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Council Building
2 High Street
Perth
PH1 5PH

14/04/2022

A meeting of the **Scrutiny Committee** will be held virtually on **Monday, 25 April 2022** at **09:30**.

If you have any queries please contact Committee Services on (01738) 475000 or email Committee@pkc.gov.uk.

THOMAS GLEN
Chief Executive

Those attending the meeting are requested to ensure that all notifications are silent on their device and other devices are in silent mode.

Please note that the meeting will be broadcast online and recorded. The recording will be publicly available on the Council's website following the meeting.

Members:

Councillor Sheila McCole (Convener)
Councillor Andrew Parrott (Vice-Convener)
Councillor Liz Barrett
Councillor Harry Coates
Councillor David Illingworth
Councillor Anne Jarvis
Councillor Ian Massie
Councillor Xander McDade
Councillor Crawford Reid
Councillor Fiona Sarwar
Councillor Frank Smith
Councillor Colin Stewart
Councillor Willie Wilson

Scrutiny Committee

Monday, 25 April 2022

AGENDA

MEMBERS ARE REMINDED OF THEIR OBLIGATION TO DECLARE ANY FINANCIAL OR NON-FINANCIAL INTEREST WHICH THEY MAY HAVE IN ANY ITEM ON THIS AGENDA IN ACCORDANCE WITH THE COUNCILLORS' CODE OF CONDUCT.

- 1 WELCOME AND APOLOGIES/SUBSTITUTES**
- 2 DECLARATIONS OF INTEREST**
- 3 MINUTE OF MEETING OF THE SCRUTINY COMMITTEE OF 9 FEBRUARY 2022 FOR APPROVAL**
(copy to follow)
- 4 UPDATE FROM ARMS LENGTH EXTERNAL ORGANISATIONS**
(i) Horsecross Arts Ltd
- 5 SUMMARY REPORT ON CARE INSPECTORATE AND EDUCATION SCOTLAND INSPECTIONS** **5 - 24**
Report by Executive Director (Education and Children's Services)
(copy herewith 22/97)
- 6 LOCAL GOVERNMENT BENCHMARKING FRAMEWORK 2020/21** **25 - 66**
Report by Chief Executive (copy herewith 22/98)
- 7 SCRUTINY REVIEW - JUDICIAL REVIEW INTO THE CLOSURE OF ABERNYTE PRIMARY SCHOOL**
(copy to follow)

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PERTH AND KINROSS COUNCIL

Scrutiny Committee

25 April 2022

**SUMMARY REPORT ON CARE INSPECTORATE AND EDUCATION SCOTLAND
INSPECTIONS**

Report by Executive Director (Education and Children's Services)
(Report No. 22/97)

PURPOSE OF REPORT

This report provides an overview of the performance of Education and Children's Services inspected and reported over the past two years by the Care Inspectorate and Education Scotland, since the previous report of this type in 2020, and sets out the Service's approach to implementing improvement actions arising out of inspection. A report was not prepared in 2021 due to the COVID-19 pandemic which led to a pause in inspection activity.

1. BACKGROUND

1.1 Care Inspectorate

1.1.1 Regulated care services in Scotland are inspected by the [Care Inspectorate](#) using a range of quality frameworks, each with key questions and quality indicators. Services are measured against the National Health and Social Care Standards.

Where inspected, each key question and contributing quality indicator is graded on a 6-point scale in which 1 = unsatisfactory, 2 = weak, 3 = adequate, 4 = good, 5 = very good and 6 = excellent.

1.1.2 The Care Inspectorate conducts unannounced inspections for all regulated services as the main inspection method unless there are practical reasons that this is not appropriate. There are longer intervals between inspections for better performing services and a greater focus on risk-based inspections for poorly performing and high-risk services such as those which provide 24-hour residential care.

1.1.3 Following an inspection, the Care Inspectorate may set out a series of:
Recommendations: statements that set out actions the care service provider should take to improve or develop the quality of the service.
Requirements: statements which set out what is required of the care service provider to comply with relevant legislation.

1.1.4 Care service providers must submit an action plan to the Care Inspectorate addressing any requirements and recommendations identified. Progress against the action plan is monitored by the Care Inspectorate through annual

return and self-assessment forms submitted by the care service provider and through subsequent inspection.

1.2 Education Scotland

1.2.1 Education Scotland inspects and reports on the quality of education in Early Learning and Childcare (ELC) settings, primary schools, secondary schools, special schools, community learning and development services, colleges, and residential educational provision.

ELC Settings/Schools

1.2.2 For ELC inspections, the [How good is our early learning and childcare \(HGIOELC\)](#) framework is used. For school inspections, a selection of the [How good is our school \(HGIOS4\)](#) Quality Indicators (QI) are evaluated on a six-point scale.

1.2.3 A further QI is negotiated with the school which will enable school staff and inspectors to focus on a particularly challenging issue or new initiative, with the aim of bringing about improvement through professional dialogue. This QI will not be evaluated on the six-point scale. In addition, inspections will incorporate themes from other QIs, and these themes will be reviewed regularly to ensure they remain relevant.

1.2.4 A short letter is provided to report the inspection, highlighting strengths and aspects for development, and includes a table indicating the QI evaluations against the six-point scale. The inspection evidence gathered during the inspection is published online as a document called the Summarised Inspection Findings (SIF).

1.3 Joint Inspections

1.3.1 The Care Inspectorate and Education Scotland undertake joint inspections of nursery classes and ELC settings, reported publicly, in one report produced jointly by both scrutiny bodies. In each report, there will still be separate evaluations of both the QI considered by Education Scotland and the Care Standards considered by the Care Inspectorate. No joint inspections have been published since the previous version of this report.

1.4 Analysis of Inspection Outcomes

1.4.1 There are a number of factors which make the analysis of the inspection gradings complex over this reporting period. These factors include:

- Improvements and changes to the inspection models and quality frameworks such that it is not possible to make direct comparisons across each year;
- The number of inspections carried out within the local authority area varies from year to year; and
- The selection of quality indicators and themes can vary from inspection to inspection.

2. SERVICES PROVIDING DAY CARE FOR CHILDREN

- 2.1 This section presents an overview of the performance of services providing day care for children inspected over the past two years (2020/21 - 2021/22) where Perth and Kinross Council is the registered provider, and for services registered as funded partners¹. This includes childminders with funded childcare places. The Care Inspectorate Inspection Reports are reported to the Executive Sub-Committee of Lifelong Learning Committee by exception where any grading has been awarded an evaluation of unsatisfactory, weak, or excellent. In the past two years, no services have been reported for receiving excellent gradings. Two services were graded as unsatisfactory or weak.
- 2.2 All twelve inspections of services providing day care for children in 2020/21 – 2021/22 were unannounced.
- 2.3 To date, in 2020/21 – 2021/22, 81% of grades awarded were good or better, similar to the previous year and above national and comparator benchmarks. The proportion of excellent and very good grades awarded in 2020/21 – 2021/22 is 46%, an increase from 37% in 2019/20. Appendix A provides further details and interpretation of the overall figures. The current inspection position of all settings indicates a positive picture relative to national and comparator benchmarks, across all Quality Themes.
- 2.4 Appendix B shows performance from 1 April 2013 to 24 February 2022 by Quality Theme for all inspected services providing day care. Overall, every theme shows consistently high performance. The Quality of Staffing and Leadership and Management shows improvement in the latest year's inspection.
- 2.5 It is common for only certain QI to be assessed during an inspection. When looking at individual indicators, care must be used in interpretation as some may be evaluated less frequently than others and therefore subject to greater change from year to year.
- 2.6 Education and Children's Services continues to monitor, support, and challenge all centres through a planned programme of improvement visits.

3. SUPPORT AND RESIDENTIAL CARE SERVICES

3.1 Woodlea Cottage

- 3.1.1 The Care Inspectorate undertook an unannounced inspection of Woodlea Cottage in March 2020. Woodlea Cottage is a care home service providing respite and short breaks for up to five children aged from 7 to 18 with severe, complex, and enduring needs arising from learning and physical disabilities. Children using the service can do so for up to 28 consecutive days. Staff also

¹At the time of writing, information available for services inspected and published between 1 April 2020 and 24 February 2022.

provide an outreach service to children and their families, although this is not part of the registered care service.

- 3.1.2 The Care Inspectorate identified a number of strengths and the inspection found, using its new Quality Framework, the key questions “How well do we support children and young people's wellbeing” and the “How well is our care and support planned” to be Very Good. The key questions of “How good is our leadership”, “How good is our staffing” and “How good is our setting” were not inspected.
- 3.1.3 The findings of this inspection and an update on progress made towards implementing the areas for improvement were reported to the Executive Sub-Committee of Lifelong Learning Committee on 2 November 2020 ([Report No. 20/207 refers](#)). Woodlea Cottage was first inspected in November 2010. The grading history for the latest inspections are shown in Appendix C, indicating a change to new quality indicators. This service has received consistently high gradings over this period and is operating at an outstanding level of quality for children and families with complex care and support needs.

4. ELC SETTINGS AND SCHOOLS – EDUCATION SCOTLAND INSPECTIONS

- 4.1 This section presents an overview of the performance of Perth and Kinross Council's ELC settings, including partner providers, and schools inspected by Education Scotland and reported to the Executive Sub Committee of Lifelong Learning Committee up to 21 March 2022.
- 4.2 Education Scotland paused inspection activity from March 2020 in response to the COVID-19 pandemic. They undertook follow-through recovery visits from September to December 2021. For the period 2020/21 – 2021/22, one primary school and one secondary school had very positive follow-through inspections. No further inspections are to take place by Education Scotland throughout the rest of this academic session, although recovery visits will take place where schools and nurseries request them. A combined summary of achievement (2016/17 to date) is shown in Appendix D.
- 4.3 Performance against comparator local authorities and Scotland as a whole is shown in Appendix E. Perth and Kinross Council consistently outperforms both the comparator group of local authorities and the Scotland average across both the primary school and ELC sectors, particularly when looking only at indicators graded as Very Good or better. There are insufficient secondary school inspections to allow for comparison.
- 4.4 Areas for improvement identified during an inspection are addressed through a School Action Plan. Progress against the plan is monitored and a report prepared for parents/carers (and is also shared with the Area Lead Officer) within one year of the report being published.
- 4.5 Inspection reports are scrutinised by members of the Executive Sub-Committee of the Lifelong Learning Committee.

Thematic Inspections

- 4.6 In November 2021, Education Scotland carried out three thematic reviews nationally. These were on the themes of outdoor learning, approaches to supporting young people's wellbeing and local approaches to recovery. A number of PKC schools participated in this process. The [Successful Approaches to Learning Outdoors](#) findings were published in February 2022 featuring a PKC case study from FossoPlay Outdoor Nursery.

Planning for Improvement

- 4.7 Over the last two years, while external scrutiny by Education Scotland has been paused, improvement work has continued across all schools and settings.
- 4.8 All schools fully returned to in-school learning in August 2020. Schools were supported to create recovery plans in line with the Scottish Government's recommendations and these were discussed during termly meetings with Quality Improvement Officers. School improvement work for session 2020/21 continued with a focus on the core areas of literacy, numeracy and health and wellbeing. Termly quality improvement meetings were held with all school management teams. Schools adapted and adjusted plans in line with changes to Scottish Government guidance and moved to remote learning from January 2021 until the phased return between February and April 2021. Guidance was produced to support all schools to create remote learning plans which included live interaction between pupils and school staff. Planning was also undertaken to ensure that, where required, remote learning could be delivered after pupils returned to school buildings.
- 4.9 The in-person programme of school improvement visits ceased over the period of 2020/21 due to COVID-19 restrictions. However, quality improvement discussions between Quality Improvement Officers and school management teams regarding curriculum, attainment, improvement priorities continued on a termly basis through virtual interaction with schools. Surveys of pupils, parents and staff were undertaken. Schools maintained contact with parents remotely and provided regular information updates and met with parents to report on individual pupil progress. Many schools continued to undertake school improvement development work and staff training sessions remotely.
- 4.10 All schools and ELC settings completed Standards and Quality Reports for session 2020/21, which were published for parents in June 2021. Reports included information about achievement, learner's experiences and leadership opportunities. Remote learning, progress in digital literacy and the impact of Pupil Equity Funding were outlined and schools evaluated their progress against national quality improvement indicators from within HGIOS4.

5. CONCLUSION AND RECOMMENDATION

- 5.1 The analysis of the gradings and reports by the Care Inspectorate and Education Scotland provide positive confirmation that the standards and

quality in our services remain high and set a clear agenda for continuous improvement.

5.2 Whilst the COVID-19 pandemic has had an impact on the way that quality in schools and ELC setting is assured by external bodies and the education authority, performance as indicated by SQA results and Curriculum for Excellence Achievement of Levels indicates that standards have been maintained or improved.

5.3 It is recommended that the Committee:

- (i) Scrutinises and comments as appropriate on the contents of the report; and
- (ii) Agrees for this report to go to the next Executive Sub-Committee of Lifelong Learning Committee once dates have been agreed after the local government elections in May 2022.

Author

Name	Designation	Contact Details
Paul Davison	Corporate Research and Information Manager	ECSCcommittee@pkc.gov.uk 01738 475000

Approved

Name	Designation	Date
Sheena Devlin	Executive Director (Education and Children's Services)	22 March 2022

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1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

Strategic Implications	Yes / None
Community Plan / Single Outcome Agreement	Yes
Corporate Plan	Yes
Resource Implications	
Financial	None
Workforce	None
Asset Management (land, property, IST)	None
Assessments	
Equality Impact Assessment	None
Strategic Environmental Assessment	None
Sustainability (community, economic, environmental)	None
Legal and Governance	None
Risk	None
Consultation	
Internal	Yes
External	None
Communication	
Communications Plan	None

1. Strategic Implications

Community Plan / Single Outcome Agreement

1.1 This section sets out how the proposals relate to the delivery of the Perth and Kinross Community Plan/Single Outcome Agreement in terms of the following priorities:

- (i) Giving every child the best start in life;
- (ii) Developing educated, responsible and informed citizens;
- (iii) Promoting a prosperous, inclusive and sustainable economy;
- (iv) Supporting people to lead independent, healthy and active lives; and
- (v) Creating a safe and sustainable place for future generations.

This report relates to Objective No. (i) and (ii).

Corporate Plan

1.2 This section sets out how the proposals relate to the achievement of the Council's Corporate Plan Objectives:

- (i) Giving every child the best start in life;
- (ii) Developing educated, responsible and informed citizens;
- (iii) Promoting a prosperous, inclusive and sustainable economy;
- (iv) Supporting people to lead independent, healthy and active lives; and
- (v) Creating a safe and sustainable place for future generations.

This report relates to Objective No. (i) and (ii).

1.3 The report also links to the Education & Children's Services Vision, Values and Priorities in respect of the following key Priority areas:

- Best Start
- Learning and Achievement

2. Resource Implications

Financial

2.1 N/A

Workforce

2.2 N/A

Asset Management (land, property, IT)

2.3 N/A

3. Assessments

Equality Impact Assessment

3.1 Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations between equality groups. Carrying out Equality Impact Assessments for plans and policies allows the Council to demonstrate that it is meeting these duties.

The proposals have been considered under the Corporate Equalities Impact Assessment process (EqIA) with the following outcome:

- (i) Assessed as **not relevant** for the purposes of EqIA.

Strategic Environmental Assessment

3.2 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals.

However, no action is required as the Act does not apply to the matters presented in this report. This is because the Committee are requested to note the contents of the report only and the Committee are not being requested to approve, adopt or agree to an action or to set the framework for future decisions.

Sustainability

3.3 Under the provisions of the Local Government in Scotland Act 2003, the Council has to discharge its duties in a way which contributes to the achievement of sustainable development. Under the Climate Change

(Scotland) Act 2009 the Council also has a duty relating to climate change and, in exercising its functions must act:

- In the way best calculated to delivery of the Act's emissions reduction targets.
- In the way best calculated to deliver any statutory adaption programmes.
- In a way that it considers most sustainable.

The proposals have been considered but are not applicable for this report.

Legal and Governance

3.4 N/A

3.5 N/A

Risk

3.6 N/A

4. Consultation

Internal

4.1 Relevant Heads of Service and Service Managers within Education and Children's Services have been consulted in the preparation of this report.

External

4.2 N/A

5. Communication

5.1 In the case of an initial Education Scotland inspection of a school, a public meeting is held after the publication of the inspection report with invitations going to parents, the local elected members, and members of the Lifelong Learning Committee. These meetings give parents, carers, and other members of the community the opportunity to discuss the findings of the inspection and to be consulted on the areas for improvement to be taken forward.

Where further inspection activity is carried out, Education Scotland will report publicly to parents and stakeholders. Other continuing engagement activities undertaken by Perth and Kinross Council will also be reported to parents and stakeholders. This includes the publication of reports to parents on Extended Learning and Achievement Visits and follow-up reports on the school's website and on each school's page on www.pkc.gov.uk.

2. BACKGROUND PAPERS

The following background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (and not containing confidential or exempt information) were relied on to a material extent in preparing the above report:

- Education Scotland Inspection reports, published by [Education Scotland](#).
- Care Inspectorate Inspection reports, published by the [Care Inspectorate](#).
- Standards and Quality in Schools, Learning Communities and Pre-School Centres/Day Care of Children, Executive Sub-Committee of Lifelong Learning Committee, 2 November 2020 ([Report No. 20/205 refers](#) & [Report No. 20/206 refers](#)) and 1 November 2021 ([Report No. 21/200 refers](#)) and 21 March 2022 ([Report No. 22/58 refers](#)).
- Care Inspectorate Inspections of Support and Residential Care Services for Children and Young People, Executive Sub-Committee of Lifelong Learning Committee, 2 November 2020 ([Report No. 20/207 refers](#)).

3. APPENDICES

Appendix A: Summary of performance, services providing day care of children inspected by the Care Inspectorate

Appendix B: Grading History, services providing day care of children inspected and published by the Care Inspectorate, 2013/14 onwards

Appendix C: Grading History Woodlea Cottage

Appendix D: Cumulative Overview of Education Scotland Inspections in 2016/17 - 2021/22 by Performance Indicator

Appendix E: Cumulative ELC Settings and Primary School Inspection Performance relative to Comparator Authorities, by Education Scotland Quality Indicator, Academic Years 2016/17 – 2021/22

A: Summary of performance¹, services providing day care of children inspected by the Care Inspectorate^{2 3}

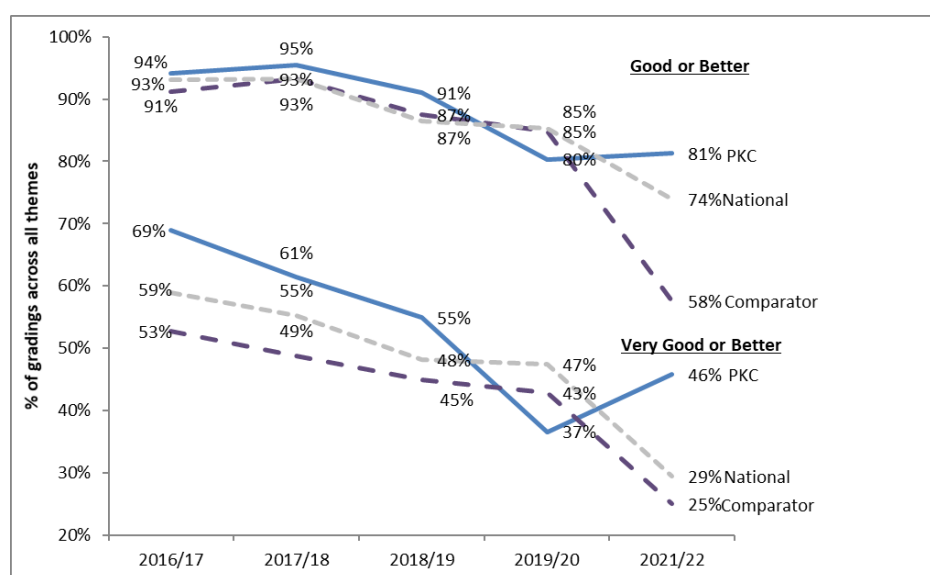
Table A1: Summary of performance – 2021/22(to date)⁴

Number of services inspected = 12							
Quality Themes	Excell-ent	Very Good	Good	Adequ-ate	Weak	Unsatis-factory	Indicators inspected
Care and Support	0	7	3	0	2	0	12
Environment	0	4	6	0	1	1	12
Staffing	0	7	3	0	2	0	12
Management and Leadership	0	4	5	1	1	1	12
Total	0	22	17	1	6	2	48
	-	46%	35%	2%	13%	4%	

Table A2: Summary of performance – 2020/21⁵

No performance to report

CHART A1: Performance 2016/17 to 2021/22: PKC, Comparator Authorities and Scotland

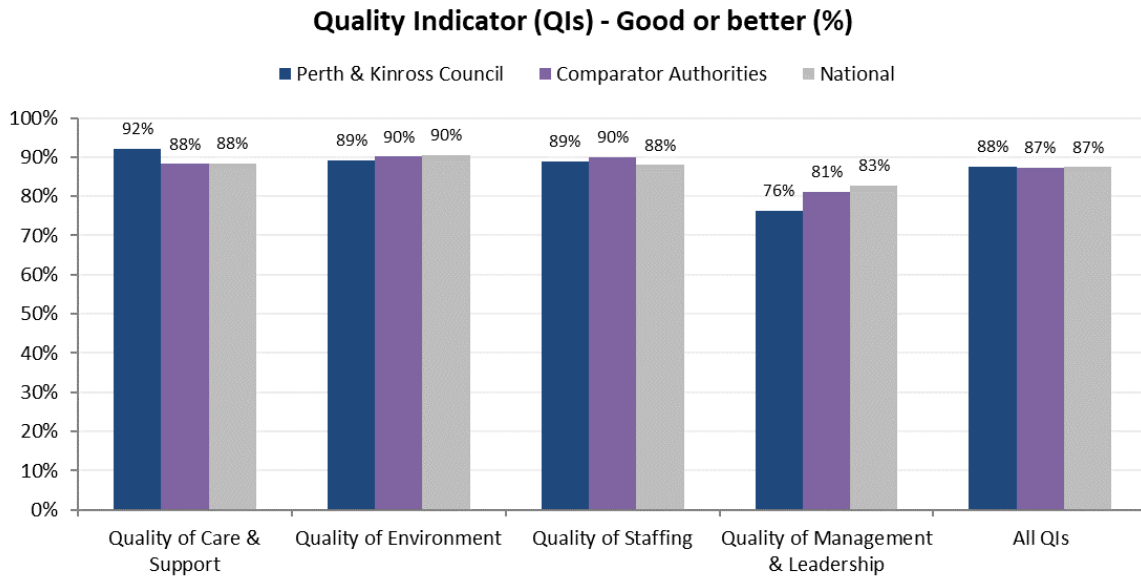


Commentary: The national trend down is linked to higher expectations from Care Inspectorate inspections and introduction of the National Standard for ELC. National and comparator figures are now available for 2021/22 which show PKC out-performing comparator and national benchmarks.

Note: Vertical axis adjusted to emphasise differences

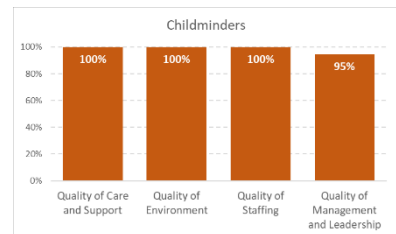
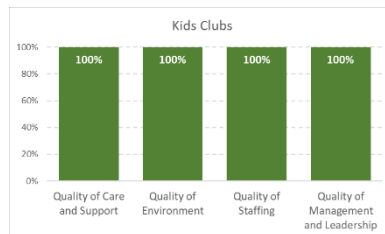
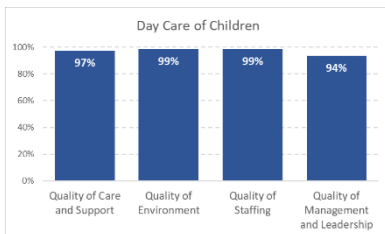
¹ Note that rounding of percentage figures may mean totals reported elsewhere do differ.
² Note that comparator and national proportions include all services for day care of children whereas Perth and Kinross figures only represent local authority and partner provider services. It also restates previous gradings when quality themes are not assessed.
³ Comparator local authorities are Argyll and Bute, Aberdeenshire, Stirling, Scottish Borders and Highland Council. Comparator and national proportions currently available until December 2021
⁴ Inspected, published and reported to Lifelong Learning Executive Sub Committee by 21 March 2022.
⁵ There is no performance to report for the year 1 April 2020 to 31 March 2021.

**Chart A2: National and Comparator Authority Benchmarking 2017/18 to date
(Comparator and National Data as of 31 December 2021)**

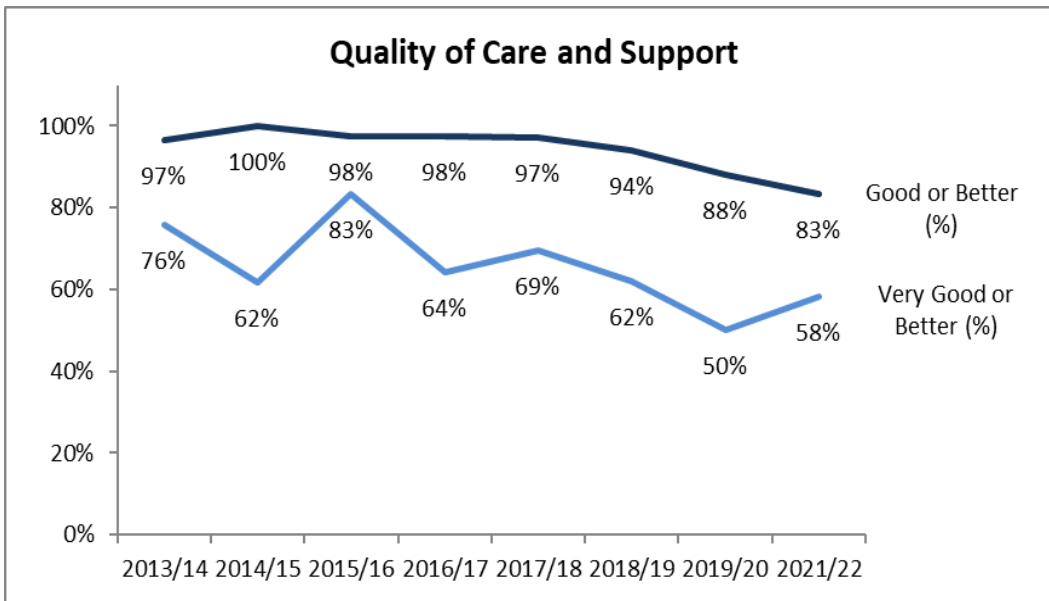


Current Position

The chart above illustrates the aggregated individual results of inspections over a five year period. Some settings will be inspected more than once during this period, and some Quality Indicators are not covered in every inspection. The accumulated result of all these inspections is the current position of all Early Learning and Childcare services in Perth & Kinross - shown in these charts. This summarises the proportion of settings that currently have a Good or better rating, based on the latest inspection for each indicator.

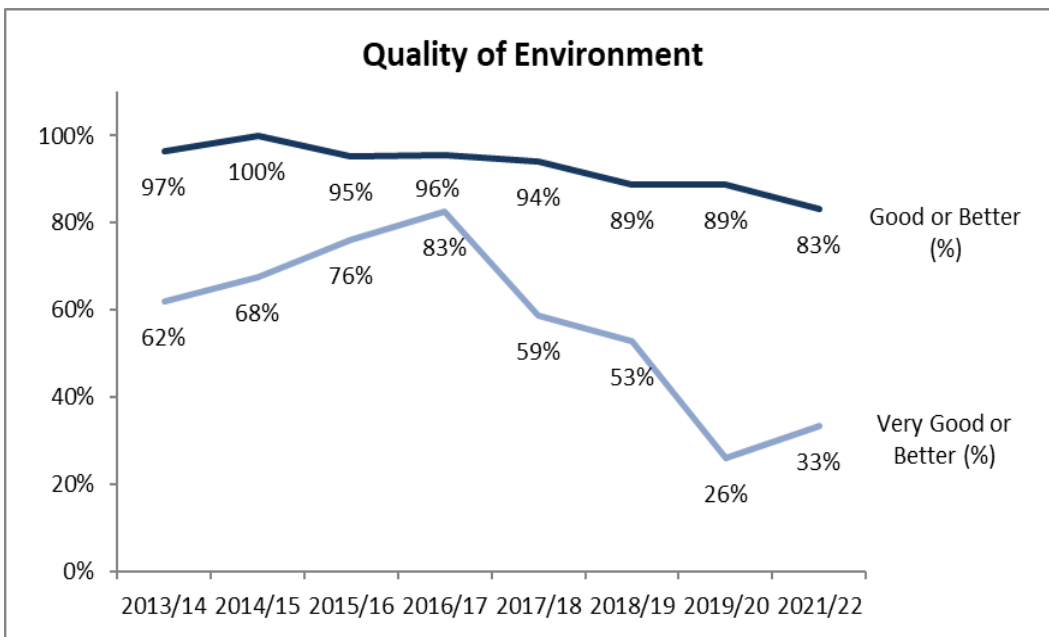


Appendix B: Grading History, services providing day care of children inspected and published by the Care Inspectorate, 2013/14 onwards¹



Commentary: Performance over 6 years has been generally high and steady when looking at both 'Good or better' and Very good or better' ratings. A recent decrease is linked to higher expectations from Care Inspectorate inspections and introduction of the National Standard for ELC.

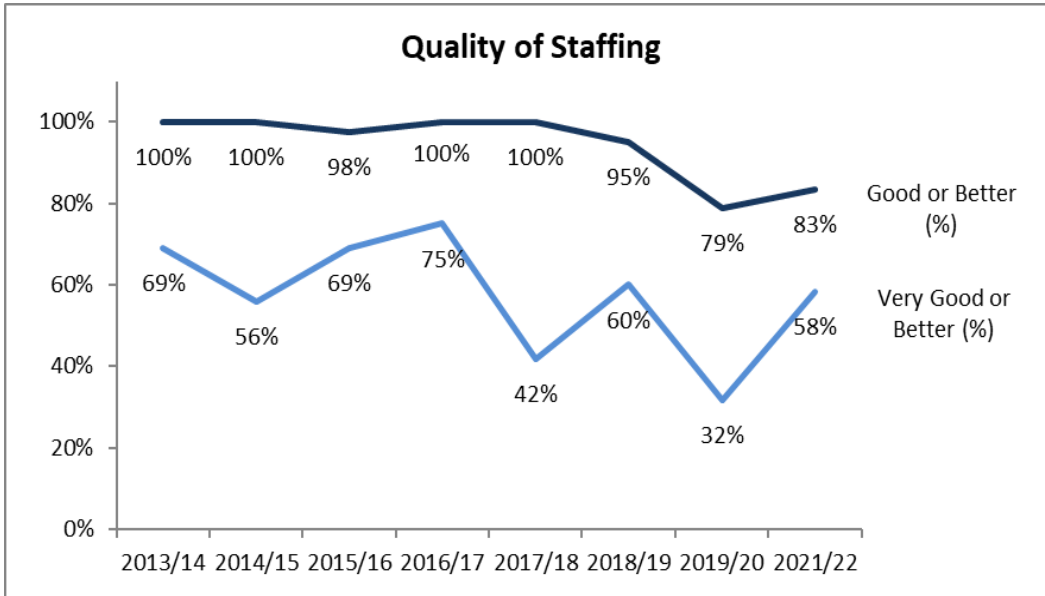
	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2021/22
Number of Inspections	29	34	42	42	36	50	36	12



Commentary: Performance over 6 years has been high and steady when looking at 'Good or better' ratings. Performance is linked to higher expectations from Care Inspectorate inspections. This indicator has been recognised in the Service's own quality assurance of establishments, with the intention of improving performance in this area.

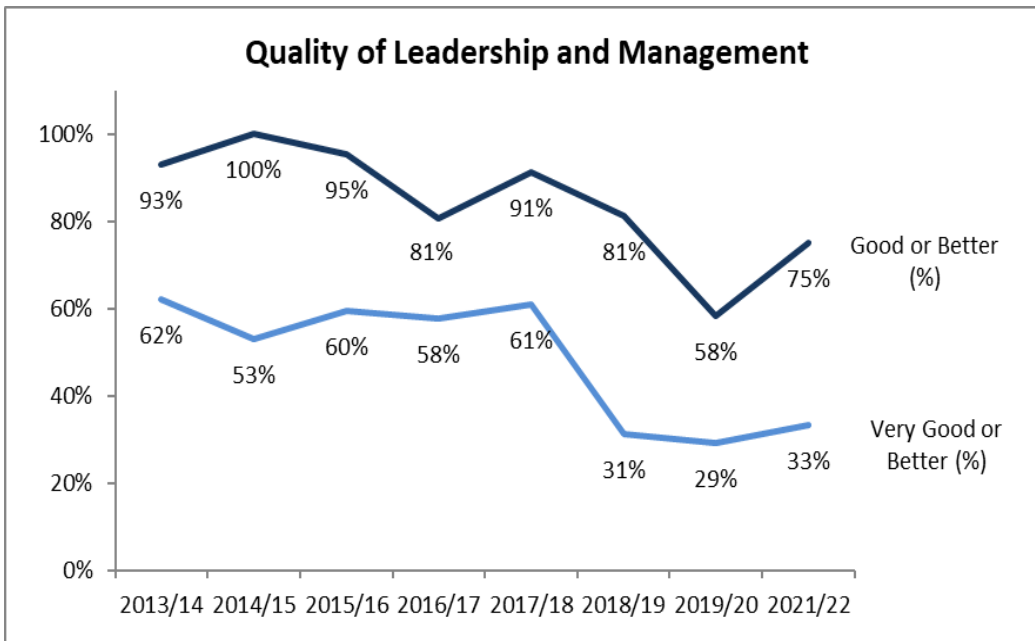
	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2021/22
Number of Inspections	29	34	42	23	17	36	22	12

¹ Inspected, published and reported to Lifelong Learning Executive Sub Committee by 21 March 2022. Note the smaller number of inspections reported in 2021/22 (and none in 2020/21)



Commentary: Performance over 6 years has been high and steady when looking at 'Good or better' ratings. When tightening to 'Very good or better' the overall trend is similar, and has shown recent improvement. Lower performance is linked to higher expectations from Care Inspectorate inspections. There has also been a marked increase in the ELC workforce introduced at pace during expansion, and this is expected to affect this evaluation in the short term.

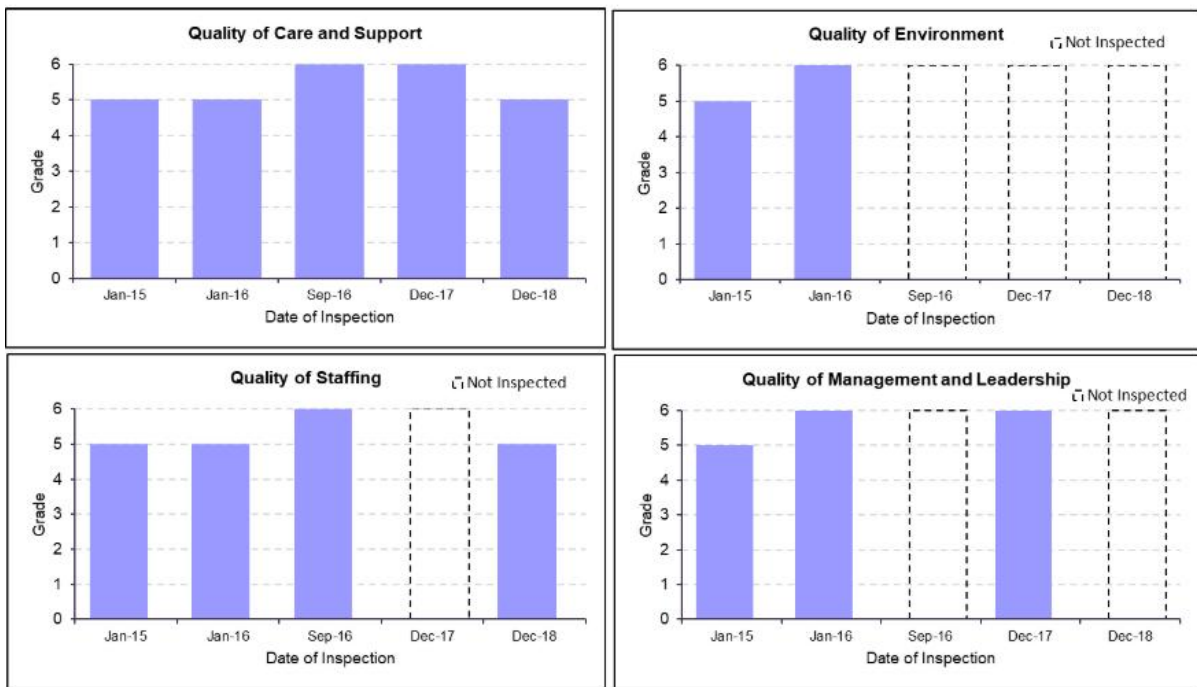
	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2021/22
Number of Inspections	29	34	42	28	12	20	15	12



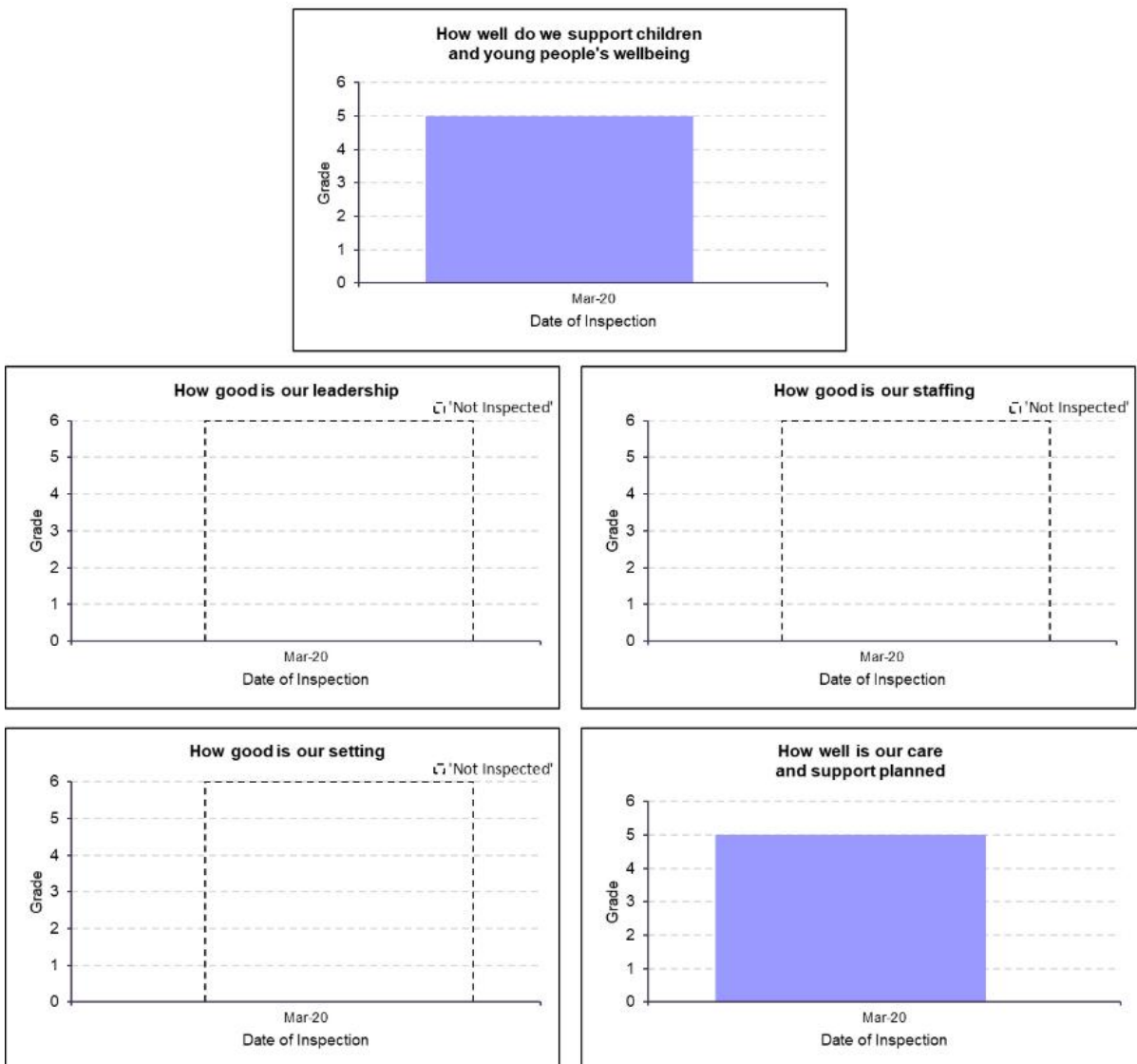
Commentary: Performance over 6 years has been generally high when looking at Good or better ratings. Turnover of management staff from partner providers to other positions has partly contributed to a reduction from 'Very Good' in 18/19. 'Good' evaluations remain high. The Service has a development programme to upskill existing Early Childhood Practitioners (ECPs) to undertake management posts as well as a new Leadership Programme for those in existing leadership positions.

	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	2021/22
Number of Inspections	29	34	42	26	23	16	19	12

Grading History, Woodlea Cottage – Previous Quality Framework



Grading History, Woodlea Cottage – New Quality Framework



Appendix D: Cumulative Overview of Education Scotland Inspections in 2016/17 – 2021/22 by Performance Indicator

Table D1: ELC Settings Overview by Performance Indicator

Number of Pre-Schools inspected = 18 (1 Follow Through, 13 Full and 4 Short Inspections)						
QI Grading	Leadership of change	Learning, teaching & assessment	Securing Children's Progress	Ensuring wellbeing, equality & inclusion	Self-evaluation for self-improvement	All Quality Indicators
Excellent	-	-	-	-	-	-
Very Good	4	5	5	6	-	20
Good	5	6	9	6	1	27
Satisfactory	4	3	2	1	1	11
Weak	-	1	1	-	-	2
Unsatisfactory	-	-	-	-	-	-

Table D2: Primary Overview by Performance Indicator

Number of Primary Schools inspected = 21 (1 Follow Through, 11 Full and 9 Short Inspections)						
QI Grading	Leadership of change	Learning, teaching & assessment	Raising attainment & achievement	Ensuring wellbeing, equality & inclusion	Self-evaluation for self-improvement	All Quality Indicators
Excellent	1	-	-	1	-	2
Very Good	3	5	9	5	3	25
Good	5	8	6	5	-	24
Satisfactory	2	3	4	-	1	10
Weak	-	-	1	-	-	1
Unsatisfactory	-	-	-	-	-	-

Table D3: Secondary Overview by Performance Indicator

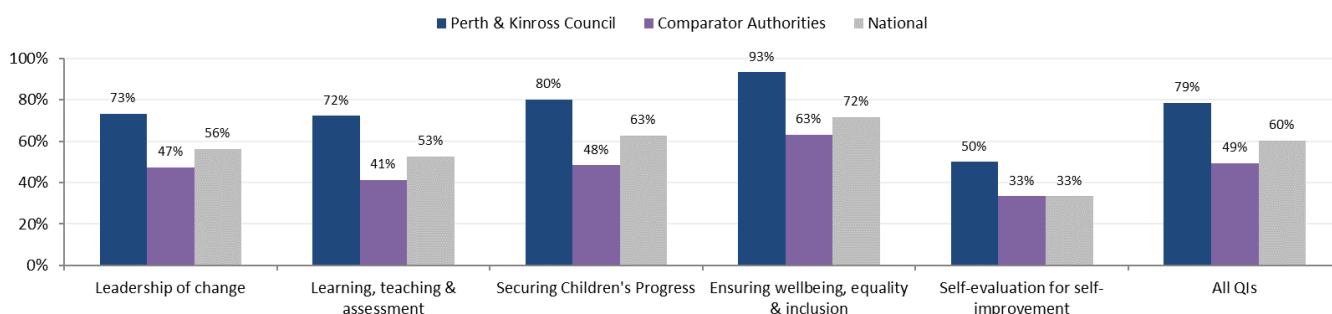
Number of Secondary Schools inspected = 2 (1 Full and 1 Short Inspection)						
QI Grading	Leadership of change	Learning, teaching & assessment	Raising attainment & achievement	Ensuring wellbeing, equality & inclusion	Self-evaluation for self-improvement	All Quality Indicators
Excellent	-	-	-	-	-	-
Very Good	-	-	-	-	-	-
Good	-	-	-	-	-	-
Satisfactory	1	2	1	1	-	5
Weak	-	-	1	-	-	1
Unsatisfactory	-	-	-	-	-	-

Appendix E: Cumulative ELC Settings and Primary School Inspection Performance relative to Comparator Authorities¹, by Education Scotland Quality Indicator, Academic Years 2016/17 – 2021/22

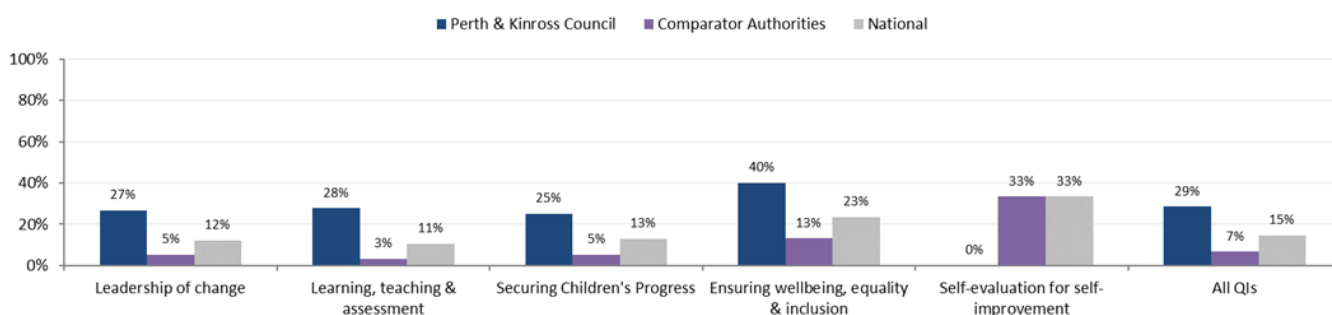
Commentary: Performance is consistently good across all quality indicators and well above comparators averages, especially at the higher end of ‘very good or better’.

ELC Settings

Quality Indicators (QIs) - Good or better (%)



Quality Indicators (QIs) - Very Good or better (%)

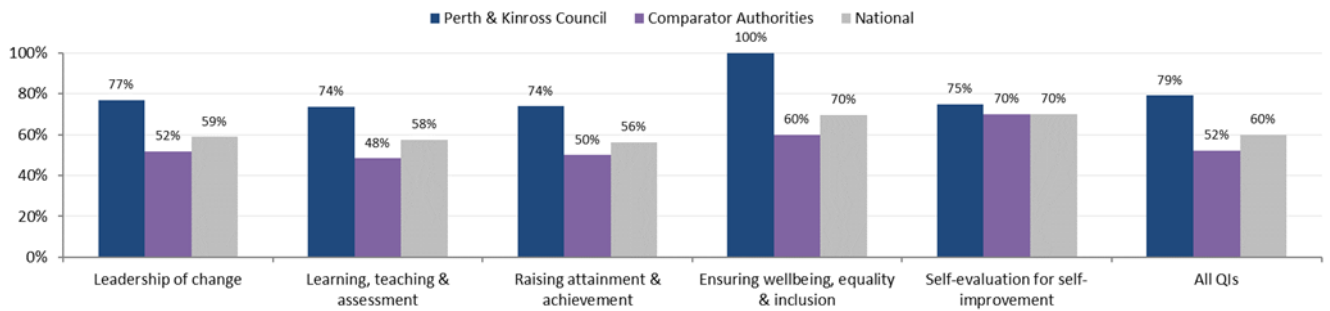


Quality Indicator	Leadership of Change	Learning, teaching & assessment	Securing Children's Progress	Ensuring wellbeing, equality & inclusion	Self-evaluation for self-improvement	All Quality Indicators
No. of Inspections in PKC	15	18	20	15	2	70

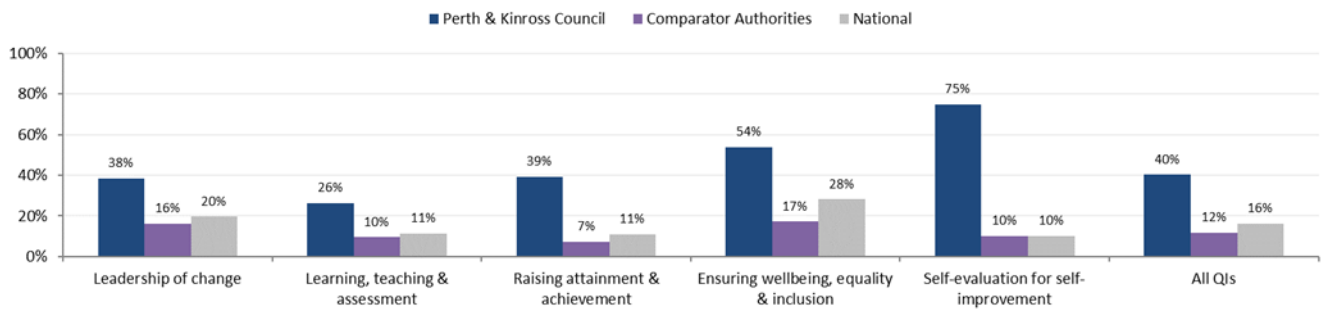
¹ Argyll and Bute, Aberdeenshire, Stirling, Scottish Borders and Highland Council. Comparator data up to June 20. The number of recent inspections of secondary schools is insufficient for benchmarking.

Primary Schools

Quality Indicators (QIs) - Good or better (%)



Quality Indicators (QIs) - Very Good or better (%)



Quality Indicator	Leadership of Change	Learning, teaching & assessment	Raising attainment & achievement	Ensuring wellbeing, equality & inclusion	Self-evaluation for self-improvement ²	All Quality Indicators
No. of Inspections in PKC	13	19	23	13	4	72

² This indicator is only inspected in the previous 'Short' inspection model.

**PERTH & KINROSS COUNCIL
SCRUTINY COMMITTEE**

25 April 2022

LOCAL GOVERNMENT BENCHMARKING FRAMEWORK 2020/21

**Report by Chief Executive
(Report No. 22/98)**

This report presents a summary of Perth and Kinross Council's performance during 2020/21 against the Local Government Benchmarking Framework (LGBF) indicators, published by the Improvement Service in March 2022.

The benchmarking data helps the Council, members of the public and other stakeholders see how Perth and Kinross Council is performing in key areas compared to other local authorities.

BACKGROUND/MAIN ISSUES

- 1.1 LGBF data for 2020/21 was published by the Improvement Service in March 2022, via an online tool called '[MyLocalCouncil](#)', which can be accessed on the Council's website. The Improvement Service also produced a [National Overview Report 2020/21](#).
- 1.2 The data is intended as a tool to support decision making and to better understand factors that councils can control in balancing costs and performance. The benchmarking data on its own does not identify how to improve. Within the National Overview Report, a summary of factors has been compiled which family groups (sub-groups of local authorities with similar characteristics) have identified as important in understanding the variation between councils' performance for each area.
- 1.3 In keeping with the approach taken with the Annual Performance Report, and in recognition of the impacts that Covid-19 has had on data in 2020/21, comparative information on indicators to the previous year has not been provided. Instead, information has been provided around Scottish and family group averages, to give additional context for each indicator, in a year where making comparisons should be treated with caution.
- 1.4 The report follows the same format as last year stylistically, with a couple of enhancements to improve accessibility, such as standardisation of performance and cost icons and colours.
- 1.5 This year, the suite of measures for economic development and children's services have been expanded to include two additional indicators detailing the claimant count; one in relation to gross value added per capita and one examining the percentage of children living in poverty.
- 1.6 Ranking data gives a sense of how Perth and Kinross Council is performing in comparison to other local authorities. However, it is necessary to take into

account that legitimate variations in data will exist across councils due to local policy choices and demographic profiles. For example, rural local authorities will have different calls upon their Environment Service functions compared to urban authorities, and these are reflected in their statistics. Rankings based on data which show small variations between councils can be misleading as it may only be 1 – 2% difference. For this year's report, the data range for each indicator has been included (excluding the three Island Councils as they are often outliers). For cost indicators, ranking is based upon costs being lower, however, this is not useful as reduced costs do not necessarily mean improved outcomes for local communities and, as a result, the cost indicators have not been ranked within this report.

- 1.7 Whilst recognising these issues, Perth and Kinross Council is committed to the LGBF and using benchmarking information to prompt and promote progressive improvement. The LGBF is only one source of benchmarking data, and the Council uses many sources to compare performance with other authorities and these can often show different trends and patterns.

2 PERFORMANCE SUMMARY 2020/21

- 2.1 All 62 non-cost performance indicators (PIs) with 2020/21 data have been ranked in terms of their performance out of 32 local authorities, reflecting each local authority in Scotland. They are then divided into four groups, known as quartiles. Shown below is a summary of how Perth & Kinross Council performance indicators compare to all other local authorities in Scotland.

- 12 indicators (20%) are in the upper quartile;
- 20 indicators (32%) are in the upper middle quartile;
- 20 indicators (32%) are in the lower middle quartile; and
- 10 indicators (16%) are in the lower quartile.

- 2.2 This report provides an overview of the information that is contained within the Improvement Service National Overview Report and the online toolkit, taking account of the national and local trends along with the key highlights for Perth and Kinross Council. The online tool is published on the [Council's website](#) and this report is intended to be used alongside it. It provides data for Perth and Kinross up to 2020/21 and allows members of the public to compare the performance of all 32 Scottish Local Authorities as well as compare our performance within our family groups.

3. CONCLUSION AND RECOMMENDATION

- 3.1 Perth and Kinross Council is committed to using benchmarking to improve our understanding of how we perform in comparison to other councils and why difference in performance occurs. Benchmarking supports change and improvement by helping the Council to identify and share good practice.
- 3.2 It is recommended that the Scrutiny Committee:
- i) Scrutinises the LGBF results for 2020/21; and
 - ii) Notes that the LGBF results will be used to inform the development of the Council's wider performance management and planning framework.

Authors

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Approved

Name	Designation	Date
Barbara Renton	Executive Director (Communities)	08 April 2022

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You can also send us a text message on 07824 498145.

All Council Services can offer a telephone translation facility.

1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

Strategic Implications	Yes / None
Community Plan / Single Outcome Agreement	Yes
Corporate Plan	Yes
Resource Implications	
Financial	None
Workforce	None
Asset Management (land, property, IST)	None
Assessments	
Equality Impact Assessment	None
Strategic Environmental Assessment	None
Sustainability (community, economic, environmental)	None
Legal and Governance	None
Risk	None
Consultation	
Internal	Yes
External	None
Communication	
Communications Plan	Yes

1. Strategic Implications

Community Plan / Corporate Plan

- 1.1 This report supports the delivery of the Strategic Objectives within Perth and Kinross Community Plan (Local Outcomes Improvement Plan) 2017-2027 and Corporate Plan 2018-2022.

2. Resource Implications

Financial

- 2.1 There are no financial implications arising from this report.

Workforce

- 2.2 There are no workforce implications arising from this report.

Asset Management (land, property, IT)

- 2.3 There are no asset management implications arising from this report.

3. Assessments

Equality Impact Assessment

- 3.1 Under the Equality Act 2010, the Council is required to eliminate discrimination, advance equality of opportunity, and foster good relations

between equality groups. Carrying out Equality Impact Assessments for plans and policies allows the Council to demonstrate that it is meeting these duties.

3.2 This report has been considered under the Corporate Equalities Impact Assessment process (EqIA) with the following outcome:

(i) Assessed as **not relevant** for the purposes of EqIA

Strategic Environmental Assessment

3.3 The Environmental Assessment (Scotland) Act 2005 places a duty on the Council to identify and assess the environmental consequences of its proposals. no further action is required as it does not qualify as a PPS as defined by the Act and is therefore exempt.

Sustainability

3.4 Under the provisions of the Local Government in Scotland Act 2003 the Council has to discharge its duties in a way which contributes to the achievement of sustainable development. Under the Climate Change (Scotland) Act 2009 the Council also has a duty relating to climate change and, in exercising its functions must act:

- in the way best calculated to delivery of the Act's emissions reduction targets;
- in the way best calculated to deliver any statutory adaptation programmes; and
- in a way that it considers most sustainable.

3.5 The information contained within this report has been considered under the Act. However, no action is required as the Act does not apply to the matters presented in this report.

Legal and Governance

3.6 Not applicable.

Risk

3.7 Not applicable.

4. Consultation

Internal

4.1 The Executive Leadership Team and all Service Management Teams were consulted during the preparation of this report.

External

4.2 Not applicable.

5. Communication

5.1 Not applicable.

2. BACKGROUND PAPERS

The background papers referred to within the report are:

Report by Improvement Service: [National Overview Report 2020/21](#) and the LGBF data made available to Councils by The Improvement Service.

3. APPENDICES

Local Government Benchmarking Framework 2020/21

Local Government Benchmarking Framework



2020/21

Contents



Overview

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Background

The Local Government Benchmarking Framework (LGBF) was developed by the Improvement Service, on behalf of SOLACE (Society of Local Authority Chief Executives), in 2012. The purpose of the Local Government Benchmarking Framework is to:

- **help councils and their services better understand why they achieve their current performance levels;**
- **build our understanding of where Council performance varies; and**
- **help identify and share good practice across councils.**

All Scottish local authorities have worked together to report on services which can be compared both across councils and year-on-year. This information takes the form of specific 'indicators' that measure aspects of performance. The indicators cover seven service areas which are: Children's Services, Corporate Services, Adult Social Care, Culture and Leisure Services, Environmental Services, Housing and Economic Development. The data is gathered from a number of sources.

LGBF data for 2020/21 was published by the Improvement Service on 4 March 2022 via an online tool called '[MyLocalCouncil](#)', which can be accessed on the [Council's website](#). The Improvement Service also produced a [National Overview Report 2020/21](#), in line with normal practice.

The LGBF suite of indicators is only part of our performance measures and there is more detail about our performance against our strategic objectives for 2020/21 in our Annual Performance Report and Service Annual Performance Reports available on [our website](#).





National Context

The following national context has been lifted from the 2020/21 LGBF National Overview Report, which provides analysis and interpretation of data gathered from across Scotland.

This year's report introduces data from 2020/21 and provides an evidence-based picture of the impact of the first year of COVID-19 on Local Government services and the lives of the communities it serves. It highlights the extraordinary effort and achievements delivered across Local Government during this exceptional period. The workforce has adapted quickly to meet new demands, maintain essential services and implement new ways of working. However, it also highlights that the impacts of the pandemic on our communities have been, and are likely to continue to be, borne unequally. LGBF data from 2020/21 reveals growing levels of poverty, financial hardship and inequalities. This is evidenced, for example: in the widening attainment gap in literacy and numeracy for primary pupils, and in positive destinations; increasing rent arrears and reducing Council Tax payments; and increasing levels of benefit claimants, particularly in 18-25-year-olds.

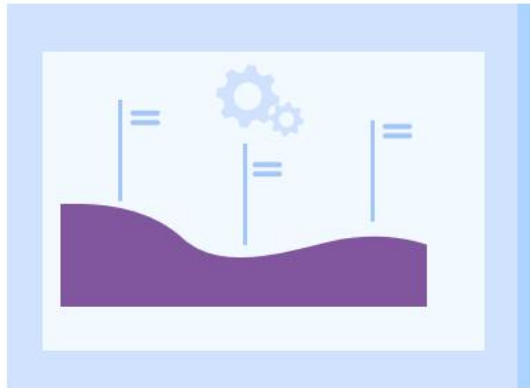
In 2020/21, councils faced exceptional conditions as a result of COVID-19 which led to significant additional costs, loss of income and undelivered savings. As a result, Scottish Government made additional funding available to councils directly to help mitigate the financial impacts of COVID-19, with funding for the year totalling £1.5 billion. Prior to COVID-19, funding for councils had not been increasing at a sufficient pace to keep up with demands, including: growing demographic pressures; increasing costs, including the impact of living wage and pay settlements; additional impacts on demand from increasing levels of poverty; and higher public expectations. Councils have also faced increasing national policy and legislative demands, with a growing proportion of funding which has been ring-fenced for these initiatives. Through legislation and Scottish Government policy, expenditure within social care and education continues



to be sustained and enhanced. As these areas account for over 70% of the benchmarked expenditure within the LGBF, this therefore has a disproportionate effect on other Council services. This means they are increasingly in scope to bear a disproportionate share of current and future savings.

The COVID-19 pandemic has introduced new complexity in relation to the 2020/21 LGBF dataset which will be important when interpreting the data and making comparison with previous years and with other councils. These include: the significantly altered delivery and operating landscapes during this period; data timeliness issues; methodological breaks and data gaps; and the impact of COVID-19-related inflation on expenditure patterns.

While the COVID-19 pandemic has had an unprecedented impact on all councils, local areas experienced the impacts of this pandemic differently. Responses to COVID-19 have exemplified the importance of 'local', with local solutions and responses to local needs and issues, varying both between and within authorities. LGBF performance and expenditure data from 2020/21 reveal substantial variation in both the direction and scale of impacts.



Perth and Kinross Context

In previous years, we have used this report to present both how we compare to others, alongside the progress we have made against the LGBF indicators over a reporting period. This year, however, the unprecedented impact of COVID-19 and our response to the pandemic means we have taken a different approach and provided current year data only, without year-on-year trend information. This is in keeping with the approach taken regarding the [2020/21 Annual Performance Report](#).

This approach allows for benchmarking against other local authorities, our family groups and the national average whilst acknowledging the difficulty in making judgements about trends within our own data, as it may not be comparable with previous years. Information on data over time is available on the online LGBF toolkit, however, caution should be used in interpreting trend data over time as outlined within the National Context.

Family groups are the sub-groupings of local authorities that are similar in characteristics, ie in terms of the type of population that they serve (eg relative deprivation) and the type of area in which they serve them (eg urban, semi-rural, rural). There are eight local authorities within each family group, and these have been established where similar features exist across councils, to allow for more detailed benchmarking purposes. Further details of family groupings can be found on the [Improvement Service website](#).

The report includes 2020/21 data for each of the LGBF Indicators, the Scottish and family group averages, the data range (excluding island Councils as these are often outliers) and our rank position out of the 32 local authorities.

In 2020/21, we compared our position against the Scottish averages. Of the non-cost performance indicators that had data available, 32 PIs performed better than the Scottish average (52%), and 30 PIs performed below the Scottish average (48%). This is a similar position to last year.

Rankings

All 62 non-cost performance indicators (PIs) with 2020/21 data available have been ranked in terms of their performance out of 32 local authorities, reflecting each local authority in Scotland. They are then divided into four groups, known as quartiles. Higher quartiles indicate more favourable rankings.

Below provides a summary of how Perth & Kinross Council compares to all other local authorities in Scotland. Of the 62 indicators:

- **12 indicators (20%) are in the upper quartile;**
- **20 indicators (32%) are in the upper middle quartile;**
- **20 indicators (32%) are in the lower middle quartile; and**
- **10 indicators (16%) are in the lower quartile.**

Just over a half of the PIs for Perth & Kinross Council are sitting in the top two quartiles (52%).

Table 1 shows the quartile information for performance indicators by service area.

Table 1

Service Area	Total Number of Non-cost PIs	Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile	
		%	(Count)	%	(Count)	%	(Count)	%	(Count)
Children's Services	19	11%	(2)	32%	(6)	42%	(8)	15%	(3)
Corporate Services	9	33%	(3)	22%	(2)	33%	(3)	11%	(1)
Adult Social Care	9	33%	(3)	33%	(3)	11%	(1)	22%	(2)
Culture and Leisure Services	0	-	(0)	-	(0)	-	(0)	-	(0)
Environmental Services	8	-	(0)	38%	(3)	38%	(3)	25%	(2)
Housing Services	5	20%	(1)	20%	(1)	60%	(3)	-	(0)
Economic Development	12	25%	(3)	42%	(5)	17%	(2)	17%	(2)
Totals	62	20%	(12)	32%	(20)	32%	(20)	16%	(10)

Tables 2 and 3 below show the performance indicators which are sitting within the highest (upper) and lowest (lower) quartiles for 2020/21.

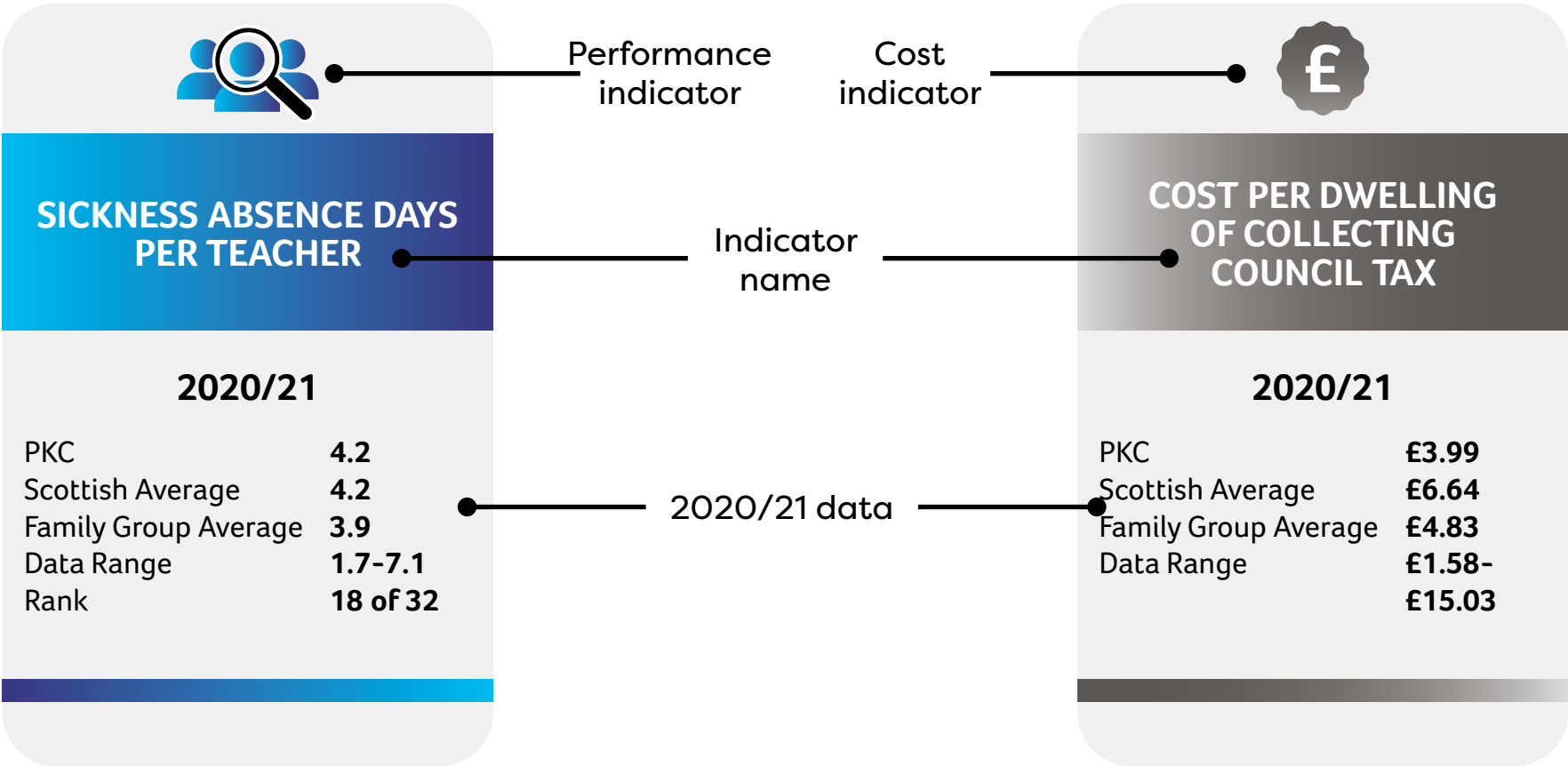
Table 2

Indicators in Upper Quartile
Proportion of pupils entering positive destinations
Overall average total tariff
The gender pay gap (%)
Sickness absence days per employee (non-teacher)
% of income due from Council Tax received by the end of the year
Self-Directed Support (Direct Payments + Managed Personalised Budgets) spend on adults 18+ as a % of total social work spend on adults 18+
Percentage of carers who feel supported to continue in their caring role
Number of days people spend in hospital when they are ready to be discharged, per 1,000 population (75+)
Average number of days taken to complete non-emergency repairs
Average time per business and industry planning application (weeks)
Gross Value Added (GVA) per capita
Claimant Count as a % of Working-Age Population

Table 3

Indicators in Lower Quartile
% of pupils from deprived areas gaining 5+ Awards at Level 6 (SIMD)
Average total tariff SIMD quintile 2
% of funded early years provision which is graded good/better
Proportion of internal floor area of operational buildings in satisfactory condition
% of people aged 65 and over with long-term care needs receiving personal care at home
Rate of readmission to hospital within 28 days per 1,000 discharges
% of A Class roads that should be considered for maintenance treatment
CO2 emissions area-wide: emissions within scope of LA per capita
Proportion of properties receiving superfast broadband
Immediately available employment land as a % of total land allocated for employment purposes in the local development plan

Understanding the PIs



Children's Services

National Picture

Senior Phase attainment levels are higher in 2020/21 than in previous years. An alternative model of certification was adopted which awarded grades based on teacher assessments which were subject to a rigorous moderation process. However, due to the different approaches used in 2020 and 2021, results are not directly comparable. On a national level, over the long-term there has been significant improvement in performance and outcomes across key aspects of the service, including for the most vulnerable. However, while the full impact of COVID-19 on children's services will only become clear over a longer period of time, early evidence in this year's LGBF highlights concerns in relation to some educational outcomes, positive destinations and participation rates particularly for the most deprived.

In 2020/21, real spending on education continued to increase (by 0.6%), driven by a 19.6% increase in Pre-School expenditure, resulting from the continued roll-out of the 1140 hours expansion programme. At the

same time and, as a result of COVID-19-related inflation, Primary and Secondary expenditure has fallen by 2.3% and 2.0% respectively.

The participation rate increased in 2020/21, due to an increase in young adults remaining in or re-entering education, although pupil attendance rates fell in 2020/21, with a larger reduction for those councils serving the most-deprived communities.

Perth and Kinross Performance

Cost-based indicators are generally close to the Scottish average. The Pre-School sector spending reflects the increasing funding towards 1140 hours of Early Years provision, while Primary and Secondary show a reduction in direct spend during COVID-19.

There are positive signs of continued improvement in educational attainment across the board, from Broad General Education to the Senior Phase. The attainment of Curriculum for Excellence levels has improved, compared to the national average,

in both Literacy and Numeracy, and there are improvements in several key measures in the senior phase. However there are also indications of a persistent and, in places, widening gap between pupils from more-deprived areas and those from less-deprived areas. The Average Total Tariff in Perth and Kinross is below the national average for each individual Scottish Index of Multiple Deprivation (SIMD) quintile, however due to the distribution of SIMD within Perth and Kinross, the overall average is 1,036 in 2020/21, performing above the Scottish average, and nationally we are ranked eighth. The [Tariff score](#) for a learner is the total number of tariff points for the awards they achieve, taking account of only their latest and best attainment in each subject based on the Scottish Credit and Qualifications Framework (SCQF) level of the course; whether the full course has been undertaken and assessed; and the grade achieved for the course. The proportion of pupils gaining 5 or more awards at SCQF levels 5 and 6 are also above the national average, ranked 12th and 10th respectively. However, we are slightly below the Scottish averages for Literacy and Numeracy for Primary School pupils.

The impact of COVID-19 is also, as expected, evident in attendance and participation rates. The participation rate for 16-19-year-olds in Perth and Kinross remains high, ranked ninth in Scotland and well above the Scottish average.

A number of indicators, particularly those in relation to Looked-After Children, have yet to be published and will be made available after the May 2022 data refresh.

Addressing deprivation-related attainment gaps remains at the core of our Raising Attainment Strategy and school leaders and practitioners across the local authority continue to deepen their understanding of the challenges and barriers for children and young people living in the most deprived communities and circumstances. In addition, focussed support has been given to schools to analyse a range of data and to plan effectively. A focus on Pupil Equity Funding (PEF) has included support from the Attainment Advisor and regular Equity Network meetings, focussed on rural and urban poverty, attendance and overcoming barriers, are undertaken.

Literacy and Numeracy strategies provided a framework for professional learning, training and support across Early Years, Primary and Secondary sectors and we have continued to grow our Literacy and Numeracy Leader networks. Training in evidence-based approaches continued to be provided for all settings to support practitioners in delivering targeted interventions designed to increase attainment and close the poverty-related attainment gap, including a tool to support the planning, tracking and evaluation of the Pupil Equity Fund. This was designed to ensure effective use of PEF by schools by embedding a consistent set of planning and tracking tools.

Care should be taken when making comparisons over time in educational attainment, due to the different models of external assessment which have been in place since 2020.

PKC Improvement Actions

We have focussed interventions on communication, language and play in the early years to address the emerging evidence of the impact of the pandemic on development in young children. We are focussed on raising attainment in Literacy and Numeracy, within Broad General Education and Senior Phase, through a combination of universal and targeted interventions.

We are continuing to take action to address deprivation-related attainment gaps through the Raising Attainment Strategy. This will build on evidence-based interventions which are targeted at reducing attainment gaps.

We are developing further enhancement to Digital Learning and Infrastructure.

(continued)

(continued)

We continue development of Secondary Curriculum. This will include a full review of our senior phase curricular offer to widen subject choice and maximise attainment.

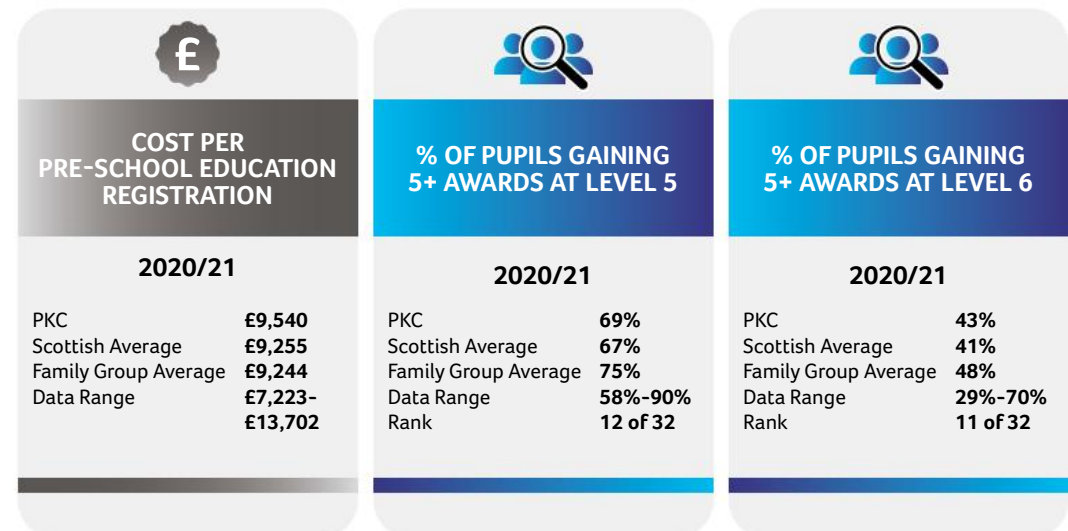
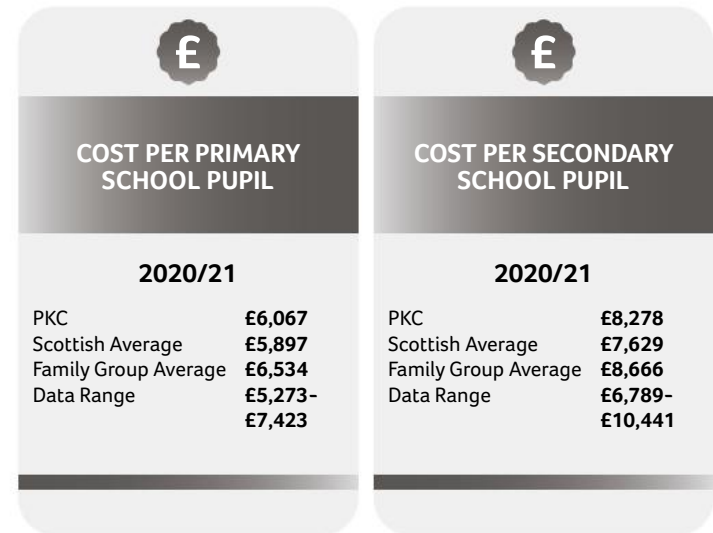
We are taking action to enhance support to schools in further developments of Broad General Education and Scottish Qualifications Authority Assessment and Moderation models. Our services will also continue to improve post-school transitions and positive destination outcomes for all young people.

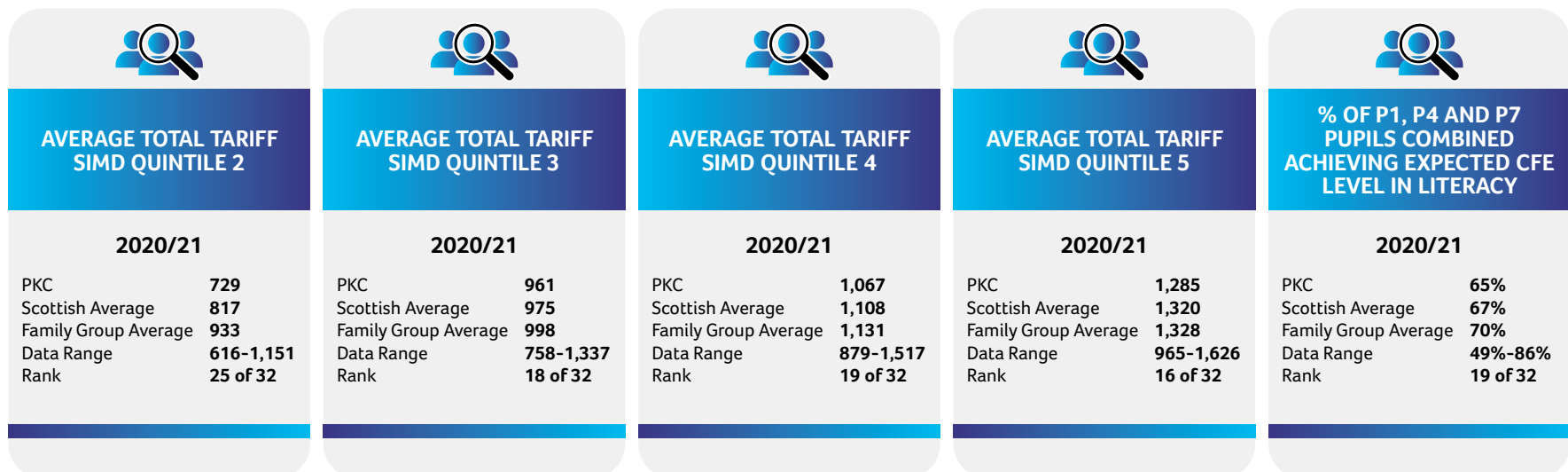
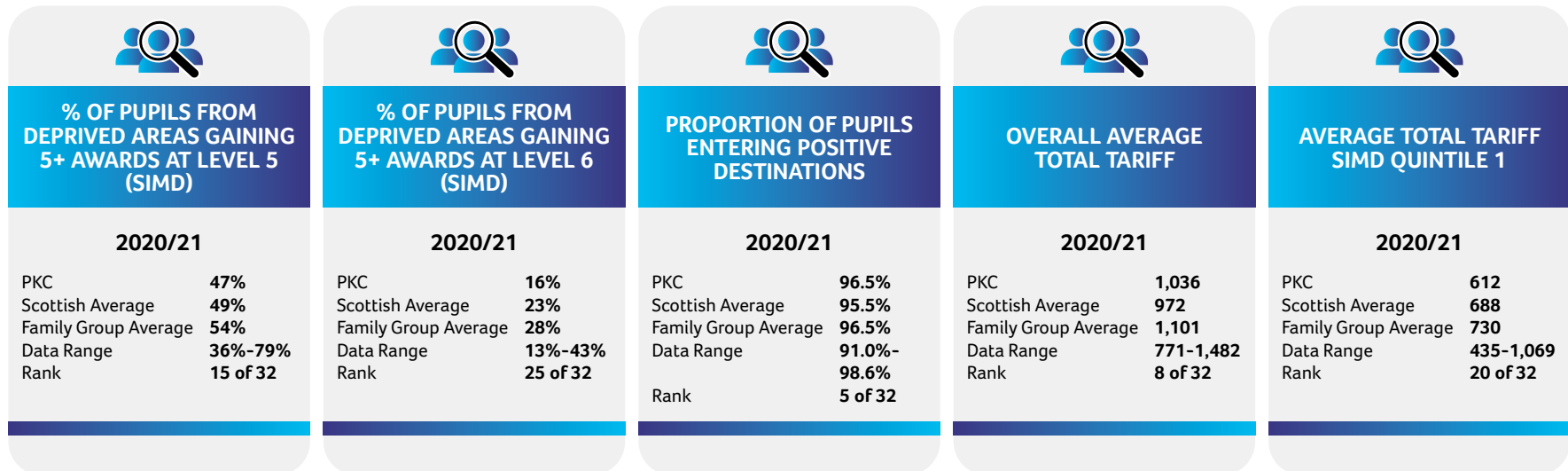
A number of interventions to address attendance issues have been trialled in all sectors and new roles for support staff have been piloted.

We have strengthened the focus of the Raising Attainment Board on child poverty and family support.

PKC is in family group one for Children's Services. Family group one comprises the following Councils: East Renfrewshire, East Dunbartonshire, Aberdeenshire, Edinburgh (City of), Perth & Kinross, Aberdeen City, Shetland Islands and Orkney Islands.

Note: Figures may have been rounded for simplicity and ease of interpretation.







% OF P1, P4 AND P7 PUPILS COMBINED ACHIEVING EXPECTED CFE LEVEL IN NUMERACY

2020/21

PKC	72%
Scottish Average	75%
Family Group Average	78%
Data Range	60%-90%
Rank	19 of 32



LITERACY ATTAINMENT GAP (P1, P4, P7 COMBINED) - % POINT GAP BETWEEN THE LEAST DEPRIVED AND MOST DEPRIVED PUPILS

2020/21

PKC	27
Scottish Average	25
Family Group Average	25
Data Range	18-38
Rank	18 of 32



NUMERACY ATTAINMENT GAP (P1, P4, P7 COMBINED) - % POINT GAP BETWEEN THE LEAST DEPRIVED AND MOST DEPRIVED PUPILS

2020/21

PKC	24
Scottish Average	21
Family Group Average	21
Data Range	13-31
Rank	19 of 32



% OF FUNDED EARLY YEARS PROVISION WHICH IS GRADED GOOD/BETTER

2020/21

PKC	86%
Scottish Average	91%
Family Group Average	91%
Data Range	82%-98%
Rank	28 of 32



SCHOOL ATTENDANCE RATE

2020/21

PKC	92%
Scottish Average	92%
Family Group Average	94%
Data Range	90%-95%
Rank	20 of 32



PARTICIPATION RATE FOR 16-19 YEAR-OLDS (PER 100)

2020/21

PKC	93.6%
Scottish Average	92.2%
Family Group Average	94.0%
Data Range	89.4%-97.2%
Rank	9 of 32



% OF CHILDREN LIVING IN POVERTY (AFTER HOUSING COSTS)

2020/21

PKC	23%
Scottish Average	24%
Family Group Average	19%
Data Range	16%-32%
Rank	9 of 32

Corporate Services and Financial Sustainability

National Picture

While digital transformation and other efficiency savings have enabled spending to reduce without detriment to overall performance, the impact of COVID-19 has reinforced the importance of these functions with key skills being required to support councils' responses to the pandemic. Against this backdrop, the effort and achievements delivered across Local Government services during this exceptional period have been extraordinary, and while the workforce has adapted quickly to meet new demands and implement new ways of working, it will be important to understand impacts on mental health, wellbeing and general fatigue.

Over the last decade there has been a significant reduction in the costs of running Council's Corporate Services. It is noted that rural authorities tend to have higher costs, however, they have experienced larger reductions in recent years.

All 32 authorities saw their Council Tax collection rates reduce in 2020/21, while two thirds saw costs reduce as councils purposefully stepped down

collection follow-up activities in recognition of the financial challenges facing communities.

Staff absence (non-COVID-19-related) reduced sharply in 2020/21, reducing by 35% for teachers and by 18% for non-teaching staff. However, the Gender Pay Gap widened slightly, with redeployment strategies, and the sharp growth in the number of cleansing and care staff employed in response to COVID-19 thought to be a contributing factor.

Perth and Kinross Performance

Corporate Services' performance has largely mirrored the national experience during 2020/21, the first full year of the COVID-19 pandemic. The requirement for most staff to work from home changed the way we work and meant resources, systems, processes, tools, and technology being deployed very differently. Working digitally and from home and recording COVID-19 absences differently has seen reductions in sickness absences for both teaching and non-teaching

staff in line with other organisations. Our sickness absence indicators continue to be impacted by the pandemic.

We maintained and further enhanced our support for employee's wellbeing through regular communication, access to coaching/listening ear, podcasts and wellbeing resources which highlighted support and signposted to facilities available to staff.

We provided significant financial support grants to vulnerable citizens and businesses. Resources were diverted from normal services to these new priorities, and this is reflected in how costs have been allocated. However, we were able to maintain our good level of Council Tax collection. Our asset management plans were disrupted with construction work stopping for a time. Resources were diverted to establishing and maintaining community support hubs and the setup of mass vaccination centres. This was followed by essential COVID-19 related works being required to ensure our schools and offices could reopen safely. This re-tasking of resources to deal with pandemic-

related property matters, and a change to our assessment method of satisfactory floor space, is reflected in our corporate asset indicators. We have carried out a reclassification of building types in collaboration with CIPFA. This has resulted in a significant increase to operational floor area of 14,735 m². This means the Corporate Asset Management Plan will more accurately reflect the current suitability of the entire estate, but it is likely to affect our benchmarked performance initially, as we are one of the first Councils in Scotland to make the change in the classification of our buildings.

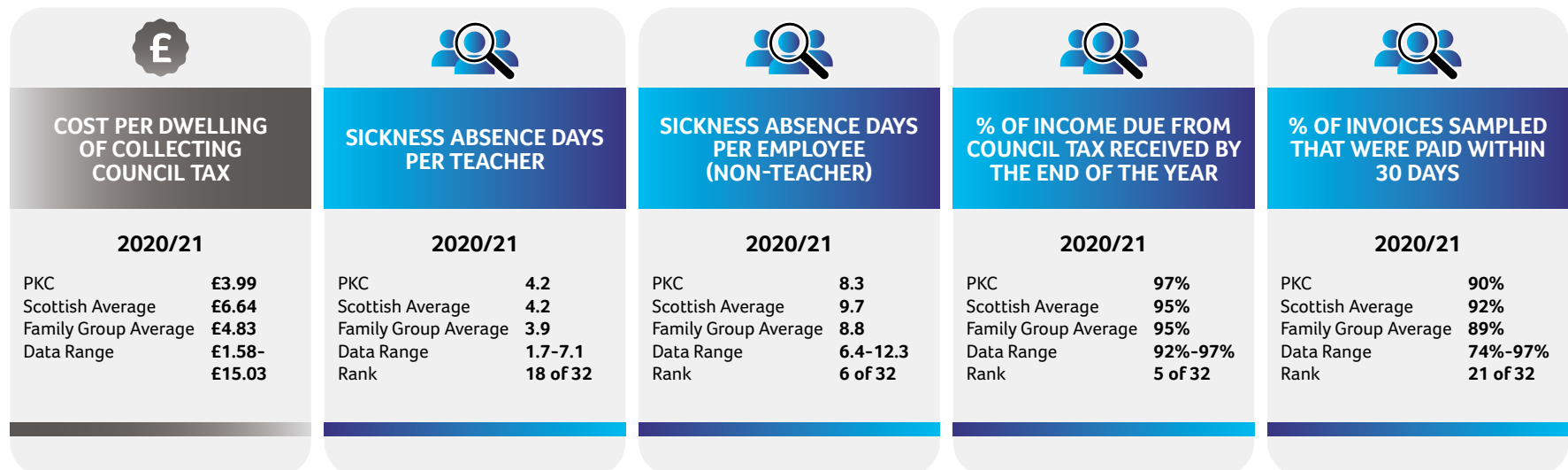
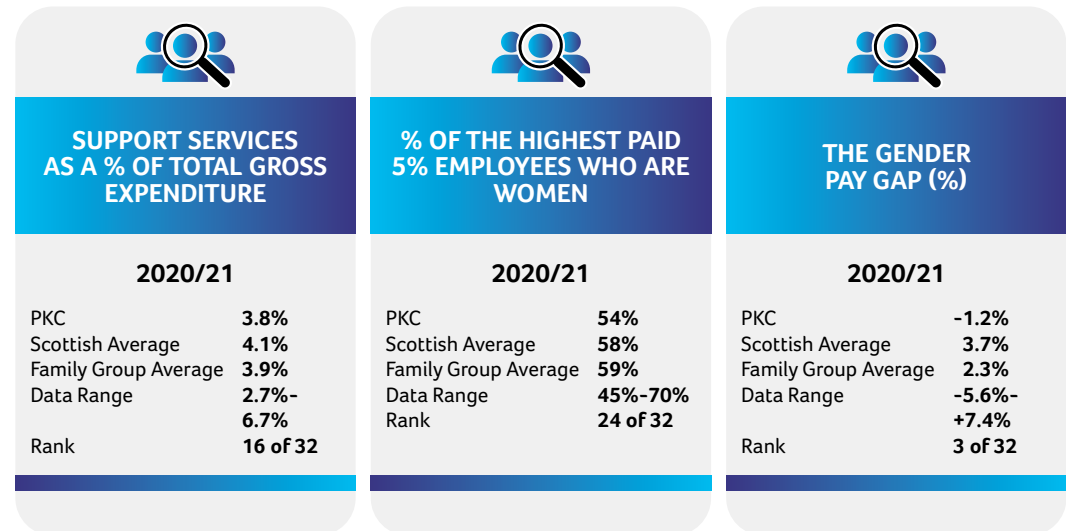
PKC Improvement Actions

We will continue our progress to support our employee wellbeing through a variety of learning opportunities, national campaigns, and regular communications. We will review the Employee Assistance offer introduced in November 2021 and continue to support employees and services with flexible/hybrid working and transformation.

We are in the process of preparing a new Corporate Property Asset Management Strategy which will align the programme of works for the medium term and deliver sustainable improvements in our property asset performance indicators.

PKC is in family group two for Corporate Services. Family group two comprises the following Councils: Perth & Kinross, Stirling, Moray, South Ayrshire, East Ayrshire, East Lothian, North Ayrshire and Fife.

Note: Figures may have been rounded for simplicity and ease of interpretation.





PROPORTION OF OPERATIONAL BUILDINGS THAT ARE SUITABLE FOR THEIR CURRENT USE

2020/21

PKC	91%
Scottish Average	82%
Family Group Average	89%
Data Range	67%-98%
Rank	10 of 32



PROPORTION OF INTERNAL FLOOR AREA OF OPERATIONAL BUILDINGS IN SATISFACTORY CONDITION

2020/21

PKC	85%
Scottish Average	89%
Family Group Average	88%
Data Range	67%-100%
Rank	25 of 32



TOTAL USEABLE RESERVES AS A % OF COUNCIL ANNUAL BUDGETED REVENUE

2020/21

PKC	30%
Scottish Average	24%
Family Group Average	22%
Data Range	7%-58%



UNCOMMITTED GENERAL FUND BALANCE AS A % OF COUNCIL ANNUAL BUDGETED NET REVENUE

2020/21

PKC	2.0%
Scottish Average	3.5%
Family Group Average	3.9%
Data Range	0.5%-7.2%



RATIO OF FINANCING COSTS TO NET REVENUE STREAM - GENERAL FUND

2020/21

PKC	7.8%
Scottish Average	6.2%
Family Group Average	6.6%
Data Range	2.0%-12.3%



RATIO OF FINANCING COSTS TO NET REVENUE STREAM - HOUSING REVENUE ACCOUNT

2020/21

PKC	23%
Scottish Average	23%
Family Group Average	20%
Data Range	7%-51%



ACTUAL OUT-TURN AS A % OF BUDGETED EXPENDITURE

2020/21

PKC	94%
Scottish Average	97%
Family Group Average	94%
Data Range	90%-102%

Adult Social Care

National Picture

The impact of COVID-19 on health and social care services has been significant. Its effects will continue within key areas including: the care home sector; frontline workforce; mental health and wellbeing services; and unpaid carers. These areas will continue to face significant challenges in coping with increased demand, whilst maintaining the same level of care.

Expenditure has increased by 18% in real terms between 2010/11 and 2020/21, with a 1.6% increase in 2020/21. The exceptional rate of inflation during 2020/21 should be noted when interpreting expenditure trends.

Across the suite of measures, there have been year-on-year reductions in satisfaction across each element nationally.

Influenced significantly by COVID-19, delayed discharges reduced by 37% in 2020/21, while the rate of readmissions within 28 days increased by 14.7%.

There has been continued progress in shifting the balance of care between acute and institutional settings to home or a homely setting, with the overall proportion of people who need personal care being cared for at home within their own community increasing.

In 2020/21, the proportion of total social work spend allocated via Direct Payments and Personalised Managed Budgets rose from 7.8% to 8.2%, while Adult Care services graded 'good' or better in Care Inspectorate inspections increased from 81.8% to 82.5%.

Perth and Kinross Performance

In contrast with the national trend, Home Care expenditure per hour for people aged 65 or over and residential expenditure per week per resident (for people aged 65 or over) has decreased. Subsequently, in respect to both measures our expenditure is below the national average.

Our service satisfaction levels, as established through the Health and Care Experience (HACE) survey

of service users, which was last undertaken in 2019, follow the national trend. An exception relates to service users who agree that they were supported to live as independently as possible and for which we rank at 12 in 2020/21. Satisfaction measures remain above the Scottish average, especially for Carer satisfaction, for which we rank 8 nationally. We are currently piloting a patient/service user feedback survey which aims to improve feedback and service user voice in targeting improvement actions.

While COVID-19 has had a significant impact on bed days occupied in 2020/21, investments in community-based services combined with the impact of our hospital discharge team have underpinned improvements in our comparative performance. The level of delayed discharge in Perth and Kinross is below the Scottish average and in 2020/21 we were ranked 5 in Scotland.

Like the national trend, our rate of readmissions to hospital has increased over the reporting period. The [Older Peoples Strategic Delivery Plan](#) for 2022-25 aims to reverse this. Due to

variances in recording practices, it is not possible to make comparisons across the benchmarking group or Scotland overall.

The proportion of care services graded 'good' or better in Care Inspectorate inspections was 89% for 2020/21, above the Scottish average of 82%.

We remain above the Scottish average, currently ranking 5 nationally, for expenditure on Self-Directed Support for adults. However, there is still room for improvement for people aged 65 and over with long-term care needs and receiving personal care at home.

PKC Improvement Actions

The COVID-19 pandemic had a sustained impact on the delivery of adult health and social care services throughout 2020/21. From the early stages, the focus has, rightfully, been on the preservation of life and the provision of care and support to those most in need. To achieve this, we have taken a person-centred and rights-based approach.

We have experienced considerable workforce challenges and staffing pressures. To mitigate this, in line with Scottish Government expectations, a three-year workforce plan will be implemented in 2022.

As we continue to remobilise service delivery and recover from the impacts of COVID-19 we are progressing work to support people to live as independently as possible, providing the right care and treatment at the right

time in the right place. This is underpinned by significant additional investment and the strategy set out in the following:

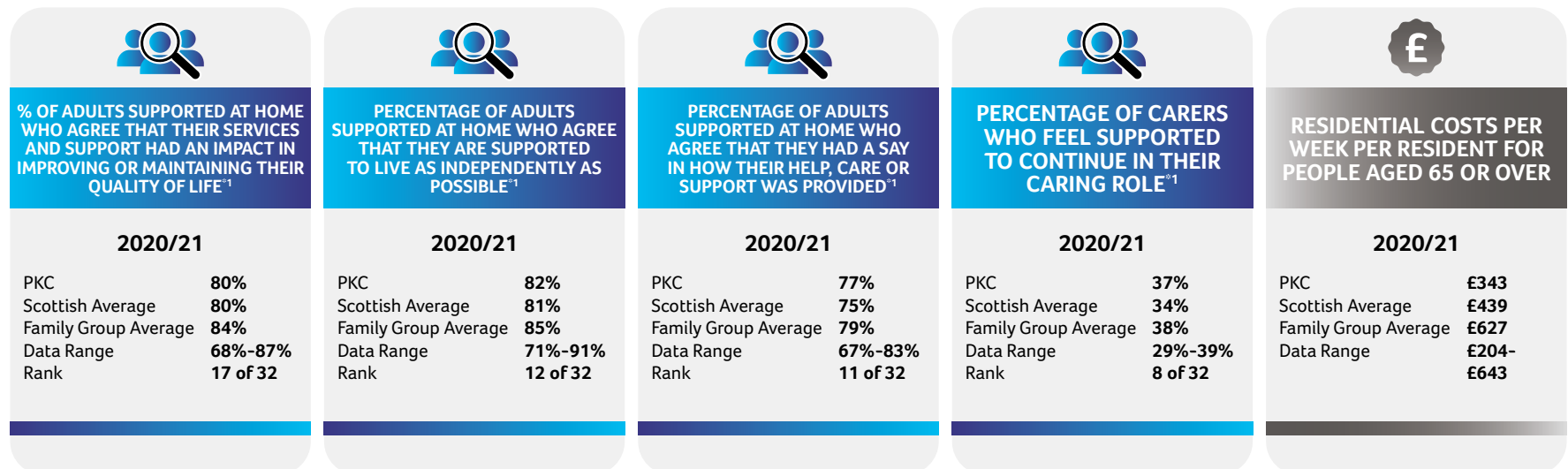
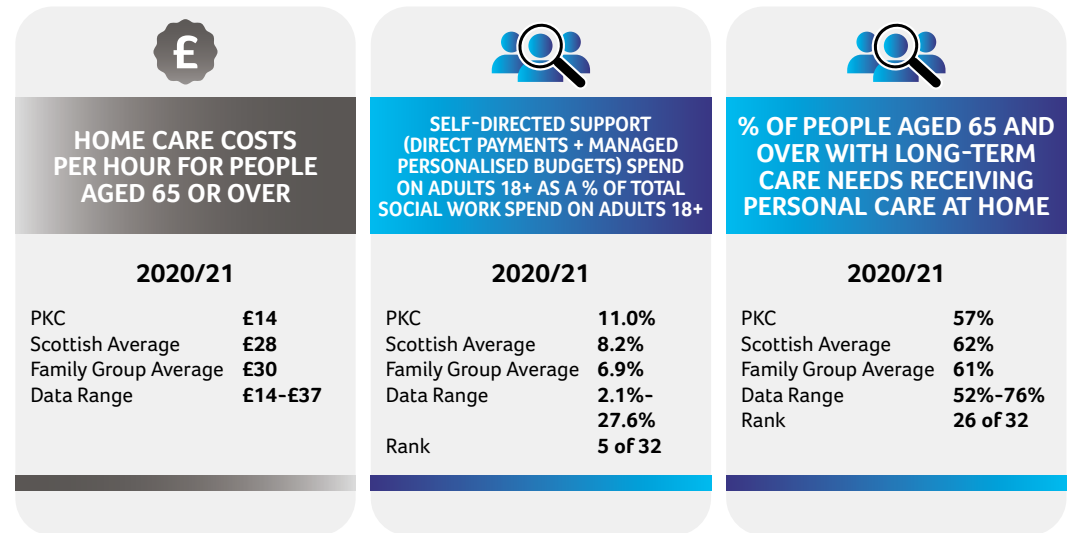
- [Community Mental Health and Wellbeing Strategy](#)
- [Learning Disability/Autism Strategic Delivery Plan and](#)
- [Strategic Delivery Plan for Older Peoples.](#)

Performance frameworks for each of these strategic plans have been developed that will allow us to robustly measure success moving forward.

PKC is in family group one for Adult Social Care. Family group one comprises the following Councils: East Renfrewshire, East Dunbartonshire, Aberdeenshire, Edinburgh (City of), Perth & Kinross, Aberdeen City, Shetland Islands and Orkney Islands.

Note: Figures may have been rounded for simplicity and ease of interpretation.

*1 Reported every second year - 2020/21 columns refer to 2019/20 data





RATE OF READMISSION TO HOSPITAL WITHIN 28 DAYS PER 1,000 DISCHARGES

2020/21

PKC **141**
Scottish Average **120**
Family Group Average **111**
Data Range **86-164**
Rank **28 of 32**



PROPORTION OF CARE SERVICES GRADED 'GOOD' (4) OR BETTER IN CARE INSPECTORATE INSPECTIONS

2020/21

PKC **89%**
Scottish Average **82%**
Family Group Average **87%**
Data Range **76%-97%**
Rank **10 of 32**



NUMBER OF DAYS PEOPLE SPEND IN HOSPITAL WHEN THEY ARE READY TO BE DISCHARGED, PER 1,000 POPULATION (75+)

2020/21

PKC **197**
Scottish Average **484**
Family Group Average **284**
Data Range **151-909**
Rank **5 of 32**

Culture and Leisure

National Picture

Due to COVID-19, and a range of national restrictions on facilities and services, 2020/21 saw a decrease in visitor numbers across sports and leisure facilities (-91.3%), museums and galleries (-68.4%) and libraries (-33.8%). The latter saw a relatively smaller reduction due to an increase in 'virtual' visits and creation of alternative services such as Click and Collect where practical.

In the decade prior to the COVID-19 pandemic, public satisfaction for all culture and leisure services apart from parks/open spaces had declined. This may be attributable to declining public finances which necessitated service reductions, plus other factors including digital and technological change. COVID-19 restrictions meant that many services and buildings closed for extended periods in 2020/21, and there is not yet sufficient data to show any meaningful trends as we continue to emerge from the pandemic. Performance data for 2020/21 is not yet available.

Perth and Kinross Performance

In 2020/21, our expenditure on sports and leisure facilities increased due to the COVID-19 pandemic.

This is attributable to fewer usages whilst buildings were closed, and expenditure had to be maintained for key overheads. Additionally, capital spend was required on key facilities, including Perth Leisure Pool, which has impacted on this figure. Meanwhile, culture services received additional emergency funding from central government, meaning that our overall expenditure was lower.

Our costs per visit for museums and galleries increased in line with the national trend, although our costs per visit is lower than the national average. However, libraries costs per visit reduced, unlike the national trend which demonstrated an increase.

Our costs for parks and open spaces reduced in line with the national trend, although we are higher than the national average.

COVID-19 significantly impacted these services during 2020/21, with extended periods when facilities and services were closed or operating in very limited ways. This will have affected resident satisfaction levels and attendance. Performance data for 2020/21 is not yet available, however, Perth and Kinross satisfaction levels previously have been above the national average for all four indicators.

PKC Improvement Actions

Service Level Agreements for Arms Length External Organisations (ALEOs) delivering culture and leisure services are due for review in 2022/23, with revised KPIs and performance targets agreed. ALEOs will be asked to review and strengthen methodology for measuring customer satisfaction and the consultation and engagement processes used.

PKC is in family group two for Culture and Leisure Services. Family group two comprises the following Councils: Perth & Kinross, Stirling, Moray, South Ayrshire, East Ayrshire, East Lothian, North Ayrshire and Fife.

Note: Figures may have been rounded for simplicity and ease of interpretation.

COST PER ATTENDANCE AT SPORTS FACILITIES	
2020/21	
PKC	£111.58
Scottish Average	£40.36
Family Group Average	£67.97
Data Range	£9.73-£223.61

COST PER LIBRARY VISIT	
2020/21	
PKC	£0.78
Scottish Average	£2.88
Family Group Average	£6.08
Data Range	£0.77-£36.92

COST PER VISIT TO MUSEUMS AND GALLERIES	
2020/21	
PKC	£8.50
Scottish Average	£10.14
Family Group Average	£10.92
Data Range	£0.06-£1,242.65

COST OF PARKS AND OPEN SPACES PER 1,000 POPULATION	
2020/21	
PKC	£31,321
Scottish Average	£19,112
Family Group Average	£18,617
Data Range	£3,169-£42,733

Environment Services

National Picture

Environmental services are an area of significant spend for local authorities, and include waste management, street cleaning, roads services, trading standards and environmental health. These areas have experienced some of the largest budget reductions in recent years and councils face growing challenges in maintaining or improving performance levels. The financial pressures created by the COVID-19 pandemic are likely to exacerbate these challenges.

Overall spend on environmental services reduced by 4.5% in 2020/21. This includes reductions in waste disposal (-1.5%) and collection (-3.6%), street cleaning (-7%), trading standards and environmental health (-12%). Spending on roads has also fallen by 6.6%.

Alongside the overall reduction in spending on environmental services, there have been reductions in street cleanliness scores and recycling rates. The increase in household waste, due to COVID-19 and the national lockdown, contributed to the decline in recycling rates in 2020/21.

Perth and Kinross Performance

Our street cleanliness score remains high (93%) and above the national average (90%). Our recycling rates, like the national trend, has declined as COVID-19 had a significant impact on waste and operational services. However, our recycling rate of 49% is above the national average of 42% and we are ranked 10th in Scotland. These impacts included changes in household behaviours affecting the volume and type of waste which resulted in increased contamination levels and a negative impact on the recycling rate. In addition, the temporary closure of many recycling and waste processing facilities had an impact on community cleanliness. However, we maintained full kerbside waste and recycling services to all domestic households and commercial customers throughout the pandemic. Operating under Scottish Government and industry guidance, utilising street sweeping and ground maintenance teams to maintain social distance, our dedicated crews and support staff ensured that our 100 bin collection

routes were completed each week, providing over 100,000 weekly scheduled uplifts.

While costs have decreased, our road conditions are similar to the Scottish average for B, C and U classed roads. In 2020/21, we are ranked 31st nationally for A class roads, however, improvements are already underway in relation to this indicator as detailed below.

CO2 emissions have seen an improvement which is in line with the national trend.

PKC Improvement Actions

A focus for the service is continued investment in the road network, targeting repairs at the right time, to deliver further improvements to the condition of our roads.




We have invested in additional staff to improve recycling at our recycling centres, and we plan to use social media and our kerbside recycling journey videos to promote kerbside recycling all year round. We will also promote national campaigns, such as Recycle Week, Pass it On Week and Love Food Hate Waste to promote community awareness, as well as benchmarking with other local authorities to learn from their performance.






To reduce our emission per-local resident, we will look to enhanced building design, construction and materials. We will also look to engage and educate residents to raising energy awareness across Council tenants and update the Council-wide carbon reduction plan. We continue to set energy consumption targets and monitor outcomes through data analysis.

PKC is in family group two for Environment Services. Family group two comprises the following Councils: Perth & Kinross, Stirling, Moray, South Ayrshire, East Ayrshire, East Lothian, North Ayrshire and Fife.

Note: Figures may have been rounded for simplicity and ease of interpretation.

*1 Data published with 1 year lag - 2020/21 columns refer to 2019/20 data

 NET COST OF WASTE COLLECTION PER PREMISE		 NET COST OF WASTE DISPOSAL PER PREMISE		 NET COST OF STREET CLEANING PER 1,000 POPULATION	
2020/21		2020/21		2020/21	
PKC	£71	PKC	£102	PKC	£18,531
Scottish Average	£72	Scottish Average	£105	Scottish Average	£14,845
Family Group Average	£72	Family Group Average	£92	Family Group Average	£13,255
Data Range	£35-£138	Data Range	£34-£181	Data Range	£5,307-£28,842

 STREET CLEANLINESS SCORE		 COST OF ROADS PER KILOMETRE		 % OF A CLASS ROADS THAT SHOULD BE CONSIDERED FOR MAINTENANCE TREATMENT		 % OF B CLASS ROADS THAT SHOULD BE CONSIDERED FOR MAINTENANCE TREATMENT		 % OF C CLASS ROADS THAT SHOULD BE CONSIDERED FOR MAINTENANCE TREATMENT	
2020/21		2020/21		2020/21		2020/21		2020/21	
PKC	93%	PKC	£7,768	PKC	37.7%	PKC	34.8%	PKC	33.4%
Scottish Average	90%	Scottish Average	£9,667	Scottish Average	29.8%	Scottish Average	34.0%	Scottish Average	33.6%
Family Group Average	92%	Family Group Average	£8,666	Family Group Average	31.0%	Family Group Average	33.3%	Family Group Average	34.2%
Data Range	81%-98%	Data Range	£3,021-£64,637	Data Range	17.3%-40.3%	Data Range	18.5%-59.7%	Data Range	14.2%-56.0%
Rank	15 of 32			Rank	31 of 32	Rank	22 of 32	Rank	18 of 32



% OF U CLASS ROADS THAT SHOULD BE CONSIDERED FOR MAINTENANCE TREATMENT

2020/21

PKC	34.7%
Scottish Average	38.3%
Family Group Average	38.3%
Data Range	26.6%-58.7%
Rank	13 of 32



COST OF TRADING STANDARDS PER 1,000 POPULATION

2020/21

PKC	£3,331
Scottish Average	£5,857
Family Group Average	£4,900
Data Range	£1,891-£12,699



COST OF ENVIRONMENTAL HEALTH PER 1,000 POPULATION

2020/21

PKC	£11,395
Scottish Average	£12,606
Family Group Average	£10,965
Data Range	£6,662-£24,605



% OF TOTAL HOUSEHOLD WASTE ARISING THAT IS RECYCLED

2020/21

PKC	49%
Scottish Average	42%
Family Group Average	50%
Data Range	30%-58%
Rank	10 of 32



CO2 EMISSIONS AREA-WIDE PER CAPITA¹

2020/21

PKC	6.3
Scottish Average	5.7
Family Group Average	6.4
Data Range	3.1-14.0
Rank	21 of 32



CO2 EMISSIONS AREA-WIDE: EMISSIONS WITHIN SCOPE OF LA PER CAPITA¹

2020/21

PKC	6.1
Scottish Average	4.6
Family Group Average	5.6
Data Range	3.2-7.5
Rank	26 of 32

Housing Services

National Picture

Councils continue to manage their housing stock well, delivering sustained improvements in repair times and rent lost due to voids, and overseeing consistent and significant improvements in housing standards and energy efficiency. In contrast, however, rent arrears continues to increase which is reflective of the growing number of households facing financial hardship.

Rent lost to voids increased in the last 12 months to almost base year levels. In 2020/21, £17.1m was lost due to voids. Similarly, the level of rent arrears rose sharply in 2020/21, to 8.2%. While this may in part be due to the temporary ban on enforcing eviction orders, introduced as part of the COVID-19 response, it also reflects that some people faced a significant loss of income during the pandemic.

Perth and Kinross Performance

In 2020/21, our void rent loss increased to 1.11%, similar to the national trend. However, we performed better than the Scottish average (1.38%) and recognise that performance has been directly impacted by the pandemic.

Managing the void process was problematic in 2020/21 due to COVID-19 restrictions and ensuring people could move into properties safely throughout the lockdown period.

Our gross rent arrears performance in 2020/21 has been directly impacted by the pandemic. We took a tailored approach to our engagement with tenants to manage their personal situations regarding the impact of COVID-19. We experienced an increase in the number of our tenants applying for Universal Credit Housing Costs in the year (from 1,182 to 2,100).

Similar to the national trend, we have seen a reduction in the Scottish Housing Quality Standard (SHQS) pass rate over the past year and we are below the Scottish average. From 2021, a revised definition of the SHQS was introduced to reflect the new Energy Efficiency Standard for Social Housing (EESHS). This is a much higher standard to achieve than the previous standard which directly impacted on our SHQS pass rate. In terms of number of dwellings meeting the revised standard, this equated to approximately 6,254 properties resulting in 82% of our housing stock being energy efficient, which is slightly below the Scottish average of 86%.

Like the national trend, we have seen a reduction in the time taken to undertake non-emergency repairs, 5.1 days compared to the national average of 7.3 days. We are, however, ranked fifth nationally. This reduction is due to the focus being placed on emergency and urgent work during the height of the pandemic.

PKC Improvement Actions

We have reviewed our void management process to provide enhanced oversight and effective co-ordination of voids to ensure that void timescales and rent loss are kept to a minimum.

Through the delivery of our major capital improvement programmes, we are working effectively to meet the required higher SHQ standard.

Alongside our improvement programmes we are implementing a range of measures and activities to monitor compliance and ensure that standards are met.

Income maximisation activities continue to be a priority, with work ongoing to minimise the impact of the cost of living crisis and rent arrears.

PKC is in family group one for Housing Services. Family group one comprises the following Councils: East Renfrewshire, East Dunbartonshire, Aberdeenshire, Edinburgh (City of), Perth & Kinross, Aberdeen City, Shetland Islands and Orkney Islands.

Note: Figures may have been rounded for simplicity and ease of interpretation.



GROSS RENT ARREARS (ALL TENANTS) AS AT 31 MARCH EACH YEAR AS A % OF RENT DUE FOR THE REPORTING YEAR

2020/21

PKC	10.8%
Scottish Average	8.2%
Family Group Average	10.7%
Data Range	3.2%-12.1%
Rank	20 of 32



% OF RENT DUE IN THE YEAR THAT WAS LOST DUE TO VOIDS

2020/21

PKC	1.11%
Scottish Average	1.38%
Family Group Average	1.85%
Data Range	0.42%-4.43%
Rank	11 of 32



% OF COUNCIL DWELLINGS MEETING SCOTTISH HOUSING STANDARDS

2020/21

PKC	81%
Scottish Average	90%
Family Group Average	80%
Data Range	60%-99%
Rank	23 of 32



AVERAGE NUMBER OF DAYS TAKEN TO COMPLETE NON-EMERGENCY REPAIRS

2020/21

PKC	5.1
Scottish Average	7.3
Family Group Average	11.0
Data Range	3.2-18.0
Rank	5 of 32



% OF COUNCIL DWELLINGS THAT ARE ENERGY EFFICIENT

2020/21

PKC	82%
Scottish Average	86%
Family Group Average	81%
Data Range	57%-99%
Rank	19 of 32

Economic Development

National Picture

During 2020/21, Economic Development services across Scotland have been working at maximum capacity to deliver COVID-19 grant schemes on behalf of the Scottish Government, successfully awarding millions of pounds to businesses allowing them to stay afloat until such time they can again operate.

Overall, Economic Development and Tourism expenditure has reduced by 20% in 2020/21, decreasing from £600m to £480m. This represents a 4.7% increase in revenue expenditure and a 53% reduction in capital expenditure.

In 2020/21, councils invested an average of £88k per 1,000 population in Economic Development and Tourism, however amounts spent ranged significantly from £18k to £173k.

In terms of employment services, the percentage of unemployed people supported into work fell from 12.7% to 6.0% in 2020/21, while the claimant count rose from 3.3% to 6.1%. Claimant count rose faster among young people, increasing

from 3.9% to 7.2%, with much of this disproportionate impact driven by the fact that under-25s are more likely to work in COVID-19-impacted sectors (eg hospitality, retail and leisure). At the same time, the percentage of people in work earning less than the Living Wage reduced in 2020/21 from 16% to 15%.

In terms of infrastructure for business, the number of Business Gateway start-ups reduced significantly from 16 to 11 per 10,000 population.

Access to superfast broadband has continued to grow in 2020/21. Rural authorities have significantly lower rates of access than urban authorities, and digital connectivity is an increasingly important consideration in terms of economic competitiveness and inclusion, as was highlighted by COVID-19.

Perth and Kinross Performance

We have supported local businesses facing unrivalled challenges from the COVID-19 restrictions. More than £85m has been distributed to 7,000+

businesses. In addition, we have provided ongoing business support to start-ups and growing businesses through Business Gateway services, Growbiz and working closely with Perthshire Chamber of Commerce and Federation of Small Businesses. Support was via workshops, one-to-one advice, mentoring and accelerator programmes. We have also provided micro-grants to stimulate small-scale business investment. In addition to investment in businesses, we have developed strategic projects to drive place and business innovation. These projects will support the economic transition to a digital and technology driven economy. With partners, we also developed the Economic Wellbeing plan which set out a proposed set of actions to assist economic recovery and support growth over time.

In 2020/21, we invested £60k in economic development and tourism, below the Scottish average of £88k per 1,000 population.

Similar to the national trend, the number of unemployed people assisted into work has reduced (8.2%), although we are still above

the Scottish average (6.0%). During the same time, our claimant count has increased both for all ages and particularly 16-24-year-olds. For all ages, we are below the national average of 6.1% and are ranked seventh nationally at 4.5%. For 16-24-year-olds, we are again below the national average and ranked 10th nationally. Our performance in terms of the percentage of people earning less than the living wage is 25% and this is above the national average of 15%. This is going against the national trend, and we are ranked 24th nationally.

The number of Business Gateway start-ups per 10,000 population reduced across Scotland (11), whereas we increased the number of starts ups (18).

Land made available for employment purposes increased nationally to 39%, similarly we also increased, however are below the national average at 14%.

PKC Improvement Actions

We are pursuing investment into our local business, events and infrastructure with the aim of growing our economy and creating a larger volume of higher paying jobs. This should attract talent and skills to the area and retain and enhance the viability of our city and town centres.

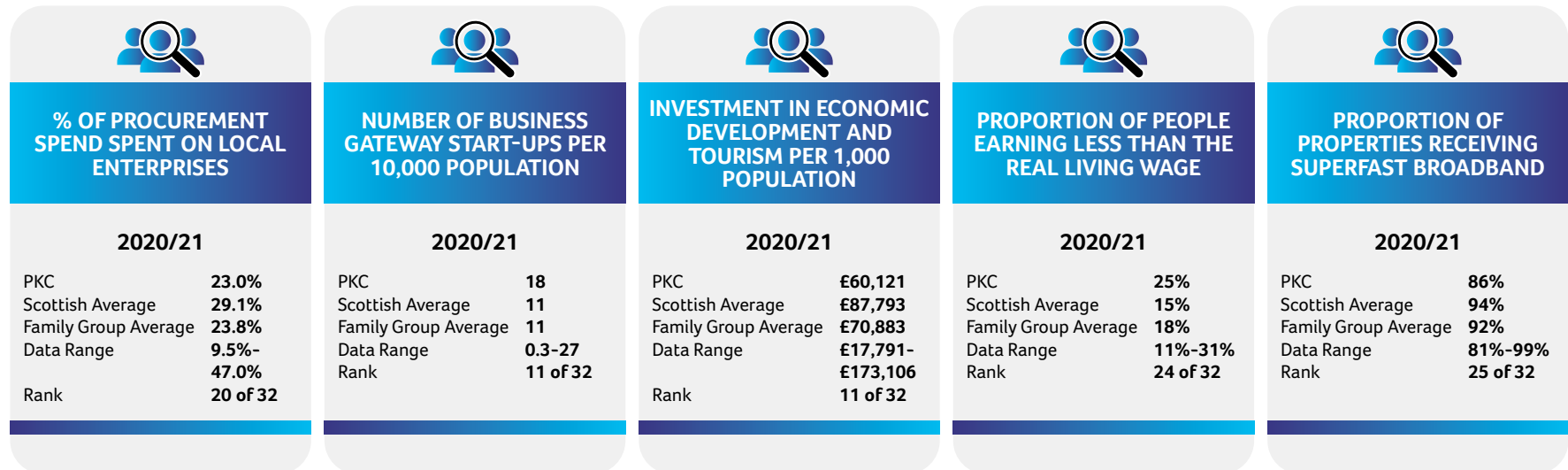
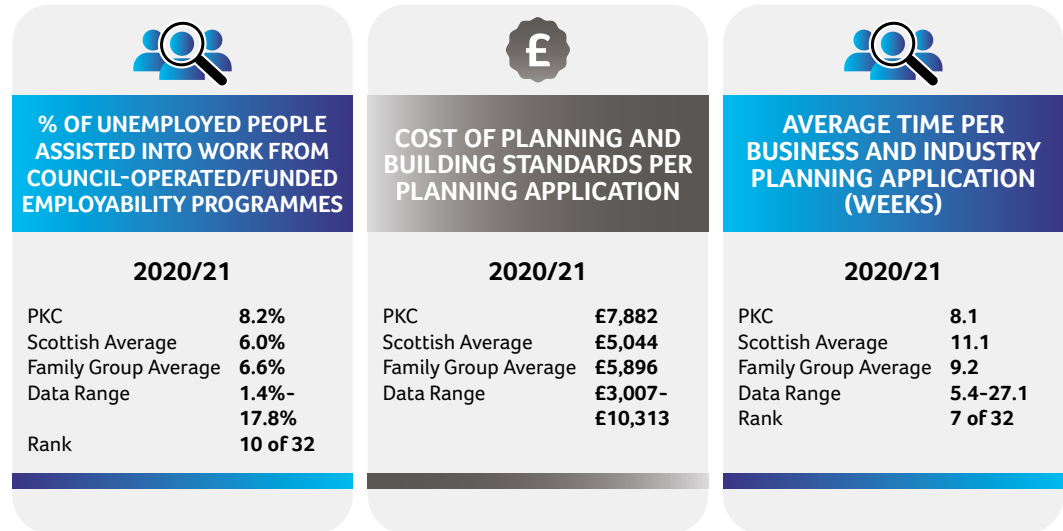
We also promote being a living wage employer and will continue to encourage support for this position among local businesses operating throughout the area. By utilising local and national employability funding, we are incentivising employers to create quality, sustainable jobs. These employers are further incentivised to offer their new employees the Accredited Living Wage for Scotland. By doing so, the employer can access additional funding through our programmes. These programmes address participants employment barriers and, therefore, create good-quality jobs for residents who, otherwise, could potentially be marginalised in the employment market.

As part of our future framework an Employment Land Strategy will be developed alongside the Employment Land Audit. We have commissioned an Employment Land and Property market study to inform our Employment Land Strategy. The study should be completed by the end of June 2022 and will be used to develop the future Perth and Kinross Local Development Plan and Council's Property Investment Strategy.

PKC is in family group two for Economic Development. Family group two comprises the following Councils: Perth & Kinross, Stirling, Moray, South Ayrshire, East Ayrshire, East Lothian, North Ayrshire and Fife.

Note: Figures may have been rounded for simplicity and ease of interpretation.

*1 Data published with 1 year lag - 2020/21 columns refer to 2019/20 data





TOWN VACANCY RATES

2020/21

PKC	11.2%
Scottish Average	12.4%
Family Group Average	12.4%
Data Range	4.9%-21.9%
Rank	16 of 32



IMMEDIATELY AVAILABLE EMPLOYMENT LAND AS A % OF TOTAL LAND ALLOCATED FOR EMPLOYMENT PURPOSES IN THE LOCAL DEVELOPMENT PLAN

2020/21

PKC	14%
Scottish Average	39%
Family Group Average	33%
Data Range	1%-98%
Rank	26 of 32



GROSS VALUE ADDED (GVA) PER CAPITA^{*1}

2020/21

PKC	£28,417
Scottish Average	£26,420
Family Group Average	£20,812
Data Range	£11,117-£45,202
Rank	5 of 32



CLAIMANT COUNT AS A % OF WORKING-AGE POPULATION

2020/21

PKC	4.5%
Scottish Average	6.1%
Family Group Average	6.1%
Data Range	3.7%-8.3%
Rank	7 of 32



CLAIMANT COUNT AS A % OF 16-24 POPULATION

2020/21

PKC	6.3%
Scottish Average	7.2%
Family Group Average	8.0%
Data Range	4.4%-10.6%
Rank	10 of 32



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الاسم: Customer Service Centre
رقم هاتف للاتصال المباشر: 01738 475000

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Jeżeli chciałbyś lub ktoś chciałby uzyskać kopię owego dokumentu w innym języku niż język angielski lub w innym formacie (istnieje możliwość uzyskania streszczenia owego dokumentu w innym języku niż język angielski), Proszę kontaktować się z Customer Service Centre 01738 475000

P ejete-li si Vy, anebo n kdo, koho znáte, kopii této listiny v jiném jazyce anebo jiném formátu (v n kterých p ípadech bude p eložen pouze stru ný obsah listiny) Kontaktujte prosím Customer Service Centre 01738 475000 na vy ízení této požadavky.

Если вам или кому либо кого вы знаете необходима копия этого документа на другом языке или в другом формате, вы можете запросить сокращенную копию документа обратившись Customer Service Centre 01738 475000

Nam bu mhath leat fhèin no neach eile as aithne dhut lethbhreac den phàipear seo ann an cànan no ann an cruth eile (uaireannan cha bhi ach geàrr-iomradh den phàipear ri fhaotainn ann an eadar-theangachadh), gabhaidh seo a dhèanamh le fios a chur gu Ionad Sheirbheis Theachdaichean air 01738 475000.

You can also send us a text message on 07824 498145.

All Council Services can offer a telephone translation facility.

