

ABERDEEN CITY COUNCIL

COMMITTEE	Education and Children's Services
DATE	16 September 2025
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Performance Management Framework Report
REPORT NUMBER	CORS/25/214
EXECUTIVE DIRECTORS	Andy MacDonald/Eleanor Sheppard
CHIEF OFFICERS	Martin Murchie/Shona Milne/Graeme Simpson
REPORT AUTHOR(S)	Alex Paterson
TERMS OF REFERENCE	1.1.3

1. PURPOSE OF REPORT

- 1.1 To present Committee with the status of key quarterly performance and service standard measures (and annual Statutory Performance Indicators) relating to the Education and Lifelong Learning and Children's Social Work and Family Support Clusters.

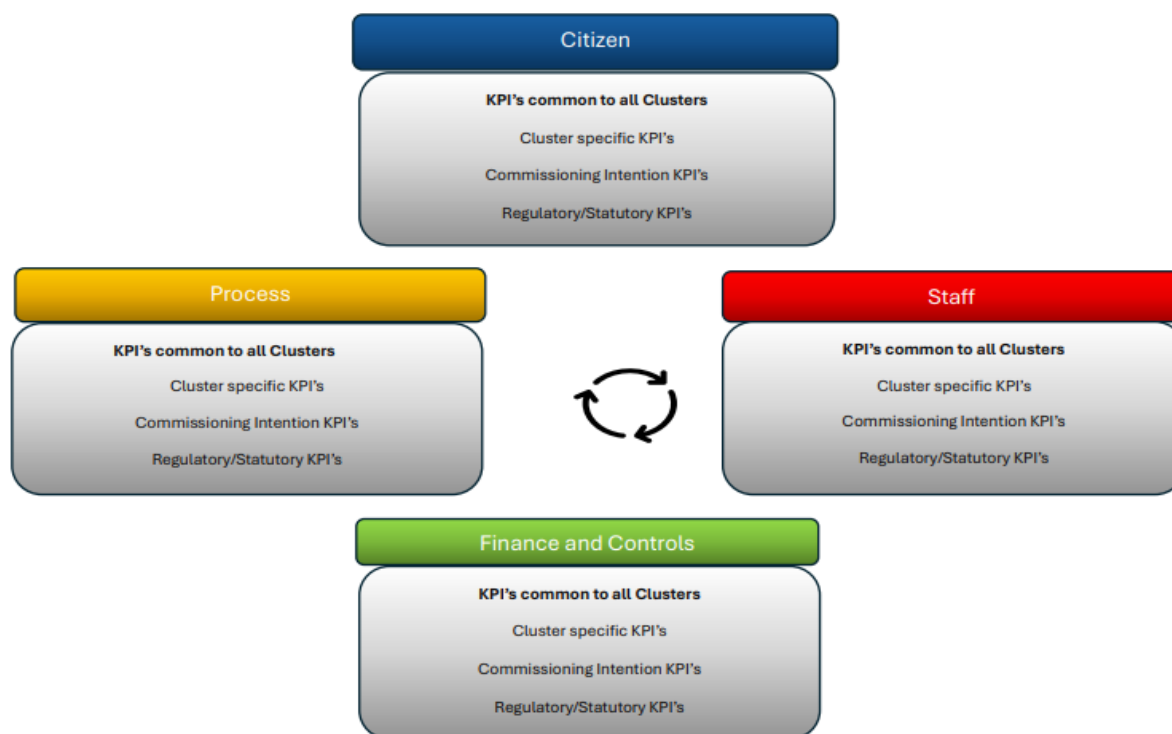
2. RECOMMENDATION

- 2.1 That the Committee note the report and provide comments and observations on the information contained in the report appendices

3. CURRENT SITUATION

Report Structure

- 3.1 The Council's refreshed Performance Management Framework for 2025/26 was approved at the meeting of Council on 20th August 2025.
- 3.2 Performance Management Framework Reporting (PMFR) against in-house delivery directly contributing to, or enabling delivery against, the City's Local Outcome Improvement Plan, (LOIP) has informed development of successive Council Delivery Plans, including the [Council Delivery Plan 2025/26](#) (the Plan) that was agreed by Council on the 16th April 2025.
- 3.3 The Performance Management Framework provides for a consistent approach within which performance will be reported to Committees. This presents performance data and analysis within four core perspectives, as shown below, which provides for uniformity of performance reporting across Committee.



Report Content

- 3.4 Appendix A reflects current performance against the Plan, including corporate service level measures, and Service Standards for 2025/26, alongside nationally benchmarked datasets from more recent data releases.
- 3.5 In some instances, the frequency, and presentation of reporting of measures and standards within corporate PMF reporting for 2025/26, in collaboration with services, have been adjusted to align with the learnings gained from the refresh of the Framework noted above. These are, and will be, reflected in both this and future reports to this Commiittee.
- 3.6 It also incorporates commentary and reflection against, and metrics aligned to, annual Statutory Performance Indicators set for the 2024/25 financial year. These data, at this point in time, are provisional metrics, pending conclusion of the Council's quality assurance and audit phases.
- 3.7 Presentation and analysis of the wider range of operational, and strategic, level performance measures covering the work of both Clusters will be contained within:
- the standing Council Delivery Plan Annual Report proposed for Council in October, and;
 - the 2025/26 National Improvement Framework Plan being considered at this meeting, and;
 - the Chief Social Work Officer Annual Report to a future meeting of this Committee.

3.8 Within the Summary Dashboard the following symbols are used:

Performance Measures

Traffic Light Icon



On target or within 5% of target or benchmarked outcome.



Within 5% and 20% of target or benchmarked outcome and being monitored



More than 20% out with target or benchmarked outcome and being actively pursued



Data only – target not appropriate or benchmarked outcome not available

4. FINANCIAL IMPLICATIONS

There are no direct financial implications arising out of this report.

5. LEGAL IMPLICATIONS

There are no direct legal implications arising out of this report.

6. ENVIRONMENTAL IMPLICATIONS

There are no direct environmental implications arising out of 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) *taking into account controls/control actions	*Does Target Risk Level Match Appetite Set?
Strategic	None	NA	NA	NA
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 Members of core employee health and safety/attendance data supports the Council's obligations as an employer	L	Yes
Financial	No significant financial risks.	Overview data on specific limited aspects of the cluster's financial performance is provided within this report	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	None	NA	NA	NA

8. OUTCOMES

<u>COUNCIL DELIVERY PLAN</u>	
	Impact of Report
<u>Aberdeen City Council Partnership Agreement</u> Improving Educational Choices Creating Better Learning Environments Caring for Young People	<p>This report supports the following key Council priorities:</p> <ul style="list-style-type: none"> - Commit to realising the potential of each individual, by seeking to widen curriculum choice and implement progressive choices. - Work with the city's universities, North East Scotland College and businesses to increase educational and training options and the number of care experienced young people and young people from deprived communities, going onto positive destinations, including further and higher education, vocational training and apprenticeships. - Promote the number of apprenticeships on offer through the council. - Work to ensure that every school community provides a safe and respectful environment for young people and staff. - Ensure the Council follows best practice as a corporate parent to get the best outcomes for

	<p>looked-after young people, those in kinship care and those with additional support needs such as autism, developmental disorders or mental health problems.</p> <ul style="list-style-type: none"> - Work with the Scottish Government to expand free early learning and childcare to one- and two-year-olds from low-income households. - Continue to seek to support young people to receive care in Aberdeen, through fostering, adoption and other services and seek to reduce “out of authority” placements - Ensure local education services identify young people with mental health problems and help them get early support and help, where appropriate, to transfer to adult services.
<p><u>Aberdeen City Local Outcomes Plan Refresh</u></p>	
<p>Prosperous People Stretch Outcomes (Children and Young People)</p>	<p>The detail within Performance Management reporting to this Committee evidences how Families and Communities delivery leads, contributes to, or influences, each of the Children & Young People Stretch Outcomes in the refreshed LOIP. This includes the following Outcomes:</p> <ul style="list-style-type: none"> 3. 95% of all children will reach their expected developmental milestones by their 27–30-month review by 2026. 4. 90% of children and young people report they feel listened to all of the time by 2026. 5. By meeting the health and emotional wellbeing needs of our care experienced children and young people they will have the same levels of attainment in education and positive destinations as their peers by 2026. 6. 95% of children living in our priority neighbourhoods (Quintiles 1 & 2) will sustain a positive destination upon leaving school by 2026. 7. 83.5% fewer young people (under 18) charged with an offence by 2026 8. 100% of our children with Additional Support Needs/disabilities will experience a positive destination

Prosperous People Stretch Outcomes (Adults)	<p>Families and Communities services, through the Improvement Project Aims below contribute to achievement of Outcome 11 - Reduce the rate of both alcohol related deaths and drug related deaths by 10% by 2026</p> <p><i>Reduce the average age from 14 to 12 at which children are identified as requiring preventative support to mitigate the risk of future harm in relation to drug and alcohol use by 2026 and ;</i></p> <p><i>Reduce the % of 13–15-year-olds reported as using each sub group of drug by 50% and cannabis by 20% by 2026.</i></p>
Community Empowerment Stretch Outcomes	<p>The detail within Performance Management reporting to this Committee evidences how Families and Community service delivery leads, though the Improvement Project Aim; <i>100% of decisions which impact on children and young people are informed by them by 2026</i> contributes to, or influences Outcome 16:</p> <p>50% of people report they feel able to participate in decisions that help change things for the better by 2026.</p>
Regional and City Strategies	<p>The detail within Performance Management reporting to this Committee evidences how Families and Communities delivery leads, contributes to, or influences outcomes aligned to the City's National Improvement Framework Plan.</p> <p>Data contained in the report also offers contextual evidence of Education & Lifelong Learning and Children's Social Work Service's contributions to the City's Children's Services Plan, along with both regional Economic and Skills strategies.</p>

9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	It was confirmed by Chief Officer, Martin Murchie, on 12 th August 2025 that no Integrated Impact Assessment is required for this report
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

Performance Management Framework Update 2025/26 -CORS/25/189, 20th
August 2025
Council Delivery Plan 2025/26 – CORS/25/038, 16th April 2025

11. APPENDICES

Appendix A – Education & Children's Services Committee Corporate
Performance Summary Dashboard

12. REPORT AUTHOR CONTACT DETAILS

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