

**ANGUS COUNCIL**

**CHILDREN AND LEARNING COMMITTEE – 11 AUGUST 2015**

**PEOPLE DIRECTORATE ANNUAL PERFORMANCE REPORT**

**REPORT BY MARGO WILLIAMSON, STRATEGIC DIRECTOR – PEOPLE**

**ABSTRACT**

This report presents the Annual Performance Report for the People Directorate for 2014/15

**1. RECOMMENDATION**

It is recommended that the Committee:

- (i) Note the terms of the People Directorate Annual Performance Report for 2014/15.

**2. INTRODUCTION**

As an integral part of the council's performance management arrangements, each directorate prepares an annual performance report covering the period 1 April – 31 March for submission to their service committee.

The reports are designed to give members, employees and the public (who have access to the reports via the council's website) an update of performance within directorates during the previous financial year.

**3. ALIGNMENT TO THE ANGUS COMMUNITY PLAN/SINGLE OUTCOME AGREEMENT/COPORATE PLAN**

This report contributes to the following local outcome(s) contained within the Angus Community Plan and Single Outcome Agreement 2013-2016:

- 3 Our children and young people are confident individuals, effective contributors, successful learners and responsible citizens
- 5 Individuals and families are involved in decisions which affect them
- 8 We have improved the health and wellbeing of our people and inequalities are reduced
- 9 Individuals are supported in their own communities with good quality services

**4. HIGHLIGHTS AND AREAS FOR IMPROVEMENT**

- The report details improvement actions and performance indicators for 2014/15. The following are some of the highlights: -

As a result of a comprehensive review of our supported school review process, we provided a more bespoke service in session 2014/2015. From August 2014, three layers of intervention have been provided: monitoring; targeted and intensive. This has improved the support and challenge to our schools.

We continue to invest in the infrastructure of our schools.

100% of looked after children who were leaving school gained at least 1 Scottish Credit and Qualifications Framework (SCQF) at level 4 or above. This compares with 74% of looked after school leavers nationally, and 96% of all school leavers.

During 2014/15 95% of looked after children and young people were supported within family-based placements, as opposed to residential care.

Bramble Cottages, a new purpose-built residential unit for children and young people has been completed. This will replace the existing Kinnaird Street unit, but will be much more suitable for the delivery of the service.

In all but one of our early learning and child care settings (1 partner provider), children are accessing a minimum of 600 hours early learning and child care. To enable this we have invested in our and partners built resources.

We have extended child care arrangements for looked after children and children in workless/job-seeking families, including extending provision for 2 year olds beyond the private and voluntary sector to include Ladyloan, Southmuir, Strathmore and Burnside primary schools.

We completed a programme of service reviews which are now in the implementation phase.

- As well as highlights we recognise that there are areas where improvement is needed. Raising the attainment and achievement of all of our children and young people continues to be a priority. Schools are projecting that there will be an improvement in attainment in the 2015 S4 key measures.

## **5. RISKS**

This report does not require any specific risk issues to be addressed.

## **6. FINANCIAL IMPLICATIONS**

There are no financial implications associated with the terms of this report.

## **7. HUMAN RIGHTS IMPLICATIONS**

There are no human rights implications associated with this report.

## **8. EQUALITIES IMPLICATIONS**

The issues contained in this report fall within an approved category that has been confirmed as exempt from an equalities perspective.

## **9. CONSULTATION**

The Chief Executive, Head of Corporate Improvement & Finance and Head of Legal and Democratic Services have been consulted in the preparation of this report.

**NOTE:** No background papers, as detailed by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information) were relied on to a material extent in preparing the above report.

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List of Appendices: People Directorate Annual Performance Report