

ABERDEEN CITY COUNCIL

COMMITTEE	Education Operational Delivery Committee
DATE	23 September 2021
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Performance Management Framework Report – Education Operations
REPORT NUMBER	CUS/21/213
DIRECTOR	Andy MacDonald
CHIEF OFFICER	Martin Murchie
REPORT AUTHOR	Alex Paterson
TERMS OF REFERENCE	1.1.3

1. PURPOSE OF REPORT

- 1.1 To present Committee with the status of key performance measures relating to the Education Operational cluster.

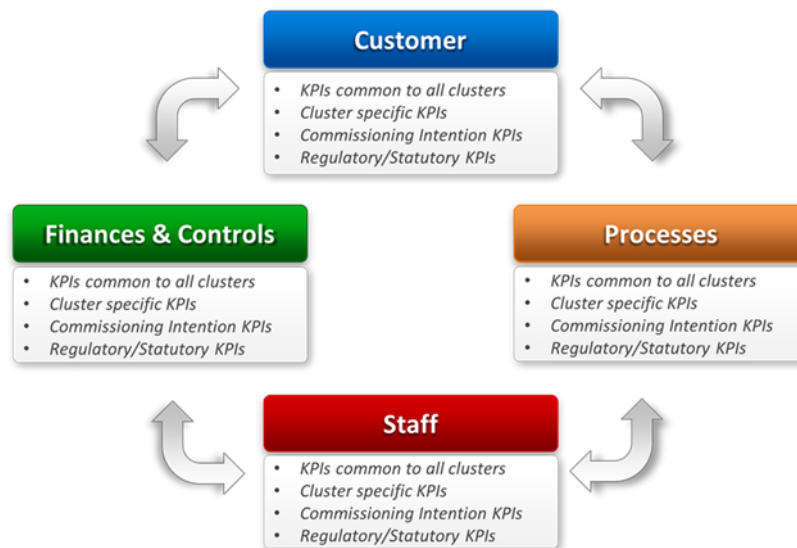
2. RECOMMENDATION

- 2.1 That the Committee note the report and provide comments and observations on the performance information contained in the report Appendix.

3. BACKGROUND

- 3.1 This report is to provide members with key performance measures in relation to the Education Operational cluster as expressed within the 2020/21 and 2021/22 Council Delivery Plan (the Plan).
- 3.2 Performance Management Framework Reporting 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 2021/22 Plan that was agreed by Council on the 10th March 2021.
- 3.3 The 'Performance Management' section of the Plan explains how the commitments and deliverables contained in the LOIP will be supported and scrutinised through the Council's Performance Management Framework.
- 3.4 This *section* also reflects on the identification of Service Standards against each function/cluster, that builds on the original Framework which offers insight into the effectiveness, and accessibility of core service provision.
- 3.5 Where appropriate, data capture against these Standards is now directly incorporated within the suite of metrics contained within Appendix 1 and will be reported against on either a quarterly or annual basis depending on judgements around the level of risk, criticality and influence on Council Delivery Plan outputs and Local Outcome Improvement Plan objectives.

- 3.6 Whilst regular reflection on the entire suite of Standards within Performance Management Framework reporting was considered prudent during the course of 2020/21, an assessment of performance consistency over this period suggests that, going forwards, the above approach better serves to inform Members of potential risks around under-performance, and to scrutinise the responses of Services as the City moves through the on-going challenges posed by the impacts of COVID-19 and associated legislative changes.
- 3.7 The Framework provides for a structured 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 Committees.



- 3.8 Within the summary dashboard the following symbols are used:

Performance Measures

Traffic Light Icon

- 🟢 On target or within 5% of target/benchmarked outcome
- 🟡 Within 5% and 20% of target/benchmarked outcome and being monitored
- 🔴 Below 20% of target/benchmarked outcome and being actively pursued
- 🖨 Data only – target not appropriate/benchmarked outcome not available

4. 2020-21 EDUCATIONAL DATA LANDSCAPE

- 4.1 With recognition of the continued impact of COVID-19 in data availability at national levels across the 2020/21 academic year, (particularly around inspection activity), it is still not possible to offer full reflection on the suite of outcome related Education Service key performance indicators
- 4.2 At the same time, the Service has, where possible, sought to develop and incorporate additional or bespoke input/output measures which offer continued assurance around service delivery and performance.
- 4.3 Within the 2020/21 academic year, a national data focus had been placed on monitoring pupil attendance and absence levels, as a measure of both the effectiveness of Service management in dealing with COVID-19 restrictions and as a means of evaluating the levels of support for pupil health and well-being being delivered by Education Authorities,

5. FINANCIAL IMPLICATIONS

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

6. LEGAL IMPLICATIONS

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

7. MANAGEMENT OF RISK

Category	Risk	Low (L) Medium (M) High (H)	Mitigation
Strategic Risk	None	N/A	N/A
Compliance	No significant related legal risks.	L	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.
Operational	No significant related employee risks.	L	Oversight by Elected Members of core employee health and safety/attendance data supports the Council's obligations as an employer
Financial	No significant related financial risks.	L	Overview data on specific limited aspects of the cluster's financial performance is provided within this report
Reputational	Lack of sufficient access to	L	Placing of information in the public domain is contributed

	information for citizens		to by this report. Reporting of service performance serves to enhance the Council's reputation for transparency and accountability.
Environment / Climate	None		N/A

8. OUTCOMES

<u>COUNCIL DELIVERY PLAN</u>	
	Impact of Report
Aberdeen City Council Policy Statement	<p>The provision of information on cluster performance supports scrutiny of progress against the delivery of the following Policy Statements:</p> <p>UNICEF Child Friendly accreditation</p> <p>Work with the Scottish Government to provide flexible and affordable childcare for working families on the lowest incomes</p> <p>Support the implementation of Developing the Young Workforce, seek to gain the highest level of investors in young people accreditation and ensure there is a focus on supporting pupils excel in STEM subjects</p> <p>Commit to closing the attainment gap in education while working with partners in the city.</p>
Aberdeen City Local Outcome Improvement Plan	
Prosperous Economy Stretch Outcomes	<p>The information within this report supports the delivery of Stretch Outcomes 2 and 3 in the LOIP through the following projects:</p> <p>Support 15 care experienced young people to progress to employment through public sector funded employability programmes by 2023.</p> <p>Increase the number of people within Aberdeen City gaining qualifications in ICT and Digital skills at SCQF Levels 7 and above by 10% by 2023</p>
<p>400 unemployed Aberdeen City residents supported into Fair Work by 2026</p> <p>500 Aberdeen City residents upskilled/ reskilled to enable them to move into, within and between economic opportunities as they arise by 2026</p>	
Prosperous People Stretch Outcomes	<p>The detail within this report supports the delivery of Children & Young People Stretch Outcomes 4 to 9 in the refreshed LOIP. This includes the following projects:</p> <p>Reduce the number of children starting P1 with an identified speech delay by 5% by 2023.</p>
<p>95% of children (0-5years) will reach their expected developmental milestones by the time of their child health reviews by 2026.</p>	

<p>90% of children and young people will report that their experiences of mental health and wellbeing have been listened to by 2026.</p> <p>As corporate parents we will ensure that 95% of care experienced children will have the same levels of educational attainment, health and emotional wellbeing and positive destinations as their peers by 2026.</p> <p>95% of children living in our priority neighbourhoods will sustain a positive destination by 2026</p> <p>Child Friendly City where all decisions which impact on them are informed by them by 2026.</p> <p>30% fewer young people (under 18) charged with an offence by 2026.</p>	<p>Increase to 80%, the number of staff who feel confident about how to directly support, or refer a child for support, and signpost to appropriate services by 2022.</p> <p>100% of schools offer sustainable and equitable access to counselling for those children aged 10 and above who require it by 2022.</p> <p>100% of children and young people have free access to physical activity which improves mental health and wellbeing by 2022.</p> <p>Increase the number of care experienced young people accessing a positive and sustained destination by 25% by 2022.</p> <p>Increase the number of accredited courses directly associated with growth areas by 7% by 2023.</p> <p>Increase the number of vulnerable learners entering a positive and sustained destination by 7% by 2023.</p> <p>Increase the number of young people who leave school with a minimum of SVQ 3 in literacy and numeracy and 4 other qualifications to 93% by 2023.</p> <p>Achieve UNICEF badges in: - Leadership - Culture - Communication - Place - Child Friendly Services – Participating</p> <p>Increase to 100% of staff working directly and indirectly with children who have received child friendly city training by 2023.</p> <p>Increase number of young people who need support in relation to trauma and bereavement having access to such support by 50% by 2023.</p>
<p>Prosperous Place Stretch Outcomes</p> <p>Increase sustainable travel: 38% of people walking and 5% of people cycling as main mode of travel by 2026.</p> <p>Addressing the nature crisis by protecting/managing 26% of Aberdeen’s area for nature by 2026.</p>	<p>The data in this report reflects contributory impacts on LOIP Stretch Outcomes 14 and 15</p> <p>Respectively, this contributes to delivery of the following improvement projects:</p> <p>Increase % of people who walk as one mode of travel by 10% by 2023.</p> <p>Increase % of people who cycle as one mode of travel by 2% by 2023.</p> <p>Increase community food growing in schools, communities and workplaces by 12 by 2023</p>
<p>Regional and City Strategies</p>	<p>The report reflects outcomes aligned to the City’s National Improvement Framework for education and</p>

	outputs related to the City's involvement in the Northern Alliance collaborative.
UK and Scottish Legislative and Policy Programmes	<p>The report reflects legislative outcomes aligned to the Standards in Scotland's Schools Etc. Act 2000, Children and Young People (Scotland) Act 2014 as amended, the Education (Scotland) (Act) 2016, Education (Additional Support for Learning) (Scotland) Act 2004 as amended (and associated Code of Practice) Equality Act 2010.</p> <p>The report primarily reflects policy outcomes aligned to the Scottish Government's National Improvement Framework and Early Learning and Childcare Expansion Programmes</p>

8. IMPACT ASSESSMENTS

Assessment	Outcome
Impact Assessment	Not required
Data Protection Impact Assessment	Not required

9. BACKGROUND PAPERS

Council Delivery Plan 2021/2022 - COM/21/054
Local Outcome Improvement Plan 2016-2026 (July 2021 Refresh)

10. APPENDICES

Appendix 1 – Performance Summary Dashboard

11. REPORT AUTHOR CONTACT DETAILS

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