

ABERDEEN CITY COUNCIL

COMMITTEE	Education and Children's Services
DATE	17 th September 2024
EXEMPT	No
CONFIDENTIAL	No
REPORT TITLE	Performance Management Framework
REPORT NUMBER	CORS/24/274
EXECUTIVE DIRECTORS	Andy MacDonald/Eleanor Sheppard
CHIEF OFFICERS	Martin Murchie/Shona Milne/Graeme Simpson
REPORT AUTHOR	Alex Paterson
TERMS OF REFERENCE	1.1.3

1. PURPOSE OF REPORT

- 1.1 To present Committee with the status of key quarterly and annual performance measures relating to the Education and Lifelong Learning and Children's and Families Clusters.

2. RECOMMENDATION

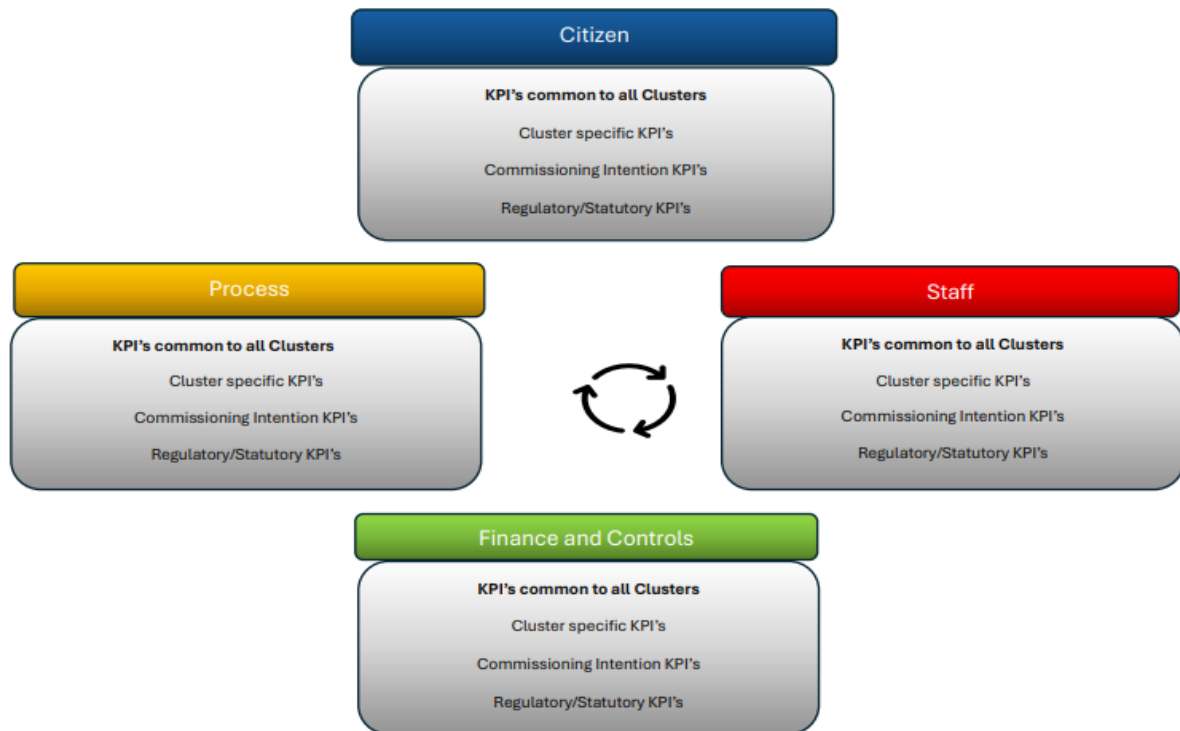
- 2.1 That the Committee note the report and provide comments and observations on the information contained in the report appendix.

3. CURRENT SITUATION

Report Structure and Content

- 3.1 The Council's refreshed Performance Management Framework for 2024/25 was agreed at the meeting of Council on 21st August 2024
- 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 [2024-25.Council Delivery Plan](#) (the Plan) that was agreed by Council on the 6th of March 2024.
- 3.3 The Council's Performance Management Framework, supporting and enabling scrutiny against progress of the Council Delivery Plan and its key measures, establishes a robust performance management and reporting system which encompasses single and multi-service inputs, outputs and outcomes.
- 3.4 Appendix A reflects the in-year content against the Plan, alongside a number of nationally benchmarked datasets from more recent publications.
- 3.5 Reporting against the refreshed Plan, including updating of Service Standards agreed at that meeting, is incorporated within Performance Management Framework reports to each of the relevant Council Committees.





- 3.6 Where appropriate, data capture against these Standards is directly incorporated within the suite of measures contained within Appendix A and is reported against on either a quarterly or annual basis. The proposed frequency of reporting is highlighted within the Appendix.
- 3.7 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.



- 3.8 Work around aligning corporate metrics and Performance Management Framework reporting against the new organisational Function and Cluster structures, outlined and agreed in the TOM1.2 Organisational Structure report to Council on 7th February 2024 is now largely completed.
- 3.9 Within the summary dashboard the following symbols are also 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
-  More than 20% out with target/benchmarked outcome and being actively pursued
-  Data only – target not appropriate/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
<p><u>Aberdeen City Council Partnership Agreement</u></p> <p>Improving Educational Choices</p> <p>Creating Better Learning Environments</p> <p>Caring for Young People</p>	<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 looked-after young people, those in kinship care and those with additional support needs such as autism, developmental disorders or mental health problems. - 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

	<p>- 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>
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[Aberdeen City Local Outcomes Plan April 2024 Refresh](#)

<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> <p>95% of all children will reach their expected developmental milestones by their 27–30-month review by 2026.</p> <p>90% of children and young people report they feel listened to all of the time by 2026.</p> <p>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.</p> <p>95% of children living in our priority neighbourhoods (Quintiles 1 & 2) will sustain a positive destination upon leaving school by 2026.</p> <p>83.5% fewer young people (under 18) charged with an offence by 2026</p> <p>100% of our children with Additional Support Needs/disabilities will experience a positive destination</p>
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<p>Prosperous People Stretch Outcomes (Adults)</p>	<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>
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Community Empowerment Stretch Outcomes	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: 50% of people report they feel able to participate in decisions that help change things for the better by 2026.
Regional and City Strategies	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. 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.

9. IMPACT ASSESSMENTS

Assessment	Outcome
Integrated Impact Assessment	It was confirmed by Chief Officer, Martin Murchie, on 25 th July 2024 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 2024-25 -CORS/24/232
Council Delivery Plan 2024-25 – COM/24/060

11. APPENDICES

Appendix A – Education & Lifelong Learning and Children's and Families Performance Summary Dashboard

12. REPORT AUTHOR CONTACT DETAILS

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