

Public Document Pack



To: All Members of the Council

Town House,
ABERDEEN, 12 August 2025

COUNCIL

The Members of the **COUNCIL** are requested to meet in Council Chamber - Town House on **WEDNESDAY, 20 AUGUST 2025 at 10.30am**. This is a hybrid meeting therefore Members may also attend remotely.

JENNI LAWSON
CHIEF OFFICER - GOVERNANCE

B U S I N E S S

ADMISSION OF BURGESSES

1.1 Admission of Burgesses

NOTIFICATION OF URGENT BUSINESS

2.1 No urgent business at this stage

DETERMINATION OF EXEMPT BUSINESS

3.1 No exempt business at this stage

DECLARATIONS OF INTEREST AND TRANSPARENCY STATEMENTS

- 4.1 Declarations of interest and transparency statements

DEPUTATIONS

- 5.1 Deputation requests

MINUTES OF PREVIOUS MEETINGS OF COUNCIL

- 6.1 Minute of Meeting of Aberdeen City Council of 2 July 2025 - for approval (Pages 7 - 24)
- 6.2 Minute of Meeting of Urgent Business Committee of 26 June 2025 - for approval (Pages 25 - 28)

REFERRALS FROM COMMITTEES

- 7.1 No referrals at this stage

BUSINESS PLANNER AND OTHER MINUTES

- 8.1 Council Business Planner (Pages 29 - 30)

GENERAL BUSINESS

- 9.1 Performance Management Framework Refresh 2025/26 - CORS/25/189 (Pages 31 - 58)
- 9.2 Council Diary 2026 - CORS/25/190 (Pages 59 - 74)

NOTICES OF MOTION

10.1 Notice of Motion by Councillor Nicoll

That Council:

1. Notes with concern the Energy from Waste facility (NESS) operated on behalf of Aberdeen City Council in partnership with Aberdeenshire Council and Moray Council has recently had to shut down out with the planned maintenance programme.
2. Notes that this shut down, while an operational matter, was not reported to elected members and that the situation came into the public domain via social media.
3. Notes that the Aberdeen City Council, 2024/25 Annual Audit Report prepared by Audit Scotland and passed by an Urgent Business Committee on 26 June 2025 with less than 2.5 hours notice, of the circa 266 pages in the business papers, made a clear recommendation in the section Best Value at Recommendation 4,
“It would be more transparent if criteria were developed to provide a framework for officers in considering the circumstances when consultation and/or a report to elected members would be appropriate in respect of delegated matters deemed to be politically sensitive.”
4. Considers that issues affecting the operation and maintenance of the Energy from Waste facility are matters of considerable public interest and to the elected members of Aberdeen City Council and agrees all material or major issues affecting the operation and maintenance of the plant should be shared with elected members timeously, subject to the Council's contractual confidentiality obligations.
5. Instructs the Chief Officer - Operations to bring a report, to be shared with all elected members, to the 18 November 2025 meeting of the Net Zero, Environment and Transport Committee detailing all occasions when the unscheduled shut downs of the facility have taken place and the amount of Aberdeen City Council's waste which has been diverted to alternative disposal facilities. Further to provide an estimate of the carbon footprint such shut downs incur with details of the additional road miles incurred to dispose of all such waste in landfill or alternative disposal facilities.
6. Instruct the Chief Officer - Operations to also advise of the risk to Aberdeen City Council should this facility become non operational for any reason, together with any lessons learned to mitigate any future disruption and report the outcome to the 27 November 2025 meeting of the Audit, Risk and Scrutiny Committee.
7. Instruct the Chief Officer, - Operations to report to the 18 November 2025 meeting of the Net Zero, Environment and Transport Committee, the details of the loss of any revenue attributable to the shut down as well as any additional costs incurred by Aberdeen City Council in providing replacement energy normally supplied by the plant.

10.2 Notice of Motion by Councillor Kuszniir (Pages 75 - 76)

That the Council:

1. Notes the continued persistent pavement weed growth across Torry/Ferryhill, as per Appendix A below, despite the biannual weed spraying carried out by Council contractors.
2. Believes that this persistent weed growth is unsightly and does not represent best value for Aberdeen taxpayers.
3. Acknowledges that the Council's contractor currently sprays a solution of acetic acid (i.e. vinegar) and alcohol in May and September each year, which is wilting the weeds and some die but sees perennial and persistent weeds regrowing.
4. Believes that the current contract does not reflect best value, as the existing treatment appears ineffective - evidenced by the presence of knee-height weeds and persistent weed growth throughout Torry/Ferryhill.
5. Instructs the Chief Officer - Operations to work with the current contractor to explore options within the scope of the contract for more effective weed control that will significantly reduce weed growth.
6. Further instructs that, should it not prove possible to implement a more effective treatment under this contract, the contract be allowed to expire at its natural end date and the Chief Officer - Operations procure a new contract which can deliver a solution that is more effective and provide best value for the good people of Aberdeen.
7. Agrees that any additional costs associated with a revised weed control approach be met from the Common Good.

[Appendix A at pages 75 and 76 of the agenda]

10.3 Notice of Motion by Councillor Nicoll

That Council:

1. Notes that Burnbutts Crescent, Cove, Aberdeen, is a cul-de-sac providing access to over 36 dwellings and around a dozen lock up style garages. The road is adopted and maintained by Aberdeen City Council.
2. Notes that in 2024, severe flooding in the street resulted in damage to the road surface that necessitated an area being completely resurfaced. The cause of the flooding was reported as contributed to by a blocked culvert under the main Aberdeen to Dundee railway line.
3. Understands the culvert is the responsibility of Network Rail and that water draining from the roadway from Burnbutts Crescent empties into the culvert.
4. Notes during May, June and July 2025, weather has again caused Burnbutts Crescent to experience severe flooding impacting householders' property including cars and the aforementioned lock up garages.
5. Notes that the north end of Burnbutts Crescent is a private lane with bollards to restrict vehicular access.
6. Instructs the Chief Officer - Operations to work with Network Rail to establish the likely timeline for any remedial works to be undertaken to resolve this issue; and in the meantime instructs that Chief Officer to consider what options or measures can be put in place to allow residents to mitigate the effects of the flooding on their property and to report the results to the Net Zero, Environment and Transport Committee in early course.

10.4 Notice of Motion by Councillor Tissera

Council -

Notes the growing support for grassroots and professional Women's football right across the United Kingdom.

Congratulates England on successfully defending and winning UEFA Women's EURO 2025 and congratulates Wales for their efforts in the group stages.

Agree these successes are a catalyst for woman empowerment noting Women in Aberdeen, football fans or otherwise, can look at the Lionesses' success as breaking barriers in what was once seen as a Men's game only.

Instruct the Chief Executive, following consultation with Aberdeen Football Club and/or Cove Rangers Football Club and provided they are in agreement, to write to the President of the Scottish Football Association asking them to consider holding a Women's International Football Match in Aberdeen to allow aspiring girls and ladies to watch our national team in the granite city rather than having to travel to Dundee, Edinburgh or Glasgow.

EXEMPT / CONFIDENTIAL BUSINESS

11.1 No exempt/confidential business at this stage

Website Address: www.aberdeencity.gov.uk

Should you require any further information about this agenda, please contact Martyn Orchard, tel 01224 067598 or morchard@aberdeencity.gov.uk

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ABERDEEN CITY COUNCIL

Town House,
ABERDEEN, 2 July 2025

MINUTE OF MEETING OF ABERDEEN CITY COUNCIL

Sederunt:

Lord Provost David Cameron, Chairperson;
Depute Provost Steve Delaney; and

COUNCILLORS

GILLIAN AL-SAMARAI
NURUL HOQUE ALI
CHRISTIAN ALLARD
ALISON ALPHONSE
KATE BLAKE
JENNIFER BONSELL
MARIE BOULTON
RICHARD BROOKS
DESMOND BUCHANAN
HAZEL CAMERON
DONNA CLARK
JOHN COOKE
NEIL COPLAND
WILLIAM CORMIE
BARNEY CROCKETT
SARAH CROSS
DEREK DAVIDSON
LEE FAIRFULL
EMMA FARQUHAR
GORDON GRAHAM
ROSS GRANT
MARTIN GREIG

DELL HENRICKSON
RYAN HOUGHTON
MICHAEL HUTCHISON
MICHAEL KUSZNIR
GRAEME LAWRENCE
SANDRA MACDONALD
NEIL MacGREGOR
ALEXANDER McLELLAN
KEN McLEOD
CIARAN McRAE
M. TAUQEER MALIK
DUNCAN MASSEY
JESSICA MENNIE
ALEX NICOLL
MIRANDA RADLEY
KAIRIN VAN SWEEDEN
LYNN THOMSON
DEENA TISSERA
SIMON WATSON
and
IAN YUILL

Lord Provost David Cameron, in the Chair.

The agenda and reports associated with this minute can be found [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.

Council Meeting, Wednesday, 2 July 2025

DETERMINATION OF EXEMPT BUSINESS

1. Councillor Watson moved as a procedural motion, seconded by Councillor Tissera:-

That the Council consider item 11.1 (Energy Transition Zone - Land at St Fittick's Park & Doonies) in public.

On a division, there voted:-

For the procedural motion (21) - Councillors Ali, Blake, Bonsell, Boulton, Brooks, Crockett, Cross, Farquhar, Graham, Grant, Houghton, Kuszniir, Lawrence, Macdonald, McLeod, Malik, Massey, Nicoll, Thomson, Tissera and Watson.

Against the procedural motion (23) - Lord Provost; Depute Provost; and Councillors Al-Samarai, Allard, Alphonse, Buchanan, Hazel Cameron, Clark, Cooke, Copland, Cormie, Davidson, Fairfull, Greig, Henrickson, Hutchison, MacGregor, McLellan, McRae, Mennie, Radley, van Sweeden and Yuill.

The Council resolved:-

- (i) to reject the procedural motion; and
- (ii) in terms of Section 50A(4) of the Local Government (Scotland) Act 1973, to exclude the press and public from the meeting during consideration of item 11.1 so as to avoid disclosure of exempt information of the class described in paragraph 9 of Schedule 7A of the Act.

DECLARATIONS OF INTEREST AND TRANSPARENCY STATEMENTS

2. Councillor McRae advised that he had a connection in relation to item 9.5 (Community Planning Aberdeen Annual Outcome Improvement Report 2024/25 and Locality Plan Annual Reports for North, South and Central 2024/25) as a member of the Scottish Ambulance Service Naloxone Working Group in Aberdeen, however having applied the objective test he did not consider that he had an interest and would not be withdrawing from the meeting.

Councillor Yuill advised that he had a connection in relation items 9.4 (Aberdeen City Population Needs Assessment 2025) and 9.5 as the Council's appointed member of the Board of NHS Grampian, however having applied the objective test he did not consider that he had an interest and would not be withdrawing from the meeting.

Councillors Fairfull, Greig and Henrickson advised that they had a connection in relation to item 10.1 (Notice of Motion by Councillor Boulton) by reason of being Council appointed members of the Board of Aberdeen Performing Arts, however having applied the objective test they did not consider that they had an interest and would not be withdrawing from the meeting.

Councillor Houghton advised that he had a connection in relation to item 9.4 by reason of his wife being a doctor employed by NHS Grampian, however having applied the objective test he did not consider that he had an interest and would not be withdrawing from the meeting.

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Councillor Grant advised that he had a connection in relation to item 10.6 (Notice of Motion by Councillor Bonsell) by reason of his employment by Aberdeen Inspired and specifically his role of Project Manager for NuArt, however having applied the objective test he did not consider that he had an interest and would not be withdrawing from the meeting.

Councillors Cooke, Greig and Malik advised that they had a connection in relation items 9.4 and 9.5 as members of the Integration Joint Board, however having applied the objective test they did not consider that they had an interest and would not be withdrawing from the meeting.

Councillor Thomson advised that she had a connection in relation to items 9.4 and 9.5 by reason of her employment by NHS Grampian, however having applied the objective test she did not consider that she had an interest and would not be withdrawing from the meeting.

Councillor Fairfull advised that she had connections in relation to items 9.4 and 9.5 as a member of the Integration Joint Board and by reason of close family members working for NHS Grampian, however having applied the objective test she did not consider that she had an interest and would not be withdrawing from the meeting.

DEPUTATIONS

3. (A) The Council received a deputation from Dr Ishbel Shand in relation to agenda item 11.1 - Energy Transition Zone - Land at St Fittick's Park & Doonies - CFS/25/171.

Dr Shand noted that she was speaking at a disadvantage given that the report was not available to the public and the Council was using paragraph 9 of the Local Government (Scotland) Act 1973 as the reason to exclude the press and public. She feared the report would be nodded through on party political lines and the public would have to resort to Freedom of Information and legal action to find out what happened.

Dr Shand emphasised that elected members had the power, not the Port of Aberdeen, Opportunity North East or Sir Ian Wood. She did not believe that the appropriation of Torry's green spaces was about combating climate change, creating jobs, benefitting deprived communities or enhancing the biodiversity of a public park; she felt it was a clumsy attempt at "putting lipstick on a pig".

Dr Shand provided an overview of the history in relation to the matter, with a perceived shifting narrative from providing economic growth to responding to a climate emergency - however the end result was still the same, a land grab. Dr Shand believed that the Port of Aberdeen and ETZ Ltd had persuaded the Council that sacrificing Torry's green spaces would make Aberdeen the energy capital of Europe, however nobody was champing at the bit to build factories and industrial units on the land in question. She added that the harsh reality was that while other ports in Scotland, like Invergordon and Leith, were preparing for the future, Aberdeen had been desperately trying to maintain the status quo.

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Dr Shand highlighted that the city had a lot of highly educated people and they should be involved in the process. She believed that the current plan was scientifically illiterate and depended on massive public subsidies, and that poor outcomes had resulted from a lack of democracy in Aberdeen. Dr Shand emphasised that public scrutiny had been denied and the people responsible had not been held accountable and today's discussion looked to perpetuate that pattern.

Dr Shand asked the Council to instil its legal team to put in place stringent and enforceable legal protections to protect the public interest and the public purse from exploitation from private interest, and that the officer report and any decisions taken today be made public.

At this juncture, Councillor Allard advised that he had a connection by virtue of being the Council appointed member of the Board of Opportunity North East, however having applied the objective test he did not consider that he had an interest and would not be withdrawing from the meeting.

The Council asked questions of Dr Shand and thanked her for her deputation.

(B) The Council next received a deputation from Richard Caie, also in relation to agenda item 11.1

Mr Caie advised that he was a resident of Torry, he was retired but volunteered as a walk leader of Social Walks in Torry - they walked every Friday morning around the bay and St Fittick's Park in particular. He added that it was a beautiful area, with a number of paths and trails and it was teeming with wildlife - the thought of the area being concreted over was absolutely terrible.

Mr Caie stated that the group had recently met with a group of indigenous people from Peru, known as Wampis, who had been touring the UK. They had lunch with them and walked round the park together and realised that they shared a great deal of commonality - the Wampis' forests were being destroyed by miners, road infrastructure was being built and so on. He noted the similarities with St Fittick's Park in terms of outside interests and land being offered up to big business ahead of the interests of the local community.

Mr Caie advised that the Council had recently published a report which outlined the benefits of green spaces - it was well known that green spaces provided tremendous benefits to people in terms of health and wellbeing. He noted that three-quarters of the respondents to the report asked for parks to be more wild, not manicured spaces such as Duthie Park. He emphasised that St Fittick's Park was a wild space, however it was only 10 minutes from the city centre and he believed no other city would industrialise such a space. Mr Caie considered that the city had enough industrial space already, some of which was currently lying empty. He noted that things were done to Torry; not with Torry.

Mr Caie highlighted that elected members were in charge of planning - the new harbour had been planned for many years, however only now were efforts being made to improve the Coast Road, although even more heavy goods vehicles would be going

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through Torry due to works at the railway bridge. He concluded that it was not too late for the Council to change its mind about leasing St Fittick's Park - areas being removed from the Local Development Plan was not without precedent. He invited elected members to visit the area and join one of the weekly walks.

At this juncture, Councillor Yuill advised that he had a connection by virtue of being a distant relative of Mr Caie, however having applied the objective test he did not consider that he had an interest and would not be withdrawing from the meeting.

The Council asked questions of Mr Caie and thanked him for his deputation.

(C) Lastly, the Council received a deputation from Scott Herrett, also in relation to agenda item 11.1.

Mr Herrett advised that he lived and worked in Torry as a Just Transition Organiser for Friends of the Earth Scotland, and his role was to make sure communities were at the heart of decision making, particularly in Aberdeen away from the oil and gas industry.

Mr Herrett stated that he did not know what he was speaking to given that there was a shroud of secrecy surrounding the report. He referred to the vote at the start of the meeting and could not understand why it appeared to be along party political lines and questioned the motivations of elected members. He stressed that any decision about St Fittick's Park should be made in public - there was no consent to the proposals in Torry and he considered that the very foundations of democracy had been eroded.

Mr Herrett emphasised that the proposals were completely unsuitable for the space at St Fittick's Park, particularly with regard to flooding, and questioned whether there was any evidence regarding jobs and how they would be delivered - he noted that there was certainly no evidence in the public realm.

Mr Herrett concluded by reading a poem about St Fittick's Park which had been composed by a writer following interviews with a number of people involved in the campaign.

At this juncture, Councillors Yuill and Thomson advised that they had a connection by reason of their membership of Friends of the Earth Scotland, however having applied the objective test they did not consider that they had an interest and would not be withdrawing from the meeting.

Councillor Blake advised that she had a connection as a member and volunteer with Aberdeen Climate Action, however having applied the objective test she did not consider that she had an interest and would not be withdrawing from the meeting.

The Council asked questions of Mr Herrett and thanked him for his deputation.

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MINUTE OF MEETING OF ABERDEEN CITY COUNCIL OF 16 APRIL 2025

4. The Council had before it the minute of meeting of Aberdeen City Council of 16 April 2025.

The Council resolved:-
to approve the minute.

MINUTE OF RECONVENED MEETING OF ABERDEEN CITY COUNCIL OF 28 APRIL 2025

5. The Council had before it the minute of the reconvened meeting of Aberdeen City Council of 28 April 2025.

The Council resolved:-
to approve the minute.

MINUTE OF SPECIAL MEETING OF ABERDEEN CITY COUNCIL OF 28 APRIL 2025

6. The Council had before it the minute of the special meeting of Aberdeen City Council of 28 April 2025.

The Council resolved:-
to approve the minute.

MINUTE OF SPECIAL MEETING OF ABERDEEN CITY COUNCIL OF 12 JUNE 2025

7. The Council had before it the minute of the special meeting of Aberdeen City Council of 12 June 2025.

The Council resolved:-
to approve the minute subject to noting:-

- that prior to Councillor McLellan moving a procedural motion in terms of Standing Order 31.1, the Lord Provost had indicated that Councillor Brooks was next on his list of speakers in terms of debate, however Councillor Brooks was unable to speak as a result of the procedural motion having been moved and adopted; and
- that in relation to dissent being recorded after the substantive vote, that the Lord Provost had ended the meeting and therefore dissent could not be recorded.

COUNCIL BUSINESS PLANNER

8. The Council had before it the business planner as prepared by the Chief Officer - Governance.

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The Council resolved:-

- (i) to note that the Chief Officer - Strategic Place Planning would check, in terms of item 25 - Revised Council Climate Change Plan, whether the new Framework for Local Authorities Climate Change Plans had been published by Environmental Standards Scotland and when the report would be submitted to Council, and provide an update to Members accordingly; and
- (ii) to otherwise note the business planner.

ABERDEEN LOCAL DEVELOPMENT PLAN - EVIDENCE REPORT - CR&E/25/165

9. The Council had before it a report by the Chief Officer - Strategic Place Planning which informed of the work undertaken to prepare the Evidence Report for the Local Development Plan 2028, and requested approval to send the Evidence Report to Scottish Ministers for consideration through the Gate Check process.

The report recommended:-

that the Council -

- (a) instruct the Chief Officer - Strategic Place Planning to submit the Evidence Report (Appendix 1), and appropriate supporting documentation, to Scottish Ministers, subject to any necessary minor drafting changes to satisfy the requirements of the Gate Check process;
- (b) note the outcome of the engagement undertaken on the Evidence Report Topic Papers and, in particular, the areas of agreement and the remaining disputes, as summarised in paragraphs 3.10 to 3.12 of the report and Sections 5 and 7 of Appendix 1;
- (c) instruct the Chief Officer - Strategic Place Planning to publish the Evidence Report (Appendix 1) and other technical background documents (subject to any necessary minor drafting changes) (Appendices 2 to 4) which would support the development of the Proposed Local Development Plan on the Council's website as soon as practicable;
- (d) noting the content of Appendix 4 - Play Sufficiency Assessment, and recognising that play is not only important to children, but to well-being throughout life, instruct the Chief Executive to refresh the existing Aberdeen Play Strategy 2018 to better emphasise the importance of play from birth to old age, and refer the draft objectives of the refreshed strategy to the 2026/27 budget setting process, alongside any other relevant information on open space provision;
- (e) authorise the Chief Officer - Strategic Place Planning to respond to any requests for further information or clarification issued by the Planning and Environmental Appeals Division of the Scottish Government during the course of the Gate Check; and
- (f) authorise the Chief Officer - Strategic Place Planning to make any technical amendments to the Evidence Report and supporting documents as a result of the Gate Check process.

The Council resolved:-

to approve the recommendations.

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COMMITTEE PLACES - CORS/25/166

10. The Council had before it a report by the Chief Officer - Governance which considered the allocation of committee places as a result of a change to the political composition of the Council.

The report recommended:-

that the Council determine the membership number for each of the Council's committees (as listed in section 3.1) and thereafter set the composition for each committee, in terms of Standing Order 47.9.

The Council resolved:-

to approve the following allocation of committee places:-

Committee	Partnership	Labour	Conservative	Reform	Independent (x 4)	Total
Anti-Poverty and Inequality	5	2	2	0	0	9
Audit, Risk and Scrutiny	5	2	1	1	0	9
Communities, Housing and Public Protection	5	2	1	0	1	9
Education and Children's Services	8	2	2	0	1	13
Finance and Resources	5	2	2	0	0	9
Licensing Committee	5	2	1	0	1	9
Net Zero, Environment and Transport	5	2	1	0	1	9
Pensions	5	2	0	1	1	9
Planning Development Management	5	2	1	0	1	9
Staff Governance	5	2	1	0	1	9
Urgent Business	4	2	1	0	0	7
Integration Joint Board	3 (plus 2 subs)	1 (plus 1 sub)	0 (plus 1 sub)	0	0	4 (plus 4 subs)

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Total	60 (plus 2 subs)	23 (plus 1 sub)	13 (plus 1 sub)	2	7	105 (plus 4 subs)
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COUNCIL MEETING STRUCTURE - CORS/25/164

11. With reference to Article 10 of the minute of its meeting of 16 April 2025, the Council had before it a report by the Chief Officer - Governance which met the instruction to report back with further proposed revisions concerning meeting structure as well as motions and amendments for requisitioned meetings.

The report also proposed changes to the Terms of Reference to align all procurement reporting through the Finance and Resources Committee, provided assurance in relation to the Council's Local Code of Governance following revision of guidance for local authorities, and sought an instruction in response to recommendations made by Audit Scotland in the annual audit report.

The report recommended:-

that the Council -

- (1) consider the options, including purposes, risks and mitigations, set out in Appendix A;
- (2) determine which, if any, of these options to implement;
- (3) instruct the Chief Officer - Governance to make:
 - (i) any amendments to the Standing Orders which are necessary to implement the determination made under recommendation (2), and
 - (ii) any amendments to other Scheme of Governance documents which are necessary to reflect the Standing Orders as so amended;
- (4) delegate power to the Chief Officer - Governance to, following consultation with the Co-Leaders, bring the Standing Orders (and any other Scheme of Governance documents) as so amended into force on 10 August 2025 prior to the next Council meeting; and instruct that Chief Officer to thereafter circulate the relevant documents (with tracked changes) to all members of Council for information;
- (5) approve that, with effect from 3 July 2025, the Terms of Reference be amended by deletion of:
 - (i) *"to approve annual procurement workplans, reflecting the LOIP, the Population Needs Assessment, the Council's commissioning intentions, the Council's service standards, the views of customers and citizens, and the best evidence of effective interventions to ensure a preventative focus on demand reduction";* and
 - (ii) *"to receive an annual procurement performance report to enable scrutiny of performance";*

from the Aberdeen City Council section of that document and addition of that wording to the Finance and Resources Committee section thereof; instruct the Chief Officer - Governance to make any other amendments to Scheme of Governance documents which are necessary to reflect the said amendments to the Terms of Reference and delegate power to that Chief Officer to, following consultation with the Co-Leaders, bring such other amendments into force as

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soon as practicable; and instruct that Chief Officer to thereafter circulate the relevant documents (with tracked changes) to all members of Council for information;

- (6) for the reasons set out in the "Scheme of Governance Reviews" section of this report, agree that no further reviews of the Standing Orders and Terms of Reference shall take place before the next local government elections in 2027, subject of course to exercise of the Chief Officer - Governance's existing delegated powers (under the Scheme of Governance) to amend the Council's Scheme of Governance documentation and subject also to that Chief Officer concluding that an earlier review is necessary;
- (7) instruct the Chief Officer - Governance, to give consideration to the two Audit Scotland recommendations noted in paragraph 3.13 and to provide a service update to Council by December 2025; and
- (8) note that the interim Chief Officer - Governance has reviewed the revised CIPFA guidance for local authorities on their Local Code of Governance; and agrees that no further changes are required to the Council's Local Code to give effect to this guidance at this time.

Councillor Radley moved, seconded by Councillor Greig:-

That the Council -

- (1) agree to implement option 5 as per Appendix A (7 minutes to move, 4 minutes to second, 3 minutes to speak in debate and 4 minutes to sum up) to be applied to Council and all committees and sub-committees of the Council and amend SO16.1 to reference 3 minutes in line with Councillors speaking in debate;
- (2) agree to implement option 11: Draft motion to be submitted at the same time as the written request, and finalised on the first working day thereafter and circulated to Council by 4pm that day. Draft amendments to be submitted on or before the second working day before the meeting and circulated by 4pm on the working day before the meeting;
- (3) instruct the Chief Officer - Governance to make:
 - (i) any amendments to the Standing Orders which are necessary to implement the determination made under (2) above, and
 - (ii) any amendments to other Scheme of Governance documents which are necessary to reflect the Standing Orders as so amended;
- (4) delegate power to the Chief Officer - Governance to, following consultation with the Co-Leaders, bring the Standing Orders (and any other Scheme of Governance documents) as so amended into force on 9 July 2025;

and instruct that Chief Officer to thereafter circulate the relevant documents (with tracked changes) to all members of Council for information;
- (5) approve that, with effect from 3 July 2025, the Terms of Reference be amended by deletion of:
 - (i) *"to approve annual procurement workplans, reflecting the LOIP, the Population Needs Assessment, the Council's commissioning intentions, the Council's service standards, the views of customers and citizens, and the best evidence of effective interventions to ensure a preventative focus on demand reduction"*; and

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- (ii) *“to receive an annual procurement performance report to enable scrutiny of performance”*;
 from the Aberdeen City Council section of that document and addition of that wording to the Finance and Resources Committee section thereof; instruct the Chief Officer - Governance to make any other amendments to Scheme of Governance documents which are necessary to reflect the said amendments to the Terms of Reference and delegate power to that Chief Officer to, following consultation with the Co-Leaders, bring such other amendments into force as soon as practicable; and instruct that Chief Officer to thereafter circulate the relevant documents (with tracked changes) to all members of Council for information;
- (6) for the reasons set out in the “Scheme of Governance Reviews” section of this report, agree that no further reviews of the Standing Orders and Terms of Reference shall take place before the next local government elections in 2027, subject of course to exercise of the Chief Officer - Governance’s existing delegated powers (under the Scheme of Governance) to amend the Council’s Scheme of Governance documentation and subject also to that Chief Officer concluding that an earlier review is necessary;
- (7) instruct the Chief Officer - Governance, to give consideration to the two Audit Scotland recommendations noted in paragraph 3.13 and to provide a service update to Council by December 2025; and
- (8) note that the interim Chief Officer - Governance has reviewed the revised CIPFA guidance for local authorities on their Local Code of Governance; and agrees that no further changes are required to the Council’s Local Code to give effect to this guidance at this time.

Councillor Blake moved as an amendment, seconded by Councillor Watson:-

That the Council -

- (1) note the reality of the situation for Opposition Members, Council papers are out on Tuesday 5pm (for a meeting on Wednesday of the following week), deadline for amendments is Monday 12 noon, reports for agenda may be over 1,000 pages giving Opposition members only 3 clear working days to read reports and bring forward amendments;
- (2) note the report and accept recommendations 5, 7 subject to the words “service update” being replaced by “report” and 8;
- (3) agree recommendation 6 has been overtaken by events given the Scheme of Governance will require changing following the acceptance of the amendment to recommendations put forward by the SNP at Urgent Business Committee on 26 June 2025 given the completion date outlined in the report is 31st March 2026 which is before the next Council Election;
- (4) agree that on numerous occasions the opposition parties tried to amend the Powers Delegated to Officers picking up on the point raised by Audit Scotland relating to delegated matters deemed to be politically sensitive but each time this was rejected by the SNP; and
- (5) agree to take no action in respect of all other proposals at this time.

Council Meeting, Wednesday, 2 July 2025

On a division, there voted:-

For the motion (23) - Lord Provost; Depute Provost; and Councillors Al-Samarai, Allard, Alphonse, Buchanan, Hazel Cameron, Clark, Cooke, Copland, Cornie, Davidson, Fairfull, Greig, Henrickson, Hutchison, MacGregor, McLellan, McRae, Mennie, Radley, van Sweeden and Yuill.

For the amendment (21) - Councillors Ali, Blake, Bonsell, Boulton, Brooks, Crockett, Cross, Farquhar, Graham, Grant, Houghton, Kuszniir, Lawrence, Macdonald, McLeod, Malik, Massey, Nicoll, Thomson, Tissera and Watson.

The Council resolved:-
to adopt the motion.

The Lord Provost advised that he was bringing forward item 11.1 to be considered at this juncture.

In accordance with Article 1 of this minute, the following item was considered with the press and public excluded.

ENERGY TRANSITION ZONE - LAND AT ST FITTICK'S PARK & DOONIES - CFS/25/171

12. With reference to Article 6 of the minute of its meeting of 11 September 2023, the Council had before it a report by the Chief Officer - Corporate Landlord and the Chief Officer - City Development and Regeneration which summarised the outcomes of discussions and activity instructed by Council in September 2023 and proposed a means of developing the sites to fully realise the ambitions of the Regional Economic Strategy.

The report recommended:-
that the Council -

- (a) agree that the land at St Fittick's Park and Doonies, as identified in the report, be taken forward for development subject to the safeguards identified within the report;
- (b) note the Council instruction of 11 September 2023 that the St Fittick's Park OP56 and Doonies OP61 sites were "*only to be made available for lease and must remain in Council ownership and that, furthermore, any such lease agreement was only to be entered into at the point where an end user was agreed by Aberdeen City Council and financial close was reached*" and agree that this instruction shall still apply to the St Fittick's Park site (OP56);
- (c) note that the Doonies site (OP61), following further investigation, has been found to be capable of accommodating a variety of end users and it is accordingly unlikely that a number of leases with numerous parties could be agreed simultaneously; and therefore agree that, if development was to be delivered, this would involve an element of speculative site enabling works being undertaken;

Council Meeting, Wednesday, 2 July 2025

- (d) agree to establish a new company with ETZ Ltd, such company to work in partnership to make the land at both sites available for development, with ETZ Ltd underwriting all costs for on and off-site enabling works and the costs of servicing the company;
- (e) agree the principles of the Heads of Terms (Appendix 2) and instruct the Chief Officer - Commercial & Procurement Services to, following consultation with the Convener of the Finance and Resources Committee, further develop the Heads of Terms into a formal legal structure for the company; and authorise that Chief Officer to approve such a structure on behalf of the Council and to do anything necessary to set up such a company and bring such a structure into effect;
- (f) agree that the Council's ALEO Assurance Hub shall maintain oversight of the company once operational and that the company shall have 3 directors from the Council and 3 directors from ETZ Ltd;
- (g) instruct the Chief Officer - Commercial & Procurement Services to identify 3 Council officers to act as Directors of the company, such officers among them to possess sufficient technical, economic development and locality planning expertise; and to identify such replacements as may be required from time to time;
- (h) agree that the Council forego any financial return from the sites once income streams are established, and agree the principle that any surplus from the development and leasing of land be utilised as follows:
 - 1) to support the delivery mechanism/operating costs of the company to be formed;
 - 2) to meet the costs of the repair, maintenance and upkeep of all assets created or impacted by any development. This ensures long term finance to maintain the assets in St Fittick's Park and Tullos Wood, such as East Tullos Burn, sports pitches, playpark, path networks etc;
 - 3) any remaining funds to be invested to further the company's aims as outlined in a community benefit statement, to include funding of local initiatives to support disadvantaged groups in Torry such as the disabled, elderly and those furthest from the labour market, with allocation of these funds to be determined through a mechanism, yet to be decided, that empowers the Torry community to make decisions;
- (i) approve the criteria set out in the Investor Selection Framework attached at Appendix 3; and
- (j) agree a Licence to Occupy will be provided to ETZ Ltd to carry out environmental and improvement works to St Fittick's Park during 2025.

Councillor Allard moved, seconded by Councillor Greig:-

That the Council -

- (a) agree that the land at St Fittick's Park and Doonies, as identified in the report, be taken forward for development subject to the safeguards identified within the report;
- (b) note the Council instruction of 11 September 2023 that the St Fittick's Park OP56 and Doonies OP61 sites were "*only to be made available for lease and must remain in Council ownership and that, furthermore, any such lease agreement was only to be entered into at the point where an end user was agreed by Aberdeen City Council and financial close was reached*" and agree that this instruction shall still apply to the St Fittick's Park site (OP56);

Council Meeting, Wednesday, 2 July 2025

- (c) note that the Doonies site (OP61), following further investigation, has been found to be capable of accommodating a variety of end users and it is accordingly unlikely that a number of leases with numerous parties could be agreed simultaneously; and therefore agree that, if development was to be delivered, this would involve an element of speculative site enabling works being undertaken;
- (d) agree to establish a new company with ETZ Ltd, such company to work in partnership to make the land at both sites available for development, with ETZ Ltd underwriting all costs for on and off-site enabling works and the costs of servicing the company;
- (e) agree the principles of the Heads of Terms (Appendix 2) and instruct the Chief Officer - Commercial & Procurement Services to, following consultation with the Convener of the Finance and Resources Committee, further develop the Heads of Terms into a formal legal structure for the company; and authorise that Chief Officer to approve such a structure on behalf of the Council and to do anything necessary to set up such a company and bring such a structure into effect;
- (f) agree that the Council's ALEO Assurance Hub shall maintain oversight of the company once operational and that the company shall have 3 directors from the Council and 3 directors from ETZ Ltd;
- (g) instruct the Chief Officer - Commercial & Procurement Services to identify 2 Council Officers and 1 Elected Member from the Partnership to act as Directors of the company, such officers among them to possess sufficient technical, economic development and locality planning expertise; and to identify such replacements as may be required from time to time;
- (h) agree that the Council forego any financial return from the sites once income streams are established, and agree the principle that any surplus from the development and leasing of land be utilised as follows:
 - 1) to support the delivery mechanism/operating costs of the company to be formed;
 - 2) to meet the costs of the repair, maintenance and upkeep of all assets created or impacted by any development. This ensures long term finance to maintain the assets in St Fittick's Park and Tullos Wood, such as East Tullos Burn, sports pitches, playpark, path networks etc;
 - 3) any remaining funds to be invested to further the company's aims as outlined in a community benefit statement, to include funding of local initiatives to support disadvantaged groups in the neighbouring communities, including Torry and Cove, such as the disabled, elderly and those furthest from the labour market, with allocation of these funds to be determined through a mechanism, yet to be decided, that empowers the neighbouring communities, including Torry and Cove, to make decisions;
- (i) approve the criteria set out in the Investor Selection Framework attached at Appendix 3; and
- (j) agree a Licence to Occupy will be provided to ETZ Ltd to carry out environmental and improvement works to St Fittick's Park during 2025.

Councillor Watson moved as an amendment, seconded by Councillor Thomson:-
That the Council -

Council Meeting, Wednesday, 2 July 2025

- (1) note the recommendations within the report agreeing some of those are a departure from what was agreed in September 2023;
- (2) agree the UK Government modern industrial strategy puts Aberdeen at the forefront of global transition with the Aberdeen Energy Transition Zone project being a key transformation project designed to accelerate progress to net zero through energy transition activities generating 2,500 new jobs in Aberdeen;
- (3) agree the industrial strategy can and must be done without relying on St Fittick's Park therefore Council must remove St Fittick's Park from the Energy Transition Zone;
- (4) agree officers have not carried out instruction 6 of the September 2023 agreed position, noting that the Council's engagement with ETZ Ltd may mean that the Council does not obtain best value for the site;
- (5) agree not to provide ETZ Ltd with a licence to occupy to carry out environmental work and improvement works to St Fittick's Park during 2025;
- (6) require that any such private company established shall provide access to its information as if it were subject to the Freedom of Information (Scotland) Act 2002 and the Environmental Information (Scotland) Regulations 2004; and
- (7) agree Council should be very worried about the recommendations within the report given the external Audit Report titled Corporate Landlord Responsibilities to be heard on 28 July 2025 which noted amongst other things that in terms of contracts the Council is in breach of Procurement regulations and Best Value may be at risk through short term measures.

On a division, there voted:-

For the motion (29) - Lord Provost; Depute Provost; and Councillors Al-Samarai, Allard, Alphonse, Boulton, Brooks, Buchanan, Hazel Cameron, Clark, Cooke, Copland, Cormie, Cross, Davidson, Fairfull, Farquhar, Greig, Henrickson, Houghton, Hutchison, MacGregor, McLellan, McLeod, McRae, Mennie, Radley, van Sweeden and Yuill.

For the amendment (13) - Councillors Ali, Blake, Bonsell, Crockett, Graham, Grant, Kusznir, Lawrence, Macdonald, Nicoll, Thomson, Tissera and Watson.

Declined to vote (1) - Councillor Massey.

Absent from the division (1) - Councillor Malik.

The Council resolved:-
to adopt the motion.

ABERDEEN CITY POPULATION NEEDS ASSESSMENT 2025 - CORS/25/162

13. The Council had before it a report by the Chief Officer - People and Citizen Services which presented the 2025 Population Needs Assessment for Aberdeen City.

Council Meeting, Wednesday, 2 July 2025

The report recommended:-

that the Council note the Population Needs Assessment 2025 as contained at Appendix 1.

The Council resolved:-

to approve the recommendation.

COMMUNITY PLANNING ABERDEEN ANNUAL OUTCOME IMPROVEMENT REPORT 2024/25 AND LOCALITY PLAN ANNUAL REPORTS FOR NORTH, SOUTH AND CENTRAL 2024/25 - CORS/25/163

14. The Council had before it a report by the Chief Officer - People and Citizen Services which presented the Community Planning Aberdeen Annual Outcome Improvement Report 2024/25 and the Locality Plan Annual Outcome Improvement Reports for North, South and Central 2024/25.

The report recommended:-

that the Council -

- (a) approve the Community Planning Aberdeen Annual Outcome Improvement Report 2024/25 as a representation of the Council's contribution to partnership working in delivery of the Local Outcome Improvement Plan 2016-26; and
- (b) approve the Locality Plan Annual Outcome Improvement Reports for North, South and Central as a representation of the Council's contribution to partnership working in delivery of the Locality Plans refreshed in 2024.

The Council resolved:-

to approve the recommendations.

TREASURY MANAGEMENT STRATEGY - YEAR-END REVIEW - CORS/25/145

15. The Council had before it a report by the Chief Officer - Finance which provided an update on Treasury Management activities undertaken during financial year 2024/25.

The report recommended:-

that the Council note the Treasury Management activities undertaken in the 2024/25 financial year as detailed in the report.

The Council resolved:-

to approve the recommendation.

NOTICES OF MOTION

- 16. Councillor Yuill moved as a procedural motion, seconded by Councillor Radley:- That the Council refer items 10.1 (Notice of Motion by Councillor Boulton) and 10.5 (Notice of Motion by Councillors Yuill and Allard) to the Finance and Resources Committee; items 10.2 (Notice of Motion by Councillor Macdonald)

Council Meeting, Wednesday, 2 July 2025

and 10.4 (Notice of Motion by Councillor Kuszniir) to the Staff Governance Committee; and item 10.3 (Notice of Motion by Councillor Nicoll) to the Net Zero, Environment and Transport Committee.

On a division, there voted:-

For the procedural motion (23) - Lord Provost; Depute Provost; and Councillors Al-Samarai, Allard, Alphonse, Buchanan, Hazel Cameron, Clark, Cooke, Copland, Cormie, Davidson, Fairfull, Greig, Henrickson, Hutchison, MacGregor, McLellan, McRae, Mennie, Radley, van Sweeden and Yuill.

Against the procedural motion (20) - Councillors Ali, Blake, Bonsell, Boulton, Brooks, Crockett, Cross, Farquhar, Graham, Grant, Houghton, Kuszniir, Lawrence, Macdonald, McLeod, Massey, Nicoll, Thomson, Tissera and Watson.

Absent from the division (1) - Councillor Malik.

The Council resolved:-
to adopt the procedural motion.

NOTICE OF MOTION BY COUNCILLOR BONSELL

17. The Council had before it a notice of motion by Councillor Bonsell in the following terms:-

“That Council:

- (1) Shares the pride of Aberdonians in our city, including its beautiful granite architecture, and wants everyone who lives, works, studies or visits here to see Aberdeen at its best;
- (2) Understands the increasing concerns of residents, businesses and community organisations that graffiti is defacing too many buildings, walls and other structures in the city centre and across Aberdeen;
- (3) Recognises the efforts of Council officers and Police Scotland in addressing the issue of graffiti, for instance, through their reporting systems, graffiti removal service, and diversionary activities, including the graffiti art wall in Sunnybank Park;
- (4) Commends citizens for their vigilance in spotting and reporting graffiti to the Council and Police Scotland;
- (5) Appreciates the positive contribution of NuArt Aberdeen to our cityscape and looks forward to the return of this cultural festival in 2026;
- (6) Instructs the Chief Officer - Operations, following consultation with the Community Safety Manager, to bring a report to the Communities, Housing and Public Protection Committee on 11 November 2025 on current efforts to reduce graffiti in Aberdeen and what more could be done, including partnership working with Police Scotland, local businesses, and community organisations.”

Council Meeting, Wednesday, 2 July 2025

The Council resolved:-

to approve the notice of motion subject to an amended part (6) as follows:-

(6) Instructs the Chief Officer - Operations, following consultation with the Community Safety Manager, to bring a report to an appropriate Communities, Housing and Public Protection Committee on current efforts to reduce graffiti in Aberdeen and what more could be done, including partnership working with Police Scotland, local businesses, and community organisations.

- DAVID CAMERON, Lord Provost.

DRAFT

URGENT BUSINESS COMMITTEE

ABERDEEN, 26 June 2025. Minute of Meeting of the URGENT BUSINESS COMMITTEE. Present:- Councillor Allard, Convener; and Councillors Greig, McLellan (substituting for Councillor Yuill) and Radley.

Also in attendance:- Councillors Alphonse, Clark, Nicoll and van Sweeden.

The agenda associated with this minute can be found [here](#).

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

DETERMINATION OF URGENT BUSINESS

1. The Convener advised that the Annual Accounts required to be considered and approved for signature today, as the London Stock Exchange announcement had been made by the Council last week, and therefore the bond holders would be expecting consideration today. There were also resource and logistical implications for the North East Scotland Pension Fund and Aberdeen City Integration Joint Board annual audits that could mean they did not meet the statutory deadlines. Finally, there were likely to be additional fees arising from the additional work Audit Scotland would have to carry out if there was to be a delay.

The Committee resolved:-

to note that the items had been accepted as matters of urgency, for the reasons outlined above, in terms of Section 50B(4)(b) of the Local Government (Scotland) Act 1973.

The Convener advised that the External Audit Annual Report and the Audited Annual Accounts would be taken together as the next item.

EXTERNAL AUDIT ANNUAL REPORT 2024-25 - EA/25/002 AND AUDITED ANNUAL ACCOUNTS 2024/25 - CORS/25/169

2. (A) The Committee had before it a report by External Audit which presented the External Audit Annual Audit Report on the 2024/25 audit.

The report recommended:-

that the Committee review, discuss and comment on the issues raised within the report and the appendix.

(B) The Committee had before it a report by the Chief Officer - Finance which sought approval in respect of the Council's Audited Annual Accounts 2024/25 and the Registered Charities Audited Annual Report and Accounts 2024/25.

The report recommended:-

URGENT BUSINESS COMMITTEE

26 June 2025

that the Committee -

- (a) approve the Council's audited Annual Accounts for the financial year 2024/25 as presented, subject to the final amendments being agreed between the external auditor and the Chief Officer - Finance as highlighted in the external auditor's report, following circulation of those final amendments to the Corporate Management Team and political group leaders;
- (b) approve the audited Annual Accounts 2024/25 for those registered charities in respect of which the Council is the sole trustee, with the Chief Officer - Finance and the Convener of the Finance and Resources Committee to sign the accounts, subject to the final amendments being agreed in terms of the process as set out in recommendation (a); and
- (c) instruct the Chief Officer - Finance to review the 2025/26 Final Accounts timetable. This would include a review of critical path activities, the identification of opportunities and improvements to accelerate tasks for faster close-down, and propose a revised timetable for Audit, Risk and Scrutiny Committee approval by November 2025.

The Chief Officer - Finance, Audit Director (Audit Scotland) and Senior Audit Manager (Audit Scotland) introduced the reports and responded to questions from the Committee.

The Committee resolved:-

- (i) to note the External Audit report recommendation;
- (ii) to note the External Audit recommendations;
- (iii) to note a comprehensive review of the Council's Scheme of Governance was undertaken during the year (2024/25) through the Governance Reference Group;
- (iv) to agree with the conclusion of External Audit that "*Governance arrangements are appropriate and operated effectively*";
- (v) to agree the Governance Reference Group should meet to consider options to establish a framework for officers considering the circumstances when consultation and/or a report to elected members would be appropriate in respect of delegated matters deemed to be politically sensitive;
- (vi) to approve the Council's audited Annual Accounts for the financial year 2024/25 as presented, subject to the final amendments being agreed between the external auditor and the Chief Officer - Finance as highlighted in the external auditor's report, following circulation of those final amendments to the Corporate Management Team and political group leaders;
- (vii) to approve the audited Annual Accounts 2024/25 for those registered charities in respect of which the Council is the sole trustee, with the Chief Officer - Finance and the Convener of the Finance and Resources Committee to sign the accounts, subject to the final amendments being agreed in terms of the process as set out in (vi) above; and
- (viii) to instruct the Chief Officer - Finance to review the 2025/26 Final Accounts timetable. This would include a review of critical path activities, the identification of opportunities and improvements to accelerate tasks for faster close-down, and propose a revised timetable for Audit, Risk and Scrutiny Committee approval by November 2025.

- CHRISTIAN ALLARD, Convener.

URGENT BUSINESS COMMITTEE
26 June 2025

DRAFT

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	A	B	C	D	E	F	G	H	I
1	COUNCIL BUSINESS PLANNER The Business Planner details the reports which have been instructed by the Council 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	20th August 2025								
4	Council Diary 2026	To approve the Council diary for 2026.	A report is on the agenda	Martyn Orchard	Governance	Corporate Services	18		
5	Performance Management Framework 2025/26 Update	To present a revised Performance Management Framework reflecting the Local Outcome Improvement Plan and the Council's commissioning intentions, as set out within the Council Delivery Plan 2025/26.	A report is on the agenda	Alex Paterson	Data Insights	Corporate Services	24.12		
6	1st October 2025								
7	Council Delivery Plan, Annual Review Report	To present the Council with an annual review report which highlights progress with respect to the Council Delivery Plan previously approved by Council.		Martin Murchie	Data Insights	Corporate Services	13		
8	North East Population Health Alliance - End of Year Two Progress Report	At its meeting of 11 December 2024, the Council instructed a progress report on the second year of the operation of the strategic partnership agreement.		Martin Murchie	Data Insights	Corporate Services	Intro 6		
9	Annual Performance Reports - 2024/25 for all Tier 1 ALEOs	To present the annual performance reporting of the Council's four Tier One Arm's Length External Organisations (ALEOs) covering financial year 2024/25: Aberdeen Performing Arts, Aberdeen Sports Village, Bon Accord Care and Sport Aberdeen.		Craig Innes	Commercial and Procurement	Corporate Services	24.13		
10	30 Year HRA Business Plan	To seek approval of the HRA Business Plan.		Helen Sherrit	Finance	Corporate Services	1		
11	10th December 2025								
12	Housing Revenue Account Budget 2026/27	To provide members with information to enable the Council to approve a revenue and capital budget for 2026/27, including the setting of the rents and other charges on the Housing Revenue Account budget for the financial year.	A separate Council meeting is to be arranged for this report in line with the Council decision from April.	Helen Sherrit	Finance	Corporate Services	2		

	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	Treasury Management Strategy - Mid-year Review	To update the Council on Treasury Management activities undertaken to date, during financial year 2025/26.		Neil Stewart	Finance	Corporate Services	5 and 6		
14	Date to be confirmed								
15	Revised Council Climate Change Plan	At the Council meeting on 3 March 2021, the Council, amongst other things, instructed the Chief Operating Officer to report back to Full Council with a revised 5 year plan in 2025, or earlier if required.		David Dunne	Strategic Place Planning	City Regeneration & Environment	Intro 6	R	It is recommended that this item is removed from the Council Business Planner as the remit for climate and nature strategies and plans passed to the Net Zero, Environment and Transport Committee (NZET) on its establishment. A refreshed Council Climate and Nature Plan is scheduled to be presented to the NZET Committee in Q2 2026 and the item is on the NZET Business Planner.
16	Drug-checking Pilot	At its meeting of 3 November 2023, the Council approved a notice of motion by Councillor Cooke which instructed the Chief Officer - Health and Social Care Partnership to report back with the results of the Glasgow pilot scheme and collate any available peer reviewed data following 12 months of operation of the facility to inform Council of the progress and set out options for Aberdeen.	The Glasgow pilot scheme has commenced operating. A report following 12 months of operation of the facility will likely be presented to Full Council in early 2026.	Fiona Mitchellhill	Aberdeen Health and Social Care Partnership	Aberdeen Health and Social Care Partnership	Intro 6		

COMMITTEE	Council
DATE	20th August 2025
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Performance Management Framework Refresh 2025/26
REPORT NUMBER	CORS/25/189
EXECUTIVE DIRECTOR	Andy MacDonald
CHIEF OFFICER	Martin Murchie
REPORT AUTHOR	Martin Murchie
TERMS OF REFERENCE	24.10

1. PURPOSE OF REPORT

- 1.1 The report brings before the Council a refreshed Performance Management Framework reflecting proposals for the capture, scrutiny and reporting of Council performance, aligning with the Council's commissioning intentions, Service Standards, and approach to evidencing and evaluating improvement as outlined within the Council Delivery Plan 2025-26.

2. RECOMMENDATION

- 2.1 That the Council approves the revised Performance Management Framework for 2025-26 as detailed in Appendix A.

3. CURRENT SITUATION

Report Purpose

- 3.1 This is an annually recurring update to the Council's Performance Management Framework, taking account of: (i) changes to services operating environments; (ii) the on-going contribution of the Health Determinants Research Collaborative Aberdeen in supporting performance management; and (iii) improvement activity against the Council's internal and external scrutiny of performance in the past year; and how the Framework will be applied in 2025-26.
- 3.2 The Framework also captures those aspects of performance management where (a) additional focus has been applied over the course of the past 12 months

and (b) how the Council intends to incorporate learning from revisions, and developments, in the national performance data landscape going forwards.

- 3.3 The effective management of performance is a key component of any organisation. It encompasses everything the Council does and every employee and Elected Member. Elected Members need timely and relevant intelligence to make sound strategic and policy decisions; to be assured that decisions are being implemented effectively; and that performance and outcomes are improving.
- 3.4 Managers need timely and relevant intelligence to make operational decisions and to make best use of resources. Council employees need timely and relevant intelligence in order to deliver effective services and manage their own performance. Citizens need open, relevant and accurate information to be informed and hold the Council's services and performance to account.
- 3.5 The content of the revised Performance Management Framework aligns directly with the Council Delivery Plan 2025/26, which was approved by Council on 16th April 2025.
- 3.6 This revision sets out performance management arrangements at Council; Cluster; and Personal levels that reflects the evolution of governance arrangements, and data management through an approach to performance management which:
- i. focusses on accountabilities for service performance, improvement; and outcomes;
 - ii. carries forward the established holistic approach by examining four perspectives of performance delivery, namely those relating to Citizens, Staff, Finance & Controls and Processes;
 - iii. recognises the iterative nature of, and learning to be taken from, benchmarking of performance management review at both local and national levels;
 - iv. is reflective of aspects of performance management where collaboration with stakeholders, and cognisance of national dialogues around partnership accountability, can inform the Framework and its content.
 - v. takes account of external and audited scrutiny of Council performance and recommendations arising from inspection and review activity conducted within the past 12 months.
- 3.7 Summary of proposed revisions to Performance Management Framework
- 3.7.1 Key Updates and Drivers
- Alignment of the Council's Performance Management Framework with the renewed Accounts Commission Statutory Performance Information Guidance 2024.

- An increased emphasis on highlighting Best Value principles contained in the above is to be delivered through enhancements to performance reporting.
- Local Government Benchmarking Framework comparator data is to be used more regularly in both operational and strategic reporting.
- A greater focus is to be placed on evaluating Aberdeen City Council's relative performance to identify improvement priorities.

3.7.2 Statutory Performance Reporting Timeline Changes:

- The deadline for publishing statutory performance data has reduced from 12 months to 6 months post-financial year which may affect timing of reports like the Council Delivery Plan Review.

3.7.3 Performance Reporting Enhancements

- Greater consistency of data and presentation of Performance reporting across Committee reporting in response to collaborations with External Audit throughout the past year, along with an expectation of more cohesive and widespread inclusion of performance data in Committee reports.

3.7.4 Use of AI and Data Analytics Tools:

- Tools like Microsoft Copilot etc. will increasingly support delivery of improvement activities and public performance reporting, Although AI use is in early stages within these areas, it is expected to become more visible in reporting by the year-end.

3.7.5 Feedback Integration and Quality Assurance

- Feedback on PMF use and presentation from stakeholders, including Committee, has been reviewed and incorporated within delivery of the refreshed document and is combined with insights from a new Council-wide quality assurance project that aims to foster greater consistency and shared learning across services and Clusters.

3.7.6 Governance

- There is a proposal to lift and shift Committee-based performance accountability around the Digital and Technology Cluster from the Communities, Housing and Public Protection Committee to the Finance and Resources Committee. This proposal better aligns, and is more consistent, with the latter's general terms of reference and the current TOM 1.2 model.

Performance Management Framework Reporting Structure and Content

3.8 Considering and reporting on how any local authority is performing is complex.

This reflects: -

- the breadth and diversity of services delivered

- the influence of external socio-economic factors on the achievement of outcomes
 - relationships with partners where responsibilities and accountabilities are shared; and
 - the need to focus on longer term outcomes as well as more immediate service delivery performance.
- 3.9 The Council's Performance Management Framework supports and enables on-going scrutiny against progress of the Council Delivery Plan, and key measures aligning with the LOIP. It establishes a robust performance management and consistent reporting system which encompasses single and multi-service inputs, outputs and outcomes.
- 3.10. This iteration aligns reporting for the Function/Cluster/Service levels with the current 'parent performance committee' structure, taking cognisance of revisions to the Scheme of Governance agreed at the meeting of Council on 16th April 2025.
- 3.11 The revised Framework both captures and expresses learning taken from recent experience, whilst retaining the content flexibility that will enable the Council to respond to changes in emphasis resulting from legislative provisions and the information needs of our communities.
- 3.11 The work of, and outputs from, the Health Determinants Research Collaborative increasingly forms a critical role in evaluation of Council performance, alongside the application of the Framework, by offering data that enables us to:
- (i) make judgements around the extent to which our collective efforts are positively impacting on our citizens; and
 - (ii) use the research from the Collaborative to help both inform recommendations to Council around our service delivery, and policy decision making.

4. FINANCIAL IMPLICATIONS

There are no direct financial implications arising from this report.

5. LEGAL IMPLICATIONS

There are no direct legal implications arising from this report.

6. ENVIRONMENTAL IMPLICATIONS

There are no direct environmental implications arising from this report

7. RISK

The assessment of risk contained within the table below is considered to be consistent with the Council's Risk Appetite Statement.

Category	Risks	Primary Controls/Control Actions to achieve Target Risk Level	*Target Risk Level (L, M or H) <i>*taking into account controls/control actions</i>	*Does Target Risk Level Match Appetite Set?
Strategic	No significant strategic risks	Robust PMF reporting offers assurance around delivery against strategic aims and objectives	L	Yes
Compliance	No significant legal risks.	Publication of service performance information in the public domain ensures that the Council is meeting its legal obligations in the context of Best value reporting.	L	Yes
Operational	No significant operational risks.	Oversight by Elected Members of core performance measures ensures that services are supported to consider/deliver operational improvement on a consistent basis	L	Yes
Financial	No significant financial risks.	Overview data on specific aspects of financial performance within the PMF offers assurance to Elected Members that the Council is delivering against its Best Value obligations	L	Yes
Reputational	No significant reputational risks.	Reporting of service performance to Members and in the public domain serves to enhance the Council's reputation for transparency and accountability.	L	Yes
Environment / Climate	No significant Environmenta l/Climate risks	Development of enhanced reporting on these themes into the public domain is	L	Yes

		central to current Climate Change aims		
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8. OUTCOMES

Council Delivery Plan 2025-26	
	Impact of Report
Aberdeen City Council Partnership Agreement	The provision of information on the 2025/26 inputs, outputs and outcomes, as defined within Performance Management Framework Reporting supports scrutiny of progress against delivery of the each of the Aberdeen City Council Policy Statements and the Council Delivery Plan
Aberdeen City Local Outcome Improvement Plan	
LOIP Stretch Outcomes	The detail, and content, outlined within Performance Management Framework reporting contributes to, and evidences how, Council delivery and leadership contributes to each LOIP Stretch Outcome
Regional and City Strategies	The detail within Performance Management reporting evidences how Council Service delivery leads, contributes to, or influences outcomes aligned to regional and City Strategies

9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	It was confirmed by Executive Director Andy MacDonald on 24 th July 2025 that no Integrated Impact Assessment is required
Data Protection Impact Assessment	A Data Protection Impact Assessment is not required for this report.
Other	No additional impact assessments have been completed for this report.

10. BACKGROUND PAPERS

Council Delivery Plan 2025-26, Council, 16th April 2025
 Refreshed Local Outcome Improvement Plan 2016-26, Council, 3rd July 2024
 Scheme of Governance Review 2025, Council, 16th April 2025
 Performance Management Framework Update 2024-25, Council, August 2024

11. APPENDICES

Appendix A – Performance Management Framework 2025/26

12. REPORT AUTHOR CONTACT DETAILS

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Performance Management Framework (2025/26)

WHO AND WHAT IS THIS FRAMEWORK FOR?

The effective management of performance is a key component of any organisation and is a core part of the Council's overall approach to quality improvement. It encompasses everything the Council does and every employee and elected member.

Elected Members need ...

timely and relevant intelligence to make sound strategic and policy decisions; to be assured that decisions are being implemented effectively; and that performance and outcomes are improving.

Managers need ...

timely and relevant intelligence to make operational decisions and to make best use of resources to meet citizens' needs and improve outcomes.

Council Employees need ...

timely and relevant intelligence to deliver effective services and manage their own performance.

Citizen's need ...

open, relevant and accurate information to be informed and hold the Council's services and performance to account.

PERFORMANCE MANAGEMENT ACROSS CAPABILITIES

Aberdeen City Council manages a broad and diverse range of services for our citizens and, through these services, aims to support improved outcomes for the people, place and economy of Aberdeen. Citizens engage with and experience council services in diverse ways at different levels. This places a series of different accountabilities for performance on the Council and its workforce.

i. Accountability for Outcomes

The purpose of the Council is to support the vision of the Local Outcome Improvement Plan (LOIP) and ensure Aberdeen is 'a place where all people can prosper, regardless of their background and circumstances.' In order to realise this vision, the LOIP sets long term stretch outcomes and the Council, in turn, defines annual Commissioning Intentions which support the Council's contribution to, and accountability for, delivering those outcomes.

ii. Accountability for Service Performance

The Council delivers services every day to citizens and internal colleagues. It is accountable for ensuring that these services meet citizens' needs; are efficiently managed; and meet performance standards set through legislation, regulation and policy.

iii. Accountability for Improvement

Councils have numerous statutory duties, and within these are clear expectations that local authorities will be accountable for achieving, and reporting against, continuous improvement in the delivery of services. Planned improvements need to be evidence based, systematic and aligned to agreed outcomes.

These different perspectives on accountability each require tailored arrangements to effectively manage performance.

ACCOUNTABILITY FOR OUTCOMES

Ultimately, improving outcomes for the economy, people and place of Aberdeen will be the test of our success. Reaching these outcomes often represents fundamental social, environmental and economic change realised over a range of short, medium and long term.

The LOIP; our Locality Plans; and the Council's Delivery Plan each include key measures which are used to evaluate the extent to which these outcomes have been achieved.

Progress towards outcomes is reviewed jointly with our partners. Through our "[Aberdeen Outcomes Framework](#)" we capture and publicly report movements across all outcomes over time, as well as information on the many improvement projects underway. Through the governance arrangements of Community Planning Aberdeen, performance in achieving outcomes is continuously monitored and assessed, which, in turn, directs future improvement activity. In 2025/26, the Council will monitor and scrutinize the achievement of outcomes through consideration of: -

- the LOIP Annual Performance Report
- Locality Plan Annual Reports
- the Population Needs Assessment
- the Council Delivery Plan – Annual Review
- quarterly reviews of measures relating to the Social Determinants of Health
- quarterly review of progress in delivering our commissioning intentions
- the online publication "Aberdeen Outcomes Framework"
- subject specific reviews of strategies and impact



National Performance Management Framework Context

In Scotland, the Accounts Commission, as an agent of the Scottish Government, has a statutory power to define the performance information that councils must publish for performance comparison and benchmarking purposes, it fulfils this power by issuing a Statutory Performance Information (SPI) Direction to councils.

Subsequent to a period of consultation with local authorities which concluded towards the end of 2024, a renewed SPI Direction, covering the three year period from 2025-26, is now in place, and alongside separate recommendations around public authorities having regard to National Outcomes in carrying out and reporting their work, both of these sets of revised guidance are reflected more holistically in the current Framework, and future reporting intentions.

Aberdeen City Council's Performance Management Framework has consistently taken cognisance of this Direction, and by regular reporting of service performance into the public domain through the committees outlined below, has delivered against this Direction, whilst being open to the opinions expressed by the Commission and Audit Scotland during on-going scrutiny.

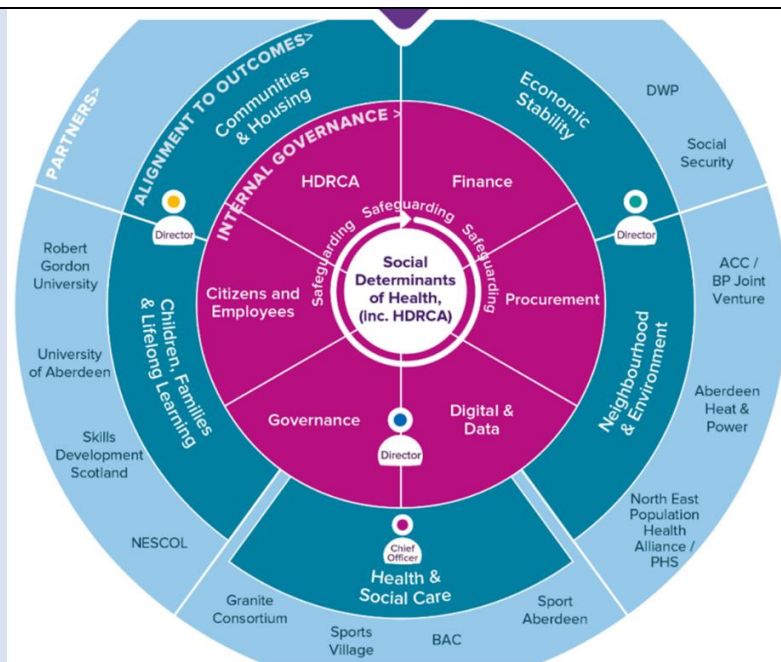
These latter interactions have, in the past year, resulted in additional reflections against/connections with performance data in a variety of strategic level reports which strengthens the Council's evidence base in the context of the Direction.

Heath Determinants Research Collaborative Aberdeen – Outcomes Performance Management

The Social Determinants of Health

In February 2024, the Council agreed revisions to its Target Operating Model (TOM) which, amongst other things, emphasised the importance of taking a health-centred approach to prevention. This reflects that it is local authorities which hold many of the levers which can support population health e.g. transport, education, housing, etc. Through applying these levers, councils affect the social determinants of health. Sometimes referred to as "the causes of the causes."

Based on the World Health Organisation's categorization of social determinants of health, the Council's Target Operating Model now places 5 themes of social determinants at the core of its strategic and organisational planning.



Our performance management arrangements are responding to this emphasis on the social determinants of health, and reporting has been designed bringing together outcomes data in each of these 5 themes.

This is becoming part of our broad approach to monitoring and evaluation, which allows us to understand performance and support strategy development. A key part of this enhanced understanding, supported by information capture, is around how our performance and decision making is addressing inequalities in group outcomes, and whether we are achieving on our aim to address the gradient of health, which states that wealth and health are related.

ACCOUNTABILITY FOR SERVICE PERFORMANCE

Each of the Council's organisational Functions is responsible for the delivery of services to citizens and is accountable for the performance of those services. Monitoring and reporting of ongoing performance are undertaken as follows.

i. Corporate Level Performance Monitoring and Reporting

Accountability for performance in the management of staff and finance is common to all areas of the Council. Monitoring and reporting on these aspects of performance are aggregated to a corporate level.

- | | |
|-----------------------------------|---|
| Council Wide Staff Perspective | - Reported to the Staff Governance Committee |
| Council Wide Finances Perspective | - Reported to the Finance and Resources Committee |

ii. Cluster Level Performance Monitoring and Reporting

Cluster level performance scorecards are structured as shown in the Perspectives graphic below. These show the performance of services in the round. Presentation, and scrutiny of the Key Performance Indicators (KPI) which populate the scorecards are continuously monitored by officers

and regular reporting to Committees, the Council’s Performance, Risk and Strategy Boards (where applicable) and its management teams by showing current performance data, as well as relevant contextual analysis to support scrutiny and decision making.

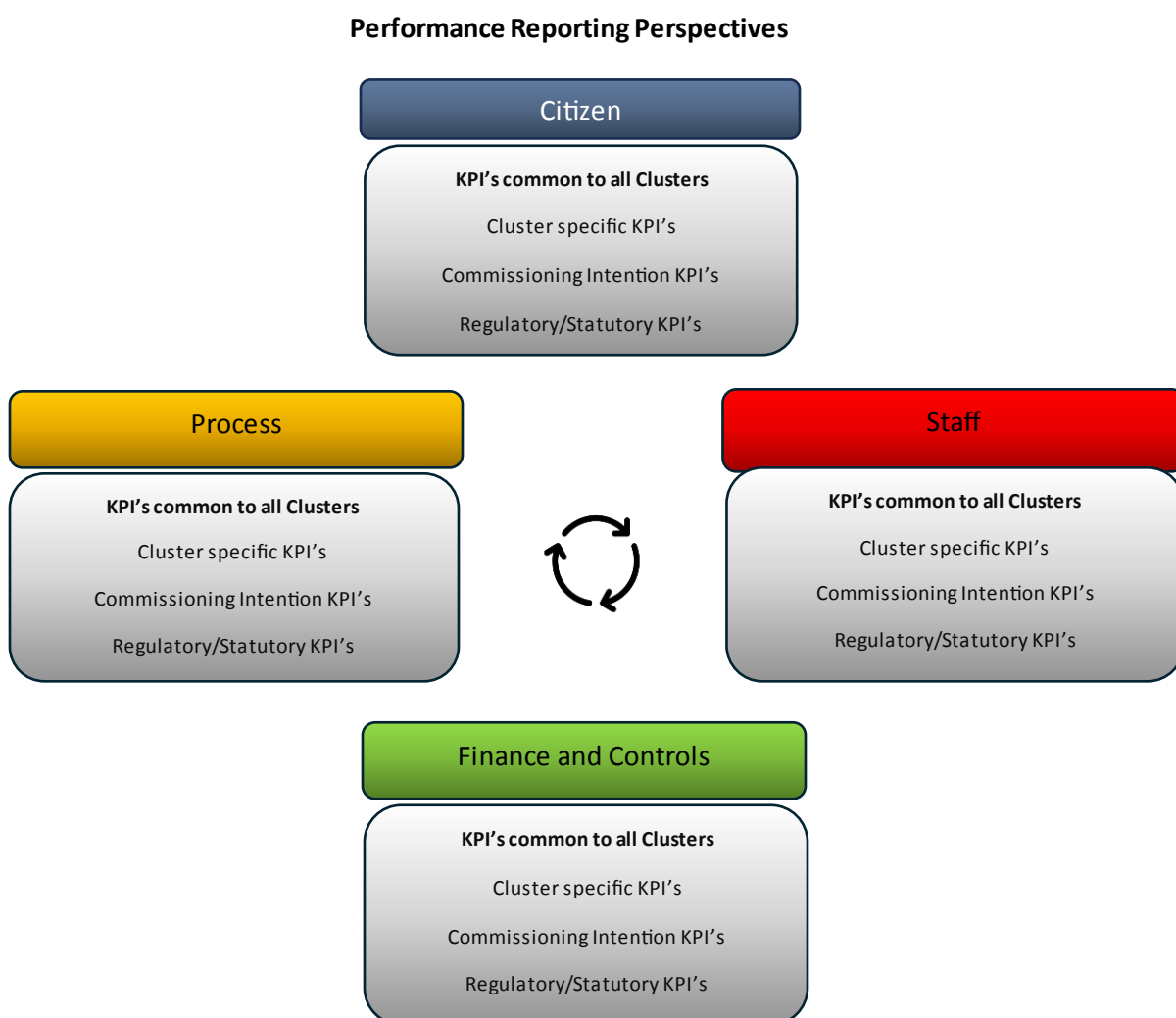
iii. Service Level Performance Monitoring and Reporting

Service level reporting, including reflection on Service Standards and linked Key and Statutory Performance Indicator (KPI and SPI) measures, are embedded in full within reporting to the relevant ‘parent committees’ and through the Council’s Performance Board (see role of Performance Board below)

This offers assurance, and accountability, around the direction of travel of service performance in the context of the commissioning cycle. Regular review, alongside consideration of benchmarking data, helps identify areas for focused improvement.

iv. Additional Performance Monitoring and Reporting

Additional, thematic performance reporting to committees will be scheduled, as appropriate, to provide timely and full analysis in key areas e.g. annual educational attainment performance and benchmarking against national data releases.



In combination, each of these key Performance reporting perspectives, are incorporated within Aberdeen City Council's approach to quality improvement. This approach also includes other factors that influence the quality of provision such as leadership, the effectiveness of our core process platforms, and staff resource application & management.

Committee Performance Reporting

Each Cluster will report a service performance scorecard to the relevant Committee as outlined below

Service level outputs from a single Function or Cluster may be reported to more than one Committee where the Terms of Reference support this disaggregation of accountability.

The table outlines the 'parent performance committees' for each Function and Cluster

Function	Cluster	Committee
Families and Community Services	Education and Lifelong Learning, Children's Social Work & Family Support, Corporate Landlord, Housing	Education and Children's Services, Finance and Resources, Communities, Housing & Public Protection
Corporate Services	Commercial and Procurement	Finance and Resources
	Digital & Technology	Finance and Resources
	People & Citizen Services	Finance & Resources, Communities, Housing & Public Protection
	Data Insights (HDRCA)	Finance & Resources
	Governance	Finance & Resources, Communities, Housing and Public Protection
	Finance	Finance and Resources
City Regeneration and Environment	City Development and Regeneration	Finance & Resources
	Strategic Place Planning	Finance & Resources
	Operations	Net Zero, Environment & Transport
	Capital	Finance & Resources

The Audit, Risk and Scrutiny Committee operates independently of these Committees, offering a further level of oversight linking with the management of risk, within and across individual Clusters and Services, which contributes to the management of performance at a corporate level within Council processes.

Council performance related information is also encompassed within reporting against strategic themes to the Net Zero, Environment & Transport and Anti-Poverty and Inequalities Committees.

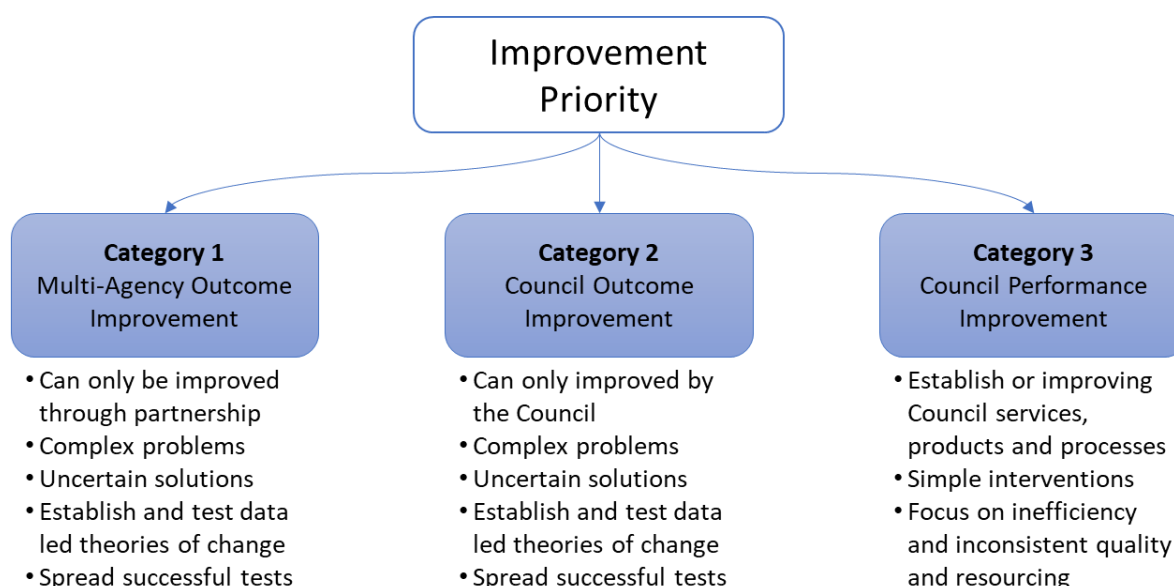
Although the latter Committee itself currently does not serve as 'parent' Committee in the context of individual Cluster performance reporting, it provides oversight of each Cluster's collaborative work around the theme of addressing poverty and inequality.

Accountability for Improvement

A systematic approach is taken to identify, plan and deliver improvement. The scrutiny of performance in both outcomes and service delivery, described above, provides the data and analysis to identify improvement priorities.

Whilst there is a continuous focus on improvement, in reviewing performance reports, the Council's committees, as well as officer groups (e.g. Performance Board; Extended Corporate Management Team (ECMT)), can consider and agree areas where formal improvement activity should be initiated. For each priority improvement area identified the undernoted steps are followed: -

- i. Define the desired improvement- a description of the issue to be addressed / the performance to be improved. It identifies the gap between current state and desired state.
- ii. Identify the nature of the improvement- there are 3 categories of improvement project. The improvement methods applied, and the tools used will vary, depending on which category the project falls in to. The categories are: -



- iii. Establish and implement improvement projects

Category 1 - Identified and agreed by Community Planning Aberdeen following the "Quality Improvement" methodology. Council officers lead or support the delivery of individual improvement projects.

Category 2 - Identified and agreed by the Council's committees or the Corporate Performance Board. The method of improvement used will take an explorative, agile approach suitable to dealing with complex challenges, where the problem and solution is not fully understood at the outset.

Category 3 - Identified and agreed by the Council's committees or the Corporate / Extended Corporate Management Team. The methods of improvement used will focus on understanding, mapping and establishing or improving services, products and processes, removing inefficiency & improving consistency, feedback and quality.

- iv. Monitor the effectiveness of improvement projects -

Category 1 projects are monitored by Community Planning Aberdeen. Category 2 and Category 3 improvement projects will be recorded, and progress monitored by the Performance Board against the agreed project stages below.

- | | |
|---|---------------------------------------|
| 1. Improvement area identified and agreed | 6. Testing underway |
| 2. Draft Outline Project Charter/Plan and team in place | 7. Initial indications of improvement |
| 3. Understanding baseline of current system | 8. Improvements achieved |
| 4. Project Charter endorsed by Project Board | 9. Sustainable improvement |
| 5. Change ideas and project measures developed | 10. Project complete |

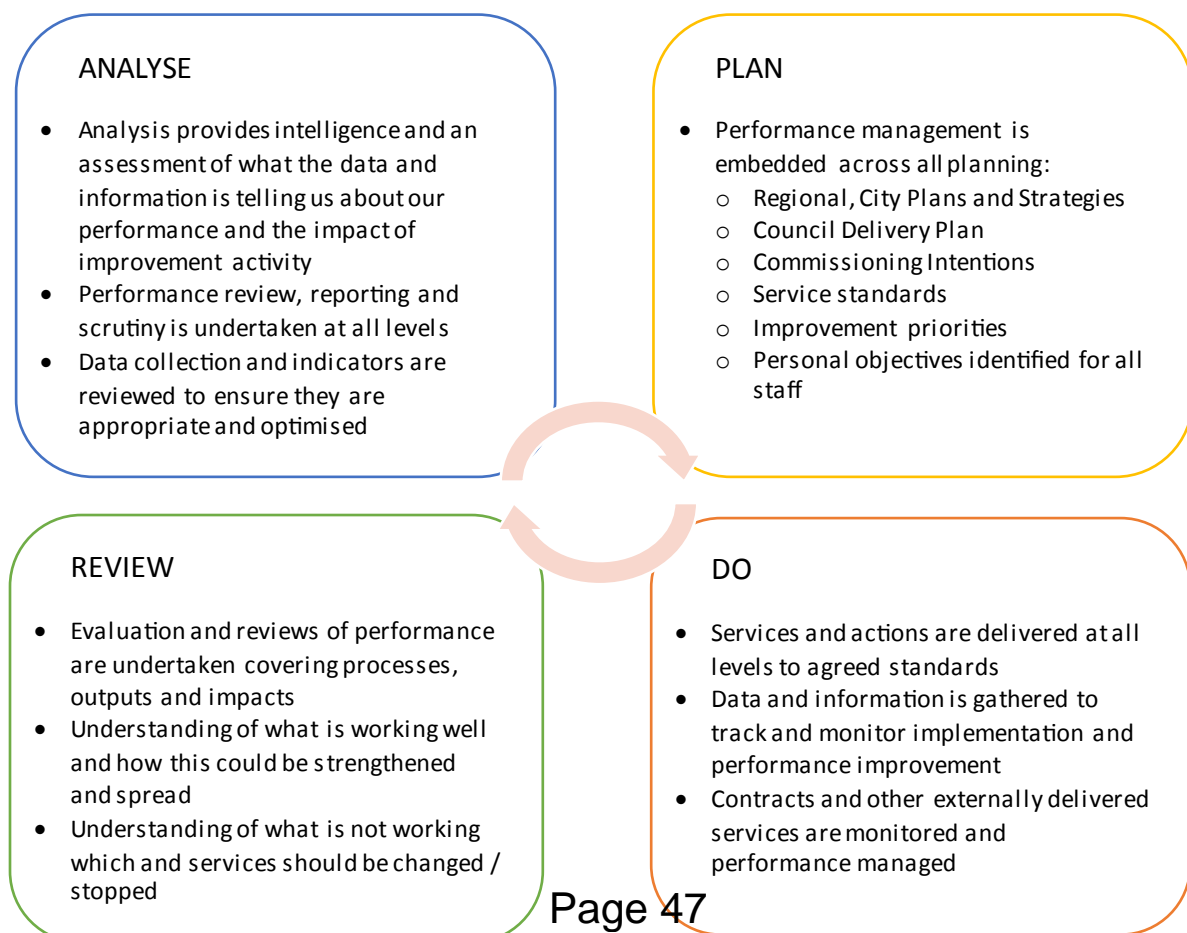
Performance Board's Role in the Improvement Cycle

The Council's Executive Director-led officer Performance Board, meeting monthly, acts as a gateway to facilitate, support and identify improvement projects through in-depth scrutiny of current operational performance at differing levels. including the application of benchmarking to drive improvement in the context of Aberdeen City Council's comparator local authorities.

It also seeks to bring together knowledge from across Council services to ensure that a cohesive, and standardised, approach to improvement is applied which enhances the learning gained from each improvement project. This, in turn, supports and informs the approach taken within new projects and encourages un-siloed collaboration where the consequential impacts and contributions of multiple services are central to project delivery success.

THE PLANNING, IMPROVEMENT AND PERFORMANCE MANAGEMENT CYCLE

Our approach to performance management mirrors the Council's commissioning cycle: Analyse, Plan; Do; and Review. This cycle ensures an integrated approach to performance management and planning, where information and intelligence supports delivery and enables scrutiny of existing priorities and leads the development of learning, forward planning and commissioning.



EVALUATION IN OUR COMMISSIONING CYCLE

A key element of managing performance is the use of data, information and intelligence to evaluate whether the things we are doing are having the impacts that a) they need to have and b) we expected them to have. This applies to:

- services delivered by the Council
- services delivered with and by partners and providers, including contracts
- policy interventions and other tests of change

Councils perform a diverse range of functions in many ways and, consequently evaluation can be undertaken using a variety of analytical methods depending on which suit each circumstance. The choice of method depends on a wide range of factors, but evaluation answers:

- What was the impact? Did we realise the stated ambitions?
- Did we do what we said we would? How was the service delivered?
- Did we generate value for money? Is this the most cost-effective means of achieving impact?

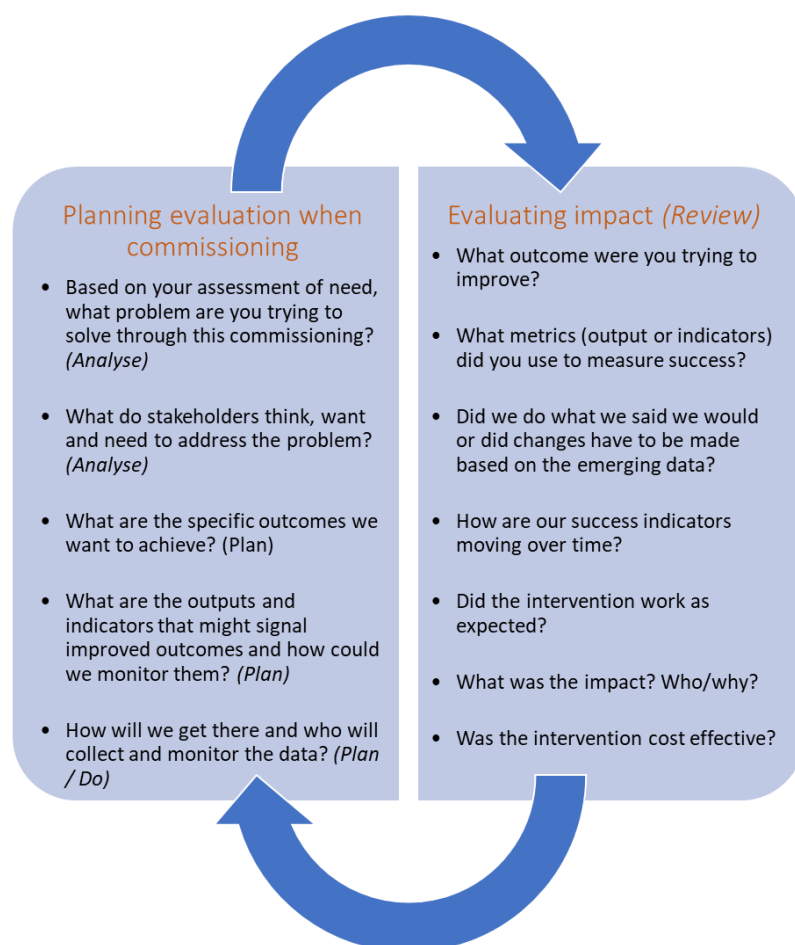
For evaluation to be effective, as policies are designed and services commissioned, consideration needs to be given to how impact will be measured. The figure below shows how evaluation is built into each stage of the Council's Analyse; Plan; Do; Review commissioning cycle.

Factors that will determine the nature of evidence used to support evaluation include:

- scale, complexity, innovation
- the objectives to be realised
- types of impacts and timescales over which they might occur
- what 'post event' legacy monitoring is required
- availability of information and data

In 2025/26, these principles of evaluation will be applied across the range of commissioned activity. The Strategy Board will oversee a programme of selected high-level evaluations.

The Demand Management Control Board will oversee evaluation of contracts.



MODERNISING HOW WE USE DATA

Data Management

The Council continues to invest in modern approaches to the management of data, including the use of PowerBi to visualise and support analysis. As expressed within our Commissioning Intentions, in 2025/26, Aberdeen City Council will continue to work towards implementation of value-added corporate data management and analytics platforms to:

- consolidate data from various sources, reducing data silos and ensuring users have access to accurate and up-to-date information
- transform and clean data, making it consistent and usable for analysis purposes
- implement improved data governance and standards
- leverage advanced analytics techniques including machine learning and predictive analytics

This technology and our broad approach to data management directly supports performance management. It allows us to access and understand more clearly what current performance is and provides richer data for predictive analytics. This allows decision making to be increasingly responsive to, and informed by, insights.

Digital and Data Strategy and Use of Interactive data tools

This approach internally mirrors themes outlined in the Council's Digital and Data Strategy around self-servicing of data availability to enhance the reviewing of performance in a more holistic manner to both better predict demand and the consequential connections between improvement activities.

The Council uses extensive interactive reporting to support operational delivery of services as well as analytics, contract management and public performance reporting. We continue to develop our "Managers Portal" and our use of PowerBi to visualize, analyse and share data and insights, moving towards performance management and scrutiny being a continuous process rather than event led.

Data Democracy

Alongside the technical infrastructure, there is a continuous focus on developing data democracy* at all levels of the Council, which supports the collaborative development of not only the tools required to meet data intelligence need but also the capacity to interpret and analyse this information.

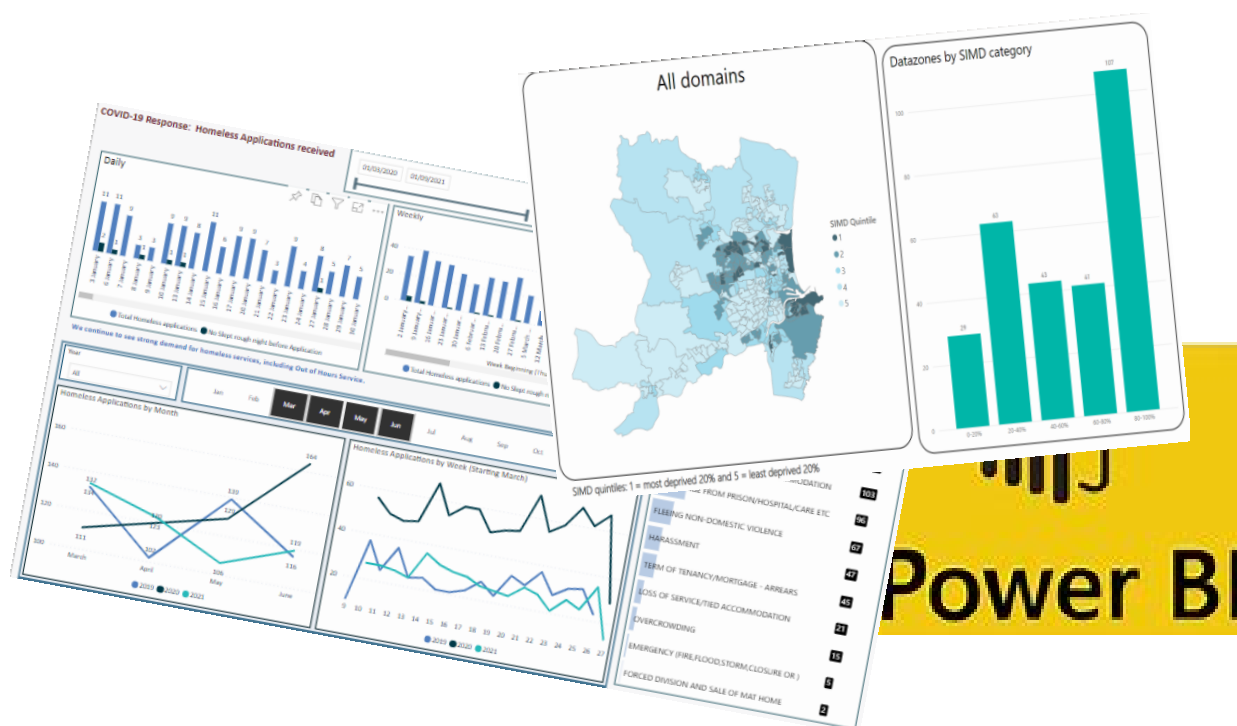
*Data democracy is defined as a process of enabling everyone, at all levels of technical ability, to work with data comfortably, to engage in discussions about it confidently and ultimately make data-informed decisions.

Aberdeen City Council's Data Maturity Journey

In the context of the management and use of data within Aberdeen City Council, we have reflected on national publications over the past 12 months which assist in our understanding of where, as an organisation, we are in terms of Data Maturity, and how working with partners is enabling our progression against this scale.

The most recent of these <https://www.local.gov.uk/publications/local-government-data-capacity-and-capability-survey-local-authorities-october> published by the Local Government Association, operating across English local authorities, offers an evaluation of where these organisations placed themselves in this critical area of development.

A similar ad-hoc exercise, based on the parameters outlined in this survey, would suggest that Aberdeen City Council would currently sit in Level 4 in terms of organisational Data Maturity taking account of the structures, data strategies and resources applied to this theme.



MODERNISING HOW WE REPORT - PUBLIC PERFORMANCE REPORTING

The Council is committed to ensuring that accountability, transparency and openness is embedded throughout the organisation. Public Performance Reporting, which all councils have a statutory duty to undertake, is one of the key elements in delivering on that.

The Council currently provides a range of performance information to the public through various media and consolidates corporate Public Performance Reporting through the Council's website <https://www.aberdeencity.gov.uk/services/strategy-performance-and-statistics>

The Council Delivery Plan Annual Review Report, produced each year, substantively collates and analyses the wide tranche of performance data in support of the Council's statutory duties, encompassing the full suite of Key and Statutory Performance Indicators, alongside outcome and management information-based measures. In 2025 an ["accessible" version](#) of the Plan was published online for the first time and will be replicated in future years.

Reporting of performance against National and Virtual Comparator (for education attainment) benchmarks, and that of other comparator Local Authorities, through engagement with and reflection on data contained in the [Local Government Benchmarking Framework](#), is embedded within Committee reporting.

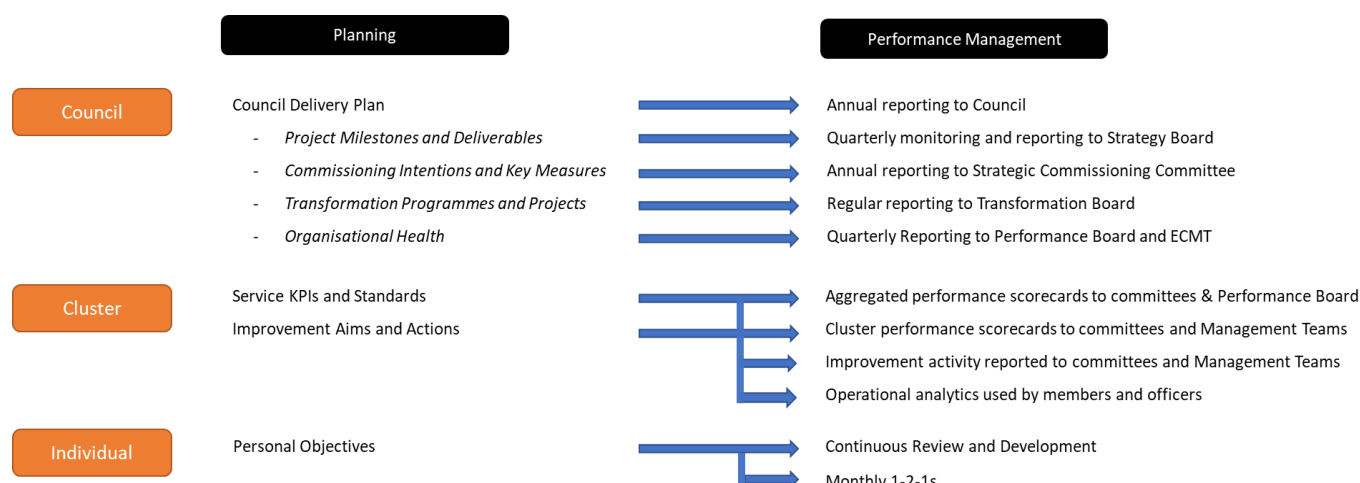
Over the course of the past 12 months, this latter comparison tool has become increasingly important in the context of how Aberdeen City Council scrutinises its relative performance, identifies areas for improvement and supports the work of the Council's Performance Board.

The Council publishes both Council and partners’ “Open Data” to the wider community to promote transparency and encourage innovation around that data and, through website provision, actively signposts scrutiny of the Council’s performance through the increasing range of publicly available, independent, national publications, including the outcomes of formal inspection activity.

The Scottish Government’s response to, and directions from, the refresh of the Open Government National Action Plan will provide additional guidance to Local Authorities around the use of pro-active performance publications as a tool for informing public scrutiny.

PLANNING AND PERFORMANCE MANAGEMENT ARRANGEMENTS

The Framework establishes arrangements at Council; Function; Cluster; Service and individual levels. Performance management arrangements at Regional and City levels have been established by responsible bodies and forums. The figure below shows the planning activity and corresponding performance management arrangements at these levels.



COUNCIL PLANS AND PERFORMANCE MANAGEMENT

Aberdeen City Council – Planning

i. *Council Delivery Plan*

The Council Delivery Plan is agreed annually at the Council’s budget setting meeting and brings together:-

- Commitments set out in the Policy Statement
- Outcomes and measures from the LOIP and Locality Plans, including Council commissioning intentions
- Commitments and actions arising from regional and city strategies
- Government policy and legislative duties
- Transformation activity

ii. *Council Strategy Suite*

The Council, like all Community Planning Partners, develops organisational strategies ensuring that resources are strategically aligned to facilitate the delivery of regional and city priorities. The strategy suite includes several “Enabling Strategies” (Customer, Digital & Data; Estate &

Asset; Workforce; and Intervention & Prevention) developed to support the implementation of the Council Delivery Plan.

iii. ACC Commissioning Intentions

The Council annually considers the services it requires to deliver, and how these will most effectively be commissioned. Annual commissioning intentions are agreed which define the Council's contributions to the LOIP. These direct re-commissioning, de-commissioning, required service actions and standards.

iv. Transformation Programme

Transformation activities to deliver the Council's Target Operating Model are set out with in the Transformation Programme and supporting projects.

v. Council Policies

ACC determines which policies are required to help deliver its priority outcomes and transformation activity.

COUNCIL PLANS AND PERFORMANCE MANAGEMENT

Aberdeen City Council - Performance Management

i. Council Delivery Plan

Progress against the commitments within the Council Delivery Plan are monitored, analysed and reported annually. This incorporates commissioning intentions and associated key measures; project milestones and deliverables.

- When / Where:**
- Annually to Council
 - Quarterly to Performance and Strategy Boards
- By Whom:**
- Data Insights (HDRCA), with involvement of all functions

Regular monitoring of all commitments and measures within the Council Delivery Plan

- When / Where:**
- Appropriate senior management teams
- By Whom:**
- Data Insights (HDRCA) with involvement of all functions

ii. Council Strategy and Policy Suite

- When / Where:**
- Targeted and prioritised monitoring at Strategy Board and Performance Board
- By Whom:**
- Programme Management Office, Data Insights (HDRCA)

iii. Transformation Programme

Regular and standard reporting of delivery of the Transformation Programme and supporting projects. ^(OBJ)

- When / Where:**
- Each meeting of Transformation Board
 - Programme and Project Governance structures
- By Whom:**
- Programme Management Office
 - SROs, Programme and Project Managers.

iv. Operational Performance and Organisational Health

A summary of key corporate level Citizen; Processes; Finance and Control; and Staff indicators.

When / Where: - Quarterly to Performance Board and ECMT

By Whom: - Data Insights (HDRCA)

Cluster and Service level performance and organisational health measures.

When / Where: - Each meeting of the Performance Board

By Whom: - Data Insights (HDRCA)

CLUSTER LEVEL PLANNING AND PERFORMANCE MANAGEMENT

Aberdeen City Council – Planning

i. Service Standards

The Council's commissioning intentions have been agreed through the Council's Delivery Plan for 2025/26. These define the Council's contributions to the LOIP, frame the ask of our in-house commissioned services and inform the development of service specifications and service standards. The allocation of resources is considered in the context of the standards to which those services will be delivered. Service standards have been categorised as relating to: -

- The availability of the service
- The responsiveness of the service
- The quality of the service
- Eligibility for the service.

2025/26 Service Standards were agreed at the Council's Budget meeting on 5th March 2025 and will be monitored and reported on throughout the year. This reporting, where linked, is supported by alignment with the Council's Statutory Performance Indicator suite and reflections against the Local Government Benchmarking Framework.

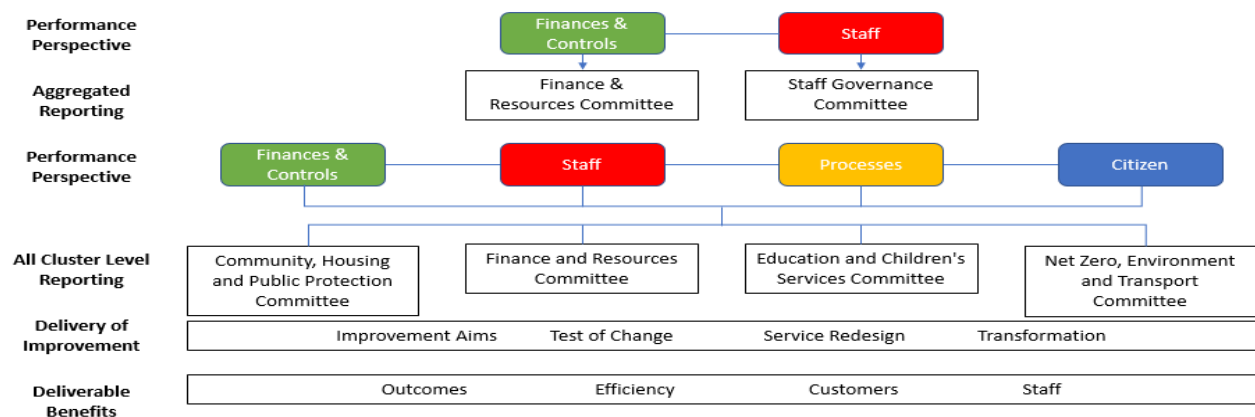
ii. Improvement Aims and Actions

As described above, the management of performance requires a systematic approach to improvement to deliver improved services and outcomes. The Council will use a suite of approaches and tools to manage that improvement activity.

All clusters identify clear, intelligence driven, improvement aims and actions which will support the delivery of service improvement and the delivery of improved of the outcomes as agreed through the LOIP, Locality Plans and the Council's commissioning intentions.

CLUSTER LEVEL PERFORMANCE MANAGEMENT

The template below sets out how the Council will manage aggregated and cluster level performance reporting across four perspectives: Citizen; Finance & Controls; Processes; Staff and that these perspectives will underpin regular performance reports to the Council's committees throughout 2025/26, enabling members to undertake scrutiny.



Performance Scorecards

Scorecards are an essential tool within our management system for helping elected member and managers know whether the organisation is succeeding and whether our transformation efforts are on track.

Each cluster identifies key performance indicators (KPIs), which relate to and measure performance in the delivery of cluster outcomes and intentions for each of the perspectives below. These KPIs are reported through a performance scorecard model.

Elected Members

When / Where: Meetings of the Council's Committees as per agreed reporting schedule

By Whom: Each Cluster / Service supported by Data Insights (HDRCA)

Corporate Management

When / Where: Each meeting of the Performance Board on a rotational and exception basis

By Whom: Each Cluster / Service supported by Data Insights (HDRCA)

Service Management

When / Where: Regular Senior Management Team meetings

By Whom: Each Cluster / Service supported by Data Insights (HDRCA)

Presentation of scorecard reports to Committees and Senior Management are structured in line with the Performance Reporting Perspectives outlined and, in line with the reporting frequency of the measures, and whether targets/RAG status are appropriate, will include the following elements:

Indicator	Period 1	Period 2	Period 3	Target	RAG	Trend
Citizen Perspective						
% of ...	x %	x%	x%	x%	Green	↑
Finances & Controls Perspective						

No. of ...	10	10	10	9	Amber	↑
Processes						
% of ...	x%	x%	x%	x%	Red	↑
Staff Perspective						
Level of ..	x%	x%	x%	x%	Green	↑

Analysis

Jointly provided by service management and Data Insights (HDRCA). To include description of performance and trends; reasons for variation from forecast / target performance; ongoing reference to benchmarks; mitigation of risks.

Quality Assurance

Additional reporting has been introduced in 2025/26 to bring together governance and procurement assurance dashboards for all Clusters.

Quality Improvement

Work has been ongoing during 2024 and 2025 to embed a consistent approach to quality improvement frameworks across each of the Council's organisational clusters.

Improvement Aims and Activity

Jointly provided by service management and Data Insights (HDRCA). Using improvement approaches and tools to set out prioritised improvement aims for service performance and delivery of outcomes and analysis of the impact of improvement activity

INDIVIDUAL PLANNING AND PERFORMANCE MANAGEMENT

The Performance Management Framework supports our Guiding Principles and Core Capabilities.



Continuous Review and Development (CR&D) is the Council's scheme for aligning all employees' personal objectives to the Council's priorities and for supporting staff achieve the right levels of performance.

CR&D focuses on continuous improvement and feedback through ongoing one-to-ones and communication between line manager and team members throughout the year. It is built around

the Job Families based [Capability Framework](#) and self-assessment so that we can understand what knowledge, skills and behaviours are needed for our roles and put in place any necessary development by updating a development plan.

It is important that employees understand the outcomes the Council expects to deliver for the city through the Local Outcome Improvement Plan as well as the transformation activities which are further maturing and developing Council delivery within the context of the Target Operating Model.

Managers and employees must consider how every job supports those outcomes and how personal objectives tie in with this. In this context, CR&D emphasises regular quality conversations between employees and line managers to reflect on achievements and development needs and to plan ahead.

Reflection against the Capability Framework, [Continuous Review and Development](#) and related employee supports, including [development opportunities](#) are embedded, and accessible to all employees within the Council's on-line provision, supplemented by the face-to face CR&D meetings outlined above, along with regular (and bespoke) team briefings within individual services.

SUMMARY OF REVIEW AND REFRESH PROPOSALS FOR 2025/2026

1. Additional consideration has been given to the revised requirements of the Accounts Commission 2025 Guidance around Performance Reporting, which is a significant tool in terms of demonstrating meeting of our wider Best Value requirements. This is reflected in proposals for (i) additional regular application and use, for example, of LGBF comparator data as standard within both operational and strategic level reporting, and (ii) within evaluations of Aberdeen City Council's relative performance in the context of identifying improvement priorities.
2. The Guidance also brings forwards the statutory timeline for publishing corporate performance information into the public domain from the present 12 month deadline to within six months of the end of each financial year. This, in the subsequent fiscal year, may influence the timings of reports, such as the Council Delivery Plan Review, to Council/Committee.
3. Engagements with the Council's External Audit team over the course of the year have highlighted the benefits of reflecting Council performance with more consistency across reporting of outcomes and within policy documents. Meeting this proposal will mean that Members, and the general public, can expect to see performance data featuring in a greater number of our reports, and with increased cohesiveness, effectively extending the 'reach' of the Performance Management Framework in our Committee reporting.
4. The use of data analytical assistance, including those provided by AI tools, (e.g. MS Co-pilot) will increasingly support our Performance Management Framework, both in the delivery of improvement activity itself and the public performance reporting obligations placed on us as a local authority. Use of these tools is at an early stage, but it may be anticipated that the additional analytical capacity provided will start to be reflected in performance reporting to officer -led boards and Committee during the course of the current financial year.
5. Feedback, and instructions, from each Committee throughout the course of year relating to the use of the Performance Management Framework, including how this information is presented, has been collated and scrutinised by officers. Resultantly, services and Members can anticipate that this feedback, and incorporation of work from an additional, recently commissioned,

Council-wide quality assurance project, will result in a more cohesive and consistent approach to improvement, with lessons being learned and shared more widely between and across Clusters

6. It is proposed that Committee-based performance reporting (and scrutiny) of the Digital and Technology services, based on the current PMF reporting parameters and measures, transfer from the Communities, Housing and Public Protection Committee remit. Going forwards, the Finance and Resources Committee, based on alignment with the general terms of reference of this latter Committee, would become the 'parent committee' for this service in terms of performance accountability.

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ABERDEEN CITY COUNCIL

COMMITTEE	Council
DATE	20 August 2025
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Council Diary 2026
REPORT NUMBER	CORS/25/190
DIRECTOR	Andy MacDonald
CHIEF OFFICER	Jenni Lawson
REPORT AUTHOR	Martyn Orchard
TERMS OF REFERENCE	18

1. PURPOSE OF REPORT

- 1.1 To seek approval of the Council diary for 2026.

2. RECOMMENDATION

That the Council:-

- 2.1 approve the Council diary for 2026 appended to the report, making any changes as appropriate.

3. CURRENT SITUATION

- 3.1 The current committee structure was approved by the Council at its meeting of 25 August 2022, with the Council diary being approved on an annual basis thereafter.
- 3.2 The proposed diary for 2026, as contained at Appendix A, follows the broad pattern of meetings since 2023 when it was agreed to remove an additional cycle of committee meetings.
- 3.3 It should be noted that the Boards/Committees listed below approve their own meeting dates, however they are included in the Council diary for information:-
- Grampian Joint Valuation Board
 - Integration Joint Board
 - Risk, Audit and Performance Committee (IJB)
 - Clinical Care Governance Committee (IJB)
 - Community Planning Aberdeen Board

4. FINANCIAL IMPLICATIONS

- 4.1 There are no financial implications arising from the recommendations of the report.

5. LEGAL IMPLICATIONS

- 5.1 There are no legal implications arising from the recommendations of the report.

6. ENVIRONMENTAL IMPLICATIONS

- 6.1 There are no environmental implications arising from the recommendations of the report.

7. RISK

- 7.1 The assessment of risk contained within the table below is considered to be consistent with the Council's Risk Appetite Statement.

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	No significant risks identified	N/A	N/A	N/A
Compliance	Council must comply with the Scheme of Governance	The recommendations comply with the Scheme of Governance	L	Yes
Operational	No significant risks identified	N/A	N/A	N/A
Financial	No significant risks identified	N/A	N/A	N/A
Reputational	No significant	N/A	N/A	N/A

	risks identified			
Environment / Climate	No significant risks identified	N/A	N/A	N/A

8. OUTCOMES

The proposals in this report have no impact on the Council Delivery Plan.

9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	No assessment required. I confirm this has been discussed and agreed with Jenni Lawson, Chief Officer - Governance on 25 July 2025.
Data Protection Impact Assessment	Not required

10. BACKGROUND PAPERS

None

11. APPENDICES

A - Council Diary 2026

12. REPORT AUTHOR CONTACT DETAILS

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Title	Committee Lead
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Tel	01224 067598

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JANUARY 2026

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			1 PUBLIC & SCHOOL HOLIDAY	2 PUBLIC & SCHOOL HOLIDAY	3	4
5	6	7	8	9	10	11
12 Local Review Body (11am)	13 Communities, Housing and Public Protection Committee (10am)	14	15 Planning Development Management Committee (10am) Pre-Application Forum (2pm)	16	17	18
19	20 Licensing Board (10am)	21	22 Planning Development Management Committee Visits (if required) (9.30am)	23	24	25
26	27 Net Zero, Environment and Transport Committee (10am)	28 Anti-Poverty and Inequality Committee (10am)	29	30 Grampian Joint Valuation Board (9.30am)	31	

FEBRUARY 2026

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1
2 Staff Governance Committee (10am)	3 Integration Joint Board (10am)	4 Council (10.30am)	5	6	7	8
9 SCHOOL MID-TERM HOLIDAY	10 SCHOOL IN-SERVICE DAY	11 SCHOOL IN-SERVICE DAY Finance and Resources Committee (10am)	12 Planning Development Management Committee (10am) Pre-Application Forum (2pm)	13	14	15
16 Local Review Body (11am)	17 Education and Children's Services Committee (10am)	18	19 Planning Development Management Committee Visits (if required) (9.30am) Audit, Risk & Scrutiny Committee (2pm)	20	21	22
23	24 Integration Joint Board Risk, Audit & Performance (10am)	25 Licensing Committee (10am)	26	27	28	

MARCH 2026

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1
2 BUDGET WEEK	3 BUDGET WEEK	4 Council Budget Meeting (10.30am)	5 BUDGET WEEK	6 BUDGET WEEK	7	8
9	10 Communities, Housing and Public Protection Committee (10am)	11 Anti-Poverty and Inequality Committee (10am)	12 Planning Development Management Committee (10am) Pre-Application Forum (2pm)	13	14	15
16 Local Review Body (11am)	17 Integration Joint Board - Budget (10am)	18 Community Planning Aberdeen Board (CPA Board - 2pm)	19 Planning Development Management Committee Visits (if required) (9.30am)	20 Pensions Committee and Board (10am)	21	22
23	24 Clinical Care Governance (10am)	25 Net Zero, Environment and Transport Committee (10am)	26	27	28	29
30 SCHOOL EASTER HOLIDAYS	31 SCHOOL EASTER HOLIDAYS					

APRIL 2026

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1 SCHOOL EASTER HOLIDAYS	2 SCHOOL EASTER HOLIDAYS	3 SCHOOL EASTER HOLIDAYS	4	5
6 SCHOOL EASTER HOLIDAYS	7 SCHOOL EASTER HOLIDAYS	8 SCHOOL EASTER HOLIDAYS	9 SCHOOL EASTER HOLIDAYS	10 SCHOOL EASTER HOLIDAYS	11	12
13 Local Review Body (11am)	14 Licensing Board (10am)	15 Council (10.30am)	16	17 GOOD FRIDAY PUBLIC HOLIDAY & SCHOOL HOLIDAY	18	19
20 Staff Governance Committee (10am)	21	22	23 Planning Development Management Committee (10am) Pre-Application Forum (2pm)	24	25	26
27	28 Education & Children's Services Committee (10am)	29	30 Planning Development Management Committee Visits (if required) (9.30am)			

MAY 2026

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				1	2	3
4 MAY DAY PUBLIC & SCHOOL HOLIDAY	5 SCHOOL IN-SERVICE	6	7 SCOTTISH PARLIAMENT ELECTION	8	9	10
11	12	13 Finance and Resources Committee (10am)	14 Audit, Risk and Scrutiny Committee (2pm)	15	16	17
18 Local Review Body (11am)	19	20 Licensing Committee (10am)	21 Planning Development Management Committee (10am) Pre-Application Forum (2pm)	22	23	24
25	26 Communities, Housing and Public Protection Committee (10am)	27	28 Planning Development Management Cttee Visits (if required) (9.30am)	29	30	31

JUNE 2026

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	2	3	4 Anti-Poverty and Inequality Committee (10am)	5	6	7
8	9	10 Net Zero, Environment and Transport Committee (10am)	11 Community Planning Aberdeen Board (CPA Board - 2pm)	12	13	14
15	16	17	18 Planning Development Management Committee (10am) Pre-Application Forum (2pm)	19 Pensions Committee (10am) Followed by Annual Pension Board	20	21
22 Local Review Body (11am)	23 Education & Children's Services Committee (10am)	24	25 Planning Development Management Committee Visits (if required) 9.30am) Audit, Risk & Scrutiny Committee (2pm)	26 Grampian Joint Valuation Board (9.30am)	27	28
29 Staff Governance Committee (10am)	30 Licensing Board (10am)					

JULY 2026

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1 Council (10.30am)	2	3 SCHOOL HOLIDAYS	4	5
6 SCHOOL HOLIDAYS	7 SCHOOL HOLIDAYS	8 SCHOOL HOLIDAYS	9 SCHOOL HOLIDAYS	10 SCHOOL HOLIDAYS	11	12
13 SCHOOL HOLIDAYS	14 SCHOOL HOLIDAYS	15 SCHOOL HOLIDAYS	16 SCHOOL HOLIDAYS	17 SCHOOL HOLIDAYS	18	19
20 SCHOOL HOLIDAYS	21 SCHOOL HOLIDAYS	22 SCHOOL HOLIDAYS	23 SCHOOL HOLIDAYS	24 SCHOOL HOLIDAYS	25	26
27 SCHOOL HOLIDAYS	28 SCHOOL HOLIDAYS	29 SCHOOL HOLIDAYS	30 SCHOOL HOLIDAYS	31 SCHOOL HOLIDAYS		

AUGUST 2026

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					1	2
3 SCHOOL HOLIDAYS	4 SCHOOL HOLIDAYS	5 SCHOOL HOLIDAYS Finance and Resources Committee (10am)	6 SCHOOL HOLIDAYS	7 SCHOOL HOLIDAYS	8	9
10 SCHOOL HOLIDAYS	11 SCHOOL HOLIDAYS	12 SCHOOL HOLIDAYS	13 SCHOOL HOLIDAYS	14 SCHOOL IN-SERVICE	15	16
17 Local Review Body (11am)	18	19 Council (10.30am)	20 Planning Development Management Committee (10am) Pre-Application Forum (2pm)	21	22	23
24 Staff Governance Committee (10am)	25	26 Communities, Housing and Public Protection Committee (10am)	27 Planning Development Management Committee Visits (if required) 9.30am	28 Grampian Joint Valuation Board (9.30am)	29	30
31						

SEPTEMBER 2026

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	1 Licensing Committee (10am)	2 Anti-Poverty and Inequality Committee (10am)	3	4	5	6
7	8 Net Zero, Environment & Transport Committee (10am)	9 Community Planning Aberdeen Board (CPA Board - 2pm)	10	11 Pensions Committee and Board (10am)	12	13
14 Local Review Body (11am)	15 Education and Children's Services Committee (10am)	16	17 Planning Development Management Committee (10am) Pre-Application Forum (2pm)	18 SCHOOL SEPTEMBER HOLIDAY	19	20
21 SCHOOL SEPTEMBER HOLIDAY	22 Licensing Board (10am)	23	24 Planning Development Management Committee Visits (if required) (9.30am) Audit, Risk and Scrutiny Committee (2pm)	25	26	27
28	29	30 Finance and Resources Committee (10am)				

OCTOBER 2026

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
			1	2	3	4
5	6	7 Council (10.30am)	8	9	10	11
12 SCHOOL HOLIDAYS	13 SCHOOL HOLIDAYS	14 SCHOOL HOLIDAYS	15 SCHOOL HOLIDAYS	16 SCHOOL HOLIDAYS	17	18
19 SCHOOL HOLIDAYS	20 SCHOOL HOLIDAYS	21 SCHOOL HOLIDAYS	22 SCHOOL HOLIDAYS	23 SCHOOL HOLIDAYS	24	25
26 Local Review Body (11am)	27	28 Licensing Committee (10am)	29 Planning Development Management Committee (10am) Pre-Application Forum (2pm)	30 Grampian Joint Valuation Board (9.30am)	31	

NOVEMBER 2026

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1
2 Staff Governance Committee (10am)	3	4 Finance and Resources Committee (10am)	5 Planning Development Management Committee Visits (if required) (9.30am)	6	7	8
9	10 Communities, Housing and Public Protection Committee (10am)	11	12	13 SCHOOL IN-SERVICE DAY	14	15
16	17 Education and Children's Services Committee (10am)	18 Community Planning Aberdeen Board (CPA Board - 2pm)	19	20	21	22
23	24 Net Zero, Environment and Transport Committee (10am)	25 Anti-Poverty and Inequality Committee (10am)	26 Audit, Risk and Scrutiny Committee (2pm)	27	28	29
30 Local Review Body (11am)						

DECEMBER 2026

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
	1 Licensing Board (10am)	2	3 Planning Development Management Committee (10am) Pre-Application Forum (2pm)	4	5	6
7	8 Council (HRA Budget) (10.30am)	9 Council (10.30am)	10 Planning Development Management Committee Visits (if required) (9.30am)	11 Pensions Committee and Board (10am)	12	13
14	15	16 Licensing Committee (10am)	17	18	19	20
21 SCHOOL HOLIDAY	22 SCHOOL HOLIDAY	23 SCHOOL HOLIDAY	24 SCHOOL HOLIDAY	25 PUBLIC HOLIDAY	26	27
28 PUBLIC HOLIDAY	29	30	31 PUBLIC HOLIDAY			

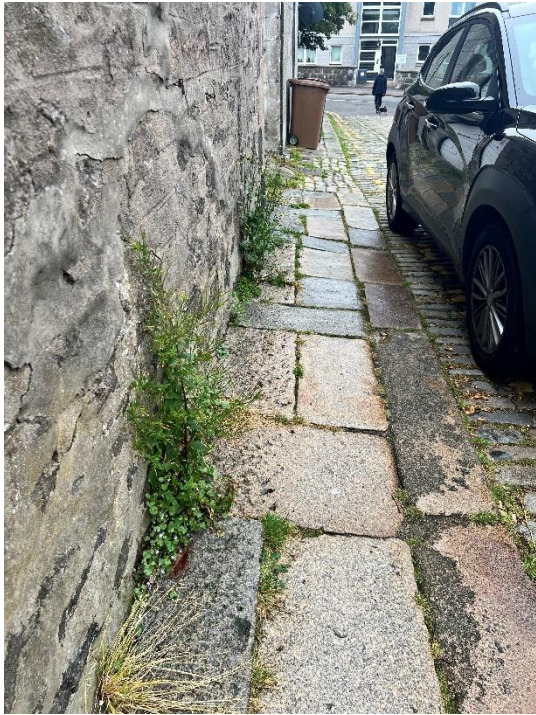
Notice of Motion by Councillor Kuszniir - Appendix A



Prospect Terrace – June 2025



Bon Accord Terrace – June 2025



Prospect Terrace – July 2025



Academy Street – July 2025