Appendix A - Performance Management Framework Report – Children's and Family Services

Education

<table>
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Service Level Measures – 2022-23 Service Standards

Performance Indicator	2022/23 Year to Date Value	2022/23 Target	Status	Long Trend - Annual
We will meet all requests for early learning and childcare placements.	100%	100%	✅	▬
We will meet all requests for a primary and secondary school placement.	100%	100%	✅	▬
ACC managed/funded Early Learning and Childcare settings will meet the National Standard *	100%	100%	✅	▬
Primary, secondary, and special schools will achieve an average evaluation of 'good' or better in formal evaluations of core Quality Indicators by Education Scotland	62.5%	100%	🛑	NA
We will process requests for additional support to meet the wellbeing needs of children and young people within 40 days	100%	100%	✅	▬

Service Commentary

School Placements

The increased trend in the number of 'in-term' applications for school placements, as a result of placements being sought from families who have located in the city in order to attend one of the Higher Education Institutions, and from the families seeking refuge having fled the war in Ukraine (see below), continues to exert localised pressures on the system, with the latter influence being substantive.

The Council is successfully meeting all placing requests at present although had anticipated further demand when a new cohort of students arrive in the city in January 2023. At high level, this has placed less pressure on schools and ELC than scenario planning might have suggested, although Officers continue to engage with both Higher Education Institutions in order to glean information on the predicted demand for school placements to aid planning going forwards. As at week 35 (6th March 2023) there had been an additional increase in schools rolls by 212 pupils (+0.8%) from all inwards pupil migrations since the current Term start.. This represents just under 50% of the school roll increase of 485 pupils (+ 1.9%) since the Pupil Census in September.

ELC National Standard – Day Care of Children and Out of School Care

The National Standard is deemed not to have been met where, subsequent to full inspection, a provider is unable to meet the recommendations for improvement within a reasonable timescale, and to the satisfaction of the inspecting agency. through a series of follow-up visits. As reflected in the Inspections report also being considered at this, and previous, meetings of Committee, a number of ELC establishments are implementing recommendations arising from previous Care Inspectorate inspections. To date, these follow-up visits are evidencing recommendations have been met and officers are supporting those establishments where follow-up visits are anticipated in response to more recent initial inspections.

Inspection reporting

There have been two Education Scotland inspection reports published (St. Peter's RC and Broomhill Primary Schools) subsequent to the January meeting of this Committee. Details of these inspections are outlined in the Inspections Report being considered at this Committee. Of the three inspections this academic year (two short and one full inspection) 5 of 8 Quality Indicators assessed were rated as Good or better, with each Indicator being evaluated as Satisfactory or better, the minimum expected position of a successful inspection review for the purposes of performance reporting.

Broomhill School was subject to a full inspection of each of the four core Indicators, as opposed to the two previous short inspections, which had the effect of artificially suppressing the average evaluation score to date.

Corporate Measures – 2022-23 Cluster Level Indicators

| Performance Measure	Quarter 4 2021/22 Value	Quarter 1 2022/23 Value	Quarter 2 2022/23 Value	Quarter 3 2022/23 Value	2022/23 Target	Status	Long Trend - Quarterly
Total No. complaints received (stage 1 and 2) - Education	20	30	18	29			⬇️
% of complaints resolved within timescale (stage 1 and 2) - Education	65.0%	73.3%	77.8%	86.2%	75.0%	✅	⬆️
% of complaints with at least one point upheld (stage 1 and 2) – Education	25.0%	23.3%	16.7%	17.2%			⬆️
Total No. of lessons learnt identified (stage 1 and 2) - Education	2	3	3	5			

2. Process

National Measure School Leaver Initial Destinations

The percentage of school leavers attaining an Initial Positive Destination (2021/22 academic year)

2021/22 result

77.3%

91.8%

0.0%   100.0%

93.8%
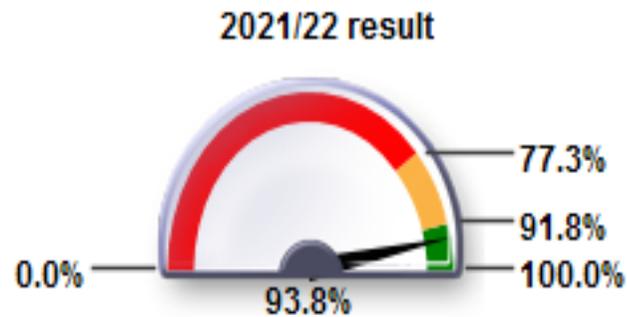
% school leavers from publicly funded schools in positive initial destinations by academic year

Year	%
2017/18	91.3%
2018/19	93.7%
2019/20	90.3%
2020/21	95.4%
2021/22	93.8%

Years
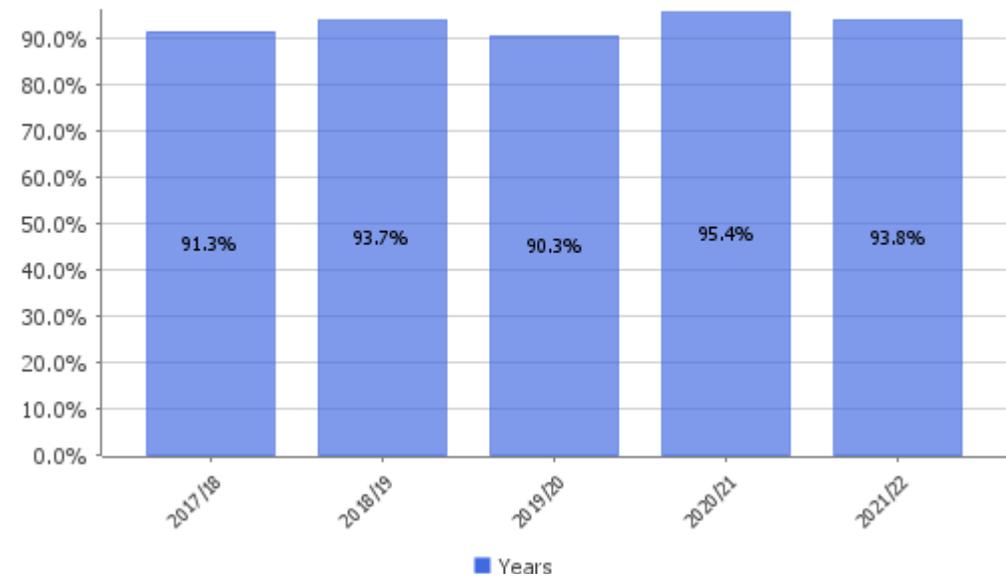
Why is this important?

Positive Initial Destinations of school leavers are a critical measure of the extent to which the Education Service (and other Council teams) have enabled our young people to attain the skills necessary for a successful transition from statutory education provision.

Benchmark Information:

Benchmarking of this measure is provided through the release of the Scottish Government's bi-annual publication of Statistics in Schools Bulletins, with further localised data being provided through Skills Development Scotland datasets that support the Insight Benchmarking Tool.

Target:

Aberdeen City Council has an improvement-based target for this measure, as captured in successive Aberdeen City Council National Improvement Framework Plans, to increase those school leavers attaining a positive destination by a minimum 1 percentage point each year from the original 2017/18 baseline.

This is what the data is saying:

The table below outlines the year-on-year and four-year change against each Destination. This suggests that an additional proportion of leavers were electing to consider employment, and potential employment, as a positive destination, largely as an alternative to continuous Higher and Further Education. These choices are demonstrated in both the proportion which attain a positive Employment destination and, conversely, those who are in the two Unemployed categories,

Additional deep dive assessment of the data is currently being undertaken, in association with Skills Development Scotland colleagues and schools, to validate this initial interpretation and gain insight into the influences behind changes in each destination outcome.

The most recent data around participation levels among 16–19-year-olds in Aberdeen indicated that 43% of those with a confirmed destination, surveyed in December 2022, were in school with an overall 98.6% in a positive destination in comparison with 93.9% in December 2021.

This is the trend:

The initial outcomes for school leavers has, effectively, reverted to the pre-COVID position as at the 2018/19 academic year which, at that point represented the City's most positive outcome to date over the more than 10 year lifetime of this national measure, This, despite the year-on-year fall in overall positive destinations, is largely considered to be a sound outcome that now serves as the new material baseline for future outcomes and improvement rates on the basis that this year is less affected by the impact of the pandemic than in 2019/20 and 2020/21.

As described in the publication source, 'the coronavirus pandemic will have had an impact on the initial destination choices made by, and opportunities available to, school leavers. The greatest effect of the pandemic on school leaver destinations is likely to have been seen in 2019/20. However, it is likely that there has been some ongoing impact on the destinations of some 2020/21 and 2021/22 school leavers. The impacts of COVID-19 should be kept in mind when interpreting changes between 2019/20, 2020/21 and 2021/22, and when comparing these to other years.'

This is the impact:

Securing a positive destination is a key indicator of long-term outcomes for young people.

This what we are doing

Across a series of measures, positive destinations data are on an improving trend, but we need to continue to transform our senior phase through ABZ Campus to ensure a wider range of courses aligned to growth and volume sectors. We also need to give careful consideration to the future jobs market, our work to develop Aberdeen. The Children's Services Plan being considered at this meeting of Committee highlights the considerations and proposed actions aligned with this theme and individual pupil cohorts that, circumstantially, tend to most distanced from a positive destination e.g., Looked After Children

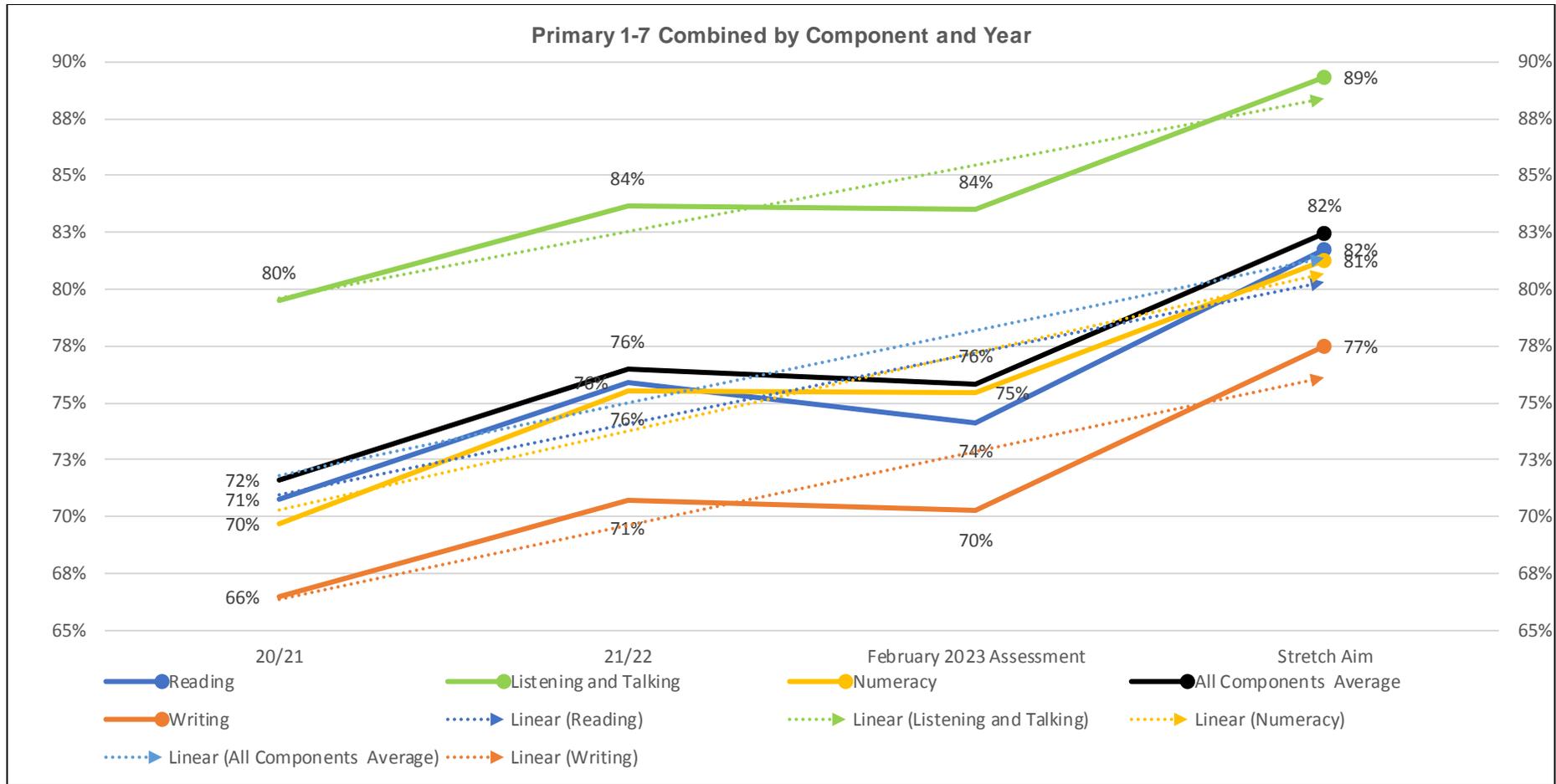|	Responsible officer:				Latest Update						

Mark Jones	February 2023

Year	Number of leavers	Positive Destination	Higher Education	Further Education	Training	Employment	Voluntary Work	Personal Skills Development	Unemployed Seeking	Unemployed Not Seeking	Unknown
2021/22	1,795	93.8	43.6	29.4	2.6	17.4	0.4	0.4	3.2	1.9	1.1
2020/21	1,472	95.4	45.7	30.8	4.1	13.8	0.5	0.3	2.2	1.8	0.6
2019/20	1,453	90.3	47.5	31.2	2.4	8.7	[c]	[c]	5.2	2.5	2.0
2018/19	1,678	93.7	39.6	33.4	2.0	17.7	0.5	0.4	4.0	1.4	0.8

(c)Data is suppressed due to the small number of pupils falling within this category

Source: Summary Statistics for Attainment and Initial Leaver Destinations, No. 5: 2023 Edition. 28th February 2023

Local Benchmark Measures - Curriculum for Excellence - 2022/23 Predicted Achievement (based on current Live Data)

Summary of Predicted P1- P7 outcomes by Highest CfE level achieved in Curriculum Components

Primary 1-7 Combined by Component and Year

Chart legend:
- Reading (blue)
- Listening and Talking (green)
- Numeracy (yellow)
- All Components Average (black)
- Writing (orange)
- Linear (Reading)
- Linear (Listening and Talking)
- Linear (Numeracy)
- Linear (All Components Average)
- Linear (Writing)

Categories: 20/21, 21/22, February 2023 Assessment, Stretch Aim

Listening and Talking: 80%, 84%, 84%, 89%
All Components Average: 72%, 76%, 76%, 82%
Reading: 71%, 76%, 74%, 82%
Numeracy: 70%, 76%, 75%, 81%
Writing: 66%, 71%, 70%, 77%

Service Commentary

Overall. within current data confidence levels, the core combined Primary 1 to 7 outcomes for each component are largely on track to closely match the Stretch Aims outlined in terms of the linear projections for these high-level measures, with additional closing of these projections to the Aims for most phases and components. (see NB comment below)

Each assessment iteration, with an unchanged pupil profile, would normally provide for an increase in the proportion of pupils achieving expected levels of achievement at each consequent round but as noted in prior reports, and as intimated in the National Pupil data below, the City has experienced substantial in- term growth in school rolls that can influence the normal trajectory of expected improvement.

Since the previous assessment point, there has been additional positive movement in the P1-7 combined Reading and Writing components with this being more pronounced at Primary 4 and 7. These improvements are in line with the engagement assurance with school leaders by Quality Improvement Officers outlined in the previous report. Currently, the outcomes for each Component at the February Assessment point are close, or equal, to that recorded at academic year-end in 2021-22.

Having shown the greater sustained improvement In November, the combined outcome of the four components at Primary 1 is experiencing a slowed rate of improvement, as is the Listening and Talking component, although this is presently the highest performing of the four components. P1-7 Numeracy outcomes are relatively unchanged from the November assessment point, with the greatest gains being made at Primary 1

The February and linear projections above are derived from live datasets which support the continuous monitoring of Curriculum for Excellence assessments undertaken across the academic year and reflect the proportion of pupils, where these assessments have currently been completed, that are predicted to meet the levels of achievement expected for them as individuals. As such, it is shared to offer assurance and should not be conflated with, or compared directly, against the full year outcomes which are reflected in the chart

NB These assessments cover the majority of P1-7 pupils and are a snapshot against available data up to, and including, those assessments completed as in February 2023. On this basis, the data should regarded as an interim assessment of predicted outcomes only. National data practice suggests that statistical year-on-year variations of +/- 1 to 2 percentage points (depending on sample size and assessment stage) may have limited educational significance that is best understood at Establishment level through ongoing professional review.

Service Level Measure -National Pupil Data -Children enrolled in Aberdeen City Schools as a result of displacement from Ukraine.

Authority	Aberdeen City		Dundee		Edinburgh		Glasgow	
Phase	Primary	Secondary	Primary	Secondary	Primary	Secondary	Primary	Secondary
Numbers	206	203	56	36	263	240	324	233
Totals	409		92		503		557	

Source: Scottish Government Education Analytical Service. Data as of 27th January 2023

Service Commentary

In comparison with the information reported to the prior Committee, based on the position at the end of October 2022, the Service had enrolled an additional 116 pupils (+39.6%) at the snapshot point of 27th January 2023. Aberdeen City remains as the third highest recipient of displaced children of school age from Ukraine within Scotland.

In comparison with the City's three other Large Urban Local Authority Comparators, this figure represents around 1.63% of the total school roll, which is proportionately greater than each of these comparators (based on 2022 Pupil Census). At October 2022, the proportion of displaced pupils from Ukraine enrolled was 1.21% although Members should note that the number of displaced children of school age fluctuates as families secure more long-term accommodation.

Chart 1. Cluster Level Measure - National Pupil Attendance Indicator – 2022/23 Academic Year to Date

% pupil attendance

Aberdeen City	Dundee City	East Dunbartonshire	Edinburgh City	Falkirk	Glasgow City	North Lanarkshire	Renfrewshire	West Dunbartonshire	Scotland
91.4	89.1	93.6	91.8	91.3	90.0	89.9	91.3	90.0	91.0
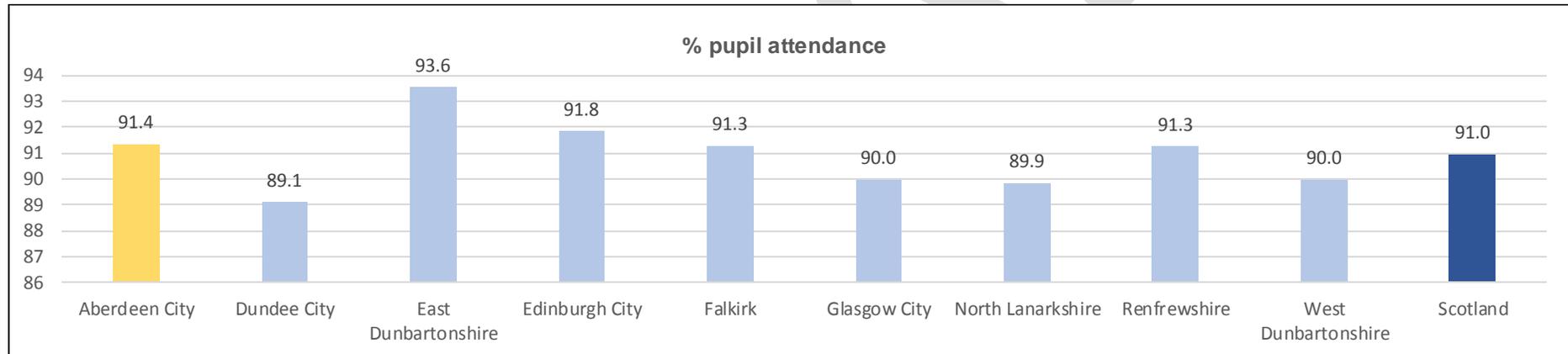
Chart 2. Cluster Level Measure - National Pupil Attendance Indicator – 2022/23 Academic Year, Term 2
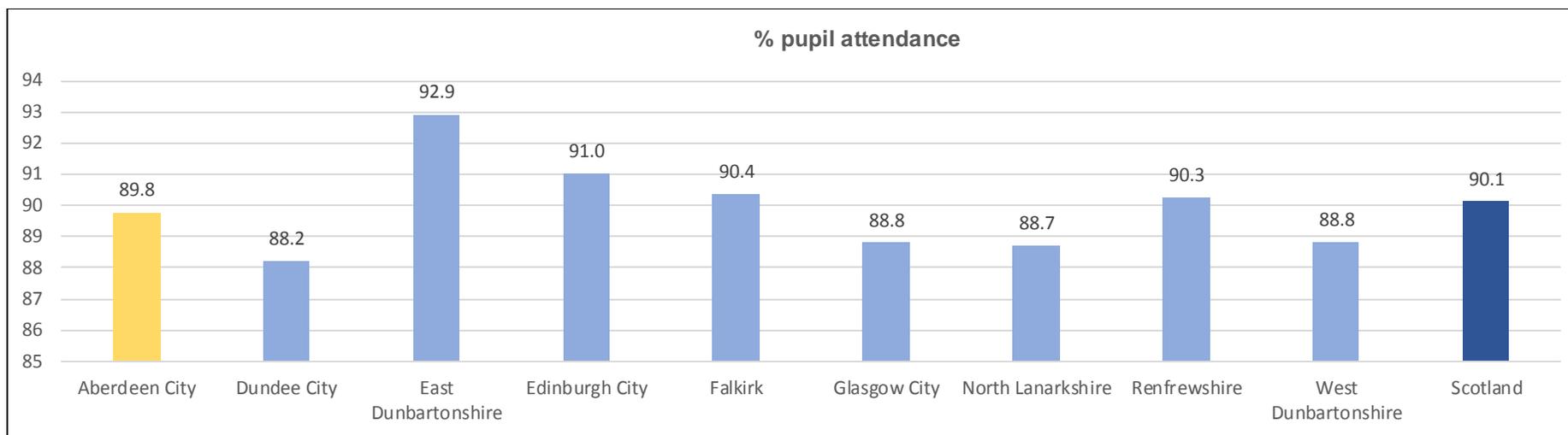
% pupil attendance

Location	%
Aberdeen City	89.8
Dundee City	88.2
East Dunbartonshire	92.9
Edinburgh City	91.0
Falkirk	90.4
Glasgow City	88.8
North Lanarkshire	88.7
Renfrewshire	90.3
West Dunbartonshire	88.8
Scotland	90.1

Source: Scottish Government Education Analytical Service. Data as of 27th January 2023

Service Commentary

Averaged school attendance in the academic year to December 2022 (Chart 1) was above the national average and that of the majority of the City's Urban Geography local authority comparators.

There was a slight fall in term-based attendance levels across all local authorities in Term 2, (Chart 2) with Aberdeen City mirroring the national attendance trend patterns and levels across the term, matching the Urban Geography average of 88.9%. School attendance is being monitored carefully at school and service level to evaluate the need for any additional interventions.

Cluster Level Measures – Attendance, Absence and Exclusions by Openings - Session Year to February 2023 (Live Data)

School Type	% Present Openings	% Authorised Openings	% of Unauthorised Openings	% Exclusion Openings
Nursery	95.05%	3.51%	1.43%	0.00%

Secondary	89.37%	7.45%	3.12%	5.18%
Primary	91.63%	6.29%	2.07%	0.38%
Special	86.37%	11.48%	2.15%	0.00%
All Phases	90.74%	6.76%	2.48%	0.02%

Service Commentary

With the exception of Nursery Attendance that has materially grown from 92.6% to 95.05%, attendance levels in the academic year to date are statistically unchanged across all phases and categories in comparison with that reported to the January meeting of this Committee which covered the academic year to December 2022.

Authorised Absences due to illness, in particular, have a tendency to rise over the Winter months, which is reflected in a marginal increase in the percentage of these types of absence since the last assessment point and a consequential, although limited, change in overall Attendance levels. Both Unauthorised Absences and Exclusions, as a proportion of both Potential Openings, and in comparison, with the previously reported data remain stable.

3. Staff

Corporate Measure – 2022/23 Service Level Indicators

Performance Measure	Quarter 4 2021-22	Quarter 1 2022-23	Quarter 2 2022-23	Quarter 3 2022-23	Status	Long Trend - Quarterly
	Value	Value	Value	Value		
Establishment actual FTE – Education	3.018.82	3025.3	3053.41	3101.2	📈	⬆️

Performance Measure	Quarter 4 2021-22	Quarter 1 2022-23	Quarter 2 2022-23	Quarter 3 2022-23	Status	Long Trend - Quarterly
	Value	Value	Value	Value		
H&S Employee Reportable by Cluster – Education	2	5	0	2	📈	⬆️
H&S Employee Non-Reportable by Cluster – Education	208	160	116	236	📈	⬇️

Service Commentary

Health and Safety

Detailed scrutiny of the Council's corporate, cluster and service level health and safety data is conducted through the Staff Governance Committee, with an acknowledgement which shows that the largest number of incidents occur and are reported within the Education Service. These incidents often involve children/young people where a social, emotional, mental health need (SEMHN) has been identified.

The meeting of the 13th March 2023 considered the data for Quarter 3 within the Corporate Health and Safety Report presented to Committee

Schools follow the staged intervention procedure, whereby support is accessed using school-based, community, and city-wide supports. The Health and Safety Sub-Group, which was formed, with a membership of Education staff, Trade Unions and Corporate health and safety, to undertake analysis of health and safety data generated by schools, informs the direction of the overall workstream. This also ensures that appropriate support is made available to schools if required.

Performance Measure	Quarter 4 2021/22	Quarter 1 2022/23	Quarter 2 2022/23	Quarter 3 2022/23	Quarter 3 2022/23 Corporate Figure	Status	Long Trend - Quarterly
	Value	Value	Value	Value	Value		
Average number of working days lost due to sickness absence per FTE – Education (12 month rolling figure at quarter end)	5.11	5.43	5.03	5.64	5.99	✅	⬇
Average number of working days lost due to sickness absence per FTE – Primary and Secondary Schools (12 month rolling figure at quarter end)	5.13	5.39	5.05	5.38	5.99	✅	⬇
Average number of working days lost due to sickness absence per FTE – Early Learning and Childcare (12 month rolling figure at quarter end)	2.61	3.18	4.19	5.5	5.99	✅	⬇

Service Commentary

Levels of working days lost to sickness absence across the Service continue to be lower than the corporate figure but with a rising quarterly trend that mirrors the corporate pattern. Absence levels due to illness, particularly those related to respiratory symptoms have a natural tendency to peak in the latter

parts of the third, and early months of the fourth quarter. The absence levels above display movements which are statistically consistent with this general observation.

4. Finance & Controls

Corporate Measure – 2022/23 Service Level Indicators

Performance Indicator	Quarter 1 2022/23		Quarter 2 2022/23		Quarter 3 2022/23		Quarter 4 2022/23	
	Value	Status	Value	Status	Value	Status	Value	Status
Staff Expenditure – % spend to full year budget profile – Education*	24.9%	✅	50.3%	✅	75.3%	✅		

Children's Social Work and Child Protection

5. Customer

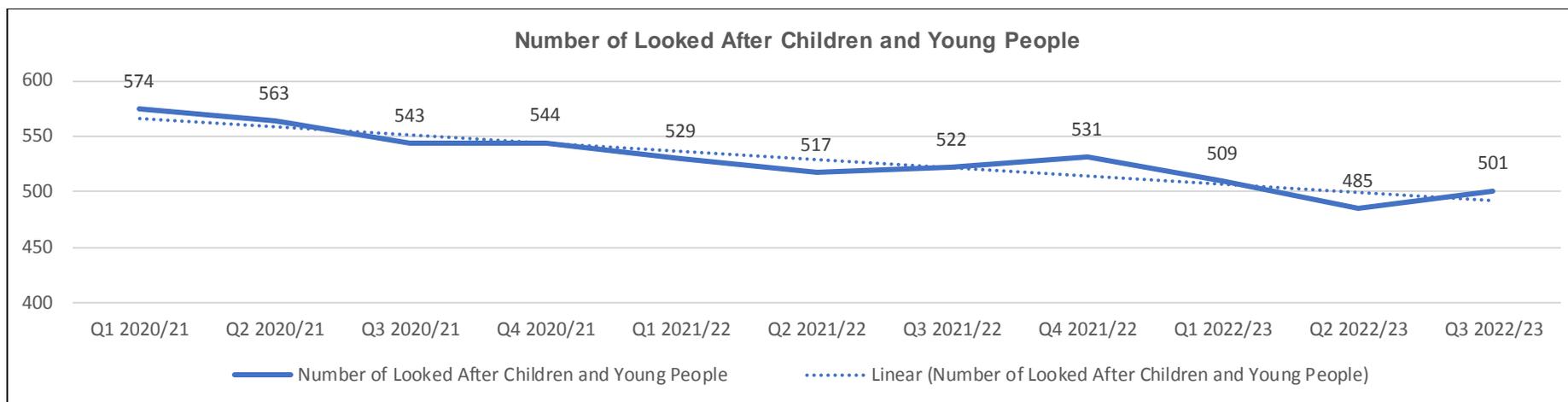| Performance Measure	Quarter 4 2021/22	Quarter 1 2022/23	Quarter 2 2022/23	Quarter 3 2022/23	Status	2022/23 Target	Long Trend Quarterly
	Value	Value	Value	Value			
Total No. of Complaints received (stage 1 and 2) - Children's Social Work/Child Protection	5	7	7	5	📈		⬆️
% of Complaints resolved within timescale (stage 1 and 2) - Children's Social Work/Child Protection	80.0%	71.4%	85.7%	80.0%	✅	75%	⬆️
% of complaints with at least one point upheld (stage 1 and 2) - Children's Social Work	0%	57.1%	0%	40%	📈		⬇️
Total No. of lessons learnt identified (stage 1 and 2) - Children's Social Work	0	0	0	0	📈		

Service Level Standards

Performance Measure	Quarter 4 2021/22	Quarter 1 2022/23	Quarter 2 2022/23	Quarter 3 2022/23	Status	2022/23 Target	Long Trend Quarterly
	Value	Value	value	value			
% of care provided in Council children's homes, fostering and adoption services achieve a care standard of Good or better	100%	100%	100%	100%	✅	100%	▬
Looked After Children looked after in a residential setting combined (%) *	11.6%	12.4%	12.8%	11.0%	⚠️	9.7%	⬆️
Looked After Children looked after at home (%) *	18.7%	17.7%	16.9%	14.6%	🔴	21.6%	⬆️
Looked After Children looked after in Kinship (%) *	21.2%	21.4%	21.4%	24.7%	🔴	33.2%	⬆️
Looked After Children looked after in Foster Care (%) *	44.8%	45.0%	46.0%	45.1%	🔴	33.7%	⬆️

Service Commentary

Substantive Service Commentary around these metrics was offered to the previous meeting of this Committee and to the Operational Delivery Committee in August 2022 CUS/22/081 Performance Management Framework Report - Appendix A

*Long Term Trends are based on the average of 8 quarterly periods, taking into account the extended nature of the programmes of intervention involved in delivering against these targets/stretch aims, and to mitigate against natural quarterly variations in the number, and proportion, of Looked After Children within each Balance of Care destination. In each instance, the long-term management outcomes are on an improving trend in comparison with the national benchmarks which define the targets set.

Number of Looked After Children and Young People

Quarter	Value
Q1 2020/21	574
Q2 2020/21	563
Q3 2020/21	543
Q4 2020/21	544
Q1 2021/22	529
Q2 2021/22	517
Q3 2021/22	522
Q4 2021/22	531
Q1 2022/23	509
Q2 2022/23	485
Q3 2022/23	501

—— Number of Looked After Children and Young People ·········· Linear (Number of Looked After Children and Young People)

Service Commentary

As noted in the January report to this Committee, the use of statutory measures to safeguard the care of children should only be utilised when it is absolutely necessary. As a consequence, there will be month on month variation to the number of looked after children and to the numbers placed in the various settings in which children are looked after. However, the trend over the last 11 quarters demonstrates a steady reduction in the number of looked after children. Sustaining this trend is a priority for the partnership and is strongly referenced within the refreshed Children's Services Plan.

The demand being experienced by Children's Social Work continues to demonstrate that the on-going impact of COVID felt by families and the wider support system of services delivered to children, young people and families. The complexity of need and vulnerability is requiring intervention to be sustained for longer and often with a greater intensity. This will make it difficult to predict with certainty future demand. However, the partnerships focus to further develop a family support model that mitigates against escalating need is aimed at supporting more families to be held at an early intervention stage without escalating into Children's Social Work.

The current percentage of looked after children compares favourably with our comparable authorities and the national position (see below from the most recent Children Looked After Statistics publication), and demonstrates a long-term reduction in the numbers of Looked After Children and Young People, arising from the work of Services utilising approaches that, wherever possible, mitigate against the need for statutory measures of care

Number and Rate of Looked After Children 2021

	Number of Looked After Children	Population 0–17-year-olds	Rate per Population

Aberdeen	515	39,401	13.1
Comparator Average	2,214	15,5895	14.2
Scotland	13,255	1,026,922	12.9

Data Source: Looked after children statistics 2021: local authority benchmarking tool, Scottish Government publication.8th April 2022. The national Children Looked After Statistics (CLAS) for 2022 are due to be published at the end of March 2023.

6. Process

Service Level Standards 2022/23

Performance Measure	Quarter 4 2021/22 Value	Quarter 1 2022/23 Value	Quarter 2 2022/23 Value	Quarter 3 2022/23 Value	Status	2022/23 Target	Long Trend Quarterly
% Child Protection joint interviews completed within 5 days	78.9%	83.3%	100%	N/A	✅	90%	⬆️
% Initial child protection conferences held within 28 days	84.2%	95.2%	79%	67%	⚠️	80%	⬇️
% Child Protection Case Conference decisions issued to families within 24 hours	100%	100%	100%	100%	✅	90%	➖
% Child Protection Plans issued within 5 days	82.7%	74.3%	78%	76%	✅	80%	⬇️
% Care experienced children and young people with 3 or more consecutive placements away from home in 12 months	3.7%	3.8%	3.4%	0%	✅	10%	⬆️
% Care experienced children and young people with a pathway plan by age 15	100%	100%	100%	100%	✅	100%	➖
*% Assessments of foster carers and adopters completed within 6 months of application	100%	16.7%	57.1%	66.7%	⚠️	75%	⬆️

7. Staff

Corporate Measure – 2022/23 Service Level Indicators

Performance Measure	Quarter 4 2021-22 Value	Quarter 1 2022-23 Value	Quarter 2 2022-23 Value	Quarter 3 2022-23 Value	Status	Long Trend - Quarterly
Establishment actual FTE – Children's Social Work	344.03	334,24	340.35	341.1	📈	⬆

Performance Indicator	Quarter 4 2021/22 Value	Quarter 1 2022/23 Value	Quarter 2 2022/23 Value	Quarter 3 2022-23 Value	Status	Long Trend Quarterly
Accidents - Reportable - Employees (No in Quarter – Children's Social Work	0	0	0	1	📈	➖
Accidents - Non-Reportable - Employees (No in Quarter - Children's Social Work	0	4	0	0	📈	⬆

Performance Measure	Quarter 4 2021/22 Value	Quarter 1 2022/23 Value	Quarter 2 2022/23 Value	Quarter 3 2022/23 Value	Quarter 3 2022/23 Corporate Figure	Status	Long Trend - Quarterly
Average number of working days lost due to sickness absence per FTE – Children's Social Work (12 month rolling figure at quarter end)	4.3	4.3	4.5	4.7	5.99	✅	➖

8. Finance & Controls

Performance Measure	Quarter 1 2022/23		Quarter 2 2022/23		Quarter 3 2022/23		Quarter 4 2022/23	
	Value	Status	Value	Status	Value	Status	Value	Status
Staff Expenditure – % spend to full year budget profile – Children's Social Work	25.1%	✅	50.3%	✅	75.0%	✅		

Appendix Data Notes

- Complaints Data: Complaints data should be viewed in the round across each of the four measures in terms of the performance of individual Clusters. Targets are set by the Ombudsman as reportable annualised measures for the Council without adjustment for seasonal operational, and other external influences.

  Some natural variation between quarterly outcomes can arise as a result of this. In terms of complaint resolutions within timescale, the number of complaints received can be a significant influence in data movement as (a) the complexity of response to complaints and (b) the proportional impacts of a small number of unresolved complaints can result in an 'exaggerated' statistical change from one period to the next. The provision of Long-Term Trend direction indicators serves to provide additional assistance to Member evaluation of performance, taking both of these factors into account.

- Target Setting: Where no target is applied against Service Standards, the 'Business-as-Usual' objective is that these services will be delivered to this level on a consistent basis.

- Staff Costs: Staffing costs referred to throughout this Appendix include adjustments for the corporate vacancy factor which are subsequently reversed out at subsequent monthly budget consolidations. On this basis, the detail in these live metrics, represents a marginal over-estimate of true expenditure at the point of data capture.

- Trend Directions: Unless stated to the contrary, Long-Term Trends are based on the average of 12 monthly, 4 quarterly and 3 annual consecutive periods respectively.

PI Status	
🔴	Alert (figure more than 20% out with targe
🔺	Warning (figure between 5% and 20% ou with target)
✅	OK (figure within target or better)
❓	Unknown
📈	Data Only

Long Term Trends	
⬆	Improving/Increasing
➖	No or Limited Change
⬇	Getting Worse/Decreasing

Short Term Trends	
⬆	Improving/Increasing
➖	No or Limited Change
⬇	Getting Worse/Decreasing