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Council Building
2 High Street
Perth
PH1 5PH

23/08/2023

A hybrid meeting of **Perth and Kinross Council** will be held in **the Council Chamber** on **Wednesday, 30 August 2023** at **10:30**.

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:

Provost X McDade
All Councillors

Perth and Kinross Council

Wednesday, 30 August 2023

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**
- 2 DECLARATIONS OF INTEREST**
- 3 MINUTE OF MEETING OF PERTH AND KINROSS COUNCIL OF 28 JUNE 2023 FOR APPROVAL** 5 - 10
(copy herewith)
- 4 OUTSTANDING BUSINESS STATEMENT (OBS)** 11 - 14
(copy herewith 23/233)
- 5 NOTICE OF MOTIONS**
- 5(i) PROPOSED CLOSURE OF METHVEN BRANCH SURGERY** 15 - 16
(copy herewith)
- 5(ii) CALLING FOR IMPROVED FINANCIAL AND PRACTICAL SUPPORT FROM UK GOVERNMENT TO FACILITATE PLANNED INCREASES IN ASYLUM SEEKER DISPERSAL TO PERTH & KINROSS** 17 - 18
(copy herewith)
- 5(iii) WINTER CLOTHING GRANT FOR SCHOOL CHILDREN** 19 - 20
(copy herewith)
- 6 PERTH AND KINROSS ANNUAL PERFORMANCE REPORT 2022/23** 21 - 82
Report by Chief Executive (copy herewith 23/234)
- 7 ARMED FORCES COVENANT PROGRESS REPORT** 83 - 92
Report by Head of Innovation (copy herewith 23/235)
- 8 REVIEW OF THE COMMITTEE TIMETABLE 2023 AND INDICATIVE 2024 TIMETABLE**
(copy to follow)

9 APPOINTMENT TO COMMITTEES/OUTSIDE BODIES
(copy herewith)

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10 ELECTED MEMBERS BRIEFING NOTES

Council is asked to note the following [Elected Members Briefing Notes](#) that have been issued to elected Members since the previous Council meeting:

23 June	Former Clachan Bar and Quality Café
26 June	Perth Harbour
29 June	Review of scheme of establishment of community councils
29 June	Review of UK Parliament constituencies
30 June	Community Investment Fund (CIF)
3 July	Waste Services Update June
3 July	UK Shared Prosperity Fund
28 July	Employee sickness
31 July	Designation of Returning Officers
9 August	Process of establishing and taking forward Estate Based Initiatives projects
10 August	Waste services industrial action
11 August	Waste services industrial action
11 August	Website refresh
16 August	Former Clachan Bar and Quality Café update

IT IS RECOMMENDED THAT THE PUBLIC AND PRESS SHOULD BE EXCLUDED DURING CONSIDERATION OF THE FOLLOWING ITEM(S) IN ORDER TO AVOID THE DISCLOSURE OF INFORMATION WHICH IS EXEMPT IN TERMS OF SCHEDULE 7A TO THE LOCAL GOVERNMENT (SCOTLAND) ACT 1973

P1 PERTH HARBOUR - MARKETING OF LONG LEASEHOLD OPPORTUNITY

- Exempt Reason 6 - Information relating to the financial or business affairs of any particular person (other than the authority).
- Exempt Reason 9 - Any terms proposed or to be proposed by or to the authority in the course of negotiations for a contract for the acquisition or disposal of property or the supply of goods or services.

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PERTH AND KINROSS COUNCIL

Minute of hybrid meeting of Perth and Kinross Council held in the Council Chamber, 2 High Street, Perth on Wednesday 28 June 2023 at 10:30am.

Present: Provost X McDade, Depute Provost A Parrott, Bailies C Ahern, A Bailey, R Brock, C McLaren and M Williamson, Councillors K Allan, H Anderson, L Barrett, P Barrett, B Brawn, S Carr, A Chan, D Cuthbert, S Donaldson, E Drysdale, J Duff, A Forbes, M Frampton, N Freshwater, K Harvey, D Illingworth, I James, N Khogali, G Laing, B Leishman, I MacPherson, I Massie, S McCole, T McEwan, J Rebbeck, C Reid, W Robertson, C Shiers, F Smith, C Stewart, G Stewart, R Watters and J Welch.

In Attendance: T Glen, Chief Executive; L Simpson, Head of Legal and Governance Services; S Devlin, Executive Director (Education and Children's Services); B Renton, Executive Director (Communities); S MacKenzie, Head of Finance; S Walker, K Molley, A Brown and M Pasternak (all Corporate and Democratic Services).

Provost X McDade, Presiding.

1. WELCOME AND APOLOGIES

Provost McDade welcomed all those present to the meeting.

2. DECLARATIONS OF INTEREST

There were no Declaration of Interests in terms of the Councillors' Code of Conduct.

3. MINUTE OF MEETING OF PERTH AND KINROSS COUNCIL OF 10 MAY 2023 FOR APPROVAL

Minute of Meeting of Perth and Kinross Council of 10 May 2023 was approved as correct record.

4. OUTSTANDING BUSINESS STATEMENT

The Outstanding Business Statement was noted, and it was agreed to remove the completed actions.

5. NOTICE OF MOTIONS

(i) Motion to amend Standing Order 9.1

Motion By Councillors P Barrett And G Laing

9.1 Meetings of the Council, Committees or Sub-Committees are ordinarily held in the Council Chamber at 2 High Street, Perth. These meetings are open to the public in terms of Section 50A of the Local Government (Scotland) Act 1973 and are generally recorded for broadcast online after the meeting (except for the Licensing Committee).

Propose deletion of the text “(except for the Licensing Committee)”.

Resolved:

In accordance with the Motion.

(ii) Motion on Use of Air Travel within the UK

Motion By Councillors G Laing and G Stewart

Council agrees that representatives of Perth and Kinross Council, whether Officers, Elected Members, or other staff, will not use air travel within the UK mainland for business travel purposes unless there is other no other means of suitable travel available to them.

Amendment Councillors A Forbes and N Freshwater

Council agrees that representatives of Perth and Kinross Council, whether Officers, Elected Members, or other staff, will consider our climate change objectives when deciding what means of transport, they use for business travel.

In terms of Standing Order 21.1, a roll call vote was taken:

26 Members vote for the Motion, as follows:

Provost X McDade, Depute Provost A Parrott, Bailies A Bailey, R Brock, C McLaren, M Williamson, Councillors L Barrett, P Barrett, S Carr, D Cuthbert, S Donaldson, E Drysdale, M Frampton, K Harvey, G Laing, B Leishman, I MacPherson, I Massie, S McCole, T McEwan, J Rebbeck, W Robertson, C Stewart, G Stewart, R Watters and J Welch

14 Members voted for the Amendment, as follows:

Bailie C Ahern, Councillors K Allan, H Anderson, B Brawn, A Chan, J Duff, A Forbes, N Freshwater, D Illingworth, I James, N Khogali, C Reid, C Shiers and F Smith.

Resolved:

In accordance with the Motion.

(iii) Motion on Ending Roma/Gypsy/Travellers Hate Discrimination

Motion by Councillors M Frampton and T McEwan

For too long now The Roma/ Gypsy/Travellers Communities have been stigmatised, because of their own Ancestral and Cultural beliefs and ways of life.

They face racial hate, prejudice, and discrimination, which is extremely harmful, and are one of the most marginalised and disadvantaged Communities in Scotland.

Gypsy/travellers are more likely to be in high risk of poverty and social exclusion, there is educational and employment inequalities and healthcare inequalities which are detrimental to them as a community.

I would ask all Councillors to agree that Perth and Kinross Council pledges to stand against all hate and discrimination of Roma/ Gypsy / Travellers, and commits to breaking down barriers within Education, Healthcare and Employment.

Resolved:

In accordance with the Motion.

Following a Point of Order raised by Councillor G Laing, the mover and seconder of motions (iv) and (v) agreed to remove the reference of the Chief Executive.

(iv) Motion on Scottish Fire and Rescue Services Cuts

Motion by Councillor J Duff and Bailie C Ahern

In an effort to address the consequences of the Scottish Government's flat cash budget settlement over the next four years, which will require budget cuts of £36million, the Scottish Fire and Rescue Service has announced the removal of fire appliances from a number of fire stations across Scotland including one of the three fire appliances based at Perth's only fire station. This will also be accompanied by a reduction in the number of firefighter posts at Perth.

These latest cuts follow on from significant underinvestment in the Scottish Fire and Rescue Service over many years, including the loss of nearly 600 wholetime operational firefighter posts in the decade to 2021-22, and response times for emergency call-outs rising every year since the Fire and Rescue Service was centralised.

While these latest cuts are purported to be temporary, the reduction of a fire appliance and firefighters from Perth will place our communities and firefighters at greater risk and is of significant concern to this Council.

This Council therefore calls upon the Chief Executive and Council Leader to meet with the Cabinet Secretary for Justice and Home Affairs and with our Community Planning Partners in the Scottish Fire and Rescue Service to express this Council's serious concerns for these proposals and to call upon the

Scottish Government to provide sufficient additional funding to reverse these cuts.

The Mover and Seconder of the Motion agreed to remove the reference of the Chief Executive from their motion.

Resolved:

In accordance with the Revised Motion.

(v) Motion on University of the Highlands and Islands Perth

Motion by Councillors J Duff and C Shiers

Following the Scottish Government's flat cash budget settlement for the college sector, UHI Perth will be required to make cuts of £3million and a 10% reduction in its academic credits in 2023/24. This will result in up to 50 job losses and fewer students being taught at UHI Perth at a time when skills training is even more important than ever.

These cuts come on the back of the Scottish Government's removal of £46million from the College/University sector's budget to help fund the recent Local Government teacher pay awards with no assistance being provided to help UHI Perth settle its own 2022/23 and 2023/24 staff pay award. The latest pay offer has been rejected by staff and industrial action remains ongoing which is particularly unsettling for everyone involved.

Thankfully, the proposed cuts to the nursery have been deferred for 2023/24 allowing the college to look at a different funding model for nursery provision, which is a vital facility for the staff, students and others.

Perth and Kinross Council has a successful working partnership with UHI Perth. For example, with the Highland Perthshire Learning Partnership based at Pitlochry High School which is helping to meet the educational needs of pupils and adult learners in the area.

The financial consequences of the Scottish Government's failure to fund UHI Perth is a significant cut to teaching staff at all levels, the potential loss of a number of courses from the curriculum and a reduction in the overall number of students who can find a place at UHI Perth.

This Council therefore calls upon the Leader of the Council and the Chief Executive to meet with the Cabinet Secretary for Education and Skills to call for additional funding for UHI Perth to prevent these job losses and course cuts.

THERE FOLLOWED A SHORT RECESS AND THE MEETING RECONVENED AT 11:45AM.

The Mover and Seconder of the Motion agreed to remove the reference of the Chief Executive from their motion.

Proposed Amendment by Councillor E Drysdale

In accordance with the motion but also to incorporate the following:

This Council calls upon the Council Leader to meet with the Principle of the University of Highlands and Islands and only if deemed necessary, then contact the Minister of Further and Higher Education to call for additional funding for UHI Perth to prevent these job losses and course cuts.

The Mover and Seconder of the Motion agreed to incorporate this amendment into their motion.

Councillor C Shiers made a further suggestion to the revised motion which was agreed:

The Council calls upon the Council Leader to arrange a Cross Party meeting (member from each Political Party) with the Principle of the University of the Highlands and Islands and only if deemed necessary, then contact the Minister of Further and Higher Education to call for additional funding for UHI Perth to prevent these job losses and course cuts.

Resolved:

In accordance with the Revised Motion.

6. ANNUAL TREASURY REPORT 2022/23

There was submitted a report by Head of Finance (23/204) reporting on the expected treasury activity for the forthcoming year (i.e. the Treasury and Investment Strategy) and the subsequent reporting of the actual results and activities (i.e. this Annual Treasury Report).

Resolved:

The contents of Report 23/204, be noted.

7. UPDATE TO SCHEME OF ADMINISTRATION

Resolved:

The proposed changes to the Scheme of Administration as set out on the agenda, be agreed.

8. ELECTED MEMBERS BRIEFING NOTES

Resolved:

The Elected Members Briefing Notes, issued since the previous Council meeting and as set out on the agenda, be noted.

PERTH AND KINROSS COUNCIL

OUTSTANDING BUSINESS STATEMENT (OBS)

(Report No. 23/233)

Please note that this statement sets out outstanding decisions of Council / this committee / sub-committee along with an update and estimated completion date. Actions which are overdue are shaded for ease of reference. Where an update reflects that an action is complete then agreement will be sought to its removal from the OBS.

No	Date / Minute Reference / Report Number	Subject Title	Outstanding Action	Update	Lead Officer /Service	Action Due/ completed	Action Expected
3.	25 May 2022. Item 6. Report 22/110	Appointment of Non-Elected Members	Elections to take place as soon as possible for relevant non- elected members on Learning and Families Committee.	<p>Appointments were confirmed at the Learning and Families Committee on 23 August 2023.</p> <p>Progress of Appointments are also noted on the Outstanding Business Statement for the Learning and Families Committee and will now be removed from the Council Outstanding Business statement.</p> <p>COMPLETE</p>	Democratic Services Manager	DUE	August 2023

No	Date / Minute Reference / Report Number	Subject Title	Outstanding Action	Update	Lead Officer /Service	Action Due/ completed	Action Expected
11.	21 December 2023. Item 11	Update to 2023 Committee Timetable	To alter the scheduled meetings of the Employees JCC and JNCT to correct sequencing.	Item on Committee Timetable scheduled for the Council agenda on 30 August 2023. NOT COMPLETE	Democratic Services Manager	DUE	August 2023
17.	28 June 2023 5(iv)	Letter from Council Leader	Letter to be sent to Cabinet Secretary for Justice and Home Affairs and Community Planning Partners in the Scottish Fire and Rescue Service asking for a meeting to be arranged to express the Council's serious concerns over Scottish Fire and Rescue Service cuts and to seek additional funding from the Scottish Government.	COMPLETE	Democratic Services/ Communications Team		August 2023
18.	28 June 2023 5(v)	Letter from Council Leader	Letter to be sent to Principle of the University of the Highlands and Islands asking for a meeting to be arranged with a member from each Political Party to discuss	COMPLETE	Democratic Services/ Communications Team		August 2023

No	Date / Minute Reference / Report Number	Subject Title	Outstanding Action	Update	Lead Officer /Service	Action Due/ completed	Action Expected
			additional funding for UHI Perth to prevent job losses and course cuts.				

MOTION BY COUNCILLORS E DRYSDALE AND G LAING**Proposed Closure of Methven Branch Surgery**

This Council notes with great concern the proposal to close the Methven Branch Surgery with patients to be offered care at Victoria Practice, Glover Street in the centre of Perth instead. Such a move would cause significant inconvenience and disruption to patients who have been attending Methven branch surgery, especially those who rely on public transport or who are mobility impaired. At a time also of increasing population migration into West Perth, this closure would be a hugely unwelcome development.

This Council calls on the Leader of the Council and the Leaders of all other political groups within Perth & Kinross Council on behalf of those families affected by this latest proposal, to write jointly to the practice managers, NHS Tayside Primary Care Services and Perth & Kinross Health and Social Care Partnership to request an urgent meeting to discuss alternative options for the primary care of the 1500 patients in the Methven area.

MOTION BY COUNCILLORS E DRYSDALE AND G LAING**Calling for improved financial and practical support from UK Government to facilitate planned increases in Asylum Seeker Dispersal to Perth & Kinross**

Last month the UK Government restated its policy to reduce its reliance on contingency hotels accommodation for asylum seekers. This month, Perth & Kinross Council was advised of the Government's intention to increase the numbers to be housed in two hotels within Perth City Centre by 85%. These measures are being rolled out imminently so far without clarity on many practical considerations, on dealing with the impact on public services, and on sufficiency of increased funding to the Council. The matter of local private housing accommodation for those eventually granted asylum has still to be addressed.

The people of Perth & Kinross have a proud history of offering support and sanctuary to those fleeing conflict – most recently from Ukraine, Afghanistan and Syria – and this will certainly continue, however Governments must provide practical and financial resource to assist the local authority and public partners in looking after our guests.

Council therefore calls upon the Leader of the Council and leaders of all political groups within Perth & Kinross to write to the UK Home Secretary urgently requesting further financial and practical assistance so that asylum seekers who arrive in Perth & Kinross can be properly looked after, in a caring and compassionate manner.

MOTION BY COUNCILLOR B LEISHMAN AND BAILIE A BAILEY**Winter Clothing Grant for School Children**

The devastating cost of living crisis shows no sign of ending. This is impacting nearly everyone in society and there are families across every ward in Perth & Kinross that are in great need and would benefit from help in providing winter clothing for their children and young people.

We propose to add an additional £20,000 to the Council's Financial Insecurity Fund with referral routes for applications being broadened to include schools, link workers, self-referrals and those who may be eligible through Welfare Rights and Welfare Fund.

This £20,000 would be taken from the Covid Reserve.

PERTH AND KINROSS COUNCIL

Council – 30 August 2023
Scrutiny and Performance Committee – 13 September 2023

PERTH & KINROSS COUNCIL ANNUAL PERFORMANCE REPORT 2022/23

Report by the Chief Executive

(Report No. 23/234)

1. PURPOSE

- 1.1 The Annual Performance Report (APR) is part of the Council's strategic planning and performance framework, supporting delivery of the Council vision and achievement of outcomes. It provides an overview of how we have performed against our priorities, actions and associated key performance indicators in the period from April 2022 to March 2023, as set out within our Corporate Plan 2022-2027.
- 1.2 This is a transitional year as we are reporting on performance during a year in which Council approved a new Corporate Plan. Whilst the revised Corporate Plan was approved by Council in December 2022, this report covers a full financial year reporting period. It recognises activity undertaken in support of our corporate priorities both pre-and post publication of the Plan.

2. RECOMMENDATION

- 2.1 It is recommended that the Council:
- approves the Annual Performance Report for 2022/23.

It is recommended that Scrutiny and Performance Committee

- scrutinises the Annual Performance Report for 2022/23.

3. STRUCTURE OF REPORT

- 3.1 This report is structured over the following sections:
- Section 4: Background
 - Section 5: Summary Information
 - Appendix 1: Perth and Kinross Council Annual Performance Report 2022/23
 - Appendix 2: Annual Performance Report 2022/23 Executive Summary

4. BACKGROUND

- 4.1 Perth and Kinross Council's Annual Performance Report (APR) is a statement of the progress made towards achieving our strategic priorities and meeting our statutory duty to deliver best value during the year 2022/23. It provides elected members, officers and the public with a clear understanding of the

performance achieved and case studies providing illustrative examples of progress on our work towards a Perth and Kinross where everyone can live life well, free from poverty and inequalities.

- 4.2 In previous years, we have produced a separate online dashboard, PK Performs with further detailed information on indicators. This year, however, as we transition to new performance reporting and strategic planning arrangements, we are presenting detail on indicators within the main body of the APR. Detail on improvement actions will follow later in the year through a Corporate Delivery and Improvement Plan, which will be brought in a draft version to Council in October 2023.
- 4.3 Maintaining a robust and effective performance management framework that includes public reporting is critical to the success of the Council in delivering and improving outcomes for individuals and our communities.

5. SUMMARY INFORMATION

- 5.1 The Council's APR for 2022/23 is a high-level summary of the impact that Council services collectively had in the period 1 April 2022 to 31 March 2023. It provides a summary of trends in data against each of the indicators, however, these should be considered in the context of the current operating environment, challenges and whether we control, influence or are informed by the data.
- 5.2 As the Corporate Plan was published part way through the financial year, in December 2022, and included new indicators, we did not include target information against which performance could be measured for this year. In future years, we will provide a summary of the number and percentage of Key Performance Indicators (KPIs) which have performed above and below target.
- 5.3 Within the APR we have reported our performance against the seven key priorities and associated actions. These are aligned to each of the priorities and actions identified within the Corporate Plan and provide more detail and data on KPIs, performance and improvement.
- 5.4 We have also prepared a shorter performance summary document which summarises the overall data trends of our key performance indicators within each priority area. This shorter version will help support our public performance reporting activity on our website and via social media.
- 5.5 Throughout the report, there are many examples of how services have continued to have a positive impact on outcomes for individuals, businesses and communities. These include:
- Supporting over 900 tenants to access specialist money advice through a dedicated financial hardship project with Citizens Advice Bureau, helping to minimise the impact of the cost of living crisis and prevent some from losing their home
 - Organising support for over 16,500 people with warm spaces, food and warm home packs in response to the cost of living crisis
 - Increasing the number of households who have access to kerbside dry mixed and food waste recycling services.

- Improving biodiversity through changes to our grass cutting regimes and provision of funding to community projects
- Supporting a £1.5m project in central Perth, which brought approximately 900m² of disused commercial space back into use, whilst directly creating 32 highly skilled jobs.
- Co-ordinating delivery of the Volunteer Development Fund, which benefited 1,034 volunteers with either to access training and learning or resources relevant to their roles.
- Improving attainment of literacy and numeracy skills for primary school pupils.
- Reducing the poverty-related attainment gap at both SCQF level five and level six.
- Receiving validation regarding our strategic leadership of adult support and protection, demonstrating how we are keeping vulnerable adults safe and protected.
- Commissioning an externally hosted platform to better understand peoples' experiences across health and social care on a more routine basis.
- Investing over £1 million in active travel infrastructure to encourage residents and visitors to walk and cycle in Perth and Kinross.
- Supporting over 300 community groups to increase their capacity.
- Working in partnership with communities and others to develop an action plan for Coupar Angus which addresses priority issues including health and wellbeing, poverty, social isolation, and employability.

5.6 Despite all of these successes, we are not complacent and recognise the many challenges we faced within 2022/23, and those that lie ahead. The report recognises some of these challenges and the work that we are doing to make positive change.

5.7 In addition to reporting on performance against the actions and indicators set out within our Corporate Plan and in line with the new statutory performance information direction, we have created a supplementary report on performance aligned to the Best Value themes. This report is published on our website with a link included within the APR document.

5.8 Improvement and key delivery activity for 2024/25 will be published in our Corporate Delivery Improvement Plan, which will be brought to Council in October, alongside the Medium-Term Financial Plan. This new reporting arrangement will strengthen the alignment between Corporate Plan performance, improvement activity, budget and resource allocation and the involvement of communities in decision making and influencing Council priorities.

Authors

Name	Designation	Contact Details
Charlene Guild	Head of Innovation	cguild@pkc.gov.uk

Approved

Name	Designation	Date
Clare Mailer	Executive Lead – Strategic Planning and Transformation	22 August 2023

1. IMPLICATIONS, ASSESSMENTS, CONSULTATION AND COMMUNICATION

Strategic Implications	Yes / None
Community Plan / Single Outcome Agreement	None
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 / Corporate Plan

- 1.1 This report demonstrates the achievements and challenges associated with delivery of the Council Corporate Plan 2022-27.

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, Service Senior Management Teams and the Performance, Planning and Risk Group were consulted during the preparation of this report.

External

- 4.2 Not applicable.

5. Communication

- 5.1 Not applicable.

6. BACKGROUND PAPERS

- 6.1 None.

7. APPENDIX

- 7.1 Perth and Kinross Council Annual Performance Report 2022/23.
- 7.2 Annual Performance Report Executive Summary 2022/23.



Corporate Annual Performance Report 2022/23

A Perth and Kinross where everyone can live life well,
free from poverty and inequalities

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Introduction

Welcome to our Annual Performance Report for 2022/23.

This is our first annual report following agreement of our new Corporate Plan at the end of 2022. It provides a summary of the work that has been undertaken over the past year for the residents of Perth and Kinross to deliver on the seven priorities which underpin our vision for:

a Perth and Kinross where everyone can live life well, free from poverty and inequalities.

In setting this vision and our priorities we knew that there were challenges ahead. Tackling poverty and climate change are big issues with causes and solutions that we cannot overcome alone. However, we do have a very important part to play in addressing these.

In reporting on our performance, we have also reflected on where things have not gone as expected, to create a balanced picture of what has been achieved this year. More detailed information about improvement activity for future years will be available in our Corporate Delivery and Improvement Plan (CDIP) which will come to Council in a draft format later this year. The CDIP is a new approach for us, bringing together high-level improvement activity into a single document for the whole organisation, aligning with the review of the strategic leadership structure and operating model for the Council agreed in summer 2023.

To improve our public performance reporting we have created an accompanying executive summary version of this report to provide an at-a-glance guide to our performance. We have also published on our website additional contextual information, including case studies, financial details and how we deliver on the national Best Value themes. Links to these can be found at the relevant points in this report.

We are grateful to all of the residents, businesses, partner organisations and everyone in our teams who have contributed to the work we are reporting on here. We hope that you find this report useful in providing an oversight of how we have performed as an organisation in 2022/23.



**Councillor Grant Laing
Council Leader**



**Thomas Glen
Chief Executive**



A Perth and Kinross where everyone can live life well, free from poverty and inequalities

Outcomes

Children and young people grow up safe, respected, well-educated and confident in their ability to realise their full potential

People and businesses are increasingly able to prosper in a local economy which supports low carbon ambitions and offers opportunities for all

Communities are resilient and physically, digitally and socially connected

People can achieve their best physical and mental health and have access to quality care and support when they need it

Perth and Kinross is a safe and vibrant place, mitigating the impact of climate and environmental change for this and future generations

Priorities

Enabling our children and young people to achieve their full potential

Tackling poverty

Developing a resilient, stronger and greener local economy

Working in partnership with communities

Protecting and caring for our most vulnerable people

Supporting and promoting physical and mental wellbeing

Tackling climate change and supporting sustainable places

Actions

- Ensure inclusive and quality education for all and promote lifelong learning
- Reduce the poverty-related attainment gap
- Ensure that Looked After Children and children and young people with additional support needs achieve health, wellbeing and education outcomes comparable with their peers

- Prevent and mitigate the impacts of poverty for children living in Perth and Kinross
- Mitigate cost of living pressures for households experiencing or at risk of poverty
- Maximise income from benefit entitlement and concessions for households
- Promote and encourage local employers to follow the principles of the Scottish Government Fair Work Action Plan, including the real Living Wage and Scottish Business Pledge

- Support and promote business growth, business and place innovation and investment in both our urban and rural areas
- Invest in innovative green power and smart technology solutions to reduce reliance on electricity from the national grid and create opportunities for business growth and regeneration
- Promote what our city and towns have to offer to businesses, investors and tourists by capitalising on built and natural heritage and assets such as the new Perth Museum and the benefits to the whole area of Perth's status as UNESCO City of Craft and Folk Art
- Support individuals into work and to progress into better paid work, encouraging businesses to access initiatives to create new opportunities for those furthest from the employment market and those currently in low wage jobs

- Establish locality multidisciplinary teams working with our community planning partners and residents to identify and address local solutions to local needs
- Increase the supply and availability of rural housing
- Develop and expand our approach to working with communities to identify local actions and priorities and deliver on these together
- Deliver our internal cultural change programme ensuring all staff contribute to our commitment to engage with and be accessible and responsive to our residents and communities

- Ensure we quickly identify children, young people and adults at risk of harm and abuse and take the necessary actions to keep them safe
- Ensure that people get the right care, accommodation and support where and when they need it
- Prepare for the establishment of the National Care Service and continue to strive for excellent health and social care outcomes for the people of Perth and Kinross
- Work with partners to reduce re-offending and support effective interventions for people in the justice system

- Work with partners to provide localised health and social care provision in areas of greatest need and in those most geographically distant from services
- Improve health and wellbeing in Perth and Kinross by increasing overall participation in sport and physical activity and promoting the wellbeing benefits of time spent in our natural surroundings

- Support the prioritisation of sustainable, cleaner and greener transport in line with the National and Regional Transport Strategies
- Improve the energy efficiency of our Council housing stock and public buildings, and encourage our partners and private householders to consider where they can make improvements
- To conserve and enhance the biodiversity of our natural environment
- To adapt to and mitigate the impact of climate change on the way we operate

Performance summary

Performance against priorities and actions

The following pages highlight just some of the work we have undertaken with our communities and partners across the private, public and third sectors throughout the year. This is listed by priority area as outlined within our [Corporate Plan 2022/23-2027/28](#).

Service Annual Performance reports, which detail further information on how individual Services performed over the past year can be accessed on our [website](#).

Case Studies

Each priority area contains links to relevant case studies. These can be viewed on our [website](#).

Key Performance Indicators

Each priority area also includes Key Performance Indicator (KPI) data with an indication of trend and accompanying commentary. Trends are shown between 2021/22 and 2022/23, or the most recent year available. Trends are shown over one year only due to the impact of Covid-19 on Service delivery/demand.

Caution should be applied when interpreting KPI data, as trends will only be indicative of performance. Trends should be considered in the context of the current operating environment, challenges and whether we control, influence or are informed by the data.

Currently, trend information is not available for some indicators. This is due to dates of data publication or where there are no prior year's data to make comparison against. Where this applies, reasons have been indicated against the relevant KPI.

Trend Key			
Data trending in a favourable direction ↑	Data trending in an unfavourable direction ↓	Data trend remains static ↔	No data available to make comparison in trend N/A

Targets

As the Corporate Plan was published part way through the financial year, in December 2022, and included new indicators, we did not include target information against which performance could be measured for this year. The targets for future years will be included within the Corporate Delivery Improvement Plan for 2024/25 (published in draft in October 2023) and in future years, we will provide a summary of the number and percentage of KPIs above and below target.

Supporting information

Best Value themes

In addition to reporting on performance against the actions and indicators set out within our Corporate Plan and in line with the new [statutory performance information direction](#), we have created a supplementary report on our performance aligned to the Best Value themes. Read the [Best Value Themes Performance Report 2022/23](#) now.

Financial information

We have also included financial information online which details where we get our money from and how we spend the budget. Read the [supporting financial information](#) now.

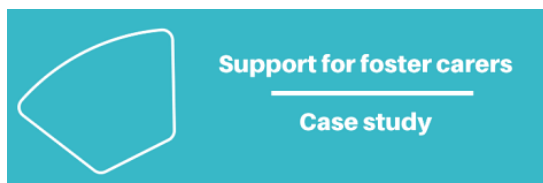
Priority: Tackling poverty

Action: Prevent and mitigate the impacts of poverty for children living in Perth and Kinross

Related activity and information:

Our work on child poverty has been significant this year with particular focus on the priority family groups as defined by Scottish Government. Some of the ways we have and are continuing to do this include:

- Consideration of ways to reduce the cost of the school day, including provision of free period products in schools, activities (and food) during holiday periods and free physical activities and sports.
- We increased our focus on lifting families out of poverty through supporting parents into work, removing the barriers to employment and income maximisation. This resulted in 817 people received employability support, 290 finding or sustaining employment as a result and delivery of 6,394 childcare places across public and third sector.
- Through [Home First](#), we minimised the number of children living in temporary accommodation and continue to be one of the leading authorities in Scotland in this area.



Action: Mitigate cost of living pressures for households experiencing or at risk of poverty

Related activity and information:

- By the end of May 2022, we had committed £5.2million to supporting struggling families with the cost of living crisis through mitigation activities.
- We put a [Cost of Living Crisis Strategy](#) in place and secured funding of £420,000 over winter 2022/23 for warm spaces, food and warm home packs. These were distributed via 120 organisations to 16,575 people (11% of the population of Perth and Kinross) and involved the efforts of 1,049 volunteers.
- We created a multi-agency Anti-Poverty Task Force to enable a partnership approach to mitigating the effects of poverty on residents of Perth and Kinross. Work to date includes:
 - Appointing a lead for 'Cash First' so that we are working towards ending the need for food banks in Scotland.
 - Facilitating MiDAS minibus driver training for volunteers.
- We maintained our rents at affordable levels, 9% lower than neighbouring authorities and 23% lower than local Housing Associations. This has ensured that 85% of residents can afford the rent based on their income before benefits.
- Through a dedicated financial hardship project with [Citizens Advice Bureau](#), we supported 926 tenants to access specialist money advice.
- We supported tenants to keep their home and better deal with cost of living pressures through access to our [Tenancy Sustainment Fund](#) and empowering our staff to take immediate action through a small 'Think Yes' fund.
- Progressed plans towards creating a healthy, sustainable, more equitable food system. This includes achievement of [Sustainable Food Places](#) membership by our Good Food Partnership in Spring 2022.

Action: Maximise income from benefit entitlement and concessions for households

Related activity and information:

- In 2022/23, there was a 36% increase in contacts with our Welfare Rights service. Through these we have supported clients to achieve £6.5m of additional income from unclaimed benefits, improving on the £5.3m achieved in 2021/22. We also received 100% positive satisfaction feedback on the service provided.
- We have continued to administer, create and refine financial support schemes targeted at low-income households. Results of this include:
 - £567,000 of assistance to people on low incomes, including those with debts that could cause them severe issues and those with temporary immigration status who may not be able to access other benefits through our [Financial Insecurity Fund](#).
 - £997,000 to 8,235 low-income households and care leavers through a local scheme which made one-off payments to households in receipt of Council Tax Reduction.
- Following inspection in August 2022, our Welfare Rights Service retained accreditation at the highest level for our work in advising and representing people with benefits decisions and appeals at court and tribunals.

More information on Welfare Rights activity during this year can be found in the [Welfare Rights Team Annual Performance Report for 2022/23](#).





Action: Promote and encourage local employers to follow the principles of the Scottish Government Fair Work Action Plan, including the real Living Wage and Scottish Business Pledge

Related activity and information:




- We adopt an inclusive growth approach within our procurement processes by incorporating, whenever possible, the use of community benefit clauses in our contracts, and by encouraging payment of the Scottish Living Wage.
- We influence employment rates and average earnings by supporting businesses and individuals directly, and through Business Gateway, Growbiz and the Local Employability Partnership
- We collaborate regionally with other Councils and enterprise agencies, ensuring Perth and Kinross residents and businesses benefits from wider opportunities.
- Through the universal youthwork partnership contract providers are encouraged to follow the real living wage pledge.

Key Performance Indicators related to this priority:



Trends will be indicative of performance and should be considered in the context of the current operating environment and level of influence.


Key Actions (summary)	Indicator	Control / Influence	Performance					Comments
			19/20	20/21	21/22	22/23	Trend	
Prevent and mitigate the impacts of poverty for children	Percentage of children living in poverty after housing costs in P&K	Inform	22.6%	18.7%	21.9%	N/A		<p>2022/23 information will not be published until January 2024, therefore trend and commentary are based upon on most recent data published. All figures are based on estimates using Scottish Government data.</p> <p>Child poverty rates have remained fairly stable during this period, despite the impact of Covid-19 and the cost of living crisis. However, latest estimates are that 5,914 children in Perth and Kinross are living in relative poverty. There were significant problems with data collection during the pandemic and figures for 2020/21 are not regarded as reliable. Figures for 2021/22 also include a period when the Universal Credit uplift of £20 a week was still in place, which had the effect of reducing the numbers of children in poverty. We continue to produce an annual Local Child Poverty Action Plan and are developing an overall Tackling Poverty Strategy whilst responding to the more immediate need.</p>
Mitigate cost of living pressures for households experiencing	Number of P&K households provided with energy efficiency and/or low carbon heating advice (PKC funded)	Influence	N/A New Indicator	545	256	884		<p>The number of households provided with advice increased by 245% compared to the previous year. Advice was provided by SCARF and HEAT projects, with funding provided from Housing and Climate Change budgets. This resulted in savings for residents, reductions in carbon emissions and removed some</p>

Key

 Data trending in favourable direction
  Trend remains static
 Data trending in unfavourable direction




Key Actions (summary)	Indicator	Control / Influence	Performance					Comments
			19/20	20/21	21/22	22/23	Trend	
and at risk of poverty								residents from fuel poverty. Funding will remain at the same level for 2023/24.
	Number of new publicly available social housing units including buybacks, conversions and empty homes conversions	Control	250	246	310	203	↓	Whilst performance in this area declined within 2022/23, we delivered 203 homes and exceeded our Local Housing Strategy target of 200 affordable homes this year.
Maximise income from benefits and concessions	Number of Scottish Welfare Fund Crisis Grant applications	Influence	4,611	6,336	5,498	6,539	↓	<p>There has been an increase in applications due to the combined effect of Universal Credit deductions and the current Cost of Living Crisis. 87% of the total Scottish Government allocation for Scottish Welfare Fund was spent in respect of Crisis Grants. Including money allocated by ourselves to support this fund, the total spend in this area was £1.1m. 4,223 households were awarded crisis grants, equating to a 65% award rate.</p> <p>Proposed amendment to KPI Upon reflection, whilst we recognise this indicator's value in illustrating one way in which we can assist our citizens, Crisis Grants in isolation may not be the most appropriate measure of how we maximise income. They are designed to tide people over in times of crisis when they have exhausted all other available resources. We therefore propose to include a further measure in future years to capture benefit gains (additional income from unclaimed benefits) achieved with our support.</p>

 Data trending in favourable direction
  Trend remains static

Key  Data trending in unfavourable direction

Key Actions (summary)	Indicator	Control / Influence	Performance					Comments
			19/20	20/21	21/22	22/23	Trend	
Promote and encourage principles of the Scottish Government Fair Work Action Plan	Number of employers signed up as Living Wage employers in Perth & Kinross	Influence	N/A New Indicator		91	97	↑	The figure for 'Employers signed up to Living Wage' only includes those signed up officially as Living Wage employers, however, we are aware there are many more paying it to all employees. We encourage all employers locally to pay their employees the Real Living Wage , and it is now a condition of our support to employers via recruitment incentives that they pay the Real Living Wage.
	Percentage of people earning less than the real Living Wage	Influence	21.1%	25.3%	16.5%	15%	↑	<i>The 2022/23 figure is provisional until November 2023.</i> It is likely that the increase in 2020/21 figure of the percentage of people earning less than the Living Wage was impacted by Covid-19. We have seen considerable improvement in 2021/22. The provisional figure for 2022/23 shows further improvement also.

Key

 Data trending in favourable direction
  Trend remains static
  Data trending in unfavourable direction

Priority: Tackling climate change and supporting greener sustainable places

We continue to deliver the [Climate Change Strategy and Action Plan for Perth and Kinross](#), which sets out our plans and actions to reduce carbon emissions and build resilience, meet our regulatory requirements and protect our environment for current and future generations.

Action: Support the prioritisation of sustainable, cleaner and greener transport in line with the National and Regional Transport Strategies

Related activity and information:

- To further grow the availability of EV chargers the Broxden Low Carbon Transport Hub project started on site in October 2022. Once fully completed there will be a further 41 charging spaces available. These will be supported by a renewable energy generation and storage system which will be controlled remotely to reduce carbon emissions and energy costs for the council.
- To help ensure sustainable operation of the Council's electric vehicle charging infrastructure we began charging for the use of EV chargers in January 2023.

Action: Improve the energy efficiency of our Council housing stock and public buildings, and encourage our partners and private

householders to consider where they can make improvements

Related activity and information:

- We are working to increase the number of properties with Energy Performance Certificates (EPCs) and carrying out actions required to bring any existing Band E and F properties up to the minimum required standard of Band D by 2025. A new team has been set up to support this work and good progress is being made with only 500 properties out of our total housing stock requiring some work to meet this standard.
- As required by the Scottish Government, we are developing a Local Heat Energy Efficiency Strategy (LHEES) for improving the energy efficiency of existing housing. In December 2022, we appointed a specialist company to assist with this work.
- Throughout the year we have continued to implement building level interventions including rationalising hot water systems, installing LED lighting, and replacing inefficient heating equipment. We have also worked with building users and colleagues to increase energy awareness to change behaviours throughout the estate. These actions have resulted in the following reductions:
 - Energy Consumption - 6000 MWh (12% reduction)
 - Carbon Emissions - 1325 TCo2e (14% reduction)
 - Costs - £500k (8% reduction)
- We began a major improvement programme to transform all of our [multi-storey blocks](#) in Perth making them energy efficient homes where people want to live.
- In January 2023, we secured funding of almost £4 million to transform a local permanent Gypsy/Traveller site near Perth. This work will result in new energy-efficient accommodation and see upgrades which support climate change ambitions

and create a sustainable environment for residents. Work is due to commence on site in early 2024.

- Consultation and engagement with residents has been, and will continue to be, key to both of these projects.
- We are continuing to embed [Passivhaus standards](#) for energy efficiency, carbon reduction and build quality in our new public buildings. Riverside Primary School, which opened in June 2023, was built to this standard in 2022/23. The replacement Perth High School and Blairgowrie Recreation Centre are currently being built to this standard.

Action: To conserve and enhance the biodiversity of our natural environment

Related activity and information:

- We supported actions to improve our biodiversity through [Tayside Local Biodiversity Action Plan 2021-26](#) and other initiatives.
- We worked with communities, in conjunction with the Tayside Biodiversity Partnership, to deliver community projects through the [Perthshire Nature Restoration Fund](#). Projects supported included restoring native habitat at selected forested sites, removal of Hogweed and Japanese Knotweed (invasive species which can harm biodiversity) and rewilding projects. We have delivered successful outcomes from this in 2022/23, both across the Council estate and within communities, with one of the projects receiving national recognition and an award.



Action: To adapt to and mitigate the impact of climate change on the way we operate

Related activity and information:

- We secured £2.72m of capital investment from the [Recycling Improvement Fund \(RIF\)](#) to deliver a more equitable service for residents and ensure that our kerbside recycling service is compliant with the [Scottish Charter for Household Recycling](#). The first project was successfully rolled out in November 2022 with dry mixed recycling and food waste communal bins being installed at existing Perth city centre residual waste bin hub sites. This has provided a recycling service to over 1,000 households who never previously had access to recycling services.
- We reduced the recycling contamination rate (material out with those accepted in bins) from a peak of 28.52% in November 2020 to an average of 19.38% in 2022. We have achieved these reductions through our '[Stick to the Six](#)' campaign, which received national recognition and a silver award in the waste and recycling category at the [Association for Public Service Excellence \(APSE\) Striving for Excellence Awards](#) in May 2022.
- We completed our first Climate Change Risk and Opportunity Assessment that covers both Perth and Kinross as an area, as well as our own operations. It helped map out what impacts were already being experienced as well presenting how these might change under future high and low emissions scenarios.
- Through continued delivery of [Flood Risk Management](#) projects, we are reducing the flood risk to our communities and infrastructure. A new bridge scour assessment programme has started, focused on helping to proactively reduce the risk of future bridge damage and the associated impact to our communities.

Key Performance Indicators related to this priority:

Trends will be indicative of performance and should be considered in the context of the current operating environment and level of influence.

Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
Support the prioritisation of sustainable, cleaner, and greener transport	Number of publicly available charging devices per 100,000 population	Influence	66.1	69.8	84.9	125.5	↑	The number of publicly available charge points has increased year-on-year and by almost 50% in 2022/23. Of this increase, we installed three new chargers in Scone, Abernethy and Kinross, with the private sector responsible for the remainder.
	Percentage of Council fleet vehicles that are electric or other zero direct carbon fuel technologies	Control	3.48%	5.34%	5.34%	3.8%	↓	All our electric fleet vehicles are leased. There has been a reduction in this indicator due to leased electric vehicles (EVs) being returned to the lease supplier. We are committed to transitioning our fleet to low emission vehicles and we are currently developing an EV transition plan to ensure that we have a cleaner and greener fleet, as well as meet Government targets. This plan not only focuses on vehicles but also on identifying the infrastructure necessary to move to 100% EVs for our cars and light vehicles. The development of a plan for our larger vehicles and HGVs will follow, as the technology for these vehicles is rapidly changing with various solutions being available.
Improve the energy efficiency of our buildings, and	Percentage of Council housing meeting the Energy Efficient Standard 2 for social	Control	3.4%	5.1%	6.2%	6.6%	↑	Our current performance reflects, in the main, those properties that have been new builds constructed over the last 10 years as well as major energy efficiency upgrades to a small number of the existing housing stock.



Data trending in favourable direction






Trend remains static

Key






Data trending in unfavourable direction

encourage our partners and private householders to consider improvements	housing (minimum EPC B)							
	Scope 1 and 2 Emissions from Council Non-Domestic Estate (tonnes CO ₂ e)	Control	12,091	10,111	10,761	9,226	↑	There has been a decrease in emissions from the Council estate in 2022/23. This is due to operating our buildings more efficiently by upgrading and expanding our Building Management Systems (BMS) more widely. This was supported by energy efficiency projects at sites across our estate.
To conserve and enhance the biodiversity of our natural environment	Area grassland managed by PKC for biodiversity improvement objectives (ha)	Control	N/A New Indicator	21.8ha	21.8ha	40.4ha	↑	We continued grassland management trials in 2022/23 increasing the area managed for biodiversity from 21.8 to 40.4 hectares. For further information please refer to the link above or case study embedded within this report.
To adapt to and mitigate the impact of climate changes on the way we operate	Total household waste recycled/composted as % of all household waste	Influence	52.7%	49.4%	50.1%	N/A	N/A	<i>2022/23 information will not be published until September 2023 and data has not changed from that which was published within the Corporate Plan. In future years, trend will be based upon the most recent data published.</i> Whilst there was a dip in performance during the pandemic, recycling rates improved in 2021/22.
	Climate Change Assessment Tool (CCAT) overall score	Control	N/A New Indicator	51%	61%	69%	↑	There was overall progress in line with Council targets. This is due to progress within specific elements of the topics assessed. This includes our inclusion of climate change as a strategic priority within the Corporate Plan, and introduction of a new screening process to consider all corporate strategies against statutory environmental requirements. The

 Data trending in favourable direction  Trend remains static
 Key  Data trending in unfavourable direction

								assessment of how procurement contributes to this score shows that further work is needed. This is an identified aim of the ongoing procurement transformation programme.
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Key

 Data trending in favourable direction
  Trend remains static
  Data trending in unfavourable direction

Priority: Developing a resilient, stronger and greener local economy

Action: Support and promote business growth, business and place innovation and investment in both our urban and rural areas

Related activity and information:

- We supported the deployment and use of digital fibre network to support business innovation and growth. We also continue to work with the private sector to ensure all households across Perth and Kinross can access superfast broadband and that our key settlements have access to a Full Fibre Network. We are currently working with 20 commercial suppliers to connect more households to ensure superfast broadband is made available to as many households as possible.
- Phase one of the Cross Tay Link Road (CTLR) was completed in September 2022. The CTLR project will address the long-term transportation needs of the area, facilitate investment of £174 million in new commercial space and bring the prospect of more than 5,000 new jobs to the area. Works within phase two are progressing well, with completion estimated at Spring 2025.
- We secured approval of funding of £10 million towards the cost of delivering enabling works for Phase one of the [Perth Eco-Innovation Park](#). We have also developed plans to attract public and private investment. The project is part of the [Tay Cities Clean Growth Initiative](#) and aims to transform

a 25-hectare site to support place based and business innovation within the Clean Growth sector to create higher value jobs.

- We supported a £1.5 million project in central Perth, bringing approximately 900m² of disused commercial space back into use, whilst directly creating 32 high skilled jobs.



- Through initiatives such as our Open for Business Fund, Vacant Property Feasibility Fund and [Adapt Your Property Fund](#), we:
 - Approved 36 grants for city and town centre retail/hospitality premises improvements: typically for façade enhancements.
 - Supported 20 projects for business/property owners to undertake feasibility studies to develop sustainable future uses and re-purpose vacant commercial properties.
 - Brought seven commercial properties back into use (delivering 3500m² of commercial floor space); converted six premises to residential use, creating 23 individual properties; these supported creation of over 200 jobs and £6 million pounds of further investment in Perth city and towns.

Action: Invest in innovative green power and smart technology solutions to reduce reliance on electricity from the national grid and create opportunities for business growth and regeneration

Related activity and information:

- Capital Investment of circa £500,000 is planned/scheduled for 2023/24 and an additional £2 million of capital funding was added into the Council budget in March 2023 for decarbonisation. We are also developing the detail behind the Climate Change Strategy Action Plan to move towards decarbonising the estate by 2045.

Action: Promote what our city and towns have to offer to businesses, investors and tourists by capitalising on built and natural heritage and assets such as the new Perth Museum and the benefits to the whole area of Perth's status as UNESCO City of Craft and Folk Art

Related activity and information:

- We continued to deliver the new [Perth Museum Project](#), scheduled to open in Spring 2024. The museum will tell the story of Perth & Kinross' ancient roots through social and natural history with the iconic Stone of Destiny at its heart and being free to view. In 2022, as well as progression of works onsite, we ran a public consultation to choose the name of the new museum. This received more than 450

responses and the name 'Perth Museum' was chosen after being favoured by 60% of respondents.

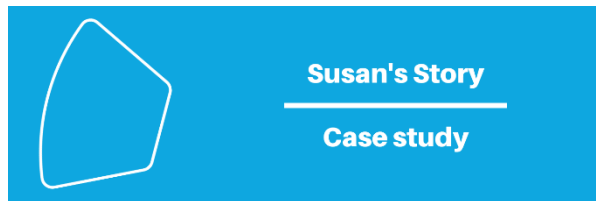
- [Culture Perth & Kinross](#) also redeveloped the former Perth Museum and Art Gallery on George Street to become the [Perth Art Gallery](#). Through this and delivery of Perth Museum there will be double the amount of display space previously available in Perth.
- In partnership with Jupiter Artland, we regenerated and transformed a city centre unit into an immersive creative space that attracted 8,000 visitors over 10 weeks.
- In summer 2022 we ran a "Perthshire - Be Inspired" campaign, supported by funding from [VisitScotland](#). This campaign highlighted the range of activities, events and businesses in and around Perth and Kinross through a variety of channels. This resulted in 188,000 website visits to August 2022 and an 11% increase in the audience of our social media channels.
- Events resumed in 2022, with an extensive programme to mark the Platinum Jubilee incorporating the first Perth Mela Festival. The [Royal National Mod](#) returned to Perth for the first time in 18 years, generating an estimated economic impact of £2.5 million. The Winter Festival also returned, attracting an estimated 68,000 visitors to Perth over the Christmas Lights weekend.

Action: Support individuals into work and to progress into better paid work, encouraging businesses to access initiatives to create new opportunities for those furthest from the employment market and those currently in low wage jobs

Related activity and information:

- Using the Scottish Government [Parental Employment Support Fund](#), we supported nearly 120 eligible parents, both in and out of work, with assistance towards securing well paid, highly skilled employment.
- We have continued to work with businesses and individuals to create opportunities and secure well-paid employment for citizens. During 2022/23 we:
 - created 96 jobs through Employer Recruitment Incentives and moved 21 people into self-employment, through use of Skills Passport funding.
 - supported 38 people classed as long term unemployed into 6 month paid work placements.
 - supported 6 young people to develop coding and software development skills through a pilot CodeClan Youth Academy in March 2023

- On behalf of Perth and Kinross Local Employability Partnership, we launched the No One Left Behind Challenge Fund. This was targeted for delivery of additional and/or enhanced services in supporting people into work placement, employment or volunteering regardless of barriers. This resulted in almost £800k being awarded across eight projects; 230 participants successfully completing a course; and 148 going onto further positive destinations. Initiatives supported included a Freight Logistics HGV Skills Academy, a Digital Youth Business Incubator and a Caring Futures Programme providing support, advice and guidance to potential carers. An evaluation of the Challenge Fund is currently being undertaken and outcomes of this will inform future funding/support approaches driven by the Local Employability Partnership.



Key Performance Indicators related to this priority:

Trends will be indicative of performance and should be considered in the context of the current operating environment and level of influence.

Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
Support and promote business growth and investment	Number of new business start-ups with support from Business Gateway	Influence	262	267	220	250	↑	Performance has improved, and we are the highest performer of the three Tayside local authorities. The Business Gateway contract was retendered in late 2022. We are looking to use the UK Shared Prosperity Fund allocations to expand Business Gateway service provision, particularly around enhanced expert help and community outreach. Support for start-up micro enterprises/self-employed individuals and social enterprises in rural Perth and Kinross is also provided by Growbiz, whom we provided with financial support in 2022/23 to expand its provision also.
	Area of immediate available Service Business Land (Ha)	Influence	30	32	37	N/A	N/A	<i>Data for 2023 will not be available until September 2023, following the PKC employment land audit. Data has not changed from that which was published within the Corporate Plan. In future years, trend will be based upon the most recent data published.</i> Proposed amendment to KPI The definition of immediately available Service Business Land includes land which is available, but for which there may be constraints which will delay the land being used for business purposes. Due to this, we are proposing to change this indicator to immediately available serviced employment land,



Data trending in favourable direction





Trend remains static


Key






Data trending in unfavourable direction

Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
								which will be more narrowly defined as land which is available for businesses to move in and begin operating.
	Percentage of premises connected to gigabit broadband	Influence	1.8%	4.7%	40%	43%	↑	There was a significant change in figures between 2020/21 and 2021/22 due to a widening of the definition of gigabit broadband to include existing cabled networks and completion of the local full fibre network programme. Changes to this indicator are expected to remain more stable in future years.
	Number of registered businesses in Creative Industries (including digital)	Influence	395	400	380	350	↓	<i>Data for 2022/23 is a snapshot only as of February 2023.</i> An increasing number of businesses in Creative Industries (including digital) is seen as an indicator of the local economy adapting to new technologies and innovation. The number has slightly decreased. Business advice is provided to support start-ups and business expansion through Business Gateway and initiatives boosting creativity and/or digital innovation, such as Famous Grouse Idea Centre at Creative Exchange , Tay Cities 5G initiative or Gigabit Perth.
Invest in innovative green power and smart technology solutions	Renewable energy generated across the PKC estate, including from low carbon heat sources (MWh)	Control	2,992	2,972	2,535	2,226	↓	Sources continue to be from biomass, photovoltaics (PV), solar thermal, and air source heat pumps (ASHP). There was a decrease in generation for 2022/23 compared to the previous year due to several biomass boilers being offline, reducing the low carbon heat consumed. Issues were investigated and resolved and as of July 2023, there were only two sites where boilers were still offline. These are planned to be re-instated before the 2023/24 winter




 Data trending in favourable direction
 Trend remains static

Key  Data trending in unfavourable direction

Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
							season. There is a low carbon heat installation programme ongoing with opportunities for renewable energy technologies investigated.	
	Number of registered businesses in energy (including renewables growth sector)	Influence	140	140	140	145	↑	<i>Data is a snapshot only, as at February 2023.</i>
Promote what our city and towns have to offer to businesses, investors and tourists	Investment in economic development and tourism (£ per 1,000 population)	Control	£57,375	£60,121	£94,286	N/A	↑	<p><i>2022/23 information will not be published until January 2024, therefore trend and commentary is based upon on 2021/22 data which became available after publication of the Corporate Plan.</i></p> <p>In 2021/22 we increased our local investment in Economic Development and Tourism by 57%. This has brought us closer to Scottish average investment levels and above our LGBF Family Group comparators average. Investment reflects our ability to secure external funding to support projects such as the Rural Tourism Infrastructure Fund and the Regeneration Capital Grant Fund. We are increasingly focusing on this to maximise available public funding to support revenue and capital projects.</p>
	Total number of visits (in person) to libraries, museums and galleries	Influence	644K	32K	246K	441K	↑	There has been an increase in footfall in 2022/23, which indicates signs of a recovery. In terms of galleries and museums, comparisons are not like for like on the full year. This is due to changes in both opening hours and a closure of galleries for

 Data trending in favourable direction
  Trend remains static
 Key  Data trending in unfavourable direction

Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
								refurbishment and building works, as well as hosting large national events such as the Royal National Mod and the redevelopment of Alyth Museum to the Cateran Eco-Museum Hub. Whilst not reflected in these figures, online use of libraries (including e-lending) and museum services has been steadily increasing in line with UK/national trends over the past 10 years and this continued to be the case in 2022/23.
Support people into work and encourage business to access initiatives to create new opportunities	Percentage of unemployed people assisted into work from council operated/funded employability programmes	Influence	21.5%	8.2%	13%	N/A	N/A	2022/23 information will not be published until August 2023 and data has not changed from that which was published within the Corporate Plan. In future years, trend will be based upon the most recent data published.
	Number of adult learners achieving outcomes	Influence	1,319	110	279	780	↑	The 2022/23 figure increase shows a return towards pre-pandemic levels as face-to-face work with adult learners restarted. Adult learner support included English for Speakers of Other Languages, provision for refugees and those seeking asylum, as well as employability support via accredited ASDAN courses for learners. The Adult Learning Partnership supported learners with a wide variety of learning opportunities, including those with substance misuse issues, poor mental wellbeing and those with a history of offending behaviour.

 Data trending in favourable direction
  Trend remains static
 Key  Data trending in unfavourable direction

Priority: Enabling our children and young people to achieve their full potential

Action: Ensure inclusive and quality education for all and promote lifelong learning

Related activity and information:

- Results from recent Care Inspectorate inspections across Early Learning and Childcare settings were consistently above national results, with 81% evaluated as 'good or better' in care, play and learning, 90% in setting, 81% in leadership and 86% in staff team.
- There have been improvements in attainment across many areas, particularly in literacy and numeracy.
- Primary pupils' achievement of Curriculum for Excellence (CfE) levels has improved and are mostly the highest seen in almost all curricular areas and stages over the last five years.
- For secondary pupils in S3, achievement of CfE Levels has improved by 8% on those last recorded in 2019 and is consistently above the national average.
- Overall leavers' attainment has outperformed the virtual comparator for the highest 20% and middle 60%. The lowest attaining 20% of our school leavers remains the area requiring the greatest attention and a continued focus is required to begin to make improvements in this area.
- During 2022/23, through our Lifelong Learning approach, we supported 1,249 young people to achieve [Duke of Edinburgh Awards](#). Included in this number are 214 young

people who required additional supports to complete their achievements.

- Through partnership working with our [Universal Youthwork providers](#), young participants in Perth and Kinross have achieved awards, including:
 - 4 silver awards in [SQA Youth Achievement](#)
 - 49 [Saltire Awards](#)
 - 1 [John Muir Award](#)
 - 57 participants achieved a [Hi5 award](#)
- 7 young people received SQA Core Skills qualifications at Level 3 in Communication in Listening, Speaking, Reading & Writing and Numeracy through participating in a voyage with [Ocean Youth Trust](#).

Action: Reduce the poverty-related attainment gap

Related activity and information:

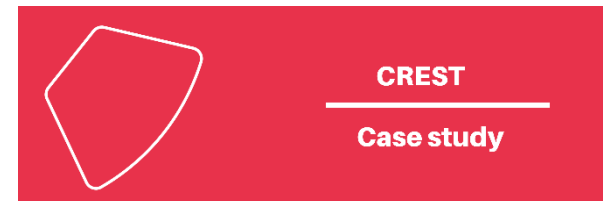
- The poverty-related attainment gaps show a mixed picture across the educational stages, narrowing for P4 and S3, with some areas widening at P1 and P7, and remaining largely static for school leavers. In S1-3 we have reduced the attainment gap, in particular S3 at both level three and level four.

Action: Ensure that Looked After Children and children and young people with additional support needs achieve health, wellbeing and education outcomes comparable with their peers

Related activity and information:

- We work in partnership with a range of public, private and third sector organisations to meet the needs of Looked After children, young people and care leavers.
- We continue to support and promote the use of Kinship placements with family rather than formal fostering arrangements.
- Stability is an important aspect of care arrangements and performance has improved, with only 19% of children and young people having more than one placement during the past year.
- It is a priority within Perth and Kinross to place brothers and sisters who require care, together whenever possible. As of March 2023, 46% of brother and sister groups were all placed together, and a further 32% had two or more brothers and sisters in the same placement. There is recognition at a national level that it will not always be possible to place brothers and sisters in the same foster placement when they are from larger families.
- Through the YoungScot portal 96 young carers in Perth and Kinross have signed up for the [Young Carers Package](#) and claimed entitlements 1,266 times. This package has been developed by the Scottish Government in recognition of the contributions of young carers; and is designed to help them make the most of their free time and provide support in their caring role.

- We supported 171 young people who face disadvantage through skills academies, learning agreements, school groups and job clubs. Projects included academies centred around construction, hospitality, social skills and venture/outdoor education. These provided opportunities for further education, volunteering, work experience and/or employment and resulted in a number of successful outcomes.



Key Performance Indicators related to this priority:

Trends will be indicative of performance and should be considered in the context of the current operating environment and level of influence.



*Attainment indicator data will not be published until February 2024, therefore trend arrows relate to the most recent year of publication.


Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
Ensure inclusive and quality education for all and promote lifelong learning	Percentage of children meeting expected developmental milestones when entering primary school	Influence	81%	77%	82%	82%	↔	There has been a steady increase in the number of children meeting all developmental milestones since the first data collection in 2016, with maintenance over the last year. However, we are seeing the impacts of Covid-19 taking effect over the last two years, in the 27–30 month assessment.
	Percentage of primary school pupils (P1, P4 & P7 combined) achieving expected levels in literacy and numeracy	Control	Not reported due to Covid	74%	78%	*N/A	↑	The achievement of Curriculum for Excellence (CfE) levels for primary aged children has improved by four percentage points in both Literacy and Numeracy, with improvements particularly in the P7 cohort. In most curricular areas and stages, achievement of Curriculum for Excellence Levels is now at the highest levels recorded in Perth and Kinross, and above the average of our comparator authorities.
	Proportion of school leavers attaining 1 or more passes at SCQF Level 5	Control	88%	89%	89%	*N/A	↔	Performance for Scottish Credit and Qualification Framework (SCQF) attainment against both of these indicators remain close to our virtual comparator, and in line with the national averages of 86% at level 5 and 61% at level 6. These measures remain a focus of term visits by officers to schools. Schools closely monitor the proportion
	Proportion of school leavers attaining 1 or more passes at SCQF Level 6	Control	70%	71%	66%	*N/A	↓	

↑ Data trending in favourable direction ↔ Trend remains static

Key ↓ Data trending in unfavourable direction




Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
								of young people achieving these measures, and act to intervene to support young people, where necessary. The fall in the proportion of school leavers leaving with at least 1 qualification at level 6 is mirrored nationally as we have moved from teacher professional judgement through the alternative certification model to the “normal” SQA assessment process in a post-covid environment.
	Participation of 16–19-year-olds participating in learning, training or work (%)	Influence	95%	94%	94%	N/A	N/A	2022/23 information will not be published until August 2023 and data has not changed from that which was published within the Corporate Plan. In future years, trend will be based upon the most recent data published. We are implementing a much more rigorous 16 plus framework in partnership with Skills Development Scotland to effect further improvement in this measure.
Reduce the poverty-related attainment gap	Percentage gap between SIMD 1 and SIMD 5 for school leavers attaining 1 or more passes at SCQF Level 5	Control	21%	28%	24%	*N/A	↑	Figures previously included in our Corporate Plan have been updated in line with changes made by the Scottish Government to indicator calculations, which capture a wider range of attainment.
	Percentage gap between SIMD 1 and SIMD 5 for school leavers attaining 1 or more passes at SCQF Level 6	Control	34%	41%	35%	*N/A	↑	Performance for SCQF Level 6 attainment remains better than our virtual comparator (40%), and the national average (37%). Significant challenges remain at level 5, where performance is in line with our virtual comparator, but lower than the national average (19%). Nine of our secondary schools are now SCQF ambassadors,

 Data trending in favourable direction
 Trend remains static

Key
 Data trending in unfavourable direction

Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
								committed to finding flexible senior phase options for all learners. This will be a key improvement outcome for our planned senior phase curricular input in session 2023/24
Ensure that Looked After Children and children and young people with additional support needs achieve comparable outcomes	Percentage of children being looked after in community placements rather than residential placements – balance of care	Control	96%	96%	94%	93%	↓	There were 276 Looked After Children as at the end of March 2023. Of these, 257 were in community placements, and 19 were in residential or secure care placements. The social and emotional impact of Covid-19 has had a major impact on risk taking behaviour amongst young people which has required increased use of residential placements. This situation is being monitored closely with emphasis on enabling the young people to return home.
	Percentage of school leavers looked after within the last year with 1 or more qualification at SCQF level 4	Control	75%	62%	87%	N/A	↑	There has been significant focus on the level 4 outcomes for this cohort of young people and this is reflected in the figures. This improvement puts us above the national average of 78% for this indicator, though still below the overall performance achieved in 21/22 in respect of all school leavers. We recognise that this group is a key priority for improved attainment, and will be directing the Care Experienced Children and Young Persons Funding to support this.

Key

 Data trending in favourable direction
 Trend remains static
 Data trending in unfavourable direction

Priority: Protecting and caring for our most vulnerable people

The Council's Adult Social Work and Social Care services are delegated to the Perth and Kinross Integrated Joint Board (IJB) and managed by the Health and Social Care Partnership (HSCP). There is a statutory requirement for the HSCP to produce an Annual Performance Report and this is reported to the Audit and Performance Committee of the IJB. This report highlights progress against the strategic ambition of the IJB to improve and transform how health and social care is planned, delivered and experienced across Perth and Kinross. It reports on performance which relate to Council statutory functions in relation to social work and social care and in particular:

- support for unpaid carers
- complex care
- adult support and protection
- social care - care homes, care at home, day services
- commissioned services.

Please refer to the [2022/23 Health and Social Care Partnership Annual Performance Report](#) for further information.

Action: Ensure we quickly identify children, young people and adults at risk of harm and abuse and take the necessary actions to keep them safe

Related activity and information:

- We work hard to protect children and young people from harm, abuse, neglect and exploitation and keep them safe. However, the pressure to deliver high quality services continues to rise, with increasing numbers of children and young people being reported as requiring support. Along with staffing pressures, this has resulted in some delays in meeting timelines for holding case conferences. However, children and young people continue to receive high quality support and care. They increasingly remain on the Child Protection Register for shorter periods, show evidence of sustained progress and a greater likelihood that changes made will lead to positive longer-term outcomes.
- In the past year we have introduced a multi-agency screening hub to assist in early identification of risk and concern for children. This group meets weekly, reviewing Child Protection referrals that have been made but do not require an immediate Child Protection response. Referrals are allocated internally and to partners based on need and service availability. This ensures an early response which can prevent an escalation of concerns or lead to statutory social work involvement.
- More adults were reported as being potentially at risk of harm as we emerged from the pandemic. We adapted how we worked, including contacting people digitally, to investigate and gather information as necessary. This meant that more people were able to access the help and support they needed to keep them safe.
- In 2022, the Care Inspectorate led a joint inspection of our multi-agency adult protection arrangements. They reported that we had very effective strategic leadership, and that our processes were leading to improved outcomes for people. We were the only partnership in Scotland to receive this 'very effective' grading.
- SCOPE is part of our Health and Social Care Partnership. It is a specialist, integrated and multidisciplinary team

providing early intervention and ongoing support to people over 14 years with autism and learning disability. Add in something here as per JP around complex care transformation programme.



Action: Ensure that people get the right care, accommodation and support where and when they need it

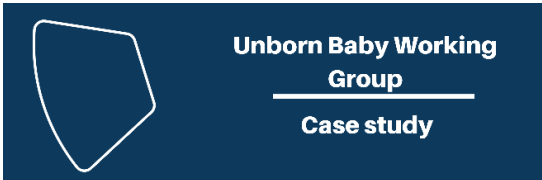
Related activity and information:

- To better understand peoples’ experiences across health and social care on a more routine basis the Health and Social Care Partnership commissioned [Care Opinion](#), in May 2022. Care Opinion allows people to share their stories, engage with services directly and provides a ready suite of resources, personal experience stories and improvement ideas from people who use our services. Almost two thirds of our teams are active on the system, and we are expanding this further. Due to our performance and growth on the platform, we are being highlighted as a positive example nationally and have been contacted by other areas keen to learn from our approach.
- Our local Service User and Experience Reporting (SUPER) Survey is also being used to maintain frequent updates and provide an insight on how people experience our services. In 2022/23 there were positive results for rating of care or support as excellent or good (96% of 177 respondents); and less positive results in terms of agreeing that services

supported them to manage their condition so that it did not get worse (68% of 127 respondents).



- We have continued to support over 450 people from Ukraine to settle into accommodation and continue to work with the third sector and community groups to provide support to these and the 109 people seeking asylum. This includes expanding provision of English for Speakers of Other Languages (ESOL) to support the 116 children who have enrolled in our local schools.
- We continue to receive referrals from [CoSLA](#) to support unaccompanied asylum-seeking young people (16-18 years) to settle into the local community. Due to the age of the young people on arrival, they have Looked After status and are afforded the same rights and supports as other Looked After and care experienced (18 years+) young people. As a result, it has been necessary to expand our support service for these young people and host families.



Action: Prepare for the establishment of the National Care Service and continue to strive for excellent health and social care outcomes for the people of Perth and Kinross

Related activity and information:

- In June 2023, the Scottish Parliament extended the deadline for the completion of Stage 1 of the National Care Service (Scotland) Bill to January 2024. It was then announced in July 2023 that accountability for the National Care Service would be shared between the Scottish Government, NHS and local authorities. As part of this the latter will continue to employ staff and be responsible for assets such as buildings. We will continue to monitor national developments and consider activity as required.

Action: Work with partners to reduce re-offending and support effective interventions for people in the justice system

Related activity and information:

- Bail supervision is used to allow young people access to a bespoke person-centred program, tailored to their individuals needs as a means of improving their life chances. In 2022/23, 78 young people were offered Bail supervision as an alternative to remand.
- We continue to monitor the volume of court reporting work in Criminal Justice Social Work to ensure appropriate resourcing. The complexity of reporting has increased, along with new reporting for the recently introduced [Caledonian Programme](#) for domestic abuse offences. We are aware that

a Court backlog remains and there is uncertainty around the projected volume and how this will be processed.

Key Performance Indicators related to this priority:

Trends will be indicative of performance and should be considered in the context of the current operating environment and level of influence.

Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
Ensure we quickly identify children, young people and adults at risk of harm and abuse and take the necessary actions to keep them safe. <i>(Children and young people)</i>	Percentage of children on child protection register over 12 months	Control	12%	21%	8%	4%	↑	Most child protection registrations last less than a year and the number of children and young people who remain on the child protection register for 12 months or more has reduced again. This was following a peak in 2020/21 due to the impact of Covid-19. Many of these children and young people have multiple and/or complex needs which require coordinated support.
	Rate of children on the child protection register per 10,000 children	Control	33	23	19 (est.)	16 (est.)	↑	<i>The rate of child protection registrations per 10,000 children is currently only estimated for 2021/22 and 2022/23, as updated population figures are not yet available.</i> Child Protection registrations in Perth and Kinross remain below the national average rate (from 2022) of 22 per 10,000 population. This ongoing reduction is a consequence of a significant investment made to secure consistent chairing of case conferences and increasing use of Child and Young Person's Plans at a much earlier stage; reducing the need to go to case conference and registration.



Data trending in favourable direction



Trend remains static




Key



Data trending in unfavourable direction




Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
Ensure we quickly identify children, young people and adults at risk of harm and abuse and take the necessary actions to keep them safe. (Adults)	Number of Vulnerable Person Reports received	Influence	1,284	1,515	1,755	2,254	↑	<p>Health and social work data is subject to review and validation and figures can change over time. This has led to some figures being amended from those previously reported in our Corporate Plan.</p> <p>The number of Vulnerable Person Reports received each year has increased by almost 26%. This increase in total referrals coincides with recent activity to promote and improve public and partner services' awareness of adult support and protection services, suggesting we have been successful in encouraging people to come forward with concerns.</p>
	Percentage of Adult Support and Protection (ASP) Initial Referral Discussions held within timescale	Control	N/A	N/A	67%	69%	↑	<p>This was a new KPI in our Corporate Plan. Upon review, data provided was found to be incorrect and has been amended.</p> <p>The percent of ASP Initial Referral Discussions held within timescale has improved by two percentage points, although it remains below target. This is a relatively new process that has been introduced and continues to be evaluated and improved.</p>

Key

 Data trending in favourable direction
 Trend remains static
 Data trending in unfavourable direction




Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
Ensure that people get the right care and support where and when they need it.	Number of households presenting as homeless	Influence	758	670	610	737	↓	The number of households presenting as homeless increased by 21% compared to the previous year. This was due to the demand associated with post-pandemic conditions, cost of living pressures and a reduction in housing supply with less new-build completions and significantly reduced turnover of existing stock. We launched a new self-serve, online Housing Options service, making it easier for people to access a range of housing options.
	Number of PKC homes built for those with particular support requirements (units)	Control	N/A New indicator	8 (PKC)	12 (RSL)	15 (7 RSL & 8 PKC)	↑	<i>This was a new KPI in our Corporate Plan. Upon review, data provided was found to be incorrect and has been amended.</i> Due to the small number of projects involved, the trend may fluctuate each year. Proposed amendment to KPI To align with our Local Housing Strategy , we propose to change this indicator slightly in 2023/24. The new indicator will reflect the minimum target of 10% of all affordable homes, built by us and RSLs, being to wheelchair and adaptable standard.

Key

 Data trending in favourable direction
 Trend remains static
 Data trending in unfavourable direction

Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
	Percentage of adults receiving any care or support who rate it as excellent or good	Influence	83%	N/A	79%	N/A	N/A	<i>This is a bi-ennial survey and data has not changed from that which was published within the Corporate Plan. Trend arrows will only become applicable every 2nd year.</i>
	Percentage of adults supported at home who agree that their services and support had an impact in improving or maintaining their quality of life.	Influence	80%	N/A	75%	N/A	N/A	Every two years across Scotland people are asked to complete the Health and Care Experience Survey and comment on their experience of their GP practice and wider health and social care services. There is no update to this figure in 2022/23, however, as at the most recent Health and Care Experience Survey (2021/22) we remain above or on target when compared to the Scottish average across both KPIs. While performance has declined compared to 2019/20, this is in line with the wider trend experienced across Scotland.

Key

 Data trending in favourable direction
 Trend remains static
 Data trending in unfavourable direction

Priority: Supporting and promoting physical and mental wellbeing

The Council's Adult Social Work and Social Care services are delegated to the Perth and Kinross Integrated Joint Board and managed by the Health and Social Care Partnership (HSCP). There is a statutory requirement for the HSCP to produce an Annual Performance Report and this is reported to the Audit and Performance Committee of the IJB. This report highlights progress against the strategic ambition of the IJB to improve and transform how health and social care is planned, delivered and experienced across Perth and Kinross. It reports on performance which relate to Council statutory functions in relation to social work and social care and in particular:

- support for unpaid carers
- complex care
- adult support and protection
- social care - care homes, care at home, day services
- commissioned services.

Please refer to the [2022/23 Health and Social Care Partnership Annual Performance Report](#) for further information.

Action: Work with partners to provide localised health and social care provision in areas of greatest need and in those most geographically distant from services

Related activity and information:

- Please refer to the [2022/23 Health and Social Care Partnership Annual Performance Report](#) for detailed reporting.

Action: Improve health and wellbeing in Perth and Kinross by increasing overall participation in sport and physical activity and promoting the wellbeing benefits of time spent in our natural surroundings

Related activity and information:

- Following extensive community consultation, we have developed a new [Physical Activity and Sports Strategy](#). This strategy and one year action plan focuses on increasing participation in physical activity and sport to support positive mental and physical wellbeing.
- Over £350,000 was invested in three upgrades of playparks and designs and consultation were under way for a further four upgrades with joint funding from community groups, the Council, and Scottish Government.
- During 2022/23 we invested £1,012,000 in active travel infrastructure to encourage residents and visitors to walk and cycle in Perth and Kinross.
- An additional £9.3 million was allocated in [March 2023](#) to ensure the replacement of Blairgowrie Recreation Centre could go ahead. This is due for completion by the end of 2024 and will provide modern swimming pool and physical activity facilities for residents of Perthshire's largest town.

However, to maintain the affordability of the capital programme, Elected Members agreed to pause work to deliver PH20, the planned replacement of Perth Leisure Pool and Dewar's Centre.



Action: Improve health and wellbeing in Perth and Kinross by ensuring that people have access to wellbeing support when they need it

Related activity and information:

- We improved our mental health crisis response via our partnership work with [The Neuk](#). This peer-led therapeutic space provides a place where people receive person-centred help for their immediate mental health needs in a crisis.
- Further details of improvements can be found within the [2022/23 Health and Social Care Partnership Annual Performance Report](#) and our [Community Mental Health and Wellbeing Services SDP Update](#), as reported to the Integration Joint Board in March 2023.



Key Performance Indicators related to this priority

Trends will be indicative of performance and should be considered in the context of the current operating environment and level of influence.

Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
Improve health and wellbeing in Perth and Kinross by increasing overall participation in sport and physical activity and promoting the wellbeing benefits of time spent in our natural surroundings	Number and percentage of the total school roll (primary and secondary) participating in Active Schools/School Sports	Influence	10,763 30%	Not collected due to Covid	5,190 29%	7,200 39%	↑	Figures for this indicator are calculated across three terms and may include some individual pupils being counted more than once if they participated during more than one term. As school activity programmes have returned more fully in 2022/23 the number of participating pupils has begun to recover.
	Number of attendances at pools, indoor and outdoor sports and leisure facilities and programmes (thousands)	Influence	1.258M	63K	564K	1.002M	↑	Upon review, 2021/22 data provided for the Corporate Plan was found to be incorrect and has been amended. This increase includes an uplift in swimming at Perth Leisure Pool, due to the Olympia Pool in Dundee being closed throughout the year. This accounts for approximately 7% impact on total customer generated income. Fitness membership is continuing to slowly increase with total membership numbers at the end of March increasing to 3,709. Most venues returned to full operation in this year and attendance levels are sitting at approximately 87% of pre-covid levels. The industry average sits approximately 80-90%, so this is a positive position to report upon.
	Percentage of residents satisfied with local leisure facilities	Influence	77%	74%	Not collected due to Covid	58%	↓	Regarding the decrease in satisfaction levels, customer surveys have shown issues with cleanliness. These are particularly in relation to Perth Leisure Pool which, mainly due to the older age of the building and general wear and tear is



Data trending in favourable direction



Trend remains static

Key



Data trending in unfavourable direction

Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
							causing an appearance of uncleanness. £150,000 has been allocated in 2023/24 to review leisure and cultural assets to assess what capital investment they require.	
	Percentage of adults satisfied with parks and open spaces	Control	92%	88%	Not collected due to Covid	N/A	N/A	Awaiting publication of the Scottish Household Survey. No timescale is available as to when this data will be published.
Improve health and wellbeing in Perth and Kinross by ensuring that people have access to wellbeing support when they need it	Mental Health - Reduction in waiting times for people to access Mental Health Services (weeks)	Influence	N/A New Indicator		33	36	↓	As at the end of March 2023, the waiting time for people accessing statutory Mental Health Services had increased by 10% compared to the same period last year. However, at the same time there has been a 27% reduction on waiting lists, suggesting non-statutory community-based services, such as the third sector and peer support networks, are intervening earlier and limiting the need for intervention via statutory services. A report approved by the IJB in March 2023 sets out a redesign of Specialist Community Mental Health Services across Tayside. This will include a focus on reviewing and reducing waiting lists and increasing access to preventative and community support.
	Percentage increase in people who feel that their health and social care support was easily accessible and well communicated	Influence	N/A New Indicator	91%	80%	89%	↑	Service User and Experience Reporting (SUPER) Survey results demonstrate that people broadly feel that their health and social care support was easily accessible and well communicated. While the sample size for this measure remains smaller than we would like, work continues to expand the reach



Data trending in favourable direction



Trend remains static




Key



Data trending in unfavourable direction

Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
								of the SUPER Survey to additional teams and services throughout the Health and Social Care Partnership.

Key

 Data trending in favourable direction
  Trend remains static
  Data trending in unfavourable direction

Priority: Working in partnership with communities

Action: Establish locality multidisciplinary teams working with our community planning partners and residents to identify and address local solutions to local needs

Related activity and information:

We recognise that there is no one-size fits all solution to working with communities to address local needs. In 2022/23 we have tested different approaches, with differing demographics within three specifically targeted areas. Some of the progress made is outlined below.

- **Letham, Perth**

Letham already has a strong community support network but some of the highest deprivation in Perth and Kinross. We are part of a collaborative project with the [Wellbeing Economy Alliance Scotland](#) called '[Love Letham](#)'. We are working together, with the local community, to create a shared local vision of what children and young people need to flourish, as well as a plan to deliver it. In 2022/23 community consultation was undertaken to identify key priorities and a [report](#) on outcomes was produced. Action will be progressed in partnership with the community through developing multi- disciplinary team working.

- **Highland Perthshire**

Highland Perthshire had already established a willingness to deliver differently through the [LEADER programme](#). We are building on this, whilst looking to address the particular challenges presented by the rural poverty premium. A multi-disciplinary steering group has been created between Council, Health & Social Care Partnership, NHS and Police and funding allocated to develop this model. The [Improvement Service](#) are also providing support, as they are keen to learn from and replicate this model elsewhere. The group has been developing internal connections and a collective understanding of the needs of the area before engaging with community groups. Further to an early workshop, poverty and the cost of living crisis have been prioritised as initial focus areas.

- **Coupar Angus**

Coupar Angus was identified by the Community Planning Partnership as one of its focus areas. It has elements of both significant deprivation and rurality. An external consultant carried out community consultation to identify actions in 2022/23. These will be delivered through a multi-disciplinary approach, building on initial work at a child poverty workshop which was held in June 2022.

To support locality working approaches, we have developed a PowerBI tool, which brings together a range of demographic information and provides us with insights into specific issues. This will be used alongside community views and local knowledge to develop locality profiles and tailor our approach accordingly.

Action: Increase the supply and availability of rural housing

Related activity and information:

- The Council's house building programme has delivered new homes in towns and settlements right across the region. Our new affordable homes are all built to the highest standards in areas where there is a shortage of affordable housing. A range of energy-efficiency measures are included in our new-builds to keep the energy bills of our tenants as low as possible, and to minimise the carbon footprint of the homes. Accessible housing is also part of many of the new developments.

Action: Develop and expand our approach to working with communities to identify local actions and priorities and deliver on these together

Related activity and information:

- The [Community Plan \(Local Outcomes Improvement Plan\)](#) was developed in consultation and engagement with communities of both interest and of place.
- In 2022/23 we commissioned an external agency who, together with Community Planning Partners, developed a new [Coupar Angus Action Plan](#). This was informed by extensive consultation with community groups, businesses and locals.
- We commenced [Big Place Conversation](#) events and an online survey in early 2023. These give residents of all ages an opportunity to have their say on what they love about where they live and what could be improved. Engagement

will continue throughout 2023 and feedback will be used to inform the third Local Development Plan.

- Through the Place Based Investment Fund, we have supported the creation of the new [Strathmore Community Hub](#) which is proving to be a popular asset for the local community. Since opening in September 2022, it has already hosted over 90 events, with over 300 hours of bookings.
- An [Education Scotland](#) review of Community Learning and Development in Spring 2022. This highlighted significant strengths in relation to supporting and growing volunteer capacity, but also identified improvements were needed in our approach to volunteering. As a result, we are developing a consistent approach to volunteering across the Council.



Deliver our internal cultural change programme ensuring all staff contribute to our commitment to engage with and be accessible and responsive to our residents and communities

Related activity and information:

- Our cultural change programme picked up pace this year with our Employee Offer Experience (EOE) focused on our Perth and Kinross Offer, the new values, and behaviours framework; and our “eyes and ears” (or No Wrong Door) approach. Our Culture Leads Group which has a

membership of around 70 employees across the Council were fundamental in co-designing this.

- These sessions were led by our Extended Executive Leadership Team. New employees who attended as part of their induction reported feeling more connected to the organisation and had greater clarity on how they fit in to the bigger picture. Employee engagement levels also increased with more staff reporting feeling happier over the nine months the EOE was being delivered.
- By the end of 2022, 26% of the organisation had attended an EOE session either virtually or in person. In addition, another 50% of employees had heard about the Offer through their own line manager using the EOE materials in team meetings or workshops.
- We also changed our leadership development programme, introducing a clear group structure and regular meeting programme for our Extended Executive Leadership Team (EELT) and Leadership Forum.
- We continued to promote a coaching culture where leaders are visible, open, and honest, providing regular feedback to their employees.

- In early 2023, we developed a Leadership Competency Framework and refreshed Performance Development Discussion which will provide clarity in terms of expectations of our leaders.
- We developed a Leadership Masterclass Programme with internal and external facilitators to provide bite-sized learning opportunities to further develop skills and confidence as well as collaboration and discussion to strengthen relationships.
- We offered bespoke team programmes and interventions including coaching. We also introduced team coaching and facilitation to allow teams to better understand different working styles, interpersonal relationships and successful team working.
- We introduced the use of [Insights Team Discovery Model](#) to further develop in this area, improving team culture, developing greater self-awareness in individuals and promoting more effective communication. Through our evaluation process, teams have reported more effective relationships, increased open and honest conversations and awareness of individual differences.

Key Performance Indicators related to this priority

Trends will be indicative of performance and should be considered in the context of the current operating environment and level of influence.

Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
Increase the supply and availability of rural housing	Total number of houses built in rural areas of Perth and Kinross	Influence	143	26	55	63	↑	This includes new Council homes completed in Abernethy in 2022 as a result of a £1.6 million investment from ourselves and the Scottish Government.
	Number of Community Development Trusts supported to increase the availability of rural housing	Control	N/A New Indicator, baseline to be established and targets set thereafter			3	N/A	The three projects included in this indicator secured feasibility funding in 2022/23 for community-led housing developments. All three are in Highland Perthshire and have potential to inform further such projects in other communities.
Develop and expand our approach to working with communities	Number of community groups with local resilience plans	Influence	34	35	26	28	↑	As part of the new framework for civil contingencies, officers have engaged with more communities to develop enhanced resilience to adverse events. We have been able to support willing members to prepare for, respond to and recover from particular weather events. We hope to increase this number year on year going forward.
	Number of community groups supported to increase their capacity	Control	220	270	236	343	↑	The number of community groups supported to increase their capacity rose and exceeded target. This includes support for groups to apply for Community Investment Funding, food insecurity funding and developing community action plans. For 2022/23, additional funding was available to support



Data trending in favourable direction



Trend remains static

Key



Data trending in unfavourable direction

Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
								volunteering activity, which increased the number of groups we worked with. This includes warm spaces funding and Volunteer Development Fund, which gave 1,034 volunteers access to training and/or resources relevant to their roles.
	Number of community groups supported in the asset transfer process	Influence	11	5	7	26	↑	In 2022/23, we supported 26 community groups who enquired about Community Asset Transfer (CAT), providing relevant known information regarding assets and a single point of contact. This approach has allowed for relationship building and facilitated discussions as to whether a CAT is right for the group at this time. As a result of our partnership work, at the end of 2022/23, at least nine of the groups decided that CAT was their preferred option. We are continuing to support these groups to enter the formal CAT request stage two in 2023/24.
	Number of groups receiving community investment funding	Control	127	N/A	141	85	↓	Whilst the number of groups receiving Community Investment Funding was down on the previous year, so was the number of applications. The Community Investment Fund only ran once in 2022/23, as opposed to twice in 2021/22 (after being suspended in 2020/21 due to Covid-19). Consequently, the total number of applications was down on the previous year. Community Groups also had



Data trending in favourable direction



Trend remains static




Key



Data trending in unfavourable direction

Key Actions (summary)	Indicator	Control / Influence	Performance				Trend	Comments
			19/20	20/21	21/22	22/23		
							the opportunity to apply to other grant schemes in 2022/23, such as the Cost of Living Fund, which may have impacted applications.	
	Number of participation requests	Influence	2	1	0	0	↔	In 2022/23, we received no Participation Requests. This situation is not unique to Perth and Kinross, as other local authorities also report low numbers. In recognition of this, Part 3 of the Community Empowerment Act 2015 is being reviewed first as part of a broader Community Empowerment Act review by the Scottish Government. The Scottish Community Development Centre has formed a working group to lead this review with relevant authorities, and we are represented in this working group.




Key

 Data trending in favourable direction
  Trend remains static
  Data trending in unfavourable direction

Key contact

For further information on any area of this report please contact the Corporate Performance Team corporateperformance@pkc.gov.uk.

Disclaimer: All hyperlinks correct at time of publication

Key  Data trending in favourable direction  Trend remains static
 Data trending in unfavourable direction



Executive Summary

Annual Performance Report 2022/23

A Perth and Kinross where everyone can live life well,
free from poverty and inequalities

Executive summary

This Executive Summary uses trend information from the Key Performance Indicators (KPIs) in the Corporate Plan to give an overview of where we are performing well compared to the previous year's data, or where there has been a decline in performance.

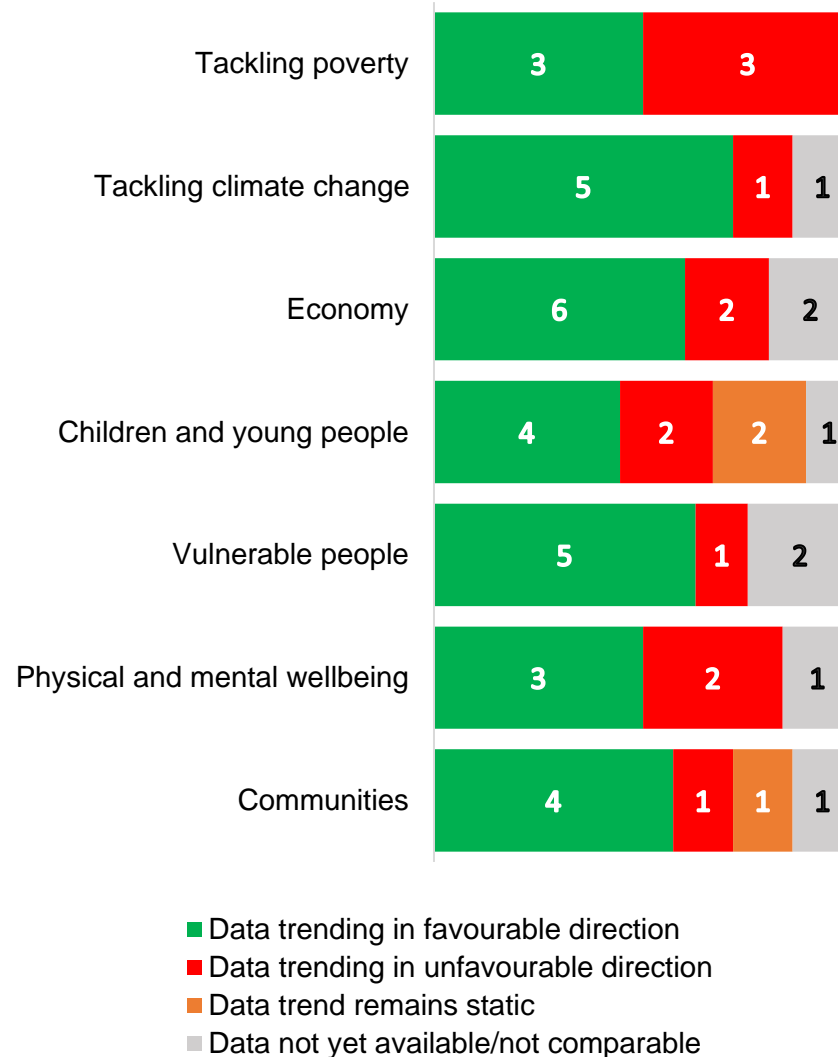
This is intended to offer an 'at a glance' summary of our performance. However, to fully understand the context and the wider activity being undertaken to support our key priorities it is important to read the full Annual Performance Report.

Overview of KPI trends

The graphs within this document provide an overview of trends within the KPI data between 2021/22 and 2022/23, or the most recent year available. Trends are shown over one year only due to the impact of Covid-19 on service delivery/demand.

Caution should be applied when interpreting this data, as trends will only be indicative of performance. Trends should be considered in the context of the current operating environment, challenges and whether we control, influence or are informed by the data.

Currently, trend information is not available for some indicators. This is due to dates of data publication or where there are no prior year's data to make comparison against. Where this applies, reasons have been indicated against the relevant KPI.



Overview of challenges and highlights

Tackling poverty



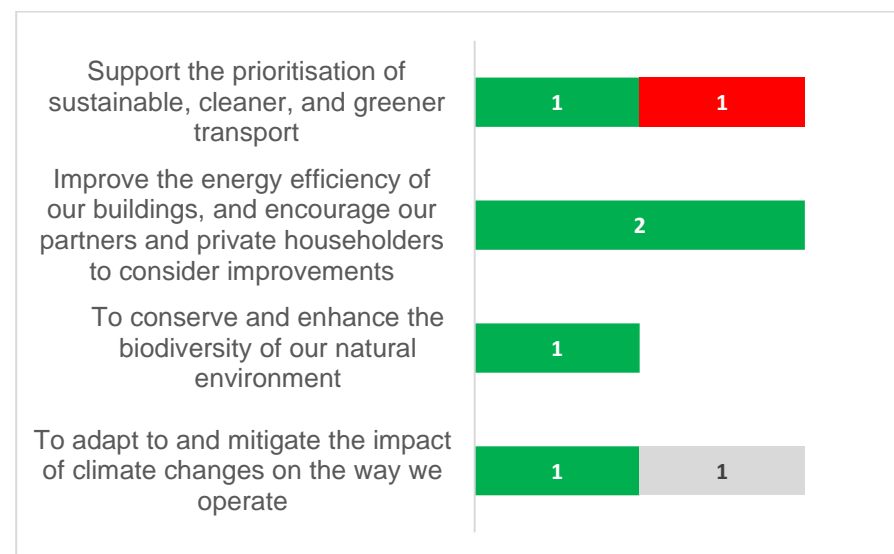
Services and communities continue to face significant challenges in tackling and mitigating the impact of poverty. The percentage of children living in relative poverty and the number of crisis grant applications have both increased. This is reflective of the additional impact the current cost of living crisis has had on what was already a complex area. That said, we have progressed a number of interventions within 2022/23 to mitigate these from increasing further and are continuing to invest in both short and longer-term actions. Improvements will be driven through actions identified by the Anti-Poverty task force and within the Local Child Poverty Action Plan.

In mitigating the cost-of-living pressures, we have worked with partners and increased the number of households provided with energy/heating advice by services by 245%. We will continue to provide the same level of funding in 2024/25. The number of new publicly available social housing units has decreased compared to

the previous year; however, we exceeded target and have maintained our rents at affordable levels.

We have supported increasing numbers of people through our Welfare Rights service, resulting in benefit gains of £6.5m from unclaimed benefits. We continue to promote fair work and in 2022/23, both the number of local Living Wage employers and the percentage of people earning the real Living Wage or above has continued to rise.

Tackling climate change and supporting greener sustainable places



We have continued to progress well in this area, with most KPIs trending in a favourable direction. The number of publicly available Electric Vehicle (EV) charge points increased by almost 50% in 2022/23, the majority of which was delivered by the private sector. We have started works on a major project in 2022 which will further

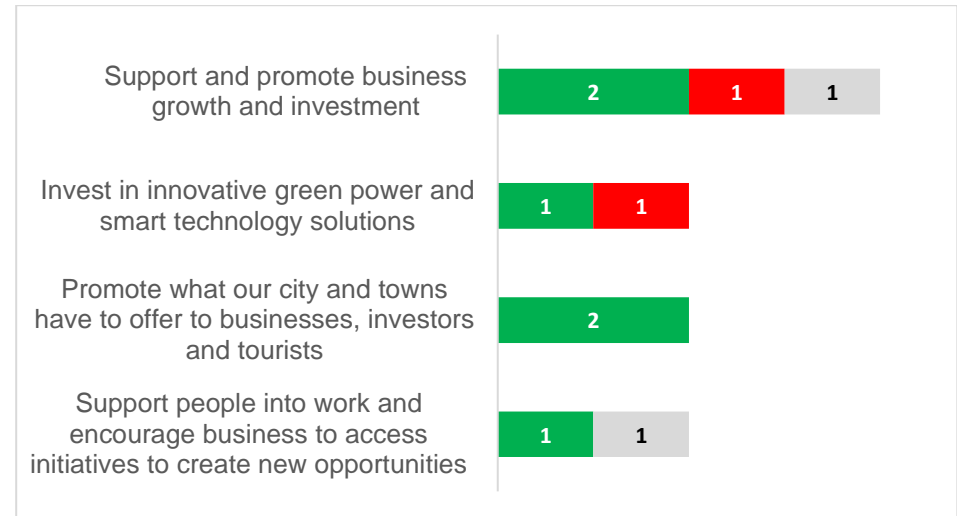
improve EV infrastructure in Perth and introduced EV charging to support sustainability of existing provision. There has been a reduction in electric vehicles (EVs) in our Council fleet due to leasing arrangements coming to an end. We are currently developing an EV transition plan to ensure we have a cleaner, greener fleet and meet government targets.

The percentage of our Council housing meeting the energy efficiency standard improved, and we have commenced activities which will improve this further. We have continued to reduce emissions from our non-domestic properties through use of building management systems and education.

There has been an 85% increase in areas of grassland we manage for biodiversity improvement. We will be reviewing how we can further develop improvement in this area based on trials undertaken in 2022/23.

Whilst we don't yet have current figures around total household waste being recycled, we continue to deliver more recycling services and have reduced recycling contamination rates. Our Climate Change Assessment Tool (CCAT) score has increased by eight percentage points overall. We have identified procurement contribution to this score as an area of development and this will be taken forward as part of transformation activity.

Developing a resilient, stronger and greener local economy



Despite the economic challenges associated with rising inflation and a cost of living crisis, support for business growth and investment in our urban and rural areas is showing signs of improvement. The number of new business start-ups supported by Business Gateway has increased, as has the percentage of premises connected to gigabit broadband. In addition, we have progressed and/or secured funding for some major projects within 2022/23 which support this priority, including the Cross Tay Link Road and Perth Eco-Innovation Park. The number of registered businesses in Creative Industries, however, has declined and support continues to be provided through Business Gateway and sector specific initiatives.

Renewable energy generated across our buildings has decreased due to issues with biomass boilers, which have mostly been resolved. A low carbon heat installation programme is ongoing and

additional Capital investment was committed in 2023/24 for decarbonization activity. As at February 2023, the number of registered businesses in energy has increased by five.

Investment in economic development and tourism per 1,000 population and footfall to libraries, museums and galleries have both increased (by 57% and 79% respectively) when compared to the previous year. Events returned in 2022, including the winter festival and hosting of the Royal National Mod, and we continued to deliver the Perth Museum project which is due to open in 2024.

We continued to provide support and training to help people into work and the number of adult learners achieving outcomes has improved significantly, although not quite to pre-pandemic levels. We administered several funds and incentives in 2022/23 and are continuing to evaluate and learn from the outcomes of these.

Enabling our children and young people to achieve their full potential



Attainment data is published in the year following completion of a school term, therefore data trends for a number of these indicators relate to 2021/22. All show ongoing impacts of the pandemic. Despite this, we have maintained performance in children meeting expected developmental milestones and the percentage of primary school pupils attaining expected levels in literacy and numeracy has increased to record levels for our area. Attainment for SCQF level passes for school leavers has remained steady or declined slightly but we remain close to national averages. We don't yet have data for participation rates but have supported over 1,000 young people to achieve Duke of Edinburgh and other awards.

The poverty-related attainment gap has reduced at SCQF level 5 and 6, and we remain in line with national averages for SCQF level 6 but there is a more mixed picture across all educational stages. Further improvement is required at SCQF level 5 and are working to address this.

The balance of care has fallen slightly, however use of residential or secure care placements remains low, involving fewer than 20 young people. The situation continues to be monitored closely. There has been a significant improvement in Looked After school leavers with 1 or more qualification at SCQF level 4. Whilst we are now sitting above the national average for this figure, we are direct funding to support further improvement.

Protecting and caring for our most vulnerable people



As a result of investment and interventions put in place, estimations for the rate of children on the child protection register has decreased. We have also seen reductions in the percentage of children on the child protection register over 12 months. There are pressures in this area, however, with rising numbers of referrals leading to some delays in case conferences being held. In the past year we have introduced a multi-agency screening hub to assist in early identification of risk and concern for children

For adults, the number of vulnerable person reports received has increased by almost 26%. This is reflective of recent work undertaken to promote and improve awareness of services and encourage reporting of concerns. We are holding more referral discussions within timescale but are continuing to evaluate and improve this new process. We also received a 'very effective' grading for strategic leadership in an inspection of our multi-agency adult protection arrangements, being the only partnership in Scotland to achieve this.

We have increased the number of homes built for people with particular support requirements. However, the number of households presenting as homeless has increased by 21%. This has been impacted by cost of living pressures, with increased demand and a reduction in social housing supply and turnover. In response to this we have launched a new online service to make it easier for people to access a range of housing options.

Health and Care Experience surveys are only completed every two years; therefore, figures have not changed to those previously published. We continue to develop additional feedback mechanisms to understand peoples' experiences across health and social care more routinely. Recent results from a local survey show an improved picture in adults rating their care as excellent or good but decreased satisfaction in support provided to manage their condition from worsening.

The deadline for the completion of Stage 1 of the National Care Service (Scotland) Bill has been extended to January 2024. An update noted that accountability for the National Care Service would be shared between the Scottish Government, NHS and local authorities, meaning we will continue to employ staff and be responsible for assets. We will continue to monitor national developments and consider activity as required.

We have supported 78 young people through Bail Supervision as an alternative to remand. However, due to increased complexity and new reporting requirements, a Court backlog remains. There is uncertainty around the projected volume of this and how it will be processed.

Supporting and promoting physical and mental wellbeing



The number of children and young people participating in Active Schools and/or school sports has increased as activity programmes have returned more fully in 2022/23. Similarly, attendance at pools and leisure facilities has increased significantly. There has however, been a decrease in satisfaction levels, particularly in relation to the perception of cleanliness at Perth Leisure Pool due to its age. £150,000 has been allocated to review capital investment required in leisure and cultural assets.

Data is unavailable as to satisfaction around parks and open spaces as we await publication of the Scottish Household Survey. However, we have developed a physical activity and sports strategy and invested over £350,000 in upgrading playparks in 2022/23.

We have seen positive improvement in the percentage of people who were happy with access to and communication about their health and social care support. However, the waiting time for people accessing statutory mental health services has increased by 10% against a backdrop of a 27% reduction in people on the waiting list. A report setting out a redesign of Specialist Community Mental

Health Services was approved by the IJB in March 2023. This includes a focus on reviewing and reducing waiting lists and increasing access to preventative and community support. We have also improved our mental health crisis response via partnership work with The Neuk.

Working in partnership with communities



We have progressed ‘tests of change’ to introduce local approaches involving multidisciplinary teams within three targeted areas and have developed a powerBI tool to support these.

There has been a 15% increase in houses built in rural areas and we have supported three community led housing development projects in Highland Perthshire.

We have supported more community groups to develop local resilience groups, to increase their capacity, and with community asset transfer enquiries. However, we received no participation requests for the second year in a row, which is not dissimilar to the experience of other local authorities and is being reviewed nationally. We saw a decrease in the number of groups receiving community investment funding. This was mainly due to there being fewer funding rounds than the previous year, leading to fewer

Executive Summary: Annual Performance Report 2022/23

applications, alongside a wider range of grant schemes being available.

Further to extensive consultation and engagement, the Community Planning Partnership approved our Local Outcomes Improvement Plan in 2022. We also commenced Big Place Conversations to inform our next Local Development Plan.

Our cultural change programme picked up pace in 2022/23, including further developments and roll outs of Employee Offer Experience, leadership development activities and coaching approaches.

Perth And Kinross Council

30 August 2023

ARMED FORCES COVENANT PROGRESS REPORT

Report by the Head of Innovation

(Report No. 23/235)

1. PURPOSE

1.1 The purpose of this report is to provide members with a Progress Report in relation to the Council’s commitment under the Armed Forces Covenant.

2. RECOMMENDATIONS

2.1 It is recommended that Council:

- (i) Notes the content of this report and approves the continued work in relation to the Council’s commitment to the Armed Forces Covenant.

3. STRUCTURE OF REPORT

3.1 This report is structured over the following sections:

- Section 4: Background/Main Issues
- Section 5: Proposals
- Section 6: Conclusion
- Appendices

4. BACKGROUND / MAIN ISSUES

4.1 The Armed Forces Covenant is a promise by the nation that those who serve or have served in the Armed Forces, and their families, should be treated fairly and should not face disadvantages when seeking to access public or private goods and services in the UK.

4.2 The Covenant is a voluntary pledge. Organisations may choose to sign up in order to demonstrate their support for the Armed Forces Community and for the principles of the Covenant. All organisations – public, private or voluntary and small, medium or large – are welcome to sign the Covenant.

4.3 Perth & Kinross Council first signed the Covenant in December 2012, reaffirming this commitment in September 2017.

4.4 Signatories to the Covenant also have the opportunity to be recognised by the Employer Recognition Scheme (ERS). This is awarded at different levels (bronze, silver and gold). The Council received Gold Award in 2021 recognising the highest standard in how we deliver the ERS which is reviewed every 5 years by the Ministry Of Defence. As a Gold Award member, we also

support those Silver and Bronze Award holders who wish to work towards the Gold Award and our local Armed Forces and Veterans Champion meets regularly with champions from local organisations from both the public and private sectors to share our experience and good practice.

- 4.5 The work relating to the Armed Forces Covenant has always been co-ordinated by the Council's Armed Forces and Veterans Champion – an Elected Member role. In addition, to having a named Armed Forces and Veterans Champion the Corporate Equalities Team Leader remains a named Armed Forces and Veterans Council Officer to co-ordinate any responses to Veterans issues. Named officer contacts in Council service areas of Housing, Education, Employability, Welfare Rights and Human Resources have also been identified for specific issues relating to Veterans and Reservists.
- 4.6 There is now a new legal Duty to have due regard to the Armed Forces Covenant (set out in the [Armed Forces Act 2021](#) which came into force in November 2022).
- 4.7 The Duty says that organisations must demonstrate “due regard” to the principles of the Covenant and make a ‘conscious consideration’ of the needs of the Armed Forces community. When carrying out the functions covered by the Duty (listed below), appropriate weight should be placed on the principles of the covenant.
- 4.8 The Duty Applies to some of the Council's housing and education functions only – it also applies to certain health functions provided by NHS Tayside (including functions delegated to the Integrated Joint Board).

Housing Functions:

- Allocation policies for social housing
- Homelessness (strategic and advice/provision of accommodation)
- Grants for adaptations

Education Functions:

- Admissions (including placing requests)
- Transport
- Attendance
- Additional Support Needs
- Educational provision, attainment and curriculum
- Student wellbeing

4.9 An Action Plan is in place to track the ongoing progress in relation to this work across all Council areas, including those specific functions covered by the new Duty. This ensures that the services listed above are continuously assessing the potential impact on those covered by the Duty. This applies to the following members of the Armed Forces Community, collectively defined in the Act as 'Service people':

- a. *members of the regular forces and the reserve forces;*
- b. *members of British overseas territory forces who are subject to Service law;*
- c. *former members of any of Her Majesty's forces who are ordinarily resident in the UK; and,*
- d. *relevant family members [of those in (a) to (c) above].*

4.10 An assessment of impact must address and answer the following questions:

- *Is the service provided in scope? (i.e. the functions listed in 4.8)*
- *Is the person affected a member of the Armed Forces Community in scope? (i.e. as defined in 4.9 a-d)*
- *Have they experienced a disadvantage compared to someone in a similar position who is not a member of the Armed Forces community?*
- *Are they someone for whom special dispensation could be justified?*

4.11 The Statutory Guidance is available in full [here](#) which provides more detail.

4.12 Part of the Armed Forces and Veterans Champion role includes committee membership on the Highland Reserve Forces and Cadets Association which has an oversight of local cadet forces. The local champion maintains regular contact with and undertakes visits to local cadet units. Our Armed Forces and Veterans Champion who has been in post for six years, has also been involved in supporting and advising new Champions in other local authorities as well as developing a terms of reference for the wider national role. This has now been agreed with the Scottish Government and issued to all Local Authority champions for support and action.

5. PROPOSALS

5.1 Examples of our recent actions which set out our commitment to supporting Veterans and their families in the delivery of Services and in carrying out our civic responsibilities and as an employer include:

- Updated and reissued our 'Veterans First' Guide – a booklet with information for those people leaving the Armed forces and settling in Perth and Kinross. This was undertaken in partnership with the local branch of SSAFA (a services charity) – the guide is available online and in booklet form.
- Continued to maintain and update the range of information available to Veterans on our website in a dedicated area – <http://www.pkc.gov.uk/adviceforveterans>

- Continued to offer a network for staff who are Veterans, Reservists or Adult Cadet Force Volunteers and for any staff members who have family members serving in the forces. These network meetings are chaired by the Armed Forces and Veterans Champion. This is an opportunity to network with other employees and for individual contributions as a Reservist, Adult Cadet Forces Volunteer (ACFV) or Veteran to be acknowledged. By coming along members can tell us about their experiences and relevant issues in the workplace in relation to their role and the policies which can support them.
- Issued bulletins for staff to promote both Reservists Day and Armed Forces Day.
- Introduced special leave with pay of up to 15 days per annum for reservists to attend annual training camps remains in place.
- Introduced special leave with pay of up to 15 days per annum for Cadet Force Adult Volunteers to attend local detachments and annual camps remains in place.
- Promoted and updated to the 'Armed Forces Covenant for Frontline Workers' eLearning module to reflect the new responsibilities under the Duty. The module remains available for all frontline employees with 42 staff completing the module in 2022 and 65 staff completing the module so far in 2023. Previous completion numbers were 2019 (72); 2020 (73) and 2021 (75).
- Developed and delivered an awareness raising session with identified staff contacts about the new legislative requirements under the Armed Forces Covenant Duty.
- Produced a pop up banner and information leaflet for staff about the Armed Forces Covenant Duty which will be used for staff learning and development and corporate induction.
- Approved a budget of £5,000 specifically for this area of work in the Council budget setting process in February 2023. This spend is continually monitored and to date the spend is £1,047 made up as follows:
 - Contribution to British Legion Conference £400
 - New pop-up banner £71
 - Reprint of Veterans First booklets £535
 - Staff information flyers £41
- Re-established the Firm Base meetings (Covenant Partnership) with the local reserve force (7 Scots) and veteran support organisations – chaired by the local Armed Forces and Veterans Champion.

- Both the Provost (or Depute) and Armed Forces and Veterans Champion continued to either host or represent us at a number of Civic Events or events for the military during the years in question (2022 and 2023) including:

Event	Date	Provost (or Depute)	Armed Forces Champion
Royal British Legion (Scotland) Annual Conference	20 May 2022		✓
SSAFA Jubilee Concert	2 June 2022	✓	✓
Armed Forces Day Parade	25 June 2022	✓	✓
Visit by Polish Cadets to lay wreaths at Polish War Graves	15 July 2022	✓	
Celebration of the Life of Flight Lieutenant Ernie Holmes DFC	20 July 2022		✓
Hosted Defence and Naval Attache from Netherlands	20 July 2022		✓
New CO 7 Scots introductory meeting	30 August 2022	✓	✓
Black Watch Annual Dinner	24 September 2022	✓	
Launch of Scottish Poppy Appeal (Holyrood)	26 October 2022		✓
Dundee City Council Festival of Remembrance	5 November 2022		✓
Polish War Grave Remembrance Service	6 November 2022	✓	✓
Pullars War Memorial Remembrance Ceremony	11 November 2022		✓
Remembrance Service Perth War Memorial	11 November 2022	✓	✓
Wreath Laying 51 st Highland Division Memorial	13 November 2022	✓	
Annual Service of Remembrance (St Johns Kirk)	13 November 2022	✓	✓

Royal Gun Salute (Stirling Castle)	14 November 2022		✓
Visit to SSAFA – Christmas Gathering	13 December 2022	✓	
Black Watch Burns Supper	1 February 2023		✓
Highland Reserve Forces and Cadets Association AGM	25 March 2023		✓
SSAFA Perth and Kinross Branch AGM	13 April 2023		✓
Army Cadet Charitable Trust – Beating the Retreat (Edinburgh Castle)	29 April 2023	✓	
Royal British Legion (Scotland) Annual Conference	26 May 2023		✓
Visit to TS Fair Maid (Sea Cadets Perth)	18 June 2023		✓
Armed Forces Day Flag Raising Ceremony and Veterans First booklet launch	19 June 2023	✓	✓
Veterans Housing Scotland Reception (Glasgow City Chambers)	19 June 2023		✓
Armed Forces Day Parade and Service	24 June 2023	✓	✓
Visit to Dundee Therapy Garden for Veterans	29 June 2023		✓
Opening of the Hauntings Sculpture (Balhousie Castle)	30 June 2023	✓	✓
Polish Cadet Forces Visit to Perth and Kinross	21 July 2023		✓

5.2 We will continue to prioritise this work within our Council services and with Veterans Support organisations to respond to issues relating to Veterans, promote the importance of this area and fulfil the commitments of our Duty in the year ahead.

6. CONCLUSION

- 6.1 As evidenced in this report, the Council continues to commit to its responsibilities under the Armed Forces Covenant and will do so going forward in line with the new Duty.

Author

Name	Designation	Contact Details
David McPhee	Corporate Equalities Team Leader	equalities@pkc.gov.uk

Approved

Name	Designation	Date
Clare Mailer	Executive Lead (Strategic Planning & Transformation)	4 August 2023

APPENDICES

- No appendices

If you or someone you know would like a copy of this document in another language or format, (on occasion, only a summary of the document will be provided in translation), this can be arranged by contacting the Customer Service Centre on 01738 475000.
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	Yes
Workforce	Yes
Asset Management (land, property, IST)	Yes
Assessments	
Equality Impact Assessment	None
Strategic Environmental Assessment	None
Sustainability (community, economic, environmental)	None
Legal and Governance	Yes
Risk	Yes
Consultation	
Internal	Yes
External	Yes
Communication	
Communications Plan	Yes

1. Strategic Implications

Community Plan/Single Outcome Agreement

1.1 This report supports all of the priorities within the Community Plan 2022-27:

- (i) *Reducing Poverty (including child poverty, fuel poverty and food poverty)*
- (ii) *Mental and physical wellbeing*
- (iii) *Digital participation*
- (iv) *Skills, learning and development*
- (v) *Employability*

Corporate Plan

1.2 This report supports the objectives within the draft new Corporate Plan:

- (i) *Children and young people grow up safe, respected, well-educated, and confident in their ability to realise their full potential;*
- (ii) *People and businesses are increasingly able to prosper in a local economy which support low carbon ambitions and offers opportunities for all;*
- (iii) *People can achieve their best physical and mental health and have access to quality care and support when they need it;*

- (iv) *Communities are resilient and physically, digital and socially connected;*
- (v) *Perth and Kinross is a safe and vibrant place, mitigating the impact of climate and environmental change for this and future generations.*

2. Resource Implications

Financial

- 2.1 There are no additional financial implications arising directly as a result of this report at this time. Ongoing work is managed within existing budgets and any new developments which may arise in future will be subject to budget approval as appropriate.

Workforce

- 2.2 There are no additional workforce implications arising directly as a result of this report at this time. Ongoing work is managed within existing resources.

Asset Management (land, property, IT)

- 2.3 There are no additional Asset Management implications arising as a result of this report at this time. Any new proposed developments which arise in the future will be subject to the relevant approval process at the time.

3. Assessments

- 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:

- (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.

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 adaptation programmes; and
- in a way that it considers most sustainable.

3.4 No steps are required to be considered relating directly to this report.

Legal and Governance

3.5 The Head of Legal and Governance Services has been consulted during the development of this report.

Risk

3.6 Any risks associated will be mitigated by the monitoring and reporting procedures which are in place for the work concerned.

4. Consultation

Internal

4.1 This report has been developed through work across all services within the Council.

External

4.2 The work reported here contains reference to the partnership work which goes on with strategic partners in all sectors to deliver on our commitment under the Armed Forces Covenant.

5. Communication

5.1 The report will be made available internally and externally when approved.

2. BACKGROUND PAPERS

2.1 No other background papers were referred to in the preparation of this report.

Appointments to Committees/Outside Bodies

- (i) Provost X McDade to replace Councillor C Stewart on the Learning and Families Committee.
- (ii) Council is asked to note the decision taken to appoint the following members to the Appointment Sub Committee:
 - Panel for the post of Executive Director (Strategy, People and Resources)
Bailie A Bailey
Councillor P Barrett
Councillor G Laing
Provost McDade
Councillor C Shiers
 - Panel for the post of Executive Director (Economy, Place and Learning)
Bailie A Bailey
Councillor P Barrett
Councillor D Cuthbert
Councillor G Laing
Councillor C Shiers
- (iii) In line with the Perth and Kinross Integration Scheme, the positions of Chair and Vice-Chair of the Perth and Kinross Integration Joint Board rotate every 2 years between Perth and Kinross Council and NHS Tayside. The current Chair of the IJB is Bob Benson, NHS Tayside. From 4 October 2023, the position of Chair of the Board will be held by Perth and Kinross Council. Council is asked to confirm that Councillor C Stewart will be appointed to the role of Chair of the Integration Joint Board from 4 October 2023.

