

## ABERDEEN CITY COUNCIL

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COMMITTEE	<b>Education and Children's Services</b>
DATE	<b>2<sup>nd</sup> June 2016</b>
DIRECTOR	<b>Gayle Gorman</b>
TITLE OF REPORT	<b>Education and Children's Services Directorate Performance Report</b>
REPORT NUMBER	<b>ECS/16/026</b>
CHECKLIST RECEIVED:	<b>Yes</b>

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### **1. PURPOSE OF REPORT**

The purpose of this report is to:

- Provide Elected Members with a summary of quarterly Education and Children's Services (E&CS) Directorate performance outcome data up to and including 31<sup>st</sup> March 2016.

### **2. RECOMMENDATION(S)**

The Committee is asked to:

- Note the E&CS Directorate Performance Report for the quarterly period to 31<sup>st</sup> March 2016.

### **3. FINANCIAL IMPLICATIONS**

There are no financial implications arising directly from the report.

### **4. OTHER IMPLICATIONS**

#### **4.1 Legal**

Local Authorities are required to act as set out in the Local Government Act 1992, and as defined within the Direction provided by the Accounts Commission, in respect of their Public Reporting obligations and;

#### **4.2 Property, Equipment, Employee and Health and Safety Implications**

There may be other property, equipment, employee or health and safety implications linked to the Directorate-wide health and safety performance measures. Any related implications under this heading are managed by the Directorate as a matter of course in accordance with best practice.

- 4.3 The report is designed for information purposes only and no Equalities and Human Rights implications are involved either in its preparation or the recommendations contained within the body of the Report.

## **5. BACKGROUND/MAIN ISSUES**

- 5.1 The detail contained within this Report relates to a core selection of Key Service Performance Indicators, reflecting outcomes against both the Education and Children's Social Work Services, alongside Directorate wide performance measures which encompass all four Services. (Appendix A)
- 5.2 At the previous meeting of Committee, on the 24<sup>th</sup> March 2016, officers were instructed to provide disaggregated data against Library and Information Services visits. This information, separating virtual and 'in-person' visits, is reflected in additional trend charts within Appendix A.
- 5.3 Committee additionally instructed that baseline data in regards to particular Directorate performance measures be provided and that analysis of longer term trends in Directorate Sickness Absence be offered.

As noted within the text of the Trend Chart section of the previous Report, it was intimated that comparison of a number of performance measures beyond the point at which the new Directorate structure became fully effective, (1st April 2015) was not likely to offer true comparative data.

Nonetheless, officers have re-visited a number of these measures in detail and concluded that, with the exception of indicators which are:

- (i) guided by statutory obligations, e.g. FOISA, and;
- (ii) continue to be delivered through unchanged Service level reporting lines,

it is not possible to 'back-date' this information to a point which pre-dates the introduction of the 'shadow' Directorate structure in early January 2015, with any level of accuracy or consistency.

- 5.4 However, with the reporting of monthly trend data relating to the comparative 15 month period in which the new Directorate has been operational, it is now possible for Members to make some additional historical comparison of performance against these measures.

This is reflected, in particular, in the capacity to further compare long term trends against Sickness Absence levels for the Directorate which, with the presentation of rolling 12 month averages, effectively represents a data capture which spans the period from January 2014 to March 2016.

Analysis of the trends noted from this data and comparisons over time and against other Council 'benchmarks' are reflected in the relevant Trend Chart in Appendix A.

The most recent corporate report on Sickness Absence levels across the Council can be viewed through the attached link:

<http://councilcommittees/documents/s55850/Sickness%20Absence%20Update.pdf>

- 5.5 Outwith these Directorate performance measures, each outcome indicator, where data is directly comparable, provides both a 2013-14 baseline and identifiable three year trend pattern, which is in line with reporting recommendations from the Accounts Commission's Best Value Audit of the Authority from June 2015.
- 5.6 Members are asked to note the separate cover report relating to proposals for future corporate Performance Reporting to Committee attached at Appendix B.

## **6. IMPACT**

### Improving Customer Experience

Analysis and publication of performance data and, in particular, the use of benchmark and trend information, offers the Directorate the opportunity to critically evaluate the extent to which it is currently meeting customer needs and, as required, re-align delivery methodologies to ensure that, in particular, children's experiences and outcomes are continuously improving.

### Improving Staff Experience

Transparency of performance reporting, in terms of outputs and outcomes, offers staff with the opportunity to gain insight into areas of good practice within the Directorate, those where improvement might be required and importantly, recognise where their contributions are materially influencing and driving the work of their Service.

### Improving our use of Resources

This Report aligns with the principles of Best Value whereby local authorities are required to evidence and evaluate the extent to which resource is used effectively and efficiently in the delivery of services to stakeholders.

## Corporate

Reporting to Committee is an essential governance requirement of the Directorate and Council's performance management arrangements, by which Elected Members may seek assurance that performance improvement activity is evidenced and robust.

The measures reported against ensure linkage to the Single Outcome Agreement and the themes contained in "Improving Scottish Education.", together with the Administration's Policy Statement 'Smarter Aberdeen', covering:

### Smarter Living Priorities;

"We will enhance the physical and emotional wellbeing of all our citizens by offering support and activities which promote independence, resilience, confidence and self-esteem"

"We will improve access to and increase participation in arts and culture by providing opportunities for citizens and visitors to experience a broad range of high quality arts and cultural activities."

### Smarter People Priorities;

"We will provide a high quality education service within our schools and communities which will improve attainment and life chances of our children and young people to achieve their full potential in education, employment or training.

The implementation of the Reclaiming Social Work model, and its intended outcomes within Children's Social Work, link to and fulfill the ambitions of the 'Aberdeen: the Smarter City' plan.

### Smarter Governance – Participation:

- Implementing the Reclaiming Social Work model to work in partnership with families within their local community to improve their overall wellbeing and outcomes.
- Delivering a Public Social Partnership (PSP) approach with third sector partners to co-design commissioned services to support Reclaiming Social Work.

### Smarter Living – Quality of Life:

- Supporting priority families.
- Promoting and secure and lasting attachments for children.
- Implementing the Getting It Right for Every Child (GIRFEC) model

Smarter People – Social and Human Capital:

- Attracting and retaining a high quality workforce to support learning and teaching and the implementation of Reclaiming Social Work.
- Ensuring partnership approaches are supporting children and young people.
- Enabling all young people in Aberdeen to achieve sustainable and positive destinations.

Public

The report is designed for information purposes only and no specific Equalities and Human Rights implications are involved either in its preparation or the recommendations contained within the body of the Report.

Transparency in our performance reporting is a key component of our Public Performance Reporting requirement, which is subject to annual review by Audit Scotland.

## **7. MANAGEMENT OF RISK**

The nature of this report is not such that a risk assessment of options is necessary as the content is for information only.

However, the regular reporting of performance is itself mitigation against the risk that the Council's Public Performance Reporting might be regarded as insufficient for the purposes of meeting the obligations placed upon it.

## **8. BACKGROUND PAPERS**

Education and Children's Services Committee, 24<sup>th</sup> March 2016 -Directorate Performance Report/Children and Young People (Scotland) Act 2014 Update.

Appendix A: Directorate Performance Report Trend Charts

Appendix B: Performance Management Framework

Finance, Policy and Resources Committee, 19<sup>th</sup> April 2016 - Sickness Absence Update

## **9. REPORT AUTHOR DETAILS**

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