

EAST AYRSHIRE COUNCIL**GOVERNANCE AND SCRUTINY COMMITTEE: 18 APRIL 2024****Report by the Head of Corporate Support**

2022/23 STATUTORY PERFORMANCE INDICATORS AND LOCAL GOVERNMENT BENCHMARKING FRAMEWORK

PURPOSE OF REPORT

1. To provide an update on progress in relation the Council's 2022/23 Statutory Performance Indicators (SPIs) and the Local Government Benchmarking Framework (LGBF), and provide summary information on the Council's position in relation to all other councils for the 2022/23 LGBF results as reported by the Improvement Service.

RECOMMENDATIONS

2. **It is recommended that the Governance and Scrutiny Committee:**
 - (i) **notes the update to the Council's performance for 2022/23 in relation to the local Statutory Performance Indicators;**
 - (ii) **notes the Council's comparative performance in respect of the national performance indicators, relative to other Scottish Councils, as reported in the 2022/23 Local Government Benchmarking Framework; and**
 - (iii) **otherwise, notes the content of the report.**

BACKGROUND

3. The Local Government Act 1992 requires the Accounts Commission to issue an annual Direction to local authorities, to publish performance information across a broad range of services.
4. The [SPI Direction 2021](#), which was issued by the Accounts Commission in December 2021, sets out the performance information that the Commission requires councils to collect and report in public. Councils are required to publish the required information for the financial years up to the financial year ending 31 March 2027.
5. The SPI Schedule for the five years 2022/23 to 2026/27 inclusive comprises the following requirements: Each council will require to report a range of information in the following areas identified in the SPI Schedule:

Statutory Performance Indicator 1: Improving local services and local outcomes

- Its performance in improving local public services, both provided by itself and in conjunction with its partners and communities.
- Progress against the desired outcomes agreed with its partners and communities.

Statutory Performance Indicator 2: Demonstrating Best Value

- Its assessment of how it is performing against its duty of Best Value, including self-assessments and service review activity, and how it has responded to this assessment.
- Audit assessments (including those in the annual audit) of its performance against its Best Value duty, and how it has responded to these assessments; and
- Assessments from other scrutiny and inspection bodies, and how it has responded to these assessments.

Local Government Benchmarking Framework:

- Each council will report its performance in accordance with the requirements of the Local Government Benchmarking Framework (LGBF).

6. The LGBF provides a comparative benchmarking framework for Scottish Local Government covering identified service areas, including performance and cost information. This benchmarking framework supersedes the profiles previously published by Audit Scotland against the 25 national SPIs as specified by the Accounts Commission for every local authority in Scotland, which provided opportunities for benchmarking analysis.
7. The Council has previously agreed that our arrangements for reporting on performance (in compliance with the Accounts Commission Direction) would focus on our set of 55 local SPIs and the results published by the Improvement Service as part of the LGBF. Our partnership performance is reflected in the measures of success included in our Community Planning Partnership Local Outcomes Improvement Plan.
8. It should be noted that the Council has had no SPI indicators classified as failure to report or where unreliable data was found and has maintained this position for nineteen consecutive years.

PERFORMANCE INFORMATION 2022/23

9. The 2022/23 Statutory Performance Indicators and comparative information from the previous two years, where available, were presented to the Joint meeting of the Council and the Community Planning Partnership Board on 14 September 2023. At that time, 2022/23 data for 4 of the 55 SPIs were not available, with all remaining data returns expected to be finalised by the relevant Services by the end of February 2024. These indicators were mainly informed by the availability of data from external sources.
10. With regard to completion of the 2022/23 data, updates have now been provided for Committee's consideration for those performance indicators where data was previously unavailable, as follows:

Winter Maintenance

Indicator 9: Winter maintenance (Roads)	2020/21	2021/22	2022/23
Cost of winter maintenance per km of road network	£487	£508	£659
Cost per gritted km of priority roads network	£1,053	£1,101	£1,429

11. Ayrshire Roads Alliance, on behalf of East Ayrshire Council, provides the road network winter service in accordance with the Winter Policy and Service Plan. A review of the winter maintenance service is carried out before each winter season commences. The level of service required to comply with the Winter Policy and Service Plan and is determined by predicted and actual weather conditions.
12. The cost of winter maintenance per km of road network increased by 29.7% between 2021/22 and 2022/23. The length of road gritted remained in line with previous years at 564km. The cost per gritted km for priority roads network increased by 29.7% in 2022/23 and this was attributed to significant increases in costs linked to plant hire (+72%) and material costs (+61%).

Planning Applications

Indicator 32: Planning Applications	2020/21	2021/22	2022/23
Average time (weeks) to deal with the major planning applications determined during the year	73.2	102.3	42.1
Average time (weeks) to deal with local development (non- householder) planning applications determined during the year	14.1	14.5	10.6
Average time (weeks) to deal with local development (householder) planning applications determined during the year	9.1	8.0	8.1
Total legacy cases cleared within the reporting period.	14	19	17
Total legacy cases remaining at the end of the reporting period.	17	14	18

13. **Major Developments** – There has been a significant improvement in the average time (weeks) to deal with major planning applications during 2022/23 with a 58.8% reduction when compared to 2021/22, with the determination of 4 applications taking an average of 42.1 weeks. This is in part explained by the use of processing agreements where two of the four applications subject to such an agreement met agreed timescales. Of the other two, interim dates were met for one but not extended to include the final period of a legal agreement conclusion and the other was not extended by the applicant but could not be met legally as public consultation remained underway at the date of the expiry. The 2022/2023 Scottish average for Planning Authorities determination of major applications not subject to processing agreements is 39.5 weeks.

14. Performance for **Local Developments (Non-Householder)** has improved to 10.6 weeks in 2022/23 from 14.5 weeks in 2021/22 which is a reduction of 4 weeks (-26.9%) in processing time. The 2022/23 Scottish average for Planning Authorities determination of Local Developments (Non-Householder) applications was 14.4 weeks. Performance was therefore 3.9 weeks better than the national average. This was achieved against an increase in the number of local development (non-householder) applications in 2022/23 and the implementation of the interim management structure within Operations and the long term challenges in recruiting to vacant planning officer posts to achieve full staff complement.
15. Officers have also continued to promote the use of Processing Agreements in complex cases and utilised the “Stop the Clock” process. This latter measure helps to remove any unproductive time from the total decision time where a lengthy delay has been caused by the applicant or external consultees that has halted progress of an application, where it is out-with the Planning Authority’s control.
16. Maintaining the staff resource and filling of temporarily vacant posts as expediently as possible will continue to help to manage the increasing workload which when combined with continued active case management and review should allow average determination periods to be pushed down further towards the statutory target of 2 months. In this respect our figures show an improvement in performance, demonstrating that with appropriate resources and utilising the project management tools available, our performance can exceed the national average.
17. **Local Developments (Householder)** - Householder application performance has slightly decreased from 8.0 weeks in 2021/22 to 8.1 weeks during 2022/23. The 2022/23 Scottish average for Planning Authorities determination of Local Developments (Householder) applications was 8.9 weeks. Therefore the slight decrease in performance in 2022/23 whilst disappointing was 0.8 weeks better than the national average. It should be noted that 84% of all householder applications were determined in less than the statutory 2 month target, with 143 applications being dealt with on average in 7.2 weeks. The remaining 16%, or 27 applications, went beyond the statutory target and took on average 12.4 weeks. It is clear that the performance against that minority of applications somewhat skews the otherwise strong performance.
18. In going forward, for those applications that may not achieve the statutory target, officers are and continue to promote the use of Processing Agreements to assist the applicant to set out an agreed timetable for the determination of the case. This process reduces the number of these cases which would be refused within the time frame, reducing the detrimental impact on customer service and in turn reducing the number of cases being considered by the Local Review Body.
19. **Legacy Applications –** At 22/23 year end, legacy cases over 1 year old stood at 18 with a further 17 applications cleared during the reporting period. This is a reduction in performance on the previous reporting year, albeit legacy cases account for a very small proportion of the overall application workload. East Ayrshire Council has striven to continually reduce the legacy case numbers with considerable effort over the previous three years to determine existing legacy cases and to minimise new legacy cases. It is considered that reduction in numbers will not be able to be continued to the point there are no legacy cases. East Ayrshire takes a more collaborative approach with applicants to attempt to resolve any outstanding issues with their application where it is reasonable to do so, recognising

that a careful balance requires to be struck between speedy application determination and the potential economic impact of refusing proposed development. Whilst we have no desire to see legacy cases increase, the numbers above are very similar to last year's reporting period and continue to represent a small proportion of our applications. Processing agreements are used as often as possible to reflect the project managed nature of many these older, complex cases.

Destinations of School Leavers

Indicator 34: Destinations of school leavers	2020/21	2021/22	2022/23
Percentage of school leavers entering an initial positive destination (3 months after leaving school):	95.7%	96.9%	95.1%

Note 1: The data provided in the table above is derived from Insight, Scottish Government.

Note 2: Information within 'Insight' is based on the initial destinations of senior phase (S4 to S6) secondary school leavers; whereas the National Statistics for Scotland publication: 'Summary Statistics for Attainment and Initial Leaver Destinations, No.2: 2020 Edition', 29 February 2024, is based on the initial destination of all school leavers from publicly funded mainstream schools. In addition, there is a difference in the methodology used by the Scottish Government between Insight and the National Statistics publication.

20. These statistics report on the initial destinations of 2022/23 school leavers, relating to outcomes approximately three months after the end of the school year (first Monday in October 2023).
21. The Scottish Government published the official Summary Statistics for Attainment and Initial Leaver Destinations on 29 February 2024. It details the percentage of school leavers from East Ayrshire in 2022/23 identified in an initial positive destination as 95.1% which is 1.8 percentage points lower than in 2021/22 and is 0.8% lower than the national establishment level in 2022/23 (95.9%).
22. The expansion of the employability hub programme to include the new SL66 resource in Netherthird, Cumnock, the refurbished BTTC Centre in Dalmellington and provision of an employability partnership space in Galston mean school leavers in the South of the authority and in the Irvine Valley identified as at risk of not achieving or sustaining a positive destination can access dedicated skills and learning centres locally where appropriate support and interventions can be agreed and implemented.

Educational Attainment

Indicator 36: Educational Attainment	2020/21*	2021/22	2022/23
Percentage of pupils gaining 1 or more SCQF level 4 qualification by the time they leave school	96.3%	96.1%	97.3%
Percentage of pupils gaining 1 or more SCQF level 5 qualification by the time they leave school	87.2%	84.8%	85.6%
Percentage of pupils gaining 1 or more SCQF level 6 qualification by the time they leave school	65.2%	62.4%	60.0%

Note 1: The data provided in the table above is derived from Insight, Scottish Government.

23. It should be noted that it is not possible to compare the figures collated for the three years above as the basis for the information collected in 2020/21 is different to the methodology used for the collection of information in 2021/22 and 2022/23. Figures collected for 2020/21 were subject to guidance to reflect schools operation during

the Covid pandemic that wasn't applied for academic years 2021/22 and 2022/23. Details are set out below.

24. In school session 2020-21, when national examinations were again cancelled, the SQA provided revised guidance for schools to determine how course awards should be determined. The guidance, which was referred to as the Alternative Certification Model (ACM) 2020-21, was different to the guidance from the previous year in that course awards had to be based on demonstrated evidence of pupil attainment in course assessments rather than solely professional judgements of pupil progress.
25. In school session 2021-22 and 2022-23, national examinations took place and the performance in these examinations, along with coursework that was complete in school for courses where this applies, determined the results that young people achieved in courses where external examinations are part of the assessment for that course.
26. The different approaches to certification have impacted on the certification experience of cohorts of school leavers.
27. The percentage of pupils gaining 1 or more SCQF level 4 qualification by the time they leave school increased by 1.2% from 96.1% in 2021/22 to 97.3% in 2022/23.

1 or more qualification at SCQF 4 on leaving school				
Year	East Ayrshire	Virtual Comparator	South West Collaborative	National
2017-18	94.96%	95.57%	96.78%	96.45%
2018-19	94.82%	95.55%	96.48%	96.32%
2019-20	93.73%	95.12%	95.90%	96.13%
2020-21	96.27%	95.71%	96.75%	96.53%
2021-22	96.08%	95.57%	96.94%	96.70%
2022-23	97.32%	95.46%	96.81%	96.46%

28. The "1 or more qualification at SCQF level 4" measure is highest it has been in past 5 years. This is particularly positive in the context that attainment in this measure has decreased for the Virtual Comparator, the South West Collaborative and the National performance.
29. The percentage of pupils gaining 1 or more SCQF level 5 qualification by the time they leave school increased by 0.8% from 84.8% in 2021/22 to 85.6% in 2022/23.

1 or more qualification at SCQF 5 on leaving school				
Year	East Ayrshire	Virtual Comparator	South West Collaborative	National
2017-18	84.60%	85.36%	87.87%	87.98%
2018-19	83.53%	85.39%	87.37%	87.95%
2019-20	84.72%	85.27%	87.37%	88.00%
2020-21	87.16%	87.51%	89.67%	89.52%
2021-22	84.79%	86.42%	88.74%	88.94%
2022-23	85.60%	85.49%	87.85%	87.93%

30. The "1 or more qualification at SCQF level 5" measure is the highest it has been in recent years where examinations took place. Again, this is particularly positive in the context of the Virtual Comparator, South West Collaborative and decreasing

National performances.

31. The percentage of pupils gaining 1 or more SCQF level 6 qualification by the time they leave school decreased by 2.4% from 62.4% in 2021/22 to 60.0% in 2022/23.

1 or more qualification at SCQF 6 on leaving school				
Year	East Ayrshire	Virtual Comparator	South West Collaborative	National
2017-18	65.66%	61.60%	65.00%	66.19%
2018-19	63.88%	61.26%	64.01%	66.18%
2019-20	64.84%	62.00%	65.87%	68.23%
2020-21	65.20%	64.32%	68.61%	70.22%
2021-22	62.37%	61.43%	65.09%	67.11%
2022-23	59.95%	61.04%	61.86%	65.61%

32. Attainment in the measure “1 or more qualification at SCQF level 6” has decreased, although it is possible that this could be directly impacted by having the highest percentage of S4 leavers in the last 9 years and the lowest percentage of S6 leavers in the past 9 years.
33. All secondary schools have engaged with the Scottish Credit and Qualifications Framework team to further develop curricular pathways for young people to achieve qualifications and provide them with the greatest possible opportunities to take up a positive destination on leaving school.

LGBF INDICATORS 2022/23

34. The Local Government Benchmarking Framework (LGBF) provides evidence of trends in how councils allocate resources, the performance of key services delivered and commissioned, and levels of public satisfaction with these services. Comparisons can be made between local authorities in any year or over time.
35. The Framework is based on seven overall service groupings, which cover the major public-facing services provided to local communities and the support services necessary to do that. This includes:
- children’s services (including education and child care);
 - corporate services (including support and assets);
 - adult social care services;
 - culture and leisure services;
 - environmental services;
 - housing services;
 - economic development and planning;
 - financial stability, and
 - climate change.
36. The LGBF results for 2022/23 were published initially by the Improvement Service on 1 March 2024, with a data refresh, including validated data updates and provision of data for a number of indicators which had been previously unavailable, to be issued to local authorities at the end of April 2024. For each category, standard indicators of cost and performance have been applied.

37. The sources used to populate the performance measures include statistical returns to the Scottish Government, the Scottish Qualifications Authority, the Scottish Housing Regulator and the Scottish Environment Protection Agency (SEPA), among others. For a small number of measures where data is not currently collected/published by another body or where it is published too late to allow inclusion within the benchmarking framework, councils provide data directly to the Improvement Service. The Scottish Household Survey and the Health and Care Experience Survey are used to provide customer satisfaction measures.
38. The LGBF is subject to annual review and during 2022/23 there were 5 additions to the 2022/23 local government benchmarking indicators with the number of indicators increasing from 103 to 108. These new measures added in 2022/23 are:
- The Proportion of Scottish Welfare Fund Crisis Grant Decisions within 1 day;
 - The Proportion of Scottish Welfare Fund Community Care Grant Decisions within 15 days;
 - CO2 Emissions from transport per Capita;
 - CO2 Emissions from electricity per Capita; and
 - CO2 Emissions from natural gas per Capita
39. Results for 84 of the 108 LGBF performance indicators are currently available for the 2022/23 reporting year. With regard to East Ayrshire, **52.4%** of the performance indicators for which data are available appear in the top two quartiles in 2022/23. The table below sets out performance in the last 5 years and the 2010/11 the reference year.
40. A full list of service categories and indicators, as at 2022/23, is provided for information at **Appendix 1**.

Year	Quartile 1 & 2 Performance
2022/23	52.4%
2021/22	53.7%
2020/21	50.0%
2019/20	56.3%
2018/19	49.4%
2010/11	43.5%

41. In East Ayrshire, **nineteen** LGBF performance indicators appeared in the first Quartile in 2022/23, including the following **thirteen** indicators, which were ranked in the top five in Scotland:
- Education - Average total tariff SIMD Quintile 1
 - Support services as a percentage of total gross expenditure
 - Cost per dwelling of collecting Council Tax
 - Proportion of SWF Crisis Grant Decisions within 1 day
 - Proportion of SWF Community Care Grant Decisions within 15 days
 - Percentage of people aged 65 and over with long term care needs receiving personal care at home
 - Residential costs per week per resident for people aged 65 or over
 - Cost per attendance at sports facilities
 - Cost of parks and open spaces per 1,000 population

- Percentage of A class roads that should be considered for maintenance treatment
 - Percentage of council dwellings meeting Scottish Housing Quality Standard
 - Percentage of unemployed people assisted into work from council operated/funded employability programmes
 - Number of business gateway start-ups per 10,000 population
42. **Appendix 2** provides the full list of 108 individual LGBF performance indicators (rankings and performance data for 2010/11 and the last two years, where available; and changes in value and ranking between 2010/11 and 2021/22, 2022/23) as provided in the LGBF results for East Ayrshire.
43. We have seen improving/maintaining performance in **53.7%** of the LGBF indicators between 2021/22 and 2022/23 and an improving longer term trend in **67.1%** of performance indicators over 2010/11 to 2022/23. In addition, the indicators in the bottom quartile in 2022/23 have been identified at **Appendix 3**.
44. The following **twenty six** LGBF indicators below were not updated for 2022/23 as the data was unavailable:
- Percentage of pupils gaining 5+ awards at level 5 (Note 1)
 - Percentage of pupils gaining 5+ awards at level 6 (Note 1)
 - Percentage of pupils in the 20% most deprived areas gaining 5+ awards at level 5 (SIMD) (Note 1)
 - Percentage of pupils in the 20% most deprived areas gaining 5+ awards at level 6 (SIMD) (Note 1)
 - Gross cost of 'children looked after' in residential based services per child per week
 - Gross cost of 'children looked after' in a community setting per child per week
 - Balance of care for 'looked after children': percentage of children being looked after in the community
 - Proportion of pupils entering positive destinations
 - Percentage of children meeting development milestones
 - School attendance rate (per 100 'looked after children')
 - School exclusion rates (per 1,000 pupils)
 - School exclusion rates (per 1,000 'looked after children')
 - Percentage of child protection re-registrations within 18 months
 - Percentage of 'looked after children' with more than one placement in the last year (August–July)
 - Proportion of Children living in poverty (after housing costs)
 - Percentage of adults supported at home who agree that their services and support had an impact in improving or maintaining their quality of life
 - Percentage of adults supported at home who agree that they are supported to live as independently as possible
 - Percentage of adults supported at home who agree that they had a say in how their help, care or support was provided
 - Percentage of carers who feel supported to continue in their caring role
 - Percentage of council dwellings that are energy efficient
 - Gross Added Value per (GAV) Capita

- CO2 Emissions Area Wide Per Capita
 - CO2 Emissions Area Wide: Emissions within scope of LA per Capita
 - CO2 Emissions from transport per Capita (new 2022/23)
 - CO2 Emissions from electricity per Capita (new 2022/23)
 - CO2 Emissions from natural gas per Capita (new 2022/23)
45. The National Benchmarking Overview Report 2022/23 can be accessed on the Improvement Service website and focuses on the following three areas:
- Trends across Scotland for the key framework indicators, covering the period 2010/11 to 2022/23 inclusive.
 - The level of variation across councils and factors shaping these trends, including physical geography, population distribution, size of council and the impact of deprivation.
 - Identifying areas where unexplained variation exists, providing opportunities where councils may wish to target improvements and/or efficiencies.
46. There is a continuous improvement programme to refine the benchmarking framework, to ensure that it remains relevant. Recent years has seen a focus on the health and wellbeing of children, economic development and outcomes for older people. Future development of the LGBF continues to adapt to the changing needs of Scottish Local Government, with the cost of living and climate change identified as two emerging areas.
47. All of the information generated by the LGBF is presented on the 'My Local Council' online data tool, which contains 'dashboards' for each council, providing data and identifying movement on indicators from 2010/11 to 2022/23, and a comparison with the Scottish Average and Family Group average for all indicators. The Council's website also provides a direct link to the Improvement Service website where the online benchmarking tool can be accessed.
48. As part of the Council's commitment to continuous improvement, officers continue to benchmark performance with other councils through a range of measures to inform local improvement activity within self-evaluation, service review and service planning processes.

FUTURE PERFORMANCE REPORTING

49. The current suite of 55 local statutory performance indicators (SPIs) was endorsed by the Governance and Scrutiny Committee at its meeting on 25 April 2019. Given the passage of time and having sought advice from Internal Audit, a full review of the current suite of indicators was undertaken during 2023/24 to determine whether they continue to fully represent the operations of the Council now and in the next 5 years.
50. A separate report on the proposed revised suite of local SPIs for 2024/25 will be presented to the meeting of the Governance and Scrutiny Committee on 18 April 2024.

IMPLICATIONS

Implications	Yes	No	Paragraph number in report
1. Policy/Strategic Planning	Yes		51
2. Governance	Yes		52
3. Human Resources		No	
4. Equality and Fairer Scotland Duty	Yes		53
5. Financial	Yes		54
6. Risk		No	
7. Community Wealth Building		No	
8. Net Zero		No	

POLICY / STRATEGIC PLANNING IMPLICATIONS

51. The report provides an evidence base in respect of performance and benchmarking against other Scottish councils and informs the performance framework that supports the East Ayrshire Strategic Plan 2022-27. In addition, the Accounts Commission Direction supports the Council's arrangements for reporting partnership activity through the Local Outcomes Improvement Plan.

GOVERNANCE IMPLICATIONS

52. The Council's commitment to ongoing review and its arrangements for collecting, recording and publishing performance information ensure compliance with the SPI Direction from the Accounts Commission and meets the requirements of the Local Government Act 1992. The reporting framework also contributes to the Council's response to the Local Government in Scotland Act 2003 in meeting the requirements of Best Value.

EQUALITY IMPLICATIONS

53. The Council provides a range of performance information on equalities and diversity within the SPI performance framework, ensuring compliance with the Accounts Commission requirements.

FINANCIAL IMPLICATIONS

54. The Medium Term Financial Strategy approved by Council on 27 October 2022 set out the intention to undertake a strategic review of the Council's service costs and performance using data contained within the relative family groupings established by the LGBF. This work commenced in 2023/24, with the Programme Management Office working alongside Finance and ICT colleagues and other relevant Services.

CONCLUSION

55. The Council is committed to improving the quality and performance of its services, while continuing to manage pressures to reduce costs. The LGBF provides councils across Scotland with an evidence base to help drive improvement, promote collaboration and learning, and strengthen public accountability.

LIST OF BACKGROUND PAPERS

1. The Publication of Information (Standards of Performance) – Statutory Performance Indicators Direction 2021 – Accounts Commission, December 2021

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**EAST AYRSHIRE COUNCIL
2022/23 LGBF PERFORMANCE INDICATORS**

QUARTILES TABLE OF RESULTS

The table below demonstrates the Council's relative quartile performance by service area against the other Scottish councils. Excluding the twenty six performance indicators which have not been updated for 2022/23, 52.4% of performance indicators in East Ayrshire are in the top two quartiles.

Service	Number of Updated Indicators	First Quartile	Second Quartile	Third Quartile	Fourth Quartile	Indicators Not Available	Total Number of Indicators
Children's Services	17	2	3	9	3	15	32
		29.4%		70.6%			
Corporate Services	12	4	0	4	4	0	12
		33.3%		66.7%			
Adult Social Care	7	2	3	1	1	4	11
		71.4%		28.6%			
Culture and Leisure Services	8	2	2	1	3	0	8
		50.0%		50.0%			
Environmental Services	15	5	5	5	0	0	15
		66.7%		33.3%			
Housing Services	4	1	1	2	0	1	5
		50.0%		50.0%			
Corporate Assets	2	1	1	0	0	0	2
		100.0%		0.0%			
Economic Development and Planning	12	2	5	1	4	1	13
		58.3%		41.7%			
Financial Stability	5	0	4	0	1	0	5
		80.0%		20.0%			
Climate Change	0	0	0	0	0	5	5
		N/A		N/A			
Total	82	19	24	23	16	26	108
		52.4%		47.6%			

LOCAL GOVERNMENT BENCHMARKING FRAMEWORK – EAST AYRSHIRE RANKING 2022/23

Measure	2010/11		2021/22		2022/23		2010/11-2022/23		2021/22-2022/23		
	Value	Rank	Value	Rank	Value	Rank	% Value Change	Rank Change	% Value Change	Rank Change	
CHILDREN'S SERVICES											
1.	Cost per primary school pupil	£6,108	13	£6,835	19	£6,988	20	14.4%	-7	2.2%	-1
2.	Cost per secondary school pupil	£8,590	18	£8,419	17	£8,534	17	-0.7%	1	1.4%	0
3.	Cost per pre-school education place	£5,910	27	£12,190	24	£12,439	25	110.5%	2	2.0%	-1
4.	Percentage of pupils gaining 5+ awards at level 5 (Note 1)	46.0% (2011/12)	28	62.0%	29	N/A	N/A	-	-	-	-
5.	Percentage of pupils gaining 5+ awards at level 6 (Note 1)	21.0 % (2011/12)	27	34.0%	23	N/A	N/A	-	-	-	-
6.	Percentage of pupils in the 20% most deprived areas gaining 5+ awards at level 5 (SIMD) (Note 1)	28.0% (2011/12)	13 (of 28)	47.0%	25 (of 29)	N/A	N/A (of 29)	-	-	-	-
7.	Percentage of pupils in the 20% most deprived areas gaining 5+ awards at level 6 (SIMD) (Note 1)	8.0% (2011/12)	18 (of 26)	18.0%	19 (of 29)	N/A	N/A (of 29)	-	-	-	-
8.	Gross cost of 'children looked after' in residential based services per child per week (Note 7)	£2,728	8	£4,031	7	N/A	N/A	-	-	-	-
9.	Gross cost of 'children looked after' in a community setting per child per week (Note 7)	£280	18	£353	9	N/A	N/A	-	-	-	-
10.	Balance of care for 'looked after children': percentage of children being looked after in the community (Note 7)	90.9%	14	89.9%	14	N/A	N/A	-	-	-	-
11.	Percentage of adults satisfied with local schools (Note 2)	86.3% (2010/14)	9	76.0% (2019/22)	20	73.0% (2020/23)	23	-13.3%	-14	-3.0%	-3
12.	Proportion of pupils entering positive destinations (Note 1 and 7)	89.3% (2011/12)	21	96.9%	6	N/A	N/A	-	-	-	-
13.	Overall average total tariff (Note 1)	693 (2011/12)	28	925	21	887	17	28.0%	11	-4.1%	4

Measure	2010/11		2021/22		2022/23		2010/11-2022/23		2021/22-2022/23	
	Value	Rank	Value	Rank	Value	Rank	% Value Change	Rank Change	% Value Change	Rank Change
14. Average total tariff SIMD Quintile 1 (Note 1)	446 (2011/12)	18 (of 29)	685	13 (of 29)	704	5 (of 29)	57.8%	13	2.8%	8
15. Average total tariff SIMD Quintile 2 (Note 1)	591 (2011/12)	22	888	9	781	14	32.1%	8	-12.0%	-5
16. Average total tariff SIMD Quintile 3 (Note 1)	906 (2011/12)	4	945	23	923	18	1.9%	-14	-2.3%	5
17. Average total tariff SIMD Quintile 4 (Note 1)	875 (2011/12)	21	1152	13	1133	9 (of 31)	29.5%	12	-1.6%	4
18. Average total tariff SIMD Quintile 5 (Note 1)	1020 (2011/12)	23 (of 31)	1359	7 (of 30)	1220	14 (of 30)	19.6%	9	-10.2%	-7
19. Percentage of P1, P4 and P7 pupils combined achieving expected CFE Level in Literacy (Note 1)	65.0% (2018/19)	28	66.8%	25	68.2%	26	3.2%	2	1.4%	-1
20. Percentage of P1, P4 and P7 pupils combined achieving expected CFE Level in Numeracy (Note 1)	72.5% (2018/19)	26	75.4%	24	77.5%	19	5.0%	7	2.1%	5
21. Literacy Attainment Gap (P1, P4, P7 combined - % point gap between the least deprived and most deprived pupils (Note 1)	22.6% (2018/19)	18 (of 29)	13.3%	2 (of 29)	19.5%	7 (of 29)	-3.1%	11	6.2%	-5
22. Numeracy Attainment Gap (P1, P4, P7 combined - % point gap between the least deprived and most deprived pupils (Note 1)	21.4% (2018/19)	23 (of 29)	13.9%	4 (of 29)	18.3%	19 (of 29)	-3.1%	4	4.4%	-15
23. Percentage of children meeting development milestones (Note 1 and 7)	76.5% (2013/14)	26	80.1%	23	N/A	N/A	-	-	-	-
24. Percentage of funded early years provision which is graded good/better	95.0%	9	85.4%	27	90.0%	23	-5.0%	-14	4.6%	4
25. School attendance rate (per 100 pupils) (Note 3)	93.0%	21	90.9% (2020/21)	28	88.0% (2022/23)	31	-5.0%	-10	-2.9%	-3
26. School attendance rate (per 100 'looked after children') (Note 3)	89.7%	5	83.7% (2020/21)	30	N/A	N/A	-	-	-	-
27. School exclusion rates (per 1,000 pupils)	44.2	23	10.5	11	N/A	N/A	-	-	-	-

Measure	2010/11		2021/22		2022/23		2010/11-2022/23		2021/22-2022/23		
	Value	Rank	Value	Rank	Value	Rank	% Value Change	Rank Change	% Value Change	Rank Change	
(Note 3)			(2020/21)	(of 29)							
28. School exclusion rates (per 1,000 'looked after children') (Note 3)	286.7	12 (of 30)	55.3 (2020/21)	6 (of 26)	N/A	N/A	-	-	-	-	
29. Participation rate for 16-19 year olds (per 100) (Note 1)	89.3% (2015/16)	24	91.9%	22	94.0%	21	4.7%	3	2.1%	1	
30. Percentage of child protection re-registrations within 18 months (Note 1 and 7)	0.9% (2012/13)	4	14.9%	29	N/A	N/A	-	-	-	-	
31. Percentage of 'looked after children' with more than one placement in the last year (Note 7)	24.0%	17	6.2%	1	N/A	N/A	-	-	-	-	
32. Proportion of Children living in poverty (after housing costs) (Note 1)	24.4% (2014/15)	30	27.2%	28	N/A	N/A	-	-	-	-	
CORPORATE SERVICES											
33. Support services as a percentage of total gross expenditure	4.2%	10	2.8%	3	2.8%	3	-1.4%	7	0.0%	0	
34. Percentage of the highest paid 5% of employees who are women	40.4%	26	55.5%	21	57.3%	19	16.9%	7	1.8%	2	
35. The gender pay gap (%) (Note 1)	7.1% (2015/16)	22	5.7%	26	5.9%	29	-1.2%	-7	0.2%	-3	
36. Cost per dwelling of collecting Council Tax	£16.82	14	£2.60	3	£4.98	5	-70.4%	9	91.5%	-2	
37. Sickness absence days per employee (teacher)	5.6	8	5.1	12	6.8	17	21.4%	-9	33.3%	-5	
38. Sickness absence days per employee (non-teacher)	11.0	21	13.3	24	15.5	28	40.9%	-7	16.5%	-4	
39. Percentage of income due from Council Tax received by the end of the year	94.2%	23	94.5%	26	95.3%	25	1.1%	-2	0.8%	1	
40. Percentage of invoices sampled that were paid within 30 days	85.2%	25	93.9%	14	88.5%	26	3.3%	-1	-5.4%	-12	
41. Proportion of SWF Crisis Grant Decisions within 1 day (Note 1 and 5)	98.8% (2018/19)	8	99.3%	5	99.5%	3	0.7%	5	0.2%	2	
42. Proportion of SWF Community Care Grant Decisions within 15 days (Note 1 and 5)	97.8% (2018/19)	9	100.0%	1	100.0%	1	2.2%	8	0.0%	0	




Measure	2010/11		2021/22		2022/23		2010/11-2022/23		2021/22-2022/23	
	Value	Rank	Value	Rank	Value	Rank	% Value Change	Rank Change	% Value Change	Rank Change
43. Proportion of SWP Budget Spent (Note 1)	95.7% (2013/14)	4	86.0%	25	107.6%	23	11.9%	-19	21.6%	2
44. Proportion of DHPP Budget Spent (Note 1)	89.8% (2017/18)	27	87.7%	19	85.2%	21	-4.6%	6	-2.5%	-2
ADULT SOCIAL CARE										
45. Home care costs per hour for people aged 65 or over	£27.51	16	£33.17	18	£30.52	14	10.9%	2	-8.0%	4
46. Self-Directed Support (Direct Payments and Managed Personalised Budgets) spend on adults 18+ as a percentage of total social work spend on adults 18+	1.0%	22	11.0%	6	6.2%	15	5.2%	7	-4.8%	-9
47. Percentage of people aged 65 and over with long term care needs receiving personal care at home	65.0%	9	71.1%	4	71.8%	2	6.8%	7	0.7%	2
48. Percentage of adults supported at home who agree that their services and support had an impact in improving or maintaining their quality of life (Note 1 and 3)	87.6% (2013/14)	9	75.7% (2021/22)	25	N/A	N/A	-	-	-	-
49. Percentage of adults supported at home who agree that they are supported to live as independently as possible (Note 1 and 3)	86.6% (2013/14)	6	76.1% (2021/22)	22	N/A	N/A	-	-	-	-
50. Percentage of adults supported at home who agree that they had a say in how their help, care or support was provided (Note 1 and 3)	86.3% (2013/14)	4	71.0% (2021/22)	18	N/A	N/A	-	-	-	-
51. Percentage of carers who feel supported to continue in their caring role (Note 1 and 3)	45.4% (2013/14)	8	27.6% (2021/22)	24	N/A	N/A	-	-	-	-
52. Residential costs per week per resident for people aged 65 or over	£737	28	£498	4	£509	4	-30.9%	24	2.2%	0
53. Rate of readmission to hospital within 28 days per 1,000 discharges	93.5	25	120.7	26	107.5	20	15.0%	5	-10.9%	6

Measure	2010/11		2021/22		2022/23		2010/11-2022/23		2021/22-2022/23	
	Value	Rank	Value	Rank	Value	Rank	% Value Change	Rank Change	% Value Change	Rank Change
54. Proportion of care services graded 'good' (4) or better in Care Inspectorate inspections (Note 1 and 6)	78.8% (2011/12)	20	71.3%	31	72.0%	25	-6.8%	-5	0.7%	6
55. Number of days people spend in hospital when they are ready to be discharged, per 1,000 population (75+) (Note 1)	356 (2016/17)	10	393	10	654	12	83.7%	-2	66.4%	-2
CULTURE AND LEISURE SERVICES										
56. Cost per attendance at sports facilities	£2.75	7	£1.83	2	£1.80	4	-34.5%	3	-1.6%	-2
57. Cost per library visit	£4.51	15	£11.76	29	£8.59	31	90.5%	-16	-27.0%	-2
58. Cost of museums per visit	£4.46	12 (of 30)	£1.40	5 (of 26)	£1.28	7 (of 27)	-71.3%	5	-8.6%	-2
59. Cost of parks and open spaces per 1,000 population	£18,335	3	£4,018	1	£10,695	1	-41.7%	-2	166.2%	-4
60. Percentage of adults satisfied with libraries (Note 2)	86.4% (2010/14)	9	67.7% (2019/22)	24	62.0% (2020/23)	27	-24.4%	-18	-5.7%	-3
61. Percentage of adults satisfied with parks and open spaces (Note 2)	83.7% (2010/14)	19	83.0% (2019/22)	24	83.3% (2020/23)	28	-0.4%	-9	0.3%	-4
62. Percentage of adults satisfied with museums and galleries (Note 2)	73.8% (2010/14)	17	70.0% (2019/22)	14	71.3% (2020/23)	14	-2.5%	3	1.3%	0
63. Percentage of adults satisfied with leisure facilities (Note 2)	75.6% (2010/14)	23	73.3% (2019/22)	18	71.0% (2020/23)	18	-4.6%	5	-2.3%	0
ENVIRONMENTAL SERVICES										
64. Net cost of waste collection per premise (Note 1)	£60.29 (2012/13)	11	£62.48	11	£63.71	11	5.7%	0	2.0%	0
65. Net cost of waste disposal per premise (Note 1)	£97.79 (2012/13)	12	£74.51	5	£71.07	7	-27.3%	5	-4.6%	-2
66. Net cost of street cleaning per 1,000 population	£20,646	14	£8,726	5	£8,802	6	-57.4%	8	0.9%	-1
67. Street Cleanliness Score (percentage acceptable)	93.7%	26	87.4%	25 (of 31)	88.4%	22 (of 31)	-5.3%	4	1.0%	3
68. Cost of maintenance per kilometre of roads (Note 4)	£11,826	13	£10,892	16	£8,511	10	-28.0%	3	-21.9%	6

Measure	2010/11		2021/22		2022/23		2010/11-2022/23		2021/22-2022/23		
	Value	Rank	Value	Rank	Value	Rank	% Value Change	Rank Change	% Value Change	Rank Change	
69. Percentage of A class roads that should be considered for maintenance treatment (Note 3)	38.9% (2009/11)	29	17.2% (2020/22)	4	15.6% (2021/23)	3	-23.3%	26	-1.6%	1	
70. Percentage of B class roads that should be considered for maintenance treatment (Note 3)	45.0% (2009/11)	28	26.8% (2020/22)	14	27.0% (2021/23)	16	-18.0%	12	0.2%	-2	
71. Percentage of C class roads that should be considered for maintenance treatment (Note 3)	48.9% (2009/11)	28	29.5% (2020/22)	14	29.6% (2021/23)	19	-19.3%	9	0.1%	-5	
72. Percentage of unclassified roads that should be considered for maintenance treatment (Note 3)	43.2% (2007/11)	21	40.9% (2018/22)	22	40.6% (2019/23)	21	-2.6%	0	-0.3%	1	
73. Cost of trading standards and environmental health per 1,000 population	£26,961	10	£17,355	7	£17,268	7	-36.0%	3	-0.5%	0	
74. Cost of trading standards, money advice and citizens' advice per 1,000 population (Note 1)	£7,855 (2012/13)	22	£6,171	15	£5,810	14	-26.0%	8	-5.8%	1	
75. Cost of environmental health per 1,000 population (Note 1)	£12,750 (2012/13)	4	£11,189	5	£11,457	7	-10.1%	-3	2.4%	-2	
76. Percentage of total household waste arising that is recycled	44.0%	7	48.5%	12	49.0%	13	5.0%	-6	0.5%	-1	
77. Percentage of adults satisfied with refuse collection (Note 2)	81.7% (2010/14)	22	69.7% (2019/22)	27	73.7% (2020/23)	24	-8.0%	-2	4.0%	3	
78. Percentage of adults satisfied with street cleaning (Note 2)	69.1% (2010/14)	29	54.3% (2019/22)	29	57.3% (2020/23)	24	-11.8%	5	3.0%	5	
HOUSING SERVICES											
79. Gross rent arrears (all tenants) as at 31 March each year as a percentage of rent due for the reporting year (Note 1)	4.2% (2013/14)	5 (of 26)	8.0%	10 (of 26)	8.4%	10 (of 26)	4.2%	-5	0.4%	0	
80. Percentage of rent due in the year that was lost due to voids (Note 1)	2.0% (2013/14)	22 (of 26)	1.5%	18 (of 26)	1.3%	14 (of 26)	-0.7%	8	-0.2%	4	
81. Percentage of council dwellings meeting Scottish Housing Quality Standard (Note 1)	91.7% (2013/14)	5 (of 26)	91.1%	2 (of 26)	95.0%	1 (of 26)	3.3%	4	3.9%	1	

Measure	2010/11		2021/22		2022/23		2010/11-2022/23		2021/22-2022/23		
	Value	Rank	Value	Rank	Value	Rank	% Value Change	Rank Change	% Value Change	Rank Change	
82. Average number of days to complete non-emergency repairs (Note 1)	2.9 (2013/14)	1 (of 26)	8.5	13 (of 26)	9.0	14 (of 26)	210.3%	-13	5.9%	-1	
83. Percentage of council dwellings that are energy efficient (Note 1)	88.8% (201 5/16)	4 (of 26)	99.5%	1 (of 26)	NA	NA (of 26)	-	-	-	-	
CORPORATE ASSETS											
84. Proportion of operational buildings that are suitable for their current use	80.1%	16 (of 31)	90.4%	13	87.9%	15	7.8%	1	-2.5%	-2	
85. Proportion of internal floor area of operational buildings in satisfactory condition	92.7%	7	96.3%	7	96.3%	6	3.6%	1	0.0%	1	
ECONOMIC DEVELOPMENT											
86. Percentage of unemployed people assisted into work from council operated/funded employability programmes (Note 1)	5.6% (2012/13)	20 (of 29)	6.2%	30	24.8%	5	19.2%	15	18.6%	25	
87. Cost of planning and building standards per planning application	£5,829	25	£9,087	32	£5,224	12	-10.4%	13	-42.5%	20	
88. Average time per business and industry planning application (weeks) (Note 1)	12.8 (2012/13)	24	10.8	13 (of 30)	11.1	16 (of 30)	-13.3%	8	2.8%	-3	
89. Percentage of procurement spend spent on local enterprises	21.5%	24	23.4%	20	20.3%	25	-1.2%	-1	-3.1%	-5	
90. Number of business gateway start-ups per 10,000 population (Note 1)	19.8 (2014/15)	16	24.3	10	25.9	5	30.8%	11	6.6%	5	
91. Cost of economic development and tourism per 1,000 population	£167,688	5	£142,929	12	£77,192	25	-54.0%	-20	-46.0%	-13	
92. Proportion of people earning less than living wage (Note 1)	20.4% (2012/13)	15 (of 29)	9.2%	1 (of 27)	8.7%	6 (of 19)	-11.7%	9	-0.5%	-5	
93. Percentage of properties receiving superfast broadband (Note 1)	54.0% (2013/14)	20	96.3%	14	98.0%	12	44.0%	8	1.7%	2	
94. Town vacancy rates (Note 1)	12.0% (2014/15)	23 (of 31)	12.4%	19	16.0%	24	4.0%	-1	3.6%	-5	
95. Immediately available employment land as a % of total land allocated for employment purposes in the local development plan	6.8% (2014/15)	24 (of 31)	33.0%	14	32.7%	11	25.9%	13	-0.3%	3	

Measure	2010/11		2021/22		2022/23		2010/11-2022/23		2021/22-2022/23		
	Value	Rank	Value	Rank	Value	Rank	% Value Change	Rank Change	% Value Change	Rank Change	
(Note 1)											
96. Gross Added Value per (GAV) Capita	£16,020	25	£14,481	29	N/A	N/A	-	-	-	-	
97. Claimant Count as a % of working age population	5.5%	29	6.0%	29	4.3%	28	-1.2%	1	-1.7%	1	
98. Claimant Count as a % of 16-24 population	10.2%	31	7.4%	31	5.2%	30	-5.0%	1	-2.2%	1	
FINANCIAL SUSTAINABILITY											
99. Total Usable Reserves as a % of Council Annual Budgeted Revenue (Note 1)	15.4% (2013/14)	19	26.8%	12	25.9%	12	10.5%	7	-0.9%	0	
100. Uncommitted General Fund Balances as a % Council Annual budgeted Net Revenue (Note 1)	2.8% (2013/14)	17	2.6%	15	2.9%	10	0.1%	7	0.3%	5	
101. Ratio of Financing Costs to Net Revenue Stream - General Fund (Note 1)	11.3% (2013/14)	27 (of 31)	8.9%	30	8.8%	30	-2.5%	-3	-0.1%	0	
102. Ratio of Financing Costs to Net Revenue Stream - Housing Revenue Account (Note 1)	16.5% (2013/14)	7 (of 24)	17.6%	8 (of 26)	18.2%	10 (of 26)	1.7%	-3	0.6%	-2	
103. Actual Outturn as a % of budgeted expenditure (Note 1)	95.4% (2013/14)	31	100.0%	7	100.1%	9	4.7%	22	0.1%	-2	
TACKLING CLIMATE CHANGE											
104. CO2 Emissions Area Wide Per Capita	5.98	6	4.12	10	NA	NA	-	-	-	-	
105. CO2 Emissions Area Wide: Emissions within scope of LA per Capita	6.61	11	4.62	15	NA	NA	-	-	-	-	
106. CO2 Emissions from transport per Capita (Note 1 and 5)	29.56 (2017/18)	21	26.53	21	NA	NA	-	-	-	-	
107. CO2 Emissions from electricity per Capita (Note 1 and 5)	77.13 (2017/18)	10	42.21	10	NA	NA	-	-	-	-	
108. CO2 Emissions from natural gas per Capita (Note 1 and 5)	67.80 (2017/18)	21 (of 28)	64.99	19 (of 29)	NA	NA	-	-	-	-	

Key:	 denotes improving progress	 denotes area for improvement	 denotes no change in value/rank
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NB: Unless otherwise stated, results are ranked out of 32 local authorities. Where data has not been provided for all 32 local authorities, either the remaining local authorities did not offer the service or there has been no applicable data provided for the remaining local authorities.

All data is subject to review and adjustments may have been required, which means that historical data presented may differ from the results provided in previous years.

Note 1 – Where data has not been collected for the 2010/11 reporting year, the earliest data available has been provided and identified as the base year.

Note 2 – The customer satisfaction data drawn from the Scottish Household Survey is presented in 3-year rolled averages to deliver the required precision at local level.

Note 3 – Data available only every two years.

Note 4 – The cost of maintenance per kilometre of roads measure includes capital and revenue to provide a more meaningful measure of expenditure on roads.

Note 5 – Identifies a new LGBF performance indicator included in the 2022/23 LGBF.

Note 6 – New care standards were introduced in April 2018, which means that comparison with previous years' results are not comparable.

Note 7 – Data expected to be provided May 2024.

2022/23 LOCAL GOVERNMENT BENCHMARKING FRAMEWORK PERFORMANCE INDICATORS

BOTTOM QUARTILE PERFORMANCE

The following national LGBF indicators in East Ayrshire have been identified as bottom quartile performance in 2022/23.

Measure		2010/11		2020/21		2021/22		2022/23	
		Result	Rank	Result	Rank	Result	Rank	Result	Rank
CHILDREN'S SERVICES									
3.	Cost per pre-school education place adjusted for inflation	£5,910	27	£11,076	23	£12,190	24	£12,439	25

2022/23 Ranking Range: (lowest 32nd) Argyll & Bute £16,097; (highest 1st) East Lothian £6,983; Scottish Average £11,008.

The Cost per pre-school education place adjusted for inflation in East Ayrshire has increased by 110.5% between 2010/11 and 2021/22.

East Ayrshire performance in 2022/23 is 13.0% higher than the Scottish Average of £11,008.

2022/23 Ranking Range: (lowest 32nd) Argyll & Bute £16,097; (highest 1st) East Lothian £6,983; Scottish Average £11,008.

The Cost per pre-school education (early learning and childcare) place adjusted for inflation in East Ayrshire has increased by 110.5% between 2010/11 and 2021/22.

East Ayrshire performance in 2022/23 is 11.5% higher than the Scottish Average of £11,008.

Year / Hours of Service	LFR Costs (£) Pre-School Education (Early Learning and Childcare)	Roll Pre-school (Early Learning and Childcare)
2010/11 (475 hours)	10,036,000	1,800
2020/21 (1140 Hours)	22,450,000	2,209
2021/22 (1140 Hours)	27,245,000	2,243
2022/23 (1140 Hours)	28,029,000	2,191

The cost of pre-school education (early learning and childcare) rose by 179.3% between 2010/11 and 2022/23, this reflects the significant costs associated with the Scottish Government policy of expanding the number of hours of free pre-school education (early learning and childcare) from 475 to 1140 hours for 3-4 year old and eligible 2 year olds. The cost of pre-school education rose by 2.9% between 2021/22 and 2022/23.

Measure	2010/11		2020/21		2021/22		2022/23		
	Result	Rank	Result	Rank	Result	Rank	Result	Rank	
<p>The number of children enrolled for pre-school education (early learning and childcare) has risen by 21.8% between 2010/11 and 2022/23 and has fallen by 2.3% between 2021/22 and 2022/23.</p> <p>The Early Learning and Childcare Service has undertaken benchmarking with the Association of Directors of Education in Scotland and with the Improvement Service. The benchmarking exercise has shown that that the model of delivery, food costs and the greater flexibility of provision has contributed to East Ayrshire Council having higher costs for funded pre-school education (early learning and childcare).</p> <p>Improvement Action(s) The Early Years' Service are currently undertaking a review of the delivery of funded early learning and childcare with the aim of managing costs of service delivery. The review will be presented to Cabinet later in 2024/25.</p>									
19.	Percentage of P1, P4 and P7 pupils combined achieving expected CFE Level in Literacy	65.0% (2018/19)	28	52.4%	31	66.8%	25	68.2%	26
<p>2022/23 Ranking Range: (lowest 32nd) Dumfries & Galloway 64.5%; (highest 1st) East Renfrewshire 87.6%; Scottish Average 72.7%.</p> <p>The percentage of P1, P4 and P7 pupils combined achieving expected CFE Level in Literacy in East Ayrshire has increased by 3.2 percentage points between 2018/19 and 2022/23.</p> <p>East Ayrshire performance in 2022/23 is 4.5% percentage points lower than the Scottish Average of 72.7%.</p> <p>There is a continuation of the Covid related impact on attainment levels across the individual and combined literacy elements. Children in P1 & P4 as Covid arrived in 2019/20 were in P4 & P7 respectively at 2022/23. Since the onset of Covid; language development and delay for children entering early years' establishments and P1 had continued to be a significant barrier to learning, which is more prevalent in areas where SIMD Q1 populations are at their highest.</p> <p>Improvement Action(s) We continue to provide specific establishments with bespoke specialised support around all elements of Literacy pedagogy, with the aim to continue to improve attainment levels towards our stretch aims set for 2023-2026. East Ayrshire Council has identified writing at P4 as a core-plus stretch aim. We are embarking on the National P4 Writing Programme in partnership with Education Scotland, where fifteen primary establishments (in year one) will work with partners and improvement science methodologies to improve learning and teaching alongside expected gains in attainment.</p>									
25.	School attendance rate (per 100 pupils)	93.0%	21	92.2% (2018/19)	28	90.9% (2020/21)	28	88.0%	31
<p>2022/23 Ranking Range: (lowest 31st) East Ayrshire / West Dunbartonshire 88.0%; (highest 1st) East Renfrewshire / East Dunbartonshire / Edinburgh City and Eilean Siar 93.0%; Scottish Average 90.2%.</p>									

Measure	2010/11		2020/21		2021/22		2022/23		
	Result	Rank	Result	Rank	Result	Rank	Result	Rank	
<p>The school attendance rate (per 100 pupils) in East Ayrshire has decreased by 5.0 percentage points between 2010/11 and 2022/23 decreased by 2.9 percentage points between 2020/21 and 2022/23.</p> <p>East Ayrshire performance in 2022/23 is 2.2% percentage points lower than the Scottish Average of 90.2%.</p> <p>While the 2019/20 and 2020/21 sessions were not full sessions, the attendance tracking approach taken by the Education Data & Intelligence team allows for mid-session comparisons with previous sessions. While we cannot state that the decrease in attendance rate for session 2022/23 is wholly as a legacy outcome from emergency educational arrangements during lockdown with consequent move to remote provision, empirical evidence and feedback from schools suggests that this did have impact attendance substantially, reflecting a system wide concern about reduced levels of attendance, since the covid-19 pandemic in the recent Education Scotland paper Improving Attendance: Understanding the Issues (November 2023)</p> <p>The attendance rate has decreased over the past 8 years in all primary, secondary and special establishments except in one authority Primary School where attendance has increased by 0.2 pp. On average, the attendance rate has decreased over the past 8 years in primary establishments by 3.7pp, however there were increases in attendance from 2021/22 to 2022/23 in 19 out of 40 primary establishments. On average, the attendance rate has decreased over the past 8 years in secondary establishments by 5.7pp, however there was an increase in attendance from 2021/22 to 2022/23 in 1 out of 7 secondary establishments. On average, the attendance rate has decreased over the past 8 years in special schools by 7.6pp, however there were increases in attendance from 2021/22 to 2022/23 in 2 out of 6 special establishment.</p> <p>Improvement Action(s) Recognising the challenge facing schools the central education service is coordinating a series of attendance symposia which include representation from schools, council services, external partners and other key stakeholders, including parents and carers. The symposia provide a forum to reflect on current good practice and successful interventions; discuss and address common themes and issues; and support schools in the implementation of strategies to improve attendance and engagement with families. The initial symposium attended by Heads of Establishment took place in March 2024 with more planned before the end of the session.</p>									
CORPORATE SERVICES									
35.	The gender pay gap (%)	7.1% (2015-16)	22	5.3%	24	5.7%	26	5.9%	29
<p>2022/23 Ranking Range: (lowest 32nd) Eilean Siar 11.4%; (highest 1st) Aberdeen City -6.2%; Scottish Average 2.5%.</p> <p>The gender pay gap in East Ayrshire improved by 1.2 percentage points between 2015/16 and 2022/23 and declined by 0.2 percentage points between 2021/22 and 2022/23.</p> <p>East Ayrshire's performance in 2022/23 is 3.4% percentage points lower than the Scottish Average of 2.5%.</p>									

Measure	2010/11		2020/21		2021/22		2022/23	
	Result	Rank	Result	Rank	Result	Rank	Result	Rank

The table below sets out the Pay Gap figures for the last 5 years i.e. 2018/19 and 2022/23. The figures show a 0.88 percentage points rise in the pay gap between 2018/19 and 2022/23.

Year	% Staff - Male	% Staff - Female	Pay Gap
2018/19	26.7%	73.3%	5.04%
2019/20	25.9%	74.1%	5.52%
2020/21	25.4%	74.6%	5.25%
2021/22	24.7%	75.3%	5.66%
2022/23	24.7%	75.3%	5.92%
Change over time	-2.0%	+2.0%	+0.88%

The rise in the gender pay gap is linked to following:

- That numbers of and % of male staff employed by the Council has fallen (2%), while the number and % of female staff has increased by (2%) over the last five years and as Females make up a higher % of lower graded posts, this may have contributed to the increase.
- Community Care Officers increased from 11% of the total workforce in Mar 22 to 12% in Mar 23. In 2023 94% of our Community Care Officers identified as female in both years. This increase in female employees into a lower graded posts will have impacted on the increase in the gender pay gap between 2021/22 and 2022/23.
- That the current split of staff numbers male to female is currently 25%/75%;
- To reduce the pay gap would require a greater proportion of female staff to access higher graded posts;
- In the last 5 years the number of female staff in the top 5% of earners has risen (see table below) although this has not been sufficient to positively impact on the pay gap.

Year	Females in top 5% of earners
2018-19	52.2%
2019-20	53.6%
2020-21	54.3%
2021-22	55.5%
2022-23	57.2%
Change over 5 Years (2018-19 to 2022-23)	+5.0%

Improvement Action(s)

A full equal pay review will be carried out by July 2024 followed by the publication of an updated Equal Pay Statement. This work will help us to identify areas requiring improvement and inform actions a year ahead of schedule as the publication of our equal pay statement is not due until mid-2025.

Measure	2010/11		2020/21		2021/22		2022/23		
	Result	Rank	Result	Rank	Result	Rank	Result	Rank	
<p>Two dedicated development sessions on the gender pay will be conducted at Council Management Team meetings over the next 12 months to raise awareness and increase knowledge and plan actions to agree.</p> <p>Workforce and Future Skills Team will continue to work with services on initiatives to increase numbers of female apprentices in craft and other traditionally male roles and males in caring and admin roles.</p>									
38.	Sickness absence days per employee (non-teacher)	11.0	21	7.1	2	13.3	24	15.5	28
<p>2022/23 Ranking Range: (lowest 32nd) Stirling 17.1 days; (highest 1st) South Ayrshire 7.7 days; Scottish Average 13.2 days.</p> <p>The Sickness absence days per employee (non-teacher) in East Ayrshire increased by 40.9% between 2010/11 and 2022/23 and by 16.5% between 2020/21 and 2021/22.</p> <p>East Ayrshire's performance in 2022/23 was 17.4% above the Scottish average of 13.2 days.</p> <p>The Council previously reviewed the calculation method used for its absence statistics which resulted in a significant increase to the absence rates. In addition, the People and Culture Service identified that there had been lower compliance rates in terms of the Supporting Attendance at Work Policy since the COVID-19 pandemic. This also impacted on waiting times for medical appointments, treatments and operations as well as getting medical reports from GPs and Specialists due to pressures on the NHS.</p> <p>A full analysis was carried out and reported to Cabinet in August 2023 which also identified the following factors which may have contributed to the increase in absence levels as well as how we compare with other Local Authorities:</p> <ul style="list-style-type: none"> • Greater numbers of frontline employees in Services with higher levels of absence e.g. Care at Home and Facilities and Property Management which may be outsourced by other Councils. • The impact of an ageing workforce with 52% being aged 45 or over and Approximately 75% of our workforce live in East Ayrshire, therefore issues such as having the 7th highest level of deprivation of the 32 Local Authorities, life expectancy being lower than the national average and the number of citizens with at least one physical long-term health condition being 7% higher than the national average will have a direct impact on our employees and family members they may care for. • Accounting for 69% of days lost due to sickness absence. <p>Improvement Action(s)</p> <p>An Absence Project was carried out within the People and Culture Service with a review undertaken of the Supporting Attendance at Work Policy and Procedures. A Toolkit of additional guidance documents has been developed to provide further support to managers and employees and a review of the training has taken place with updates to the e-learning for both managers and employees.</p>									

Measure	2010/11		2020/21		2021/22		2022/23		
	Result	Rank	Result	Rank	Result	Rank	Result	Rank	
<p>Resources have been strengthened to provide support to managers from designated HR Business Partners as well as the creation of a temporary Supporting Attendance Officer post for 18 months to work directly with Services which have the highest levels of absence.</p> <p>An Independent Review Panel has been established to consider complex and challenging absence cases and provide recommendations on how they can be progressed to a satisfactory conclusion.</p> <p>In addition, a revised Supporting Wellbeing Standard has been implemented by the Health and Safety Team with a Workplace Wellbeing Action Plan replacing the previous Stress Risk Assessment. In recognising the consistently high levels of absence due to personal stress, this has to be carried out for all employees who are absent due to stress, whether personal or work-related. The extensive range of Wellbeing Supports for employees continues to be reviewed and added to where new interventions become available.</p>									
39.	Percentage of income due from Council Tax received by the end of the year	94.2%	23	92.4%	29	94.5%	26	95.3%	25
<p>2022/23 Ranking Range: (lowest 32nd) Aberdeen City 94.2%; (highest 1st) Orkney Islands 98.8%; Scottish Average 96.2%.</p> <p>The percentage of income due from Council Tax received by the end of the year in East Ayrshire increased by 1.1 percentage points between 2010/11 and 2022/23 and by 0.8 percentage points between 2021/22 and 2022/23.</p> <p>East Ayrshire's performance in 2022/23 was 0.9 percentage points below the Scottish average of 96.2%.</p> <p>Whilst we remain in the bottom quartile, a number of factors have increased the amount of Council Tax Income due including the annual increase to the council tax charge; the removal of discount for long term empty properties; the application of a levy for long term empty properties and an increase in the property database for newly built homes.</p> <p>Tighter recovery timetables has seen an improvement in income received. The Cost of Living payment was processed to the majority of accounts during April 2022 which also improved income due.</p> <p>Improvement Action(s) Recovery timetables will continue to be reviewed and improved to ensure reminders are issued timeously. We will continue to pursue payment from all customers who fail to make their payments on time. Wherever possible we actively engage with customers regarding affordability in an attempt to avoid a build-up of arrears.</p> <p>The Scottish Government committed to a wide-ranging review of statutory debt solutions and diligence arrangements with the <u>Bankruptcy and Diligence (Scotland) Bill</u> being introduced April 2023 with aims to reform and improve existing debt solutions, bankruptcy legislation and the use of diligence.</p>									

Measure	2010/11		2020/21		2021/22		2022/23		
	Result	Rank	Result	Rank	Result	Rank	Result	Rank	
<p>In light of these ongoing legislative and economic changes a joint working group will conduct a comprehensive review of these ongoing changes and consider how they will shape and drive change to the Council's current income collection systems and the processes, procedures and debt recovery arrangements that support them.</p> <p>Debt collection practices have remained static for many years and many individuals can have multiple debts with the Council. As finances continue to be constrained, it is important that a co-ordinated and balanced approach is taken to debt recovery to ensure income to the Council is maximised whilst individuals are not left destitute as different services seek to recover individual debts.</p> <p>The review will explore the digital opportunities available to the Council through new technology and system improvements to ensure financial systems support income maximisation and effective debt recovery.</p> <p>A Fair Collection and Debt Recovery Policy will be produced which will be clear, transparent and balanced and made publicly available. The policy will state how vulnerable households will be supported whilst robust action is taken against households that choose not to pay.</p> <p>Third sector and partners will be consulted to ensure that measures can be identified and taken forward that will maximise income whilst preventing hardship and demonstrate a best practice approach for supporting people with council debt.</p>									
40.	Percentage of invoices sampled that were paid within 30 days	85.2%	25	94.3%	14	93.9%	14	88.5%	26
<p>2022/23 Ranking Range: (lowest 32nd) North Lanarkshire 76.0%; (highest 1st) Argyll & Bute 97.0%; Scottish Average 90.6%.</p> <p>East Ayrshire's performance in 2022/23 at 88.5% was 2.1% below the Scottish average of 90.6%.</p> <p>The Percentage of invoices sampled that were paid within 30 days in East Ayrshire increased by 3.3 percentage points between 2010/11 and 2022/23 and decreased by 5.4 percentage points between 2021/22 and 2022/23.</p> <p>East Ayrshire's performance in 2022/23 at 88.5% was 2.1 percentage points below the Scottish average of 90.6%.</p> <p>The volume of invoices processed has increased slightly by 0.9% when compared to the previous year. However the number of invoices paid within the 30 days target has fallen by 4.9%. The total number of invoices paid out with the 30 day target was 9,276 and is due to delays in completing / receipting orders / goods received. The Chief Financial Officer and Head of Finance & ICT, supported by relevant colleagues including Internal Audit, have met to discuss the matter and implement processes and supports to ensure that the delays do not reoccur and that suppliers are paid within the 30 day timeline.</p>									

Measure	2010/11		2020/21		2021/22		2022/23		
	Result	Rank	Result	Rank	Result	Rank	Result	Rank	
Improvement Action(s):									
<ul style="list-style-type: none"> Implementation of the Finance & ICT Service Redesign is in progress with recruitment ongoing, and key posts recently appointed which will target performance across the Council. Whilst the relative benefit from having a full establishment has not yet been fulfilled, the comparative figure for 2023/24 is projected to be closer to the 2021/22 figure of 93.5% and is indicative of work carried out as part of service improvement activity. Reporting arrangements will be reviewed to ensure services receive regular updates to facilitate and improve payment performance within their respective areas, allowing services to focus on areas where invoices tend to be subject to delay. Continue to review procedure notes and APBs to ensure that they remain up to date and reflect systems changes and updates to processes. Seek alternative efficient payment methods to reduce the number of invoices, particularly in areas of repetitive, low value items. Undertake a needs based assessment of Services to ensure that they have the appropriate skills knowledge and systems training to undertake the processes necessary to deliver an integrated Purchase to Pay Process. 									
ADULT SOCIAL CARE									
54.	Proportion of care services graded 'good' or better	78.8% (2011/12)	20	75.7%	32	71.3%	31	72.0%	25
<p>2022/23 Ranking Range: (lowest 32nd) Aberdeen City 63.0%; (highest 1st) East Dunbartonshire, East Renfrewshire & Shetland Islands 87.0%; Scottish Average 75.0%.</p> <p>The Proportion of care services graded 'good' (4) or better in Care Inspectorate inspections in East Ayrshire decreased by 6.8 percentage points between 2010/11 and 2022/23 and increased by 0.7 percentage points between 2021/22 and 2022/23.</p> <p>East Ayrshire's performance in 2022/23 at 72.0% was 3.0 percentage points below the Scottish average of 75.0%.</p> <p>The relative position on Care Inspectorate gradings for providers located in East Ayrshire has improved with the gap between those graded 'good or better' closing from 4.5 to 3.0 percentage points and the ranking rising from 31 to 25 between 2021/22 and 2022/23. Longer-term trends need careful interpretation as the time series is not consistent with the inspection programme being focused on 'How good is our care and support during the COVID-19 pandemic?' related to wellbeing, infection prevention and control, leadership and staffing and then returning to revised Quality Framework for inspection from April 2022.</p>									
Improvement Action(s):									
Commissioning and Contracting Officers will continue to work closely with independent sector providers to support improvement. Audit and Performance Committee will regularly receive reports on Care Inspectorate assessments of quality and individual services.									
CULTURE AND LEISURE SERVICES									
57.	Cost per library visit (adjusted for inflation)	£4.51	15	£16.85	27	£11.76	29	£8.59	31
2022/23 Ranking Range: (lowest 32 nd) Argyll and Bute £10.49; (highest 1 st) Orkney Islands £0.98; Scottish Average £2.81.									

Measure	2010/11		2020/21		2021/22		2022/23		
	Result	Rank	Result	Rank	Result	Rank	Result	Rank	
<p>The Cost per library visit (adjusted for inflation) in East Ayrshire increased by 90.5% between 2010/11 and 2022/23, and decreased by 27.0% between 2021/22 and 2022/23. This is 205.7% higher than the Scottish Average of £2.81 per library visit.</p> <p>During 2022/23 libraries saw visitor numbers increase by 46% on 2021/22. In 2022/23, libraries have recovered to 88% of that achieved in 2019/20 (pre-pandemic). This figure continues to grow. However, it should be noted that during the pandemic there was a behavioural change to e-books and East Ayrshire has seen a rise in e-book borrowing of 244% in 22/23 against pre-pandemic figures. Significant investment was made in 2020/21 and 2021/22 in e-book provision to meet this demand, along with other resources to reach hard to reach groups during post covid-recovery. E-books continue to grow in popularity and are more expensive to purchase than paper books.</p> <p>Improvement Action (s) The library service has reviewed its delivery model in 23/24 to create spaces that are more flexible and provide a greater range of services to the community. Following public consultation, there has also been a review of opening hours to ensure that libraries are not 'one size fits all' but are responsive to individual community need. The change in opening hours and the new delivery model is scheduled for implementation in 2024.</p> <p>A review of mobile libraries and services was undertaken in 2023/24 to ensure that library services reach rural communities who may not have access to a physical library or digital connectivity. This will extend the mobile offer to other service areas and will be implemented in 2024.</p> <p>The library service has continued the development of the reader development programme in partnership with East Ayrshire Council Education Service particularly with early year's colleagues and the East Ayrshire Health and Social Care Partnership.</p>									
60.	Percentage of adults satisfied with libraries (Note 2)	86.4% (2010/14)	9	68.2% (2018/21)	25	67.7% (2019/22)	24	62.0% (2020/23)	27
<p>2020/23 Ranking Range: (lowest 32nd) Renfrewshire 56.0%; (highest 1st) Shetland Islands 92.7%; Scottish Average 71.0%.</p> <p>The Percentage of adults satisfied with libraries in East Ayrshire decreased by 24.4 percentage points between 2010/14 and 2020/23, and decreased by 5.7% between 2019/22 and 2020/23.</p> <p>East Ayrshire's performance in 2020/23 at 62.0% was 9.0 percentage points lower than the Scottish average of 71.0%.</p> <p>Between 2017 and 2022, Mauchline library was significantly reduced in scale and relocated to Burns House Museum. During this period Dalrymple, Muirkirk, Kilmaurs, Hurlford, Catrine, Drongan, Patna and Whatriggs public libraries were closed or transferred to the community for other activities. This reduction in library provision will have led to a reduction in user satisfaction. Between 2021 and 2022, the mobile libraries were continually affected by technical issues resulting in a reduced service to rural and remote communities with no access to a physical library.</p>									

Measure		2010/11 Result	Rank	2020/21 Result	Rank	2021/22 Result	Rank	2022/23 Result	Rank
Improvement Action(s):									
The library service has reviewed its delivery model in 23/24 to create spaces that are more flexible and provide a greater range of services to the community. Following public consultation, there has also been a review of opening hours to ensure that libraries are not 'one size fits all' but are responsive to individual community need. The change in opening hours and the new delivery model is scheduled for implementation in 2024.									
A review of mobile libraries and services was undertaken in 2023/24 to ensure that library services reach rural communities who may not have access to a physical library or digital connectivity. This will extend the mobile offer to other service areas and will be implemented in 2024.									
The library service has continued the development of the reader development programme in partnership with East Ayrshire Council Education Service particularly with early year's colleagues and the East Ayrshire Health and Social Care Partnership.									
61.	Percentage of adults satisfied with parks and open spaces	83.7% (2010/14)	19	81.4% (2018/21)	23	83.0% (2019/22)	24	83.3% (2020/23)	28
2020/23 Ranking Range: (lowest 32 nd) North Ayrshire 81.0%; (highest 1 st) Shetland Islands 95.0%; Scottish Average 87.3%.									
The Percentage of adults satisfied with parks and open spaces in East Ayrshire decreased by 0.4 percentage points between 2010/11 and 2022/23, and increased by 0.3 percentage points between 2021/22 and 2022/23.									
East Ayrshire's performance in 2020/23 at 83.3% was 4.0 percentage points lower than the Scottish average of 87.3%.									
Despite cuts to budgets and mowing regimes, satisfaction rates with parks and open spaces has been increasing over the last 3 years and is only 4% below the Scottish average. National research suggest that use of open spaces is less in areas of deprivation.									
Improvement Action(s):									
A Green Infrastructure Framework has been produced and will go out to public consultation in 2024. This will create a vision and action plan for green infrastructure in every town and village. The Framework will complement Community Led Action Plans and Placemaking Action Plans and will encourage a joint approach to improve and manage local parks and open spaces.									
ECONOMIC DEVELOPMENT AND PLANNING									
89.	Percentage of procurement spend spent on local enterprises	21.5%	24	22.9%	21	23.4%	20	20.3%	25
2022/23 Ranking Range: (lowest 32 nd) East Renfrewshire 11.9%; (highest 1 st) Highland 49.1%; Scottish Average 29.6%.									
The Percentage of procurement spend spent on local enterprises in East Ayrshire decreased by 1.2 percentage points between 2010/11 and 2022/23, and decreased by 3.1 percentage points between 2021/22 and 2022/23.									

Measure	2010/11		2020/21		2021/22		2022/23		
	Result	Rank	Result	Rank	Result	Rank	Result	Rank	
<p>East Ayrshire's performance in 2022/23 at 20.3% was 9.3 percentage points lower than the Scottish average of 29.6%.</p> <p>These figures are based on data sourced from the Scottish Government's Procurement Hub. This is the first time that East Ayrshire's performance has been in the fourth quartile against this measurement, although it's ranking is broadly in line with the other years set out in the table. This data should be used cautiously; whilst the Improvement Service has attempted to standardise the measurement framework, it should be noted that local authorities use different definitions and have different recording systems in place.</p> <p>Improvement Actions: Our Corporate Procurement Strategy supports local companies to bid for work with the Council and gives weight to whether the procurement of goods and services meet our requirements for sustainability, carbon friendliness and economic and community benefits. The Council is committed to working collaboratively and to support Inclusive Growth, we work closely with Economic Development and other 'anchor' organisations such as Hospitals, Universities and Colleges and Large Commercial Employers by harnessing our spending power in terms of buying from local and or socially progressive businesses within the supply chain.</p> <p>The Corporate Procurement Team provides a range of supports, including supplier engagement sessions, support for the Supplier Development training programme, one to one procurement advice for local SMEs, charities and voluntary organisations.</p> <p>Via the Ayrshire Growth Deal's Community Wealth Building programme, CWB Locality Officers are engaging with local businesses by providing 1-1 support, holding CWB pillar focused workshops across localities and providing financial assistance via the CWB Fund.</p>									
91.	Cost of economic development and tourism per 1,000 population	£167,688	5	£134,415	7	£142,929	12	£77,192	25
<p>2022/23 Ranking Range: (lowest 32nd) Angus £33,000 (highest 1st) Eilean Siar £332,508; Scottish Average £109,349.</p> <p>The Cost of economic development and tourism per 1,000 population in East Ayrshire decreased by 54.0% between 2010/11 and 2022/23, and decreased by 46.0% between 2021/22 and 2022/23.</p> <p>East Ayrshire's performance in 2022/23 at £77,192 was 29.4% lower than the Scottish average of £109,349.</p> <p>Although East Ayrshire's performance moved into the fourth quartile in 2022/23, it should be noted that overall, the cost of delivering these services has decreased considerably compared to the previous two years, which were heavily impacted by Covid-19 associated lockdowns and the need to provide assistance to local businesses via discretionary funding schemes. Compared to 2021/22, the cost of service delivery decreased by 46%. Notwithstanding the reduction in costs, the economic landscape remains challenging for local businesses as a result of ongoing inflationary pressures and the cost of living crisis.</p>									

Measure		2010/11		2020/21		2021/22		2022/23	
		Result	Rank	Result	Rank	Result	Rank	Result	Rank
Improvement Actions									
<ul style="list-style-type: none"> Finalise service redesign activity within the Economic Growth Service to put in place a more balanced structure and maximise the efficiency and impact of service delivery. Phase 1 of this redesign is complete with the appointment of Strategic Leads in the three main service areas in 2022 and 2023. The redesigned leadership structure is already having a positive impact on our services, leading to the adoption of more flexible and responsive approaches, and closer links between the component parts of Economic Growth. It has also helped the Service to embed corporate initiatives such as smarter working, empowered teams and place-based working. Implementation of the Ayrshire Economic Strategy. This new regional approach presents an opportunity to rationalise the regional governance model in order to best deliver the vision and priority outcomes. Continued delivery of the Ayrshire & Our Islands Visitor Economy Strategy. The aims of the strategy are to help to deliver economic recovery with an emphasis on the natural environment, to benefit visitors' well-being and aid social regeneration. Continued provision of a range of essential supports, including financial, to businesses. 									
97.	Claimant count as a % of Working Age Population	5.5%	29	7.7%	29	6.0%	29	4.3%	28
2022/23 Ranking Range: (lowest 32 nd) Glasgow City 4.9%; (highest 1 st) Orkney Islands 1.6%; Scottish Average 3.2%.									
The Claimant count as a % of Working Age Population in East Ayrshire decreased by 1.2 percentage points between 2010/11 and 2022/23, and decreased by 1.7 percentage points between 2021/22 and 2022/23.									
East Ayrshire's performance in 2022/23 at 4.3% was 1.2 percentage points higher than the Scottish average of 3.2%.									
Whilst our ranking remains of concern, the East Ayrshire figure for 2022/23 is a significant improvement upon the previous two years. This reflects national trends as reported in the <i>Scottish Economic Bulletin</i> (March 2024), which demonstrated the ongoing resilience of the Scottish labour market, with further growth likely in 2024. The number of payrolled employees across Scotland is at its highest level since the series began in 2014 and this is being reflected in our local labour market.									
Improvement Actions									
The work of the Local Employability Partnership will continue to make a significant contribution to returning the economically inactive to the labour market.									
The East Ayrshire No-One Left Behind (NOLB) delivery plan delivers services which adhere to the overarching principles of further developing All Age Employability Support that puts the individual at its heart and is aligned to other key regional economic drivers including the Ayrshire Growth Deal, Community Wealth Building and economic regeneration.									

Measure	2010/11		2020/21		2021/22		2022/23		
	Result	Rank	Result	Rank	Result	Rank	Result	Rank	
<p>In addition, the Regional Skills Investment Plan 2022-25 aims to address claimant count numbers via a skills response, with a focus on ensuring that employment and training opportunities are available for and targeted at those furthest from the labour market. This plan aims to narrow the gap in employment, economic inactivity and unemployment indicators between Ayrshire and the rest of Scotland.</p> <p>The Ayrshire Skills Investment Fund provides a flexible and responsive skills fund for Ayrshire's businesses and residents. It is aimed at helping employers grow and develop their employees and increase skills for Ayrshire residents, linking them to growth sectors and employment opportunities, with the objectives of reducing unemployment and increasing productivity. Launched in late 2023, the Fund is aligned to priority sectors including engineering, aerospace and hospitality.</p> <p>The Ayrshire Growth Deal represents a huge investment in the regional economy which has the potential to create up to 7,000 new jobs by 2030. The Deal is based on the achievement of inclusive economic growth with a focus on addressing the issues of innovation, productivity and inequality across the regional economy. Local AGD projects including CORE, HALO and AMIC will all have significant skills components, focussing on areas such as apprenticeships, research and innovation and entrepreneurship education.</p> <p>The Council is leading on the delivery of the UK Government's Shared Prosperity Fund via our SPF Investment Plan, a £6.1m investment in the local economy over 3 years, the main focus of which is employability and skills.</p> <p>The Working for a Healthy Economy project provides targeted interventions and support to help those struggling to maintain secure employment. Work is progressing to embed the service within employability pipelines and services across Ayrshire.</p>									
98.	Claimant Count as a % of 16-24 population	10.2%	31	10.5%	30	7.4%	31	5.2%	30
<p>2022/23 Ranking Range: (lowest 32nd) West Dunbartonshire 5.7%; (highest 1st) East Renfrewshire 1.7%; Scottish Average 3.5%.</p> <p>The Claimant Count as a % of 16-24 population in East Ayrshire decreased by 5.0 percentage points between 2010/11 and 2022/23, and decreased by 2.2 percentage points between 2021/22 and 2022/23.</p> <p>East Ayrshire's performance in 2022/23 at 5.2% was 1.6 percentage points higher than the Scottish Average of 3.5%.</p> <p>Similar to indicator 97 above for all ages, the 2022/23 figure is a significant improvement upon recent years and in fact, has halved from the 10.5% recorded only two years ago. This reflects improving economic conditions and is also testament to the effectiveness of the employability model in East Ayrshire which is co-ordinated by the Local Employability Partnership.</p> <p>Improvement Actions Addressing claimant unemployment amongst our young people remains a key aim of the East Ayrshire Local Employability Partnership.</p>									

Measure	2010/11		2020/21		2021/22		2022/23	
	Result	Rank	Result	Rank	Result	Rank	Result	Rank
<p>Attainment data is encouraging, showing that young people are becoming increasingly higher skilled with an increase in the number of individuals achieving at least one or more SCQF Level 5 or above qualification. The Ayrshire Growth Deal seeks to build on this further, enhancing the skills infrastructure through additional education and training centres and further education partners in growth sector areas.</p>								
<p>In terms of school leaver destinations, the 2022 figure for positive destinations was the highest ever recorded. The SL33 hub in Kilmarnock has made a major contribution and works with young people before they leave school to help them find a positive destination. This has resulted in innovative training programmes with providers such as QTS. This work will be developed in the year ahead to further improve outcomes for young people. The success of SL33 has led to the provision of a partner hub in Cumnock, SL66, which is now open and replicates the Kilmarnock model. A new hub has also opened in Dalmellington, with a fourth and final location in Galston within the Irvine Valley due to open in April 2024.</p>								
<p>The embedding of Local Labour Market Information (LMI) in curricular planning across secondary schools continues to be a priority. To enhance their understanding of the skills landscape and sectoral growth areas, Head Teachers attended a half-day Future Skills workshop at Ayrshire College in October 2022, followed by a second meeting for Depute Heads which looked to raise awareness of the importance of LMI and current and future skills gaps across school senior leadership teams.</p>								
<p>Via the NOLB Delivery Plan, a number of programmes are available to 16-24 year olds in East Ayrshire, including East Ayrshire Works, SPF, pre-employment training, barrier removal and engagement, employer recruitment incentives and specific support for parents and families. Separate grant funding for the Young Person's Guarantee (YPG) ended in March 2023 and the programme has entered into mainstream delivery via the NOLB all-age approach.</p>								
<p>Programme outcomes for YPG by March 2023 saw 231 young people supported into employment (165 achieving full-time work) and 66 young people achieving Modern Apprenticeships (30 within East Ayrshire Council and 36 with private and third sector employers).</p>								
<p>The Council's new £6m Jobs and Training Scheme is supporting apprenticeships within the Council and local businesses, 172 placements will be established for the Council over the next three years, with a further 8 apprenticeships and 2 interns within the private sector. 109 young people have been appointed to posts (65 Modern Apprenticeships, 17 Graduate Interns and 27 within local businesses). A further 33 young people have joined the Council's Modern Apprenticeship scheme via existing routes.</p>								
<p>The Developing the Young Workforce (DYW) infrastructure in East Ayrshire was further boosted in 2023 with the expansion of the Stewarton Skills Academy. Stewarton Skills Academy will help to develop vocational, employability and life skills in the young people through structured projects, delivered within the curriculum and as part of the school timetable. Four innovative projects make up the academy (<i>Wee Roasters</i>, where young people learn barista skills, <i>Bonnet Toun Bicycles</i>, which focusses on bike repairs and maintenance, <i>Raise the Bar</i>, which focusses on events management and <i>Stewarton Construction</i>).</p>								

Measure		2010/11		2020/21		2021/22		2022/23	
		Result	Rank	Result	Rank	Result	Rank	Result	Rank
FINANCIAL SUSTAINABILITY									
101	Ratio of Financing Costs to Net Revenue Stream – General Fund	11.3% (2013-14)	27	8.9%	29	8.9%	30	8.8%	30
2022/23 Ranking Range: (lowest 32 nd) Inverclyde 9.7%; (highest 1 st) Midlothian 0.4%; Scottish Average 5.4%.									
<p>The Ratio of financing costs to net revenue stream – General Fund in East Ayrshire reduced by 2.5 percentage points between 2013/14 and 2022/23, and reduced by 0.1 percentage points between 2021/22 and 2022/23.</p> <p>For the 202/23 LGBF indicator, East Ayrshire’s ratio of financing costs to net revenue stream – General Fund was 8.8% which is 3.4 percentage points higher than the Scottish Average of 5.4%. The LGBF indicator includes the cost of the Corporate Support service, however it should be noted that the figure quoted within our Treasury Management Strategy is 6.40% because this does not include the cost of the Corporate Support service. The Corporate Support service debt has been excluded from the net revenue stream because it is classified as a different type of asset where the assets and the corresponding liability are each shown separately in the Council’s balance sheet. Consequently, the primary indicator used by the Council is the indicator where the definition excludes the Corporate Support service.</p> <p>Prudential indicators are designed to support and record local decision making. They are not designed to be comparative performance indicators and the use of them in this way could be misleading and counterproductive. In particular, local authorities had widely different debt positions on the introduction of the Prudential Code and the differences have increased over time as a result of the exercise of local choices. The system is specifically designed to support local decision making in a manner that is publicly accountable.</p> <p>This indicator is designed to reflect the relative proportion of the Council’s revenue streams it is comfortable allocating to the cost of servicing debt, each Council will have different capital requirements based on their respective asset management plans and as such direct comparison is limited in value.</p> <p>Improvement Action (s) Notwithstanding the clear limitation of this indicator for comparative purposes, Cabinet on 27 February 2024, in considering the Council’s capital investment programme, noted that the investment cap of 8% of the general fund net revenue stream would be reached in 2027/28 with future year’s capital plans breaching the cap and therefore a wider review of the long term strategic direction of the capital investment programme would take place with the outcome reported to members during 2024.</p>									