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

Education

Table 1. Service Level Measures – 2022-23 Service Standards (Education)

Performance Indicator	Year to Date Value	2023/24 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	84.5%	100%	⚠️	⬆️
We will process requests for additional support to meet the wellbeing needs of children and young people within 40 days	100%	100%	✅	▬

Service Commentary

The metric suite above offers evidence against the Service Level Standards which were agreed at the Budget meeting of Council on 1ˢᵗ March 2023, and apply to the current academic year. In some instances, the phrasing around these may differ marginally from that expressed in the Appendix of that report to enable conversion of the statements in the Standards for presentation as reportable measures.

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. **Table 2** below outlines the average score outcomes from Care Inspectorate inspections of Quality Indicators for each of the financial years from 2021/22 to 2023/24.

Separately from these annual measures, there have been a further four inspections of ELC settings published by the Care Inspectorate since the previous report to Committee, each of which have been overwhelmingly positive.

Consequently, as at the end of May 2024, the rolling 12-month average score for Care Inspectorate evaluations, were improved on those reported in April, when the average Overall QI score figure was 89.7%. There are increases in assessment scores against each Organiser with Leadership and Staffing as highlighted below in the tables below, being the most significant drivers. As at the time of completion of this report, there were a number of recent inspections pending publication. These are not reflected in the data below.

Percentage of Care Inspectorate Evaluations of Core Quality Indicators receiving an average score of Good or Better (12 month rolling average to 31st May 2024)

Core Quality Indicator Scope	Care Inspectorate Core Quality Indicators				Overall Quality Indicator Outcome
	How good is our care, play and learning?	How good is our setting?	How good is our leadership?	How good is our staff team?	
Percentage of assessments achieving National Standard (average score of Good or better)	90.4%	91.3%	98.1%	98.0%	94.5%

Percentage of Care Inspectorate Evaluations of Core Quality Indicators receiving an average score of Good or Better (12 month rolling average to March 2024)

Core Quality Indicator Scope	Care Inspectorate Core Quality Indicators				Overall Core Quality Indicator Score
	How good is our care, play and learning? Score	How good is our setting? Score	How good is our leadership? Score	How good is our staff team? Score	

Percentage of assessments achieving National Standard (average score of Good or better)	86.2%	87.9%	93.1%	91.4%	89.7%

Inspection reporting

In part, as a consequence of the limitations of regular reporting and analysis against the small number of Education Scotland reports available at any one time in the Committee schedule, and with recent addition of further published organiser evaluation information (Securing Children's Progress) within some Education Scotland (ES) inspection reports, the data above is marginally different in scope with that previously reported to Committee against this Standard. Going forwards the data will now reflect this change in evaluation scope and capture 12 month rolling information.

However, in terms of providing comparable year-on-year data, and to assist Member scrutiny at this point in time, **Table 3**. below offers directly related calculations around the average scoring from 2023/24 and 2022/23 financial years, covering the periods from April to March in these years, along with baseline 2018/19 data, In the context of the limited extent of ES inspection activity in both years prior to 2022/23, (there was no formal inspection activity in 2020/21 and only limited inspections in 2019/20), this earlier data may offer some additional assurance around the performance of schools against external inspection activity.

This formatting brings both Education Scotland and Care Inspectorate datasets further into alignment, enabling assessment of both inspection agency outcomes, and quality of delivery of the service as it impacts on national priorities for early learning children and school pupils, on an identical basis.

Table 2. Service Level Measures – 2023-24 Annual Financial Year Indicator – Quality of Early Learning Provision (Care Inspectorate) % Inspections meeting the National Standard (Good or above) by Average Score

Year	Organiser *	How good is our care, play and learning Score	How good is our setting Score	How good is our leadership Score	How good is our staff team Score	Overall QI Outcome Score
2023/24	Local Authority Sub-total	93.4%	94.7%	100.0%	100.0%	97.0%
	All Providers	89.0%	91.0%	96.0%	94.0%	94.5%
2022/23	Local Authority Sub-total	93.2%	90.9%	88.6%	95.5%	92.0%

	All Providers	97.5%	98.8%	95.0%	100.0%	95.2%
2021/22	Local Authority Sub-total	100.0%	80.0%	100.0%	100.0%	95.0%
	All Providers	90.0%	90.0%	90.0%	100.0%	92.5%

Service Commentary

These data represent final validated analysis of Care Inspectorate inspection activity which may differ marginally from that presented in regular updates to Committee over the course of the reporting year as it captures the outcomes of all published inspection reports, some of which was publicly unavailable through Care Inspectorate release at each of the prior snapshot points.

In the course of the 2023/24 financial year, a total of 27 settings were inspected, providing for assessment against 103 Organiser Quality Indicators. Of these inspections, 20 were conducted against local authority managed centres, almost double that recorded in 2022/23, with 7 partner providers also being inspected through the full assessment model.

Overall, the average % of total evaluations scoring 4 or above (equivalent to Good or better – the National Standard) has fallen by 0.7 p.p. in 2023/24, however, evaluations from Local Authority provisions have increased by 5.0 p.p. Some caution needs to be exercised in interpretation of year-to-year change as the number of assessments in each year vary significantly, which can influence the outcomes.

*The organiser titles, and focal points of inspections conducted by the Care Inspectorate have been subject to revision across the timeline of the table above

Table 3. Service Level Measure – 2023/24 Annual Financial Year Indicator -Quality of Primary and Secondary Education Provision (Education Scotland) - % Averaged Inspection Score Of Good or above by Organiser

Year	Leadership of change	Learning, teaching and assessment	Ensuring wellbeing, equality and inclusion	Raising attainment and achievement	Overall Quality Indicator Outcome
2023/24	85.0%	80.0%	100.0%	75.0%	85.0%
2022/23	66.7%	75.0%	50.0%	70.0%	65.4%
2018/19	68.8%	85.0%	62.5%	80.0%	74.1%

Service Commentary

An element of caution requires to be exercised in interpreting the year-on-year change from 2022/23 to 2023/24 outcomes as in both years, the number of inspections by Education Scotland were limited. On this basis, data from 2018/19 is added to the comparison as these two years are more equal in terms of the extent of ES activity with 5 inspections in the current year, and 6 in the latter.

Taking this into account, the 2023/24 data shows a general increase in averaged scores of Good or better against the majority of Organisers themes, and the overall Quality Indicator outcome, driven by improvements in the quality of Leadership of Change and service delivery of Wellbeing, Equality and Inclusion for our school pupils.

Table 4. Corporate Measures – 2023-24 Cluster Level Indicators (Annual)

Performance Measure	2021/22 Value	2022/23 Value	2023/24 Value	Status	Long Trend - Annual
Total No. complaints received (stage 1 and 2) - Education	107	115	110	📈	⬆
% of complaints resolved within timescale (stage 1 and 2) - Education	72%	73%	71%	✅	
% of complaints with at least one point upheld (stage 1 and 2) – Education	17.8%	15.7%	12.7%	📈	⬆
Total No. of lessons learnt identified (stage 1 and 2) - Education	25	14	10	📈	📈

Service Commentary

Overall, the outcomes for Complaints handling, in terms of the number of complaints received, resolved within timescale, these are similar to those in both of the prior years, with some material improvement in the proportion of complaints which are upheld on a continuous three-year trend.

2. Process

Table 5. Service Level Measures – 2022-23 Annual Academic Year Indicator - Initial School Leaver Destinations

Year	Total in Positive Destination	Employed	Further Education	Higher Education	Personal Skills Development	Training	Voluntary Work	Unemployed Not Seeking	Unemployed Seeking	Not known
2022/23	93.5	16.3	29.0	44.6	0.2	3.0	0.4	2.1	3.4	1.0
2021/22	93.8	17.5	29.4	43.7	0.4	2.6	0.4	1.9	3.2	1.1
2020/21	95.4	13.8	30.8	45.7	0.3	4.1	0.5	1.8	2.2	0.6

Service Commentary

Data Description

School Leavers Initial Destinations, published in March of each year subsequent to conclusion of the academic year in the previous June/July reflects the destination outcomes of school leavers from the previous academic year at a survey point some three months post the end of Summer term.

This measure forms part of the National Benchmark Measure data suite. Publication of a follow-up survey, classed as School Leavers Sustained Destinations, sampled at around 9 months from the conclusion of the previous academic year, was due on the 18th of June with the wider analysis of post-school destinations of 16–19-year-olds (Annual Participation Measure) normally released in early Autumn. Analysis around these latter publications will be provided to the next meeting of this Committee.

Analysis

There is limited year-on-year variation in either the proportion of school leavers in an initial positive destinations overall or the spread of outcomes, with the exception of the percentage of leavers in Employment which has reduced by more than the +/- 1 percentage point tolerance that is considered to be influenced by sample sizes and leaver profiles from year-to-year.

In 2022/23, there were 1,806 school leavers in comparison with 1,796 in 2021/22 and 1,678 in 2020/21. The City and National outcomes for leavers in a positive destination in 2020/21 were amongst the highest recorded in the lifetime of this national measure. This outcome was substantively influenced by an outlying increase in leavers attaining Further and Higher Education destinations against the background of the ongoing economic legacy of COVID-19.

Service Level Measures – 2023-24 Annual Financial Year Indicator – Early Learning Centre Quality Standards

Table 6. Education Scotland Inspections of Early Learning Centres – Quality Indicators, Evaluation of Satisfactory or Above and Averaged Quality Score (Financial Year)

Year	Measure	Leadership of change	Learning, teaching and assessment	Ensuring wellbeing, equality and inclusion	Securing children's progress	Overall QI Outcome
2023/24	% of QI evaluated as Satisfactory or above (SPI)	100.0%	75.0%	100.0%	80.0%	85.7%
	Averaged Quality Score (% of evaluations of 4 and above)	75.0%	68.8%	100.0%	75.0%	79.7%
2022/23	% of QI evaluated as Satisfactory or above (SPI)	100.0%	50.0%	100.0%	100.0%	83.3%
	Averaged Quality Score (% of evaluations of 4 and above)	75.0%	62.5%	75.0%	75.0%	71.9%

2018/19	% of QI evaluated as Satisfactory or above (SPI)	60.0%	60.0%	80.0%	83.3%	71.4%
	Averaged Quality Score (% of evaluations of 4 and above)	65.0%	70.8%	75.0%	75.0%	71.5%

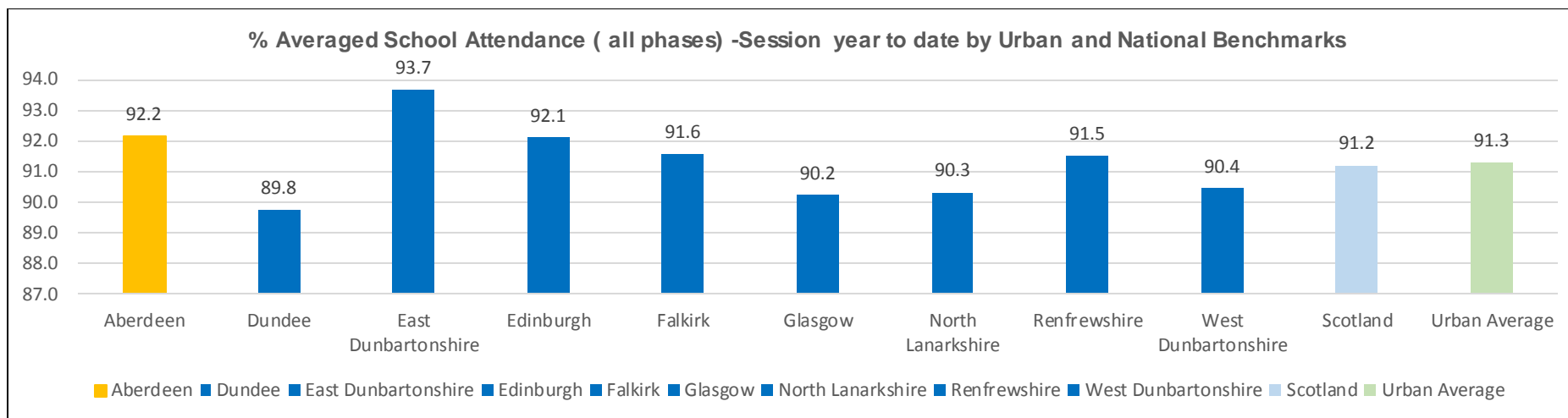**Service Commentary**

Table 6.

The measure around QI evaluation of Satisfactory and above, aligns with the Council's Statutory Performance Indicator suite, which will be reported in full to a future meeting of Council.

As with the data around Care Inspectorate outcomes above, caution needs to be exercised around year-on-year interpretations of Education Scotland evaluations of Early Learning settings as the number of inspections vary and are small in any single year. 2018/19 data is included in the table above as it represents the last year prior to 2023/24 where a full 12-month formal inspection regime was enacted, and the number of inspections were similar to those in 2023/24.
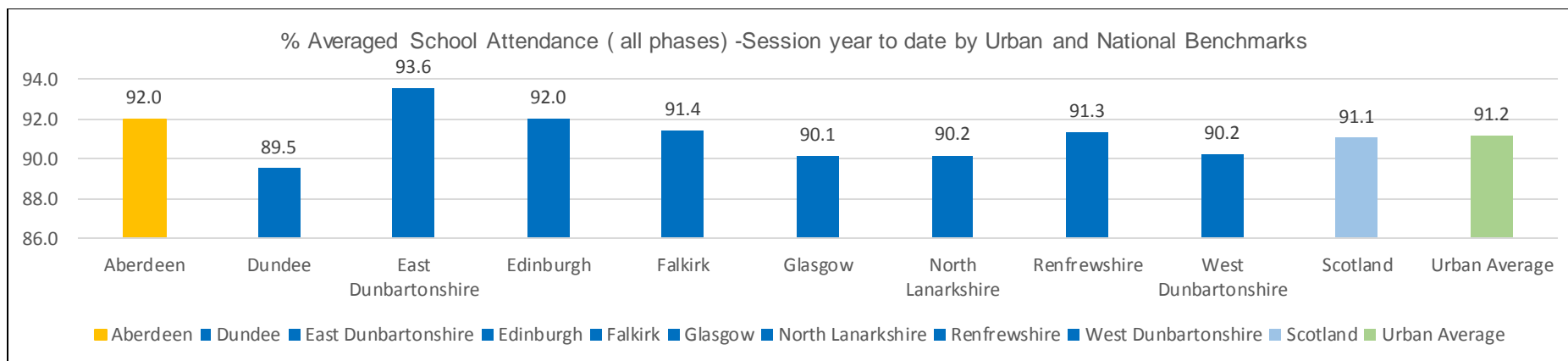
In terms of the pattern of evaluations, Early Learning Centre inspections, in 2023/24 are recording improved outcomes (across both the Satisfactory or above Indicator and the Averaged Score fields) in comparison with 2022/23. Whilst the Average Score relating to 'Securing Children's Progress' is unchanged, the proportion of these evaluations delivering a Satisfactory evaluation have reduced, which is being analysed and against which action to address this is being delivered within the on-going Quality Framework programme.

At the same time, it should be noted that both this Organiser, and the Learning, Teaching and Assessment percentages are influenced by the outcomes from a short model inspection against a single setting from the five settings which were subject to evaluation.

Chart 1. National School Attendance Measure 2023-24 as at 15th May 2024

% Averaged School Attendance (all phases) -Session year to date by Urban and National Benchmarks

Aberdeen	Dundee	East Dunbartonshire	Edinburgh	Falkirk	Glasgow	North Lanarkshire	Renfrewshire	West Dunbartonshire	Scotland	Urban Average
92.2	89.8	93.7	92.1	91.6	90.2	90.3	91.5	90.4	91.2	91.3

Chart 2. National School Attendance Measure 2023-24 as at 6th March 2024

% Averaged School Attendance (all phases) -Session year to date by Urban and National Benchmarks

Aberdeen	Dundee	East Dunbartonshire	Edinburgh	Falkirk	Glasgow	North Lanarkshire	Renfrewshire	West Dunbartonshire	Scotland	Urban Average
92.0	89.5	93.6	92.0	91.4	90.1	90.2	91.3	90.2	91.1	91.2

Service Commentary

Chart 1

Year-to-date pupil attendance overall for Aberdeen City continues to sit above that of the majority of its natural benchmark authorities, the Urban Geography Average and the National figure with a similar pattern being observed against each of the three school types. Averaged data is presented in this table as the number of data submissions to the Education Analytics service by each Authority varies and this off-sets any distortion created by this variation. On-going analysis is suggesting particular challenges around positive school attendance for S3 learners. This is being investigated further across our secondary schools.

Source: Fortnightly School Attendance, Scottish Government Education Analytics

Local Government Benchmarking Framework Outcomes – Children's Services Improvement

With publication of 32 out of 34 performance measures relating to Children's Services data linked to the Scottish Local Government Benchmarking Framework, the graphic below reflects on the relative and year-on-year performance of our services, and partnerships, covering the most recent annual releases.

The datasets cover the period of 2022-23 by academic, financial and calendar year, dependant on the frequencies of the publicly available sources. These represent core benchmarking assessments of improvement in Local Authority supported delivery of services for our children and young people, as measured by a suite of nationally agreed metrics.
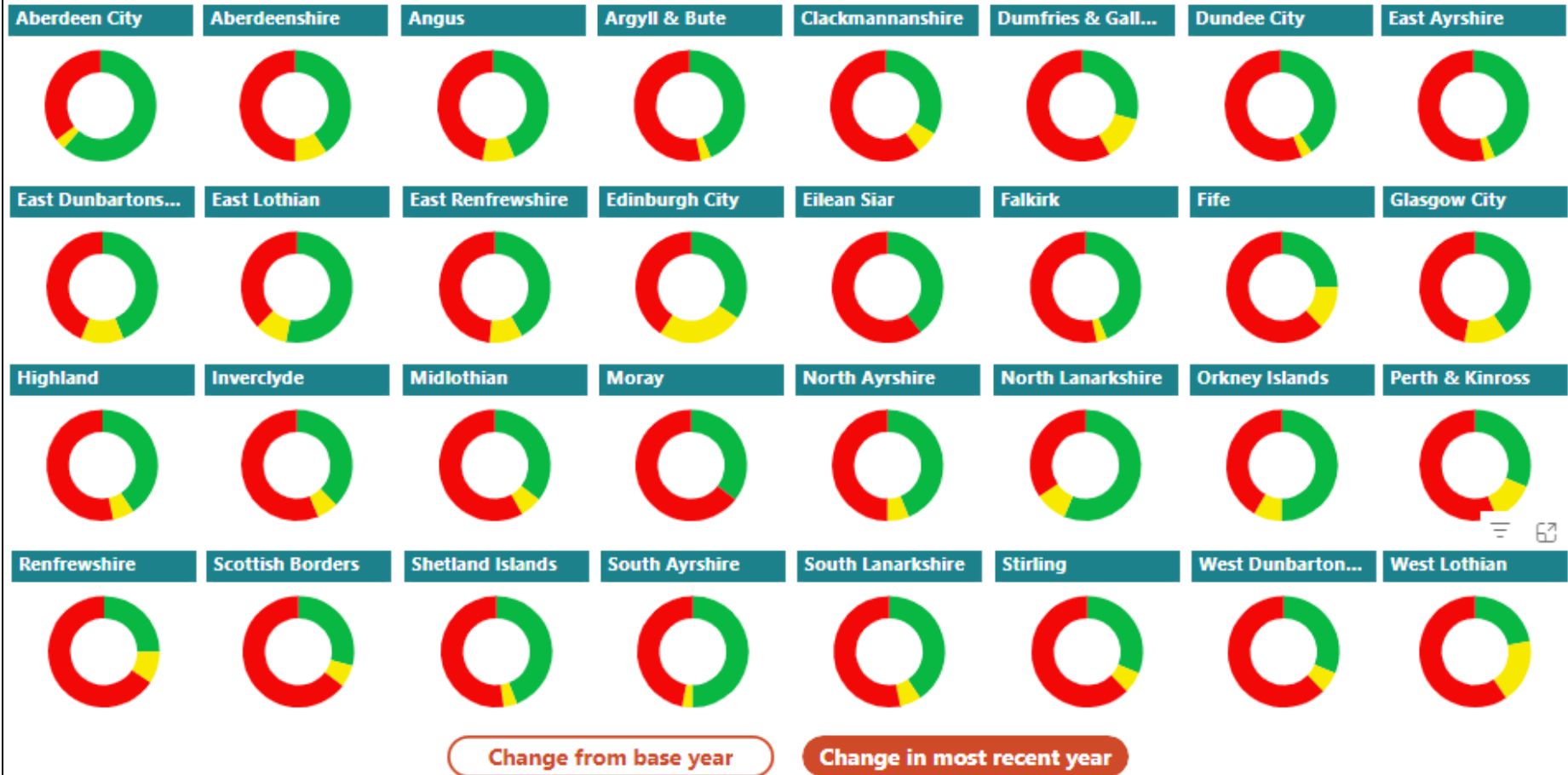
The Local Government Benchmarking Framework is a collaborative venture between COLSA and SOLACE, supported by the Accounts Commission in terms of evidencing relative Local Authority performance in Scotland, and is a valuable tool for the purpose of establishing alignment with present Best Value guidance, which flows from present legislation.

Graphic 1. Local Government Benchmarking Framework – Local Authority Performance (Children's Services)

Council Improvement   **Relative Position Over Time**

These graphs show the proportion of indicators that have improved, deteriorated or stayed the same over time.

| Aberdeen City | Aberdeenshire | Angus | Argyll & Bute | Clackmannanshire | Dumfries & Gall... | Dundee City | East Ayrshire |

| East Dunbartons... | East Lothian | East Renfrewshire | Edinburgh City | Eilean Siar | Falkirk | Fife | Glasgow City |

| Highland | Inverclyde | Midlothian | Moray | North Ayrshire | North Lanarkshire | Orkney Islands | Perth & Kinross |

| Renfrewshire | Scottish Borders | Shetland Islands | South Ayrshire | South Lanarkshire | Stirling | West Dunbarton... | West Lothian |

Change from base year   **Change in most recent year**

Source: Local Government Benchmarking Framework

Service Commentary

Graphic 1

Aberdeen City's outcomes for the education theme, incorporate attainment, achievement and attendance in Broad General Education and at Senior Phase, along with pre-and post-school outcomes/quality measures. Also incorporated are metrics around the development of our youngest citizens, the outcomes of our Looked After and protected children and young people and Best Value related information on the levels of spend/investment in these critical services.

Details of the purpose and content of LGBF reporting and national trends relating to each of the benchmark Indicators are available within the 2022-23 Report, published in March 2024, Subsequent to publication, there are further tranches of data release, the most recent of which was in April, that is captured above. Local Government Benchmarking Overview Report 2022-23 (2024 publication)

Reflecting on the capacity for improvement within our Children's Services, the extent of change in the most recent year, duplicates the position recorded at the same point in 2023 where Aberdeen City had amongst the largest proportion of Children's measures of 32 Local Authorities which were improving year on year, as defined by the LGBF Indicator suite.(Aberdeen City had the greatest proportion of improved measures in comparison with the 2012/13 baseline year in 2021/22)

The current 2022/23 summary outcome exceeds this position with 61.3% (19) of the measures showing year-on-year improvement, the greatest proportion of improved measures to date, and the highest figure of any other Scottish Local Authority, and with positive change on the baseline year of 62.5%. This latter percentage positions Aberdeen City within the upper quartiles of national performance and in line with the City's 'closest neighbour' authorities.

A single measure has effectively remained the same as in 2021/22, while 35.5% (11) showed some statistical downturn on the prior year, This is bettered only by the outcome for North Lanarkshire Council which was 34.3%. Comparisons with the baseline year around those measures that were deteriorating places Aberdeen City, equal with Edinburgh City Council on 25%, which again was a figure that only North Lanarkshire was able to better.

National Benchmark Measures – Senior Phase School Leavers – 2022/23 Academic Year

Data Descriptions

National Benchmark Measures (NBM) are defined by four measurable themes, Literacy and Numeracy, Destinations, Attainment for All, and Attainment in the Context of Deprivation, The Measures provide analysis of outcomes for pupils at the conclusion of the school journey and represent the totality of SCQF achievement and attainment over the course of secondary education up to the point of leaving school and entering the initial post-school period. These measures exclude evaluations of non-SCQF accredited attainment which form part of the wider achievement and credits framework for education.

Scottish Government Leavers and Attainment Publication- Data, Methodology and Sources

For the purpose of this report, the 'standard' measures published through the Insight Tool are supplemented by reflection on the Breadth and Depth Profile of Aberdeen City School Leavers, aligning with both the Local Government Benchmarking Framework (see above) and information published annually within

the Scottish Government's Secondary School Dashboard, which offers supporting evidence against the National Improvement Framework Plans at Scotland and Local Authority levels.

Grade Boundaries

Data against the 2018/19 academic year, representing attainment and achievement in the last pre-COVID-19 period, where assessment methodologies and course gradings were most like those in 2022/23, are offered within the tables below as a contextual guide to the performance of our young people, as defined by attainment and achievement against core SCQF measures.

Reflection against the impacts on recorded attainment of differing levels of COVID-19 related grade boundary mitigation in both 2022/23 and 2021/22 were outlined in the Performance Management Framework Report to the November meeting of this Committee. In effect, this may have some impact on direct year-on-year comparisons, with 2018/19 representing a closer systemic match to the current year grade boundary framework.

Deprivation

Deprivation analysis relating to National Benchmark Measures in 2022/23 and 2021/22 are based on/overlaid with assessments of deprivation from the national 2020 SIMD release, whilst those from the 2028/19 diet are aligned with national 2016 SIMD data. This, alongside the differing pupil cohorts each year, may influence the relative tariff point scores attributed to each SIMD cohort in any one year.

For additional context, the number of entries for examination across all SCQF levels at SIMD 1 and 2 in 2018/19 was 704 and 2,087 respectively whilst in 2022/23, these numbers increased to 786 in SIMD 1 and 2,342 in SIMD 2. Both of the 2022/23 figures represented a rise in the proportion of secondary pupils on the school roll in the Most Deprived 20-40% being entered for examination, and a larger proportion of all pupil candidates being presented.

The trends and outcomes for school leaver attainment are consistent with the information highlighted in the report to the November 2023 meeting of this Committee, and with the actions outlined in Aberdeen City Council's 2023/24 National Improvement Framework Plan.

Leaver Destinations

The wider social and economic circumstances around School Leaver Destinations in each of the 3 years reflected below are felt to be sufficiently matched to offer robust comparison between years, and across each benchmarked outcomes.

1. School Leaver Literacy and Numeracy

Chart 3. Percentage of School Leavers Attaining Literacy and Numeracy Combined by SCQF Levels 4, 5 and 6

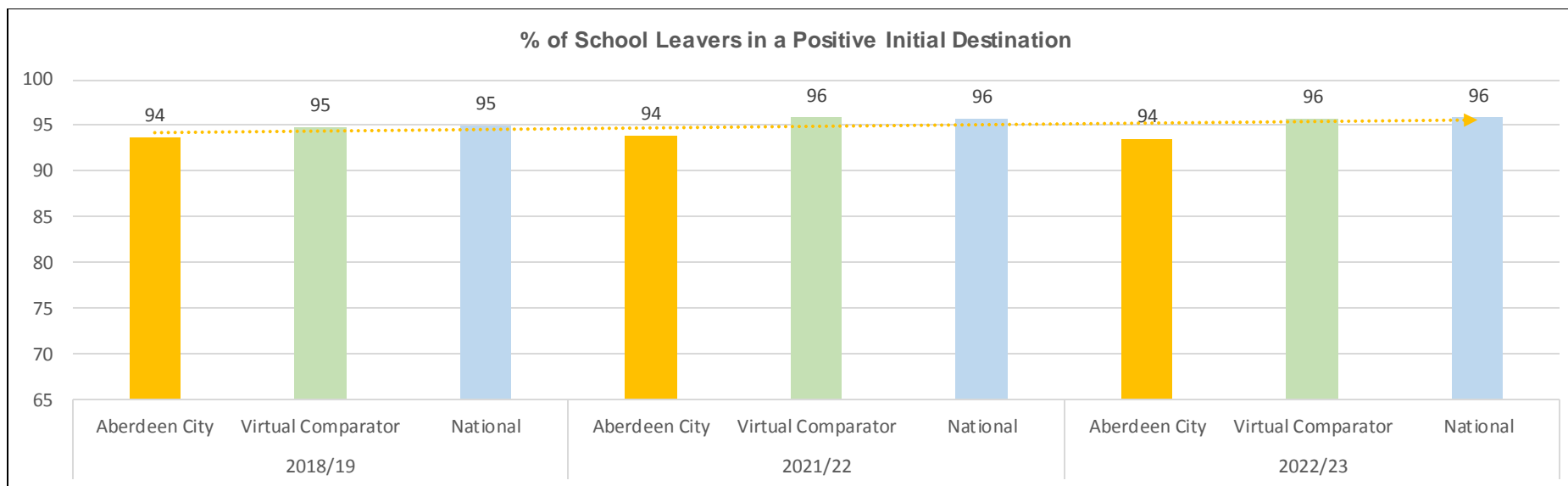**Percentage of school leavers attaining Literacy and Numeracy Combined by Level**

	2018/19			2021/22			2022/23		
	Aberdeen City	Virtual Comparator	National	Aberdeen City	Virtual Comparator	National	Aberdeen City	Virtual Comparator	National
% Pupils Achieving Level 4	85.9	87.62	89.3	88.2	89.33	89.6	86.8	89.26	89
% Pupils Achieving Level 5	57.8	62.6	66.6	63.6	66.96	68.2	62	68	68
% Pupils Achieving Level 6	21.3	24.3	25.8	20.7	24.9	23.7	22.8	24.1	23.4

Legend:
- % Pupils Achieving Level 4
- % Pupils Achieving Level 5
- % Pupils Achieving Level 6
- Linear (% Pupils Achieving Level 4)
- Linear (% Pupils Achieving Level 5)
- Linear (% Pupils Achieving Level 6)

Service Commentary

Chart 3.

At Level 4 pupil attainment in 2022/23 has remained statistically in line with the previous year, consistent with both benchmarks. The outcomes at Levels 5 and 6 show percentage point changes that imply some limited element of variation in educational outcomes which, year-on-year differ from both National and Virtual Comparator benchmarks in the direction of travel. At Level 5, this has slightly extended the distances to the benchmarks, with a statistical closing and matching of benchmarked attainment at Level 6.

In comparison with the 2018/19 baseline, the rate of improvement at Level 4 matches the both the National and Virtual Comparator trends while at Level 5, City pupil attainment closely tracks Virtual Comparator movement and is better than the National picture, closing the extended distance recorded in 2018/19. At Level 6, there is a pattern of improvement against both benchmarks, with the National figure experiencing a fall which has some educational significance.

2. School Leaver Destinations

Chart 4.Percentage of School Leavers in a Positive Initial Destination – Aberdeen City and Benchmarks

% of School Leavers in a Positive Initial Destination

	Aberdeen City	Virtual Comparator	National	Aberdeen City	Virtual Comparator	National	Aberdeen City	Virtual Comparator	National
	94	95	95	94	96	96	94	96	96
		2018/19			2021/22			2022/23	

Service Commentary

Chart 4.

The proportion of school leavers achieving a positive destination in Aberdeen City, and National and Virtual Comparator benchmarks are materially unchanged in 2022/23, with year-on-year variations of less than 1 percentage point in each case. Resultantly, the differences between the destination outcomes of City school leavers and those of the two benchmarks remain unchanged.

Comparison with the benchmarks in the context of the 2018/19 baseline shows that the National and Virtual Comparator outcomes have moved marginally ahead of the Aberdeen City improvement rate, but this is within the year-on-year +/- 1 percentage point tolerances applied to these national statistics and are unlikely to represent a material difference in the educational outcomes of school leavers.

3. Attainment for All School Leavers

Table 7. Average Complementary Tariff Point Scores by Attainment Band and Benchmarks

Establishment	Year	Attainment Quintile	Average Complementary Tariff Points Attained
Aberdeen City	2022/23	Lowest 20%	379
Virtual Comparator			391
National			368
Aberdeen City		Middle 60%	955
Virtual Comparator			957
National			913
Aberdeen City		Highest 20%	1472
Virtual Comparator			1448
National			1405
Aberdeen City	2021/22	Lowest 20%	394
Virtual Comparator			392
National			367
Aberdeen City		Middle 60%	948
Virtual Comparator			980
National			923
Aberdeen City		Highest 20%	1439
Virtual Comparator			1457
National			1406
Aberdeen City	2018/19	Lowest 20%	401
Virtual Comparator			392
National			375
Aberdeen City		Middle 60%	916
Virtual Comparator			939
National			876
Aberdeen City		Highest 20%	1416
Virtual Comparator			1432
National			1370

4. Attainment in the Context of Deprivation

Chart 5. Aberdeen City – Summary Complementary Tariff Points by Deprivation (SIMD) Quintiles 2022/23

Cumulative Average Complementary Tariff Points Attained 2022/23 by Quintile

Quintile 1 – 20% Most Deprived	Quintile 2	Quintile 3	Quintile 4	Quintile 5 – 20% Least Deprived
772	747	876	983	1042
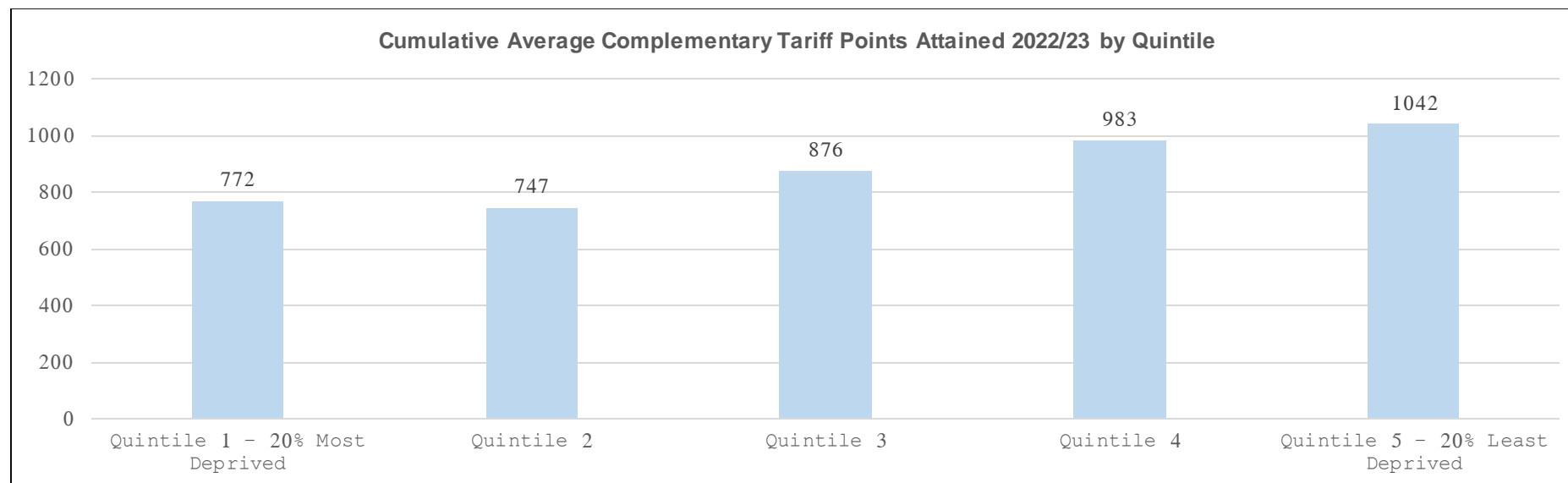
Table 8. Aberdeen City – Average Complementary Tariff Points by Attainment and Deprivation (SIMD) Quintiles 2022/23

Attainment Cohort	SIMD Quintile	Average Complementary Tariff Points Attained
Lowest 20%	Quintile 1 - 20% Most Deprived	206
Middle 60%		795
Highest 20%		1315
Lowest 20%	Quintile 2	242
Middle 60%		744
Highest 20%		1255
Lowest 20%	Quintile 3	332
Middle 60%		867
Highest 20%		1430
Lowest 20%	Quintile 4	472
Middle 60%		1011
Highest 20%		1466
Lowest 20%	Quintile 5 - 20% Least Deprived	532
Middle 60%		1060
Highest 20%		1533

Service Commentary

Table 8.

In the context of deprivation, the attainment of each Quintile cohort, (and the relationship between each to those of the Least Deprived) have made year-on-year gains. This is more pronounced at Quintiles 3 and 4 and while the performance of the Lowest 20% of attainment in Quintile 1 (see below), and across Quintile 2 has reduced slightly (from a cumulative averaged tariff score of 774 points in 2021/22 to 747 points in 2022/23 – **Chart 5 above**.) with some slippage in the distances to the Least Deprived cohort.

The Council's Director -led Performance Board, and the service itself, have already identified the attainment outcomes of pupils and school leavers in SIMD 2 in a distinct Improvement Project, which is presently being taken forwards, and will be reflected in additional actions captured within the City's 2024/25 National Improvement Plan for education. This refreshed Plan is due to be presented at the next meeting of this Committee

Chart 6. Summary Complementary Tariff Points of Most Deprived (SIMD 1) Pupils – Aberdeen City and Benchmarks

Averaged Complementary Tariff Points Attained by Year - SIMD 1

	2022/23	2021/22	2018/19
Aberdeen City	772	716	649
National	746	717	715
Virtual Comparator	732	679	647
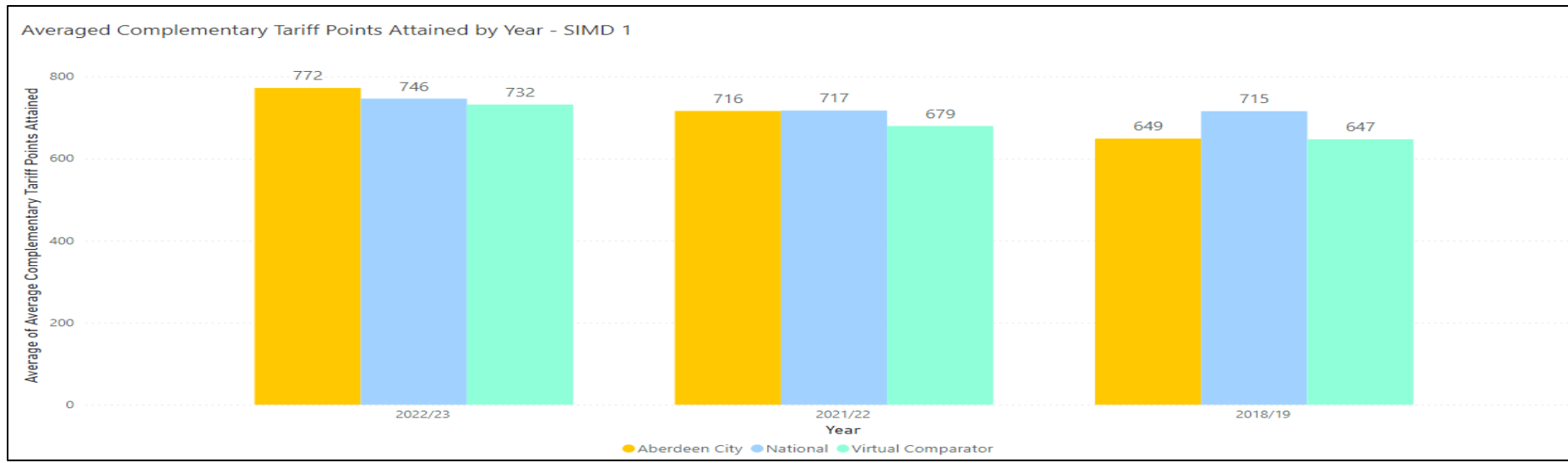
Service Commentary

Chart 6.

Overall, the 2022/23 outcomes of the Most Deprived school leavers are improved on 2021/22, with the summary of ACTP scores showing that the performance of City school leavers has risen over the previous year, and against both benchmarks. Aberdeen City now sits above the Virtual Comparator and National figures, having almost closed the distances to both in 2021/22.

Table 9. Average Complementary Tariff Points of Most Deprived (SIMD 1) pupils by Attainment Band – Aberdeen City

Establishment	Year	Attainment Cohort	SIMD Quintile	Average Complementary Tariff Points Attained
Aberdeen City	2022/23	Lowest 20%	Quintile 1 – Most Deprived	206
Virtual Comparator	2022/23			229
National	2022/23			263
Aberdeen City	2022/23	Middle 60%		795

Area	Year	Band	Quintile	Value
Virtual Comparator	2022/23			726
National	2022/23			733
Aberdeen City	2022/23	Highest 20%		1315
Virtual Comparator	2022/23	Highest 20%		1240
National	2022/23	Highest 20%		1242
Aberdeen City	2021/22	Lowest 20%	Quintile 1 - 20% Most Deprived	207
Virtual Comparator	2021/22	Lowest 20%		167
National	2021/22	Lowest 20%		189
Aberdeen City	2021/22	Middle 60%		725
Virtual Comparator	2021/22	Middle 60%		658
National	2021/22	Middle 60%		728
Aberdeen City	2021/22	Highest 20%		1216
Virtual Comparator	2021/22	Highest 20%		1213
National	2021/22	Highest 20%		1234
Aberdeen City	2018/19	Lowest 20%	Quintile 1 - 20% Most Deprived	235
Virtual Comparator	2018/19	Lowest 20%		188
National	2018/19	Lowest 20%		277
Aberdeen City	2018/19	Middle 60%		602
Virtual Comparator	2018/19	Middle 60%		621
National	2018/19	Middle 60%		689
Aberdeen City	2018/19	Highest 20%		1109
Virtual Comparator	2018/19	Highest 20%		1132
National	2018/19	Highest 20%		1180

Service Commentary

Table 9.

This improvement is less pronounced in the Lowest 20% of attainment, which is unchanged, and shows some extending of the distances to the National and Virtual Comparator figures as a result of these benchmarks improving year-on-year by just under 40% which is in part, a consequence of unusually low outcomes in both measures in 2021/22.

With the exception of 2020/21, (which was influenced by differing assessment and grading models) the 2022/23 outcomes of the Middle 60% and Highest 20% of school leavers in the Most Deprived Quintile, are the highest Average Complementary Tariff Point (ACTP) scoring achieved since introduction of the current National Qualification framework. Both of these cohorts are achieving ACTP scores that are statistically in excess of the two benchmarks in this year.

Aberdeen City improvement rates for these two cohorts' year-on-year and against the 2018/19 baseline are ahead of both benchmarks, while attainment of the Lowest 20% has lost some ground to the comparators. In 2022/23, this quintile group encompassed 80 school leavers, an increased number but similar proportion of all pupils as in 2021/22 and 2018/19.

Chart 7. Attainment Gap – Highest 20% of Deprivation (SIMD 1) to Lowest 20% of Deprivation (SIMD 5) – Aberdeen City by Attainment Band
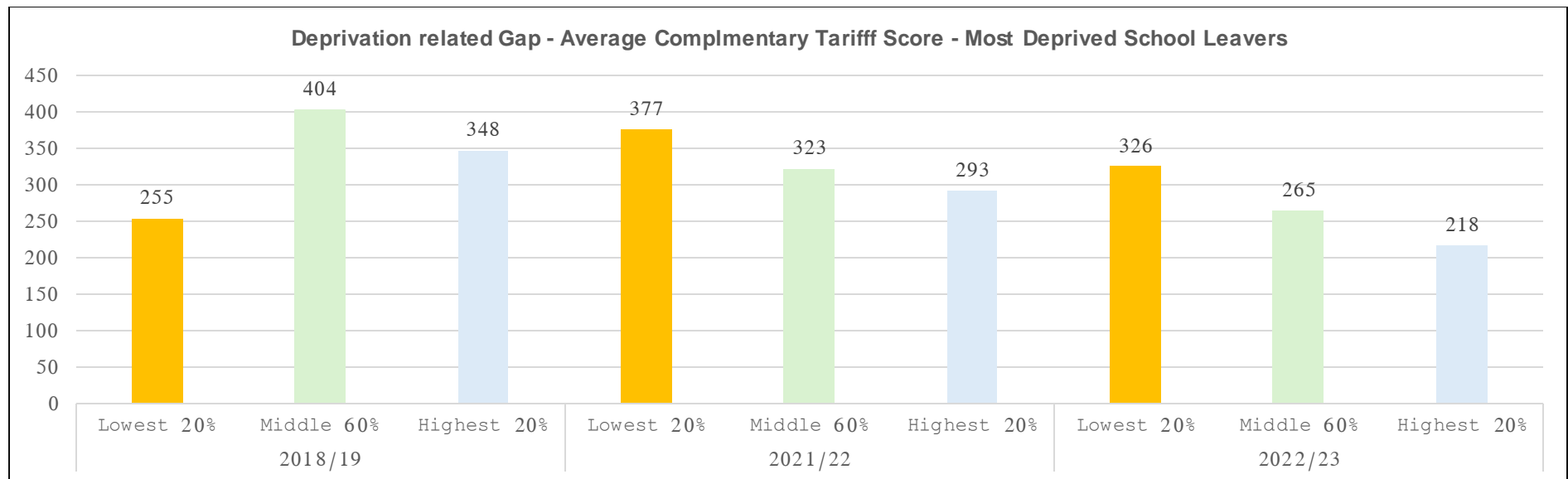
Service Commentary

Chart 7.

The distances between the outcomes of the majority of the Most and Least Deprived school leavers by attainment band show substantive improvements in year-on-year outcomes of our SIMD 1 categorised pupils, with each of the bands experiencing positive change in 2022/23, against a background of rising attainment by those Least Deprived school leavers.

Improvements in the gap between the two poverty related quintiles (SIMD 1 and 5) in the context of the 2018/19 baseline are most pronounced for the Middle 60% and Highest 20% of attainment, (covering 80% of all leavers) which reflects the almost equal influences of a marginal reduction in outcomes of the Most Deprived, and rising attainment of the Least Deprived leavers.

It should be borne in mind that the outcomes in the Lowest 20% of attainment, in each SIMD Quintile, often reflect achievement amongst those pupils with significant learning challenges where the gaining of SQA qualifications are supplemented by a range of other SCQF, and developmental qualifications

5. School Leaver Breadth and Depth

Chart 8. Percentage of School Leavers Achieving 5 or more Qualifications at SCQF Levels 5 and 6

% school leavers Acheiving 5 or more awards at SCQF Levels 5 and 6
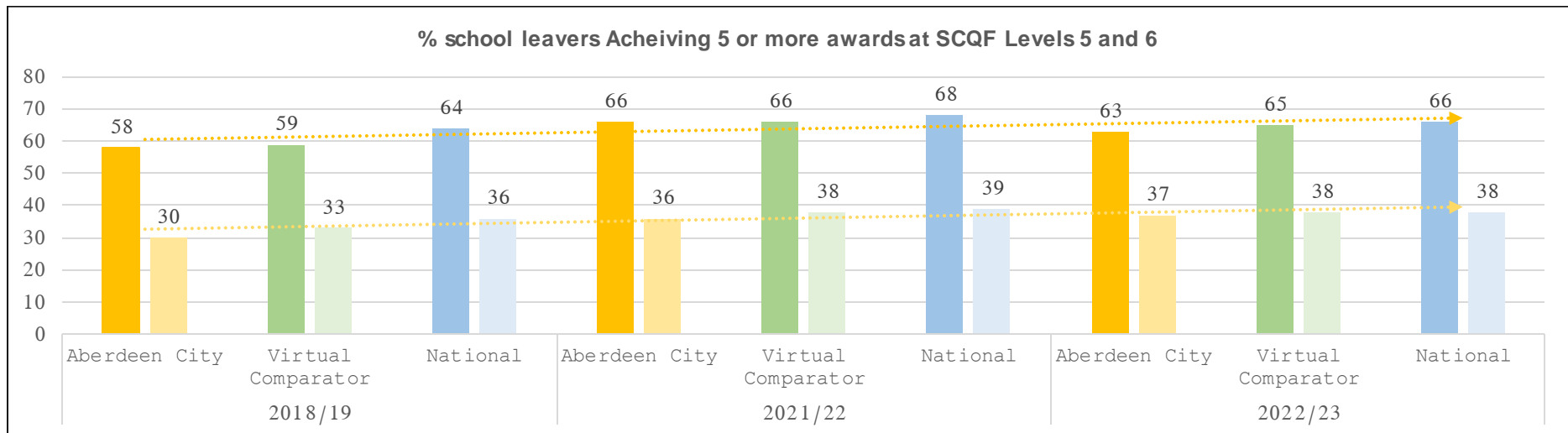
Service Commentary

Chart 8.

The two measures reflected above represent core breadth and depth stretch aim indicators derived from both the National Improvement Framework evidence pack and the Scottish Local Government Benchmarking Framework metrics suite.

In general terms, Aberdeen City's outcomes at SCQF Level 5 track the year-on-year movement and trends of the benchmarks, with a drop in the % of leavers attaining 5 or more qualifications between 2021/22 and 2022/23. At SCQF Level 6, there is a small rise in Aberdeen City attainment that is the same as the year-on-year Comparator change and better than the National trend. This moves the City closer to both of the benchmarks than in either prior table year.

In both instances, the city outcomes and distances to the benchmarks have improved on the 2018/19 baseline, against the SCQF 5 and SCQF 6 level attainment by 5 and 7 percentage points, respectively.

Table 10. Attainment of Vocational Qualifications - % of School Leavers Attaining 1 or more Qualifications by SCQF Levels 5 and 6

Year	Local Authority	1+ at SCQF Level 5 or better	1+ at SCQF Level 6 or better
2022-23	Aberdeen City	31.1%	14.9%
	Scotland	30.4%	12.2%
2021-22	Aberdeen City	26.1%	11.4%
	Scotland	27.2%	10.4%
2018-19	Aberdeen City	18.9%	4.5%
	Scotland	17.1%	4.6%

Service Commentary

Table 10.

The table above reflects the outcomes of school leavers presented against SCQF awarded Vocational and Technical Qualifications in each year and against similar stretch aim-based Level 5 and 6 parameters as in Chart 8. above

This shows that City school leavers are now out-performing the Scotland outcomes, at both SCQF Levels, with consecutive years of upwards trending

In 2022/23, the number of school leavers attaining of 1 or more qualifications, at Levels 5 and 6, was 839, whilst in 2021/22 this was 675 and in the baseline year, the number was 394. The proportions of all leavers presented for Vocational Qualifications (and achieving these higher levels) has increased in each year since 2018-19,

3. Staff

Corporate Measure – 2023/24 Service Level Indicators

Table 11. Establishment Levels

Performance Measure	2021-22	2022-23	2023/24	Status	Long Trend - Annual
	Value	Value	Value		
Establishment actual FTE – Education	3,019	3,122	3,198	📈	⬆️

Table 12. Accidents and Incidents

Performance Measure	2021-22	2022-23	2023/24	Status	Long Trend - Annual
	Value	Value	Value		
H&S Employee Reportable by Cluster – Education	5	9	12	📈	⬇️
H&S Employee Non-Reportable by Cluster – Education	477	794	944	📈	⬇️

Service Commentary

Table 12.

As reflected in the commentary against the Health and Safety metrics captured in the previous report to Committee, there is a substantive additional push within the Service to ensure that accidents and incidents are accurately and timeously recorded within the corporate monitoring tool. This has driven the data relating to non-reportable incidents upwards in comparison with 2022/23 and 2021/22 and is an expected consequence of increasing the robustness of reporting.

Detailed analysis of the trends, patterns and validation of the current actions designed to reduce the number of incidents is currently being undertaken against this end of financial year data will be supplemented by similar data collation at conclusion of the academic year.

Table 13. Absence Due to Illness

Performance Measure	2021/22	2022/23	2023/24	2023/24 Corporate Figure	Status	Long Trend - Annual
	Value	Value	Value	Value		
Average number of working days lost due to sickness absence per FTE – Education (12 month rolling figure at year end)	4.72	6.25	6.5	9.4	✅	⬇
Average number of working days lost due to sickness absence per FTE – Primary and Secondary Schools (12 month rolling figure at year end)	4.75	6.0	6,25	9.4	✅	⬇
Average number of working days lost due to sickness absence per FTE – Early Learning and Childcare (12 month rolling figure at year end)	2.42	6.8	9.1	9.4	✅	⬇

Service Commentary

Table 14.

Sickness absence levels across the three organisational services show a year-on-year increase which is a trend shared at Council level and across all Clusters. It is understood that, from early indications, a similar pattern is being experienced at national levels across a majority of local authorities but validated data returns for 2023/24 from all 32 authorities are currently not yet available to confirm this observation.

Data from the second half of 2023-4 and into Quarter 1 of 2024-25, (although the latter is incomplete at this point in time) is indicating that a trend in reduced number of working days being lost, is developing against each of the three service areas, having peaked in the Autumn of 2023.

12-month reporting of corporate absence data was most recently considered within the EAS Annual Progress Update Occupational Health and Absence Annual Update report to the Staff Governance Committee on 22nd of April 2024.

4. Finance & Controls

Table 15. Staff Expenditure

Performance Indicator	Quarter 1 2023/24		Quarter 2 2023/24		Quarter 3 2023/24		Quarter 4 2023/24	
	Value	Status	Value	Status	Value	Status	Value	Status
Staff Expenditure – % spend to full year budget profile – Education *	26.7%	✅	50.0%	✅	79.8%	⚠️	105.35%	⚠️

Service Commentary

Table 15.

The Management Commentary provided within the provisional year-end budget outcomes in the Q4 budget report to the Finance and Resources Committee on the 8ᵗʰ of May 2024, noted the financial pressures relating to school roll, and other 'inflationary' impacts on the Service, leading to the employment of additional teaching and pupil support staffing.

This was identified as the strongest negative driver on the Service's ability to deliver projected savings against the Service's vacancy factors, which have resulted in staffing expenditure exceeding the budget profile. The provisional out-turn figures for 2023-24 show that gross expenditure on teaching staff was £115.86 million, an increase of £9.27 million on the same figure in 2023/23, and an additional £1.47 million was expended on pupil Additional Support delivery. The level of spend on non-teaching staff has remained unchanged from that in 2022/23.

There are early indications that the un-modelled increases in school roll, arising from in-term registration levels and, in some instances, increased levels of vulnerability attached to these children are easing but the pupil profile, support needs and number of each new P1 intake is also an influencing factor that needs to be kept in mind.

* Reported data does not take account of subsequent re-charges into and out of the Staff Expenditure budget line which may result in revisions to the projected trajectory to year-end financial forecasts as each periodic re-charge exercise is concluded

Children's Social Work and Family Support

Corporate Measures – 2023-24 Cluster Level Indicators (Annual)

5. Customer

Table 16. Complaints Handling

Performance Measure	2021/22	2022/23	2023/24	Status	

	Value	Value	Value		Long Trend Annual
Total No. complaints received (stage 1 and 2) - Children's Social Work	43	32	39	📈	⬇️
% of complaints resolved within timescale (stage 1 and 2) - Children's Social Work	60.5%	84.4%	66.7%	⚠️	⬆️
% of complaints with at least one point upheld (stage 1 and 2) – Children's Social Work	25.6%	25.0%	5.1%	📈	⬆️
Total No. of lessons learnt identified (stage 1 and 2) - Children's Social Work	1	0	0	📈	📈

Service Commentary

Table 16.

The number of complaints received shows an increase year-on-year, and the proportion of complaints resolved within timescale has reduced (in part as a result of staffing issues experienced within the corporate processing team in Q2 which were highlighted in a prior report)

At the same time, the % of complaints where one or more points of complaint were upheld has improved, This is at the lowest level recorded against the service, and is better than both the corporate level and that of the majority of services across the Council

Table 17. Service Level Standards (Children's Social Work)

Performance Measure	2021/22 value	2022/23 value	2023/24 Value	Status	2023/24 Target	Long Trend Annual
% of care provided in Council children's homes, fostering and adoption services achieve a care standard of Good or better	100%	100%	100%	✅	100%	➖
We will ensure care provided by the Council's fostering service achieves a care standard of good or better through regulatory inspections.	100%	100%	100%	✅	100%	➖ ➖
We will ensure care provided by the Council's adoption service achieves a care standard of good or better through regulatory inspections.	100%	100%	100%	✅	100%	➖
% of children open to Children's Social Work supported to live at home, where safe to do so			75.1%	✅	75%	
% of Looked After Children looked after in a residential setting where living at home is not appropriate	11.0%	11.7%	12.0%	⚠️	10%	⬇️

	2021/22	2022/23	2023/24		2023/24	
	Value	Value	Value	Status	Target	Long Trend Annual
% of Looked After Children looked after in Kinship where living at home is not appropriate	20.5%	22.7%	23.8%	🔴	31%	⬆
% of Looked After Children looked after in Foster Care where living at home is not appropriate	45.75%	45.4%	43.3%	🔴	33%	⬆

Service Commentary

Table 17.

Overall, the data around balance of care, on an annual basis, supports the long-term strategic direction of travel expressed in the service's delivery model with positive performances in increasing the % of Looked After Children that are looked after in a Kinship setting and reducing the proportion looked after in Foster Care.

In both instances, the actual number of children and young people in these categories, and the wider data on the number of Looked After Children overall, as noted within the previous report to Committee, continue to reduce on a consistent pathway.

6. Process

Table 18. Service Level Standards 2023/24

Performance Measure	2021/22	2022/23	2023/24	Status	2023/24 Target	Long Trend Annual
	Value	Value	Value			
% Child Protection joint interviews completed within 5 days - average	83.0%	80.0%	69.0%	🔴	90%	⬇
% Initial child protection conferences held within 28 days - average	86.25%	71.5%	59.8%	🔴	80%	⬇
% of initial screenings undertaken and decisions on action required on all new referrals within seven days*			97,0%	✅	80%	▬
% Care Experienced Children and Young People with a pathway plan by the age of 15 years *			70.3%	🔴	95%	⬇
% Care experienced children and young people with 3 or more consecutive placements away from home in 12 months -average	4.5%	2.7%	1.5%	✅	10%	⬆

Service Commentary

Table 18.

There was reflection against those measures which are falling short of the targets around timelines for the two child protection measures in the previous meeting of this Committee, and these Standards have been replaced in 2024/25 to reflect the application of SCIM-based assessments where the focus is on the quality, rather than speed, of early evaluations of child protection needs,

The service latterly has seen gains in the proportion of Care Experienced C&YP with a pathway plan as a result of systemic work around improving the quality of data recording, mentioned in the report to April 2024 but this has yet to be completed and/or a decision made as to whether back-dating of revised data against 2023/24, would serve a purpose. This issue is being considered in the context of the impending national CLAS submission in July.

*In some instances, there is no directly comparable data available against prior years due to the introduction of new or revised Standards for 2023/24. Introduction of the D365 case management and reporting tool in late 2023, provides for advanced categorisation of these some outcome and process outputs that are, in some cases, also not directly relatable to prior annual data.

7. Staff

Corporate Measure – 2023/24 Service Level Indicators

Table 19. Establishment Levels

Performance Measure	2021-22 Value	2022-23 Value	2023-24 Value	Status	Long Trend - Annual
Establishment actual FTE – Children's Social Work	344	338	339	📈	⬆️

Table 20. Accidents and Incidents (Children's Social Work)

Performance Measure	2021-22 Value	2022-23 Value	2023-24 Value	Status	Long Trend - Annual
H&S Employee Reportable by Cluster – Children's Social Work	0	1	0	📈	⬇️
H&S Employee Non-Reportable by Cluster – Children's Social Work	3	5	4	📈	⬆️

Table 201. Absence Due to Illness

Performance Measure	2021/22	2022/23	2023/24	2023/24 Corporate Figure	Status	Long Trend - Annual
	Value	Value	Value	Value		
Average number of working days lost due to sickness absence per FTE – (12 month rolling figure at year end)	4.3	5.8	6.4	9.4	✅	⬇

Service Commentary

Table 21.

As with the Education Service, 2023/24 had seen a general upwards annual trend in the number of days lost to sickness, with a peak of 8.4 days being recorded against October in 2024 and with a consistently reducing figure since that point in time, to a rolling 12-month figure of 6.4 as at March 2023.

8. Finance & Controls

Table 22. Staff Expenditure (Children's Social Work)

Performance Measure	Quarter 1 2023/24		Quarter 2 2023/24		Quarter 3 2023/24		Quarter 4 2023/24	
	Value	Value	Value	Status	Value	Status	Value	Status
Staff Expenditure – % spend to full year budget profile – Children's Social Work *	30.9%	🔴	54.5%	🔺	98.4%	🔴	121.6%	🔴

Service Commentary

Table 22.

In common with the circumstances around financial pressures within the Education service, increasing levels of vulnerability driving additional support needs for pre-school and school aged children, the overall rise in the number of older Care Experienced Young People and extended responsibilities for larger numbers of refugee children, have all been significant contributors in terms of pushing staff expenditure beyond the year-end budget profile.

The impacts of these influences have primarily manifested in the service's capacity to deliver budget savings linked to vacancy factor levels that were anticipated over the course of the financial year, but also relate to the general intensity of workload being experienced across Children's Social Work teams.

* Reported data does not take account of subsequent re-charges into and out of the Staff Expenditure budget line which may result in revisions to the projected trajectory to year-end financial forecasts as each periodic re-charge exercise is concluded

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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 considerable 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 a 100% level on a consistent basis.

- Trend Directions: Unless stated to the contrary, Long-Term Trends are based on the average of 24 monthly, 8 quarterly and 3 annual consecutive periods, respectively.

	PI Status		Long Term Trends		Short Term Trends
🔴	Alert (figure more than 20% out with targe	⬆	Improving/Increasing	⬆	Improving/Increasing
🔺	Warning (figure between 5% and 20% ou with target)	▬	No or Limited Change	▬	No or Limited Change
✅	OK (figure within target or better)	⬇	Getting Worse/Decreasing	⬇	Getting Worse/Decreasing
❓	Unknown				

| | Data Only |