

REPORT TO: Policy and Performance Review Committee

MEETING DATE: 15 June 2023

BY: Executive Director for Place

SUBJECT: 'Top 50' Council Plan & Annual Performance Indicator Report

1 PURPOSE

- 1.1 To provide the Committee with information regarding the performance of Council services during 2022-23 for the Council Plan Top 50 indicators and Annual Performance Indicators.

2 RECOMMENDATIONS

- 2.1 The Committee is asked to use the information provided in this report to consider whether any aspect of the Council's performance is in need of further analysis.

3 BACKGROUND

- 3.1 The 25 October 2022 Council meeting unanimously approved the 2022-2027 Council Plan Action Plan and agreed that a new set of 'Top 50' Council Plan Indicators to track high level progress with implementing the Plan would be reviewed. The 'Top 50' indicators were approved by the Council on 28 February 2023.
- 3.2 The approved set of 'Top 50' Performance Indicators will be used to help monitor progress towards the outcomes contained in the Council Plan. Appendix 1 provides the results of the Top 50 indicators.
- 3.3 The Top 50 also includes 10 indicators that have been identified as a priority and are referred to as the Top 10. These can be found in Appendix 1 within the ID reference.
- 3.4 This report provides details on the 'Top 50' indicators for which up-to-date information is available at end of March 2023. Several indicators are based on annual local or national data that is not available until later in the year. The

annual 'State of the Council' report that will be presented in December will provide updates on these indicators.

- 3.5 The Council has several annual performance indicators that are not included in the Top 50. These are reported in Appendix 2.

Top 50 Performance

- 3.6 The Indicators are based around six of the Council Plan objectives. Some of the indicators that may be of particular interest to members include:

Reduce poverty and Inequality

CP1 - 18.8% of children are in households with less than 60% of average income after housing costs. This has reduced from 24.5% reported in 2020.

CP3 - The percentage of the population claiming Out of Work allowance/ Universal Credit has reduced from 2.8% in the previous year to 2.5%. The rate remains below the Scottish average of 3.3%.

Respond to the Climate Emergency

CP5 - A new indicator for the Top 50 report. The average ELC score in Adaptation Scotland's Capability Framework is 2.16.

CP6 - There have been 18 FTE staff certified as Carbon Literate with an additional 32 expected to be certified later in the year.

Grow our Economy

CP09 / CP10 - Overall, 30% of people involved in Council operated employment programmes progressed into employment. This is a reduction compared to the 43% achieved in the previous year. The number of participants are much higher in 2022/23 at 722 compared to 467 in the previous year.

Grow our People

CP21 - The percentage of young people receiving After Care who are in a positive destination has improved slightly to 54% although under target (60%) for the year.

CP25 - 1023 referrals received into the single point of access (SPA) from the beginning of the school year (Aug 2022) to end of May 2023. The most common referral reasons being Neurodevelopmental Assessment, Anxiety and Emotional/ Behavioural Difficulties followed closely by Trauma and Low Mood.

Grow our Communities

CP37 - Number of affordable house completions and open market acquisitions increased from 126 to 196.

CP38 - Average number of days to re-let properties is outwith target at 65.2. Issues affecting performance include staffing issues, contractor delay and issues associated with the pandemic.

Grow our Capacity

CP45 - Total number of on-line form transactions has improved in 2022/23 from 32,751 to 41,644. This includes 24,493 from the Customer Portal and 17,151 from the Council website.

CP48 - Percentage of income due from Council Tax received by the end of the year is 97.6% and on target for the year.

Annual Performance Indicators

3.7 Annual performance indicators that may be of particular interest to members include:

Improve the condition, energy efficiency and management of housing stock

- The percentage of dwellings meeting the Scottish Housing Quality Standard increased from 63.1% to 86.9%.

Over the previous reporting year, East Lothian Council continued to dedicate increased resource and spend to the respective fire and electrical safety programmes. In addition, for those properties subject to at least two planned failed access attempts, a compulsory access project was introduced in October 2022.

At year end, ELC had 84 (0.9% of total stock) non-compliant properties in respect of fire safety (Elements 11A & 11B) and 155 (1.7% of total stock) non-compliant properties for electrical installation inspections (Element 45).

These non-compliant properties represent the council's most challenging stock both in terms tenancy management and/or technical issues i.e. illegally bypassed meters, no incoming earth, no power in quantum, hoarders etc. It is hoped full compliance will be achieved by end of Q1 2023/24.

Improve the Employability of East Lothian's Workforce

- The number of people assisted into work from ELC employability programmes increased from 201 to 214.

East Lothian Works has continued to expand the employability offer to residents of East Lothian, increasing the number of pathways and opportunities available. This has largely been achieved by the introduction of a co-commissioned Grant Programme which will continue in 2023-24. The increase in available services has led to an

increase of 55% of the number of people who have received employability support compared with 2021-22.

Changes to the labour market have meant that EL Works is supporting people further from employment whom require more intensive, longer-term support. There have also been changes to funding which have restricted the creation of supported job opportunities.

Connected Communities Activity & Volunteering

- Total number of people involved in Connected Communities (CLD) activity is 25,329 for the year, compared to 16,403 from the previous year.

This includes 10,276 young people engaged in CLD activity. Also, 79 young people successfully completed Duke of Edinburgh Awards, with the majority achieving bronze level.

- Number of volunteering hours engaged in Connected Communities activity also increased from 2725 to 2948. Volunteering involves a wide range of activities including Duke of Edinburgh award scheme, Area Partnership meetings and networks, management committees and youth provision.

Improve Attendance Management & Increase Staff absence

- Average number of sickness absence days per teacher increased slightly from 4.5 to 5.7. The average days lost for all other local government employees is 10.9 days. The Scottish average for teacher absence is 5.8 and 12.4 for all other employees, which places ELC within the top 5 councils with the lowest absence levels.

4 POLICY IMPLICATIONS

- 4.1 Reporting performance helps the Council demonstrate that it is achieving Best Value in regard to 'Commitment and Leadership', 'Sound Governance at a strategic, financial and operational level' and 'Accountability'.
- 4.2 The scrutiny of performance by Elected Members is part of 'Commitment and Leadership'. The Best Value Guidance explains that the scrutiny of performance means 'That members are involved in setting the strategic direction for Best Value and there is a mechanism for internal scrutiny by members of performance and service outcomes.' Reporting the performance indicators is intended to aid this process.

5 INTEGRATED IMPACT ASSESSMENT

- 5.1 The subject of this report is not applicable to the well-being of equalities groups and an Impact Assessment is not required.

6 RESOURCE IMPLICATIONS

- 6.1 Financial – no direct financial implications associated with this report.
- 6.2 Personnel – no direct implications on staffing associated with this report.
- 6.3 Other – none.

7 BACKGROUND PAPERS

- 7.1 Appendix 1: 2022/23 Top 50 Council Plan indicators Report
- 7.2 Appendix 2: 2022/23 Council Plan Annual Indicators Report

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DATE	1 st June 2023

Appendix 1 - Council Plan 2022-2027 Top 50 Performance Report

Dates

31/03/2023

Reduce Poverty & Inequality

ID	Measure	Previous Value	Latest Value	Target	RAG score	Comments
CP1 T1	% of children living in households with less than 60% of average income after housing costs	18.8		10.0		CHN24 of the Local Government Benchmarking Framework shows the percentage of children who are in households with incomes net of housing costs that are below 60% of the median. Data is published 2 years in arrears i.e. 2019/20 figures published in 2021 by End Child Poverty. ELC figures have reduced from 24.5% in 2020 to 18.8% 2021.
CP2	% of citizens who say they are managing financially Very Well & Quite Well	50		55		The recent Residents' Survey found 50% of citizens agree they are managing financially.
CP3	EDSI_ELW02 Percentage of the population claiming Out of Work Allowance (JSA / Universal Credit)	2.8%	2.5%	2.8%		% claiming out of work allowance / Universal Credit has increased slightly in Q4 to 2.5%. The rate remains below the Scottish average of 3.3. There were 1655 claimants. Claimant count in the age group 18 to 21 is 4.3% against the average of 4.7%.

Respond to Climate Emergency

ID	Measure	Previous Value	Latest Value	Target	RAG score	Comments
CP4 T2	ELC EDSI02 Corporate annual carbon emissions (tonnes CO2e)	15635				Update for 2022/23 will be available in November 2023.
CP5	East Lothian Council's score in Adaptation Scotland's Capability Framework		2.16			Average score overall is 2.16. This includes the following categories: <ul style="list-style-type: none"> • Organisational Culture & Resources = 1.33 • Understanding the Challenge = 2.66 • Planning & Implementation = 2.33 • Working Together = 2.33
CP6	Number FTE staff undertaking Carbon Literacy Training programme & certified as Carbon Literate	7	18			• 32 more staff expected to be certified by August 2023

Growing Our Economy

ID	Measure	Previous Value	Latest Value	Target	RAG score	Comments
CP07 T3	Proportion of people of working age (16-64) in employment in East Lothian (including self employed)	0.62				The most recently updated figure provided by NOMIS is 0.62 is for 2021. The density figures represent the ratio of total jobs to population aged 16-64.
CP08	No of businesses accessing support services; including Business Gateway, East Lothian Works & others					
CP09	EDU03 Number of people participating in EL Works operated or funded employability programmes	467	723			EL Works has continued to expand the employability offer to residents of East Lothian, increasing the number of pathways and opportunities available. This has largely been achieved by the introduction of a co-commissioned Grant Programme which will continue in 23-24. The increase in available services has led to an increase of 55% of the number of people who have received employability support compared with 21-22.

ID	Measure	Previous Value	Latest Value	Target	RAG score	Comments
CP10	EDU01 % of people involved in Council operated employability programmes progressed into employment	43%	30%			The number of people progressing into employment increased slightly. Also, the higher amount of people participating in the employment programmes has reduced the overall percentage progressing into employment from 43% to 30%.
CP11	> CHN21 Participation rates for 16-19 year olds	93.20		100.00		Participation rates dropped slightly in 2021/22 from 94.0% to 93.26% but remains above the Scottish average. Next update on the Local Government Benchmarking Framework is due March 2024 for this indicator.
CP12 T4	Business base – number of businesses					
CP13	Econ5 No of business gateway start-ups per 10,000 population	6.66				Update will be available later in the year
CP14	> ECON4 % of procurement spent on local enterprises	18.50				Update will be available later in the year
CP15	ECON9 Town Vacancy Rates	8.07				Update will be available later in the year

Growing our People – Close the poverty related attainment gap

ID	Measure	Previous Value	Latest Value	Target	RAG score	Comments
CP16	Attainment gap between quintiles 1 and 5 for primary 1, 4 and 7 combined in literacy	30.0		27.6		The percentage point gap in East Lothian in 2021/22 was broadly in line with the previous year at 30 percentage points. The number of pupils in SIMD Quintile 1 in East Lothian is typically very small (approx 5% of the combined P1, P4 & P7 cohort on average). This SIMD group population is significantly smaller than any other SIMD Quintile group population with approx. 21% of the combined cohort in SIMD Quintile 5. Pupils' achievement of CfE levels in 2020/21 were affected by the coronavirus (COVID-19) pandemic. It is likely that 2021/22 results may also be affected by the ongoing impact of the pandemic on young people's learning. All schools have in place improvement plans and specific targets to raise attainment and reduce the poverty-related attainment gap. These are discussed and challenged on a regular basis with Quality Improvement Officers.

ID	Measure	Previous Value	Latest Value	Target	RAG score	Comments
CP17	Attainment gap between quintiles 1 and 5 for primary 1, 4 and 7 combined in numeracy	22.1		24.2		The percentage point gap in East Lothian in 2021/22 reduced by 4 percentage points on the previous year to 22 percentage points. The number of pupils in SIMD Quintile 1 in East Lothian is typically very small (approx 5% of the combined P1, P4 & P7 cohort on average). This SIMD group population is significantly smaller than any other SIMD Quintile group population with approx. 21% of the combined cohort in SIMD Quintile 5. Pupils' achievement of CfE levels in 2020/21 were affected by the coronavirus (COVID-19) pandemic. It is likely that 2021/22 results may also be affected by the ongoing impact of the pandemic on young people's learning. All schools have in place improvement plans and specific targets to raise attainment and reduce the poverty-related attainment gap. These are discussed and challenged on a regular basis with Quality Improvement Officers.
CP18 T5	Attainment gap in quintiles 1 to 5 in the no. school leavers attaining 1+ passes at SCQF level 5	39.6		19.1		<p>The percentage point gap in East Lothian in 2021/22 increased by 12.5 percentage points on the previous year to 39.6 percentage points. The significantly different circumstances and awarding processes of 2021 and 2022 do not allow for meaningful comparison or for conclusions to be drawn on changes in education performance and should not be seen as an indication that performance has improved or worsened, without further evidence.</p> <p>The number of school leavers in SIMD Quintile 1 in East Lothian is typically very small (approx 5% of the total cohort on average). This SIMD group population is significantly smaller than any other SIMD Quintile group population in East Lothian. Due to the size of this population, the percentage achieving is susceptible to more fluctuation over time.</p> <p>All schools have in place improvement plans and specific targets to raise attainment and reduce the poverty-related attainment gap. These are discussed and challenged on a regular basis with Quality Improvement Officers.</p>
CP19	Attainment gap in quintiles 1 to 5 in the no. of school leavers attaining 1+ passes at SCQF level 6	55.7		36.1		<p>The percentage point gap in East Lothian in 2021/22 increased by 11.6 percentage points on the previous year to 55.7 percentage points. The significantly different circumstances and awarding processes of 2021 and 2022 do not allow for meaningful comparison or for conclusions to be drawn on changes in education performance and should not be seen as an indication that performance has improved or worsened, without further evidence.</p> <p>The number of school leavers in SIMD Quintile 1 in East Lothian is typically very small (approx 5% of the total cohort on average). This SIMD group population is significantly smaller than any other SIMD Quintile group population in East Lothian. Due to the size of this population, the percentage achieving is susceptible to more fluctuation over time.</p> <p>All schools have in place improvement plans and specific targets to raise attainment and reduce the poverty-related attainment gap. These are discussed and challenged on a regular basis with Quality Improvement Officers.</p>

ID	Measure	Previous Value	Latest Value	Target	RAG score	Comments
CP20	Attendance gap between quintiles 1 and 5 in overall school attendance	6.4		5.0		The attendance rate gap in East Lothian in 2021/22 increased slightly by 0.7 percentage points on the previous year to 6.4 percentage points. During 2020/21 there was disruption to school attendance caused by the COVID-19 pandemic. The 2020/21 rate refers to attendance when schools were open and does not include periods where school buildings were closed to pupils and education continued via home-learning. All schools have in place targets to improve attendance and close the poverty related gap. This is supported by our school attendance policy and discussions with Quality Improvement Officers.

Growing our People – Improve the life chances of children



ID	Measure	Previous Value	Latest Value	Target	RAG score	Comments
CP21	The % of young people receiving After Care who are in a positive destination	52%	54%	60%	▲	
CP22 T6	Percentage of child protection re-registrations within 24 months	13%	0%	10%	★	
CP23	Number Looked after children with more than 2 placement moves in a year	4	1	2	★	
CP24	Number of young people receiving continuing care	15	15	11	★	
CP25	Number of referrals of children and young people to mental health services Single Point of Access	0	1,023			<p>1023 referrals received into the single point of access (SPA) from the beginning of the school year (Aug 2022) to end of May 2023.</p> <p>Neurodevelopmental Assessment (ND) Pathway has been incorporated into the suite of services available through the SPA. This year 51% of all referrals have either included a ND assessment request alongside a request for Mental Health Support or have been solely seeking an ND assessment.</p> <p>We have seen our highest numbers of referrals to SPA this year since the initiative started in 2020 with most common referral reasons being Neurodevelopmental Assessment, Anxiety and Emotional/Behavioural Difficulties followed closely by Trauma and Low Mood. Children and Young People referred to the SPA go on to access various mental health services such as support from a Mental Health Youth Worker, School Counselling, Art/Play Therapy or CAMHS but may also be directed to another service within or beyond ELC.</p>

Growing our People – Adults and older people

ID	Measure	Previous Value	Latest Value	Target	RAG score	Comments
CP26	Number of days people aged 75+ spend in hospital when they are ready to be discharged (per 1000 popu	153.2				SW8 of the Local Government Benchmarking Framework shows the number of days people spend in hospital when they are ready to be discharged, as a rate per 1,000 population (75+). The ELC rate has reduced from 258 to 153 and is significantly below the Scottish average (747). ELC now ranks 1st when compared with other councils. The 2022/23 update will be available in November 2023.
CP27 T7	% of 65+ with long-term care needs receiving personal care at home	58.7	56.0			

ID	Measure	Previous Value	Latest Value	Target	RAG score	Comments
CP27b T7	% of under 65 with long-term care needs receiving personal care at home	83%	83%			
CP28	% of all 65+ non-residential service users receiving care under SDS Options 1, 2 and 3	18%	26%			
CP28b	% of all under 65 non-residential service users receiving care under SDS Options 1, 2 and 3	73%	75%			
CP29	% of carers receiving respite via a Carers Support Plan					This indicator is under development and reflects one of the key priorities in the new EL Carers Strategy re provision of respite (Strategy to be agreed at June IJB) - baseline to be developed for next report.
CP30	Emergency (or preventable) hospital admission rate	10,528				A further update for 2022/23 will be made available later in the year.
CP31	Fall rates per 1,000 population aged 65+	22				A further update for 2022/23 will be made available later in the year.
CP32	Proportion of last 6 months of life spent at home or in a community setting	88%				A further update for 2022/23 will be made available later in the year.
CP33	% of adults able to look after their health very well or quite well	93%				Based on 2020/21 Health and Social Care Experience Survey - only carried out every 2 years - 2022/23 figures not available until next year

Growing our Communities

ID	Measure	Previous Value	Latest Value	Target	RAG score	Comments
CP34	% of citizens who agree the Council is good at listening to peoples views before it makes decisions	13.0				The recent Residents' Survey found 13% agree the Council is good at listening to peoples views
CP35	% of citizens who say their neighbourhood is a good place to live	94.0				The recent Residents' Survey found 94% of citizens agree their neighbourhood is a good place to live
CP36	CLD06 Number of volunteer hours engaged in Connected Communities (CLD) Activity	2,725	2,948			Volunteering involves a wide range of activities including Duke of Edinburgh award scheme, Area Partnership meetings and networks, management committees and youth provision.
CP37 T8	EDSI03 Number of affordable house completions and Open Market Acquisitions	126	196			
CP38	Average number of days taken to re-let properties	66.2	65.2	42.0		The number of days to re-let and associated void rent loss remained challenging to address in 2022/23 with a variety of issues continuing to play in affecting performance. These included staff issues (both back office and craft workforce), contractor delays and other issues associated with the pandemic, Brexit and the cost of living crisis. Plans are in place to tackle the voids backlog and significant improvement is expected in this area for 2023/24.
CP39	% of tenants satisfied with repairs	90%	88%	92%		

ID	Measure	Previous Value	Latest Value	Target	RAG score	Comments
CP40	T&WS01 Number of bus service routes	38	38			The number of bus services remain the same for 2022/23. The Scottish Government had put in place a new grant to support bus services in 2022-23, the Network Support Grant (NSG). This includes temporary additional financial support during the recovery from the COVID-19 pandemic. There will be further changes over the next 3 months including additional bus routes and timetable adjustments.
CP40b	T&WS02 Number of timetabled journeys	8219	8219			The number of timetabled journeys remain the same for 2022/23. The Scottish Government had put in place a new grant to support bus services in 2022-23, the Network Support Grant (NSG). This includes temporary additional financial support during the recovery from the COVID-19 pandemic. There will be further changes over the next 3 months including additional bus routes and timetable adjustments.
CP41	ENV6 T&WS % of total household waste arising that is recycled	53.9				
CP42	% of citizens who feel very safe walking alone in their local area after dark			92.0		A new indicator for 2022-2027. Data will be available in the next Residents' Survey.
CP43	% of Anti-Social Behaviour complaints received by the Council resolved/ closed within 4 months					Figure not available and will be reported later in the year.

Growing our Capacity

ID	Measure	Previous Value	Latest Value	Target	RAG score	Comments
CP44	Proportion of non-Direct Debit payments, including school payments, undertaken online	72.0	79.0	85.0	●	
CP45 T10	Number of on-line form transactions completed on Council website	32751	41644			Total number of on-line form transactions has improved in 2022/23 from 32,751 to 41,644. This includes 24,493 from the Customer Portal and 17,151 from the Council website. Some of the most popular services include: Waste Container request – 5890; Bulky Waste order – 3078; Feedback – 1343; Primary 1 Enrolment – 1243; Council Tax Moving into East Lothian – 971; Council Tax Request a Refund – 837; and Antisocial Behaviour – 767.
CP46	% of employees agreeing that the Council is a great place of work		83.8	87.5	●	The 2022/23 Employee Engagement Survey found 83.8% of employees agreeing the Council is a great place to work
CP47	ELC Corp06 Average number of sickness absence days per local government employee including teachers	8.08	9.54			Recorded absences rose from the pandemic period when many employees were able to work from home. There has also been an increased focus on the management and reporting of sickness absence as staff return to the office

ID	Measure	Previous Value	Latest Value	Target	RAG score	Comments
CP48	> ELC Corp7 Percentage of income due from Council Tax received by the end of the year	97.7	97.6	97.6		Council Tax collection has been strong in 2022/23, helped in part by the Scottish Government £150 cost of living payments made to every household in receipt of Council Tax Reduction and all other occupied households in Bands A to D. 898 new properties were added to our property base in 2022/23, taking our overall property base up to 51,982 at end of year. The majority of new properties were in Band E and Band F. 2022/23 has been an exceptionally busy year and the volume of work coming into the team has remained extremely high throughout the year. Managing down this work whilst providing support for local residents struggling with cost of living increases has been challenging. The new financial year may bring about additional challenges with a 7% annual Council Tax increase and there is no scheme in place this year to provide cost of living support payments direct to Council Tax accounts, so this may impact on collection levels and people's ability to pay, but work continues to maximise collection through boosting household income where eligibility to financial support exists and also through effective debt management work.
CP49	HSN1b RWS Gross rent arrears as at 31 March each year as a % of rent due for the reporting year	4.9	5.8			It has been an exceptionally difficult year for many local residents and maximising rent collection and reducing arrears levels during 2022/23 has proved challenging. Restrictions around progressing more serious levels of debt at the legal stage during 2022/23 has also impacted on arrears levels, however extensive work is going on to manage this in conjunction with our Legal Services team. A balanced approach to managing rent arrears is well embedded within the team, ensuring tenants are supported and informed of help available, providing intensive one-to-one support for tenants and making sure our services are joined-up and accessible.
CP50	Preserve minimum balance on useable general fund reserves (£million)	£7.2				Figure not available and will be reported later in the year.

Appendix 2 - Council Plan Annual Performance Report

Dates

31/03/2023



Annual Report

Measure		Previous Year	Latest	Target	Comments
Improve the condition, energy efficiency and management of housing stock	CH06 % reactive repairs carried out in the last year completed right first time	90.8	92.4		
	CH07 % properties that require a gas safety record which had a safety check by anniversary date	98.5	99.8	100.0	Although we are reporting 12 failures, these are all now compliant and only missed target by between 4 and 26 days. In each and every case, the miss related to COVID positive households and we managed / monitored carefully through to completion.
	HSN2 CH Percentage of rent due in the year that was lost due to voids	1.0	1.1	1.0	The number of days to re-let and associated void rent loss remained challenging to address in 2022/23 with a variety of issues continuing to play in affecting performance. These included staff issues (both back office and craft workforce), contractor delays and other issues associated with the pandemic, Brexit and the cost of living crisis. Plans are in place to tackle the voids backlog and significant improvement is expected in this area for 2023/24.

	Measure	Previous Year	Latest	Target	Comments
	HSN3 CH Percentage of dwellings meeting the Scottish Housing Quality Standard	63.1	86.9	100.0	<p>Over the previous reporting year, East Lothian Council have continued to dedicate increased resource and spend to the respective fire and electrical safety programmes. In addition, for those properties subject to at least two planned failed access attempts, a compulsory access project was introduced in October 2022.</p> <p>At year end, ELC had 84 (0.9% of total stock) non-compliant properties in respect of fire safety (Elements 11A & 11B) and 155 (1.7% of total stock) non-compliant properties for electrical installation inspections (Element 45).</p> <p>These non-compliant properties represent the council's most challenging stock both in terms tenancy management and/or technical issues i.e. illegally bypassed meters, no incoming earth, no power in quantum, hoarders etc.</p> <p>The wider housing division are continuing to working alongside social workers, Police Scotland and SPEN to complete the necessary works. It is hoped full compliance will be achieved by end of Q1 2023/24.</p>
	HSN5 CH Percentage of council dwellings that are energy efficient	90.3	90.9	100.0	
	PM02 Average length of time (hrs) taken to complete emergency repairs	3.9	3.9	4.0	
Increase community and individual resilience	CLD02 Number of adults engaged in Connected Communities (CLD) Activity	4,835	6,717		
	CLD03 Number of children engaged in Connected Communities (CLD) Activity	6,754	8,336		Covid recovery impact – community centre programmes increasing. An additional 6 new specialist youth workers engaging with children and young people.
	CLD04 Number of young people engaged Connected Communities (CLD) Activity	4,814	10,276		Covid recovery impact – community centre programmes increasing. An additional 6 new specialist youth workers engaging with children and young people.

	Measure	Previous Year	Latest	Target	Comments
	CLD05 Number of young people successfully completing DofE awards.	50	79		Breakdown for Duke of Edinburgh Awards include, 57 Bronze, 18 Silver and 4 Gold.
Equal Opportunities	> Corp3b HR Percentage of the highest paid 5% of employees who are women	53.4	53.4		251 employees in the highest paid 5% of earners, with 134 women employees in the top 5%
Reduce unemployment	> EDSI_B11 Number of jobs created by start ups assisted by Business Gateway	104	89		
Maximise opportunities to increase the supply of affordable housing	EDSI04 Number of affordable housing site starts	225.0	225.0		
Improve the employability of East Lothians Workforce	EDU02 Number of people assisted into work from ELC employability programmes	201	214		Changes to the labour market have meant that EL Works is supporting people further from employment whom require more intensive, longer-term support. There have also been changes to funding which have restricted the creation of supported job opportunities.
Provide efficient services	> ELC Asset1 Proportion of operational buildings that are suitable for their current use	88.6	81.6	80.5	<p>In order to determine the Suitability/fitness for purpose of Operational assets, the Suitability Questionnaire provides a consistent method for recording this data.</p> <p>Together with other factors, the Suitability data is used as part of the decision making process for future development of the Estate, in order to meet the needs of the Stakeholders and support services.</p> <p>Reasons and explanation of why performance may change, compared with previous years, may be the result of factors including:</p> <ul style="list-style-type: none"> • New build works. • Refurbishment works, of existing buildings, which have improved Suitability. • Changes to Estate (e.g. properties acquired/disposed, properties changing from Non Operational to Operational) which could inadvertently affect overall percentage of Suitability of the Estate. • Recent Suitability surveys being carried out.

	Measure	Previous Year	Latest	Target	Comments
	<p>ELC Asset2 Proportion of internal floor area of operational buildings in satisfactory condition</p>	91.1	87.9	88.0	<p>As part of government guidance ELC has attempted to improve the Condition of its Estate by using the Condition Surveys as a basis to provide information to assist in prioritising and targeting improvement works across its Estate. Reasons and explanation why performance may change, compared with previous years, may be the result of a number of factors including:</p> <ul style="list-style-type: none"> • New build works. • Refurbishment works, of existing buildings, which have improved Condition. • Changes to Estate (e.g. properties acquired/disposed, properties changing from Non Operational to Operational) which could inadvertently affect overall percentage of Condition of Estate. • Recent Condition Surveys being carried out.
Improve attendance management and reduce staff absence	<p>ELC Corp6a Average number of sickness absence days per teacher</p>	4.53	5.77		<p>Average number of sickness absence days per teacher increased slightly from 4.5 to 5.7. The Scottish average for teacher absence is 5.8, which places ELC within the top 5 councils with the lowest absence levels.</p> <p>Absence rates have risen since the pandemic, particularly as staff have returned to their normal place of work. The reason for the highest number of days lost continues to be " stress, anxiety, depression" . This was followed by coronavirus; cold & flu; cancer; musculoskeletal.</p> <p>The HR managing attendance workshops for managers have resumed and recent reports identifying long term sickness absence cases provides data that identifies where HR support and guidance can be focussed.</p>

	Measure	Previous Year	Latest	Target	Comments
	<p>ELC Corp6b Average number of sickness absence days per local government employee</p> <p>></p>	9.46	10.92		<p>Average number of sickness absence days for all other local government employees is 10.9 days. The Scottish average is 12.4 for all other employees, which places ELC within the top 5 councils with the lowest absence levels.</p> <p>Absence rates have risen since the pandemic, particularly as staff have returned to their normal place of work. The reason for the highest number of days lost continues to be " stress, anxiety, depression" . This was followed by coronavirus; cold & flu; cancer; musculoskeletal.</p> <p>The HR managing attendance workshops for managers have resumed and recent reports identifying long term sickness absence cases provides data that identifies where HR support and guidance can be focussed.</p>
Reduce crime and anti-social behaviour	PS01 % of cases being promoted from the anti-social behaviour case monitoring group to court	5.0	3.0		