

South Lanarkshire Council

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Performance Report 2022-23 Quarter 2 : April 2022 - September 2022

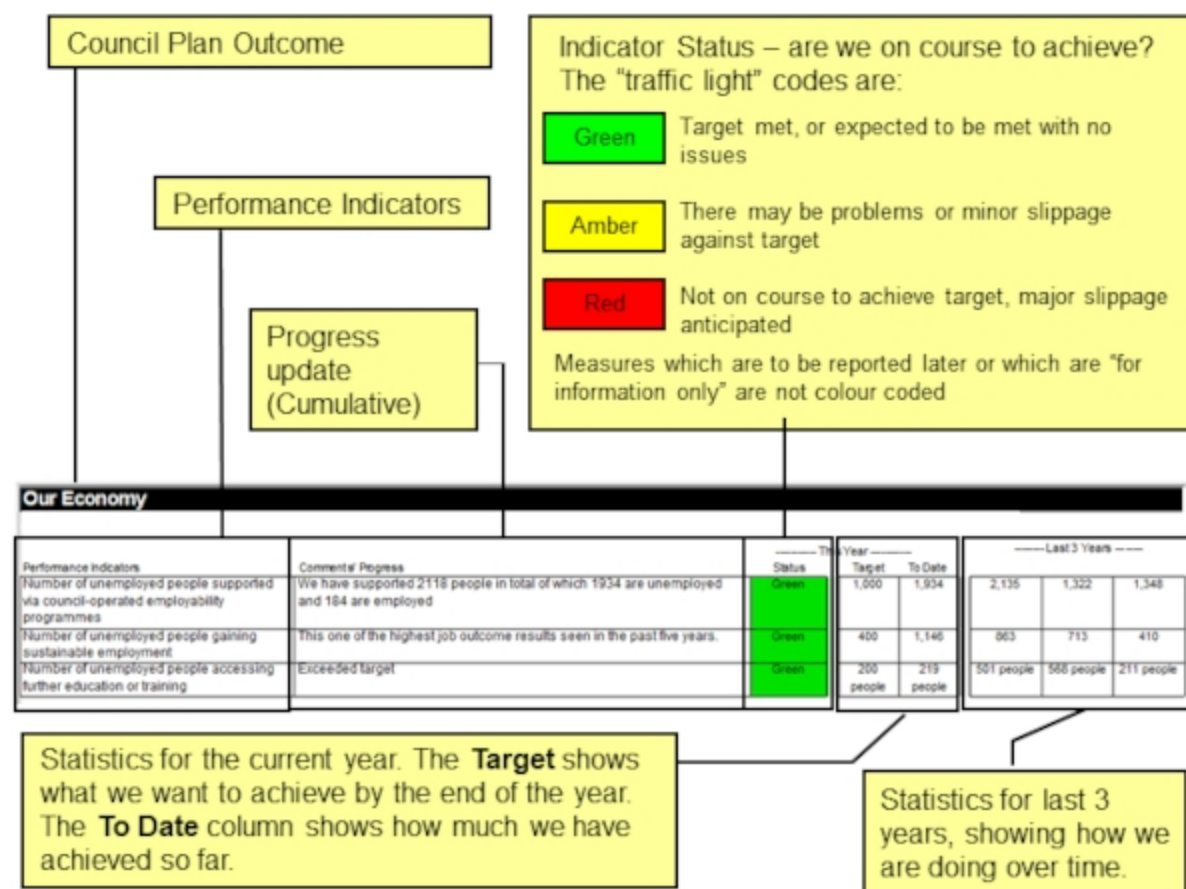
(This represents the cumulative position to September 2022)

Summary - number of measures green, amber and red under each Council Plan Outcome / Theme

Council Outcome / Theme	Green	Amber	Red	Report later / Contextual	Total
Communities and Environment	1	1	1	2	5
Education and Learning				4	4
Health and Wellbeing	8			1	9
Children and Young People	2			2	4
Housing and Land	3	1		1	5
Our Economy	3	1			4
Delivering the plan and achieving best value	1				1
Total	18	3	1	10	32

How to use this performance report

This performance report is intended to be both informative and easy to use. The guide below is designed to help you get the most out of the report and to answer the most common questions you might have.



Communities and Environment

Performance Indicators	Comments/ Progress	----- This Year -----			----- Last 3 Years -----		
		Status	Target	To Date	2019/20	2020/21	2021/22
Make an annual saving from using recycled items as opposed to new through the joint store	<p>The cumulative total for recycled equipment for Period 1 to 6 (excluding stairlift and tracking) was: No of items - 941 Cost of items - £64,216 Value of items - £161,485</p> <p>Since April 2022 there has been a saving for the Council of £97,269 to meet annual saving target of £175,000.</p> <p>The P6 data for stairlift and tracking is unavailable at this time, however updates will be made as soon as this information available.</p>	Green	175,000	97,269	-----	-----	267,296
Land Audit Management System grounds maintenance score	LAMS measures the quality of grounds maintenance based on surveys which are completed throughout the year. Taking the scores to date (68, 73, 72 and 71), our current overall score is 71. This is slightly below target, however we still have one additional inspection to carry out.	Amber	72.0	71.0	72.0	72.0	71.3
Percentage of our road network that should be considered for maintenance treatment	<p>This figure is derived from the Society of Chief Officers of Transportation in Scotland (SCOTS) Road Condition Index (RCI) survey which is undertaken each year.</p> <p>The target figure of 29.7% is based on the results for the period 2020-22.</p> <p>The RCI for 2021-23 will be published in January 2023.</p>	Report Later	29.7%	-----	30.3%	30.6%	29.7%

Council Plan Performance Indicators

Communities and Environment

Performance Indicators	Comments/ Progress	----- This Year -----			----- Last 3 Years -----		
		Status	Target	To Date	2019/20	2020/21	2021/22
Reduction in the council's carbon emissions achieved by March 2023 (buildings, waste, street lighting, transport)	<p>The results for financial year 2022-23 will be reported in July 2023.</p> <p>The results for financial year 2021-22 were calculated and reported to CMT in August 2022. It was reported that the council's carbon emissions reduced by 17% compared with baseline year 2019-20. This is partly due to the continued service disruption throughout the year due to Covid, reductions in national carbon conversion factors and reduced amounts of household waste going to landfill.</p>	Report Later	5.0%	-----	44.0%	19.0%	17.0%
Percentage of total household waste that is recycled in 2022	<p>Measure is reported per calendar year. The figure for quarter two (April to June 2022) was 45.07%. This equates to 40.28% for the year to date (2022). This is below the 2021 figure of 41.50%, and remains below the target figure of 50.00%.</p> <p>Higher residual waste tonnages collected at the kerbside due to Covid-19 and home-working, high residual waste content in bulk uplifts (black bag waste accepted), and more non-recyclable waste being disposed of in Household Waste Recycling Centres, are all factors that need to be taken into account when understanding the household waste recycling performance.</p> <p>A new contract is now in place for bulky waste (from 1 April 2022), and this has increased the amount of bulky waste being recycled. Previous contract only managed approximately 15%. The first 3 months of the new contract have seen 50% of this waste recycled.</p>	Red	50.00%	40.28%	46.40%	40.50%	41.50%

Education and Learning

Performance Indicators	Comments/ Progress	----- This Year -----			----- Last 3 Years -----		
		Status	Target	To Date	2019/20	2020/21	2021/22
Improve the attendance of children and young people at primary school	Report to be provided at Quarter 4.	Report Later	90.0%	-----	94.9%	94.3%	94.6%
Improve the attendance of children and young people at secondary school	Report to be provided at Quarter 4.	Report Later	88.0%	-----	91.4%	91.0%	90.5%

Council Plan Performance Indicators

Education and Learning

Performance Indicators	Comments/ Progress	----- This Year -----			----- Last 3 Years -----		
		Status	Target	To Date	2019/20	2020/21	2021/22
Percentage of pupils entering positive destinations	Report to be provided at Quarter 4.	Report Later	95.7%	-----	95.7%	94.8%	96.2%
Percentage gap between pupils from the least and most deprived areas entering positive destinations	Report to be provided at Quarter 4.	Report Later	5.8%	-----	2.7%	4.3%	6.4%

Health and Wellbeing

Performance Indicators	Comments/ Progress	----- This Year -----			----- Last 3 Years -----		
		Status	Target	To Date	2019/20	2020/21	2021/22
No of households currently waiting for adaptations to their home	Target achieved.	Green	0	0	0	0	0
% of approved applications for adaptations completed in year (SSHC)	All adaptations were approved, this measure is demand led.	Green	100.00%	100.00%	100.00%	100.00%	100.00%
% of standard adaptations to council houses within agreed appointment times	Target achieved.	Green	90.0%	96.2%	85.6%	92.4%	98.3%
% of new build that meets needs of older people	To be reported at year end.	Report Later	-----	-----	-----	-----	20.0%
Percentage of clients first seen within two working days of a DTTO commencing	In quarter 2 there was 1 Drug Treatment and Testing Order commenced, which was seen within two working days of the DTTO commencing. To date 100% (5 out of 5) of clients were first seen within two working days of a DTTO commencing.	Green	95.0%	100.0%	100.0%	100.0%	100.0%
Percentage of drug/alcohol clients starting treatment/ psychological intervention within three weeks of referral	In quarter 2 there were 133 referrals, 129 (97%) of these referrals started their treatment within 3 weeks of referral. To date there have been 270 referrals made to the service with 252 (93%) of cases, have started their treatment within 3 weeks of referral.	Green	90%	93%	94%	97%	96%

Council Plan Performance Indicators

Health and Wellbeing

Performance Indicators	Comments/ Progress	----- This Year -----			----- Last 3 Years -----		
		Status	Target	To Date	2019/20	2020/21	2021/22
Percentage of Criminal Justice Social Work reports submitted to Court by the due date	In quarter 2 98% (432 out of 441) of Criminal Justice Social Work Reports were submitted to the court by the due date. To date 98% (793 out of 807) of Criminal Justice Social Work reports were submitted to Court by their due date.	Green	95.0%	98.0%	98.0%	97.0%	99.0%
Percentage of statutory supervising officer visits completed within timescale for local authority welfare guardianship orders	To date there were a total of 118 local authority welfare guardianship visits due with 93% (110) being completed on time. In quarter 2, there were a total of 61 local authority welfare guardianship visits due with 92% (56) being completed on time.	Green	90%	93%	93%	93%	94%
Percentage of statutory supervising officer visits completed within timescale for private welfare guardianship orders	To date there were a total of 1281 private welfare guardianship visits due with 93% (1185) being completed on time. In quarter 2, there were a total of 702 private welfare guardianship visits due with 91% (638) being completed on time.	Green	90%	93%	86%	94%	95%

Children and Young People

Performance Indicators	Comments/ Progress	----- This Year -----			----- Last 3 Years -----		
		Status	Target	To Date	2019/20	2020/21	2021/22
Percentage of reports submitted to the Children's Reporter within agreed timescales	In quarter 2, 68% (52 out of 76) reports were submitted to the Scottish Children's Reporters Administration within agreed timescale. Staff sickness absence has resulted in SCRA reports having to be re-allocated. Reduced numbers of experienced staff and vacancies within the service is impacting on workstreams such as SCRA deadlines as other areas of work such as CP must be prioritised. To date, 75% (141 out of 187) reports have been submitted within timescales.	Green	75.0%	75.0%	71.0%	88.0%	82.0%
Report the number of young carers supported by Action for Children on a quarterly basis to Senior Management Team	At time of recording the Q2 report (July – September) from Action for Children was in preparation, data will be provided once this is available.	Report Later	-----	-----	-----	-----	2,021

Council Plan Performance Indicators

Children and Young People

Performance Indicators	Comments/ Progress	----- This Year -----			----- Last 3 Years -----		
		Status	Target	To Date	2019/20	2020/21	2021/22
Reduce the gap for positive destination outcomes for care experienced young people	Report to be provided at Quarter 4.	Report Later	6.2%	-----	4.1%	9.1%	6.2%
Percentage of our looked after children and young people accommodated in residential placements	As at September 2022, 784 children are looked after, 82 (10%) of these children are looked after in a residential setting including local authority houses, secure accommodation and residential schools. This position has been consistent since 1 April 2021.	Green	10.0%	10.0%	-----	-----	10.0%

Housing and Land

Performance Indicators	Comments/ Progress	----- This Year -----			----- Last 3 Years -----		
		Status	Target	To Date	2019/20	2020/21	2021/22
% of lets to Urgent housing (UH) need households	Target achieved.	Green	55.0%	55.6%	51.4%	61.1%	53.5%
% of new tenancies sustained for more than a year for all lets (SSHC)	Positively, performance is above target and anticipated this will continue over the remainder of the year.	Green	88.00%	93.20%	90.08%	91.90%	93.40%
% of Housing Options interventions where Homelessness prevented	Performance currently below target but is anticipated to improve as the year progresses.	Amber	70.0%	65.5%	-----	-----	73.5%
% of response repairs completed on time	Target achieved.	Green	90.0%	99.3%	96.0%	97.7%	99.1%
% of council dwellings that are Energy Efficiency Standard for Social Housing 2 (EESH2)	To be reported at year end.	Report Later	-----	-----	93.39%	93.88%	98.64%

Our Economy

Performance Indicators	Comments/ Progress	----- This Year -----			----- Last 3 Years -----		
		Status	Target	To Date	2019/20	2020/21	2021/22
Number of unemployed people supported via council-operated employability programmes	This is Q1 new engagements April to June 2022. Employability Reporting is quarterly in arrears	Green	1,200	442	1,322	1,348	1,934

Council Plan Performance Indicators

Our Economy

Performance Indicators	Comments/ Progress	----- This Year -----			----- Last 3 Years -----		
		Status	Target	To Date	2019/20	2020/21	2021/22
Number of unemployed people accessing further Council Wide or training	Numbers are lower than expected, however overall target will be met with expected increased levels reported in the next quarter update. This is for Q1 performance April to June. Employability reports quarterly in arrears.	Amber	200 people	13 people	568 people	211 people	219 people
Number of jobs created or sustained per annum as a direct result of Economic Development intervention	325 jobs created. This includes jobs created and safeguarded on projects that have been awarded a Business Recovery and Growth Grant. On target to achieve by year end.	Green	500	325	943	-----	1,095
Number of unemployed people gaining sustainable employment	This is Q1 job entries. Employability reporting is quarterly in arrears.	Green	600	86	713	410	1,146

Delivering the plan and achieving best value

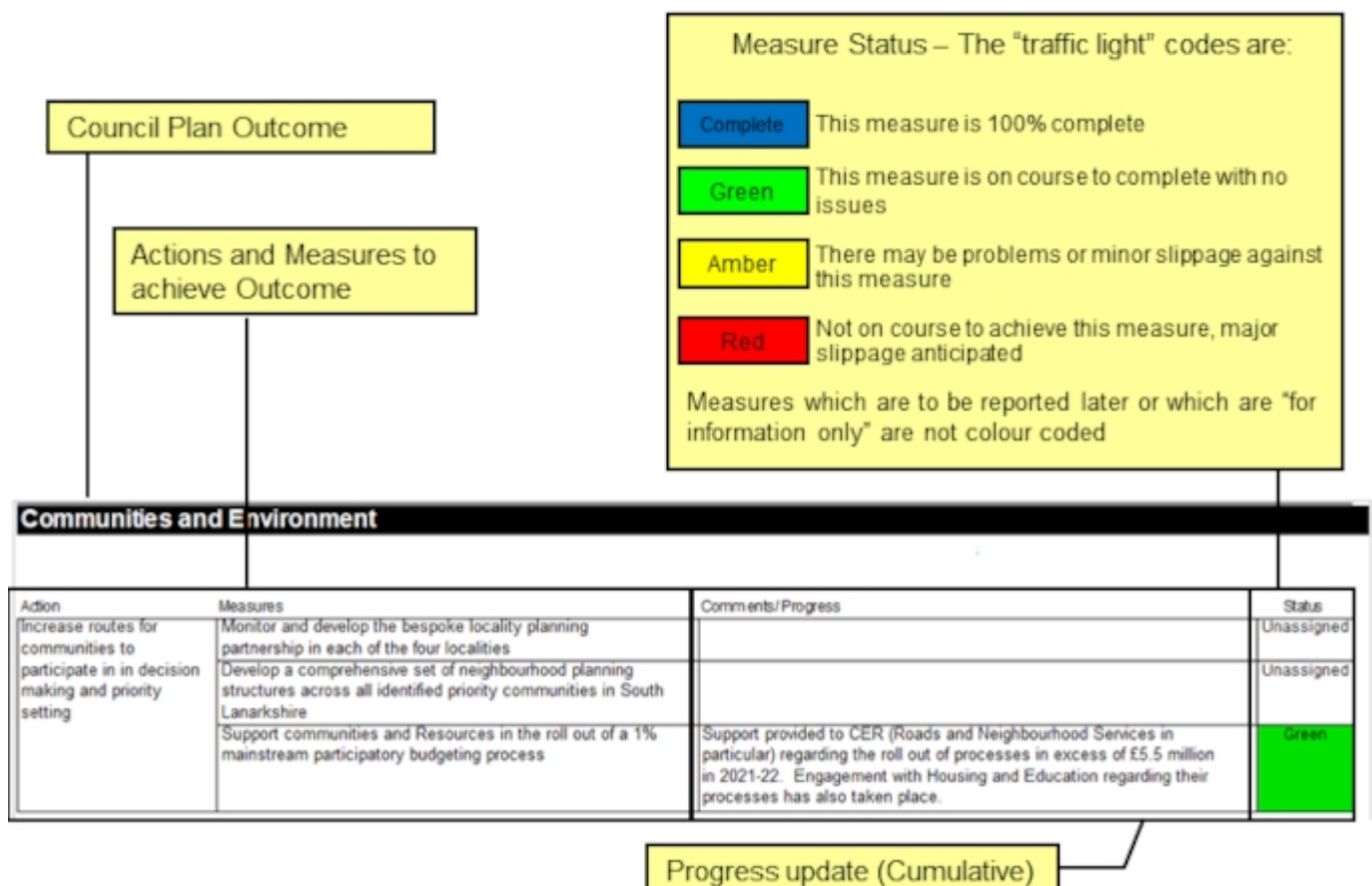
Performance Indicators	Comments/ Progress	----- This Year -----			----- Last 3 Years -----		
		Status	Target	To Date	2019/20	2020/21	2021/22
Factoring collection rate	It is important to note that the collection target is 75% by year end. It is a progressive target and the collection rate will increase each quarter. At the end of quarter 2 we are around where we would expect to be YTD with two quarters to go.	Green	75.00%	48.30%	78.10%	74.06%	73.00%

Summary - number of measures complete, green, amber and red under each Council Plan Outcome / Theme

Council Outcome / Theme	Complete	Green	Amber	Red	Report later	Total
Communities and Environment	1	7				8
Education and Learning	1					1
Health and Wellbeing		4				4
Children and Young People		1				1
Housing and Land		7	1		1	9
Our Economy		5	2			7
Delivering the plan and achieving best value		4				4
Total	2	28	3	0	1	34

Guide to the Performance Measures report

Each of the performance measures is shown in the following pages of this report. The graphic below explains how the report is laid out and what information is presented .



Communities and Environment

Action	Measures	Comments/ Progress	Status
Implement the improvement actions from the South Lanarkshire Community Learning and Development Plan 2021-2024 in line with the CLD Regulations and Strategic Guidance to improve outcomes for local communities	Implement the improvement actions of the South Lanarkshire Community Learning and Development Plan 2021-2024 to improve outcomes for local communities	South Lanarkshire's Community Learning & Development Plan was published in October 2021 by the CLD Partnership that comprises a range of partner organisations including South Lanarkshire Council, third sector, further and higher education, and agencies such as SDS, DWP and Health Improvement. Although led and coordinated through the local authority this is very much a partnership plan. Partners are progressing well in relation to the 6 priorities: Access to Learning, Health and Well-being, Progression, Employability, Community Influence, and Workforce Development. An agreed data set has been developed and partners are currently being supported in how to compile this information or use current data sets that they routinely compile to feed into the outcomes for the plan. An interim report will be written in November 2022 that will outline impacts and outcomes, key strengths, and areas for improvement moving forward.	Green
Increase routes for communities to participate in decision making and priority setting	Monitor and develop the bespoke locality planning partnership in each of the four localities	Two partnerships established, chairs in place and chairs have joined the CPP Board. Two partnerships in development, and dialogue happening with the groups who will be invited to join them.	Green
	Develop a comprehensive set of neighbourhood planning structures across all identified priority communities in South Lanarkshire	Stakeholder groups in place in all communities with current neighbourhood plans.	Green

Communities and Environment

Action	Measures	Comments/ Progress	Status
	Support communities and Resources in the roll out of a 1% mainstream participatory budgeting process	Support given to resources for PB in roads and street cleaning services. Support given to communities to engage.	Green
Community Safety priorities including relevant parts of the SLCP are achieved	The Resource will administer a review of the safer South Lanarkshire Board and associated structure during 2022/23. This will aim to ensure reporting requirements around police and fire scrutiny, anti-social behaviour and community justice remain appropriate alongside links to revised community planning priorities	A review of the Safer South Lanarkshire Board is currently underway as a result a similar review of the Community Planning Partnership and publication of a new 10-year Community Plan. An overview of the existing structure, representation, and arrangements was presented at the first meeting of the new Board in September 2022. It is proposed that the Board focuses on three key statutory functions: scrutiny of police and fire services, including review of performance against local police and fire plans; reporting and monitoring of council and police statutory duties relating to anti-social behaviour; and reporting of community justice activity. Board members will be consulted on their views of the proposal, and a draft Terms of Reference will be issued to Board members.	Green
Lead by example and influence area-wide climate change and sustainability action	Finalise the new Sustainable Development and Climate Change Strategy (2022-27) for approval alongside the new Council Plan in June 2022	The new Sustainable Development and Climate Change Strategy (2022-27) has been finalised and was approved at Full Council in June 2022. It was also noted at the Climate Change and Sustainability Committee in August 2022.	Complete

Communities and Environment

Action	Measures	Comments/ Progress	Status
Develop new Litter Strategy (2022-27) to promote the new Code of Practice on Litter and Refuse (COPLAR), with particular emphasis on prevention	Develop final Litter Strategy for approval by Climate Change and Sustainability Committee in September 2022	The Litter Strategy was approved by the Climate Change and Sustainability Committee on 31 August 2022. The document is currently with design to develop the front cover for an accessible Open Document Text version, along with the design work for a print version. The Litter Strategy will be launched at the end of October and will be accessible on the SLC website and promoted on social media and via the press.	Green

Communities and Environment

Action	Measures	Comments/ Progress	Status
Develop Climate Change and Sustainability Plan to support educational settings	Empower the involvement of children and young people in schools and through the Young People's Forum to help shape and influence Council outcomes in the climate strategy	<p>The Youth Forum for Climate Change and Sustainability have been working towards the Conference of Schools 1 event, Hamilton Palace Sports Grounds 11 - 13 October 2022. Representatives from South Lanarkshire primary schools have been invited to attend this event with a total of 540 primary children over the 3 days. The event will involve the youth forum members delivering a series of 5 workshops based around their TIERS- Travelling, Influencing, Eating, 3Rs (Reduce, Reuse, Recycle) and Shopping.</p> <p>As well as the youth forum children who are delivering the workshops, South Lanarkshire staff, Keep Scotland Beautiful and TEDxGlasgow will attend to help support the work within the TIERS and the activities being delivered. Students and staff attending the will be asked to complete a short evaluation after the event.</p> <p>After the event, a form will be shared with the young people and staff who attended the workshops asking them to make a pledge- this can be shared further within schools. There will also be a resource shared with all primary school head teachers providing an overview of the speeches, presentation, activities and events that have taken place at COS1. This resource contains teaching resources for schools to use to encourage and further embed the teaching and learning for climate change and sustainability within their schools.</p>	Green

Education and Learning

Action	Measures	Comments/ Progress	Status
Ensure effective delivery of tackling poverty policy and raise awareness of the priorities contained in the Local Child Poverty Action Report (LCPAR) across all partner organisations	Produce and publish a refreshed Local Child Poverty Action Report and summary by June 2022 to increase awareness among partners	<p>A new Local Child Poverty Action Report has been completed and published. A copy has been sent to our Scottish Government/improvement Service contacts. An ODT version has been produced for uploading to web pages as per accessibility guidelines.</p> <p>The newly published report contains evidence of good practice and impact across South Lanarkshire, a focus on our improvement work to improve outcomes for families at risk of experiencing poverty and a revised set of priorities for the next reporting cycle. The report also contains a section on agreed improvement areas and plans to develop activity around them with children and families.</p>	Complete

Health and Wellbeing

Action	Measures	Comments/ Progress	Status
Implement Government Strategies relating to mental health, additional support needs, physical, sensory and learning disability	Provide annual reports to Senior Management Team and Social Work Committee on progress of implementation of national strategies	<p>A report is being prepared for Senior Management Team regarding range of national strategies, for example:</p> <p>The See Hear Strategic Working Group workplan and group membership is currently under review. An engagement event, with support providers for our community of sensory impaired individuals and their carers, is in the early planning stages for Spring 2023.</p>	Green

Health and Wellbeing

Action	Measures	Comments/ Progress	Status
Monitor vulnerable adults referrals/activity	Produce quarterly Adult Protection report for Adult Protection Committee and Chief Officers Group to monitor ASP activity	<p>Quarterly reports have been produced for the Adult Protection Committee and Chief Officers Group monitoring ASP activity.</p> <p>In Quarter 2 the Resource worked with a number of service users as a result of Adult Support and Protection (ASP) issues. There were 852 ASP inquiries, with 384 investigations started in the period and 8 protection plans being progressed.</p>	Green
Ensure effective contribution to health and social care outcomes contained within the Strategic Commissioning Plan	Implementation of agreed housing actions within SCP3 to be progressed throughout the duration of the SCP3	SCP3 now published with two strategic intentions relating to housing and homelessness, work continues to progress operational directions for the implementation of routine enquiry and priority access to health services for homeless households.	Green
Support the implementation of the IJB Directions which focus on the shifting the balance of care	Provide progress reports to the IJB in relation to the Directions in quarter 2 and 4.	<p>A review of the strategic directions was undertaken and presented to the IJB at its meeting on 25th January 2022 and 27 directions were agreed with 8 directions being removed as they had been completed with those remaining being current.</p> <p>The IJB approved the Strategic Commissioning Plan 2022 - 2025 at its meeting on 29 March 2022 and provided an update report on the directions to South Lanarkshire Council and NHS Lanarkshire in place from 1 April 2022. This included a proposal for an additional direction which was approved, namely, NHS Lanarkshire and South Lanarkshire Council to work alongside the IJB as Anchor Organisations to address inequalities and improve the wellbeing of South Lanarkshire communities.</p>	Green

Children and Young People

Action	Measures	Comments/ Progress	Status
Evaluate the impact of Early Learning and Childcare 1140 hours for 2-3 year olds	Ensure that the uptake of 1140 hours for 2-3 year olds by families who meet the eligibility criteria is maximised	<p>Education Resources continues to provide the full delivery of places for eligible children in line with Scottish Government funding allocation and has strong links with Health and Social Work colleagues to promote the early access to quality nursery provision.</p> <p>Our website also provides parents with a range of information regarding entitlement along with links to support access to a range of benefits. The authority promotes opportunities for parents from low-income households who are not eligible for 1140 hours funded Early Learning and Childcare to apply for the SLC programme for exemption to nursery fees.</p>	Green

Housing and Land

Action	Measures	Comments/ Progress	Status
Development and implement Local Housing Strategy for 2022-2027	Local Housing Strategy developed, consulted and approved by Executive Committee November 2022	<p>The Local Housing Strategy 2022-27 consultative draft has been developed and published online, with the consultation period running to 30th October 2022. A calendar of consultation events with key stakeholders is underway, including with tenants and residents, and there is the option of an online survey for people to share their views.</p> <p>The updated draft will be ready for approval by the Executive Committee in November 2022.</p>	Green

Housing and Land

Action	Measures	Comments/ Progress	Status
Improve access to settled accommodation for homeless households	Rapid Rehousing Transition Plan delivered	Third annual review of the RRTP was submitted to the Scottish Government on 30 June 2022, five key priority objectives continue to be a focus of the plan with 96% of indicators either on target or anticipated to meet target by the conclusion of the plan.	Green
Ensure that Sheltered housing services are compliant with Care Inspectorate Inspection standards	Complete quality assurance checks to monitor and ensure compliance with care inspectorate standards. Each of the 34 sheltered housing complexes will be checked during 2022/23 with findings of completed checks reported on a quarterly basis	Quality assurance checks routinely undertaken across complexes with high compliance rates	Green
Work with Gypsy/Traveller residents to develop and implement a programme of site improvement	Site Investment Masterplans reviewed in consultation with residents and planned improvement works for progression during 2022 and current works completed by 31 March 2023	Work continues to be progressed on both South Lanarkshire sites to improve facilities and amenities available to residents. These works are being taken forward in conjunction with site residents, who have jointly developed site masterplans that highlight key projects they wish to see take place. This includes the delivery of a new community facility at Shawlands Crescent in Larkhall. Officially opened in August 2022 the facility was co-designed by residents and aims to provide a safe, accessible space for them to socialise as well as a place for housing, education and health teams to host services. In addition, a range of other projects are being taken forward to ensure the sites continue to meet legislative compliance and standards with completion of recent fire safety improvements anticipated by November 2022.	Green
Increase supply of housing suitable for older people	All properties that are suitable, as identified at the void stage, will be converted to Amenity standard		Unassigned
Increase the number of new affordable homes	Total new/additional affordable homes delivered per SHIP and reported to Housing and Technical Resources Committee	59 properties delivered across SLC in second quarter. Hamilton Division - 28 New build, 4 buy backs East Kilbride Division - 21 new build, 6 buy backs	Green

Housing and Land

Action	Measures	Comments/ Progress	Status
Physical regeneration work in priority areas	Work with partners to bring 15 Long Term empty homes into use by March 2023	8 homes brought back in to use up to the end of quarter 2.	Green
Project Management of Schools Projects and General Services Projects	The General Services Programme spend will be achieved for the financial year	Spend to Period 6 £20,218,213.33. Revised 2022/23 Budget £95,814,610.	Green
Improve energy efficiency stock to help address fuel poverty	Deliver investment projects to increase energy efficiency of housing stock during 2022/23	Site start for External Wall insulation projects has been delayed due to Ecological Survey results. Revised processes for ECO4 programme to be approved shortly.	Amber

Our Economy

Action	Measures	Comments/ Progress	Status
Support and nurture growth in the Tourism sector, taking advantage of South Lanarkshire's natural environment, heritage, and culture	Launch new South Lanarkshire Tourism Strategy by October 2022, and work with partners and stakeholders to implement the subsequent South Lanarkshire Tourism Action Plan	Finalised strategy to be presented to Community and Enterprise Resources Committee in December 2022, and arrangements are in place for action plan to be implemented.	Amber

Our Economy

Action	Measures	Comments/ Progress	Status
Deliver an economic development strategy to capitalise on our economic strengths, tackle weaknesses and create a flourishing, green, dynamic and equitable place for all	Consult on the draft Economic Strategy (2022-27) during Summer 2022, and present the final Strategy for Committee approval by October 2022	The final community consultation exercise was completed on 26 September 2022. Results are being collated and the final strategy will be presented to Community and Enterprise Resources Committee in December 2022.	Amber
Deliver effective Employability Services to support Economic Recovery	Deliver the Young Persons Guarantee Programme. A guarantee to young people aged 16-24 to support and progress them into fair work opportunities, training or further education and volunteering	We continue to deliver support to young people aged 16-24 with Key Workers supporting them on their journey towards sustainable work. The young people engaged having multiple barriers to employment and require longer intensive employability support	Green
	Kickstart Programme – support DWP flag ship programme as the largest employer in the area providing fair work opportunities for 50 young people to work within the council in various occupations	South Lanarkshire Council won an employer award for this UK govt funded programme. Of the Kickstart trainees who started, 19 have been successful in securing either a longer term or permanent post within the Council before their Kickstart opportunity came to an end. 1 trainee secured a similar role with a different employer, and 4 have exited the programme upon completion to pursue opportunities elsewhere. We currently have 19 trainees still on their Kickstart journey and we expect to see the majority of them progressing into Council jobs.	Green
	Support Modern Apprentices to enter fair work opportunities within the Council ranging from care, admin and craft occupations	We support a range of MA's in Care, Digital/IT, Construction and Business Administration. The programme is on target with 32 starts to date	Green

Our Economy

Action	Measures	Comments/ Progress	Status
	Deliver targeted recruitment programmes to support the local jobs market addressing skills shortages such as HGV Drivers, Personal Carers, Customer Service etc	We currently have 12 trainees progressing through HGV training and tests including wraparound employability support and will be extending the scope to support PCV opportunities.	Green
	Deliver targeted employer recruitment incentives to support those aged 25 plus enter and sustain fair work opportunities and support parents and families with complex barriers to employment	The employer engagement function continues to support businesses with recruitment incentives to support clients with multiple barriers to employment and help parents and families most in need. A dedicated Money Matters member of staff is now providing in work better off financial support and advice including helping the most vulnerable families within our communities as the cost-of-living crisis looms, rising interest rates and energy and food bills remain stuck at historic highs	Green

Delivering the plan and achieving best value

Action	Measures	Comments/ Progress	Status
Adjust the Council Workforce Plan to match the changed environment	Resource Workforce Plans updated taking account recovery from COVID and set out requirements moving forward. These will be used to configure the Council Workforce Plan and will reported to Committees by September 2022	Workforce Plans as described have been presented to committee.	Green
Take forward IT strategic developments	Complete procurement exercise to identify partner to meet SLC Digital Connectivity requirements	On course to achieve	Green
	Complete first phase of migration to Oracle Cloud Fusion system by February 2023	On course to achieve	Green
Ensure monitoring, compliance and control of externally purchased services	Produce annual report to Senior Management Team on the quality of care provided by externally purchased services	A report being prepared for Senior Management Team regarding externally commissioned registered care services.	Green