	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	8	0.21
Other - Arab	5	0.14	5	0.14	8	0.20	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	5	0.13
Asian - Bangladeshi	Under 5	0.11	Under 5	0.11	6	0.15	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	Under 5	0.11
Asian - Chinese	5	0.14	7	0.19	11	0.27	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	Under 5	0.08
Asian - Indian	14	0.38	15	0.41	25	0.62	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	12	0.32
Asian - Other	5	0.14	7	0.19	9	0.22	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	8	0.21
Asian - Pakistani	7	0.19	7	0.19	11	0.27	-	-
Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-	Under 5	0.11

Black	Under 5	0.03	Under 5	0.11	Under 5	0.07	-	-
Caribbean	0	0.00	Under 5	0.03	Under 5	0.07	-	-
Other Caribbean or Black	Under 5	0.05	Under 5	0.06	Under 5	0.02	-	-
Caribbean or Black	-	-	-	-	-	-	0	0.00
Mixed or Multiple ethnic groups	15	0.41	14	0.39	22	0.55	7	0.19
Other Ethnic group	9	0.24	10	0.28	10	0.25	0	0.00
White – Other British	909	24.68	943	26.05	1054	26.11	104	2.77
White - Scottish	1476	40.08	1375	37.98	1537	38.08	719	19.18
White - Polish	35	0.95	27	0.75	38	0.94	17	0.45
White - Eastern European	9	0.24	13	0.36	14	0.35	-	-
White - Gypsy/Traveller	0	0.00	0	0.00	0	0.00	0	0.00
White - Irish	5	1.36	48	1.33	47	1.16	10	0.27
White - Other white ethnic group	140	3.80	113	3.12	138	3.42	31	0.83
White - Roma	0	0.00	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	0	0.00
Not Completed	692	18.79	796	21.99	879	21.78	2807	74.89
Prefer Not to Answer/Say	290	7.87	210	5.80	196	4.86	9	0.24
Total	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Religion

	2020		2021		2022		2024	
RELIGION	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	6	0.16	6	0.16	9	0.22	Under 5	0.05
Other Christian	375	10.18	375	10.01	387	9.59	72	1.92
Church of Scotland	503	13.66	484	12.91	456	11.30	131	3.50
Roman Catholic	182	4.94	177	4.72	184	4.56	59	1.57
Hindu	8	0.22	8	0.22	15	0.37	7	0.19
Humanist	28	0.76	30	0.80	29	0.72	-	-
Jewish	Under 5	0.05	Under 5	0.03	Under 5	0.02	Under 5	0.05
Muslim	25	0.68	17	0.47	31	0.77	17	0.45
None	1204	32.69	1240	34.25	1448	35.88	528	14.09
Other Religion or Belief	33	0.90	28	0.77	31	0.77	Under 5	0.08
Pagan	Under 5	0.11	Under 5	0.08	5	0.12	Under 5	0.08
Sikh	0	0.00	Under 5	0.03	Under 5	0.02	0	0.00
Not Completed	836	22.70	916	25.30	1042	25.82	2871	76.60
Prefer Not to Answer	477	12.95	401	11.08	397	9.84	53	1.41
Total	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Sexual Orientation

	2020		2021		2022		2024	
SEXUAL ORIENTATION	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	22	0.60	23	0.64	40	0.99	22	0.59
Gay	30	0.81	29	0.80	43	1.07	-	-
Gay or lesbian	-	-	-	-	-	-	35	0.93
Heterosexual/Straight	2215	60.14	2182	61.52	2444	60.56	794	21.18
Lesbian	14	0.38	15	0.41	18	0.45	-	-
Other sexual orientation	9	0.24	6	0.17	13	0.32	7	0.19
Not Completed	852	23.13	948	26.19	1042	25.82	2835	75.64
Prefer Not to Answer	541	14.69	417	11.52	436	10.80	55	1.47
Total	-	100.00	-	100.00	-	100.00	-	100.00

Employees in Post by Gender Identity

	2021		2021		2022		2024	
GENDER IDENTITY Do you consider yourself to be trans or have trans history?	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	13	0.35
No	-	-	-	-	-	-	877	23.40
Not Completed	-	-	-	-	-	-	2832	75.56
Prefer not to Say	-	-	-	-	-	-	26	0.69
Total	-	-	-	-	-	-	-	100.00

COUNCIL WORKFORCE – RECRUITMENT INFORMATION FOR PERIOD 2020 – 2024

Recruitment Information by Sex

GENDER	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Female	10565	66.96	-	-	567	75.00
Male	4989	31.62	-	-	167	22.09
Not Completed	223	1.41	-	-	22	2.91
Prefer not to say	10565	66.96	-	-	567	75.00
Total	-	100.00	-	-	-	100.00

GENDER	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Female	12624	76.67	3459	77.71	686	77.69
Male	3702	22.48	954	21.43	183	20.72
Not Completed	118	0.72	27	0.61	6	0.68
Prefer not to say	22	0.13	11	0.25	8	0.91
Total	-	100.00	-	100.00	-	100.00

GENDER	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%

Female	11266	68.18	2509	68.89	476	70.83
Male	5125	31.01	1103	30.29	189	28.13
Not Completed	26	0.16	11	0.30	Under 5	0.60
Prefer not to say	108	0.65	19	0.52	Under 5	0.45
Total	-	100.00	-	100.00	-	100.00

GENDER	2023					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Female	10154	72.8	3703	72.48	433	76.23
Male	3630	26.05	1336	26.15	114	20.07
Not Completed	37	0.27	35	0.69	15	2.64
Prefer not to say	113	0.81	35	0.69	6	1.06
Total	-	100.00	-	100.00	-	100.00

GENDER	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Female	12125	70.94	3346	69.09	607	72.78
Male	4547	26.60	1334	27.54	201	24.10
Not Completed	284	1.66	118	2.44	22	2.64
Prefer not to say	137	0.80	45	0.93	Under 5	0.48
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Age

AGE	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	217	1.38	-	-	13	1.72
20-29	4635	29.38	-	-	149	19.71
30-39	4923	31.20	-	-	233	30.82
40-49	3038	19.26	-	-	190	25.13
50-59	2021	12.81	-	-	134	17.72
60+	582	3.69	-	-	11	1.46
Not Completed	361	2.29	-	-	26	3.44
Total	-	100.00	-	-	-	100.00

AGE	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	245	1.49	82	1.84	25	2.83
20-29	4385	26.63	1095	24.60	204	23.10
30-39	5108	31.02	1348	30.29	261	29.57
40-49	3709	22.53	1022	22.96	203	23.00
50-59	2003	12.16	629	14.13	123	13.92
60+	467	2.84	132	2.97	39	4.41
Not Completed	549	3.33	143	3.21	28	3.17
Total	-	100.00	-	100.00	-	100.00

AGE	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	612	3.70	139	3.82	17	2.53
20-29	4850	29.35	1026	28.17	194	28.87
30-39	4765	28.84	1007	27.65	199	29.61
40-49	3610	21.85	815	22.38	153	22.77
50-59	1703	10.31	432	11.86	75	11.16
60+	466	2.82	93	2.55	15	2.23
Not Completed	519	3.14	130	3.57	19	2.83
Total	-	100.00	-	100.00	-	100.00

AGE	2023					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	500	3.59	191	3.74	36	6.34
20-29	4075	29.25	1556	30.46	203	35.74
30-39	4365	31.33	1810	35.43	212	37.32
40-49	3154	22.64	978	19.14	79	13.91
50-59	1248	8.96	353	6.91	12	2.11
60+	209	1.50	62	1.21	Under 5	0.18
Not Completed	383	2.75	159	3.11	25	4.40
Total	-	100.00	-	100.00	-	100.00

AGE	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	888	5.20	268	5.53	50	6.00
20-29	5358	31.35	1381	28.52	202	24.22
30-39	5285	30.92	1460	30.15	254	30.46
40-49	3246	18.99	955	19.72	188	22.54
50-59	1350	7.90	450	9.29	91	10.91
60+	286	1.67	94	1.94	15	1.80
Not Completed	680	3.98	235	4.85	34	4.08
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Marital/Civil Status

MARITAL/CIVIL STATUS	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	678	4.30	-	-	39	5.16
Separated	349	2.21	-	-	14	1.85
Living With Partner	2356	14.93	-	-	111	14.68
Married/Civil Partnership	5460	34.61	-	-	311	41.14
Single	6383	40.46	-	-	243	32.14
Widowed	108	0.68	-	-	7	0.93
Not Completed	211	1.34	-	-	23	3.04
Prefer not to say	232	1.47	-	-	8	1.06
Total	-	100.00	-	-	-	100.00

MARITAL/CIVIL STATUS	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	683	4.15	211	4.75	29	3.28
Divorced (Pre Apr 21)	109	0.66	22	0.50	6	0.68
Formally in a civil partnership which is now legally dissolved	38	0.23	13	0.29	Under 5	0.23
In a registered civil partnership	147	0.89	48	1.08	6	0.68
Married	4659	28.29	1456	32.71	271	30.70
Married/Civil Partnership (Pre Apr 21)	1442	8.76	239	5.37	80	9.06
Living With Partner (Pre Apr 21)	541	3.29	69	1.55	22	2.49

Never married and never registered in a civil partnership	5927	36.00	1721	38.66	336	38.05
Single (Pre Apr 21)	1320	8.01	175	3.93	57	6.46
Separated but still legally in a civil partnership	20	0.12	Under 5	0.07	Under 5	0.11
Separated but still legally married	360	2.19	122	2.74	21	2.38
Separated (Pre Apr 21)	85	0.52	10	0.22	Under 5	0.11
Surviving partner from registered civil partnership	17	0.10	6	0.13	0	0.00
Widowed	59	0.36	25	0.56	Under 5	0.45
Widowed (Pre Apr 21)	30	0.18	7	0.16	Under 5	0.11
Not Completed	36	0.22	11	0.25	6	0.68
Prefer not to say	993	6.03	313	7.03	40	4.53
Total	-	100.00	-	100.00	-	100.00

MARITAL/CIVIL STATUS	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	559	4.01	200	3.91	22	3.87
Formally in a civil partnership which is now legally dissolved	7	0.05	Under 5	0.08	Under 5	0.18
In a registered civil partnership	195	1.40	58	1.14	6	1.06
Married	5844	41.94	2086	40.83	224	39.44
Never married and never registered in a civil partnership	6147	44.12	2324	45.49	260	45.77
Separated but still legally in a civil partnership	18	0.13	6	0.12	Under 5	0.18
Separated but still legally married	307	2.20	89	1.74	12	2.11
Surviving partner from registered civil partnership	21	0.15	Under 5	0.08	0	0.00
Widowed	83	0.60	34	0.67	Under 5	0.18
Not Completed	37	0.27	35	0.69	15	2.64
Prefer not to say	716	5.14	269	5.27	26	4.58

Total	-	100.00	-	100.00	-	100.00
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MARITAL/CIVIL STATUS	2023					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	863	5.22	223	6.12	44	6.55
Formally in a civil partnership which is now legally dissolved	20	0.12	Under 5	0.08	0	0.00
In a registered civil partnership	214	1.30	38	1.04	7	1.04
Married	6442	38.98	1296	35.58	249	37.05
Never married and never registered in a civil partnership	7403	44.80	1725	47.36	318	47.32
Separated but still legally in a civil partnership	15	0.09	Under 5	0.08	0	0.00
Separated but still legally married	382	2.31	79	2.17	13	1.93
Surviving partner from registered civil partnership	24	0.15	10	0.27	Under 5	0.15
Widowed	122	0.74	24	0.66	Under 5	0.45
Not Completed	26	0.16	11	0.30	Under 5	0.60
Prefer not to say	1014	6.14	230	6.32	33	4.91
Total	-	100.00	-	100.00	-	100.00

MARITAL/CIVIL STATUS	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	689	4.03	197	4.07	34	4.08

Formally in a civil partnership which is now legally dissolved	Under 5	0.02	Under 5	0.04	0	0.00
In a registered civil partnership	219	1.28	55	1.14	7	0.84
Married	6657	38.95	1925	39.75	333	39.93
Never married and never registered in a civil partnership	8015	46.89	2225	45.94	387	46.40
Separated but still legally in a civil partnership	16	0.09	5	0.10	0	0.00
Separated but still legally married	263	1.54	80	1.65	15	1.80
Surviving partner from registered civil partnership	Under 5	0.02	0	0.00	0	0.00
Widowed	53	0.31	9	0.19	Under 5	0.24
Not Completed	284	1.66	118	2.44	22	2.64
Prefer not to say	890	5.21	227	4.69	34	4.08
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Disability: Question 1

	2020					
DISABILITY	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes	793	5.03	-	-	27	3.57
No	14642	92.81	-	-	697	92.20
Not Completed	164	1.04	-	-	23	3.04
Prefer not to say	178	1.13	-	-	9	1.19
Total	-	100.00	-	-	-	100.00

	2021					
DISABILITY Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last , at least 12 months? Include problems related to old age.	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes (Pre Apr 21)	205	1.24	54	1.21	8	0.90
Yes, limited a little	409	2.48	145	3.26	18	2.04
Yes, limited a lot	37	0.22	11	0.25	Under 5	0.22
No	15511	94.20	4149	93.21	834	94.45
Not Completed	26	0.16	12	0.27	6	0.69
Prefer not to say	278	1.70	80	1.80	15	1.70
Total	-	100.00	-	100.00	-	100.00

	2022					
DISABILITY Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last , at least 12 months? Include problems related to old age.	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes, limited a little	647	3.92	141	3.87	20	2.98
Yes, limited a lot	79	0.48	10	0.27	0	0.00
No	15486	93.71	3415	93.77	641	95.39
Not Completed	26	0.16	11	0.30	Under 5	0.60
Prefer not to say	287	1.74	65	1.78	7	1.04
Total	-	100.00	-	100.00	-	100.00

	2023					
DISABILITY Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last , at least 12 months? Include problems related to old age.	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes, limited a little	571	4.10	249	4.87	19	3.35
Yes, limited a lot	60	0.43	18	0.35	0	0.00
No	13046	93.63	4714	92.27	529	93.13
Not Completed	37	0.27	35	0.69	15	2.64
Prefer not to say	220	1.58	93	1.82	5	0.88
Total	-	100.00	-	100.00	-	100.00

	2024					
DISABILITY Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last , at least 12 months? Include problems related to old age.	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes, limited a little	726	4.25	228	4.71	27	3.24
Yes, limited a lot	68	0.40	9	0.19	Under 5	0.12
No	15652	91.57	4378	90.40	770	92.33
Not Completed	284	1.66	118	2.44	22	2.64
Prefer not to say	363	2.12	110	2.27	14	1.68
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Disability: Question 2 (2021 Onwards)

	2021(Jan – Mar Only)					
Disability Types (During the period January – March 2021 only – not the percentage of the whole year)	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Learning disability	56	1.54	10	1.86	Under 5	1.72
Longstanding illness	31	0.85	12	2.23	0	0.00
Mental health condition	37	1.02	13	2.42	Under 5	1.15
Physical impairment	25	0.69	7	1.30	Under 5	0.57
Sensory impairment - Hearing	11	0.30	Under 5	0.19	0	0.00
Prefer not to answer	14	0.39	Under 5	0.37	0	0.00
Not Completed	3462	95.21	492	91.62	168	96.55
Total	-	100.00	-	100.00	-	100.00

	2021 (APR – DEC only)					
DISABILITY TYPES* Do you have any of the following, which have lasted, or are expected to last, at least 12 months (During the period April – December 2021 only – not the percentage of the whole year)	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
NO CONDITION						
Yes	190	1.48	74	1.89	15	2.12
No	12640	98.52	3840	98.11	694	97.88

PHYSICAL						
Yes	121	0.94	37	0.95	9	1.27
No	12709	99.06	3877	99.05	700	98.73
SIGHT						
Yes	24	0.19	6	0.15	Under 5	0.14
No	12806	99.81	3908	99.85	708	99.86
LEARNING DISABILITY						
Yes	127	0.99	40	1.02	7	0.99
No	12703	99.01	3874	98.98	702	99.01
DEVELOPMENTAL DISORDER						
Yes	68	0.53	23	0.59	Under 5	0.56
No	12762	99.47	3891	99.41	705	99.44
MENTAL HEALTH						
Yes	598	4.66	180	4.60	29	4.09
No	12232	95.34	3734	95.40	680	95.91
HEARING						
Yes	112	0.87	26	0.66	Under 5	0.56
No	12718	99.13	3888	99.34	705	99.44
SPEECH						
Yes	19	0.15	Under 5	0.05	0	0.00
No	12811	99.85	3912	99.95	709	100.00
LEARNING DIFFICULTY						
Yes	190	1.48	74	1.89	15	2.12
No	12640	98.52	3840	98.11	694	97.88
LONG-TERM						
Yes	515	4.01	174	4.45	26	3.67
No	12315	95.99	3740	95.55	683	96.33
PREFER NOT TO SAY						

Yes	547	4.26	186	4.75	26	3.67
No	12283	95.74	3728	95.25	683	96.33

Each category is the number of people who said they either have or do not have each disability from the total number of applications/shortlisted/hired.

DISABILITY TYPES* Do you have any of the following, which have lasted, or are expected to last, at least 12 months	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
NO CONDITION						
Yes	14101	85.33	3045	83.61	576	85.71
No	2424	14.67	597	16.39	96	14.29
PHYSICAL						
Yes	181	1.10	30	0.82	Under 5	0.30
No	16344	98.90	3612	99.18	670	99.70
SIGHT						
Yes	43	0.26	15	0.41	Under 5	0.45
No	16482	99.74	3627	99.59	669	99.55
LEARNING DISABILITY						
Yes	208	1.26	35	0.96	Under 5	0.45
No	16317	98.74	3607	99.04	669	99.55
DEVELOPMENTAL DISORDER						
Yes	67	0.41	21	0.58	0	0.00
No	16458	99.59	3621	99.42	672	100.00
MENTAL HEALTH						
Yes	833	5.04	212	5.82	32	4.76
No	15692	94.96	3430	94.18	640	95.24
HEARING						
Yes	161	0.97	18	0.49	Under 5	0.60

No	16364	99.03	3624	99.51	668	99.40
SPEECH						
Yes	11	0.07	0	0.00	0	0.00
No	16514	99.93	3642	100.00	672	100.00
LEARNING DIFFICULTY						
Yes	319	1.93	92	2.53	12	1.79
No	16206	98.07	3550	97.47	660	98.21
LONG-TERM						
Yes	661	4.00	155	4.26	23	3.42
No	15864	96.00	3487	95.74	649	96.58
PREFER NOT TO SAY						
Yes	644	3.90	170	4.67	28	4.17
No	15881	96.10	3472	95.33	644	95.83

Each category is the number of people who said they either have or do not have each disability from the total number of applications/shortlisted/hired.

DISABILITY TYPES* Do you have any of the following, which have lasted, or are expected to last, at least 12 months	2023					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
NO CONDITION						
Yes	11800	84.68	4246	83.11	474	83.45
No	2134	15.32	863	16.89	94	16.55
PHYSICAL						
Yes	141	1.01	58	1.14	Under 5	0.18
No	13793	98.99	5051	98.86	567	99.82
SIGHT						
Yes	25	0.18	8	0.16	Under 5	0.35

No	13909	99.82	5101	99.84	566	99.65
LEARNING DISABILITY						
Yes	195	1.40	71	1.39	Under 5	0.53
No	13739	98.60	5038	98.61	565	99.47
DEVELOPMENTAL DISORDER						
Yes	69	0.50	36	0.70	Under 5	0.18
No	13865	99.50	5073	99.30	567	99.82
MENTAL HEALTH						
Yes	629	4.51	224	4.38	18	3.17
No	13305	95.49	4885	95.62	550	96.83
HEARING						
Yes	97	0.70	47	0.92	5	0.88
No	13837	99.30	5062	99.08	563	99.12
SPEECH						
Yes	9	0.06	5	0.10	0	0.00
No	13925	99.94	5104	99.90	568	100.00
LEARNING DIFFICULTY						
Yes	279	2.00	134	2.62	14	2.46
No	13655	98.00	4975	97.38	554	97.54
LONG-TERM						
Yes	647	4.64	268	5.25	25	4.40
No	13287	95.36	4841	94.75	543	95.60
PREFER NOT TO SAY						
Yes	607	4.36	229	4.48	24	4.23
No	13327	95.64	4880	95.52	544	95.77

Each category is the number of people who said they either have or do not have each disability from the total number of applications/shortlisted/hired.

2024

DISABILITY TYPES* Do you have any of the following, which have lasted, or are expected to last, at least 12 months	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
NO CONDITION						
Yes	14041	82.14	3861	79.72	682	81.77
No	3052	17.86	982	20.28	152	18.23
PHYSICAL						
Yes	229	1.34	62	1.28	11	1.32
No	16864	98.66	4781	98.72	823	98.68
SIGHT						
Yes	47	0.27	12	0.25	Under 5	0.48
No	17046	99.73	4831	99.75	830	99.52
LEARNING DISABILITY						
Yes	301	1.76	81	1.67	9	1.08
No	16792	98.24	4762	98.33	825	98.92
DEVELOPMENTAL DISORDER						
Yes	142	0.83	50	1.03	7	0.84
No	16951	99.17	4793	98.97	827	99.16
MENTAL HEALTH						
Yes	836	4.89	238	4.91	31	3.72
No	16257	95.11	4605	95.09	803	96.28
HEARING						
Yes	225	1.32	77	1.59	13	1.56
No	16868	98.68	4766	98.41	821	98.44
SPEECH						
Yes	15	0.09	7	0.14	Under 5	0.24
No	17078	99.91	4836	99.86	832	99.76
LEARNING DIFFICULTY						

Yes	464	2.71	141	2.91	15	1.80
No	16629	97.29	4702	97.09	819	98.20
LONG-TERM						
Yes	774	4.53	249	5.14	35	4.20
No	16319	95.47	4594	94.86	799	95.80
PREFER NOT TO SAY						
Yes	745	4.36	232	4.79	49	5.88
No	16348	95.64	4611	95.21	785	94.12

Each category is the number of people who said they either have or do not have each disability from the total number of applications/shortlisted/hired.

Recruitment Information by Ethnicity

ETHNICITY	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
African	178	1.13	-	-	Under 5	0.40
African - Other	325	2.06	-	-	Under 5	0.53
Other - Arab	47	0.30	-	-	Under 5	0.13
Asian - Bangladeshi	57	0.36	-	-	0	0.00
Asian - Chinese	76	0.48	-	-	3	0.40
Asian - Indian	435	2.76	-	-	9	1.19
Asian - Other	146	0.93	-	-	5	0.66
Asian - Pakistani	105	0.67	-	-	Under 5	0.26
Black	95	0.60	-	-	Under 5	0.26
Caribbean	35	0.22	-	-	Under 5	0.13
Other Caribbean or Black	26	0.16	-	-	0	0.00
Mixed or Multiple	173	1.10	-	-	8	1.06
White - Polish	512	3.25	-	-	23	3.04
White - Eastern European	388	2.46	-	-	9	1.19
White - Gypsy/Traveller	6	0.04	-	-	0	0.00
White - Irish	140	0.89	-	-	10	1.32
White - Other white ethnic group	1038	6.58	-	-	24	3.17
White - Other British	1280	8.11	-	-	60	7.94
White - Scottish	10043	63.66	-	-	548	72.49
Not Completed	462	2.93	-	-	36	4.76
Prefer Not to Answer	210	1.33	-	-	8	1.06
Total	-	100.00	-	-	-	100.00

ETHNICITY	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A White	10598	64.36	3346	75.19	627	71.01
White - Eastern European E.g. Polish (Pre Apr 21)	73	0.44	6	0.13	Under 5	0.11
White – Irish (Pre Apr 21)	16	0.09	Under 5	0.09	Under 5	0.11
White - Other British (Pre Apr 21)	310	1.88	60	1.35	22	2.50
White - Other White Ethnic Group (Pre Apr 21)	207	1.26	22	0.49	Under 5	0.34
White – Polish (Pre Apr 21)	84	0.51	8	0.18	Under 5	0.34
White – Scottish (Pre Apr 21)	2423	14.71	366	8.22	128	14.50
B Mixed or Multiple ethnic groups	205	1.25	44	0.99	6	0.68
Any Mixed Or Multiple (Pre Apr 21)	31	0.19	Under 5	0.09	Under 5	0.11
C Asian, Scottish Asian or British Asian	894	5.43	196	4.40	31	3.52
Asian - Bangladeshi Inc. Scottish/British (Pre Apr 21)	19	0.12	5	0.11	Under 5	0.22
Asian - Chinese Inc. Scottish/British (Pre Apr 21)	14	0.09	Under 5	0.07	Under 5	0.11
Asian - Indian Inc. Scottish/British (Pre Apr 21)	99	0.60	11	0.25	Under 5	0.45
Asian - Other Inc. Scottish/British (Pre Apr 21)	45	0.27	Under 5	0.09	0	0.00
Asian - Pakistani Inc. Scottish/British (Pre Apr 21)	41	0.25	Under 5	0.04	0	0.00
D African, Scottish African or British African	587	3.57	175	3.93	20	2.27
African - Inc. Scottish/British (Pre Apr 21)	37	0.22	9	0.20	0	0.00
African – Other Pre Apr 21	42	0.26	Under 5	0.07	0	0.00
E Caribbean or Black	46	0.28	20	0.45	Under 5	0.11
Black - Inc. Scottish/British (Pre Apr 21)	32	0.19	Under 5	0.02	0	0.00
Caribbean - Inc. Scottish/British (Pre Apr 21)	6	0.04	Under 5	0.02	0	0.00
Caribbean Or Black Other (Pre Apr 21)	Under 5	0.02	Under 5	0.02	Under 5	0.11
F Other ethnic group	191	1.16	44	0.99	10	1.13
Other - Arab Inc. Scottish/British (Pre Apr 21)	14	0.09	0	0.00	0	0.00
Not Completed	95	0.58	24	0.54	8	0.91
Prefer not to say	353	2.14	92	2.07	13	1.47
Total	-	100.00	-	100.00	-	100.00

	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A WHITE						
Gypsy/Traveller	11	0.09	Under 5	0.08	9	1.27
Irish	91	0.71	33	0.84	51	7.19
Other British	780	6.08	276	7.05	10	1.41
Other White ethnic group	238	1.86	73	1.87	21	2.96
Polish	449	3.50	143	3.65	492	69.39
Roma	7	0.05	Under 5	0.05	9	1.27
Scottish	8156	63.57	2572	65.71	51	7.19
Showman / Show woman	11	0.09	Under 5	0.08	10	1.41
C ASIAN						
Bangladeshi, Scottish Bangladeshi or British Bangladeshi	62	0.48	17	0.43	Under 5	0.14
Chinese, Scottish Chinese or British Chinese	61	0.48	16	0.41	Under 5	0.56
Indian, Scottish Indian or British Indian	461	3.59	98	2.50	16	2.26
Pakistani, Scottish Pakistani or British Pakistani	146	1.14	30	0.77	Under 5	0.28
F OTHER						
Arab, Scottish Arab or British Arab	88	0.69	16	0.41	0	0.00

ETHNICITY	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A White	12472	75.47	3047	86.66	593	88.24
B Mixed or Multiple ethnic groups	216	1.31	37	1.02	9	1.34
C Asian, Scottish Asian or British Asian	1415	8.56	201	5.52	21	3.13
D African, Scottish African or British African	1526	9.23	185	5.08	22	3.27
E Caribbean or Black	99	0.60	12	0.33	Under 5	0.60
F Other ethnic group	344	2.08	51	1.40	8	1.19
Not Completed	26	0.16	11	0.30	Under 5	0.60
Prefer not to say	427	2.58	98	2.69	11	1.64
Total	-	100.00	-	100.00	-	100.00

	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A WHITE						
Gypsy/Traveller	Under 5	0.01	0	0.00	0	0.00
Irish	95	0.57	24	0.66	9	1.34
Other British	973	5.89	238	6.53	49	7.29
Other White ethnic group	453	2.74	77	2.11	13	1.93
Polish	647	3.92	117	3.21	14	2.08
Roma	8	0.05	0	0.00	0	0.00
Scottish	9242	55.93	2372	65.13	465	69.20
Showman / Show woman	0	0.00	0	0.00	0	0.00

Not Completed	5106	30.90	814	22.35	122	18.15
C ASIAN						
Bangladeshi, Scottish Bangladeshi or British Bangladeshi	116	0.70	16	0.44	Under 5	0.15
Chinese, Scottish Chinese or British Chinese	103	0.62	14	0.38	Under 5	0.30
Indian, Scottish Indian or British Indian	754	4.56	103	2.83	14	2.08
Pakistani, Scottish Pakistani or British Pakistani	187	1.13	29	0.80	Under 5	0.15
Other Asian	15365	92.98	3480	95.55	654	97.32
Not Completed	116	0.70	16	0.44	Under 5	0.15
F OTHER						
Arab, Scottish Arab or British Arab	123	0.74	26	0.71	Under 5	0.30
Not Completed	16402	99.26	3616	99.29	670	99.70

ETHNICITY	2023					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A White	9370	67.25	3732	73.05	480	84.51
B Mixed or Multiple ethnic groups	186	1.33	71	1.39	7	1.23
C Asian, Scottish Asian or British Asian	1613	11.58	504	9.86	29	5.11
D African, Scottish African or British African	1965	14.10	530	10.37	23	4.05
E Caribbean or Black	101	0.72	25	0.49	Under 5	0.18
F Other ethnic group	322	2.31	88	1.72	Under 5	0.53
Not Completed	37	0.27	35	0.69	15	2.64
Prefer not to say	340	2.44	124	2.43	10	1.76
Total	-	100.00	-	100.00	-	100.00

	2023					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A WHITE						
Gypsy/Traveller	0	0.00	0	0.00	0	0.00
Irish	Under 5	0.02	Under 5	0.04	0	0.00
Other British	64	0.46	33	0.65	Under 5	0.35
Other White ethnic group	740	5.31	229	4.48	18	3.17
Polish	41	0.29	18	0.35	Under 5	0.35
Roma	592	4.25	274	5.36	32	5.63
Scottish	0	0.00	0	0.00	0	0.00
Showman / Show woman	7967	57.21	3211	62.85	441	77.64
Not Completed	333	2.39	118	2.31	10	1.76
C ASIAN						
Bangladeshi, Scottish Bangladeshi or British Bangladeshi	Under 5	0.01	Under 5	0.02	0	0.00

Chinese, Scottish Chinese or British Chinese	Under 5	0.01	Under 5	0.04	0	0.00
Indian, Scottish Indian or British Indian	15	0.11	14	0.27	0	0.00
Pakistani, Scottish Pakistani or British Pakistani	5	0.04	Under 5	0.08	0	0.00
Other Asian	278	2.00	78	1.53	8	1.41
Not Completed	1349	9.68	440	8.61	36	6.34
F OTHER						
Arab, Scottish Arab or British Arab	80	0.57	23	0.45	Under 5	0.18
Not Completed	37	0.27	35	0.69	15	2.64

ETHNICITY	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A White	11586	67.78	3449	71.22	699	83.81
B Mixed or Multiple ethnic groups	254	1.49	72	1.49	14	1.68
C Asian, Scottish Asian or British Asian	2067	12.09	475	9.81	47	5.64
D African, Scottish African or British African	1972	11.54	487	10.06	25	3.00
E Caribbean or Black	133	0.78	31	0.64	Under 5	0.12
F Other ethnic group	374	2.19	95	1.96	10	1.20
Not Completed	284	1.66	118	2.44	22	2.64
Prefer not to say	423	2.47	116	2.40	16	1.92
Total	-	100.00	-	100.00	-	100.00

	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A WHITE						
Gypsy/Traveller	Under 5	0.01	44	0.91	0	0.00
Irish	140	0.82	344	7.10	8	0.96
Other British	1036	6.06	253	5.22	66	7.91
Other White ethnic group	974	5.70	157	3.24	36	4.32
Polish	587	3.43	Under 5	0.06	23	2.76
Roma	20	0.12	2613	53.95	0	0.00
Scottish	8687	50.82	44	0.91	560	67.15
Showman / Show woman	0	0.00	0	0.00	0	0.00
Not Completed	423	2.47	116	2.40	16	1.92
C ASIAN						
Bangladeshi, Scottish Bangladeshi or British Bangladeshi	204	1.19	43	0.89	Under 5	0.48

Chinese, Scottish Chinese or British Chinese	161	0.94	39	0.81	Under 5	0.36
Indian, Scottish Indian or British Indian	1088	6.37	272	5.62	22	2.64
Pakistani, Scottish Pakistani or British Pakistani	276	1.61	42	0.87	7	0.84
Other Asian	302	1.77	76	1.57	11	1.32
Not Completed	320	1.87	121	2.50	22	2.64
F OTHER						
Arab, Scottish Arab or British Arab	101	0.59	29	0.60	Under 5	0.36
Not Completed	289	1.69	118	2.44	22	2.64

Recruitment Information by Religion/Faith/Belief

FAITH, RELIGION & BELIEF	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Buddhist	46	0.29	-	-	Under 5	0.13
Church of Scotland	1852	11.74	-	-	53	7.01
Hindu	245	1.55	-	-	Under 5	0.53
Jewish	16	0.10	-	-	Under 5	0.13
Muslim	320	2.03	-	-	5	0.66
None	8165	51.75	-	-	409	54.10
Humanist	185	1.17	-	-	9	1.19
Other Religion or Belief	153	0.97	-	-	Under 5	0.53
Other Christian	1753	11.11	-	-	53	7.01
Pagan	38	0.24	-	-	Under 5	0.26
Roman Catholic	1470	9.32	-	-	64	8.47
Sikh	20	0.13	-	-	0	0.00
Not completed	592	3.75	-	-	36	4.76
Prefer not to say	922	5.84	-	-	54	7.14
Total	-	100.00	-	-	-	100.00

FAITH, RELIGION & BELIEF	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Buddhist	106	0.64	17	0.38	Under 5	0.34
Church of Scotland	1482	9.00	427	9.59	104	11.78
Hindu	326	1.98	59	1.33	12	1.36
Jewish	5	0.03	Under 5	0.07	0	0.00
Muslim	450	2.73	84	1.89	9	1.02
None	10043	61.00	2809	63.11	554	62.74
Humanist	51	0.31	6	0.13	Under 5	0.34
Other Religion or Belief	38	0.23	Under 5	0.09	0	0.00
Other Christian	844	5.13	185	4.16	36	4.08
Pagan	37	0.22	14	0.31	5	0.57
Roman Catholic	1527	9.27	416	9.35	73	8.27
Sikh	9	0.06	0	0.00	0	0.00
Not completed	728	4.42	199	4.47	32	3.62
Prefer not to say	820	4.98	228	5.12	52	5.88
Total	-	100.00	-	100.00	-	100.00

FAITH, RELIGION & BELIEF	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Buddhist	100	0.61	11	0.30	Under 5	0.45
Church of Scotland	1259	7.62	283	7.77	52	7.74
Hindu	488	2.95	61	1.67	7	1.04
Jewish	20	0.12	Under 5	0.05	0	0.00
Muslim	624	3.78	79	2.17	11	1.64
None	9362	56.65	2318	63.65	450	66.96
Other Religion or Belief	16	0.10	Under 5	0.05	0	0.00
Other Christian	1352	8.18	189	5.19	31	4.61
Pagan	58	0.35	8	0.22	Under 5	0.15
Roman Catholic	1460	8.84	301	8.26	53	7.89
Sikh	11	0.07	Under 5	0.05	0	0.00
Not completed	826	5.00	183	5.02	30	4.46
Prefer not to say	949	5.74	203	5.57	34	5.06
Total	-	100.00	-	100.00	-	100.00

FAITH, RELIGION & BELIEF	2023					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Buddhist	115	0.83	28	0.55	Under 5	0.18
Church of Scotland	981	7.04	408	7.99	52	9.15
Hindu	515	3.70	164	3.21	6	1.06
Jewish	34	0.24	11	0.22	Under 5	0.18
Muslim	753	5.40	210	4.11	11	1.94
None	6982	50.11	2776	54.34	354	62.32
Other Religion or Belief	316	2.27	106	2.07	7	1.23
Other Christian	2070	14.86	606	11.86	52	9.15
Pagan	31	0.22	10	0.20	0	0.00
Roman Catholic	1316	9.44	444	8.69	37	6.51
Sikh	12	0.09	Under 5	0.02	Under 5	0.18
Not completed	38	0.27	35	0.69	15	2.64
Prefer not to say	771	5.53	310	6.07	31	5.46
Total	-	100.00	-	100.00	-	100.00

FAITH, RELIGION & BELIEF	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Buddhist	116	0.68	20	0.41	Under 5	0.36
Church of Scotland	1150	6.73	366	7.56	59	7.07
Hindu	739	4.32	168	3.47	13	1.56
Jewish	12	0.07	Under 5	0.04	Under 5	0.12
Muslim	944	5.52	197	4.07	21	2.52
None	9080	53.12	2635	54.41	553	66.31
Other Religion or Belief	191	1.12	51	1.05	8	0.96
Other Christian	2171	12.70	576	11.89	57	6.83
Pagan	49	0.29	11	0.23	Under 5	0.48
Roman Catholic	1484	8.68	431	8.90	56	6.71
Sikh	19	0.11	Under 5	0.08	0	0.00
Not completed	284	1.66	118	2.44	22	2.64
Prefer not to say	854	5.00	264	5.45	37	4.44
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Sexual Orientation

SEXUAL ORIENTATION	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	307	1.95	-	-	Under 5	0.66
Gay	256	1.62	-	-	9	1.19
Straight / Heterosexual	13921	88.24	-	-	671	88.76
Lesbian	124	0.79	-	-	Under 5	0.40
Other	78	0.49	-	-	5	0.66
Not Completed	342	2.17	-	-	27	3.57
Prefer not to say	749	4.75	-	-	36	4.76
Total	-	100.00	-	-	-	100.00

SEXUAL ORIENTATION	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	542	3.29	143	3.21	21	2.38
Gay / Lesbian	430	2.61	119	2.67	24	2.72
Straight / Heterosexual	14434	87.66	3893	87.47	771	87.31
Other	13	0.08	6	0.13	0	0.00
Not Completed	104	0.63	31	0.70	10	1.13
Prefer not to say	943	5.73	259	5.82	57	6.46
Total	-	100.00	-	100.00	-	100.00

SEXUAL ORIENTATION	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	558	3.38	123	3.38	23	3.42
Gay / Lesbian	443	2.68	122	3.35	23	3.42
Straight / Heterosexual	14579	88.22	3181	87.34	583	86.76
Other	33	0.20	9	0.25	Under 5	0.30
Not Completed	100	0.61	28	0.77	7	1.04
Prefer not to say	812	4.91	179	4.91	34	5.06
Total	-	100.00	-	100.00	-	100.00

SEXUAL ORIENTATION	2023					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	493	3.54	160	3.13	12	2.11
Gay / Lesbian	397	2.85	157	3.07	21	3.70
Straight / Heterosexual	12238	87.83	4466	87.41	496	87.32
Other	109	0.78	47	0.92	10	1.76
Not Completed	11	0.08	11	0.22	7	1.23
Prefer not to say	686	4.92	268	5.25	22	3.87
Total	-	100.00	-	100.00	-	100.00

SEXUAL ORIENTATION	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	588	3.44	151	3.12	22	2.64
Gay / Lesbian	396	2.32	122	2.52	23	2.76
Straight / Heterosexual	62	0.36	21	0.43	Under 5	0.48
Other	14881	87.06	4179	86.29	733	87.89
Not Completed	286	1.67	118	2.44	22	2.64
Prefer not to say	880	5.15	252	5.20	30	3.60
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Gender Identity

GENDER IDENTITY Identifying as a transgender person or trans person	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes	50	0.32	-	-	Under 5	0.13
No	15357	97.34	-	-	725	95.90
Prefer not to say	175	1.11	-	-	7	0.93
Not Completed	195	1.24	-	-	23	3.04
Total	-	100.00	-	-	-	100.00

GENDER IDENTITY Do you consider yourself to be trans, or have a trans history?	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes	8	0.05	Under 5	0.02	Under 5	0.11
No	16159	98.14	4369	98.16	860	97.40
Prefer not to say	223	1.35	59	1.33	15	1.70
Not Completed	76	0.46	22	0.49	7	0.79
Total	-	100.00	-	100.00	-	100.00

GENDER IDENTITY Do you consider yourself to be trans, or have a trans history?	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes	57	0.34	7	0.19	Under 5	0.15
No	16151	97.74	3556	97.64	659	98.07
Prefer not to say	255	1.54	60	1.65	8	1.19
Not Completed	62	0.38	19	0.52	Under 5	0.60

Total	-	100.00	-	100.00	-	100.00
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GENDER IDENTITY Do you consider yourself to be trans, or have a trans history?	2023					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes	65	0.47	26	0.51	Under 5	0.53
No	13592	97.55	4966	97.20	537	94.54
Prefer not to say	236	1.69	81	1.59	13	2.29
Not Completed	38	0.27	35	0.69	15	2.64
Total	-	100.00	-	100.00	-	100.00

GENDER IDENTITY Do you consider yourself to be trans, or have a trans history?	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes	87	0.51	21	0.43	Under 5	0.24
No	16418	96.05	4610	95.19	798	95.68
Prefer not to say	304	1.78	94	1.94	12	1.44
Not Completed	284	1.66	118	2.44	22	2.64
Total	-	100.00	-	100.00	-	100.00

EDUCATION AUTHORITY – RECRUITMENT INFORMATION FOR PERIOD 2020 – 2024

Recruitment Information by Sex

GENDER	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Female	4533	81.87	-	-	284	83.53
Male	938	16.94	-	-	50	14.71
Not Completed	0	0.00	-	-	0	0.00
Prefer not to say	66	1.19	-	-	6	1.76
Total	-	100.00	-	-	-	100.00

GENDER	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Female	8921	87.62	2248	88.68	450	87.55
Male	1208	11.87	276	10.89	58	11.28
Not Completed	14	0.14	5	0.19	Under 5	0.78
Prefer not to say	38	0.37	6	0.24	Under 5	0.39
Total	-	100.00	-	100.00	-	100.00

GENDER	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Female	6550	85.24	1472	83.83	274	80.35
Male	1095	14.25	274	15.60	64	18.77
Not Completed	11	0.14	Under 5	0.23	Under 5	0.29
Prefer not to say	28	0.36	6	0.34	Under 5	0.59
Total	-	100.00	-	100.00	-	100.00

GENDER	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Female	8935	80.52	2308	81.53	413	85.15
Male	1898	17.11	449	15.86	55	11.34
Not Completed	188	1.69	50	1.77	14	2.89
Prefer not to say	75	0.68	24	0.85	Under 5	0.62
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Age

AGE	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	49	0.88	-	-	Under 5	0.29
20-29	1752	31.64	-	-	70	20.59
30-39	1802	32.54	-	-	101	29.71
40-49	1146	20.70	-	-	91	26.76
50-59	596	10.76	-	-	63	18.53
60+	107	1.93	-	-	7	2.06
Not Completed	85	1.54	-	-	7	2.06
Total	-	100.00	-	-	-	100.00

AGE	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	139	1.37	51	2.01	18	3.50
20-29	2668	26.21	645	25.44	121	23.54
30-39	3302	32.43	773	30.50	157	30.54
40-49	2484	24.39	625	24.65	122	23.74
50-59	1129	11.09	326	12.86	68	13.23
60+	179	1.76	51	2.01	15	2.92
Not Completed	280	2.75	64	2.53	13	2.53
Total	-	100.00	-	100.00	-	100.00

AGE	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	131	1.70	30	1.17	Under 5	1.17
20-29	2316	30.14	482	27.45	94	27.57
30-39	2405	31.30	569	32.40	112	32.84
40-49	1830	23.82	414	23.58	79	23.17
50-59	685	8.09	186	10.59	38	11.14
60+	122	1.59	30	1.71	9	2.64
Not Completed	195	2.54	45	2.56	5	1.47
Total	-	100.00	-	100.00	-	100.00

AGE	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Under 20	386	3.48	125	4.42	14	2.89
20-29	3539	31.89	779	27.52	120	24.74
30-39	3505	31.59	876	30.94	152	31.34
40-49	2222	20.03	627	22.15	119	24.54
50-59	885	7.98	269	9.50	52	10.72
60+	144	1.30	47	1.66	6	1.24
Not Completed	415	3.74	108	3.81	22	4.54
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Marital/Civil Status

MARITAL/CIVIL STATUS	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	231	4.17	-	-	22	6.47
Separated	131	2.37	-	-	9	2.65
Living With Partner	792	14.30	-	-	41	12.06
Married/Civil Partnership	2184	39.44	-	-	162	47.65
Single	1994	36.01	-	-	94	27.65
Widowed	46	0.83	-	-	Under 5	0.88
Not Completed	70	1.26	-	-	7	2.06
Prefer not to say	89	1.61	-	-	Under 5	0.59
Total	-	100.00	-	-	-	100.00

MARITAL/CIVIL STATUS	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	350	3.43	103	4.06	14	2.72
Divorced (Pre Apr 21)	75	0.74	13	0.51	Under 5	0.80
Formally in a civil partnership which is now legally dissolved	31	0.31	9	0.36	Under 5	0.19
In a registered civil partnership	87	0.85	23	0.91	Under 5	0.19
Married	2955	29.02	866	34.16	163	31.71
Married/Civil Partnership (Pre Apr 21)	1101	10.81	157	6.19	53	10.31
Living With Partner (Pre Apr 21)	401	3.94	44	1.74	12	2.33

Never married and never registered in a civil partnership	3289	32.31	921	36.33	191	37.16
Single (Pre Apr 21)	904	8.88	109	4.29	37	7.19
Separated but still legally in a civil partnership	13	0.13	Under 5	0.08	Under 5	0.19
Separated but still legally married	225	2.21	70	2.76	13	2.53
Separated (Pre Apr 21)	69	0.68	6	0.24	Under 5	0.19
Surviving partner from registered civil partnership	8	0.08	Under 5	0.12	0	0.00
Widowed	31	0.30	9	0.36	Under 5	0.19
Widowed (Pre Apr 21)	23	0.23	6	0.24	0	0.00
Not Completed	26	0.26	5	0.19	Under 5	0.80
Prefer not to say	593	5.82	189	7.46	18	3.50
Total	-	100.00	-	100.00	-	100.00

MARITAL/CIVIL STATUS	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	319	4.15	87	4.95	17	4.99
Formally in a civil partnership which is now legally dissolved	6	0.08	0	0.00	0	0.00
In a registered civil partnership	98	1.28	14	0.80	Under 5	0.88
Married	3173	41.29	685	39.01	135	39.59
Never married and never registered in a civil partnership	3386	44.07	811	46.18	156	45.75
Separated but still legally in a civil partnership	9	0.12	Under 5	0.11	0	0.00
Separated but still legally married	191	2.49	42	2.39	10	2.93
Surviving partner from registered civil partnership	20	0.26	8	0.46	0	0.00
Widowed	35	0.46	9	0.51	Under 5	0.29
Not Completed	11	0.14	Under 5	0.23	Under 5	0.29
Prefer not to say	436	5.67	94	5.35	18	5.28

Total	-	100.00	-	100.00	-	100.00
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MARITAL/CIVIL STATUS	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Divorced	431	3.88	110	3.89	19	3.92
Formally in a civil partnership which is now legally dissolved	Under 5	0.02	Under 5	0.07	0	0.00
In a registered civil partnership	136	1.23	34	1.20	Under 5	0.62
Married	4639	41.81	1269	44.83	225	46.39
Never married and never registered in a civil partnership	4934	44.47	1181	41.72	196	40.41
Separated but still legally in a civil partnership	10	0.09	Under 5	0.11	0	0.00
Separated but still legally married	154	1.39	48	1.70	10	2.06
Surviving partner from registered civil partnership	Under 5	0.01	5	0.18	0	0.00
Widowed	35	0.32	50	1.77	Under 5	0.21
Not Completed	188	1.69	129	4.56	14	2.89
Prefer not to say	566	5.10	2831	100.00	17	3.51
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Disability: Question 1

	2020					
DISABILITY	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes	227	4.10	-	-	7	2.06
No	5208	94.06	-	-	322	94.71
Not Completed	45	0.81	-	-	8	2.35
Prefer not to say	57	1.03	-	-	Under 5	0.88
Total	-	100.00	-	-	-	100.00

	2021					
DISABILITY Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last , at least 12 months? Include problems related to old age.	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes (Pre Apr 21)	138	1.35	29	1.14	6	1.17
Yes, limited a little	206	2.02	71	2.80	12	2.33
Yes, limited a lot	19	0.19	5	0.20	0	0.00
No	9672	95.00	2389	94.24	486	94.55
Not Completed	18	0.18	6	0.24	Under 5	0.78
Prefer not to say	128	1.26	35	1.38	6	1.17
Total	-	100.00	-	100.00	-	100.00

	2022					
DISABILITY Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last , at least 12 months? Include problems related to old age.	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes, limited a little	231	3.01	44	2.51	9	2.64
Yes, limited a lot	25	0.33	Under 5	0.06	0	0.00
No	7296	94.95	1682	95.79	328	96.19
Not Completed	11	0.14	Under 5	0.23	Under 5	0.29
Prefer not to say	121	1.57	25	1.42	Under 5	0.88
Total	-	100.00	-	100.00	-	100.00

	2024					
DISABILITY Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last , at least 12 months? Include problems related to old age.	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes, limited a little	451	4.06	123	4.34	15	3.09
Yes, limited a lot	40	0.36	5	0.18	Under 5	0.21
No	10180	91.74	2587	91.38	448	92.37
Not Completed	188	1.69	50	1.77	14	2.89
Prefer not to say	237	2.14	66	2.33	7	1.44
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Disability: Question 2 (2021 Onwards)

	2021(Jan – Mar Only)					
Disability Types (During the period January – March 2021 only – not the percentage of the whole year)	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Learning disability	39	1.47	Under 5	1.17	Under 5	1.80
Longstanding illness	17	0.64	5	1.47	0	0.00
Mental health condition	27	1.02	8	2.35	Under 5	1.80
Physical impairment	14	0.53	Under 5	1.17	Under 5	0.90
Sensory impairment - Hearing	10	0.38	Under 5	0.29	0	0.00
Prefer not to answer	11	0.41	Under 5	0.59	0	0.00
Not Completed	2537	95.56	317	92.96	106	95.50
Total	-	100.00	-	100.00	-	100.00

	2021 (APR – DEC only)					
DISABILITY TYPES* Do you have any of the following, which have lasted, or are expected to last, at least 12 months (During the period April – December 2021 only – not the percentage of the whole year)	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
NO CONDITION						
Yes	6561	87.18	1878	85.60	344	85.36
No	965	12.82	316	14.40	59	14.64

PHYSICAL						
Yes	70	0.93	24	1.09	6	1.49
No	7456	99.07	2170	98.91	397	98.51
SIGHT						
Yes	8	0.11	Under 5	0.09	0	0.00
No	7518	99.89	2192	99.91	403	100.00
LEARNING DISABILITY						
Yes	59	0.78	20	0.91	Under 5	0.74
No	7467	99.22	2174	99.09	400	99.26
DEVELOPMENTAL DISORDER						
Yes	38	0.50	8	0.36	0	0.00
No	7488	99.50	2186	99.64	403	100.00
MENTAL HEALTH						
Yes	297	3.95	92	4.19	14	3.47
No	7229	96.05	2102	95.81	389	96.53
HEARING						
Yes	68	0.90	13	0.59	Under 5	0.50
No	7458	99.10	2181	99.41	401	99.50
SPEECH						
Yes	6	0.08	0	0.00	0	0.00
No	7520	99.92	2194	100.00	403	100.00
LEARNING DIFFICULTY						
Yes	106	1.41	39	1.78	10	2.48
No	7420	98.59	2155	98.22	393	97.52
LONG-TERM						
Yes	279	3.71	91	4.15	12	2.98
No	7247	96.29	2103	95.85	391	97.02
PREFER NOT TO SAY						

Yes	279	3.71	97	4.42	15	3.72
No	7247	96.29	2097	95.58	388	96.28

Each category is the number of people who said they either have or do not have each disability from the total number of applications/shortlisted/hired.

DISABILITY TYPES* Do you have any of the following, which have lasted, or are expected to last, at least 12 months	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
NO CONDITION						
Yes	6689	87.05	1509	85.93	289	84.75
No	995	12.95	247	14.07	52	15.25
PHYSICAL						
Yes	50	0.65	Under 5	0.23	Under 5	0.29
No	7634	99.35	1752	99.77	340	99.71
SIGHT						
Yes	12	0.16	Under 5	0.17	Under 5	0.88
No	7672	99.84	1753	99.83	338	99.12
LEARNING DISABILITY						
Yes	62	0.81	11	0.63	0	0.00
No	7622	99.19	1745	99.37	341	100.00
DEVELOPMENTAL DISORDER						
Yes	31	0.40	10	0.57	0	0.00
No	7653	99.60	1746	99.43	341	100.00
MENTAL HEALTH						
Yes	339	4.41	93	5.30	20	5.87
No	7345	95.59	1663	94.70	321	94.13
HEARING						
Yes	60	0.78	6	0.34	Under 5	1.17

No	7624	99.22	1750	99.66	337	98.83
SPEECH						
Yes	0	0.00	0	0.00	0	0.00
No	7684	100.00	1756	100.00	341	100.00
LEARNING DIFFICULTY						
Yes	135	1.76	39	2.22	5	1.47
No	7549	98.24	1717	97.78	336	98.53
LONG-TERM						
Yes	269	3.50	63	3.59	11	3.23
No	7415	96.50	1693	96.41	330	96.77
PREFER NOT TO SAY						
Yes	269	3.50	1681	95.73	15	4.40
No	7415	96.50	75	4.27	326	95.60

Each category is the number of people who said they either have or do not have each disability from the total number of applications/shortlisted/hired.

DISABILITY TYPES* Do you have any of the following, which have lasted, or are expected to last, at least 12 months	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
NO CONDITION						
Yes	9122	82.21	2284	80.68	85	17.53
No	1974	17.79	547	19.32	400	82.47
PHYSICAL						
Yes	130	1.17	34	1.20	6	1.24
No	10966	98.83	2797	98.80	479	98.76
SIGHT						
Yes	25	0.23	5	0.18	Under 5	0.62

No	11071	99.77	2826	99.82	482	99.38
LEARNING DISABILITY						
Yes	190	1.71	43	1.52	5	1.03
No	10906	98.29	2788	98.48	480	98.97
DEVELOPMENTAL DISORDER						
Yes	95	0.86	28	0.99	5	1.03
No	11001	99.14	2803	99.01	480	98.97
MENTAL HEALTH						
Yes	502	4.52	130	4.59	16	3.30
No	10594	95.48	2701	95.41	469	96.70
HEARING						
Yes	141	1.27	45	1.59	8	1.65
No	10955	98.73	2786	98.41	477	98.35
SPEECH						
Yes	4	0.04	Under 5	0.04	Under 5	0.21
No	11092	99.96	2830	99.96	484	99.79
LEARNING DIFFICULTY						
Yes	314	2.83	82	2.90	8	1.65
No	10782	97.17	2749	97.10	477	98.35
LONG-TERM						
Yes	502	4.52	141	4.98	19	3.92
No	10594	95.48	2690	95.02	466	96.08
PREFER NOT TO SAY						
Yes	482	4.34	131	4.63	24	4.95
No	10614	95.66	2700	95.37	461	95.05

Each category is the number of people who said they either have or do not have each disability from the total number of applications/shortlisted/hired.

Recruitment Information by Ethnicity

ETHNICITY	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
African	40	0.72	-	-	0	0.00
African - Other	77	1.39	-	-	0	0.00
Other - Arab	20	0.36	-	-	Under 5	0.29
Asian - Bangladeshi	18	0.33	-	-	0	0.00
Asian - Chinese	22	0.40	-	-	Under 5	0.29
Asian - Indian	164	2.96	-	-	Under 5	1.18
Asian - Other	39	0.70	-	-	0	0.00
Asian - Pakistani	56	1.01	-	-	Under 5	0.59
Black	17	0.31	-	-	Under 5	0.29
Caribbean	Under 5	0.05	-	-	Under 5	0.29
Other Caribbean or Black	6	0.11	-	-	0	0.00
Mixed or Multiple	51	0.92	-	-	Under 5	1.18
White - Polish	129	2.33	-	-	Under 5	0.88
White - Eastern European	133	2.40	-	-	Under 5	0.59
White - Gypsy/Traveller	Under 5	0.02	-	-	0	0.00
White - Irish	63	1.14	-	-	Under 5	1.18
White - Other white ethnic group	464	8.38	-	-	17	5.00
White - Other British	478	8.63	-	-	27	7.94
White - Scottish	3505	63.30	-	-	257	75.59
Not Completed	174	3.14	-	-	14	4.12
Prefer Not to Answer	77	1.39	-	-	Under 5	0.59
Total	-	100.00	-	-	-	100.00

ETHNICITY	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A White	6257	61.56	1887	74.43	353	68.70
White - Eastern European E.g. Polish (Pre Apr 21)	51	0.50	Under 5	0.12	Under 5	0.19
White – Irish (Pre Apr 21)	8	0.08	Under 5	0.04	0	0.00
White - Other British (Pre Apr 21)	228	2.24	39	1.54	10	1.95
White - Other White Ethnic Group (Pre Apr 21)	163	1.60	13	0.51	Under 5	0.39
White – Polish (Pre Apr 21)	61	0.60	Under 5	0.16	Under 5	0.39
White – Scottish (Pre Apr 21)	1778	17.46	243	9.59	86	16.73
B Mixed or Multiple ethnic groups	112	1.10	26	1.03	Under 5	0.78
Any Mixed Or Multiple (Pre Apr 21)	17	0.16	Under 5	0.12	Under 5	0.19
C Asian, Scottish Asian or British Asian	603	5.92	139	5.48	21	4.08
Asian - Bangladeshi Inc. Scottish/British (Pre Apr 21)	15	0.14	Under 5	0.12	Under 5	0.19
Asian - Chinese Inc. Scottish/British (Pre Apr 21)	8	0.07	Under 5	0.04	0	0.00
Asian - Indian Inc. Scottish/British (Pre Apr 21)	80	0.78	8	0.32	Under 5	0.78
Asian - Other Inc. Scottish/British (Pre Apr 21)	27	0.26	0	0.00	0	0.00
Asian - Pakistani Inc. Scottish/British (Pre Apr 21)	30	0.29	Under 5	0.04	0	0.00
D African, Scottish African or British African	269	2.64	55	2.17	9	1.75
African - Inc. Scottish/British (Pre Apr 21)	24	0.23	7	0.27	0	0.00
African – Other Pre Apr 21	25	0.24	Under 5	0.04	0	0.00
E Caribbean or Black	14	0.13	8	0.32	0	0.00
Black - Inc. Scottish/British (Pre Apr 21)	23	0.22	0	0.00	0	0.00
Caribbean - Inc. Scottish/British (Pre Apr 21)	Under 5	0.02	0	0.00	0	0.00
Caribbean Or Black Other (Pre Apr 21)	Under 5	0.03	Under 5	0.04	Under 5	0.19
F Other ethnic group	117	1.14	27	1.06	6	1.17
Other - Arab Inc. Scottish/British (Pre Apr 21)	13	0.12	0	0.00	0	0.00
Not Completed	68	0.67	12	0.47	5	0.97
Prefer not to say	183	1.80	53	2.09	8	1.55
Total	-	100.00	-	100.00	-	100.00

	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A WHITE						
Gypsy/Traveller	10	0.13	Under 5	0.14	7	1.74
Irish	55	0.73	21	0.96	29	7.20
Other British	406	5.39	152	6.93	Under 5	0.99
Other White ethnic group	147	1.95	38	1.73	8	1.99
Polish	240	3.19	69	3.14	280	69.48
Roma	5	0.07	Under 5	0.05	7	1.74
Scottish	4894	65.03	1475	67.23	29	7.20
Showman / Show woman	0	0.00	0	0.00	0	0.00
C ASIAN						
Bangladeshi, Scottish Bangladeshi or British Bangladeshi	40	0.53	12	0.55	Under 5	0.25
Chinese, Scottish Chinese or British Chinese	33	0.44	9	0.41	Under 5	0.74
Indian, Scottish Indian or British Indian	326	4.33	74	3.37	12	2.98
Pakistani, Scottish Pakistani or British Pakistani	100	1.33	24	1.09	Under 5	0.50
F OTHER						
Arab, Scottish Arab or British Arab	64	0.85	13	0.59	0	0.00

ETHNICITY	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A White	6048	78.71	1507	85.82	303	88.86
B Mixed or Multiple ethnic groups	92	1.20	18	1.03	5	1.47
C Asian, Scottish Asian or British Asian	765	9.96	108	6.15	11	3.23
D African, Scottish African or British African	398	5.18	48	2.73	9	2.64
E Caribbean or Black	29	0.38	5	0.28	Under 5	0.59
F Other ethnic group	164	2.13	26	1.48	Under 5	1.17
Not Completed	11	0.14	Under 5	0.23	Under 5	0.29
Prefer not to say	177	2.30	40	2.28	6	1.76
Total	-	100.00	-	100.00	-	100.00

	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A WHITE						
Gypsy/Traveller	0	0.00	0	0.00	0	0.00
Irish	59	0.77	14	0.80	5	1.47
Other British	521	6.78	122	6.95	26	7.62
Other White ethnic group	188	2.45	36	2.05	5	1.47
Polish	259	3.37	46	2.62	Under 5	0.88
Roma	Under 5	0.03	0	0.00	0	0.00
Scottish	4517	58.78	1181	67.26	248	72.73
Showman / Show woman	0	0.00	0	0.00	0	0.00

Not Completed	2138	27.82	357	20.33	54	15.84
C ASIAN						
Bangladeshi, Scottish Bangladeshi or British Bangladeshi	73	0.95	13	0.74	Under 5	0.29
Chinese, Scottish Chinese or British Chinese	33	0.43	5	0.28	Under 5	0.29
Indian, Scottish Indian or British Indian	445	5.79	65	3.70	7	2.05
Pakistani, Scottish Pakistani or British Pakistani	90	1.17	11	0.63	Under 5	0.29
Other Asian	7043	91.66	1662	94.65	331	97.07
Not Completed	73	0.95	13	0.74	Under 5	0.29
F OTHER						
Arab, Scottish Arab or British Arab	72	0.94	16	0.91	Under 5	0.29
Not Completed	7612	99.06	1740	99.09	340	99.71

ETHNICITY	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A White	7716	69.54	2094	73.97	392	80.82
B Mixed or Multiple ethnic groups	153	1.38	37	1.31	9	1.86
C Asian, Scottish Asian or British Asian	1451	13.08	297	10.49	35	7.22
D African, Scottish African or British African	999	9.00	207	7.31	14	2.89
E Caribbean or Black	70	0.63	14	0.49	Under 5	0.21
F Other ethnic group	269	2.42	64	2.26	7	1.44
Not Completed	188	1.69	50	1.77	14	2.89
Prefer not to say	250	2.25	68	2.40	13	2.68
Total	-	100.00	-	100.00	-	100.00

	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
A WHITE						
Gypsy/Traveller	Under 5	0.01	0	0.00	0	0.00
Irish	108	0.97	27	0.95	Under 5	0.62
Other British	704	6.34	209	7.38	33	6.80
Other White ethnic group	640	5.77	156	5.51	23	4.74
Polish	330	2.97	77	2.72	14	2.89
Roma	11	0.10	Under 5	0.07	0	0.00
Scottish	5852	52.74	1606	56.73	317	65.36
Showman / Show woman	0	0.00	0	0.00	0	0.00
Not Completed	258	2.33	67	2.37	16	3.30
C ASIAN						
Bangladeshi, Scottish Bangladeshi or British Bangladeshi	169	1.52	32	1.13	Under 5	0.62
Chinese, Scottish Chinese or British Chinese	114	1.03	31	1.10	Under 5	0.62
Indian, Scottish Indian or British Indian	719	6.48	154	5.44	15	3.09
Pakistani, Scottish Pakistani or British Pakistani	227	2.05	32	1.13	6	1.24
Other Asian	203	1.83	48	1.70	8	1.65
Not Completed	207	1.87	50	1.77	14	2.89
F OTHER						
Arab, Scottish Arab or British Arab	75	0.68	21	0.74	Under 5	0.62
Not Completed	193	1.74	50	1.77	14	2.89

Recruitment Information by Religion/Faith/Belief

FAITH, RELIGION & BELIEF	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Buddhist	19	0.34	-	-	0	0.00
Church of Scotland	616	11.13	-	-	64	18.82
Hindu	81	1.46	-	-	Under 5	0.59
Jewish	7	0.13	-	-	Under 5	0.29
Muslim	131	2.37	-	-	Under 5	0.59
None	2892	52.23	-	-	176	51.76
Humanist	66	1.19	-	-	7	2.06
Other Religion or Belief	34	0.61	-	-	Under 5	0.29
Other Christian	626	11.31	-	-	30	8.82
Pagan	10	0.18	-	-	0	0.00
Roman Catholic	590	10.66	-	-	25	7.35
Sikh	7	0.13	-	-	0	0.00
Not completed	157	2.84	-	-	12	3.53
Prefer not to say	301	5.44	-	-	20	5.88
Total	-	100.00	-	-	-	100.00

FAITH, RELIGION & BELIEF	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
Buddhist	68	0.67	7	0.28	Under 5	0.19
Church of Scotland	900	8.84	251	9.90	62	12.06
Hindu	235	2.31	45	1.78	9	1.76
Jewish	Under 5	0.02	Under 5	0.04	0	0.00
Muslim	317	3.11	60	2.37	7	1.36
None	6141	60.32	1590	62.72	310	60.31
Other Religion or Belief	29	0.28	Under 5	0.16	0	0.00
Other Christian	587	5.77	107	4.23	25	4.87
Pagan	11	0.11	5	0.19	Under 5	0.39
Roman Catholic	1005	9.87	247	9.74	49	9.53
Sikh	7	0.07	0	0.00	0	0.00
Not completed	413	4.06	99	3.90	20	3.89
Prefer not to say	423	4.15	116	4.57	27	5.25
Total	-	100.00	-	100.00	-	100.00

FAITH, RELIGION & BELIEF	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Buddhist	62	0.81	5	0.28	0	0.00
Church of Scotland	583	7.59	149	8.49	31	9.09
Hindu	283	3.68	36	2.05	Under 5	0.88
Jewish	15	0.20	Under 5	0.06	0	0.00
Muslim	327	4.26	48	2.73	5	1.47
None	4416	57.47	1107	63.04	222	65.10
Other Religion or Belief	Under 5	0.03	0	0.00	0	0.00
Other Christian	471	6.13	75	4.27	13	3.81
Pagan	29	0.38	Under 5	0.11	0	0.00
Roman Catholic	671	8.73	141	8.03	28	8.21
Sikh	9	0.12	Under 5	0.11	0	0.00
Not completed	394	5.13	95	5.41	19	5.57
Prefer not to say	422	5.49	95	5.41	20	5.87
Total	-	100.00	-	100.00	-	100.00

FAITH, RELIGION & BELIEF	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Buddhist	79	0.71	12	0.42	Under 5	0.62
Church of Scotland	784	7.07	236	8.34	40	8.25
Hindu	494	4.45	87	3.07	6	1.24
Jewish	7	0.06	Under 5	0.07	Under 5	0.21
Muslim	679	6.12	128	4.52	18	3.71
None	5964	53.75	1562	55.17	300	61.86
Other Religion or Belief	132	1.19	31	1.10	6	1.24
Other Christian	1276	11.50	317	11.20	36	7.42
Pagan	23	0.21	5	0.18	Under 5	0.41
Roman Catholic	937	8.44	251	8.87	37	7.63
Sikh	12	0.11	0	0.00	0	0.00
Not completed	188	1.69	50	1.77	14	2.89
Prefer not to say	521	4.70	150	5.30	22	4.54
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Sexual Orientation

SEXUAL ORIENTATION	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	102	1.84	-	-	Under 5	0.29
Gay	78	1.41	-	-	Under 5	0.88
Straight / Heterosexual	4870	87.95	-	-	311	91.47
Lesbian	47	0.85	-	-	Under 5	0.29
Other	19	0.34	-	-	0	0.00
Not Completed	124	2.24	-	-	9	2.65
Prefer not to say	297	5.36	-	-	15	4.41
Total	-	100.00	-	-	-	100.00

SEXUAL ORIENTATION	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	280	2.75	73	2.88	14	2.72
Gay / Lesbian	250	2.46	58	2.29	14	2.72
Straight / Heterosexual	9067	89.05	2250	88.76	449	87.36
Other	Under 5	0.04	Under 5	0.04	0	0.00
Not Completed	50	0.49	11	0.43	6	1.17
Prefer not to say	530	5.21	142	5.60	31	6.03
Total	-	100.00	-	100.00	-	100.00

SEXUAL ORIENTATION	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	192	2.50	53	3.02	6	1.76
Gay / Lesbian	185	2.41	60	3.42	12	3.52
Straight / Heterosexual	6933	90.23	1548	88.15	294	86.22
Other	15	0.20	5	0.28	Under 5	0.29
Not Completed	38	0.49	12	0.68	Under 5	0.88
Prefer not to say	321	4.18	78	4.44	25	7.33
Total	-	100.00	-	100.00	-	100.00

SEXUAL ORIENTATION	2024					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Bi-sexual	343	3.09	71	2.51	13	2.68
Gay / Lesbian	268	2.42	65	2.30	6	1.24
Straight / Heterosexual	9702	87.44	2490	87.95	432	89.07
Other	48	0.43	12	0.42	Under 5	0.41
Not Completed	189	1.70	50	1.77	14	2.89
Prefer not to say	546	4.92	143	5.05	18	3.71
Total	-	100.00	-	100.00	-	100.00

Recruitment Information by Gender Identity

GENDER IDENTITY Identifying as a transgender person or trans person	2020					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes	11	0.20	-	-	0	0.00
No	5410	97.71	-	-	332	97.65
Prefer not to say	60	1.08	-	-	Under 5	0.59
Not Completed	56	1.01	-	-	6	1.76
Total	-	100.00	-	-	-	100.00

GENDER IDENTITY Do you consider yourself to be trans, or have a trans history?	2021					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes	Under 5	0.01	0	0.00	0	0.00
No	10061	98.82	2506	98.86	504	98.05
Prefer not to say	86	0.84	21	0.83	6	1.17
Not Completed	33	0.33	8	0.31	Under 5	0.78
Total	-	100.00	-	100.00	-	100.00

GENDER IDENTITY Do you consider yourself to be trans, or have a trans history?	2022					
	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
	Number	%	Number	%	Number	%
Yes	5	0.07	0	0.00	0	0.00
No	7571	98.53	1729	98.46	334	97.95
Prefer not to say	88	1.15	22	1.25	6	1.76
Not Completed	20	0.26	5	0.28	Under 5	0.29

Total	-	100.00	-	100.00	-	100.00
	2024					
GENDER IDENTITY	Applicants for Employment		Shortlisted Applicants		Successful Applicants	
Do you consider yourself to be trans, or have a trans history?	Number	%	Number	%	Number	%
Yes	48	0.43	8	0.28	Under 5	0.21
No	10676	96.21	2722	96.15	465	95.88
Prefer not to say	184	1.66	51	1.80	5	1.03
Not Completed	188	1.69	50	1.77	14	2.89
Total	-	100.00	-	100.00	-	100.00

COUNCIL WORKFORCE – TRAINING INFORMATION FOR PERIOD 2020 – 2024

Training Information by Sex

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
GENDER	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	17974	87.61	13,275	78.11	20,276	77.79	11,473	79.72	14004	77.24	32561	78.80
Male	2529	12.33	3,720	21.89	5,788	22.21	2919	20.28	4127	22.76	8761	21.20
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Age

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	37	0.18	88	0.52	209	0.80	83	0.58	209	1.15	319	0.77
20-29	2298	11.20	2643	15.55	4,661	17.88	2052	14.26	3311	18.26	6976	16.88
30-39	4629	22.56	4143	24.38	6,952	26.67	3770	26.20	4628	25.53	10983	26.58
40-49	4882	23.80	4088	24.05	6,408	24.59	3525	24.49	4531	24.99	10551	25.53
50-59	6892	33.59	4723	27.79	5,963	22.88	3788	26.32	4151	22.89	9084	21.98
60+	1778	8.67	1310	7.71	1,871	7.18	1174	8.16	1301	7.18	3409	8.25
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Marital Civil Status

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
MARITAL/CIVIL STATUS	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	1483	7.23	1262	7.43	1,482	5.69	828	5.75	323	1.78	687	1.66
Civil Partnership legally dissolved	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Separated									-	-	-	-
Separated but still legally Married	-	-	-	-	-	-	-	-	65	0.36	243	0.59
Separated but still legally in Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Living with Partner	2435	11.87	2406	14.16	3,552	13.63	1789	12.43	-	-	-	-
Married/Civil Partnership	9264	45.16	6908	40.65	10,555	40.50	6062	42.12	-	-	-	-
In a registered Civil Partnership	-	-	-	-	-	-	-	-	14	0.08	51	0.12
Married	-	-	-	-	-	-	-	-	2403	13.25	6076	14.70
Single	3345	16.30	3449	20.29	5,602	21.49	2805	19.49	-	-	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	-	-	1218	6.72	3607	8.73
Widowed	299	1.46	148	0.87	183	0.70	133	0.92	61	0.34	113	0.27

Surviving partner from Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	10	0.02
Not Completed	3144	15.32	2369	13.94	4,051	15.54	2468	17.15	13664	75.36	29251	70.79
Prefer Not to Answer/Say	546	2.66	453	2.67	639	2.45	307	2.13	383	2.11	1284	3.11
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Disability – Question 1

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	751	3.66	871	5.13	1,051	4.03	444	3.09	-	-	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	-	-	7	0.04	18	0.04
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	-	-	77	0.42	143	0.35
Yes - Memory	-	-	-	-	-	-	-	-	9	0.05	18	0.04
Yes - Mental health	-	-	-	-	-	-	-	-	301	1.66	797	1.93
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	-	-	101	0.56	171	0.41
Yes – Other	-	-	-	-	-	-	-	-	262	1.45	727	1.76
Yes – Prefer not to expand	-	-	-	-	-	-	-	-	78	0.43	287	0.69
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	-	-	28	0.15	125	0.30
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	-	-	30	0.17	29	0.07
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	-	-	Under 5	0.02	55	0.13
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	-	-	72	0.40	346	0.84
No	10700	52.15	11074	65.16	17,127	65.71	9313	64.71	3835	21.15	9510	23.01
Not Completed	8322	40.56	4398	25.88	7,080	27.16	4202	29.20	12999	71.69	28143	68.11
Prefer Not to Answer/Say	743	3.62	652	3.84	806	3.09	433	3.01	328	1.81	953	2.31

Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00
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Training Information by Disability – Question 2

	2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes, a little	-	-	-	-	-	-	367	2.02	1038	2.51
Yes, a lot	-	-	-	-	-	-	43	0.24	165	0.40
Not at all	-	-	-	-	-	-	803	4.43	2204	5.33
Not Completed	-	-	-	-	-	-	16595	91.53	36969	89.47
Prefer Not to Say	-	-	-	-	-	-	323	1.78	946	2.29
Total	-	-	-	-	-	-	-	100.00	-	100.00

Training Information by Ethnicity

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
ETHNICITY	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	132	0.64	88	0.52	163	0.63	62	0.43	-	-	-	-
African - Other	6	0.03	51	0.30	166	0.64	117	0.81	-	-	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	-	-	192	1.06	293	0.71
Other - Arab	61	0.30	0	0.00	50	0.19	38	0.26	-	-	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	-	-	14	0.08	49	0.12
Asian - Bangladeshi	24	0.12	27	0.16	26	0.10	23	0.16	-	-	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	-	-	16	0.09	47	0.11
Asian - Chinese	28	0.14	70	0.41	54	0.21	34	0.24	-	-	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	-	-	27	0.15	49	0.12
Asian - Indian	95	0.46	196	1.15	179	0.69	158	1.10	-	-	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	-	-	76	0.42	224	0.54
Asian - Other	64	0.31	97	0.57	137	0.53	67	0.47	-	-	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	-	-	68	0.38	137	0.33
Asian - Pakistani	43	0.21	10	0.06	42	0.16	15	0.10	-	-	-	-

Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-	-	-	17	0.09	74	0.18
Black	19	0.09	45	0.26	38	0.15	23	0.16	-	-	-	-
Caribbean	0	0.00	11	0.06	19	0.07	31	0.22	-	-	-	-
Other Caribbean or Black	28	0.14	25	0.15	7	0.03	9	0.06	-	-	-	-
Caribbean or Black	-	-	-	-	-	-	-	-	0	0.00	18	0.04
Mixed or Multiple ethnic groups	90	0.44	93	0.55	148	0.57	106	0.74	56	0.31	99	0.24
Other Ethnic group	91	0.44	107	0.63	107	0.41	38	0.26	19	0.10	79	0.19
White – Other British	5193	25.31	5151	30.31	6,995	26.84	3772	26.21	561	3.09	1688	4.08
White - Scottish	8156	39.75	6503	38.26	10,237	39.28	5513	38.31	3912	21.58	9697	23.47
White - Polish	390	1.90	299	1.76	390	1.50	155	1.08	98	0.54	341	0.83
White - Eastern European	51	0.25	117	0.69	279	1.07	113	0.79	-	-	-	-
White - Gypsy/Traveller	14	0.07	0	0.00	0	0.00	0	0.00	Under 5	0.01	Under 5	0.01
White - Irish	84	0.41	157	0.92	271	1.04	103	0.72	95	0.52	186	0.45
White - Other white ethnic group	726	3.54	545	3.21	1,081	4.15	446	3.10	237	1.31	746	1.81
White - Roma	-	-	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	-	-	7	0.04	Under 5	0.01
Not Completed	4193	20.44	2866	16.86	4,878	18.72	3007	20.89	12618	69.59	27446	66.42
Prefer Not to Answer/Say	1028	5.01	537	3.16	797	3.06	562	3.90	116	0.64	144	0.35
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Religion

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
RELIGION	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	35	0.17	56	0.33	55	0.21	28	0.19	27	0.15	60	0.15
Other Christian	1910	9.31	1457	8.57	2,713	10.41	1506	10.46	0	0.00	1305	3.16
Church of Scotland	2640	12.87	1963	11.55	2,264	8.69	1575	10.94	754	4.16	1432	3.47
Roman Catholic	654	3.19	769	4.52	1,083	4.16	473	3.29	398	2.20	874	2.12
Hindu	40	0.19	107	0.63	108	0.41	95	0.66	56	0.31	130	0.31
Humanist	74	0.36	115	0.68	154	0.59	84	0.58	-	-	-	-
Jewish	Under 5	0.01	Under 5	0.02	0	0.00	9	0.06	Under 5	0.01	19	0.05
Muslim	153	0.75	65	0.38	170	0.65	121	0.84	87	0.48	213	0.52
None	7623	37.16	7410	43.60	11,278	43.27	5820	40.44	2985	16.46	8091	19.58
Other Religion or Belief	288	1.40	143	0.84	243	0.93	107	0.74	49	0.27	108	0.26
Pagan	39	0.19	73	0.43	102	0.39	59	0.415	Under 5	0.02	80	0.19
Sikh	13	0.06	13	0.08	8	0.03	5	0.03	0	0.00	0	0.00
Not Completed	4897	23.87	3339	19.65	5,782	22.18	3296	22.90	12984	71.61	28245	68.35
Prefer Not to Answer	2147	10.47	1481	8.71	2,104	8.07	1214	8.44	300	1.65	765	1.85
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Sexual Orientation

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
SEXUAL ORIENTATION	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	120	0.58	284	1.67	513	1.97	241	1.67	162	0.89	603	1.46
Gay	112	0.55	202	1.19	381	1.46	190	1.32	-	-	-	-
Gay or lesbian	-	-	-	-	-	-	-	-	292	1.61	617	1.49
Heterosexual/Straight	12111	59.03	11196	65.88	16,629	63.80	8977	62.37	4441	24.49	11156	27.00
Lesbian	79	0.39	136	0.80	223	0.86	82	0.57	-	-	-	-
Other sexual orientation	52	0.25	114	0.67	123	0.47	46	0.32	65	0.36	128	0.31
Not Completed	5384	26.24	3441	20.25	5,977	22.93	3428	23.82	12805	70.62	27892	67.50
Prefer Not to Answer	2658	12.96	1622	9.54	2,218	8.51	1428	9.92	366	2.02	926	2.24
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Gender Identity

	2021		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
GENDER IDENTITY Do you consider yourself to be trans or have trans history?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	-	-	95	0.52	154	0.37
No	-	-	-	-	-	-	-	-	4999	27.57	13055	31.59
Not Completed	-	-	-	-	-	-	-	-	12852	70.88	27739	67.13
Prefer not to Say	-	-	-	-	-	-	-	-	185	1.02	374	0.91
Total	-	-	-	-	-	-	-	-	-	100.00	-	100.00

EDUCATION AUTHORITY – TRAINING INFORMATION FOR PERIOD 2020 – 2024

Training Information by Sex

	2020		2021		2022		2024	
GENDER	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	12899	95.05	7,599	90.31	12,208	89.12	20653	87.61
Male	671	4.94	815	9.69	1,491	10.88	2922	12.39
Total	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Age

	2020		2021		2022		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	Under 5	0.03	31	0.37	66	0.48	110	0.47
20-29	1523	11.22	1,331	15.82	2,395	17.48	4436	18.82
30-39	2739	20.18	2,010	23.89	3,717	27.13	6611	28.04
40-49	3337	24.59	2,042	24.27	3,547	25.89	6119	25.96
50-59	4760	35.08	2,487	29.56	3,054	22.29	4737	20.09
60+	1207	8.89	513	6.10	920	6.72	1562	6.63
Total	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Marital Civil Status

	2020		2021		2022		2024	
MARITAL/CIVIL STATUS	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	0	0.00	538	6.39	791	5.77	336	1.43
Civil Partnership legally dissolved	-	-	-	-	-	-	0	0.00
Separated but still legally Married	-	-	-	-	-	-	121	0.51
Separated but still legally in Civil Partnership	-	-	-	-	-	-	0	0.00
Living with Partner	1175	8.66	991	11.78	1,545	11.28	-	-
Married/Civil Partnership	6352	46.81	3,630	43.14	5,694	41.57	-	-
In a registered Civil Partnership	-	-	-	-	-	-	39	0.17
Married	-	-	-	-	-	-	3521	14.94
Single	2121	15.63	1,443	17.15	2,529	18.46	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	2201	9.34
Widowed	199	1.47	51	0.61	93	0.68	63	0.27
Surviving partner from Civil Partnership	-	-	-	-	-	-	7	0.03
Not Completed	2320	17.10	1,579	18.77	2,764	20.18	16567	70.27
Prefer Not to Answer/Say	361	2.66	182	2.16	283	2.07	720	3.05
Total	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Disability – Question 1

	2020		2021		2022		2024	
DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	498	3.67	341	4.05	444	3.24	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	6	0.03
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	91	0.39
Yes - Memory	-	-	-	-	-	-	18	0.08
Yes - Mental health	-	-	-	-	-	-	523	2.22
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	95	0.40
Yes – Other	-	-	-	-	-	-	454	1.93
Yes – Prefer not to expand	-	-	-	-	-	-	188	0.80
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	87	0.37
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	17	0.07
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	39	0.17
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	170	0.72
No	7052	51.97	5,101	60.63	8,423	61.49	5560	23.58
Not Completed	5581	41.13	2,761	32.81	4,398	32.10	15759	66.85
Prefer Not to Answer/Say	439	3.24	211	2.51	434	3.17	568	2.41
Total	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Disability – Question 2

	2021		2022		2024	
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?	Numbers	%	Numbers	%	Numbers	%
Yes, a little	-	-	-	-	635	2.69
Yes, a lot	-	-	-	-	100	0.42
Not at all	-	-	-	-	1280	5.43
Not Completed	-	-	-	-	21000	89.08
Prefer Not to Say	-	-	-	-	560	2.38
Total	-	-	-	-	-	100.00

Training Information by Ethnicity

	2020		2021		2022		2024	
ETHNICITY	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	72	0.53	41	0.49	82	0.60	-	-
African - Other	0	0.00	9	0.11	19	0.14	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	194	0.82
Other - Arab	0	0.00	0	0.00	50	0.36	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	18	0.08
Asian - Bangladeshi	21	0.15	16	0.19	19	0.14	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	42	0.18
Asian - Chinese	25	0.18	38	0.45	38	0.28	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	25	0.11
Asian - Indian	17	0.13	108	1.28	68	0.50	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	157	0.67
Asian - Other	20	0.15	13	0.15	63	0.46	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	61	0.26
Asian - Pakistani	42	0.31	Under 5	0.01	37	0.27	-	-
Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-	43	0.18
Black	Under 5	0.01	Under 5	0.05	5	0.04	-	-
Caribbean	0	0.00	11	0.13	16	0.12	-	-

Other Caribbean or Black	21	0.15	10	0.12	0	0.00	-	-
Caribbean or Black	-	-	-	-	-	-	12	0.05
Mixed or Multiple ethnic groups	66	0.49	47	0.56	74	0.54	62	0.26
Other Ethnic group	18	0.13	10	0.12	36	0.26	42	0.18
White – Other British	3569	26.30	2,575	30.60	3,746	27.35	937	3.97
White - Scottish	5464	40.27	3,104	36.89	5,192	37.90	5681	24.10
White - Polish	259	1.91	122	1.45	152	1.11	224	0.95
White - Eastern European	14	0.10	53	0.63	52	0.38	-	-
White - Gypsy/Traveller	0	0.00	0	0.00	0	0.00	Under 5	0.01
White - Irish	42	0.31	61	0.72	160	1.17	119	0.50
White - Other white ethnic group	532	3.92	305	3.62	518	3.78	450	1.91
White - Roma	-	-	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	Under 5	0.01
Not Completed	2588	19.07	1,580	18.78	2,965	21.64	15395	65.30
Prefer Not to Answer/Say	738	5.44	306	3.64	407	2.97	109	0.46
Total	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Religion

	2020		2021		2022		2024	
RELIGION	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	7	0.05	20	0.24	32	0.23	42	0.18
Other Christian	1477	10.88	836	9.94	1,449	10.58	797	3.38
Church of Scotland	1862	13.72	997	11.85	1,263	9.22	819	3.47
Roman Catholic	441	3.25	360	4.28	609	4.45	502	2.13
Hindu	12	0.09	62	0.74	49	0.36	79	0.34
Humanist	21	0.15	72	0.86	75	0.55	-	-
Jewish	Under 5	0.02	Under 5	0.01	0	0.00	9	0.04
Muslim	141	1.04	25	0.30	129	0.94	127	0.54
None	5135	37.84	3,412	40.55	5,424	39.59	4700	19.94
Other Religion or Belief	222	1.64	50	0.59	88	0.64	68	0.29
Pagan	0	0.00	22	0.26	19	0.14	52	0.22
Sikh	0	0.00	Under 5	0.04	Under 5	0.03	0	0.00
Not Completed	2669	19.67	1,874	22.27	3,596	26.25	15892	67.41
Prefer Not to Answer	1252	9.23	680	8.08	962	7.02	488	2.07
Total	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Sexual Orientation

	2020		2021		2022		2024	
SEXUAL ORIENTATION	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	35	0.26	89	1.06	147	1.07	357	1.51
Gay	59	0.43	61	0.72	147	1.07	-	-
Gay or lesbian	-	-	-	-	-	-	422	1.79
Heterosexual/Straight	8253	60.82	5,412	64.32	8,506	62.09	6555	27.80
Lesbian	49	0.36	36	0.43	103	0.75	-	-
Other sexual orientation	28	0.21	13	0.15	78	0.57	90	0.38
Not Completed	3307	24.37	1,953	23.21	3,557	25.97	15639	66.34
Prefer Not to Answer	1839	13.55	850	10.10	1,161	8.48	512	2.17
Total	-	100.00	-	100.00	-	100.00	-	100.00

Training Information by Gender Identity

	2021		2021		2022		2024	
GENDER IDENTITY Do you consider yourself to be trans or have trans history?	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	120	0.51
No	-	-	-	-	-	-	7677	32.56
Not Completed	-	-	-	-	-	-	15539	65.91
Prefer not to Say	-	-	-	-	-	-	239	1.01
Total	-	-	-	-	-	-	-	100.00

COUNCIL WORKFORCE – LEAVERS INFORMATION FOR PERIOD 2020 – 2024

Leavers Information by Sex

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
GENDER	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	350	73.07	440	71.43	478	65.57	168	63.64	375	66.49	439	64.75
Male	129	26.93	176	28.57	251	34.43	96	36.36	189	33.51	239	35.25
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Age

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	0	0.00	11	1.78	11	1.51	5	1.89	13	2.30	15	2.21
20-29	100	20.88	119	19.32	159	21.81	48	18.18	119	21.10	119	17.55
30-39	94	19.62	142	23.05	153	20.99	60	22.73	119	21.10	150	22.12
40-49	79	16.49	80	12.98	117	16.05	50	18.94	96	17.02	98	14.45
50-59	68	14.20	83	13.47	120	16.46	37	14.02	87	15.43	116	17.11
60+	138	28.81	181	29.40	169	23.18	64	24.24	150	26.60	180	26.55
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Marital/Civil Status

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
MARITAL/CIVIL STATUS	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	20	4.18	22	3.57	32	4.39	11	4.17	Under 5	0.35	9	1.33
Civil Partnership legally dissolved	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Separated	Under 5	0.84	5	0.81	11	1.51	Under 5	0.76	-	-	-	-
Separated but still legally Married	-	-	-	-	-	-	-	-	Under 5	0.18	Under 5	0.15
Separated but still legally in Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Living with Partner	32	6.68	56	90.09	59	8.09	20	7.58	-	-	-	-
Married/Civil Partnership	188	39.25	221	35.88	272	37.31	101	38.26	-	-	-	-
In a registered Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	Under 5	0.15
Married	-	-	-	-	-	-	-	-	11	1.95	47	6.93
Single	74	15.45	120	19.48	162	22.22	56	21.21	-	-	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	-	-	7	1.24	38	5.60
Widowed	145	30.27	10	1.62	Under 5	0.41	Under 5	0.76	0	0.00	Under 5	0.29
Surviving partner from Civil Partnership	-	-	-	-	-	-	-	-				
Not Completed	145	30.27	165	26.79	175	24.01	71	26.89	538	95.39	567	83.63
Prefer Not to Answer/Say	13	2.71	17	2.76	15	2.06	Under 5	0.38	5	0.89	13	1.92

Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00
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Leavers Information by Disability – Question 1

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	13	2.71	29	4.71	27	3.70	6	2.27	-	-	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	-	-	0	0.00	Under 5	0.15
Yes - Memory	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Mental health	-	-	-	-	-	-	-	-	Under 5	0.18	8	1.18
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	-	-	0	0.00	5	0.74
Yes – Other	-	-	-	-	-	-	-	-	0	0.00	9	1.33
Yes – Prefer not to expand	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	-	-	0	0.00	Under 5	0.59
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	-	-	0	0.00	Under 5	0.29
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	-	-	Under 5	0.35	Under 5	0.44

No	262	54.70	354	57.47	410	56.24	137	51.89	24	4.26	86	12.68
Not Completed	185	38.62	213	34.58	266	36.49	108	40.91	535	94.86	550	81.12
Prefer Not to Answer/Say	19	3.97	20	3.25	26	3.57	13	4.92	Under 5	0.35	10	1.47
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Disability – Question 2

	2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes, a little	-	-	-	-	-	-	Under 5	0.35	11	1.62
Yes, a lot	-	-	-	-	-	-	0	0.00	Under 5	0.59
Not at all	-	-	-	-	-	-	Under 5	0.35	29	4.28
Not Completed	-	-	-	-	-	-	560	99.29	622	91.74
Prefer Not to Say	-	-	-	-	-	-	0	0.00	12	1.77
Total	-	-	-	-	-	-	-	100.00	-	100.00

Leavers Information by Ethnicity

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
ETHNICITY	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	Under 5	0.42	Under 5	0.65	Under 5	0.55	0	0.00	-	-	-	-
African - Other	0	0.00	Under 5	0.16	Under 5	0.55	Under 5	0.76	-	-	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	-	-	Under 5	0.18	Under 5	0.74
Other - Arab	0	0.00	Under 5	0.32	0	0.00	0	0.00	-	-	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Bangladeshi	0	0.00	0	0.00	Under 5	0.14	0	0.00	-	-	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	-	-	0	0.00	Under 5	0.15
Asian - Chinese	Under 5	0.21	0	0.00	Under 5	0.27	0	0.00	-	-	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	-	-	Under 5	0.18	Under 5	0.15
Asian - Indian	Under 5	0.21	Under 5	0.32	Under 5	0.55	0	0.00	-	-	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	-	-	0	0.00	Under 5	0.15
Asian - Other	0	0.00	0	0.00	Under 5	0.14	Under 5	0.38	-	-	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	-	-	Under 5	0.18	0	0.00
Asian - Pakistani	0	0.00	Under 5	0.32	Under 5	0.14	Under 5	0.38	-	-	-	-

Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-	-	-	Under 5	0.18	0	0.00
Black	0	0.00	Under 5	0.65	Under 5	0.27	0	0.00	-	-	-	-
Caribbean	0	0.00	0	0.00	0	0.00	Under 5	0.38	-	-	-	-
Other Caribbean or Black	0	0.00	0	0.00	Under 5	0.14	0	0.00	-	-	-	-
Caribbean or Black	-	-	-	-	-	-	-	-	0	0.00	Under 5	0.29
Mixed or Multiple ethnic groups	Under 5	0.84	Under 5	0.65	Under 5	0.69	Under 5	0.76	0	0.00	Under 5	0.15
Other Ethnic group	Under 5	0.21	Under 5	0.49	Under 5	0.41	Under 5	1.14	Under 5	0.18	0	0.00
White – Other British	86	17.95	128	20.78	168	23.05	58	21.97	Under 5	0.53	13	1.92
White - Scottish	182	38.00	234	37.99	252	34.57	82	31.06	21	3.72	90	13.27
White - Polish	Under 5	0.63	5	0.81	Under 5	0.27	Under 5	0.76	Under 5	0.18	Under 5	0.15
White - Eastern European	Under 5	0.63	Under 5	0.32	5	0.69	Under 5	0.38	-	-	-	-
White - Gypsy/Traveller	Under 5	0.21	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White - Irish	5	1.04	8	1.30	5	0.69	Under 5	1.14	0	0.00	Under 5	0.44
White - Other white ethnic group	35	7.31	33	5.36	29	3.98	6	2.27	Under 5	0.18	9	1.33
White - Roma	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	-	-	0	0.00	Under 5	0.15
Not Completed	101	21.09	133	21.59	195	26.75	85	32.20	532	94.33	544	80.24
Prefer Not to Answer/Say	54	11.27	51	8.28	45	6.17	16	6.06	0	0.00	5	0.74
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Religion

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
RELIGION	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	0	0.00	Under 5	0.16	0	0.00	Under 5	0.38	0	0.00	0	0.00
Other Christian	42	8.77	72	11.69	70	9.62	27	10.23	Under 5	0.71	20	2.95
Church of Scotland	57	11.90	89	14.45	81	11.13	21	7.95	Under 5	0.71	22	3.24
Roman Catholic	15	3.13	31	5.03	26	3.57	12	4.55	Under 5	0.35	8	1.18
Hindu	Under 5	0.21	Under 5	0.16	Under 5	0.27	Under 5	0.38	0	0.00	Under 5	0.15
Humanist	Under 5	0.84	Under 5	0.32	Under 5	0.55	Under 5	0.38	-	-	-	-
Jewish	0	0.00	Under 5	0.16	0	0.00	0	0.00	0	0.00	0	0.00
Muslim	Under 5	0.21	Under 5	0.32	Under 5	0.41	Under 5	1.14	Under 5	0.18	Under 5	0.44
None	134	27.97	174	28.25	245	33.65	67	25.38	13	2.30	65	9.59
Other Religion or Belief	8	1.67	Under 5	0.49	Under 5	0.27	6	2.27	Under 5	0.18	Under 5	0.44
Pagan	Under 5	0.42	Under 5	0.16	Under 5	0.41	Under 5	0.76	0	0.00	0	0.00
Sikh	0	0.00	Under 5	0.16	0	0.00	0	0.00	0	0.00	0	0.00
Not Completed	125	26.10	158	25.65	209	28.71	94	35.61	538	95.39	550	81.12
Prefer Not to Answer	90	18.79	80	12.99	83	11.40	29	10.98	Under 5	0.18	6	0.88
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Sexual Orientation

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
SEXUAL ORIENTATION	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	Under 5	0.21	7	1.14	12	1.65	Under 5	1.52	Under 5	0.18	8	1.18
Gay	5	1.04	Under 5	0.65	7	0.96	Under 5	1.14	-	-	-	-
Gay or lesbian	-	-	-	-	-	-	-	-				
Heterosexual/Straight	248	51.77	350	56.82	409	56.10	131	49.62	23	4.08	100	14.75
Lesbian	Under 5	0.21	Under 5	0.32	Under 5	0.41	0	0.00	-	-	-	-
Other sexual orientation	Under 5	0.42	Under 5	0.32	Under 5	0.27	Under 5	0.76	Under 5	0.18	Under 5	0.15
Not Completed	120	25.05	153	24.84	211	28.94	91	34.47	532	94.33	544	80.24
Prefer Not to Answer	102	21.29	98	15.91	85	11.66	33	12.50	Under 5	0.18	16	2.36
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Gender Identity

	2021		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
GENDER IDENTITY Do you consider yourself to be trans or have trans history?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	-	-	Under 5	0.18	Under 5	0.59
No	-	-	-	-	-	-	-	-	29	5.14	122	17.99
Not Completed	-	-	-	-	-	-	-	-	534	94.68	544	80.24
Prefer not to Say	-	-	-	-	-	-	-	-	0	0.00	8	1.18
Total	-	-	-	-	-	-	-	-	-	100.00	-	100.00

EDUCATION AUTHORITY – LEAVERS INFORMATION FOR PERIOD 2020 – 2024

Leavers Information by Sex

	2020		2021		2022		2024	
GENDER	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	191	84.51	248	85.22	272	79.07	255	82.52
Male	35	15.49	43	14.78	72	20.93	54	17.48
Total	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Age

	2020		2021		2022		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	0	0.00	0	0.00	0	0.00	Under 5	0.32
20-29	68	30.09	66	22.68	77	22.38	65	21.04
30-39	46	20.35	75	25.77	78	22.67	82	26.54
40-49	40	17.70	36	12.37	62	18.02	47	15.21
50-59	24	10.62	38	13.06	53	15.41	58	18.77
60+	48	21.24	76	26.12	74	21.51	56	18.12
Total	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Marital Civil Status

	2020		2021		2022		2024	
MARITAL/CIVIL STATUS	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	Under 5	1.77	13	4.47	12	3.49	Under 5	0.97
Civil Partnership legally dissolved	-	-	-	-	-	-	0	0.00
Separated	Under 5	0.88	Under 5	0.34	Under 5	0.87	-	-
Separated but still legally Married	-	-	-	-	-	-	Under 5	0.32
Separated but still legally in Civil Partnership	-	-	-	-	-	-	0	0.00
Living with Partner	13	5.75	31	10.65	24	6.98	-	-
Married/Civil Partnership	77	34.07	108	37.11	139	40.41	-	-
In a registered Civil Partnership	-	-	-	-	-	-	0	0.00
Married	-	-	-	-	-	-	28	9.06
Single	31	13.72	50	17.18	69	20.06	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	16	5.18
Widowed	Under 5	0.44	Under 5	1.03	Under 5	0.58	0	0.00
Surviving partner from Civil Partnership	-	-	-	-	-	-	0	0.00
Not Completed	91	40.27	80	27.49	91	26.45	253	81.88
Prefer Not to Answer/Say	7	3.10	5	1.72	Under 5	1.16	8	2.59
Total	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Disability – Question 1

	2020		2021		2022		2024	
DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	Under 5	0.88	14	4.81	8	2.33	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	0	0.00
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	0	0.00
Yes - Memory	-	-	-	-	-	-	0	0.00
Yes - Mental health	-	-	-	-	-	-	5	1.62
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	Under 5	0.97
Yes – Other	-	-	-	-	-	-	5	1.62
Yes – Prefer not to expand	-	-	-	-	-	-	0	0.00
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	Under 5	0.32
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	0	0.00
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	0	0.00
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	Under 5	0.65
No	108	47.79	159	54.64	196	56.98	46	14.89
Not Completed	111	49.12	104	35.74	130	37.79	239	77.35
Prefer Not to Answer/Say	5	2.21	14	4.81	10	2.91	8	2.59
Total	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Disability – Question 2

	2021		2022		2024	
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?	Numbers	%	Numbers	%	Numbers	%
Yes, a little	-	-	-	-	6	1.94
Yes, a lot	-	-	-	-	Under 5	0.32
Not at all	-	-	-	-	12	3.88
Not Completed	-	-	-	-	282	91.26
Prefer Not to Say	-	-	-	-	8	2.59
Total	-	-	-	-	-	100.00

Leavers Information by Ethnicity

	2020		2021		2022		2024	
ETHNICITY	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	0	0.00	0	0.00	Under 5	0.29	-	-
African - Other	0	0.00	0	0.00	0	0.00	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	0	0.00
Other - Arab	0	0.00	Under 5	0.34	0	0.00	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	0	0.00
Asian - Bangladeshi	0	0.00	0	0.00	Under 5	0.29	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	Under 5	0.32
Asian - Chinese	Under 5	0.44	0	0.00	0	0.00	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	Under 5	0.32
Asian - Indian	0	0.00	0	0.00	Under 5	0.58	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	Under 5	0.32
Asian - Other	0	0.00	0	0.00	0	0.00	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	0	0.00
Asian - Pakistani	0	0.00	Under 5	0.34	Under 5	0.29	-	-
Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-	0	0.00
Black	0	0.00	Under 5	0.34	Under 5	0.58	-	-
Caribbean	0	0.00	0	0.00	0	0.00	-	-

Other Caribbean or Black	0	0.00	0	0.00	0	0.00	-	-
Caribbean or Black	-	-	-	-	-	-	0	0.00
Mixed or Multiple ethnic groups	Under 5	0.88	Under 5	1.37	0	0.54	Under 5	0.32
Other Ethnic group	0	0.00	Under 5	0.69	Under 5	0.26	0	0.00
White – Other British	33	14.60	67	23.02	88	27.35	5	1.62
White - Scottish	81	35.84	100	34.36	116	37.90	59	19.09
White - Polish	Under 5	0.44	Under 5	1.03	0	1.11	0	0.00
White - Eastern European	Under 5	0.44	0	0.00	Under 5	0.38	-	-
White - Gypsy/Traveller	0	0.00	0	0.00	0	0.00	0	0.00
White - Irish	Under 5	1.33	6	2.06	Under 5	1.17	Under 5	0.32
White - Other white ethnic group	13	5.75	17	5.84	12	3.78	Under 5	0.65
White - Roma	-	-	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	Under 5	0.32
Not Completed	59	26.11	64	21.99	94	27.33	235	76.05
Prefer Not to Answer/Say	32	14.16	25	8.59	20	5.81	Under 5	0.65
Total	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Religion

	2020		2021		2022		2024	
RELIGION	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	0	0.00	Under 5	0.34	0	0.00	0	0.00
Other Christian	18	7.96	40	13.75	38	11.05	6	1.94
Church of Scotland	25	11.06	40	13.75	39	11.34	13	4.21
Roman Catholic	6	2.65	19	6.53	13	3.78	Under 5	0.65
Hindu	0	0.00	0	0.00	Under 5	0.58	Under 5	0.32
Humanist	0	0.00	Under 5	0.69	Under 5	0.58	-	-
Jewish	0	0.00	Under 5	0.34	0	0.00	0	0.00
Muslim	Under 5	0.44	Under 5	0.34	Under 5	0.58	Under 5	0.32
None	56	24.78	71	24.40	111	32.27	42	13.59
Other Religion or Belief	Under 5	0.44	0	0.00	Under 5	0.29	Under 5	0.65
Pagan	Under 5	0.88	0	0.00	Under 5	0.29	0	0.00
Sikh	0	0.00	0	0.00	0	0.00	0	0.00
Not Completed	72	31.86	78	26.80	103	29.94	238	77.02
Prefer Not to Answer	45	19.91	36	12.37	32	9.30	Under 5	1.29
Total	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Sexual Orientation

	2020		2021		2022		2024	
SEXUAL ORIENTATION	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	0	0.00	Under 5	0.34	5	1.45	8	2.59
Gay	Under 5	0.88	Under 5	0.69	Under 5	0.58	-	-
Gay or lesbian	-	-	-	-	-	-	5	1.62
Heterosexual/Straight	102	45.13	167	57.39	202	58.72	51	16.50
Lesbian	Under 5	0.44	Under 5	0.34	Under 5	0.29	-	-
Other sexual orientation	Under 5	0.88	Under 5	0.69	0	0.00	0	0.00
Not Completed	68	30.09	74	25.43	98	28.49	234	75.73
Prefer Not to Answer	51	22.57	44	15.12	36	10.47	11	3.56
Total	-	100.00	-	100.00	-	100.00	-	100.00

Leavers Information by Gender Identity

	2021		2021		2022		2024	
GENDER IDENTITY Do you consider yourself to be trans or have trans history?	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	Under 5	0.65
No	-	-	-	-	-	-	67	21.68
Not Completed	-	-	-	-	-	-	235	76.05
Prefer not to Say	-	-	-	-	-	-	5	1.62
Total	-	-	-	-	-	-	-	100.00

COUNCIL WORKFORCE – DISCIPLINARY INFORMATION FOR PERIOD 2020 – 2024

Disciplinary Information by Sex

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
GENDER	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	14	35.00	21	39.62	34	40.48	38	42.70	38	42.70	27	32.12
Male	26	65.00	32	60.38	50	59.52	51	57.30	51	57.30	57	67.88
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Age

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	0	0.00	0	0.00	Under 5	2.38	13	14.61	0	0.00	Under 5	1.17
20-29	Under 5	10.00	Under 5	5.66	12	14.29	23	25.84	12	13.48	11	13.09
30-39	15	37.50	20	37.74	23	27.38	12	13.48	23	25.84	18	21.47
40-49	10	25.00	8	15.09	18	21.43	36	40.45	13	14.61	26	31.01
50-59	6	15.00	14	26.42	14	16.67	Under 5	4.49	34	38.20	17	20.11
60+	5	12.50	8	15.09	15	17.86	Under 5	1.12	7	7.87	11	13.16
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Marital/Civil Status

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
MARITAL/CIVIL STATUS	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	0	0.00	Under 5	1.89	Under 5	2.38	Under 5	4.49	0	0.00	0	0.00
Civil Partnership legally dissolved	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Separated	0	0.00	Under 5	3.77	Under 5	1.19	Under 5	2.25	-	-	-	-
Separated but still legally Married	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Separated but still legally in Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Living with Partner	Under 5	10.00	Under 5	5.66	9	10.71	5	5.62	-	-	-	-
Married/Civil Partnership	12	30.00	16	30.19	28	33.33	21	23.60	-	-	-	-
In a registered Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Married	-	-	-	-	-	-	-	-	Under 5	1.12	5	6.02
Single	9	22.50	16	30.19	23	27.38	26	29.21	-	-	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	-	-	Under 5	1.12	Under 5	2.42
Widowed	Under 5	5.00	0	0.00	0	0.00	Under 5	2.25	0	0.00	0	0.00
Surviving partner from Civil Partnership	-	-	-	-	-	-	-	-				
Not Completed	11	27.50	15	28.30	20	23.81	28	31.46	86	96.63	76	90.39
Prefer Not to Answer/Say	Under 5	5.00	0	0.00	Under 5	1.19	Under 5	1.12	Under 5	1.12	Under 5	1.17

Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00
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Disciplinary Information by Disability – Question 1

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	5	12.50	5	9.43	Under 5	3.57	5	5.62	-	-	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Memory	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Mental health	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes – Other	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes – Prefer not to expand	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	-	-	0	0.00	0	0.00
No	28	52.83	44	52.38	47	52.81	28	52.83	5	5.62	7	8.33

Not Completed	17	32.08	35	41.67	36	40.45	17	32.08	84	94.38	77	91.67
Prefer Not to Answer/Say	Under 5	5.66	Under 5	2.38	Under 5	1.12	Under 5	5.66	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Disability – Question 2

	2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes, a little	-	-	-	-	-	-	0	0.00	0	0.00
Yes, a lot	-	-	-	-	-	-	0	0.00	0	0.00
Not at all	-	-	-	-	-	-	Under 5	1.12	Under 5	1.19
Not Completed	-	-	-	-	-	-	88	98.88	83	98.81
Prefer Not to Say	-	-	-	-	-	-	0	0.00	0	0.00
Total	-	-	-	-	-	-	-	100.00	-	100.00

Disciplinary Information by Ethnicity

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
ETHNICITY	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	0	0.00	Under 5	3.77	0	0.00	Under 5	1.12	-	-	-	-
African - Other	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	-	-	Under 5	1.12	0	0.00
Other - Arab	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Bangladeshi	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Chinese	0	0.00	0	0.00	0	0.00	Under 5	1.12	-	-	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Indian	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	-	-	Under 5	1.12	Under 5	1.21
Asian - Other	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	-	-	Under 5	1.12	0	0.00
Asian - Pakistani	Under 5	2.50	0	0.00	0	0.00	0	0.00	-	-	-	-

Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Black	0	0.00	0	0.00	0	0.00	Under 5	1.12	-	-	-	-
Caribbean	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Other Caribbean or Black	0	0.00	Under 5	1.89	0	0.00	0	0.00	-	-	-	-
Caribbean or Black	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Mixed or Multiple ethnic groups	0	0.00	Under 5	1.89	Under 5	2.38	Under 5	3.37	0	0.00	0	0.00
Other Ethnic group	0	0.00	Under 5	1.89	Under 5	1.19	Under 5	1.12	0	0.00	0	0.00
White – Other British	8	20.00	11	20.75	12	14.29	12	13.48	0	0.00	0	0.00
White - Scottish	15	37.50	15	28.30	33	39.29	40	44.94	Under 5	3.37	5	6.00
White - Polish	Under 5	2.50	Under 5	1.89	Under 5	2.38	Under 5	2.25	0	0.00	0	0.00
White - Eastern European	0	0.00	Under 5	1.19	0	0.00	0	0.00	-	-	-	-
White - Gypsy/Traveller	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White - Irish	5	1.04	Under 5	3.77	Under 5	1.19	Under 5	1.12	0	0.00	0	0.00
White - Other white ethnic group	Under 5	5.00	Under 5	7.55	Under 5	2.38	0	0.00	0	0.00	Under 5	1.19
White - Roma	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Not Completed	7	13.21	21	25.00	18	20.22	83	93.26	77	91.60	7	13.21
Prefer Not to Answer/Say	8	15.09	9	10.71	9	10.11	0	0.00	0	0.00	8	15.09
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Religion

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
RELIGION	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other Christian	Under 5	2.50	6	11.32	11	13.10	Under 5	3.37	Under 5	1.12	Under 5	1.19
Church of Scotland	5	12.50	6	11.32	Under 5	4.76	9	10.11	0	0.00	Under 5	1.19
Roman Catholic	5	12.50	Under 5	7.55	5	5.95	Under 5	3.37	Under 5	1.12	Under 5	1.19
Hindu	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Humanist	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Jewish	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Muslim	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
None	16	40.00	15	28.30	22	26.19	38	42.70	Under 5	3.37	5	5.95
Other Religion or Belief	0	0.00	0	0.00	Under 5	2.38	Under 5	3.37	0	0.00	0	0.00
Pagan	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sikh	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Not Completed	5	12.50	8	15.09	24	28.57	0	0.00	84	94.38	76	90.48
Prefer Not to Answer	8	20.00	13	24.53	16	19.05	12	13.48	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Sexual Orientation

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
SEXUAL ORIENTATION	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	0	0.00	0	0.00	Under 5	1.19	0	0.00	0	0.00	0	0.00
Gay	Under 5	2.50	0	0.00	0	0.00	Under 5	1.12	-	-	-	-
Gay or lesbian	-	-	-	-	-	-	-	-	Under 5	1.12	0	0.00
Heterosexual/Straight	31	58.49	44	52.38	55	61.80	31	58.49	5	5.62	7	8.33
Lesbian	Under 5	1.89	Under 5	2.38	0	0.00	Under 5	1.89	-	-	-	-
Other sexual orientation	0	0.00	0	0.00	Under 5	1.12	0	0.00	0	0.00	0	0.00
Not Completed	8	15.09	21	25.00	18	20.22	8	15.09	83	93.26	76	90.48
Prefer Not to Answer	13	24.53	16	19.05	14	15.73	13	24.53	0	0.00	1	1.19
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Gender Identity

	2021		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
GENDER IDENTITY Do you consider yourself to be trans or have trans history?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	-	-	0	0.00	0	0.00
No	-	-	-	-	-	-	-	-	6	6.74	8	9.52
Not Completed	-	-	-	-	-	-	-	-	83	93.26	76	90.48
Prefer not to Say	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Total	-	-	-	-	-	-	-	-	-	100.00	-	100.00

EDUCATION AUTHORITY – DISCIPLINARY INFORMATION FOR PERIOD 2020 – 2024

Disciplinary Information by Sex

	2020		2021		2022		2024	
GENDER	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	7	70.00	6	50.00	28	73.68	17	73.91
Male	3	30.00	6	50.00	10	26.32	6	26.09
Total	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Age

	2020		2021		2022		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	0	0	0	0.00	Under 5	5.26	0	0.00
20-29	Under 5	10.00	0	0.00	5	13.16	Under 5	8.70
30-39	Under 5	30.00	Under 5	41.66	9	23.68	Under 5	13.04
40-49	Under 5	30.00	Under 5	25.00	5	13.16	12	52.17
50-59	Under 5	20.00	Under 5	16.67	9	23.68	5	21.74
60+	Under 5	10.00	Under 5	16.67	8	21.05	Under 5	4.35
Total	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Marital Civil Status

	2020		2021		2022		2024	
MARITAL/CIVIL STATUS	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	0	0.00%	0	0.00%	Under 5	5.26%	0	0.00%
Civil Partnership legally dissolved	-	-	-	-	-	-	0	0.00%
Separated	0	0.00%	Under 5	8.33%	Under 5	2.63%	-	-
Separated but still legally Married	-	-	-	-	-	-	0	0.00%
Separated but still legally in Civil Partnership	-	-	-	-	-	-	0	0.00%
Living with Partner	0	0.00%	Under 5	8.33%	Under 5	2.63%	-	-
Married/Civil Partnership	Under 5	40.00%	6	50.00%	16	42.11%	-	-
In a registered Civil Partnership	-	-	-	-	-	-	0	0.00%
Married	-	-	-	-	-	-	0	0.00%
Single	Under 5	10.00%	Under 5	25.00%	8	21.05%	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	0	0.00%
Widowed	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Surviving partner from Civil Partnership	-	-	-	-	-	-	0	0.00%
Not Completed	Under 5	40.00%	Under 5	8.33%	10	26.32%	22	95.65%
Prefer Not to Answer/Say	0	0.00%	0	0.00%	0	0.00%	Under 5	4.35%
Total	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Disability – Question 1

	2020		2021		2022		2024	
DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	0	0.00	0	0.00	1	2.63	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	0	0.00
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	0	0.00
Yes - Memory	-	-	-	-	-	-	0	0.00
Yes - Mental health	-	-	-	-	-	-	0	0.00
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	0	0.00
Yes – Other	-	-	-	-	-	-	0	0.00
Yes – Prefer not to expand	-	-	-	-	-	-	0	0.00
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	0	0.00
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	0	0.00
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	0	0.00
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	0	0.00
No	6	60.00	7	58.33	21	55.26	1	4.35
Not Completed	4	40.00	3	25.00	15	39.47	22	95.65
Prefer Not to Answer/Say	0	0.00	2	16.67	1	2.63	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Disability – Question 2

	2021		2022		2024	
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?	Numbers	%	Numbers	%	Numbers	%
Yes, a little	-	-	-	-	0	0.00
Yes, a lot	-	-	-	-	0	0.00
Not at all	-	-	-	-	0	0.00
Not Completed	-	-	-	-	23	100.00
Prefer Not to Say	-	-	-	-	0	0.00
Total	-	-	-	-	-	100.00

Disciplinary Information by Ethnicity

	2020		2021		2022		2024	
ETHNICITY	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	0	0.00	0	0.00	0	0.00	-	-
African - Other	0	0.00	0	0.00	0	0.00	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	0	0.00
Other - Arab	0	0.00	0	0.00	0	0.00	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	0	0.00
Asian - Bangladeshi	0	0.00	0	0.00	0	0.00	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	0	0.00
Asian - Chinese	0	0.00	0	0.00	0	0.00	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	0	0.00
Asian - Indian	0	0.00	0	0.00	0	0.00	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	0	0.00
Asian - Other	0	0.00	0	0.00	0	0.00	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	0	0.00
Asian - Pakistani	0	0.00	0	0.00	0	0.00	-	-
Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-		
Black	0	0.00	0	0.00	0	0.00	-	-
Caribbean	0	0.00	0	0.00	0	0.00	-	-

Other Caribbean or Black	0	0.00	0	0.00	0	0.00	-	-
Caribbean or Black	-	-	-	-	-	-	0	0.00
Mixed or Multiple ethnic groups	0	0.00	0	0.00	Under 5	5.26	0	0.00
Other Ethnic group	0	0.00	Under 5	8.33	Under 5	2.63	0	0.00
White – Other British	Under 5	10.00	6	50.00	5	13.16	0	0.00
White - Scottish	Under 5	40.00	Under 5	25.00	16	42.11	Under 5	4.35
White - Polish	0	0.00	0	0.00	0	0.00	0	0.00
White - Eastern European	Under 5	10.00	0	0.00	Under 5	2.63	-	-
White - Gypsy/Traveller	0	0.00	0	0.00	0	0.00	0	0.00
White - Irish	0	0.00	Under 5	8.33	Under 5	2.63	0	0.00
White - Other white ethnic group	0	0.00	0	0.00	Under 5	2.63	0	0.00
White - Roma	0	0.00	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	0	0.00
Not Completed	Under 5	20.00	Under 5	8.33	11	28.95	22	95.66
Prefer Not to Answer/Say	Under 5	10.00	0	0.00	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Religion

	2020		2021		2022		2024	
RELIGION	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	0	0	0	0.00	0	0.00	0	0.00
Other Christian	Under 5	10.00	0	0.00	9	23.68	0	0.00
Church of Scotland	Under 5	10.00	Under 5	16.67	Under 5	2.63	0	0.00
Roman Catholic	Under 5	10.00	Under 5	16.67	Under 5	2.63	0	0.00
Hindu	0	0	0	0.00	0	0.00	0	0.00
Humanist	0	0	Under 5	8.33	0	0.00	-	-
Jewish	0	0	0	0.00	0	0.00	0	0.00
Muslim	0	0	0	0.00	0	0.00	0	0.00
None	Under 5	40.00	5	41.67	8	21.05	Under 5	4.35
Other Religion or Belief	0	0	0	0.00	Under 5	2.63	0	0.00
Pagan	0	0	0	0.00	0	0.00	0	0.00
Sikh	0	0	0	0.00	0	0.00	0	0.00
Not Completed	Under 5	20.00	Under 5	8.33	14	36.84	22	95.65
Prefer Not to Answer	Under 5	10.00	Under 5	8.33	Under 5	10.53	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Sexual Orientation

	2020		2021		2022		2024	
SEXUAL ORIENTATION	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	0	0.00	0	0.00	0	0.00	0	0.00
Gay	Under 5	10.00	0	0.00	0	0.00	-	-
Gay or lesbian	-	-	-	-	-	-	0	0.00
Heterosexual/Straight	5	50.00	9	75.00	20	52.63	Under 5	4.35
Lesbian	0	0.00	0	0.00	Under 5	5.26	-	-
Other sexual orientation	0	0.00	0	0.00	0	0.00	0	0.00
Not Completed	Under 5	30.00	Under 5	16.67	12	31.58	22	95.65
Prefer Not to Answer	Under 5	10.00	Under 5	8.33	Under 5	10.53	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Disciplinary Information by Gender Identity

	2021		2021		2022		2024	
GENDER IDENTITY Do you consider yourself to be trans or have trans history?	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	0	0.00
No	-	-	-	-	-	-	Under 5	4.35
Not Completed	-	-	-	-	-	-	22	95.65
Prefer not to Say	-	-	-	-	-	-	0	0.00
Total	-	-	-	-	-	-	-	100.00

COUNCIL WORKFORCE – GRIEVANCE INFORMATION FOR PERIOD 2020 – 2024

Grievance Information by Sex

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
GENDER	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	9	60.00	5	45.45	8	57.14	7	70.00	7	70.00	10	76.92
Male	6	40.00	6	54.55	6	42.86	Under 5	30.00	Under 5	30.00	Under 5	23.08
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Age

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	0	0	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
20-29	Under 5	6.67	Under 5	9.09	Under 5	14.29	0	0.00	0	0.00	Under 5	30.77
30-39	Under 5	20.00	5	45.46	5	35.71	0	0.00	0	0.00	Under 5	23.08
40-49	Under 5	20.00	Under 5	18.18	Under 5	28.57	Under 5	40.00	Under 5	40.00	Under 5	15.38
50-59	5	33.33	Under 5	9.09	Under 5	14.29	Under 5	30.00	Under 5	30.00	Under 5	30.77
60+	Under 5	20.00	Under 5	18.18	Under 5	7.14	Under 5	30.00	Under 5	30.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Marital/Civil Status

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
MARITAL/CIVIL STATUS	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Civil Partnership legally dissolved	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Separated	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Separated but still legally Married	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Separated but still legally in Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Living with Partner	Under 5	6.67	0	0.00	Under 5	14.29	Under 5	20.00	-	-	-	-
Married/Civil Partnership	8	53.33	Under 5	27.27	5	35.71	Under 5	20.00	-	-	-	-
In a registered Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Married	-	-	-	-	-	-	-	-	0	0.00	Under 5	7.69
Single	Under 5	26.66	Under 5	36.36	Under 5	28.57	Under 5	10.00	-	-	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Widowed	0	0.00	0	0.00	0	0.00	Under 5	10.00	0	0.00	0	0.00
Surviving partner from Civil Partnership	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Not Completed	Under 5	6.67	Under 5	27.27	Under 5	14.29	Under 5	30.00	10	100.00	12	92.31
Prefer Not to Answer/Say	Under 5	6.67	Under 5	9.09	Under 5	7.14	0	0.00	0	0.00	0	0.00

Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00
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Grievance Information by Disability – Question 1

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	0	0.00	Under 5	18.18	Under 5	7.14	0	0.00	-	-	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Memory	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Mental health	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes – Other	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes – Prefer not to expand	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	-	-	0	0.00	0	0.00
No	11	73.33	5	45.45	5	35.71	Under 5	40.00	Under 5	40.00	Under 5	7.69

Not Completed	Under 5	26.67	Under 5	27.27	8	57.14	6	60.00	6	60.00	12	92.31
Prefer Not to Answer/Say	0	0.00	Under 5	9.09	0	0.00	0	0.00	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Disability – Question 2

	2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes, a little	-	-	-	-	-	-	0	0.00	0	0.00
Yes, a lot	-	-	-	-	-	-	0	0.00	0	0.00
Not at all	-	-	-	-	-	-	0	0.00	0	0.00
Not Completed	-	-	-	-	-	-	10	100.00	13	100.00
Prefer Not to Say	-	-	-	-	-	-	0	0.00	0	0.00
Total	-	-	-	-	-	-	-	100.00	-	100.00

Grievance Information by Ethnicity

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
ETHNICITY	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
African - Other	0	0.00	Under 5	9.09	0	0.00	0	0.00	-	-	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Other - Arab	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Bangladeshi	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Chinese	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Indian	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Other	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Asian - Pakistani	Under 5	6.67	0	0.00	0	0.00	0	0.00	-	-	-	-

Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Black	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Caribbean	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Other Caribbean or Black	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Caribbean or Black	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Mixed or Multiple ethnic groups	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other Ethnic group	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White – Other British	Under 5	26.66	Under 5	9.09	Under 5	7.14	Under 5	10.00	0	0.00	0	0.00
White - Scottish	7	46.66	Under 5	27.27	Under 5	7.14	7	70.00	0	0.00	Under 5	7.69
White - Polish	Under 5	6.67	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White - Eastern European	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
White - Gypsy/Traveller	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White - Irish	0	0.00	0	0.00	Under 5	7.14	0	0.00	0	0.00	0	0.00
White - Other white ethnic group	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White - Roma	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Not Completed	Under 5	6.67	Under 5	27.27	6	42.86	0	0.00	10	100.00	12	92.31
Prefer Not to Answer/Say	Under 5	6.67	Under 5	18.18	Under 5	7.14	Under 5	20.00	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Religion

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
RELIGION	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Other Christian	Under 5	13.33	Under 5	9.09	Under 5	14.29	Under 5	10.00	0	0.00	0	0.00
Church of Scotland	Under 5	6.68	0	0.00	0	0.00	Under 5	10.00	0	0.00	0	0.00
Roman Catholic	Under 5	13.33	0	0.00	Under 5	7.14	0	0.00	0	0.00	0	0.00
Hindu	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Humanist	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Jewish	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Muslim	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
None	6	40.00	Under 5	27.27	Under 5	21.43	Under 5	20.00	0	0.00	Under 5	7.69
Other Religion or Belief	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Pagan	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Sikh	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Not Completed	Under 5	13.33	Under 5	27.27	7	50.00	Under 5	30.00	10	100.00	12	92.31
Prefer Not to Answer	Under 5	13.33	Under 5	36.36	Under 5	7.14	Under 5	30.00	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Sexual Orientation

	2020		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
SEXUAL ORIENTATION	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	0	0.00	0	0.00	Under 5	7.14	0	0.00	0	0.00	0	0.00
Gay	Under 5	6.67	0	0.00	Under 5	7.14	0	0.00	-	-	-	-
Gay or lesbian	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Heterosexual/Straight	8	53.33	7	63.64	5	35.71	5	50.00	0	0.00	Under 5	7.69
Lesbian	0	0.00	0	0.00	0	0.00	0	0.00	-	-	-	-
Other sexual orientation	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00	0	0.00
Not Completed	5	33.33	Under 5	18.18	5	35.71	Under 5	30.00	10	100.00	12	92.31
Prefer Not to Answer	Under 5	6.67	Under 5	18.18	Under 5	14.29	Under 5	20.00	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Gender Identity

	2021		2021		2022		Jan - May 2023		Jun - Dec 2023		2024	
GENDER IDENTITY Do you consider yourself to be trans or have trans history?	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	-	-	0	0.00	0	0.00
No	-	-	-	-	-	-	-	-	0	0.00	Under 5	7.69
Not Completed	-	-	-	-	-	-	-	-	10	100.00	12	92.31
Prefer not to Say	-	-	-	-	-	-	-	-	0	0.00	0	0.00
Total	-	-	-	-	-	-	-	-	-	100.00	-	100.00

EDUCATION AUTHORITY – GRIEVANCE INFORMATION FOR PERIOD 2020–2024

Grievance Information by Sex

	2020		2021		2022		2024	
GENDER	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Female	0	0	Under 5	66.67	6	85.71	5	83.33
Male	Under 5	100.00	Under 5	33.33	Under 5	14.29	Under 5	16.67
Total	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Age

	2020		2021		2022		2024	
AGE	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Under 20	0	0.00	0	0.00	0	0.00	0	0.00
20-29	0	0.00	Under 5	33.33	Under 5	14.29	Under 5	50.00
30-39	0	0.00	Under 5	33.33	Under 5	42.86	Under 5	33.33
40-49	0	0.00	0	0.00	Under 5	42.86	Under 5	16.67
50-59	Under 5	100.00	0	0.00	0	0.00	0	0.00
60+	0	0.00	Under 5	33.33	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Marital Civil Status

	2020		2021		2022		2024	
MARITAL/CIVIL STATUS	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Divorced	0	0.00	0	0.00	0	0.00	0	0.00
Civil Partnership legally dissolved	-	-	-	-	-	-	0	0.00
Separated	0	0.00	0	0.00	0	0.00	-	-
Separated but still legally Married	-	-	-	-	-	-	0	0.00
Separated but still legally in Civil Partnership	-	-	-	-	-	-	0	0.00
Living with Partner	0	0.00	0	0.00	Under 5	14.29	-	-
Married/Civil Partnership	0	0.00	Under 5	33.33	Under 5	42.86	-	-
In a registered Civil Partnership	-	-	-	-	-	-	0	0.00
Married	-	-	-	-	-	-	0	0.00
Single	Under 5	100.00	Under 5	33.33	Under 5	14.29	-	-
Never married or reg. in Civil Partnership	-	-	-	-	-	-	0	0.00
Widowed	0	0.00	0	0.00	0	0.00	0	0.00
Surviving partner from Civil Partnership	-	-	-	-	-	-	0	0.00
Not Completed	0	0.00	Under 5	33.33	Under 5	14.29	13	100.00
Prefer Not to Answer/Say	0	0.00	0	0.00	Under 5	14.29	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Disability – Question 1

	2020		2021		2022		2024	
DISABILITY Do you have any physical or mental health conditions or illnesses lasting or expected to last 12 months or more?	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	0	0.00	0	0.00	0	0.00	-	-
Yes - Dexterity e.g. keyboard, lifting etc	-	-	-	-	-	-	0	0.00
Yes - Hearing e.g. deaf/partial hearing	-	-	-	-	-	-	0	0.00
Yes - Memory	-	-	-	-	-	-	0	0.00
Yes - Mental health	-	-	-	-	-	-	0	0.00
Yes - Mobility (e.g. walking / stairs)	-	-	-	-	-	-	0	0.00
Yes – Other	-	-	-	-	-	-	0	0.00
Yes – Prefer not to expand	-	-	-	-	-	-	0	0.00
Yes - Stamina or breathing or fatigue	-	-	-	-	-	-	0	0.00
Yes – Vision e.g. blindness/partial sight	-	-	-	-	-	-	0	0.00
Yes - Learning Understanding Concentrating	-	-	-	-	-	-	0	0.00
Yes – Social/behaviour ADHD ASD Autism etc	-	-	-	-	-	-	0	0.00
No	0	0.00	Under 5	33.33	Under 5	28.57	0	0.00
Not Completed	Under 5	100.00	Under 5	33.33	5	71.43	6	100.00
Prefer Not to Answer/Say	0	0.00	Under 5	33.33	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Disability – Question 2

	2021		2022		2024	
DISABILITY If you answered Yes to the previous question, does your condition or illness/do any of your conditions or illnesses reduce your ability to carry-out day-to-day activities?	Numbers	%	Numbers	%	Numbers	%
Yes, a little	-	-	-	-	0	0.00
Yes, a lot	-	-	-	-	0	0.00
Not at all	-	-	-	-	0	0.00
Not Completed	-	-	-	-	6	100.00
Prefer Not to Say	-	-	-	-	0	0.00
Total	-	-	-	-	-	100.00

Grievance Information by Ethnicity

	2020		2021		2022		2024	
ETHNICITY	Numbers	%	Numbers	%	Numbers	%	Numbers	%
African	0	0.00	0	0.00	0	0.00	-	-
African - Other	0	0.00	0	0.00	0	0.00	-	-
African, Incl. Scottish/British African	-	-	-	-	-	-	0	0.00
Other - Arab	0	0.00	0	0.00	0	0.00	-	-
Arab, Scottish Arab or British Arab	-	-	-	-	-	-	0	0.00
Asian - Bangladeshi	0	0.00	0	0.00	0	0.00	-	-
Bangladeshi Inc Scot/British Bangladeshi	-	-	-	-	-	-	0	0.00
Asian - Chinese	0	0.00	0	0.00	0	0.00	-	-
Chinese, Incl. Scottish/British Chinese	-	-	-	-	-	-	0	0.00
Asian - Indian	0	0.00	0	0.00	0	0.00	-	-
Indian, Incl. Scottish/British Indian	-	-	-	-	-	-	0	0.00
Asian - Other	0	0.00	0	0.00	0	0.00	-	-
Other Asian, Incl. Scottish/British Asian	-	-	-	-	-	-	0	0.00
Asian - Pakistani	0	0.00	0	0.00	0	0.00	-	-
Pakistani Inc Scottish/British Pakistani	-	-	-	-	-	-	0	0.00
Black	0	0.00	0	0.00	0	0.00	-	-
Caribbean	0	0.00	0	0.00	0	0.00	-	-

Other Caribbean or Black	0	0.00	0	0.00	0	0.00	-	-
Caribbean or Black	-	-	-	-	-	-	0	0.00
Mixed or Multiple ethnic groups	0	0.00	0	0.00	0	0.00	0	0.00
Other Ethnic group	0	0.00	0	0.00	Under 5	7.14	0	0.00
White – Other British	0	0.00	0	0.00	Under 5	28.57	0	0.00
White - Scottish	0	0.00	Under 5	33.33	0	0.00	0	0.00
White - Polish	0	0.00	0	0.00	0	0.00	0	0.00
White - Eastern European	0	0.00	0	0.00	0	0.00	-	-
White - Gypsy/Traveller	0	0.00	0	0.00	0	0.00	0	0.00
White - Irish	0	0.00	0	0.00	0	0.00	0	0.00
White - Other white ethnic group	0	0.00	0	0.00	0	0.00	0	0.00
White - Roma	0	0.00	0	0.00	0	0.00	0	0.00
White – Showman/Show woman	-	-	-	-	-	-	0	0.00
Not Completed	0	0.00	0	0.00	Under 5	57.14	6	100.00&
Prefer Not to Answer/Say	0	0.00	Under 5	66.67	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Religion

	2020		2021		2022		2024	
RELIGION	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Buddhist	0	0	0	0.00	0	0.00	0	0.00
Other Christian	0	0	0	0.00	Under 5	28.57	0	0.00
Church of Scotland	0	0	0	0.00	0	0.00	0	0.00
Roman Catholic	Under 5	100.00	0	0.00	0	0.00	0	0.00
Hindu	0	0	0	0.00	0	0.00	0	0.00
Humanist	0	0	0	0.00	0	0.00	-	-
Jewish	0	0	0	0.00	0	0.00	0	0.00
Muslim	0	0	0	0.00	0	0.00	0	0.00
None	0	0	0	0.00	0	0.00	0	0.00
Other Religion or Belief	0	0	0	0.00	0	0.00	0	0.00
Pagan	0	0	0	0.00	0	0.00	0	0.00
Sikh	0	0	0	0.00	0	0.00	0	0.00
Not Completed	0	0	Under 5	33.33	5	71.43	6	100.00
Prefer Not to Answer	0	0	Under 5	66.67	0	0.00	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Sexual Orientation

	2020		2021		2022		2024	
SEXUAL ORIENTATION	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Bisexual	0	0.00	0	0.00	0	0.00	0	0.00
Gay	Under 5	100.00	0	0.00	0	0.00	-	-
Gay or lesbian	-	-	-	-	-	-	0	0.00
Heterosexual/Straight	0	0.00	Under 5	33.33	Under 5	28.57	0	0.00
Lesbian	0	0.00	0	0.00	0	0.00	-	-
Other sexual orientation	0	0.00	0	0.00	0	0.00	0	0.00
Not Completed	0	0.00	Under 5	33.33	Under 5	57.14	6	100.00
Prefer Not to Answer	0	0.00	Under 5	33.33	Under 5	14.29	0	0.00
Total	-	100.00	-	100.00	-	100.00	-	100.00

Grievance Information by Gender Identity

	2021		2021		2022		2024	
GENDER IDENTITY Do you consider yourself to be trans or have trans history?	Numbers	%	Numbers	%	Numbers	%	Numbers	%
Yes	-	-	-	-	-	-	0	0.00
No	-	-	-	-	-	-	0	0.00
Not Completed	-	-	-	-	-	-	6	100.00
Prefer not to Say	-	-	-	-	-	-	0	0.00
Total	-	-	-	-	-	-	-	100.00

ABERDEEN CITY COUNCIL OCCUPATIONAL SEGREGATION FOR PERIODS 2020,2022 and 2024

2020 Occupational Segregation by Salary Band – All Employees

Salary Band (Full Time Equivalent)	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Lower than £15,001	0	0	0.00	0	0.00	0	0.00	0	0.00	0
£15,001-£20,000	1193	74.69	25.31	0.00	2.51	63.54	33.95	3.10	52.05	44.84
£20,001-£25,000	1958	66.14	33.86	0.00	3.78	69.97	26.25	3.27	56.54	40.19
£25,001-£30,000	1464	64.75	35.18	0.07	1.64	76.64	21.72	4.85	61.07	34.08
£30,001-£35,000	523	64.63	35.18	0.19	3.44	74.95	21.61	3.25	60.99	35.76
£35,001-£40,000	962	71.41	28.48	0.10	3.33	71.41	25.26	4.26	56.96	38.77
£40,001-£45,000	1206	78.77	21.14	0.08	2.40	74.38	23.22	3.15	60.45	36.40
£45,001-£50,000	199	77.39	22.61	0.00	0.00	78.39	21.61	3.52	62.31	34.17
£50,001-£55,000	253	72.33	27.67	0.00	1.98	77.87	20.16	1.19	66.40	32.41
£55,001-£60,000	213	69.01	30.99	0.00	0.94	75.59	23.47	1.88	64.79	33.33
£60,001-£75,500	90	66.67	33.33	0.00	0.00	78.89	21.11	1.11	67.78	31.11
Higher than £75,500	29	34.48	65.52	0.00	0.00	75.86	24.14	3.45	65.52	31.03

2022 Occupational Segregation by Salary Band – All Employees

Salary Band (Full Time Equivalent)	No. of Employees	Sex/Gender			Ethnicity			Disability		
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		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Lower than £15,001	13	15.38	84.62	0.00	0.00	15.38	84.62	0.00	15.38	84.62
£15,001-£20,000	10	20.00	80.00	0.00	0.00	20.00	80.00	0.00	10.00	90.00
£20,001-£25,000	1937	66.91	33.09	0.00	3.92	55.34	40.73	2.99	49.25	47.75
£25,001-£30,000	1880	66.44	33.56	0.00	4.68	71.49	23.83	4.57	62.82	32.61
£30,001-£35,000	985	69.14	30.86	0.00	2.03	78.38	19.59	4.16	66.19	29.64
£35,001-£40,000	775	65.81	34.19	0.00	3.35	71.23	25.42	3.48	60.65	35.87
£40,001-£45,000	1707	80.08	19.92	0.00	3.40	74.17	22.44	3.46	62.45	34.09
£45,001-£50,000	396	64.90	35.10	0.00	1.52	79.04	19.44	5.05	68.43	26.52
£50,001-£55,000	232	65.52	34.48	0.00	2.16	78.88	18.97	3.45	68.53	28.02
£55,001-£60,000	175	71.43	28.57	0.00	0.00	84.57	15.43	3.43	68.00	28.57
£60,001-£75,500	185	68.65	31.35	0.00	1.08	79.46	19.46	2.16	74.05	23.78
Higher than £75,500	37	37.84	62.16	0.00	0.00	81.08	18.92	5.41	70.27	24.32

2024 Occupational Segregation by Salary Band – All Employees

Salary Band (Full Time Equivalent)	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)

Lower than £15,001	13	15.38	84.62	0.00	0.00	15.38	84.62	0.00	15.38	84.62
£15,001-£20,000	10	20.00	80.00	0.00	0.00	20.00	80.00	0.00	10.00	90.00
£20,001-£25,000	1937	66.91	33.09	0.00	3.92	55.34	40.73	2.99	49.25	47.75
£25,001-£30,000	1880	66.44	33.56	0.00	4.68	71.49	23.83	4.57	62.82	32.61
£30,001-£35,000	985	69.14	30.86	0.00	2.03	78.38	19.59	4.16	66.19	29.64
£35,001-£40,000	775	65.81	34.19	0.00	3.35	71.23	25.42	3.48	60.65	35.87
£40,001-£45,000	1707	80.08	19.92	0.00	3.40	74.17	22.44	3.46	62.45	34.09
£45,001-£50,000	396	64.90	35.10	0.00	1.52	79.04	19.44	5.05	68.43	26.52
£50,001-£55,000	232	65.52	34.48	0.00	2.16	78.88	18.97	3.45	68.53	28.02
£55,001-£60,000	175	71.43	28.57	0.00	0.00	84.57	15.43	3.43	68.00	28.57
£60,001-£75,500	185	68.65	31.35	0.00	1.08	79.46	19.46	2.16	74.05	23.78
Higher than £75,500	37	37.84	62.16	0.00	0.00	81.08	18.92	5.41	70.27	24.32

2020 Occupational Segregation by Occupational Group – All Employees

Group	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	836	81.58	18.42	0.00	3.83	76.20	19.98	4.55	62.32	33.13
Chief Officer	20	25.00	75.00	0.00	0.00	75.00	25.00	5.00	75.00	20.00
Craft Worker	369	1.63	98.37	0.00	1.36	65.31	33.33	3.25	56.37	40.38
Managerial	429	61.31	38.69	0.00	2.56	79.49	17.95	2.33	69.00	28.67
Personal Care	1441	94.17	5.76	0.07	3.75	72.94	23.32	3.61	54.34	42.05
Practical	1445	54.33	45.67	0.00	1.87	65.26	32.87	3.11	55.85	41.04
Professions	489	68.30	31.70	0.00	3.68	73.42	22.90	3.48	60.33	36.20
Specialists	907	61.85	38.70	0.00	3.31	78.61	18.63	5.18	63.07	32.30
Teachers and related professionals	1959	81.93	17.97	0.15	1.68	70.65	27.72	2.45	56.76	40.84
Technical	200	33.00	67.00	0.00	2.00	76.00	22.00	7.00	60.50	32.50

2022 Occupational Segregation by Occupational Group – All Employees

Group	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	870	75.86	24.14	0.00	4.14	77.01	18.85	5.75	66.55	27.70
Chief Officer	22	31.82	68.18	0.00	0.00	77.27	22.73	4.55	77.27	18.18
Craft Worker	353	1.98	98.02	0.00	1.13	65.16	33.71	2.83	56.66	40.51
Managerial	453	52.32	47.68	0.00	2.87	83.44	13.69	4.42	73.51	22.08
Personal Care	1558	92.43	7.57	0.00	5.65	67.20	27.15	2.95	59.82	37.23

Practical	1351	51.81	48.19	0.00	1.85	58.40	39.75	3.03	50.26	46.71
Professions	519	74.57	25.43	0.00	5.59	75.34	19.08	5.39	66.47	28.13
Specialists	959	64.44	35.56	0.00	3.65	79.77	16.58	5.21	67.67	27.11
Teachers and related professionals	2068	80.61	19.39	0.00	2.32	67.99	29.69	2.71	57.50	39.80
Technical	184	34.24	65.76	0.00	1.63	76.09	22.28	4.89	63.04	32.07

2024 Occupational Segregation by Occupational Group – All Employees

Group	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	840	76.31	23.69	0.00	2.86	38.45	58.69	8.45	27.26	64.29
Chief Officer	21	52.38	47.62	0.00	0.00	14.29	85.71	0.00	14.29	85.71
Craft Worker	363	1.65	98.35	0.00	0.00	5.79	94.21	0.83	3.31	95.87
Managerial	450	57.11	42.89	0.00	1.56	32.44	66.00	4.89	23.56	71.56
Personal Care	1544	93.59	6.41	0.00	2.40	16.90	80.70	3.76	13.86	82.38
Practical	1320	54.09	45.91	0.00	0.76	8.11	91.14	1.67	6.14	92.20
Professions	501	73.25	26.75	0.00	2.79	28.74	68.46	7.19	21.36	71.46
Specialists	945	64.97	35.03	0.00	1.80	36.40	61.80	8.15	25.08	66.77
Teachers and related professionals	2155	80.19	19.81	0.00	1.25	24.41	74.34	2.92	19.58	77.49
Technical	183	33.88	66.12	0.00	2.73	25.68	71.58	4.92	17.49	77.60

Classification notes for occupational segregation

Employees have been classified either based on their negotiating body (in the case of Chief Officers, Craft Workers and Teachers and related professionals) or on the type of work they do:

- For the Administrative group the nature of the work and the knowledge required relates predominantly to clerical/administrative duties and activities.
- For jobs in the Managerial group the nature of the work and knowledge required might vary, but specific managerial responsibilities are predominant, for example Service Managers.
- The Personal Care group contains those jobs where the job holder provides mental, physical or developmental care and support to clients, for example Care Assistants and Crèche Workers.
- In the Practical group the nature of the work and the knowledge required relates predominantly to practical duties and activities for example Cleaner, Caterer, Road Worker or Environmental Operative.
- For the Professions group the nature of the work and the knowledge required relates predominantly to theoretical duties and activities and to a specific profession for example Environmental Health Officers or Engineers.
- The Specialists group contains a range of jobs which normally require specific technical or theoretical knowledge but which cannot be classified into any of the previous groups. Examples include professional trainees, Events Officers and HR Assistants.
- The Technical group contains those jobs associated with the operation, maintenance, design and development of plant, equipment and technical infrastructure, for example Engineering Assistants or Design Technicians.

EDUCATION AUTHORITY OCCUPATIONAL SEGREGATION FOR PERIODS 2020,2022 and 2024

2020 Occupational Segregation by Salary Band – Education

Salary Band (Full Time Equivalent)	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Lower than £15,001	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
£15,001-£20,000	200	97.00	3.00	0.00	1.00	83.50	15.50	2.50	64.00	33.50
£20,001-£25,000	775	97.29	2.71	0.00	2.58	69.42	28.00	2.84	49.68	47.48
£25,001-£30,000	512	91.02	8.79	0.20	1.95	74.02	24.02	3.32	55.08	41.60
£30,001-£35,000	188	86.17	13.30	0.53	1.60	70.21	28.19	1.60	50.53	47.87
£35,001-£40,000	399	79.70	20.05	0.25	1.50	68.92	29.57	2.76	53.13	44.11
£40,001-£45,000	940	85.85	14.04	0.11	2.45	73.40	24.15	2.98	59.36	37.66
£45,001-£50,000	147	84.35	15.65	0.00	0.00	76.19	23.81	3.40	59.18	37.41
£50,001-£55,000	129	81.40	18.60	0.00	0.00	79.84	20.16	0.78	66.67	32.56
£55,001-£60,000	155	72.90	27.10	0.00	0.65	74.19	25.16	1.29	61.94	36.77
£60,001-£75,500	70	75.71	24.29	0.00	0.00	74.29	25.71	1.43	62.86	35.71
Higher than £75,500	10	40.00	60.00	0.00	0.00	80.00	20.00	0.00	50.00	50.00

2022 Occupational Segregation by Salary Band – Education

Salary Band (Full Time Equivalent)	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Lower than £15,001	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
£15,001-£20,000	1	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	100.00
£20,001-£25,000	543	92.82	7.18	0.00	6.45	58.01	35.54	2.58	55.62	41.80
£25,001-£30,000	839	91.42	8.58	0.00	4.17	66.39	29.44	3.93	55.90	40.17
£30,001-£35,000	459	89.76	10.24	0.00	1.53	76.25	22.22	3.49	61.66	34.86
£35,001-£40,000	370	84.05	15.95	0.00	2.43	65.41	32.16	1.89	53.51	44.59
£40,001-£45,000	1233	84.75	15.25	0.00	2.60	72.18	25.22	2.76	60.10	37.15
£45,001-£50,000	148	83.11	16.89	0.00	1.35	75.68	22.97	2.03	62.16	35.81
£50,001-£55,000	72	76.39	23.61	0.00	0.00	72.22	27.78	2.78	59.72	37.50
£55,001-£60,000	160	73.13	26.88	0.00	0.00	83.13	16.88	3.13	66.88	30.00
£60,001-£75,500	126	76.19	23.81	0.00	0.79	77.78	21.43	0.79	76.19	23.02
Higher than £75,500	17	47.06	52.94	0.00	0.00	82.35	17.65	5.88	58.82	35.29

2024 Occupational Segregation by Salary Band – Education

Salary Band (Full Time Equivalent)	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Lower than £15,001	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
£15,001-£20,000	3	0.08	0.00	0.00	0.00	0.03	0.05	0.03	0.00	0.05
£20,001-£25,000	68	1.69	0.08	0.00	0.00	0.36	1.41	0.05	0.26	1.46
£25,001-£30,000	939	23.70	0.76	0.00	0.68	4.84	18.93	0.94	4.06	19.45
£30,001-£35,000	258	5.78	0.94	0.00	0.16	2.27	4.30	0.47	1.72	4.53
£35,001-£40,000	306	7.42	0.55	0.00	0.03	1.74	6.20	0.34	1.15	6.48
£40,001-£45,000	329	6.72	1.85	0.00	0.23	2.89	5.44	0.57	2.29	5.70
£45,001-£50,000	323	7.06	1.35	0.00	0.13	2.32	5.96	0.36	1.72	6.33
£50,001-£55,000	1105	23.96	4.82	0.00	0.21	4.97	23.59	0.52	3.91	24.35
£55,001-£60,000	149	3.07	0.81	0.00	0.00	1.04	2.84	0.08	0.65	3.15
£60,001-£75,500	290	5.60	1.95	0.00	0.03	2.27	5.26	0.23	1.82	5.49
Higher than £75,500	70	1.35	0.47	0.00	0.00	0.65	1.17	0.05	0.57	1.20

2020 Occupational Segregation by Occupational Group – Education

Group	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	166	98.80	1.20	0.00	1.20	89.76	9.04	1.81	66.87	31.33
Chief Officer	21	80.95	19.05	0.00	0.00	57.14	42.86	0.00	66.67	33.33
Craft Worker	27	88.89	11.11	0.00	0.00	81.48	18.52	0.00	70.37	29.63
Managerial	35	51.43	48.57	0.00	0.00	68.57	31.43	5.71	48.57	45.71
Personal Care	1128	97.70	2.22	0.09	2.48	73.05	24.47	3.01	51.51	45.48
Practical	82	95.12	4.88	0.00	0.00	79.27	20.73	3.66	75.61	20.73
Professions	22	77.27	22.73	0.00	0.00	86.36	13.64	0.00	77.27	22.73
Specialists	13	84.62	15.38	0.00	0.00	61.54	38.46	0.00	53.85	46.15
Teachers and related professionals	81	95.06	4.94	0.00	0.00	81.48	18.52	2.47	55.56	41.98
Technical	1892	82.40	17.44	0.16	1.74	70.82	27.43	2.43	56.77	40.80

2022 Occupational Segregation by Occupational Group – Education

Group	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	157	98.09	1.91	0.00	1.27	88.54	10.19	2.55	73.89	23.57
Chief Officer	19	78.95	21.05	0.00	0.00	78.95	21.05	0.00	73.68	26.32
Craft Worker	33	90.91	9.09	0.00	0.00	81.82	18.18	0.00	75.76	24.24
Managerial	32	46.88	53.13	0.00	3.13	75.00	21.88	6.25	53.13	40.63
Personal Care	1240	96.37	3.63	0.00	4.84	65.56	29.60	2.58	57.10	40.32

Practical	44	97.73	2.27	0.00	0.00	86.36	13.64	4.55	77.27	18.18
Professions	15	80.00	20.00	0.00	0.00	86.67	13.33	0.00	66.67	33.33
Specialists	13	92.31	7.69	0.00	0.00	84.62	15.38	7.69	76.92	15.38
Teachers and related professionals	124	97.58	2.42	0.00	0.81	81.45	17.74	3.23	66.13	30.65
Technical	2003	81.08	18.92	0.00	2.35	67.70	29.96	2.65	57.31	40.04

2024 Occupational Segregation by Occupational Group – Education

Group	No. of Employees	Sex/Gender			Ethnicity			Disability		
		Female (%)	Male (%)	No Data (%)	Minority (%)	White (%)	No Data (%)	Yes (%)	No (%)	No Data (%)
Administrative	182	95.60	4.40	0.00	0.55	54.40	45.05	6.59	44.51	48.90
Chief Officer	23	69.57	30.43	0.00	0.00	30.43	69.57	0.00	26.09	73.91
Craft Worker	15	86.67	13.33	0.00	0.00	46.67	53.33	0.00	46.67	53.33
Managerial	40	85.00	15.00	0.00	2.50	52.50	45.00	7.50	35.00	57.50
Personal Care	31	45.16	54.84	0.00	0.00	32.26	67.74	6.45	19.35	74.19
Practical	1256	96.97	3.03	0.00	1.91	16.48	81.61	3.82	12.74	83.44
Professions	50	94.00	6.00	0.00	0.00	2.00	98.00	0.00	0.00	100.00
Specialists	10	60.00	40.00	0.00	0.00	20.00	80.00	0.00	10.00	90.00
Teachers and related professionals	102	98.04	1.96	0.00	0.00	24.51	75.49	5.88	15.69	78.43
Technical	2086	80.78	19.22	0.00	1.29	24.07	74.64	2.92	19.32	77.76

Classification notes for occupational groups:

Employees have been classified either based on their negotiating body (in the case of Chief Officers, Craft Workers and Teachers and related professionals) or on the type of work they do:

- For the Administrative group the nature of the work and the knowledge required relates predominantly to clerical/administrative duties and activities.
- For jobs in the Managerial group the nature of the work and knowledge required might vary, but specific managerial responsibilities are predominant, for example Service Managers.
- The Personal Care group contains those jobs where the job holder provides mental, physical or developmental care and support to clients, for example Care Assistants and Crèche Workers.
- In the Practical group the nature of the work and the knowledge required relates predominantly to practical duties and activities for example Cleaner, Caterer, Road Worker or Environmental Operative.
- For the Professions group the nature of the work and the knowledge required relates predominantly to theoretical duties and activities and to a specific profession for example Environmental Health Officers or Engineers.
- The Specialists group contains a range of jobs which normally require specific technical or theoretical knowledge but which cannot be classified into any of the previous groups. Examples include professional trainees, Events Officers and HR Assistants.
- The Technical group contains those jobs associated with the operation, maintenance, design and development of plant, equipment and technical infrastructure, for example Engineering Assistants or Design Technicians.

Gender Pay Gap

The Council's gender pay gap information required under the Scottish Specific equality duties is shown below, with details for the Council as a whole and for the Education Authority.

The current gender pay gap information for the Council is based on the percentage difference, among our employees, between men's average hourly pay (excluding overtime) which is £19.21 per hour and women's average hourly pay (excluding overtime) which is £19.93 per hour. The current gender pay gap for all Council employees is -3.75% (in favour of women). This is a negative figure as, on average, female employees are paid at a higher hourly rate than male employees across the Council (i.e. £0.72 per hour difference). This compares with a gender pay gap of -5.5% reported in the Mainstreaming Report of 2023 indicating a 1.65% reduction in the gap (still in favour of women). The current gender pay gap is still regarded as relatively modest and will continue to be monitored on an on-going basis.

Gender Pay Gap Information in Education Authority

The current gender pay gap information for the Education Authority (comprising employees in the Council's Education Service) is based on the percentage difference, among our employees, between men's average hourly pay (excluding overtime) which is £25.97 per hour and women's average hourly pay (excluding overtime) which is £22.07 per hour. The current gender pay gap for Education employees in this council is 15.02% (in favour of men).

There is a significant gender pay gap for this group with male employees being paid, on average, a higher hourly rate than females. This gender pay gap results from an under-representation of men in the lower pay bands, particularly in school administration and support roles. This compares with a gender pay gap of 18.95% reported in the Mainstreaming Report of 2023 (hence a decrease of 3.93%).

The gender pay gap of 15.02% remains significant. Senior management within the function/cluster will be made aware of the gap, with a view to identifying and implementing measures to aim to close it.

Gender Pay Gap – wider data set

The Council also compiles a wider set of gender pay gap information required for the Equally Safe at Work employer accreditation programme, which includes not just the mean figure but also a median figure and a breakdown by full-time and part-time employees. In addition, it involves compiling gender pay gap figures in relation to allowances and a gender breakdown by pay quartile. Details are shown below, along with an accompanying narrative

In this section you will find:

- 1) Mean gender pay gap in hourly pay, including combined, full-time, and part-time figures;
- 2) Median gender pay gap in hourly pay, including combined, full-time and part-time figures; 3) Mean allowance gender gap, including combined, full-time and part-time figures;
- 4) Median allowance gender gap, including combined, full-time and part-time figures;
- 5) Proportion of men and women receiving a bonus payment;
- 6) Proportion of men and women in each pay quartile.

1. Mean Gender Pay Gap

1 a) Mean Gender Pay Gap in Hourly Pay - Combined

Total Mean Average	£19.72
Mean Average - Women	19.93
Mean Average - Men	£19.21

Mean Gender Pay Gap -3.75%

b) Mean Gender Pay Gap in Hourly Pay - Full Time

Total Mean Full Time	£21.32
Mean FT - Women	£22.61
Mean FT - Men	£19.45

Mean Gender Pay Gap (full time) -16.25%

c) Mean Gender Pay Gap in Hourly Pay - Part Time

Total Mean Part Time	£17.31
Mean PT - Women	£17.19
Mean PT - Men	£18.07

Mean Gender Pay Gap (part time) 4.87%

Calculating the mean average pay

The mean average is calculated by adding all individual employees' hourly rates of pay and dividing by the total number of employees.

$A = \text{mean hourly of male}$, $B = \text{mean hourly of females}$ = $(A-B)/A * 100$ (to calculate the mean gender pay gap)

2. Median Gender Pay Gap

2 a) Median Gender Pay Gap in Hourly Pay - Combined

Total Median	£17.94
Median - Women	£18.03
Median - Men	£16.87

Median Gender Pay Gap -6.88%

b) Median Gender Pay Gap - Full Time

Median FT Pay	£20.41
Median FT Pay - Women	£22.44
Median FT Pay - Men	£17.08

Median Gender Full Time -31.38%

c) Median Gender Pay Gap - Part Time

Median PT Pay	£14.65
Median PT Pay - Women	£14.65
Median PT Pay - Men	£16.29

Median Gender Part Time 10.07%

Calculating the median average pay

The median average is calculated by listing all employees' hourly rates of pay and finding the midpoint. The median is not skewed by very low hourly rates of pay or very high hourly rates of pay. It gives a more accurate representation of the typical difference; however, because of this it can obscure gendered pay differences.

To calculate the median pay gap, use the following formula:

C = median hourly rate of pay of male employees

D = median hourly rate of pay of female employees

$$(C - D)/C * 100$$

3. Mean Allowance Gender Gap

3 a) Mean Allowances Gender Gap

Total Mean Allowances	£275.83
Mean Allowances - Women	£198.14
Mean Allowances - Men	£495.92
Mean Gender Allowance Gap	60.05%

b) Mean Average Allowances - Full Time

Total Mean Allowances - FT	£284.13
Mean Allowances - FT - Women	£222.77
Mean Allowances - FT - Men	£373.23
Mean Gender Allowance Gap - FT	40.31%

b) Mean Average Allowances - Part Time

Total Mean Allowances - PT	£263.19
Mean Allowances - PT - Women	£172.65
Mean Allowances - PT - Men	£859.76
Mean Gender Allowance Gap - PT	79.92%

4. Median Allowance Gender Gap

4 a) Median Allowances Gender Gap		b) Median Average Allowances - Full Time		b) Median Average Allowances - Part Time	
Total Median Allowances	£0.00	Total Median Allowances - FT	£0.00	Total Median Allowances - PT	£0.00
Median Allowances - Women	£0.00	Median Allowances - FT - Women	£0.00	Median Allowances - PT - Women	£0.00
Median Allowances - Men	£0.00	Median Allowances - FT - Men	£0.00	Median Allowances - PT - Men	£0.00
Median Gender Allowance Gap	0.00%	Median Gender Allowance Gap - FT	0.00%	Median Gender Allowance Gap - PT	0.00%

Calculating Allowances This is the average of the total allowance payments made to employees in a complete payroll year.

5) Proportion of men and women receiving a bonus payment

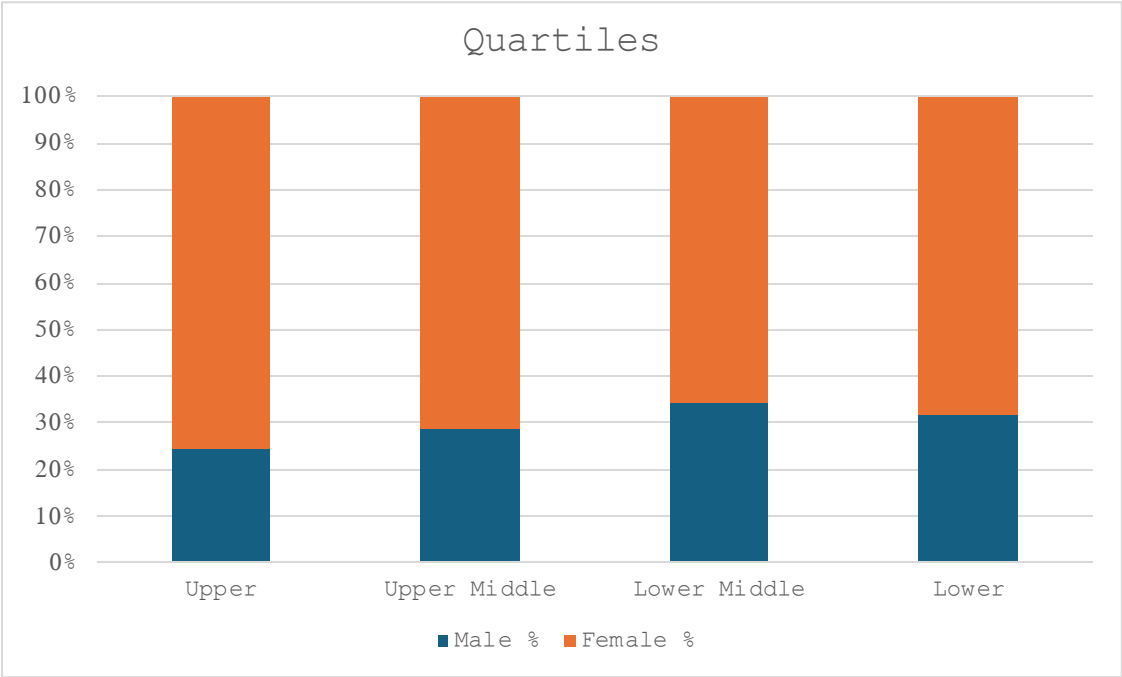
Not applicable as Aberdeen City Council does not pay bonuses.

6) Proportion of men and women in each pay quartile

Organisation's must calculate figures to show the proportion of male and female fullpay relevant employees in four pay bands.

To do this:

- rank the full-pay relevant employees from highest to lowest paid
- divide this into 4 equal parts ('quartiles')
- work out the percentage of men and women in each of the 4 parts



	Male %	Female %
Upper	24.46%	75.54%
Upper Middle	28.65%	71.35%
Lower Middle	34.24%	65.76%
Lower	31.59%	68.41%

Calculating gender pay gap quartile figures

1. Divide into quartiles

Get a listing of the hourly pay rate of all your organisation's full-pay relevant employees in the pay period that covers the snapshot date. Divide this list into 4 quartiles, with an equal number of employees in each section.

From highest paid to lowest paid, these quartiles will be the:

- upper quartile
- upper middle quartile
- lower middle quartile
- lower quartile

If the number of employees isn't divisible by 4, distribute them as evenly as possible. For example, if you have 322 full-pay relevant employees an equal split would mean 80 employees in each quartile, with 2 employees left over.

To distribute the numbers as evenly as possible, you can add one employee to the lower quartile and one employee to the upper middle quartile.

This means there are 81 employees in the lower quartile, 80 employees in the lower middle quartile, 81 employees in the upper middle quartile, and 80 employees in the upper quartile.

2. Check the gender distribution of matching hourly rates

If there are employees on the same hourly rate of pay crossing between quartiles, make sure that males and females are split as evenly as possible across the quartiles.

For example, you have 322 full-pay relevant employees and have split the list into quartiles. 40 staff all have the same hourly rate of pay - 36 are female and 4 are male. Of them, 10 have fallen into the lower quartile, while 30 have fallen into the lower middle quartile.

To evenly distribute these staff by gender, you can see that for every 9 females listed, one male should be listed with them. You should list 9 female employees and one male employee in the lower quartile, and 27 female employees and 3 male employees in the lower middle quartile.

3. Work out the percentage of males and females in each quartile

For each quartile, you need to:

- divide the number of male full-pay relevant employees by the total number of full-pay relevant employees and multiply by 100 – this gives you the percentage of males in the quartile
- divide the number of female full-pay relevant employees by the total number of full-pay relevant employees and multiply by 100 – this gives you the percentage of females in the quartile.

Narrative - Wider Set of Gender Pay Gap Data

The Council is working towards a reaccreditation as part of an employer accreditation programme called Equally Safe at Work, concerned with gender equality and gender-based violence.

As part of the programme there is a requirement to produce a wider set of gender pay gap data, which includes not just the mean figure but also a median figure and a breakdown by full time and part time employees. In addition, it involves compiling gender pay gap figures in relation to allowances and a gender breakdown by pay quartile.

Up-to-date figures have been run in the format they are required for the programme. An analysis was undertaken on the mean and median gender pay gap on hourly pay including combined, full-time, and part-time figures.

The result showed a gap in favour of women in the mean figures (-3.75% combined), with the largest gap in the full-time cohort (-16.25%), with the part-time figure being 4.87% (in favour of men). This compares with figures of -5.5% (combined), -17.4% (full-time) and -2.3 (part-time) in 2023, the last time the figures were produced.

Likewise, the median figures, showed a gap in favour of women (-8.55% combined), showing the largest gap for full-time workers (-39.88%), and a part-time figure of 2%. This compares with figures of -13.0% (combined), -17.4% (full time) and 2.3% (part-time) in 2023, the last time the figures were produced.

At a high level, the figures trend towards an overall reduction in the gender pay gap. The underlying factors in the current gaps are may be due to a high percentage of women in teaching posts (80.3%), who also benefit from a longer pay-scale comprising six pay points. Teachers start at £33,594 pa and this can rise to £50,589 per annum over 5 years. Further, it is likely to be due to more women in Head, Depute Head and Principal Teacher posts (74%) and to more women in the supervisory, professional, and middle management grades G13 to G17 (67%). It should be noted that in terms of the 20 senior management posts the majority are held by males (55%).

Allowances in the analysis included the non-standard working week enhancement for working unsocial (between 8pm and 7 am) and weekend hours. This applies mainly to manual workers, most of whom are male, for example staff in Operations including the Roads service. Other employees who work unsocial hours include carers in children's homes, some social workers as well as the emergency response team. There are also standby allowances and call-out payments made to some groups of employees, for example Environmental Health Officers. One of the main allowances claimed is overtime, which is paid primarily to manual and craft workers, who tend to work more overtime and who are mainly male. Many office-based staff are female, with there being less of a requirement for overtime working in these roles. When overtime is worked it may be claimed as time-off in lieu.

Production of this wider data set assists the Council to drill down further, looking in behind its mean gender pay gap figure to identify any specific issues that may not have been previously apparent. It will continue to be produced going forward so that year on year comparisons can be made with the data to be used to inform the Council's equality, diversity, and inclusion action plan.

ABERDEEN CITY COUNCIL

COMMITTEE	Anti-Poverty and Inequality
DATE	25 March 2025
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Accessing Money Advice and Advisory Services
REPORT NUMBER	CORS/25/052
EXECUTIVE DIRECTOR	Andy MacDonald
CHIEF OFFICER	Isla Newcombe
REPORT AUTHOR	Angela Kazmierczak, Financial Inclusion Team Leader
TERMS OF REFERENCE	1.12

1. PURPOSE OF REPORT

- 1.1 This report presents a response to the recommendations set out in the [Accessing Advice Services July 2024 report](#). It outlines the key actions taken to date to address the challenges identified in accessing financial, welfare, and legal aid services across Aberdeen, alongside proposed further steps to improve service provision. This report aims to support strategic efforts in improving financial resilience and ensuring equitable access to essential advice services across Aberdeen.

2. RECOMMENDATIONS

That the Committee: -

- 2.1 Approve the proposed improvement actions; and
- 2.2 Instruct the Chief Officer – People and Citizen Service to report back on progress within 12 months.

3. FEEDBACK FROM QUESTIONNAIRE

- 3.1 This presents an analysis of the feedback gathered from the Accessing Money Advice and Advisory Services questionnaire, which received 560 responses. The survey was conducted from 09 August 2024 to 05 September 2024, assessing the awareness, accessibility of financial, welfare, civil legal aid, and fuel advice services in Aberdeen.

3.2 Awareness of Services

Service Awareness	Percentage Unaware
Debt/Money Advice	64%
Welfare Benefits Advice	69%
Fuel Advice	76%
Civil Legal Aid	71%

3.3 Challenges in Accessing Services

The most reported barriers included:

- Lack of clear information on available services.
- Limited accessibility due to location and opening hours.
- Long waiting times for appointments, with some respondents reporting delays of over a month.
- Low visibility of fuel advice and legal aid services, leading to individuals struggling with legal and financial issues without proper support.
- Digital exclusion, particularly among older adults and those without reliable internet access.
- Complexity of legal processes, with respondents highlighting difficulties in navigating legal aid applications and obtaining timely legal assistance.

3.4 Preferred Methods of Support

- Face-to-face support was the most preferred method, but services often relied on phone or online interactions, which were seen as impersonal.
- Walk-in advice centres for immediate support were identified as a major gap.
- Mobile outreach services were suggested as a way to reach underserved areas.

3.5 Recommendations from Respondents

- Expand financial literacy workshops to improve budgeting and money management skills.
- Enhance service coordination between advice providers, housing associations, and health services.
- Improve targeted outreach efforts to raise awareness of available services.
- Increase funding and capacity for advice services to reduce waiting times and improve accessibility.

3.6 Bank Accounts

All respondents were asked about whether they have access to a bank account and if they didn't the reasons for this. The majority of respondents (551 respondents) indicated that they have access to a bank account, while a smaller proportion (5) respondents reported not having one. Among those without a bank account, they were asked for reasons for this and was allowed to select more than one key barrier.

- Lack of necessary documentation (3 respondents)
- No fixed address (1 respondents)
- Poor credit history (1 respondents)
- Lack of trust in banks (1 respondents)
- High fees (1 respondents)

- 3.7 Additionally, seven responses provided further explanations under "Other" reasons for not having a bank account. These responses suggest that personal experiences, such as past issues with banks or a preference for alternative financial management methods, also play a role.
- 3.8 The Accessing Money Advice and Advisory Services questionnaire feedback validates the key findings of the initial Accessing Money Advice and Advisory Services report, providing clear evidence of the challenges faced by Aberdeen residents in accessing financial, welfare, and legal advice. The survey confirms that awareness remains a major barrier, with over two-thirds of respondents unaware of available services. It also highlights key access issues, including long waiting times, digital exclusion, and a lack of walk-in advice centres, reinforcing the need for improved outreach and service accessibility.
- 3.9 While the initial report of the 28 August 2024 outlined general concerns, the survey findings provide quantifiable data and specific user experiences, strengthening the case for targeted interventions. The results highlight the need for greater service availability, stronger collaboration between providers, and more accessible financial education. This evidence supports the improvement actions outlined in the initial report, ensuring that future efforts are data-driven and responsive to community needs.

3.10 **Civil Legal Assistance**

In a news article from the 6 Nov 2024 "[SLAB Report confirm that legal aid remains in crisis](#)", the Law Society of Scotland reviewed the latest findings from the Scottish Legal Aid Board (SLAB) and concluded that Scotland's legal aid system remains in a state of crisis, with insufficient fees and a worrying decline in the number of practitioners prepared to undertake legal aid work. According to the Law Society's assessment, this has given rise to "advice deserts" in various parts of the country, where individuals—particularly those in rural communities—struggle to secure the legal support, they need. Rising overhead costs and a complex administrative framework are further disincentivising new and existing solicitors from staying in the legal aid sector.

The Law Society of Scotland emphasises the urgent need for immediate government action to reverse these trends. It calls on policymakers to comprehensively review and increase legal aid fees, streamline the application process, and develop strategies to recruit and retain solicitors. Without such measures, the Law Society warns, people facing family, housing, or social welfare disputes will increasingly find themselves with no access to representation, ultimately compromising the fundamental principle of access to justice.

4. RESPONSE TO RECOMMENDATIONS & IMPROVEMENT ACTIONS TAKEN

4.1 Awareness of Services

SMUH Radio – Financial Support & Advice

- A series of shows have been arranged in February, March and April to raise awareness of benefits, debt support and financial advice. These shows aim to reach individuals who may not actively seek help, using real stories and expert insights to reduce stigma and encourage engagement with available support services.

Targeted Benefit Take-Up using the Low-Income Family Tracker (LIFT)

- The Financial Inclusion Team have been proactively identifying households that are missing out on benefits and financial support such as the Rent Assistance Fund through the Low-Income Family Tracker. This is a data analysis tool that helps Local Authorities identified low-income household, track vulnerabilities and target support effectively.

Targeted Email Campaign

Emails have been developed and tailored to different mailing lists to ensure key groups—Council tenants, families, and those identified through the Low-Income Family Tracker as at risk of financial hardship—receive direct and accessible information about available financial support. These emails are scheduled to go out on a regular basis to ensure ongoing support and engagement.

4.2 Accessibility Improvements

A new data project is being developed for Aberdeen City to connect individuals and families with essential support based on their needs. Inspired by Maslow's Hierarchy of Needs, the tool will simplify access to financial, social, and civil legal assistance, ensuring people can easily find the right resources. By improving financial stability, the project aims to enhance overall well-being and help both the public and professionals navigate available services more effectively.

4.3 Addressing Barriers to Support

- Work is being undertaken through a Local Improvement Group project to simplify information, ensuring leaflets are easy read and available in multiple languages.
- Key advice partners are exploring the feasibility of a single-point referral system to ensure individuals receive timely and appropriate support.

4.4 Enhancing Collaboration Across Services

- The Council has agreed (Communities, Housing and Public Protection Committee 5th September and 21st November 2024) a programme of work, supported through the Scottish Government funded “Fairer Futures Pathfinder”, to design and implement a model of service and support centred around communities and families. This programme incorporates the future libraries and family support models.
- The Fairer Futures Pathfinder is underpinned by the goal of reducing inequalities in health and wellbeing and tackling this through the social determinants of health. Poverty and financial exclusion are a major driver of health and wellbeing inequalities. Collaboration between Council services and partner organisations to improve access to money advice, therefore, will be amongst the priorities of the Pathfinder.

4.5 Increasing Financial Literacy

- Financial Inclusion Team have embedded a team member within ABZ Works to ensure employability participants receive direct support in understanding budgeting and accessing entitlements.
- Financial education is being provided through [MyBnk](#) to deliver expert-led financial education to employability participants of all ages with financial education sessions throughout the City.
- Adult Learning, ABZWorks, and Financial Inclusion are working together to create and introduce short videos on financial education topics to enhance and complement existing financial literacy support.
- Using Multiply funding, which runs until 31 March this year, ABZWorks have commissioned a range of financial literacy and numeracy skills training packages for groups identified by the Local Employability Partnership as being key target groups, including people in recovery from substance use, people with criminal convictions, people with experience of homelessness and people from minority ethnic backgrounds, disabled people, and parents.

5. NEXT STEPS

- Continue monitoring the impact of awareness campaigns and through tracking engagement metrics and feedback questionnaires to adjust messaging based on feedback along with partners in the Anti-Poverty Group.
- Expand the mobile outreach service, incorporating additional locations identified as high-need areas to be identified through our data sets.
- Report back to the Committee within 12 months and recommendations for further improvements.

6. FINANCIAL IMPLICATIONS

6.1 There are no financial implications arising from this report.

7. LEGAL IMPLICATIONS

7.1 There are no legal implications arising from this report.

8. ENVIRONMENTAL IMPLICATIONS

8.1 There are no environmental implications arising from this report.

9. RISK

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
Strategic Risk	Failure to improve advice access may exacerbate financial hardship.	Implementing targeted interventions and ongoing monitoring.	L	Yes
Compliance	n/a	n/a	n/a	Yes
Operational	Increased demand may strain existing services.	Ongoing resource assessment and additional funding applications.	L	Yes
Financial	Additional funding requirements for service expansions.	Identifying external funding streams to support sustainability.	L	Yes
Reputational	Insufficient improvements could undermine public confidence.	Regular reporting on progress and impact assessment.	L	Yes
Environment / Climate	No environmental risks identified	N/A	N/A	N/A

10. OUTCOMES

Council Delivery Plan 2024	
	Impact of Report
Aberdeen City Council Policy Statement Working in Partnership for Aberdeen	<p>The proposals within this report contribute to the delivery of the following aspects of the policy statement:-</p> <p>Investigate how Aberdeen City Council could support the provision of fair and affordable banking, insurance and financial services, and the expansion of credit unions and advice services.</p>

<u>Local Outcome Improvement Plan</u>	
Prosperous Economy Stretch Outcomes	Stretch outcome 1: 20% reduction in the percentage of people who report they have been worried they would not have enough food to eat and/ or not be able to heat their home by 2026.
Prosperous People Stretch Outcomes	Stretch outcome 12: Reduce homelessness by 10% and youth homelessness by 6% by 2026, ensuring it is rare, brief, and non-recurring with a longer-term ambition to end homelessness in Aberdeen City.

11. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	Currently be prepared
Data Protection Impact Assessment	Not required.
Other	N/A

12. BACKGROUND PAPERS

12.1 [Accessing Money Advice and Advisory Services Aug 2024](#)

13. APPENDICES

13.1 Appendix 1 - Full response to questionnaire along with the demographics

14. REPORT AUTHOR CONTACT DETAILS

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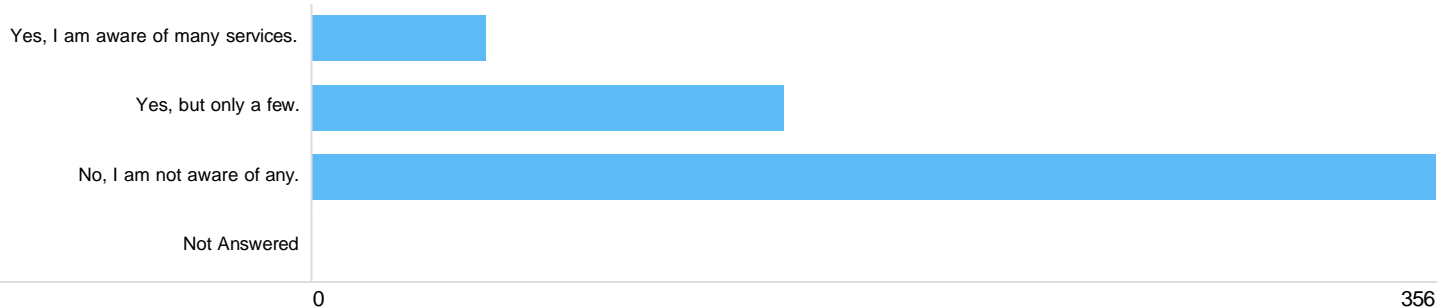
Accessing Money Advice and Advisory Services: Summary report

This report was created on Friday 06 September 2024 at 09:58 and includes **560** responses.

The activity ran from 09/08/2024 to 05/09/2024.

Question 1: Are you aware of the advice services available to people in Aberdeen for Debt/Money advice?

Are you aware of the advice services available to people in Aberdeen for debt/money advice?



Option	Total	Percent
Yes, I am aware of many services.	55	9.82%
Yes, but only a few.	149	26.61%
No, I am not aware of any.	356	63.57%
Not Answered	0	0.00%

Question 2: Have you ever tried to access any of these money/debt advice services?

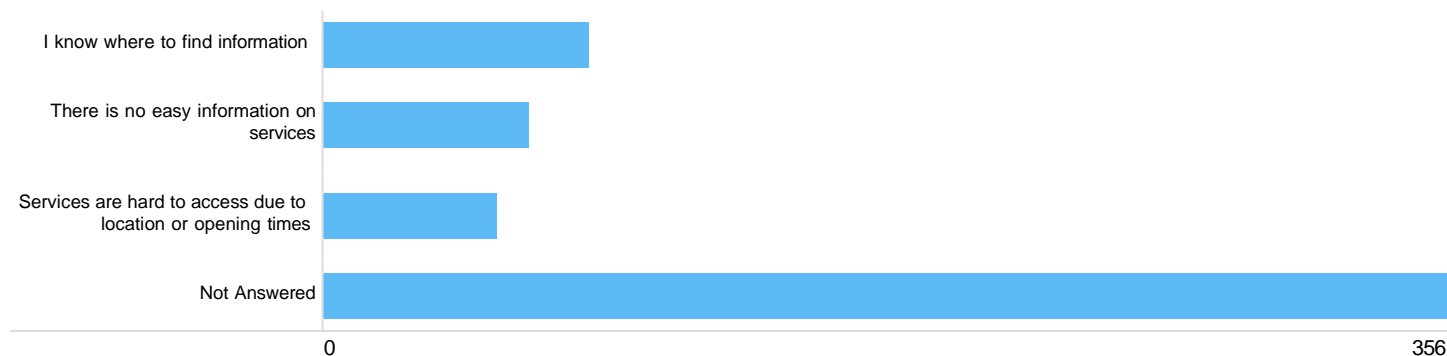
Have you tried to access any of these Money Advice Services



Option	Total	Percent
Yes	106	18.93%
No	98	17.50%
Not Answered	356	63.57%

Question 3: What challenges did you face when trying to access advice services related to debt/money advice in Aberdeen?

What challenges in accessing Money Advice Services



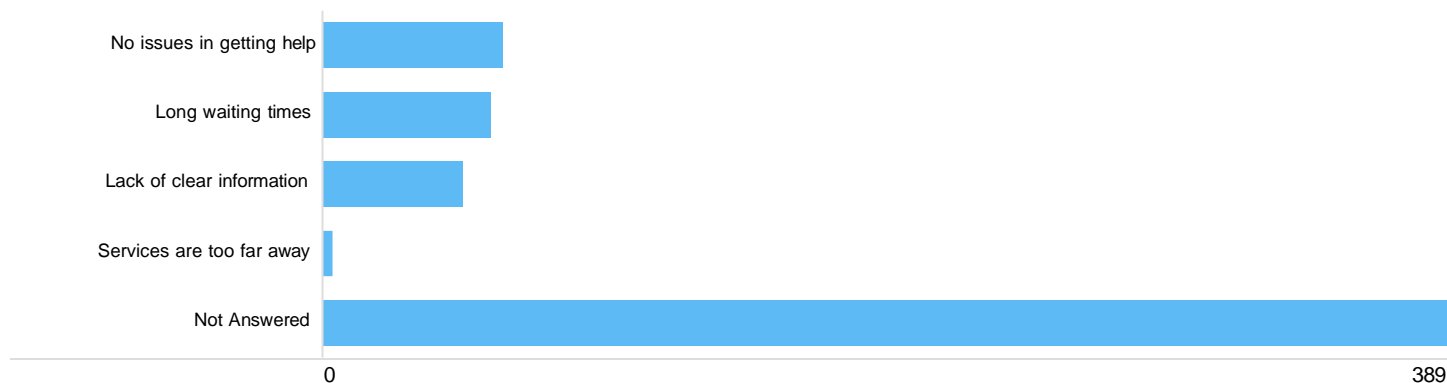
Option	Total	Percent
I know where to find information	84	15.00%
There is no easy information on services	65	11.61%
Services are hard to access due to location or opening times	55	9.82%
Not Answered	356	63.57%

Other - please explain

There were **69** responses to this part of the question.

Question 4: Can you describe any difficulties you've experienced in getting advice on managing debt?

Difficulties with accessing Money Advice



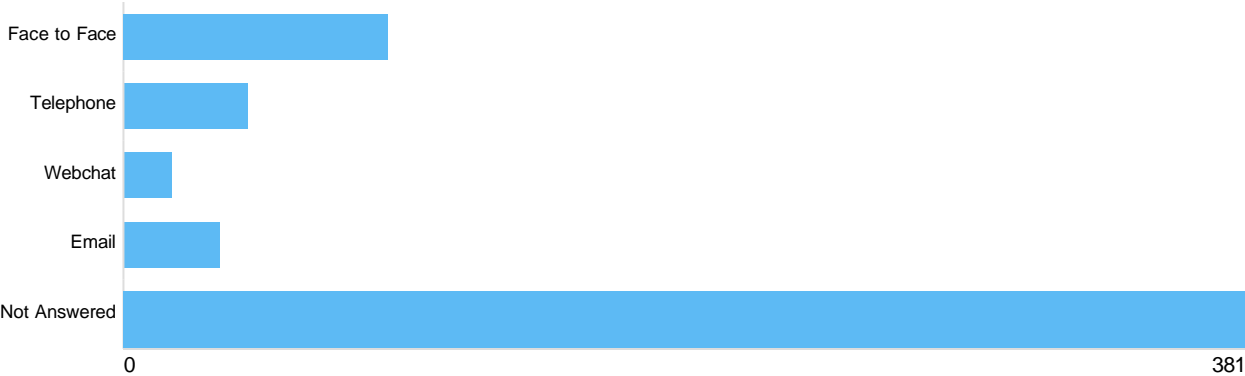
Option	Total	Percent
No issues in getting help	62	11.07%
Long waiting times	58	10.36%
Lack of clear information	48	8.57%
Services are too far away	3	0.54%
Not Answered	389	69.46%

Other - please explain

There were **46** responses to this part of the question.

Question 6: Thinking of how you received the advice/assistance from the Service. What would have been your preferred method of receiving this help?

Thinking of how you received the advice/assistance from the Service. What would have been your preferred method of receiving this help?



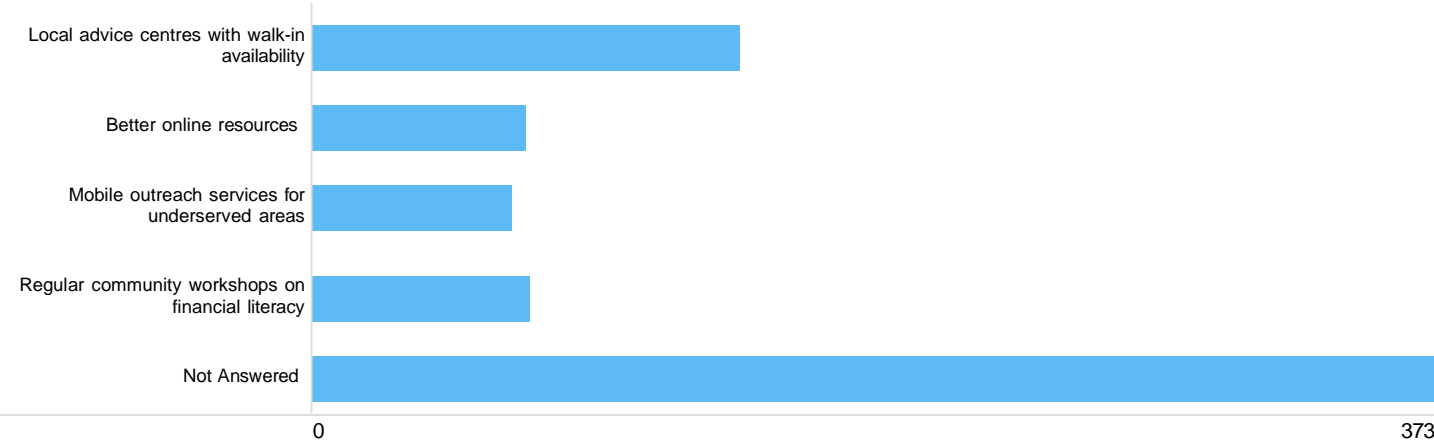
Option	Total	Percent
Face to Face	89	15.89%
Telephone	42	7.50%
Webchat	16	2.86%
Email	32	5.71%
Not Answered	381	68.04%

Other - please explain

There were **37** responses to this part of the question.

Question 8: Which type of money/debt advice service do you think is most lacking in Aberdeen?

What is lacking for money/debt



Option	Total	Percent
Local advice centres with walk-in availability	142	25.36%
Better online resources	71	12.68%
Mobile outreach services for underserved areas	66	11.79%
Regular community workshops on financial literacy	72	12.86%
Not Answered	373	66.61%

Other - please explain

There were 28 responses to this part of the question.

Question 9: Was there a time when you needed help with debt/money advice but couldn't find any service to assist you?

Was there a time when you needed help with debt/money advice but couldn't find any service to assist you?



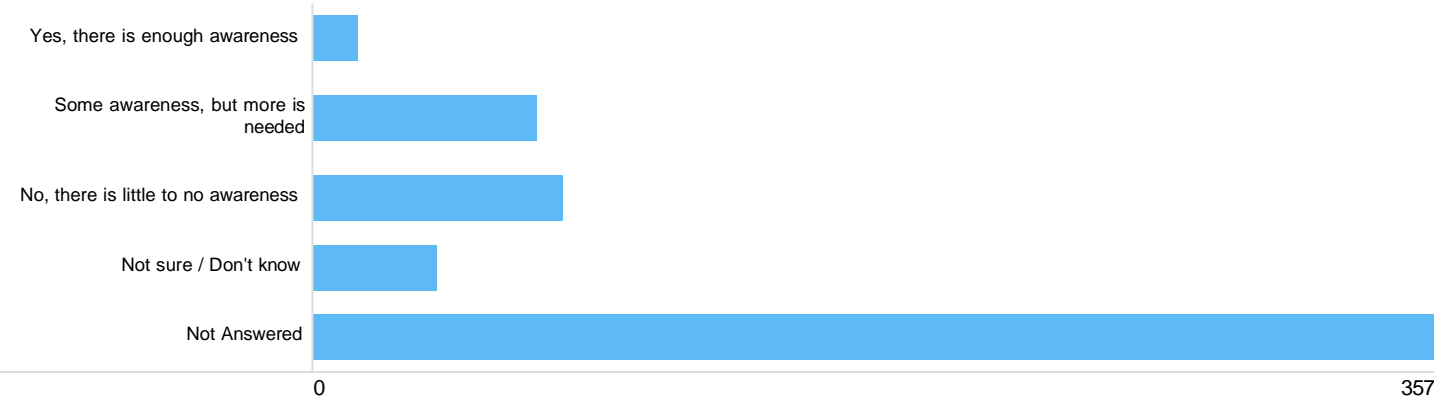
Option	Total	Percent
Yes, many times	28	5.00%
Yes, a few times	77	13.75%
No, I always found help	73	13.04%
Not Answered	383	68.39%

Other - please explain

There were 28 responses to this part of the question.

Question 10: Do you feel there is enough community awareness about the support available on accessing debt/money advice?

Do you feel there is enough community awareness and support for the issues faced by people in accessing advice on debts?



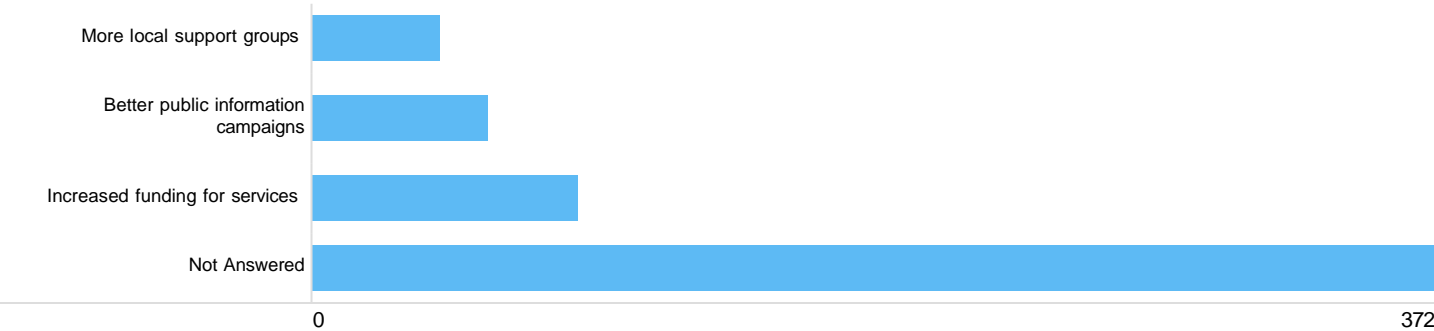
Option	Total	Percent
Yes, there is enough awareness	14	2.50%
Some awareness, but more is needed	71	12.68%
No, there is little to no awareness	79	14.11%
Not sure / Don't know	39	6.96%
Not Answered	357	63.75%

Other - please explain

There were 12 responses to this part of the question.

Question 11: What would make you feel more supported by your community in terms of accessing debt/money advice?

What would make you feel more supported by your community in terms of accessing advice on debts?



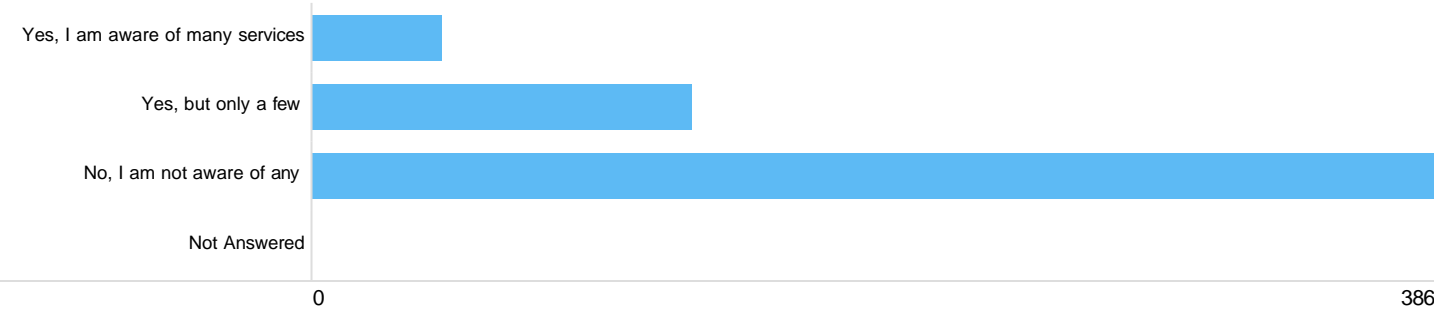
Option	Total	Percent
More local support groups	42	7.50%
Better public information campaigns	58	10.36%
Increased funding for services	88	15.71%
Not Answered	372	66.43%

Other - please explain

There were 27 responses to this part of the question.

Question 12: Are you aware of the advice services available to people in Aberdeen for Welfare Benefits advice?

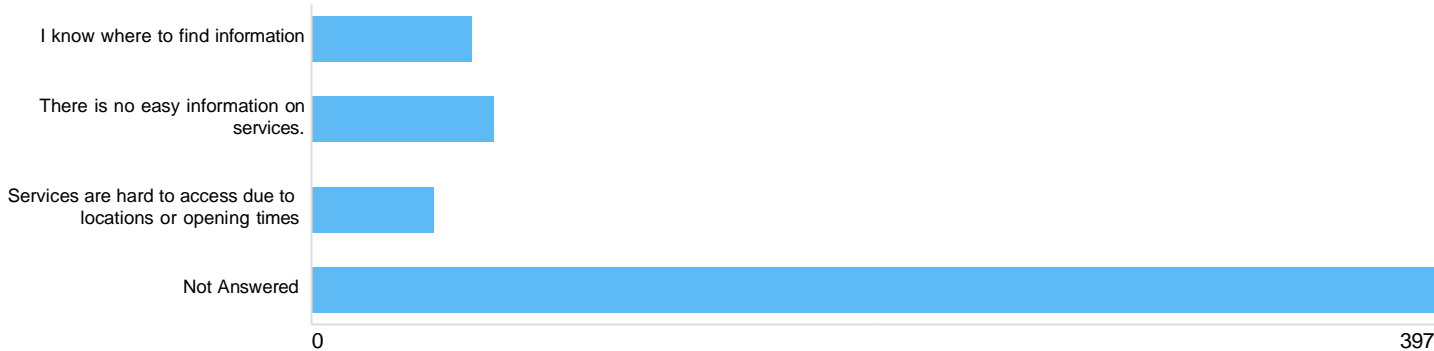
Are you aware of the advice services available to people in Aberdeen for Welfare Benefits advice?



Option	Total	Percent
Yes, I am aware of many services	44	7.86%
Yes, but only a few	130	23.21%
No, I am not aware of any	386	68.93%
Not Answered	0	0.00%

Question 13: What challenges do you face when trying to access advice services related to welfare benefits advice in Aberdeen?

What challenges do you face when trying to access advice services related to welfare benefits advice in Aberdeen?



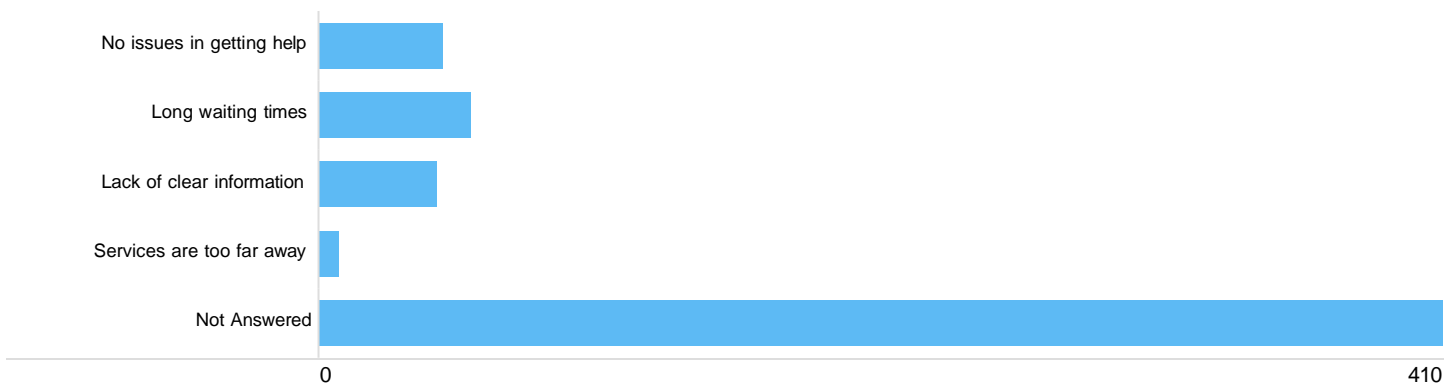
Option	Total	Percent
I know where to find information	56	10.00%
There is no easy information on services.	64	11.43%
Services are hard to access due to locations or opening times	43	7.68%
Not Answered	397	70.89%

Other - please explain

There were **31** responses to this part of the question.

Question 14: Can you describe any difficulties you've experienced in getting advice on welfare benefits?

Can you describe any difficulties you've experienced in getting advice on welfare benefits?



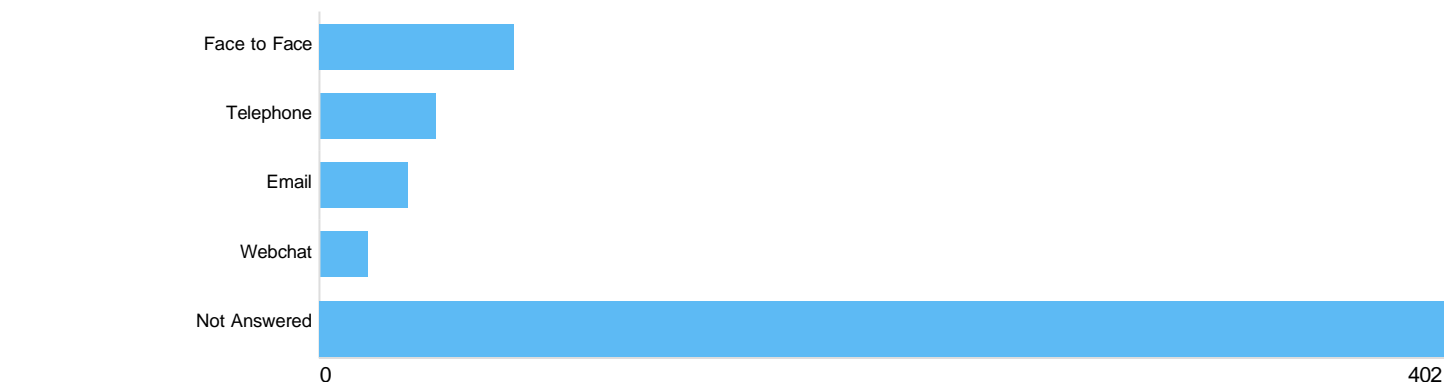
Option	Total	Percent
No issues in getting help	45	8.04%
Long waiting times	55	9.82%
Lack of clear information	43	7.68%
Services are too far away	7	1.25%
Not Answered	410	73.21%

Other - please explain

There were **36** responses to this part of the question.

Question 16: Thinking of how you received the advice/assistance from the Service. What would have been your preferred method of receiving this help?

Thinking of how you received the advice/assistance from the Service. What would have been your preferred method of receiving this help?



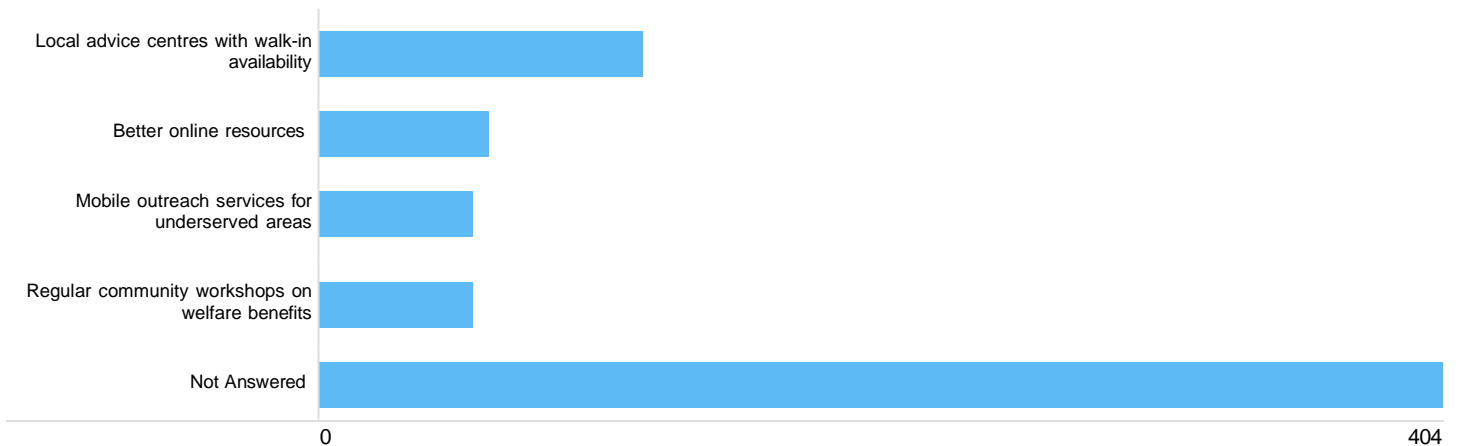
Option	Total	Percent
Face to Face	69	12.32%
Telephone	41	7.32%
Email	31	5.54%
Webchat	17	3.04%
Not Answered	402	71.79%

Other - please explain

There were **18** responses to this part of the question.

Question 18: What do you think is lacking for Welfare Benefit advice service in Aberdeen?

Which type of welfare advice service do you think is most lacking in Aberdeen?



Option	Total	Percent
Local advice centres with walk-in availability	116	20.71%
Better online resources	61	10.89%
Mobile outreach services for underserved areas	55	9.82%
Regular community workshops on welfare benefits	55	9.82%
Not Answered	404	72.14%

Other - please explain

There were 17 responses to this part of the question.

Question 19: Was there a time when you needed help with welfare benefits advice but couldn't find any service to assist you?

Was there a time when you needed help with welfare benefits advice but couldn't find any service to assist you?



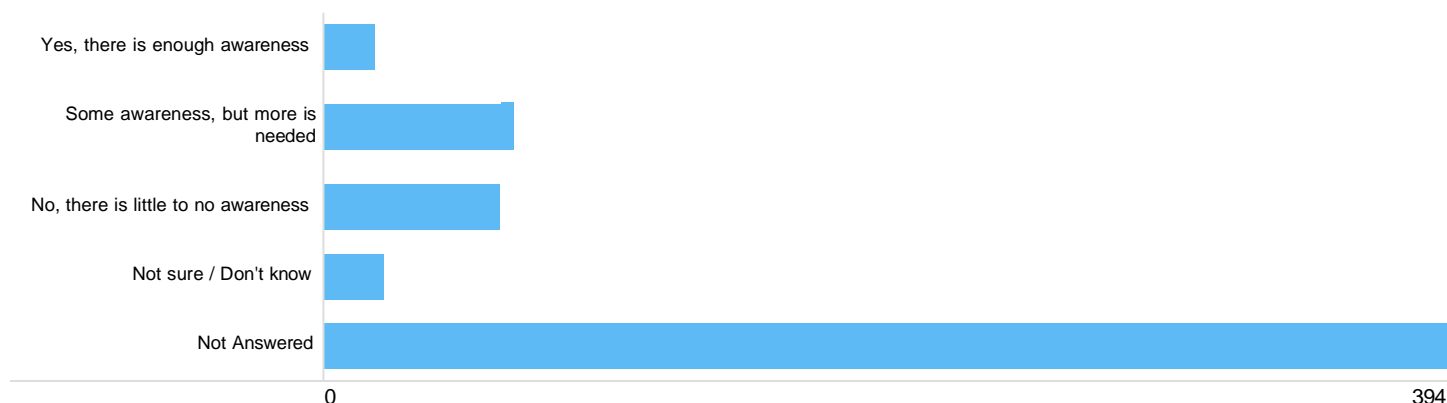
Option	Total	Percent
Yes, many times	20	3.57%
Yes, a few times	68	12.14%
No, I always found help	67	11.96%
Not Answered	405	72.32%

Other - please explain

There were 22 responses to this part of the question.

Question 20: Do you feel there is enough community awareness about the support available on accessing welfare benefits advice?

Do you feel there is enough community awareness about the support available on accessing welfare benefits advice?



Option	Total	Percent
Yes, there is enough awareness	18	3.21%
Some awareness, but more is needed	66	11.79%
No, there is little to no awareness	61	10.89%
Not sure / Don't know	21	3.75%
Not Answered	394	70.36%

Other - please explain

There were **5** responses to this part of the question.

Question 21: What would make you feel more supported by your community in terms of accessing welfare benefits advice?

What would make you feel more supported by your community in terms of accessing welfare benefits advice?



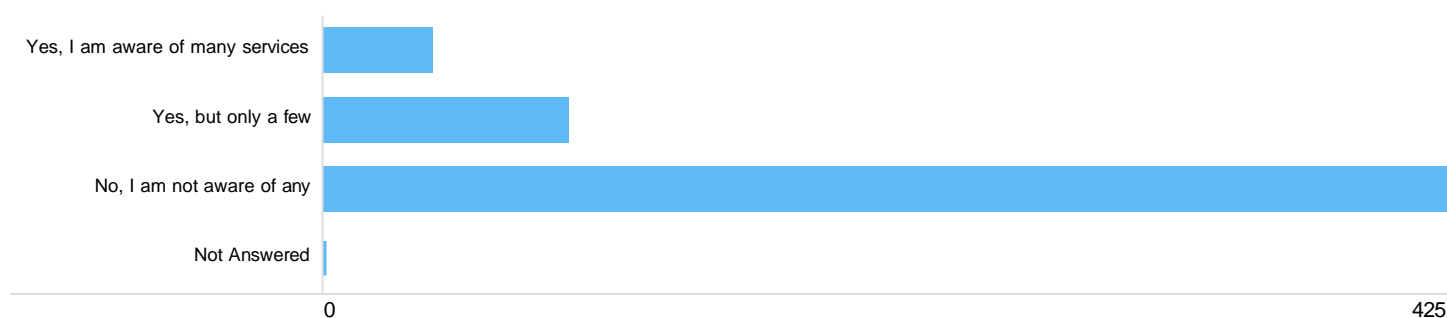
Option	Total	Percent
More local support groups	31	5.54%
Better public information campaigns	60	10.71%
Increased funding for services	66	11.79%
Not Answered	403	71.96%

Other - please explain

There were **14** responses to this part of the question.

Question 22: Are you aware of the advice services available to people in Aberdeen for fuel issues?

Are you aware of the advice services available to people in Aberdeen for fuel issues?



Option	Total	Percent
Yes, I am aware of many services	41	7.32%
Yes, but only a few	93	16.61%
No, I am not aware of any	425	75.89%
Not Answered	1	0.18%

Question 23: Have you ever tried to access any of these fuel advice services?

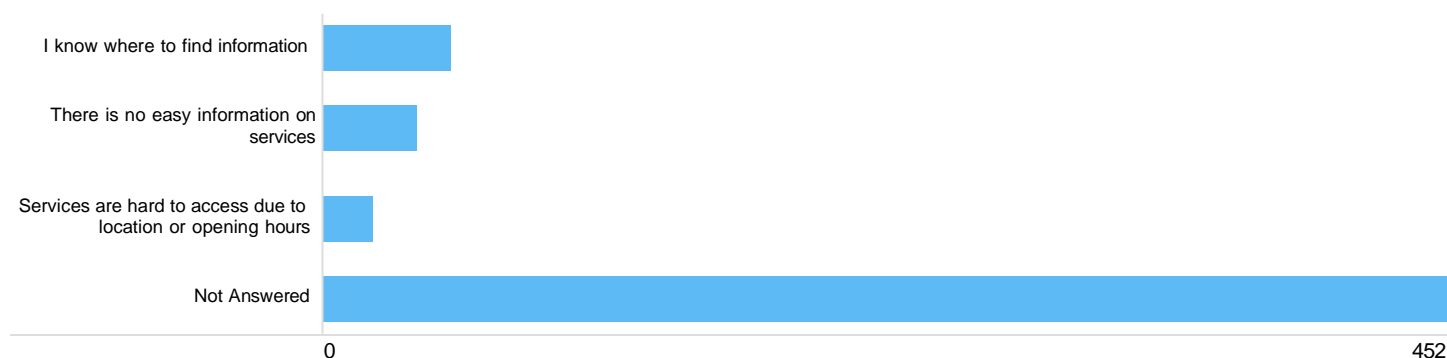
Have you ever tried to access any of these fuel advice services?



Option	Total	Percent
Yes	63	11.25%
No	71	12.68%
Not Answered	426	76.07%

Question 24: What challenges do you face when trying to access advice services related to fuel advice in Aberdeen?

What challenges do you face when trying to access advice services related to fuel advice in Aberdeen?



Option	Total	Percent
I know where to find information	51	9.11%
There is no easy information on services	37	6.61%
Services are hard to access due to location or opening hours	20	3.57%
Not Answered	452	80.71%

Other - please explain

There were **23** responses to this part of the question.

Question 25: Can you describe any difficulties you’ve experienced in getting advice on fuel?

Can you describe any difficulties you’ve experienced in getting advice on fuel?



Option	Total	Percent
No issues in getting help	44	7.86%
Long waiting times	17	3.04%
Lack of clear information	45	8.04%
Services are too far away	0	0.00%
Not Answered	454	81.07%

Other - please explain

There were 17 responses to this part of the question.

Question 27: Thinking of how you received the advice/assistance from the Service. What would have been your preferred method of receiving this help?

Thinking of how you received the advice/assistance from the Service. What would have been your preferred method of receiving this help?



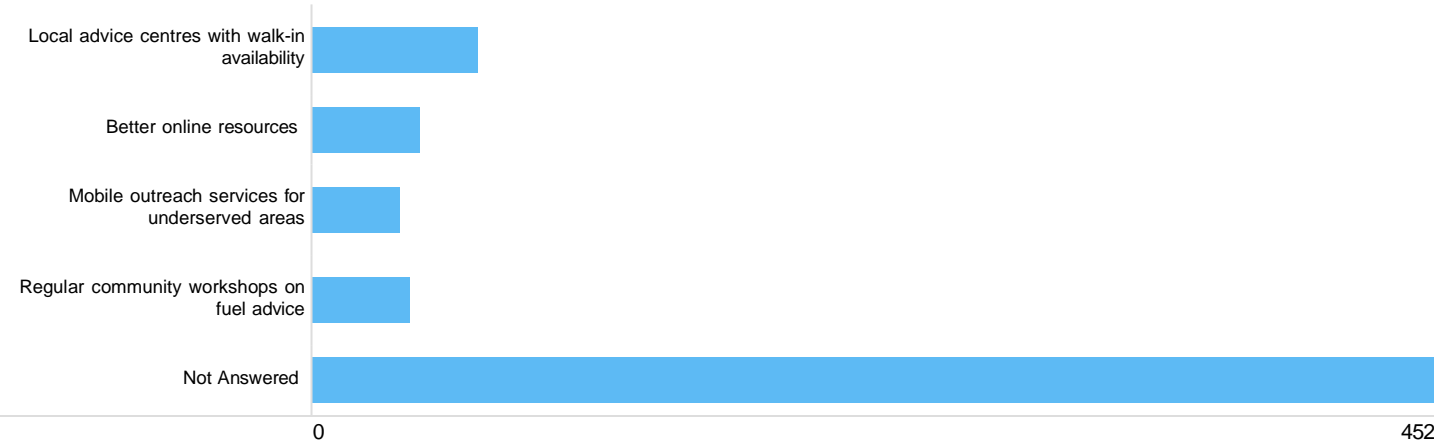
Option	Total	Percent
Face to Face	38	6.79%
Telephone	37	6.61%
Webchat	11	1.96%
Email	22	3.93%
Not Answered	452	80.71%

Other - please explain

There were 14 responses to this part of the question.

Question 29: What do you think is lacking for fuel advice service in Aberdeen?

Which type of fuel advice service do you think is most lacking in Aberdeen?



Option	Total	Percent
Local advice centres with walk-in availability	66	11.79%
Better online resources	43	7.68%
Mobile outreach services for underserved areas	35	6.25%
Regular community workshops on fuel advice	39	6.96%
Not Answered	452	80.71%

Other - please explain

There were 14 responses to this part of the question.

Question 30: Was there a time when you needed help with fuel advice but couldn't find any service to assist you?

Was there a time when you needed help with fuel advice but couldn't find any service to assist you?



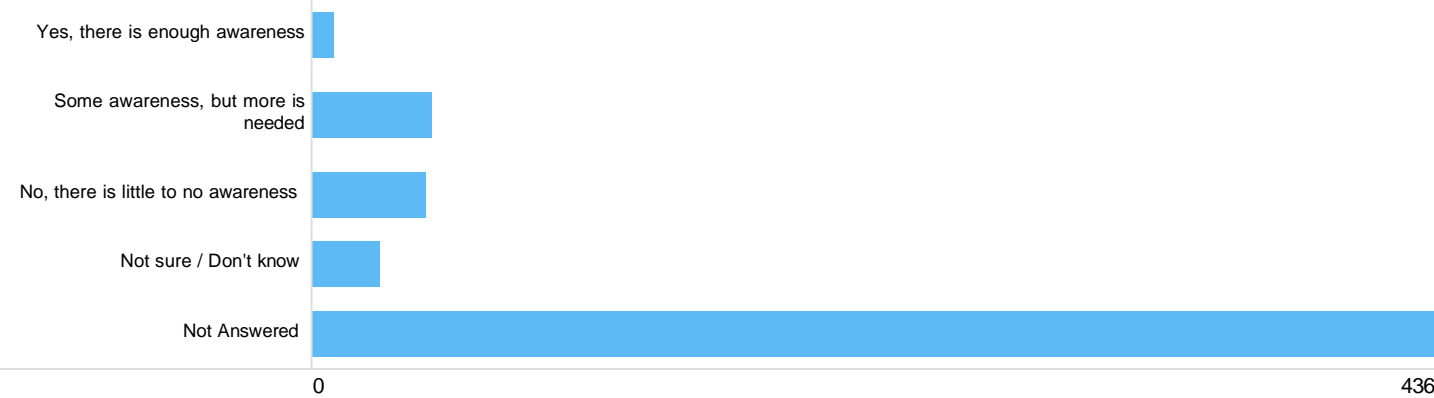
Option	Total	Percent
Yes, many times	10	1.79%
Yes, a few times	43	7.68%
No, I always found help	52	9.29%
Not Answered	455	81.25%

Other - please explain

There were 11 responses to this part of the question.

Question 31: Do you feel there is enough community awareness about the support available on accessing fuel advice?

Do you feel there is enough community awareness about the support available on accessing fuel advice?



Option	Total	Percent
Yes, there is enough awareness	8	1.43%
Some awareness, but more is needed	46	8.21%
No, there is little to no awareness	44	7.86%
Not sure / Don't know	26	4.64%
Not Answered	436	77.86%

Other - please explain

There were 7 responses to this part of the question.

Question 32: What would make you feel more supported by your community in terms of accessing fuel advice?

What would make you feel more supported by your community in terms of accessing fuel advice?



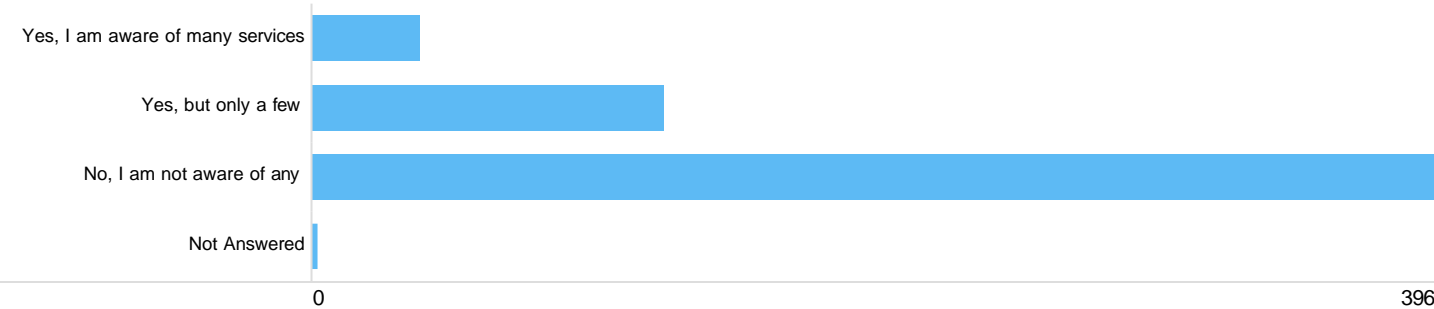
Option	Total	Percent
More local support groups	38	6.79%
Better public information campaigns	59	10.54%
Increased funding for services	54	9.64%
Not Answered	444	79.29%

Other - please explain

There were 10 responses to this part of the question.

Question 33: Are you aware of the civil legal aid services available to people in Aberdeen for the following issues?

Are you aware of the civil legal aid services available to people in Aberdeen for the following issues?



Option	Total	Percent
Yes, I am aware of many services	38	6.79%
Yes, but only a few	124	22.14%
No, I am not aware of any	396	70.71%
Not Answered	2	0.36%

Question 34: What challenges do you face when trying to access civil legal aid services in Aberdeen?

What challenges do you face when trying to access civil legal aid services in Aberdeen?



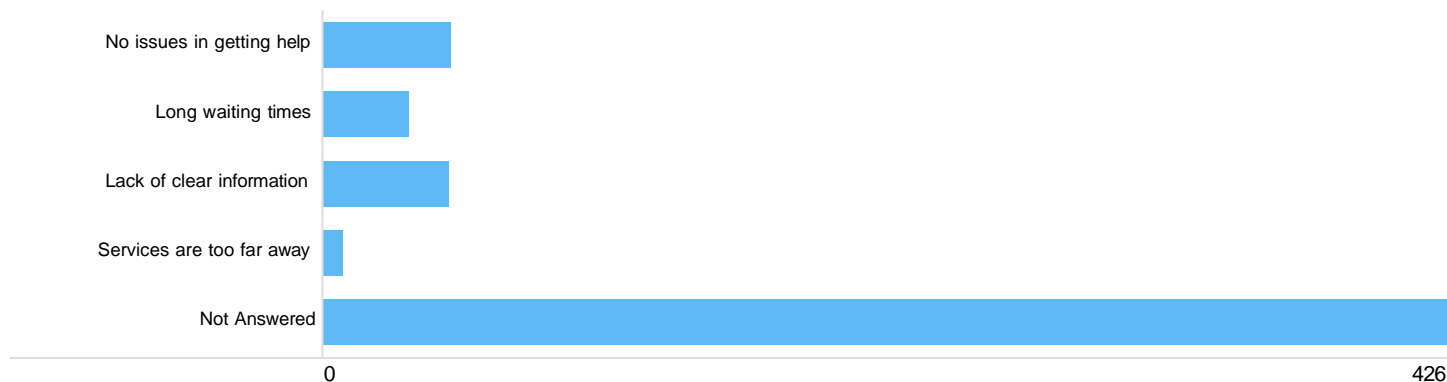
Option	Total	Percent
I know where to find information	50	8.93%
There is no easy information on services	66	11.79%
Services are hard to access due to location or opening times	26	4.64%
Not Answered	418	74.64%

Other - please explain

There were **24** responses to this part of the question.

Question 35: Can you describe any difficulties you've experienced in getting civil legal aid for managing these issues?

Can you describe any difficulties you've experienced in getting civil legal aid for managing these issues?



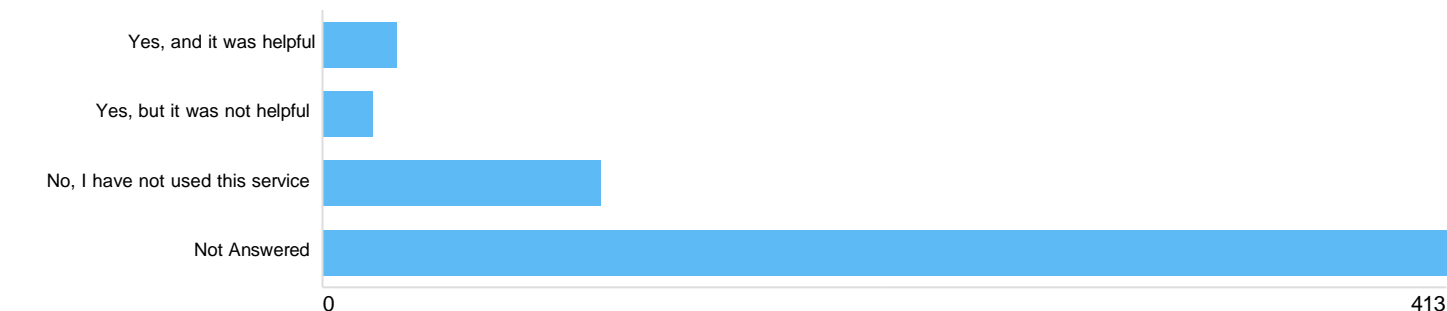
Option	Total	Percent
No issues in getting help	48	8.57%
Long waiting times	32	5.71%
Lack of clear information	47	8.39%
Services are too far away	7	1.25%
Not Answered	426	76.07%

Other - please explain

There were **26** responses to this part of the question.

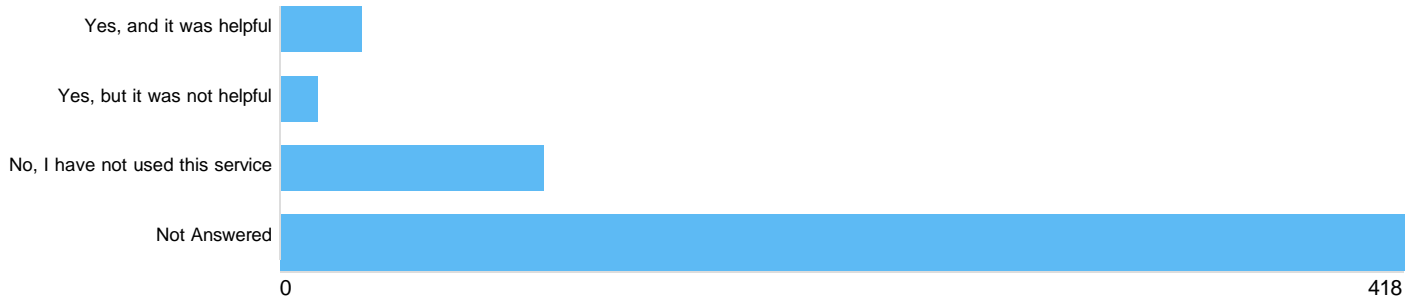
Question 36: Have you used any of these civil legal aid services? If yes, which ones and what was your experience like?

Have you used any of these civil legal aid services? If yes, which ones and what was your experience like? - Family Law



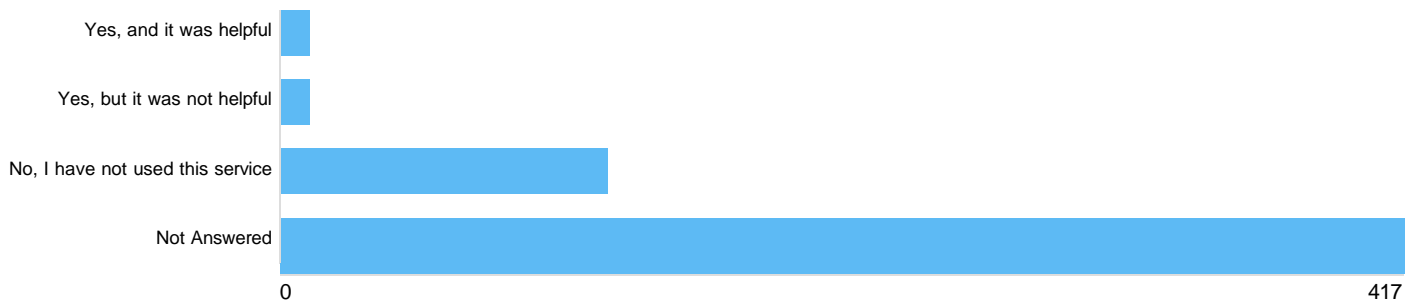
Option	Total	Percent
Yes, and it was helpful	27	4.82%
Yes, but it was not helpful	18	3.21%
No, I have not used this service	102	18.21%
Not Answered	413	73.75%

Have you used any of these civil legal aid services? If yes, which ones and what was your experience like? - Housing and Homelessness



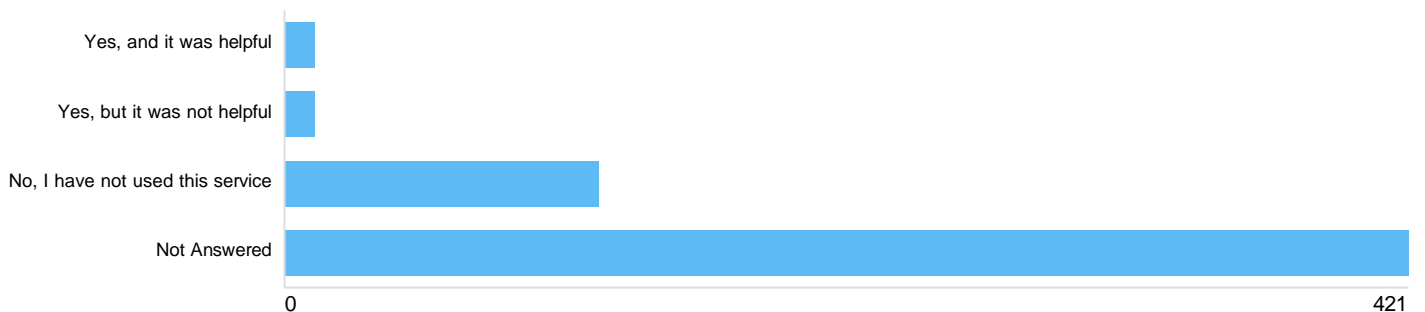
Option	Total	Percent
Yes, and it was helpful	30	5.36%
Yes, but it was not helpful	14	2.50%
No, I have not used this service	98	17.50%
Not Answered	418	74.64%

Have you used any of these civil legal aid services? If yes, which ones and what was your experience like? - Debt and Finance Issues



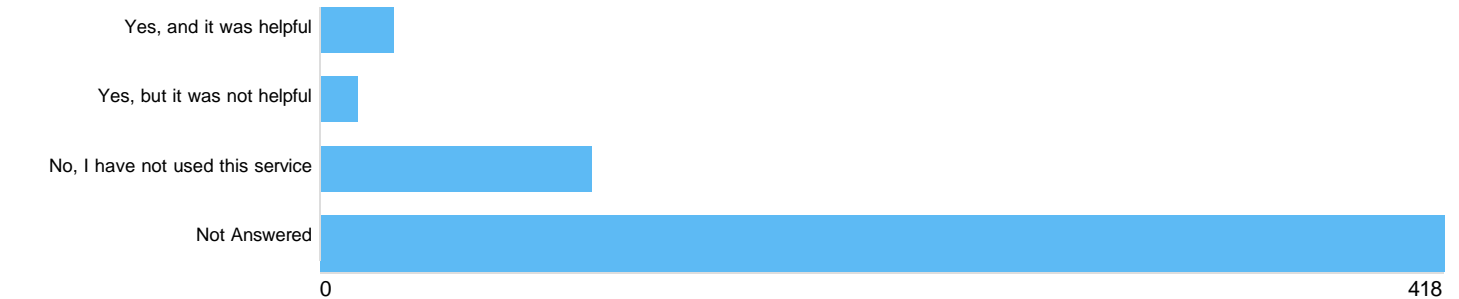
Option	Total	Percent
Yes, and it was helpful	11	1.96%
Yes, but it was not helpful	11	1.96%
No, I have not used this service	121	21.61%
Not Answered	417	74.46%

Have you used any of these civil legal aid services? If yes, which ones and what was your experience like? - Employment Issues



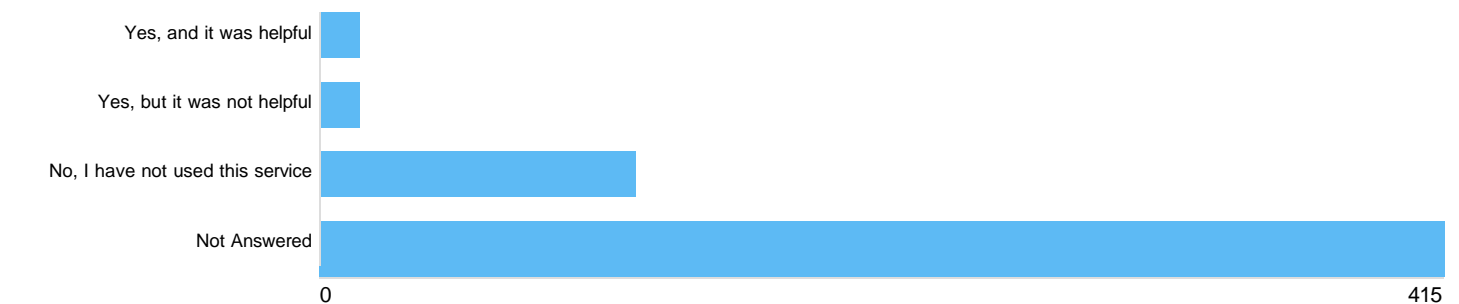
Option	Total	Percent
Yes, and it was helpful	11	1.96%
Yes, but it was not helpful	11	1.96%
No, I have not used this service	117	20.89%
Not Answered	421	75.18%

Have you used any of these civil legal aid services? If yes, which ones and what was your experience like? - Welfare Benefits



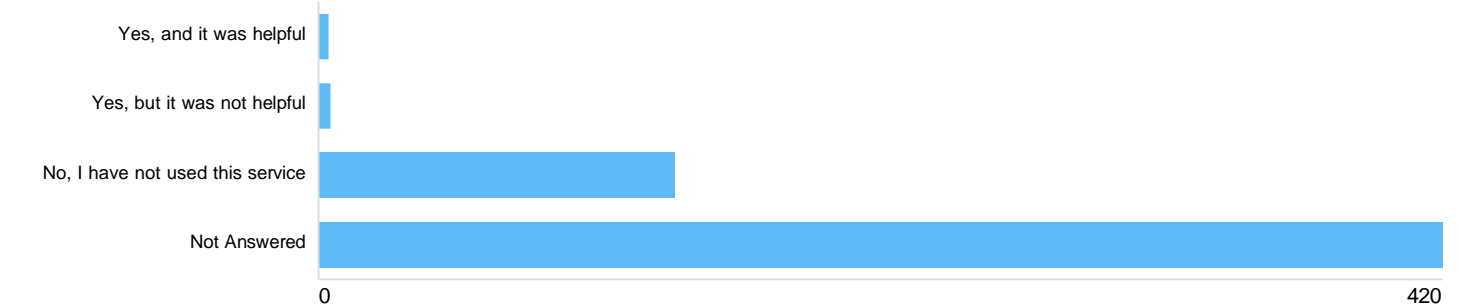
Option	Total	Percent
Yes, and it was helpful	27	4.82%
Yes, but it was not helpful	14	2.50%
No, I have not used this service	101	18.04%
Not Answered	418	74.64%

Have you used any of these civil legal aid services? If yes, which ones and what was your experience like? - Mental Health and Adults with Incapacity



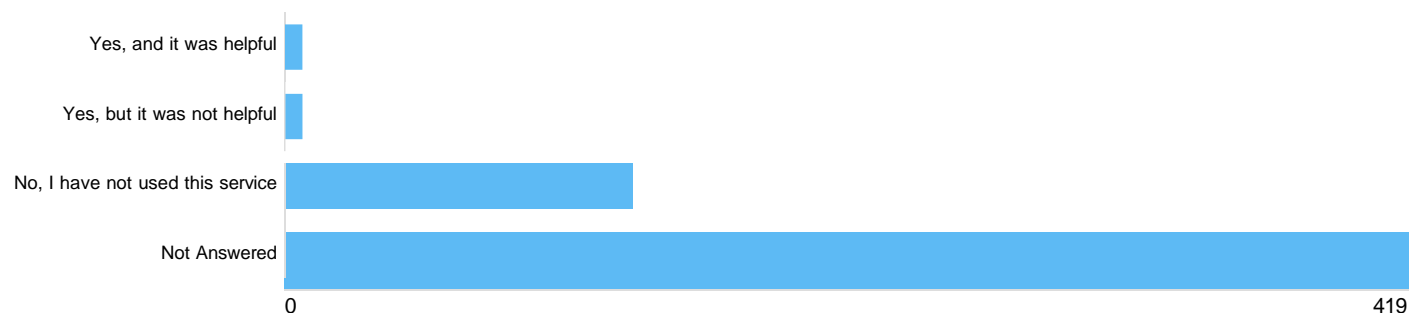
Option	Total	Percent
Yes, and it was helpful	14	2.50%
Yes, but it was not helpful	15	2.68%
No, I have not used this service	116	20.71%
Not Answered	415	74.11%

Have you used any of these civil legal aid services? If yes, which ones and what was your experience like? - Discrimination



Option	Total	Percent
Yes, and it was helpful	3	0.54%
Yes, but it was not helpful	4	0.71%
No, I have not used this service	133	23.75%
Not Answered	420	75.00%

Have you used any of these civil legal aid services? If yes, which ones and what was your experience like? - Immigration and Asylum



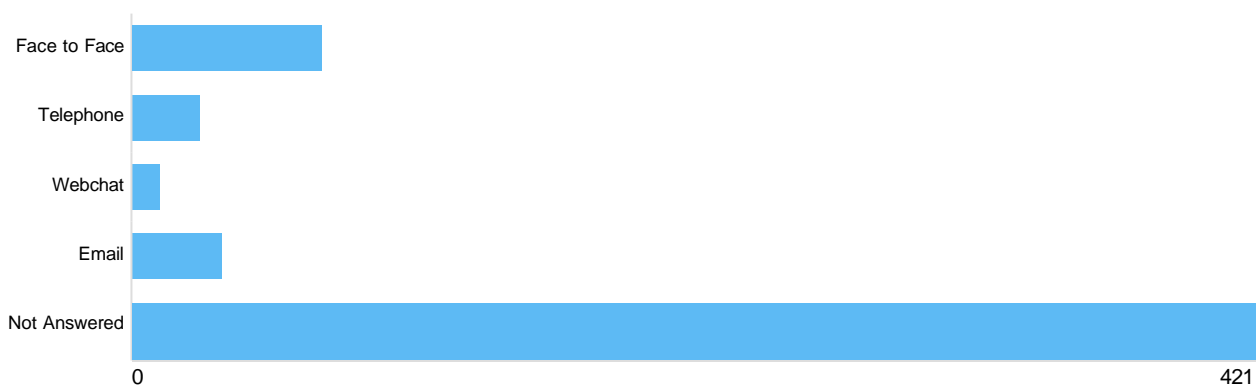
Option	Total	Percent
Yes, and it was helpful	6	1.07%
Yes, but it was not helpful	6	1.07%
No, I have not used this service	129	23.04%
Not Answered	419	74.82%

Please use box below to comment on your answer.

There were **7** responses to this part of the question.

Question 37: Thinking of how you received the advice/assistance from the Service. What would have been your preferred method of receiving this help?

Thinking of how you received the advice/assistance from the Service. What would have been your preferred method of receiving this help?



Option	Total	Percent
Face to Face	71	12.68%
Telephone	25	4.46%
Webchat	10	1.79%
Email	33	5.89%
Not Answered	421	75.18%

Other - please explain

There were **10** responses to this part of the question.

Question 38: Was there a time when you needed civil legal aid but couldn't find any service to assist you?

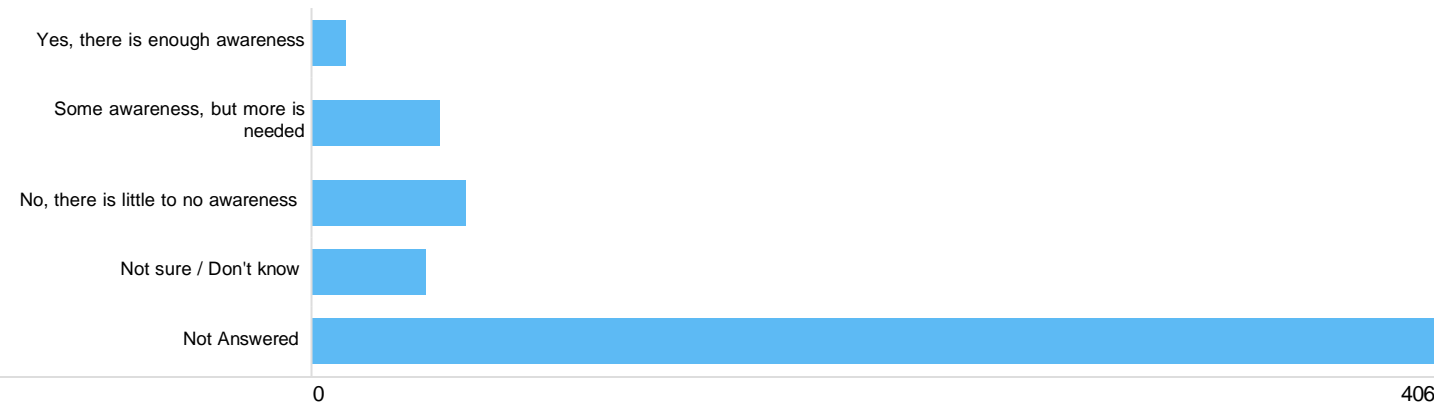
Was there a time when you needed civil legal aid but couldn't find any service to assist you?



Option	Total	Percent
Yes, many times	19	3.39%
Yes, a few times	46	8.21%
No, I always found help	70	12.50%
Not Answered	425	75.89%

Question 39: Do you feel there is enough community awareness about the support available through Civil Legal Aid?

Do you feel there is enough community awareness about the support available through Civil Legal Aid?



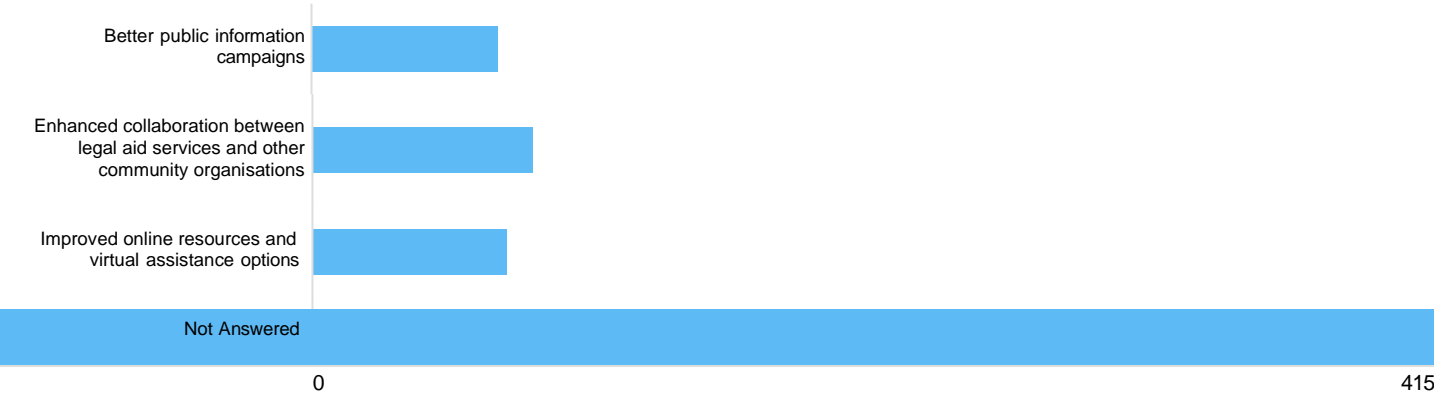
Option	Total	Percent
Yes, there is enough awareness	12	2.14%
Some awareness, but more is needed	46	8.21%
No, there is little to no awareness	55	9.82%
Not sure / Don't know	41	7.32%
Not Answered	406	72.50%

Other - please explain

There was 1 response to this part of the question.

Question 40: What would make you feel more supported by your community in terms of accessing civil legal assistance services?

What would make you feel more supported by your community in terms of accessing civil legal assistance services?



Option	Total	Percent
Better public information campaigns	68	12.14%
Enhanced collaboration between legal aid services and other community organisations	81	14.46%
Improved online resources and virtual assistance options	71	12.68%
Not Answered	415	74.11%

Other - please explain

There were 9 responses to this part of the question.

Question 41: Do you have access to a bank account?

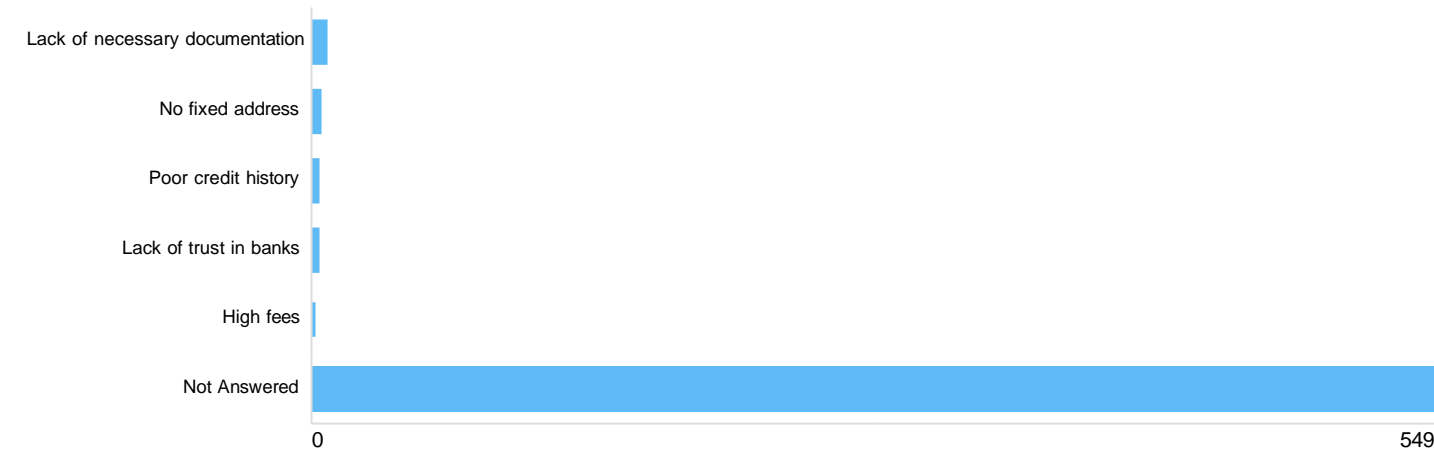
Do you have access to a bank account?



Option	Total	Percent
Yes	551	98.39%
No	5	0.89%
Not Answered	4	0.71%

Question 42: If no, what are the main reasons for not having a bank account?

If no, what are the main reasons for not having a bank account?



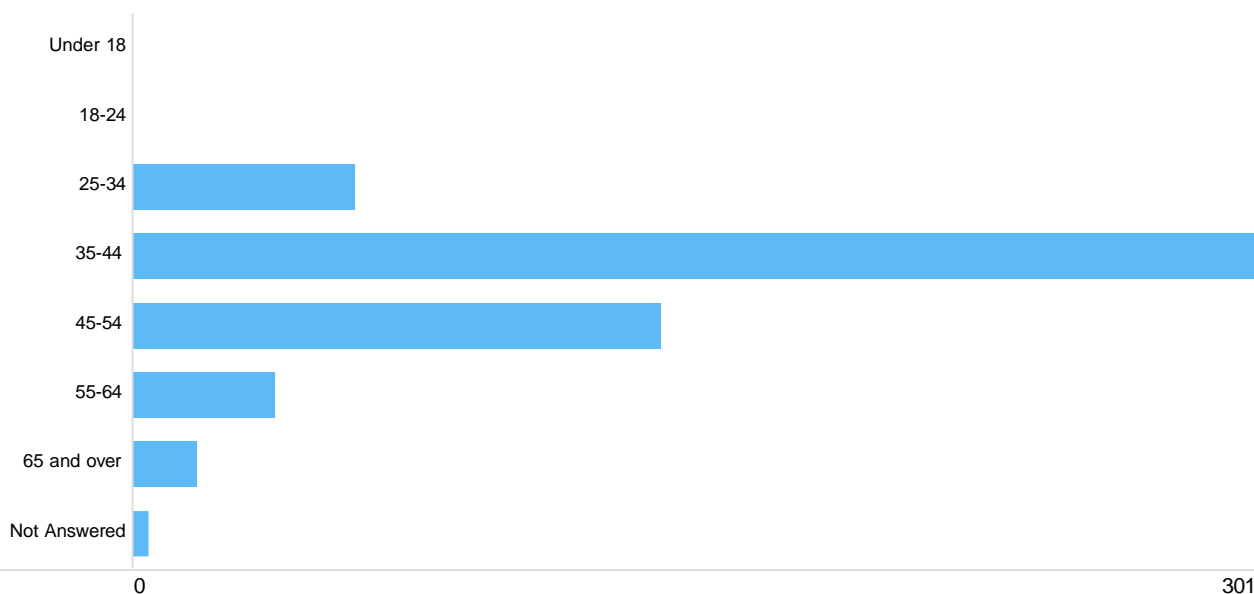
Option	Total	Percent
Lack of necessary documentation	7	1.25%
No fixed address	4	0.71%
Poor credit history	3	0.54%
Lack of trust in banks	3	0.54%
High fees	1	0.18%
Not Answered	549	98.04%

Other - please explain

There were 11 responses to this part of the question.

Question 43: What is your age?

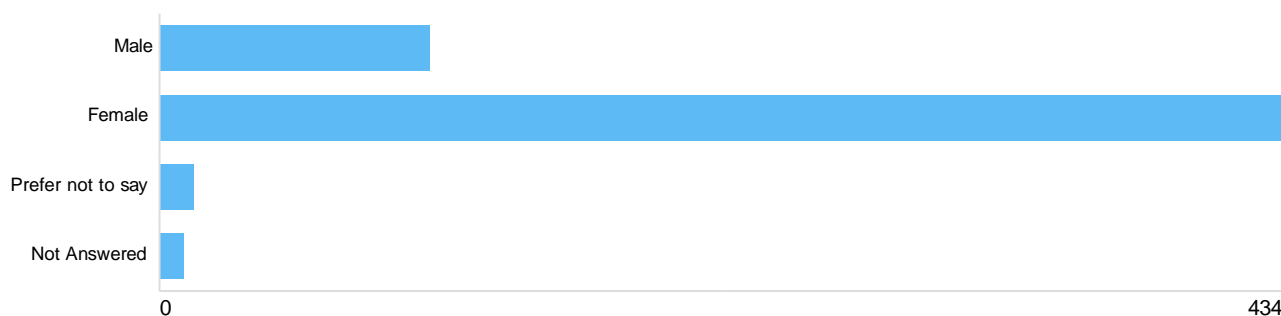
What is your age?



Option	Total	Percent
Under 18	0	0.00%
18-24	0	0.00%
25-34	59	10.54%
35-44	301	53.75%
45-54	141	25.18%
55-64	38	6.79%
65 and over	17	3.04%
Not Answered	4	0.71%

Question 44: What is your sex?

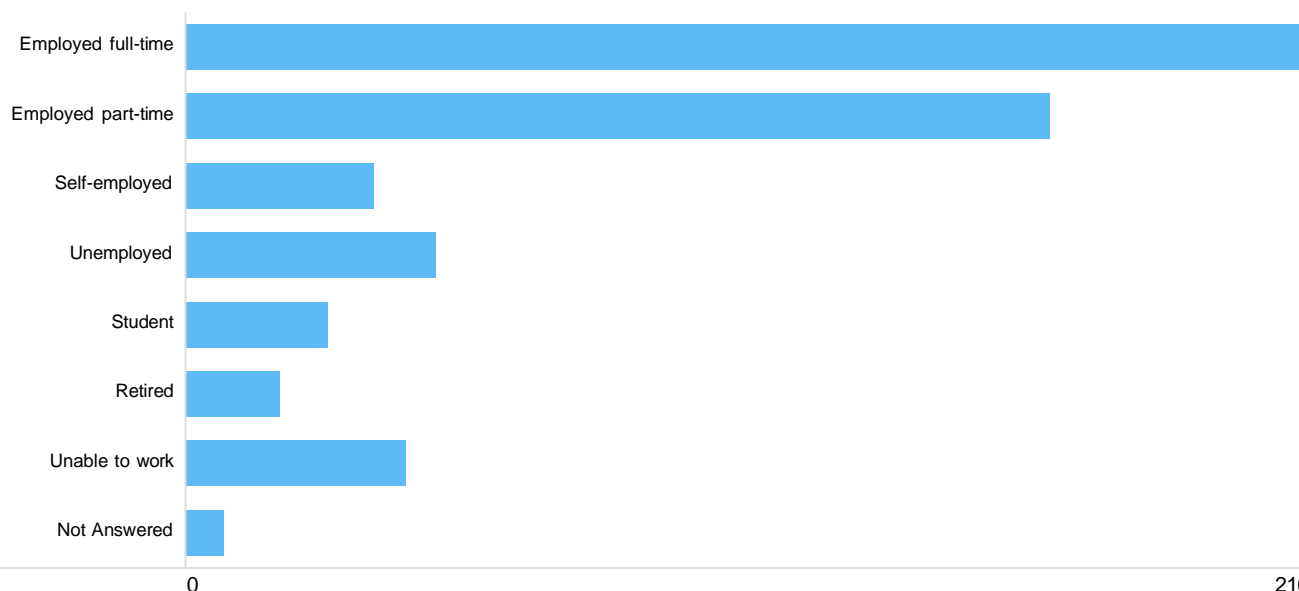
What is your gender?



Option	Total	Percent
Male	104	18.57%
Female	434	77.50%
Prefer not to say	13	2.32%
Not Answered	9	1.61%

Question 45: What is your employment status?

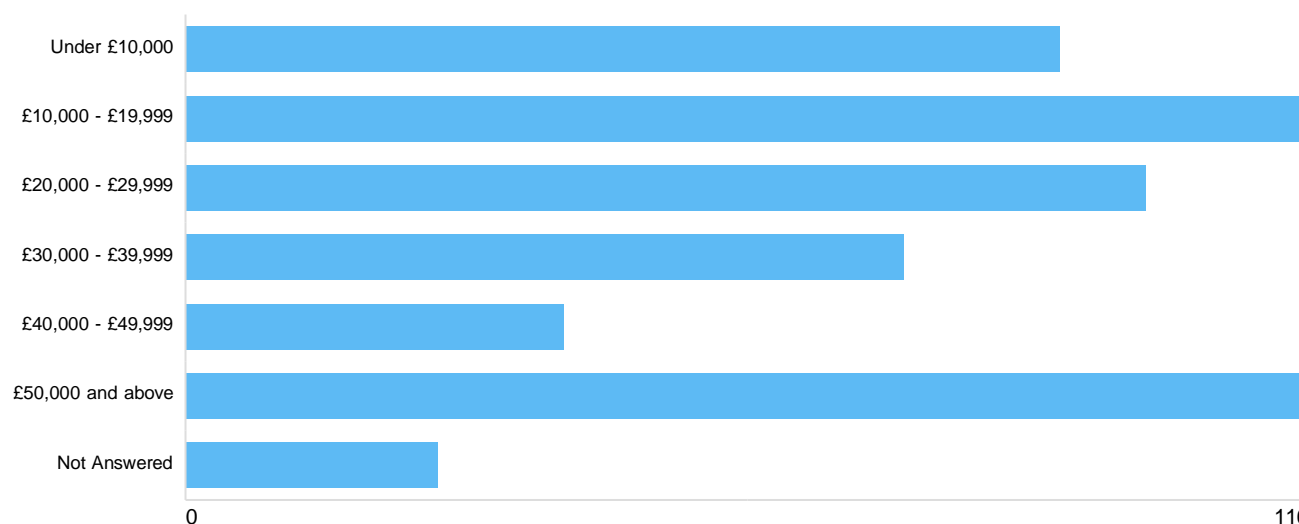
What is your employment status?



Option	Total	Percent
Employed full-time	216	38.57%
Employed part-time	166	29.64%
Self-employed	36	6.43%
Unemployed	48	8.57%
Student	27	4.82%
Retired	18	3.21%
Unable to work	42	7.50%
Not Answered	7	1.25%

Question 46: What is your approximate annual household income?

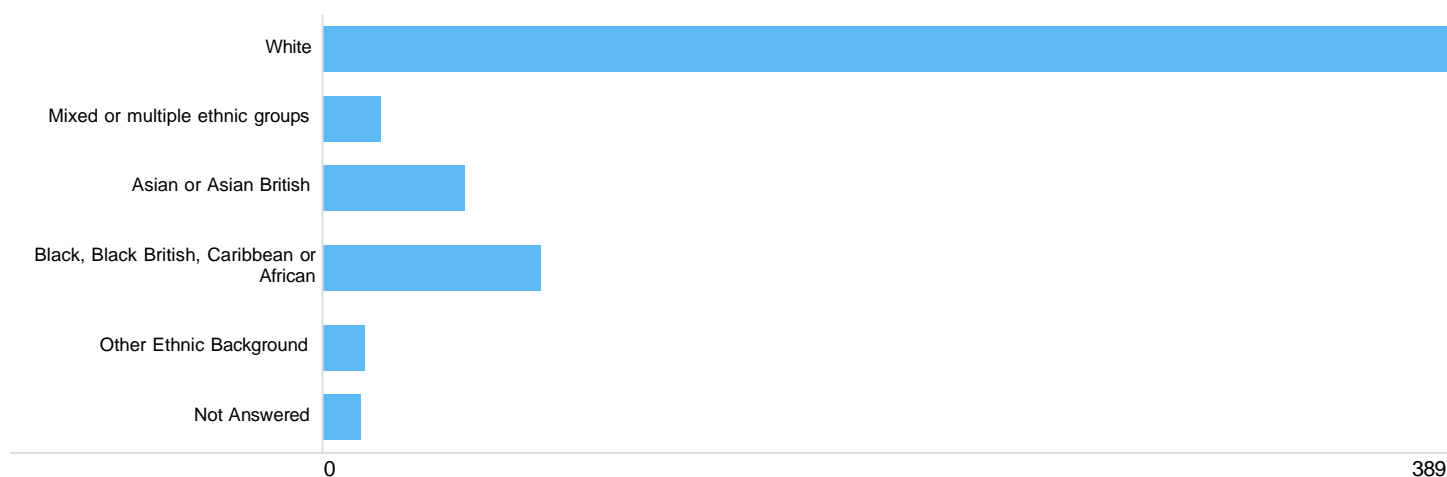
What is your approximate annual household income?



Option	Total	Percent
Under £10,000	90	16.07%
£10,000 - £19,999	116	20.71%
£20,000 - £29,999	99	17.68%
£30,000 - £39,999	74	13.21%
£40,000 - £49,999	39	6.96%
£50,000 and above	116	20.71%
Not Answered	26	4.64%

Question 47: Which one best describes your ethnic group?

Which one best describes your ethnic group?



Option	Total	Percent
White	389	69.46%
Mixed or multiple ethnic groups	20	3.57%
Asian or Asian British	49	8.75%
Black, Black British, Caribbean or African	75	13.39%
Other Ethnic Background	14	2.50%
Not Answered	13	2.32%

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ABERDEEN CITY COUNCIL

COMMITTEE	Anti-Poverty and Inequality
DATE	25 March 2025
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Update Report on Visit to AberNecessities
REPORT NUMBER	CORS/25/054
EXECUTIVE DIRECTOR	Andy MacDonald
CHIEF OFFICER	Michelle Crombie
REPORT AUTHOR	Michelle Crombie, Community Planning Manager
TERMS OF REFERENCE	1.3 and 1.5

1. PURPOSE OF REPORT

- 1.1 To provide the Committee with a report following the visit to Aberdeen AberNecessities on 29 January 2025.

2. RECOMMENDATIONS

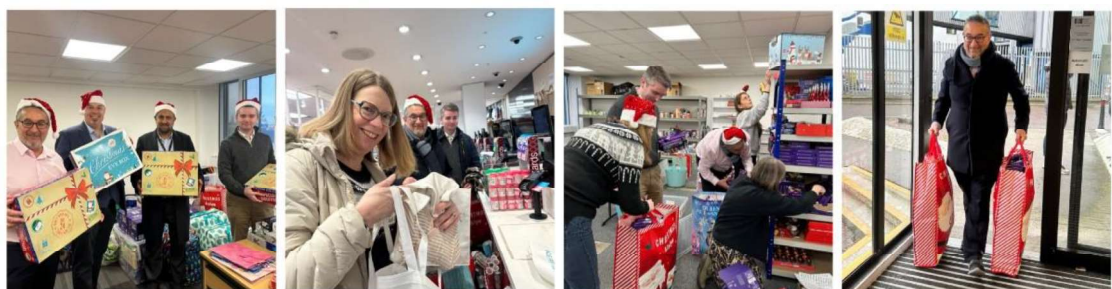
That the Committee:-

- 2.1 Notes the report and actions identified during the visit to AberNecessities and work done to date; and
- 2.2 Thanks all those at AberNecessities, including the staff and volunteers, who welcomed the Committee and provided an informative and interesting visit.

3. CURRENT SITUATION

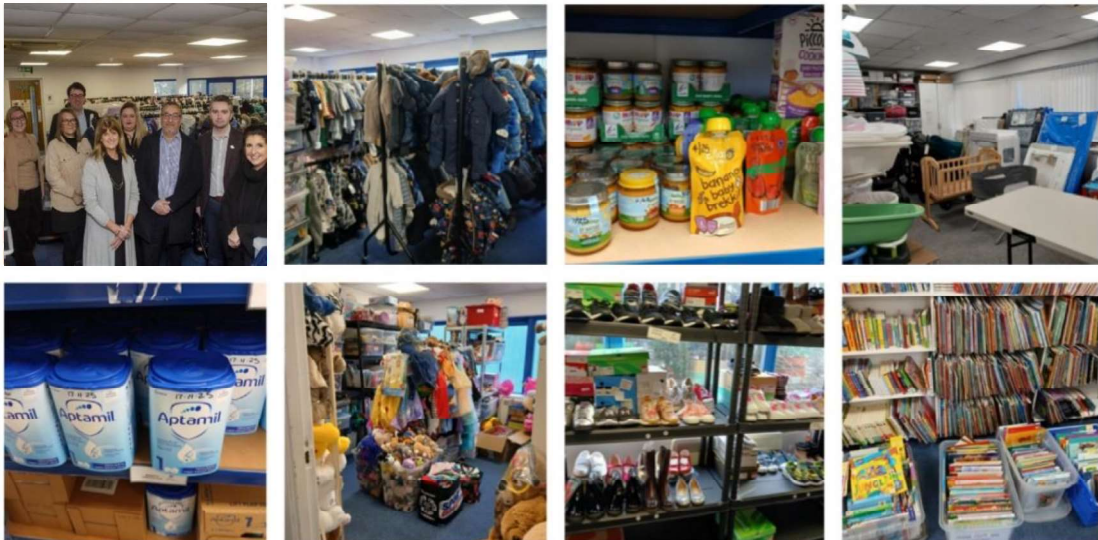
3.1 AberNecessities

- 3.1.1 AberNecessities provides disadvantaged families with the essential and basic necessities that no child should go without. From maternity bundles for mother and baby to nappies, formula milk, clothing, toys and equipment for children aged 0-18 years, AberNecessities recognises the importance of meeting the basic needs of a child in order to give them the best start possible. The charity operates on a referral basis, accepting applications from a network of professionals across the health, social care and education systems. The referral system allows the organisation to distribute items fairly and efficiently to families who need them most.



Anti-Poverty and Inequality Committee members volunteering with AberNecessities for their Believe in Magic campaign December 24.

Visit to AberNecessities - 29 January 2025



3.2 **Issues Raised and Actions Required**

3.2.1 During the visit, Committee members and external advisers received a presentation from the Founder and Co-Founder of AberNecessities which was followed by a discussion and tour of the HQ storage facilities. A number of issues were raised during the visit and the following actions have been identified as a result.

3.2.2 **Support to Improve Access to Formula Milk**

The visit highlighted the need to ensure families in poverty have access to formula milk as a substitute for breast milk to provide essential nutrients for babies to grow and develop. Support from the Council needed to raise awareness that providing formula milk direct to families is not illegal and promote [FeedUK guidance](#) as an alternative to [UNICEF guidance](#) for foodbanks. There was also a call for funding by the Council and Scottish Government for free formula milk to prevent child poverty.

Actions

- Completed – Further to the presentation on infant food insecurity research delivered by Dr Flora Douglas to the Anti-Poverty and Inequality Committee on 30 August 2023, an improvement project was included in the refreshed Local Outcome Improvement Plan. The aim of the project was to meet 100% of urgent requests for first stage infant formula and nutritional support for pre-school children support. The aim has now been achieved through the development of an infant feeding in a crisis pathway, delivered by family nurses and health visitors in partnership with CFINE. The pathway has supported 41 families to date and the full impact and evaluation of the project can be viewed [here](#).
- Completed – AberNecessities, FeedUK and Public Health Grampian are participating in ongoing Scottish Government infant food insecurity roundtable discussions to examine the challenges in this area.
- Planned – The issue of guidance will be explored by Food Poverty Action Aberdeen. It is noted that many FPAA members currently operate under FareShare UK which follows UNICEF guidance not to distribute formula milk.
- Planned – Call for funding for formula milk to be considered by external advisers when allocating cost of living funding during 2025/26.

3.2.3 Build on Tall Ships to Encourage More Volunteering

During the visit members and external advisers learned that in 2023 more than 100 volunteers at AberNecessities received The King's Award for Voluntary Service for their work in supporting children living in poverty. The Convener and Vice Convener of the Anti-Poverty and Inequality Committee wish to recognise the contribution of all the volunteers working across the City. There has been a great response to the call for volunteers for Tall Ships and there was discussion about how we capitalise on this to encourage more volunteering in other areas.

Actions

- Completed – In January 2025 the Council approved a new [volunteers policy](#) which set out how any volunteering activity for Aberdeen City Council (ACC) would be managed to ensure uniformity of processes and to mitigate against any potential risks to the Council through the use of volunteers.
- Planned – Through the Tall Ships Working Group, plans are in place to ensure that the many people applying to volunteer are aware of the many other great organisations and opportunities for volunteering that exist. Over 2,400 applications have been received for around 250 volunteer roles. The selection process will be finalised in April and communications will be issued to everyone that applied providing links to the following websites:

[Volunteer Aberdeen](#)

[ACVO Volunteering Opportunities](#)

[Community Planning Aberdeen Get Involved](#)

[ABZ Works Volunteering.](#)

3.2.4 Explore Provision of Community Laundry Facilities

At the visit members of the Committee asked what more the Council could do to support communities in poverty. There was a suggestion to explore the possibility of providing community washing machines and dryer facilities in Council and ALEO buildings for people in need, as well as potential for funding de-humidifiers and heated air dryers.

Actions

- Completed – Housing has confirmed that washing machines and tumble dryers are available throughout the City in residential areas for free use by Council tenants (and owners in mixed ownership properties). Free washing facilities are also available in the Tillydrone Community Campus, as well as in other community venues across the City. New Council tenants are offered a furniture package which includes a washing machine to enable people to wash their clothes in their own home. Fuel vouchers are available from Scarf to help people manage the running costs of these.
- Planned – The Scottish Women's Budget Group (SWBG) will report to the Anti-Poverty and Inequality Committee in June on the findings of their study on the impact of poverty and gender inequality on women and their families in Aberdeen. The report will include any relevant findings and recommendations, which may include access to washing facilities, to be considered for action by the Council and partner organisations.

3.2.5 Wrap Around Support to Prevent Future Need

There was discussion between the Committee members, external advisers and AberNecessities on the importance of the Council working together with the third sector to provide wrap around support at foodbanks to help people improve their situation and negate the need for foodbanks in the future.

Actions

- Completed – In August 2024 the Anti-Poverty and Inequality Committee received a [report](#) on access to money advice and advisory services. The report included details of [agencies in Aberdeen](#) providing advice and support on benefits and money matters. This type of support is accessible from many foodbanks where advice teams are co-located. For example, CFINE's SAFE team based at Poynerook Road and the Council's Financial Inclusion Team outreach locations including Tilly Flat, Instant Neighbour and Cairncry Community Centre.
- Planned – A mapping of Council Services which support the prevention of poverty to be undertaken in order to understand the breath of support available from the Council. Engagement with members of Community Planning Aberdeen's Anti-Poverty Group and Food Poverty Action Aberdeen to follow to understand existing connections and potential opportunities for further collaboration to provide wrap around support.

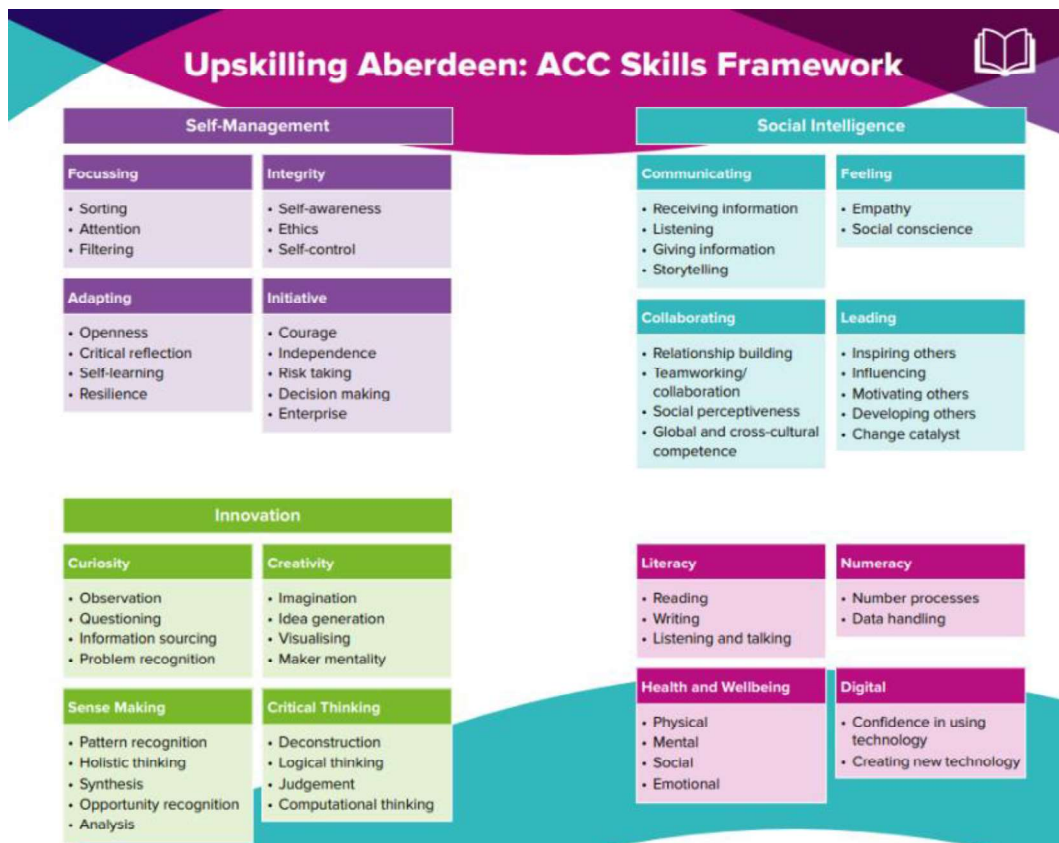
3.2.6 Life Skills for Young People

Another issue discussed during the visit was the need for a greater focus on developing life skills for young people to help break the cycle of intergenerational poverty. In particular, how can we build on the approach taken by RGU dietetic students teaching cooking skills in schools. How can more schools use students and volunteers to teach young people budgeting and life skills?

Actions

- Completed – Families and Communities have confirmed that developing life skills is a priority for each of the City's primary and secondary schools. Each of our schools seek to provide young people with opportunities to develop a foundational knowledge through P1-P7, S1-S3 and qualifications in S4-S6 to help them succeed in further learning, employment and life. Aberdeen City Schools are guided by the ACC Skills Framework in developing their curriculum but are also required to develop a unique response to their own context. For example, S1 pupils at Northfield Academy undertake a term-long project about 'Feeding a Family on a Budget' and home economics/ practical cookery is offered to S2 upwards to N5. Young people with particularly vulnerable contexts are supported to use cooking to develop these skills in tandem with communication.

All schools have a focus on reducing the poverty related attainment gap to challenge intergenerational poverty and support from external agencies and partners is welcomed.



- Completed – the Council’s Community Learning and Development Team and wider CLD partners provide a range of opportunities for children, young people and their families to develop life skills through youth work, family learning, adult learning and healthy minds. The Fairer Aberdeen Fund and Locality Planning Participatory Budgeting funds provide financial support for local projects focussed on tackling poverty and supporting improved life skills.
- Completed – An improvement project was included in the refreshed Local Outcome Improvement Plan in April 2024 to support 50 low income families in priority neighbourhoods to improve healthy eating behaviours and adopt good life choices to support healthy weight by 2026. The project is delivering confidence to cook classes across the city, teaching young people and adults how to improve their cooking skills and eat healthy on a budget. The latest project update can be viewed [here](#).

3.2.7 Data Sharing

Data sharing was identified as an essential enabler of joint working between the Council and partner agencies across the City. It was suggested that the Council explore the use of CHI (Community Health Index) numbers as a common identifier to share information and track individuals in need without breaching GDPR.

Actions

- Completed – Data and Insights has confirmed Aberdeen City Council is currently working with Public Health Scotland and NHS Grampian on a draft information sharing agreement to integrate CHI as a unique identifier into the Council’s citizen data systems (D365 Social Work, SEEMIS Education, NEC Housing). Once in place the Council will pilot the use of Public Health

Scotland's CHI Linkage and Indexing Service to maintain the updating of new CHI numbers as they are generated. Having CHI numbers within ACC citizen systems will ensure that any future data integration projects between ACC and NHS Grampian have improved data accuracy and potential to deliver more integrated adult and child protection and intervention services. However, each instance of using citizen CHI numbers within a proposed project will only progress after it has been through the proper and necessary Data Protection Impact Assessment and authorisations. The issue of matching data across partner organisations has been known for some time and is one of the many data challenges that feature in the national and policy frameworks in place to ensure public sector organisations work more closely together to deliver integrated services to citizens. This data sharing capability forms part of an ongoing national programme by COSLA's Health and Social Care Board and Scottish Government Digital Office.

3.2.8 **Maximising Funding for Communities**

The final issue discussed was how the Council and third sector can work together to explore how available funding can be extended further to support organisations to meet the highest level of demand for their services and maximise every pound to make people's lives better?

Actions

- Completed – Research and Funding is a standing item on agendas of Community Planning Aberdeen's [Anti Poverty Group](#). The group discusses opportunities to access external funding as single organisations or together on an ongoing basis. The Council's [Funding Tracker](#) produced by the External Funding Team provides details of the latest funding available and deadlines for applications. This is also published on the Community Planning Aberdeen website and shared across community networks. Further opportunities for external funding are regularly flagged to the group by representatives of the Health and Research Determinants Collaboration Aberdeen and ACVO. Success in applying for funding as well as progress being made on funded projects is tracked by the group. For example, the Council and NHS Grampian have been successful in accessing funding through the Scottish Government Child Poverty Practice Accelerator Fund.
- Completed – The Local Outcome Improvement Plan includes an aim to increase the amount of funding distributed by local funders across Aberdeen City using non-traditional methods. The [project](#) being led by ACVO encourages funders to use methods such as community commissioning and participatory budgeting. As part of the project, Aberdeen City Council is testing the use of PB in the City's priority neighbourhoods. [UDecide](#) invites communities to both apply and vote on how £20k per locality is spent to support delivery of the locality plan priorities in the priority neighbourhoods. The results of the voting will be announced on Friday 7 March 2025.
- Planned – Linked to the mapping exercise mentioned at para 3.2.5, a single list of organisations funded by Council Services to alleviate poverty will be created to demonstrate the support available to communities from the Council.

3.2.9 See Appendix 1 for full overview of the visit.

4. FINANCIAL IMPLICATIONS

- 4.1 There are no direct financial implications arising from the recommendation in this report.

5. LEGAL IMPLICATIONS

- 5.1 There are no direct legal implications arising from the recommendations in this report.

6. ENVIRONMENTAL IMPLICATIONS

- 6.1 There are no environmental implications arising from this report.

7. RISK

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
Strategic Risk	None	None	L	Yes
Compliance	None	None	L	Yes
Operational	None	None	L	Yes
Financial	None	None	L	Yes
Reputational	None	None	L	Yes
Environment / Climate	None	None	L	Yes

8. OUTCOMES

Council Delivery Plan 2024	
	Impact of Report
Aberdeen City Council Policy Statement Working in Partnership for Aberdeen	<ul style="list-style-type: none"> There is no proposal in this report
Local Outcome Improvement Plan	
Prosperous Economy Stretch Outcomes	There is no proposal in this report
Prosperous People Stretch Outcomes	There is no proposal in this report

9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	No assessment required. I confirm this has been discussed and agreed with Andy MacDonald, Executive Director of Corporate Services on 18 Feb 2025.
Data Protection Impact Assessment	Not required.
Other	N/A

10. BACKGROUND PAPERS

10.1 N/A

11. APPENDICES

Appendix 1 Overview of Visit to AberNecessities

12. REPORT AUTHOR CONTACT DETAILS

Name	Michelle Crombie
Title	Community Planning Manager
Email Address	mcrombie@aberdeencity.gov.uk



Anti-Poverty and Inequality Committee

Visit to AberNecessities



AberNecessities

Grove House, Howe Moss Road, Dyce AB21 0ER

Date: 29 January 2025

Attending:

Councillor Allard

Councillor Bouse

Councillor Hutchison

Susan Cheyne (Substituting for Sophy Green, External Adviser)

Kerry Gavin, External Adviser

Donna Hutchison, External Adviser

Michelle Crombie, Aberdeen City Council

Susan Thoms, Aberdeen City Council

Karen Orchard, Aberdeen City Council

Time	Description
10.00am	<p>Welcome</p> <p>Committee members were welcomed at AberNecessities HQ by Danii Fletcher-Horn and Michelle Herd.</p> <p>Danii Flecher-Horn, Founder of AberNecessities has a background as a specialist early intervention teacher working with a broad range of services to help children with additional support needs, dealing with difficult home circumstances and childhood trauma.</p> <p>Michelle Herd, Co-Founder has worked in the third sector for many years and understands the level of need and demand that exists for basic items for children and families . Also the power and impact that communities can have when they come together to ensure children grow up with the things that they should have.</p>
10.15am	<p>Presentation and Discussion</p> <p>The Committee received a verbal presentation about AberNecessities and how it is supporting disadvantaged families across Aberdeen to access the basic essentials they need.</p> <p><u>About AberNecessities</u></p> <ul style="list-style-type: none">• AberNecessities has been a charity since March 2019.• The founder was inspired to start the charity after seeing children arrive at school without adequate clothing and shoes.• AberNecessities recognises the importance of meeting the basic needs of a child in order to give them the best start possible.• The charity provides disadvantaged families with everyday essentials including maternity bundles for mother and baby, nappies, formula milk, clothing, toys and equipment for children aged 0-18 years.

- They operate on a referral basis, accepting applications from a network of professionals across the health, social care and education systems.
- AberNecessities works with the professionals that are best placed to meet the emotional support needs of the families they are in contact with, whilst the charity can provide access to the physical items they need.
- The referral system allows AberNecessities to distribute items fairly and efficiently to the families that need help most.
- Since launched they have supported over 18,000 children, distributing hundreds of thousands of items to families and children across Aberdeen and Aberdeenshire.

Services Provided

Access to pre-loved and purchased items

- Everyday essentials. For example, coats, clothes, underwear, shoes, trainers and wellies to enable children to go out to play in all weather.
- Cots and cot beds.
- Prams to enable families go out and explore, go to the park and spend time together and in their local community.
- Books, toys, fancy dress clothes. Books help build good bedtime routines and relationships between child and parents/ care giver. Fancy dress costumes fire up children's imagination and help young people take part in activities with their peers. E.g. Halloween.
- Maternity bundles for new mums.
- Fresh start packs for women fleeing domestic abuse. For example, kettles, toaster, microwaves, hoovers (all electrics safety checked), toiletries, clothes for children etc. Families fleeing are asked if the child has a favourite toy they have had to leave so this can be replaced.
- Cleaning equipment.
- Bundles for young people coming back from care.
- Bundles for school trips – funding can be available for disadvantaged children to go on school trips, but families are often unable to afford the list of items they need to take.
- Items for older children/ teens – period products, branded items, fake tan. Things that make children and young people feel like they fit in with their peers.
- Neurodiverse items – Weighted blankets, pee pods etc. Childhood trauma can cause bedwetting which can add to a child's trauma, especially in kinship.
- Birthday celebrations – includes birthday card, gifts and cake for parents to give to their children to make special memories possible. Referral form includes a section on child's likes/ dislikes so gifts can be personalised.
- Christmas gifts – [believe in magic campaign](#).



'It all looks like clothes, but it's not. It's opportunities'
Dannii Fletcher-Horn, Founder

Formula Milk

- AberNecessities has campaigned and done a lot of work around access to formula milk which is very poor in this country.
- There is no funding available from the Scottish Government (SG) for formula milk, although SG funded cash first initiatives can support access indirectly.
- AberNecessities rely on fundraising, corporate sponsorship and donations to be able to offer families direct access to formula milk.
- [UNICEF guidelines](#) stop and hinder a lot of foodbanks from providing formula milk as there is a misconception that it is illegal to provide infant formula milk direct to families.
- Some parents/ carers unable to afford formula milk are turning to unsafe measures to feed their babies. For example, buying half used tubs of formula milk being sold online which is creating a black market for formula milk.
- AberNecessities is one of only 3 places in Scotland where families can access formula milk for free as well as providing bottle cleaning equipment.
- They work closely with a charity called [Feed](#) which is run by doctors. Together, AberNecessities and Feed have been doing a lot of work to get the message out that there is an alternative to UNICEF guidelines.
- Feed has developed [guidance](#) for safe and dignified provision of infant formula directly to families who need it, which is now included in SG Toolkit.
- There needs to be a call to the SG for the same level of investment in providing free formula milk as there is for free period products to prevent child poverty.
- How can the Council help promote that it is not illegal to provide formula milk. Can the Council be the first to publicly fund formula milk?
- AberNecessities was recently approached by a film maker in London who had heard about the issues with formula milk and created a video to capture how difficult life can be when you can't afford to feed your child. This was shown to Committee members.

'Milk' produced by Sarah Miller

Film synopsis: A mother's toddler is found playing with formula milk to feed her dolls, leaving no milk left for the baby. The baby won't latch on. Mum gets the children ready to go to the local shop to buy more but the formula milk is being held behind the counter and charged at an inflated cost of £16. Mum doesn't have enough money, and the local shop owner won't accept vouchers or any other form of payment. Mum has to walk to a supermarket further away with baby and toddler in a buggy. But when there, she is still unable to afford the cost of the milk. Mum asks her toddler to play hide and seek whilst she removes the security tag from a carton of formula and puts it in her buggy. When she is finished, she can't find her toddler. Eventually she finds her toddler with a member of staff who spots the formula milk in the buggy with the security tag removed. Mum gets taken into a room by the member of staff. Mum explains she can't afford to feed her baby. The member of staff shows no compassion, saying everyone has bills and suggests the mother joins a breastfeeding support group. The member of staff goes on to threaten to phone social services. Mum leaves the store and is followed out by another member of staff who tells her she has forgotten something. The lady hands mum a carton of formula milk. Mum is shown being able to feed her baby when she gets home due to the act of kindness.

Working in partnership

Public, Private and Third Sector

- Life as a parent can be isolated. Particularly where relationships have broken down and the parents don't have access to family advice and practical support, like hand me downs.
- AberNecessities aim to work with public, private and third sector organisations to provide families in need with a holistic package of emotional and practical support.
- AberNecessities receive referrals from social work, health visitors, schools and other partner organisations. For example, social work might request a package of essentials for children going into foster care or a family fleeing domestic abuse to make the process less traumatic. AberNecessities has also ordered sensory packs for social work to use in classes for new dads.
- The referral process flags emergency situations. AberNecessities are ready to respond to crisis calls from social work. Staff and volunteers can be deployed to prepare packages quickly for delivery within the hour.
- Families can contact AberNecessities direct, but it is preferred that referrals come through social work, health visitor, a school or another partner to ensure support goes to those most in need.
- A survey conducted with social work staff found that they were able to build trust and better relationships with the families they were working with when they were also able to help alleviate immediate pressures by offering the everyday essentials provided by AberNecessities.
- Presented as gifts rather than charity, professional staff can also share moments of joy with families going through a difficult time. Each child is given their own bag to give sense of ownership. One child loved their new tee shirt from the 'the bag' delivered by AberNecessities.
- AberNecessities put as much thought into bags as possible depending on the situation. Where information has not been provided in the referral form the charity will phone the family to find out how it can be personalised. Where circumstances make it difficult to be personal, they provide at least choice.



- AberNecessities raise awareness of their services with other charities to encourage referrals and prevent duplication. For example, CFINE and Instant Neighbour regularly make referrals to the charity.
- AberNecessities are supported by businesses, organisations and communities through donations of money, items and the charity's Amazon Wish List.

Volunteering

- Volunteers play a crucial role at AberNecessities and opportunities range from sorting donations, delivering items directly to families, washing donated clothes and fundraising.
- National stats show that there can be a difficulty with retaining volunteers, however this is not an issue for AberNecessities. Many of the volunteers are people that have been helped in the past and wish to give back to the charity.
- In 2023 more than 100 volunteers at AberNecessities received The King's Award for Voluntary Service for their work in supporting children living in poverty. The King's Award is the highest award a local voluntary group can receive in the UK and is equivalent to an MBE.
- Corporates are more often seeking to support charities through staff volunteering rather than making money donations. However, this comes at a cost to the charity hosting them. Therefore, AberNecessities charge corporate organisations for volunteering. This is in line with the approach taken by other charities such as Cyrenians.
- Now is an opportune time to encourage volunteering as SG continues to provide free PVG checks for volunteers.
- How do we build on the response to the call for volunteers for Tall Ships?
- Local data provided by ACVO confirms there is a very active community of people wishing to give back in Aberdeen. How do we strengthen the pathway through ACVO.
- How do we use volunteering as an opportunity to engage people with NRPF and to offer work experience/ an employability pipeline?

What more can the Council do to tackle and prevent poverty?**Community Washing Machines and Dryers**

- Could the Council provide facilities for people in need to wash and dry their clothes? For example, at schools or Sport Aberdeen venues?
- Cyrenians and Instant Neighbour provide their service users access to washing machines and dryers but there is wider demand for these types of facilities.
- Community washing machines would also help people with their energy costs.
- Funding for de-humidifiers and heated air dryers would also go some way to support people with drying clothes in their house which can cause damp and asthma.

Prevent Food Banks Being Normalised

- Whilst foodbanks are still needed there should be a focus on wrap around support services.
- More children are going to foodbanks with their parents which is normalising foodbanks for future generations.
- During Covid AberNecessities participated in a foodbank in Tullos Primary School. They created a small area for children where they could hear a story from a PSA. We need to protect children from the fact that they are going to a foodbank and instead make it about the story or the activity.
- We need to stop reliance on food banks and ensure it is not the norm that people use them now and in the future.

	<ul style="list-style-type: none"> • There should be an expectation that where people are accessing support, they also engage with relevant support services so they can improve their situation. • Softer conversations can be had by third sector partners to re-engage people with services. E.g. Housing, social work, alcohol and drugs services etc. • In the main, most people are very grateful for the support they receive. However, charities are also witnessing a level of entitlement from some service users who can act aggressively when their expectations are not met and there is a need to challenge this behaviour too. <p>Greater Focus on Life Skills for Young People</p> <ul style="list-style-type: none"> • Young people need to learn cooking and budgeting skills. • RGU dietetic students working in schools with P7s to make a meal for £5 and sent home with a recipe card and ingredients to make the meal again at home. How do we build on that? More than just cooking. Teaching budgeting and life skills. • Many schools have no cooking facilities and don't teach domestic skills or home economics. If schools are not focussing on life skills, then it will lead to future challenges. • In her previous teaching role, AberNecessities Founder Danii would take children on trips to the supermarket to learn how to budget but schools are no longer doing this. Can we use students or volunteers to do this instead? • Life skills are essential to avoid people building up debt on credit cards etc. • Frank conversations are needed with young people to avoid reliance on the state which can be intergenerational in some families. • There is data on the causes of homelessness. E.g. fleeing domestic violence. Is there also data on the causes of poverty? For example a life event such as the cost of living or if poverty is intergenerational? There is a need to break the cycle of intergenerational poverty. • Some young people are desperate to turn 16 so they can leave home and get a house. But that won't necessarily solve their problems. • They need to be equipped with the skills to manage life as an adult. <p>Data sharing across the City</p> <ul style="list-style-type: none"> • Support better data sharing across the City to improve understanding of poverty dynamics and enable effective, targeted interventions across partners. • Unlikely to be able to have one system but could use a common identifier to track individuals without breaching GDPR. • Each person in Scotland has a unique CHI (Community Health Index) number, as it is mandatory for all patients registered with the NHS. This number could be the common identifier and could be used by social work to advance child protection systems. Why can't we all access a person's CHI number, so we know what support has been received? • The voluntary sector is supporting the Council to fulfil its statutory duty of care. Sharing data strengthens joint working between public and third sector. For example, through the Timmermarket Clinic individuals have been identified for multi-agency wrap around support by the Alcohol and Drugs Partnership.
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	<p>Community Funding</p> <ul style="list-style-type: none"> • Better understanding needed of how much it costs community organisations to deliver the services they are providing to alleviate poverty and how much fundraising that requires. • Salaries need to be paid to deliver the work. Last year the Anti-Poverty and Inequality Committee agreed to avoid funding new posts through the Cost of Living Fund. • Agreement that we should avoid employing lots of people when it is not financially viable. But there is a middle ground. A small number of staff may still need funded. • It is not just the Council but also other public funders that are limiting payment of overheads. On the other hand, Corporates don't. They trust third sector organisations. Why can't public funders do that? • The Council's external funding team does a brilliant job of raising awareness of opportunities. There is an awash of money in certain sectors. For example, fuel poverty funding from SSEN , Energy Redress Fund. Victim Support Fund can also be accessed. • Given there is a diminishing pot for the Council, how do we make sure that the things being funded by the Council cannot be funded elsewhere? If organisations are coming to the Council for money they should have exhausted all other options? • How can we work together to explore how available funding can be extended further to support more organisations in their work and maximise every pound to make people's lives better? • Aberdeen City Council and the Aberdeen City Health and Social Care Partnership uses the tiers of prevention as part of their budget setting process. Investing in the future workforce is key to prevention. • This includes the third sector workforce. The third sector can be more agile than the public sector as there is less red tape. There is a need to consider who can deliver the best service. For example, is the third sector best placed to provide financial inclusion services? • Public and third sector is not able to keep up with the demand for support for people with NRPF and many services are not available to international students. • What support are the Universities giving to these students to ensure they are supported and not presenting at crisis support services. • Migration to the City is welcome. How do we manage expectations of the reality as well as the dream for incoming families? How does the City meet their needs if they are not prioritised for public support?
12.00	<p>Tour of AberNecessities HQ</p> <p>The visit ended with a tour around the building and storage areas which provided an opportunity for committee members to hear more from the Founder and Co-Founder, as well as a chance to chat with volunteers.</p>

Issues Raised

- Support from the Council is needed to raise awareness that providing formula milk direct to families is not illegal and promote FeedUK guidance for foodbanks. Also a call for funding by the Council and Scottish Government for free formula milk to prevent child poverty.
- The Convener and Vice Convener of the Anti-Poverty and Inequality Committee wish to recognise the contribution of volunteers at AberNecessities and those working across the City. There has been a great response to the call for volunteers for Tall Ships. How can we capitalise on this to encourage volunteering in other areas?
- Explore possibility of providing community washing machines and dryer facilities in Council and ALEO buildings for people in need, as well as funding for de-humidifiers and heated air dryers.
- Work together with the third sector to provide wrap around support at foodbanks to help people improve their situation longer term.
- Need for a greater focus on developing life skills for young people to help break the cycle of intergenerational poverty. How can we build on the approach taken by RGU dietetic students teaching cooking skills in schools. How can more schools use students and volunteers to teach young people budgeting and life skills?
- Explore use of CHI (Community Health Index) number as a common identifier to share information and track individuals in need without breaching GDPR.
- How can we work together to explore how available funding can be extended further to support organisations to meet the highest level of demand for their services and maximise every pound to make people's lives better?



Cross-party elected members volunteering with AberNecessities for their Believe in Magic campaign December 24.

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