

Local Government Benchmarking Framework

Stirling Council by Theme



Table of Contents

Contents

Opening

03
Introduction

04
About This Report

05
Family Groups

06-09
Overview

Education

10
Early Years

11
Primary Schools

12
Secondary Schools

13

School Leaver + Satisfaction

14

School Attendance

Care

15

Social Work (Looked After Children)

16

At Home Care

17

Adult Health Care

Environment

18

Waste & Recycling

19

Road Maintenance

20

Parks & Open Spaces + Climate Change

21

Street Cleaning

Economy

22

Leisure Facilities & Attractions

23

Employment

24

Economic Growth

Property & Regulation

25

Cost of Regulation

26

Corporate Property Assets + Planning

27

Housing Property & Assets

Corporate

28

Council Tax + Housing Rent

29

Financial Position

30

Grants & Funding

31

Absence + Gender Pay Gap

New Indicators

32

New Indicators

LOCAL GOVERNMENT BENCHMARKING FRAMEWORK REPORT

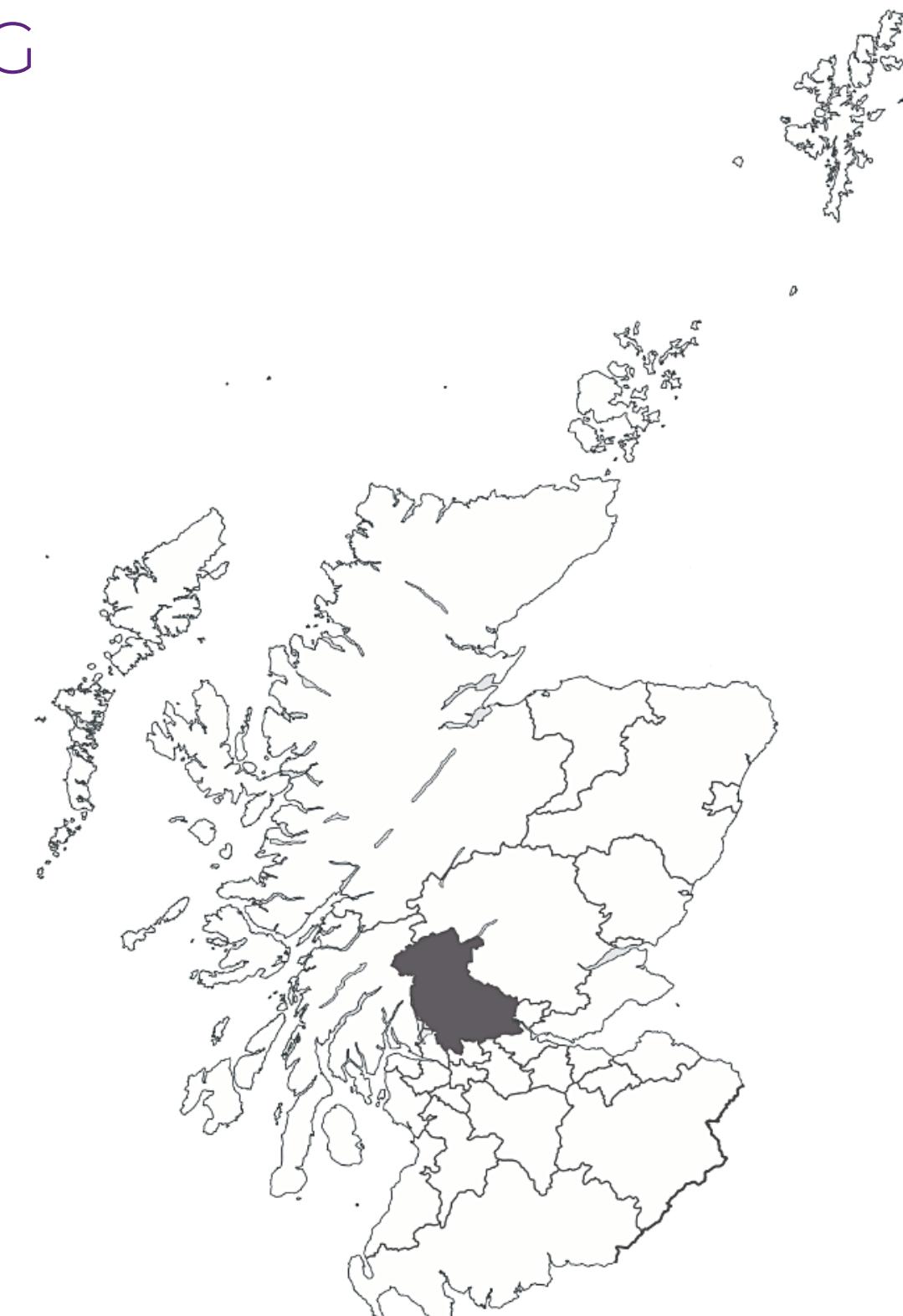
The Local Government Benchmarking Framework (LGBF) represents a collaborative endeavor by SOLACE (Scotland) and COSLA aimed at refining measurement methodologies and facilitating the comparison of data to efficiently allocate resources and drive progress. Over the past decade, this initiative has proven successful in promoting cooperation among all 32 Scottish councils, fostering mutual development and knowledge-sharing.

This report delves into the post-COVID landscape, characterized by the persistent efforts of communities and council services to navigate the pandemic's repercussions. Against this backdrop, new challenges have surfaced, notably the escalation of inflationary pressures and the onset of a 'cost of living crisis'.

In this dynamic scenario, the report shines a light on the commendable dedication and achievements of Stirling Council during this extraordinary period. Councils have exhibited remarkable adaptability, swiftly responding to evolving demands, sustaining essential services, and embracing innovative operational approaches. A key factor in this success has been the strengthened partnerships established with communities, alongside collaborations with the third and private sectors. These alliances have played a crucial role in safeguarding vulnerable populations and upholding community well-being amidst the myriad challenges encountered.

While upholding this localized approach, Stirling Council consistently reports its performance within regionally established public reporting frameworks, informed by the comprehensive insights of the LGBF. These insights are accessible to all citizens and users of council services, empowering them to hold local authorities accountable for their achievements and actively engage with local government to drive continuous improvement.

The evidence presented in the LGBF report is poised to play a pivotal role in scrutinizing council services and is expected to foster learning and drive innovation.



ABOUT THIS REPORT

What is the LGBF?

The LGBF is a benchmarking instrument with a primary objective of empowering senior management teams and elected officials to scrutinise council services. Rooted in the collaborative efforts of SOLACE (Scotland) and COSLA it uses measurement standards and comparable data as catalysts for improving services.

The framework is a key component of each council's legal obligations for public performance reporting. It supersedes the preceding Statutory Performance Indicators (SPI) regimen, reflecting an evolved approach to measuring and enhancing council services.

Key points.

1. This report presents indicators grouped in an order that reflects the citizen's journey, creating a more meaningful experience both in terms of analytical insights and readability. The indicators are arranged starting from: early education, care, environment, economy, property & regulation, and corporate.

2. The LGBF Board has approved the inclusion of new indicators to enhance the benchmarking suite. The newly included indicators are: Corporate Services

- CLIM 03: CO2 emissions from Transport per capita
- CLIM 04: CO2 emissions from Electricity per capita
- CLIM 05: CO2 emissions from Natural Gas per capita

Symbology

Below is an explanation of the symbology used in this report:



Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
93.4% ▼	93.7% ▲	2 ▲	3 ▲	8 ▲	10 ▲

2018-21 77.4%	Data collection period and result.
------------------	------------------------------------

Improving & Increasing	Direction of travel (increasing/decreasing) and whether this means improvement (green) or deterioration (red).
------------------------	--

▲ — ▼	Green arrow: Ranking/Performance improved compared to before. Gray line: Ranking/Performance stayed the same as before. Red arrow: Ranking/Performance deteriorated compared to before.
-------------	---

#5	Rank within Stirling Council's family group. NB. there are two family groupings - see next page.
----	---

FG	FG stands for Family Group. For more information, please refer to the next page.
----	--

Scotland	The national ranking illustrates where Stirling Council stands in relation to all other local authorities in Scotland. Please note that this may not always provide useful insights, as certain outcomes may involve comparisons that are not strictly comparable.
----------	--

FAMILY GROUPS

Why do we use family groups?

To facilitate meaningful comparisons from the LGBF data, communities and councils are grouped into "family groups" based on similarities in the populations they serve (e.g., relative affluence or deprivation) and the type of area they serve (e.g., urban, semi-rural, rural). Comparing like with like allows for more useful insights and opportunities for learning and improvement.

These councils are grouped by the **type of population** they serve, e.g. level of deprivation and affluence.

Family Groupings for Children, Social Work and Housing indicators			
Family Group 1	Family Group 2	Family Group 3	Family Group 4
East Renfrewshire	Stirling	Falkirk	Eilean Siar
East Dunbartonshire	Moray	Dumfries & Galloway	Dundee City
Aberdeenshire	East Lothian	Fife	East Ayrshire
Edinburgh, City of	Angus	South Ayrshire	North Ayrshire
Perth & Kinross	Scottish Borders	West Lothian	North Lanarkshire
Aberdeen City	Highland	South Lanarkshire	Inverclyde
Shetland Islands	Argyll & Bute	Renfrewshire	West Dunbartonshire
Orkney Islands	Midlothian	Glasgow City	Dundee City



These councils are grouped by the **type of area** they serve, e.g. rural, semi-rural and urban.

Environmental, Culture & Leisure, Economic Development, Corporate & Property indicators			
Family Group 1	Family Group 2	Family Group 3	Family Group 4
Eilean Siar	Stirling	Angus	North Lanarkshire
Argyll & Bute	Perth & Kinross	Clackmannanshire	Falkirk
Shetland Islands	Moray	Midlothian	East Dunbartonshire
Highland	South Ayrshire	South Lanarkshire	Aberdeen City
Orkney Islands	East Ayrshire	Inverclyde	Edinburgh, City of
Scottish Borders	East Lothian	Renfrewshire	West Dunbartonshire
Dumfries & Galloway	North Ayrshire	West Lothian	Dundee City
Aberdeenshire	Fife	East Renfrewshire	Glasgow City



Overview

Education

Early Years

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
CHN 03: Cost per Pre-School Education Place	2022-23	£ 16.00K ▼	£ 15.17K ▲	7 ▲	8	31 —	31
CHN 17: % of Children Meeting Developmental Milestones (Only 27-30 Month Reviews)	2021-22	83.2% ▼	86.2% ▼	8 ▼	6	14 ▼	12
CHN 18: % of Funded Early Years Provision Which is Graded Good/Better	2022-23	90.9% ▼	93.2% ▼	5 ▼	2	18 ▼	8

Primary Schools

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
CHN 01: Cost per Primary School Pupil	2022-23	£ 7,251 ▼	£ 6,975 —	7 —	7	25 ▼	22
CHN 13a: % of P1, P4 and P7 Pupils Combined Achieving Expected CFE Level in Literacy	2022-23	76.4% ▼	76.6% —	1 —	1	8 ▼	5
CHN 13b: % of P1, P4 and P7 Pupils Combined Achieving Expected CFE Level in Numeracy	2022-23	82.7% ▲	82.1% —	1 —	1	9 ▼	5
CHN 14a: Literacy Attainment Gap (P1,4,7 Combined) - % Point Gap Between the Least Deprived and Most Deprived Pupils	2022-23	23.8% ▲	24.9% ▼	5 ▼	2	21 ▼	18
CHN 14b: Numeracy Attainment Gap (P1,4,7 Combined) - % Point Gap Between the Least Deprived and Most Deprived Pupils	2022-23	16.6% ▲	19.8% ▼	4 ▼	3	12 ▲	18

Secondary Schools

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
CHN 02: Cost per Secondary School Pupil	2022-23	£ 8,851 ▼	£ 8,781 ▲	6 ▲	7	21 ▲	22
CHN 04: % of Pupils Gaining 5+ Awards at Level 5	2021-22	77.0% ▲	72.0% —	1 —	1	4 ▲	8
CHN 05: % of Pupils Gaining 5+ Awards at Level 6	2021-22	52.0% ▲	51.0% —	1 —	1	4 —	4
CHN 06: % of Pupils from 20% Most Deprived Areas Gaining 5+ Awards at Level 5 (SIMD)	2021-22	49.0% ▲	44.0% —	4 —	4	18 ▲	19
CHN 07: % of Pupils from 20% Most Deprived Areas Gaining 5+ Awards at Level 6 (SIMD)	2021-22	16.0% ▼	19.0% ▼	5 ▼	4	22 ▼	18
CHN 11: % of Pupils Entering Positive Destinations	2021-22	96.1% ▲	95.7% ▼	4 ▼	2	14 —	14

School Attendance

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
CHN 19a: School Attendance Rates (per 100 Pupils)	2022-23	92.0% ▼	93.4% ▲	1 ▲	2	5 ▲	8
CHN 19b: School Attendance Rates (per 100 'Looked After Children')	2020-21	86.5% ▲	85.4% —	6 ▲	7	25 —	25
CHN 20a: School Exclusions (per 1,000 Pupils)	2020-21	7.0 ▲	17.6 —	2 —	2	6 ▲	14
CHN 20b: School Exclusions (per 1,000 'Looked After Children')	2020-21	46.4 ▲	115.4 —	2 —	2	5 ▲	12

School Leaver Tariff

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
CHN 12a: Overall Average Total Tariff	2022-23	1,002 ▼	1,110 —	1 —	1	6 ▼	3
CHN 12b: Average Total Tariff SIMD Quintile 1	2022-23	581 ▼	590 ▲	3 ▲	4	18 ▲	22
CHN 12c: Average Total Tariff SIMD Quintile 2	2022-23	715 ▼	917 ▼	3 ▼	1	20 ▼	7
CHN 12d: Average Total Tariff SIMD Quintile 3	2022-23	924 ▼	1,021 ▼	2 ▼	1	17 ▼	10
CHN 12e: Average Total Tariff SIMD Quintile 4	2022-23	1,130 ▼	1,258 —	1 —	1	11 ▼	4
CHN 12f: Average Total Tariff SIMD Quintile 5	2022-23	1,260 ▼	1,328 ▼	2 ▼	1	10 ▲	12

Satisfaction

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
CHN 10: % of Adults Satisfied with Local Schools	2020-23	79.0% ▲	77.3% —	3 ▲	4	9 ▲	14

Care

Social Work (Looked After Children)

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
CHN 08a: The Gross Costs of 'Children Looked After' in Residential Based Services per Child per Week	2021-22	£ 4,280 ▼	£ 4,231 —	4 ▼	3	9 ▲	11
CHN 08b: The Gross Cost of "Children Looked After" in a Community Setting per Child per Week	2021-22	£ 191 ▼	£ 189 —	1 —	1	2 ▼	1
CHN 09: Balance of Care for Looked After Children: % of Children Being Looked After in the Community	2021-22	93.8% ▲	92.5% —	1 —	1	4 ▲	7
CHN 22: % of Child Protection Re-Registrations Within 18 Months	2021-22	7.8% ▲	15.2% —	5 —	7	17 ▲	31
CHN 23: % of LAC with More Than One Placement in the Last Year (Aug-Jul)	2021-22	14.3% ▲	15.8% —	2 —	2	10 ▼	9
CHN 24: % of Children Living in Poverty (After Housing Costs)	2021-22	20.8% ▼	18.1% —	1 —	1	9 ▼	6

Overview

At Home Care

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
SW 01: Older Persons (Over65) Home Care Costs per Hour	2022-23	£ 20.85	£ 23.12	2	2	4	5
SW 03a: % of People 65+ with Long-Term Care Needs who are Receiving Personal Care at Home	2022-23	68.9%	67.0%	1	2	6	9
SW 04b: % of Adults Supported at Home who Agree That Their Services and Support had an Impact in Improving or Maintaining Their Quality of Life	2021-22	76.8%	77.3%	4	5	21	26
SW 04c: % of Adults Supported at Home Who Agree That They Are Supported to Live as Independently as Possible	2021-22	72.7%	70.8%	6	8	27	32
SW 04d: % of Adults Supported at Home Who Agree That They Had a Say in How Their Help, Care or Support was Provided	2021-22	61.4%	73.7%	7	5	31	22
SW 04e: % of Carers Who Feel Supported to Continue in Their Caring Role	2021-22	26.4%	29.0%	8	8	28	32

Adult Health Care

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
SW 02: SDS (Direct Payment + Managed Personalised Budget) Spend on Adults 18+ as a % of Total Social Work Spend on Adults 18+	2022-23	6.3%	5.5%	4	5	14	17
SW 05: Older Persons (Over 65's) Residential Care Costs per Week per resident	2022-23	£ 694.79	£ 648.12	6	3	19	14
SW 06: Rate of Readmission to Hospital Within 28 Days per 1,000 Discharges	2022-23	126.3	129.5	8	8	28	29
SW 07: % of Care Services Graded Good or Better	2022-23	82.0%	88.1%	2	1	6	3
SW 08: Number of Days People Spend in Hospital When They are Ready to be Discharged, per 1,000 Population (75+)	2023-24	538.2 Days	848.3 Days	4	5	16	18

Note: 2023-24 values are an average of currently available monthly values

Environment

Waste & Recycling

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
ENV 01a: Net Cost of Waste Collection per Premises	2022-23	£ 127	£ 139	8	8	32	32
ENV 02a: Net Cost of Waste Disposal per Premises	2022-23	£ 97	£ 105	4	6	13	14
ENV 06: The % of Total Household Waste Arising that is Recycled	2022-23	51.0%	50.9%	5	5	10	9
ENV 07a: % of Adults Satisfied with Refuse Collection	2020-23	66.7%	73.0%	8	6	31	23

Road Maintenance

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
ENV 04a: Cost per Kilometre of Roads	2022-23	£ 14.57K	£ 12.44K	6	6	19	18
ENV 04b: % of A class Roads That Should be Considered for Maintenance Treatment	2021-23	29.7%	29.2%	5	5	25	22
ENV 04c: % of B class Roads That Should be Considered for Maintenance Treatment	2021-23	37.6%	37.1%	8	8	31	30
ENV 04d: % of C class Roads That Should be Considered for Maintenance Treatment	2021-23	40.0%	41.0%	8	8	28	29
ENV 04e: % of Unclassified Roads That Should be Considered for Maintenance Treatment	2019-23	44.9%	44.7%	8	8	28	27

Parks & Open Spaces

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
C&L 04: Cost of Parks & Open Spaces per 1,000 Population	2022-23	£ 26.82K	£ 27.18K	6	6	23	22
C&L 05b: % of Adults Satisfied with Parks and Open Spaces	2020-23	93.0%	93.7%	1	1	2	2

Climate Change

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
CLIM 01: CO2 Emissions Area Wide per Capita	2021-22	4.64 tCO2	3.97 tCO2	2	2	14	10
CLIM 02: CO2 Emissions Area Wide: Emissions Within Scope of LA per Capita	2021-22	6.24 tCO2	5.71 tCO2	7	7	28	29

Street Cleaning

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
ENV 03a: Net Cost of Street Cleaning per 1,000 Population	2022-23	£ 22.77K	£ 22.17K	8	8	31	29
ENV 03c: Street Cleanliness Score (% Acceptable)	2022-23	91.3%	91.0%	3	1	14	13
ENV 07b: % of Adults Satisfied with Street Cleaning	2020-23	67.0%	65.7%	3	4	7	11

Overview

Economy

Leisure Facilities & Attractions

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
C&L 01: Cost per Attendance at Sports Facilities	2022-23	£ 4.66	£ 15.53	4	8	19	30
C&L 02: Cost per Library Visit	2022-23	£ 5.07	£ 5.63	5	5	27	22
C&L 03: Cost of Museums per Visit	2022-23	£ 0.47	£ 3.96	1	4	5	11
C&L 05a: % of Adults Satisfied with Libraries	2020-23	83.7%	84.7%	2	2	4	4
C&L 05c: % of Adults Satisfied with Museums and Galleries	2020-23	71.7%	72.0%	4	4	13	12
C&L 05d: % of Adults Satisfied with Leisure Facilities	2020-23	78.3%	74.3%	2	5	5	13

Employment

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
CHN 21: Participation Rate for 16-19 Year Olds (per 100)	2022-23	95.6%	93.9%	3	1	9	6
ECON 01: % of Unemployed People Assisted into Work from Council Funded/Operated Employability Programmes	2022-23	26.8%	25.8%	1	1	3	10
ECON 07: % of People Earning Less Than the Living Wage	2021-22	11.9%	13.2%	3	1	6	5
ECON 12a: Claimant Count as a % of Working Age Population	2023-24	2.4%	2.4%	4	3	11	10
ECON 12b: Claimant Count as % of 16-24 Population	2023-24	2.6%	2.3%	1	1	8	5

Note: 2023-24 values are an average of currently available monthly values

Economic Growth

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
ECON 04: % of Procurement Spent on Local Enterprises	2022-23	20.8%	18.2%	6	8	24	27
ECON 05: No of Business Gateway Start-Ups per 10,000 Population	2023-24	11.0	18.6	2	3	6	8
ECON 06: Cost of Economic Development & Tourism per 1,000 Population	2022-23	£ 45.81K	£ 54.67K	1	2	2	4
ECON 08: % of Properties Receiving Superfast Broadband	2022-23	91.6%	90.3%	6	6	21	21
ECON 09: Town Vacancy Rates	2022-23	13.0%	7.7%	5	2	18	9
ECON 10: Immediate Available Employment Land as a % of Total Land Allocated for Employment Purposes in the Local Development Plan	2022-23	5.5%	5.5%	9	9	53	53
ECON 11: Gross Value Added (GVA) per Capita	2021-22	£ 26.52K	£ 24.71K	2	2	7	7

Note: 2023-24 values are an average of currently available monthly values

Property & Regulation

Cost of Regulation

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
ENV 05: Cost of Trading Standards and Environmental Health per 1,000 Population	2022-23	£ 26.67K	£ 25.14K	8	8	24	23
ENV 05a: Cost of Trading Standards, Money Advice & Citizens Advice per 1,000 Population	2022-23	£ 9.43K	£ 9.28K	8	8	25	25
ENV 05b: Cost of Environmental Health per 1,000 Population	2022-23	£ 17.25K	£ 15.86K	8	6	23	17

Corporate Property Assets

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
CORP-ASSET 01: % of Operational Buildings That Are Suitable for Their Current Use	2022-23	91.1%	91.1%	4	4	10	12
CORP-ASSET 02: % of Internal Floor Area of Operational Buildings in Satisfactory Condition	2022-23	96.6%	96.6%	1	1	5	6

Planning

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
ECON 02: Cost of Planning & Building Standards per Planning Application	2022-23	£ 7,367	£ 5,296	8	4	27	20
ECON 03: Average Time per Commercial Planning Application	2022-23	10.74 Weeks	12.19 Weeks	5	7	13	19

Housing Property Assets

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
HSN 03: % of Dwellings Meeting SHQS	2022-23	87.0%	80.9%	1	2	5	7
HSN 04b: Average Time Taken to Complete Non-Emergency Repairs	2022-23	6.55 Days	6.38 Days	2	1	4	3
HSN 05a: % of Council Dwellings that are Energy Efficient	2021-22	94.1%	93.1%	1	1	7	7

Corporate

Council Tax

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
CORP 04: The Cost per Dwelling of Collecting Council Tax	2022-23	£ 6.37	£ 5.21	5	5	12	9
CORP 07: % of Income Due From Council Tax Received by the End of the Year	2022-23	97.9%	97.7%	2	2	3	2

Overview

Housing Rent

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
HSN 01b: Gross rent Arrears (All Tenants) as at 31 March Each Year as a % of Rent Due for the Reporting Year	2022-23	9.1%	9.8%	5	6	15	16
HSN 02: % of Rent Due in the Year That was Lost Due to Voids	2022-23	1.5%	1.3%	5	5	17	11

Financial Position

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
CORP 01: Support Services as a % of Total Gross Expenditure	2022-23	5.0%	4.5%	8	7	26	24
CORP 08: % of Invoices Sampled That Were Paid Within 30 Days	2022-23	90.7%	84.6%	5	7	18	28
FINSUS 01: Total Useable Reserves as a % of Council Annual Budgeted Revenue	2022-23	14.4%	22.4%	8	6	30	21
FINSUS 02: Uncommitted General Fund Balance as a % of Council Annual Budgeted net Revenue	2022-23	2.3%	4.5%	5	1	14	4
FINSUS 03: Ratio of Financing Costs to Net Revenue Stream - General Fund	2022-23	6.0%	7.0%	4	5	16	21
FINSUS 04: Ratio of Financing Costs to Net Revenue Stream - Housing Revenue Account	2022-23	17.0%	19.0%	2	4	8	10
FINSUS 05: Actual Outturn as a % of Budgeted Expenditure	2022-23	101.8%	100.7%	7	8	30	32

Grants & Funding

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
CORP 09: % of Crisis Grant Decisions Within 1 Day	2023-24	88.00%	87.00%	7	8	27	24
CORP 10: % of CCG Grant Decisions within 15 days	2023-24	68.00%	46.50%	7	8	30	32
CORP 11: The Proportion of Scottish Welfare Fund Budget Spent	2022-23	153.23%	123.96%	5	4	22	15
CORP 12: The Proportion of Discretionary Housing Payment Funding Spend	2022-23	84.73%	84.04%	6	7	23	25

Note: 2023-24 values are an average of currently available quarterly values

Absence

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
CORP 06a: Sickness Absence Days per Teacher	2022-23	8.72	6.54	6	5	29	24
CORP 06b: Sickness Absence Days per Employee (Non-Teacher)	2022-23	17.14	13.37	8	7	32	25

Gender Pay Gap

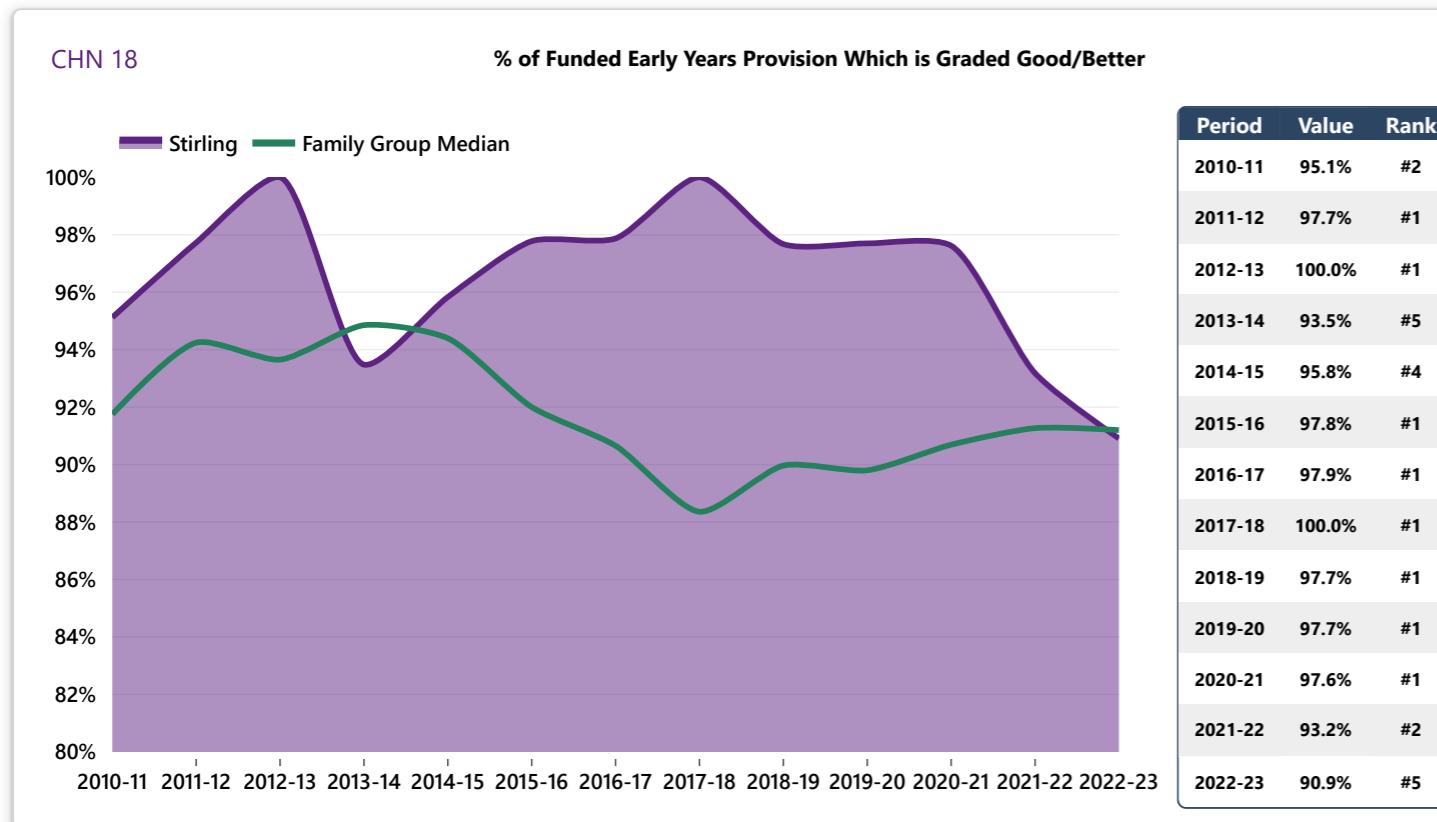
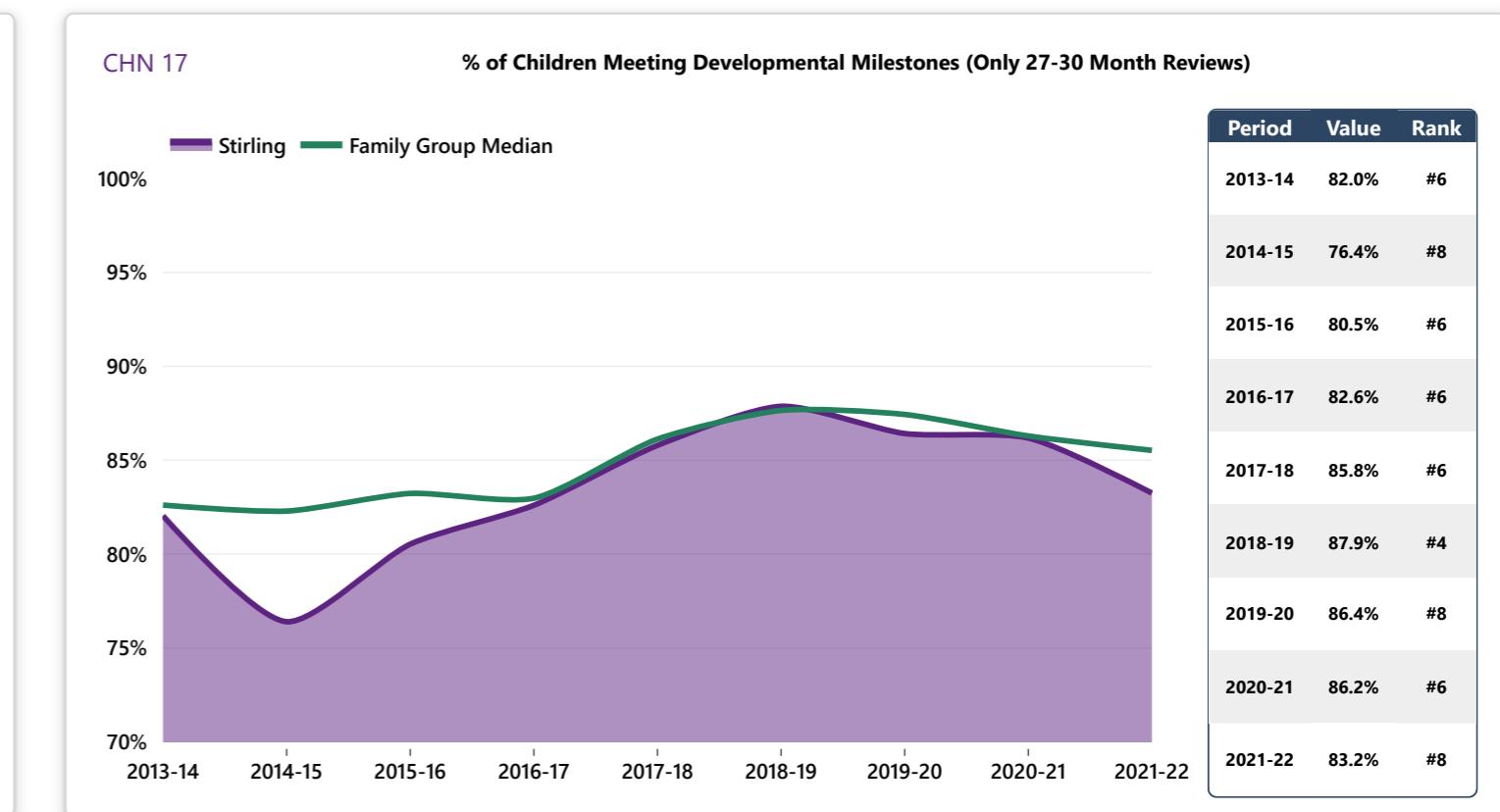
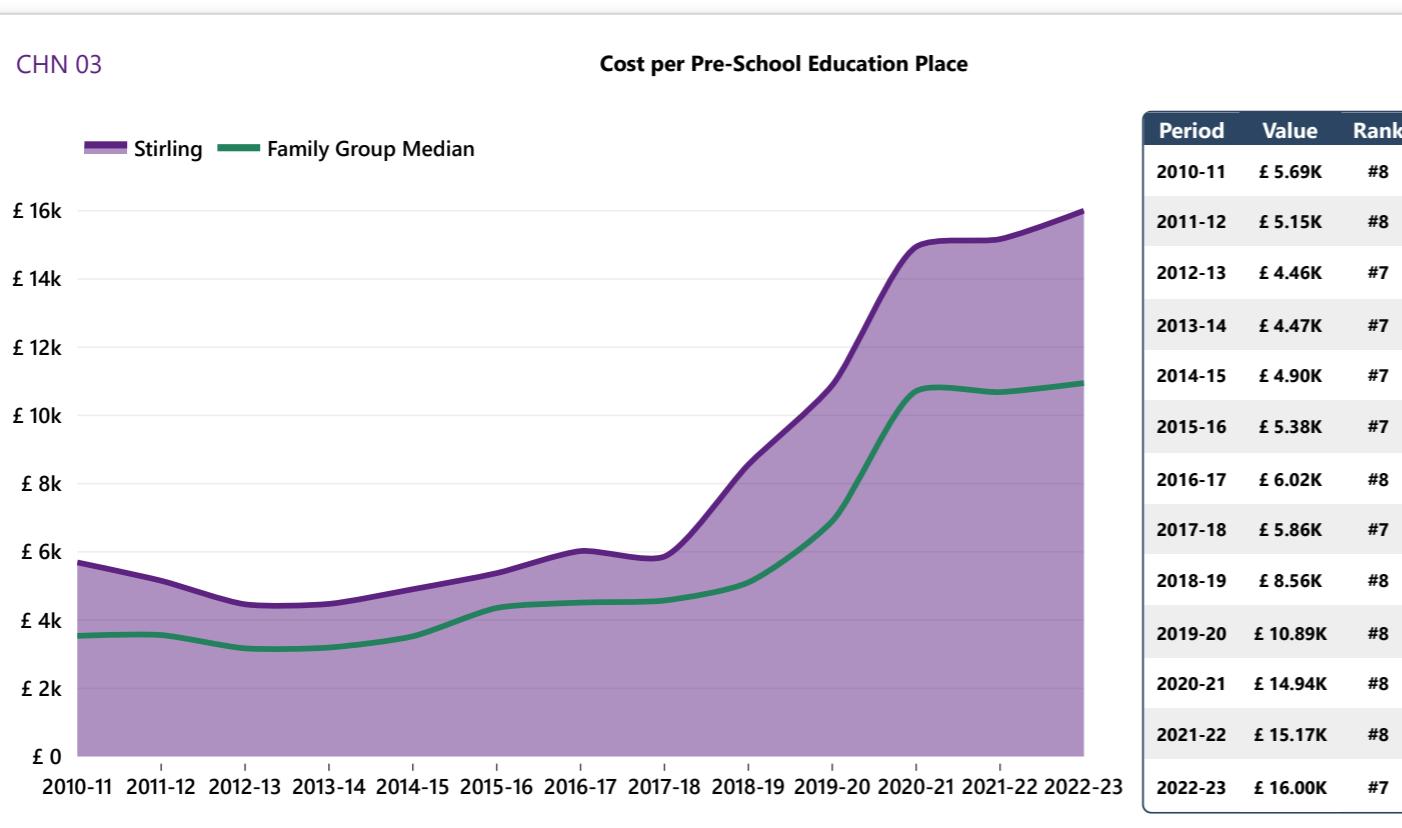
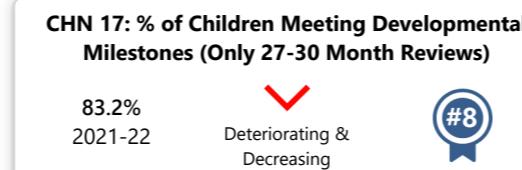
Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
CORP 03b: The % of the Highest Paid 5% of Employees who are Women	2022-23	65.0%	61.6%	8	7	30	27
CORP 03c: The Gender Pay Gap (%)	2022-23	0.9%	-0.1%	2	1	6	1

New Indicators

New Indicators

Indicator	Period	Value	Previous Value	Rank (FG)	Previous Rank (FG)	Rank (Scotland)	Previous Rank (Scotland)
CLIM 03: CO2 emissions from Transport per capita	2021-22	26.13 tCO2	23.22 tCO2	4	4	20	20
CLIM 04: CO2 emissions from Electricity per capita	2021-22	45.02 tCO2	42.45 tCO2	6	5	17	16
CLIM 05: CO2 emissions from Natural Gas per capita	2021-22	48.06 tCO2	48.38 tCO2	1	4	6	11

Education: Early Years



Education: Primary Schools

CHN 01: Cost per Primary School Pupil

£ 7,251
2022-23

Deteriorating &
Increasing



CHN 13a: % of P1, P4 and P7 Pupils Combined Achieving Expected CFE Level in Literacy

76.4%
2022-23

Deteriorating &
Decreasing



CHN 13b: % of P1, P4 and P7 Pupils Combined Achieving Expected CFE Level in Numeracy

82.7%
2022-23

Improving &
Increasing



CHN 14a: Literacy Attainment Gap (P1,4,7 Combined) - % Point Gap Between the Least Deprived and Most Deprived Pupils

23.8%
2022-23

Improving &
Decreasing



CHN 14b: Numeracy Attainment Gap (P1,4,7 Combined) - % Point Gap Between the Least Deprived and Most Deprived Pupils

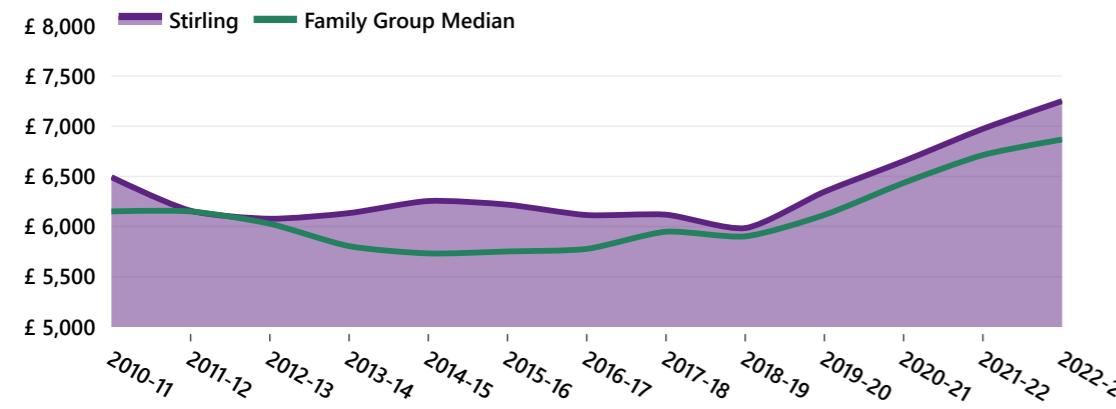
16.6%
2022-23

Improving &
Decreasing



CHN 01

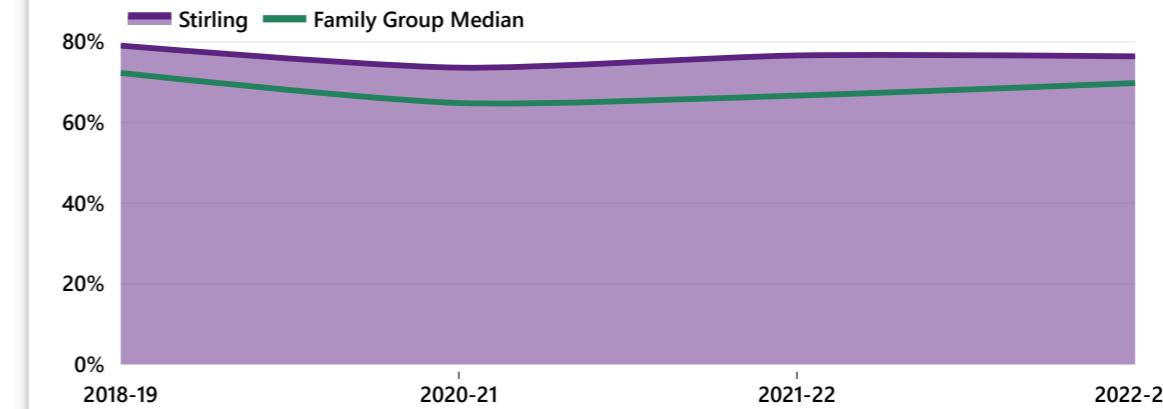
Cost per Primary School Pupil



Period	Value	Rank
2010-11	£ 6,493	#6
2011-12	£ 6,158	#5
2012-13	£ 6,078	#6
2013-14	£ 6,134	#6
2014-15	£ 6,255	#7
2015-16	£ 6,219	#7
2016-17	£ 6,115	#7
2017-18	£ 6,119	#7
2018-19	£ 5,985	#5
2019-20	£ 6,348	#7
2020-21	£ 6,653	#7
2021-22	£ 6,975	#7
2022-23	£ 7,251	#7

CHN 13a

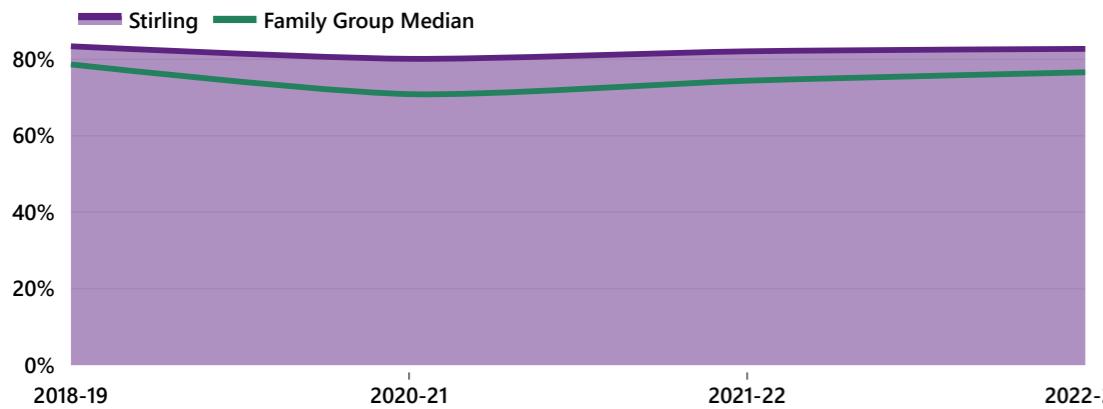
% of P1, P4 and P7 Pupils Combined Achieving Expected CFE Level in Literacy



Period	Value	Rank
2018-19	79.0%	#1
2020-21	73.6%	#1
2021-22	76.6%	#1
2022-23	76.4%	#1

CHN 13b

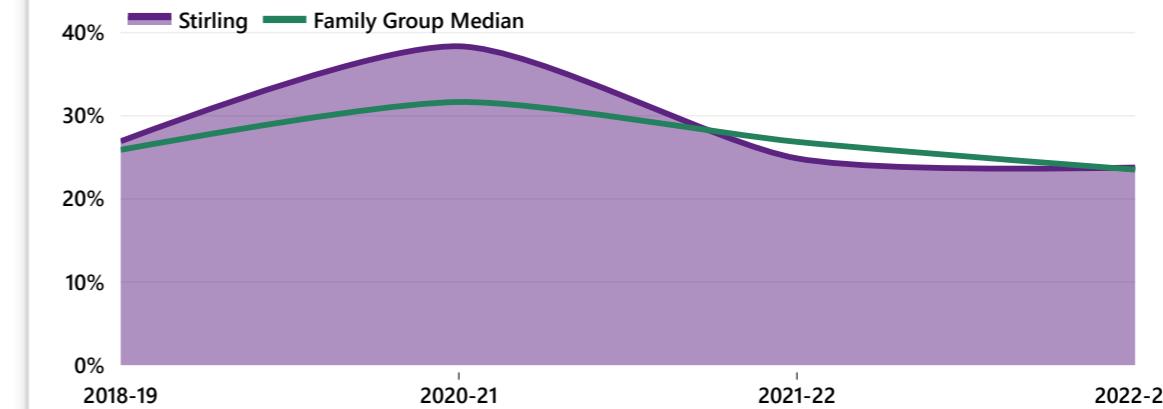
% of P1, P4 and P7 Pupils Combined Achieving Expected CFE Level in Numeracy



Period	Value	Rank
2018-19	83.4%	#1
2020-21	80.1%	#1
2021-22	82.1%	#1
2022-23	82.7%	#1

CHN 14a

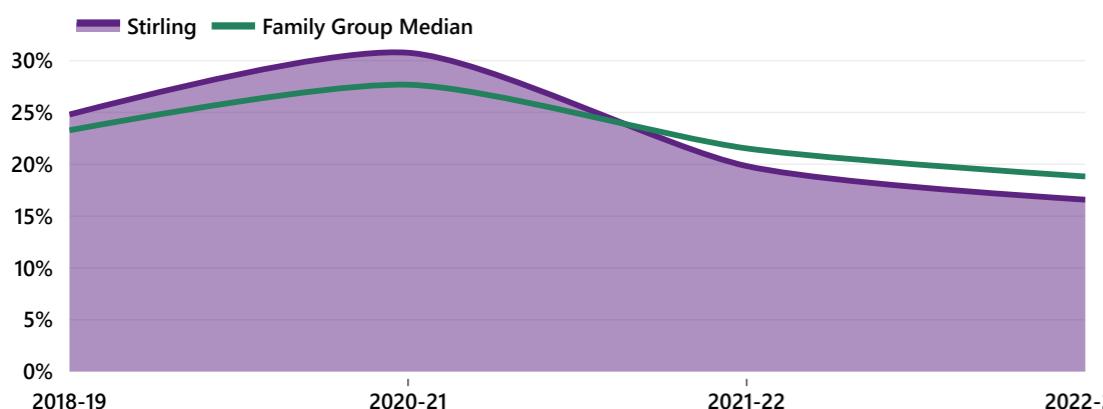
Literacy Attainment Gap (P1,4,7 Combined) - % Point Gap Between the Least Deprived and Most Deprived Pupils



Period	Value	Rank
2018-19	26.9%	#6
2020-21	38.4%	#8
2021-22	24.9%	#2
2022-23	23.8%	#5

CHN 14b

Numeracy Attainment Gap (P1,4,7 Combined) - % Point Gap Between the Least Deprived and Most Deprived Pupils



Period	Value	Rank
2018-19	24.8%	#6
2020-21	30.8%	#8
2021-22	19.8%	#3
2022-23	16.6%	#4

Education: Secondary Schools

Note: the Covid-19 pandemic has impacted approaches to certification of school leaver attainment. For this reason a dashed line break has been placed in the attainment graphs for the years affected.

CHN 02: Cost per Secondary School Pupil		
£ 8,851 2022-23	Deteriorating & Increasing	#6
96.1% 2021-22	Improving & Increasing	#4

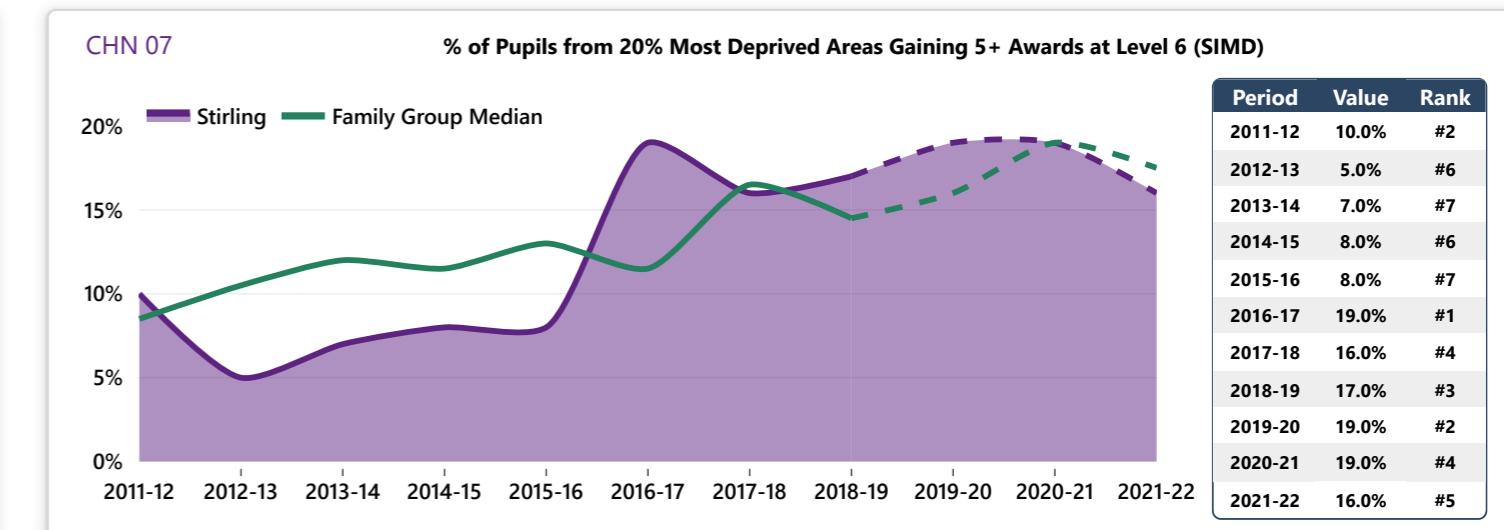
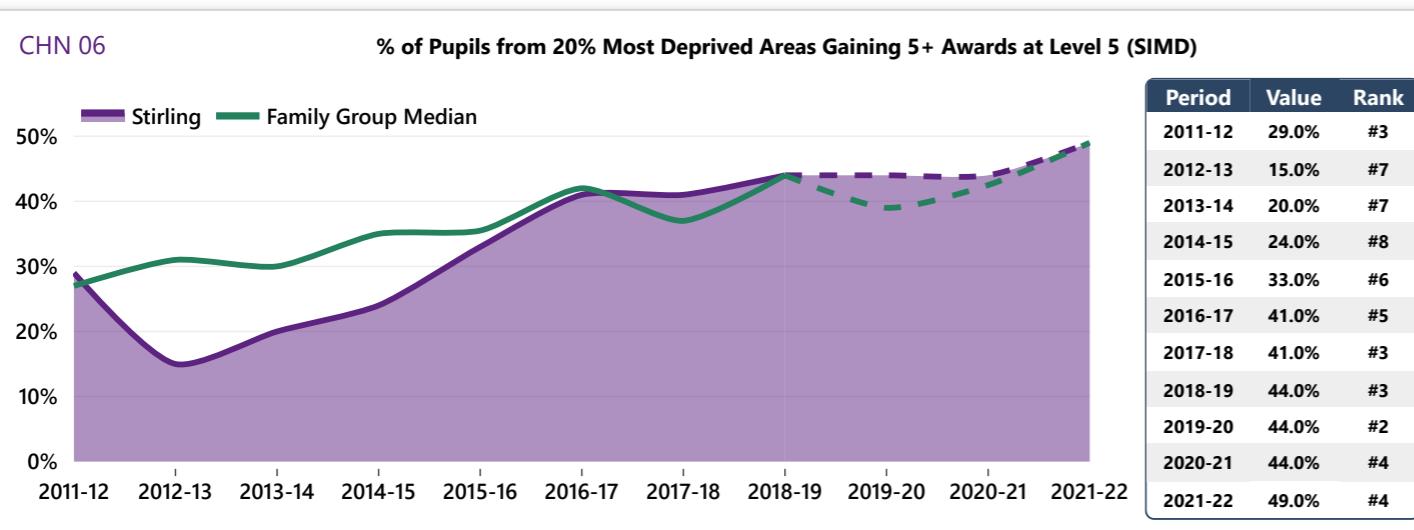
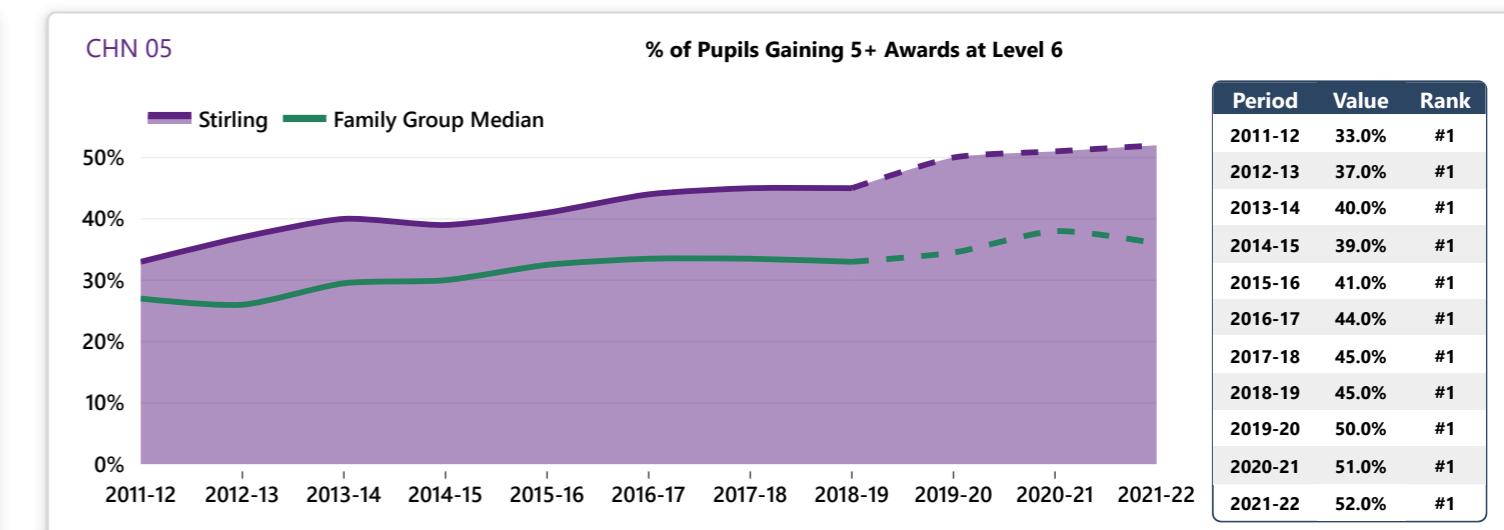
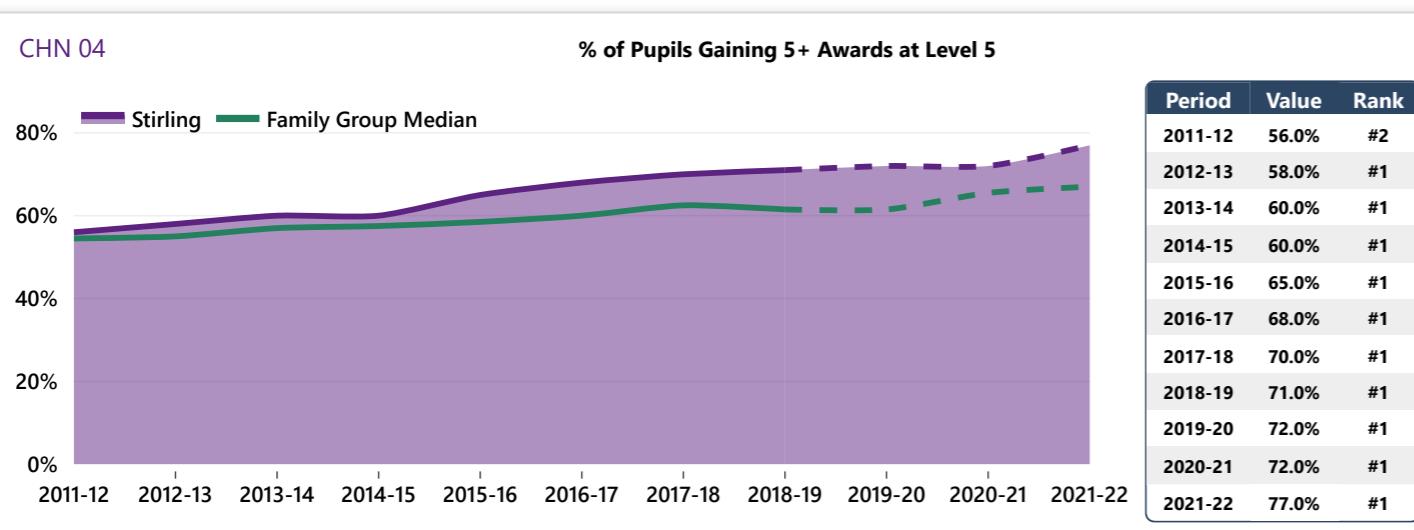
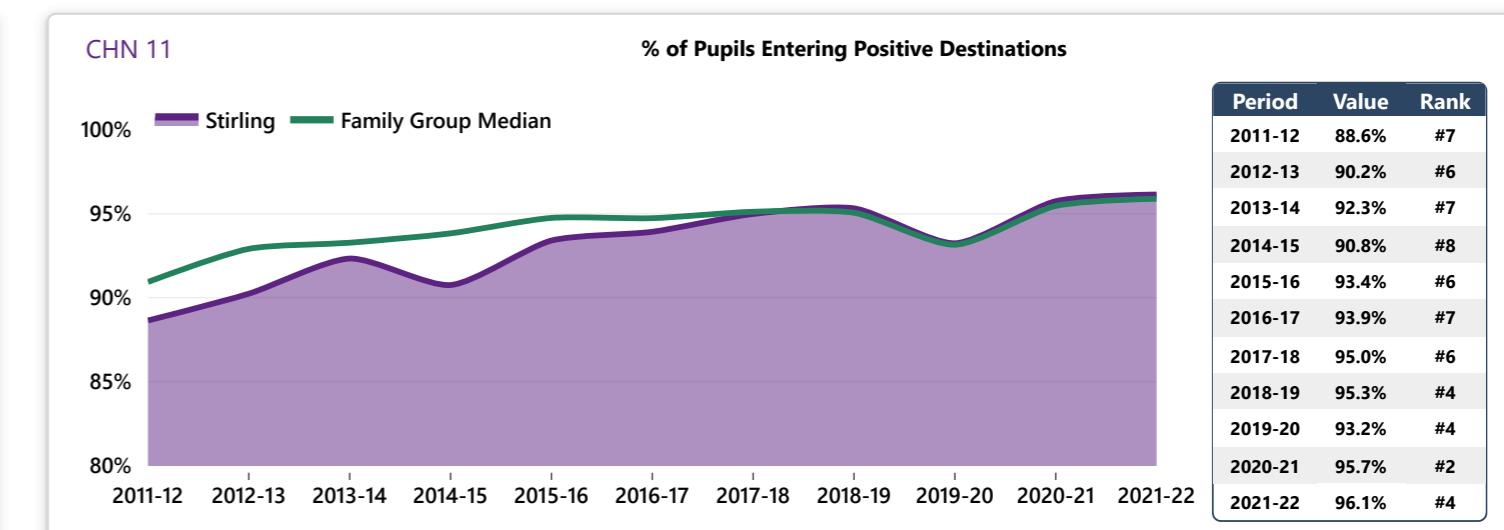
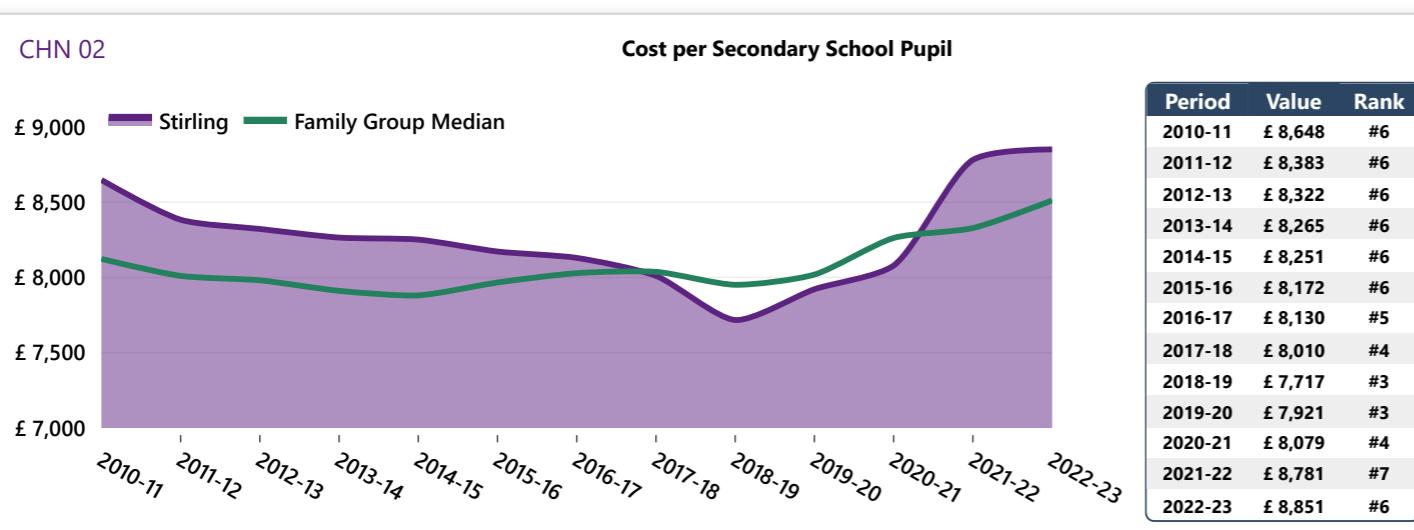
CHN 11: % of Pupils Entering Positive Destinations		
96.1% 2021-22	Improving & Increasing	#4

CHN 04: % of Pupils Gaining 5+ Awards at Level 5		
77.0% 2021-22	Improving & Increasing	#1

CHN 05: % of Pupils Gaining 5+ Awards at Level 6		
52.0% 2021-22	Improving & Increasing	#1

CHN 06: % of Pupils from 20% Most Deprived Areas Gaining 5+ Awards at Level 5 (SIMD)		
49.0% 2021-22	Improving & Increasing	#4

CHN 07: % of Pupils from 20% Most Deprived Areas Gaining 5+ Awards at Level 6 (SIMD)		
16.0% 2021-22	Deteriorating & Decreasing	#5



Education: School Leaver + Satisfaction

Note: the Covid-19 pandemic has impacted approaches to certification of school leaver attainment. For this reason a dashed line break has been placed in the attainment graphs for the years affected.

CHN 12a: Overall Average Total Tariff

1,002
2022-23



#1

CHN 12b: Average Total Tariff SIMD Quintile 1

581
2022-23



#3

CHN 12c: Average Total Tariff SIMD Quintile 2

715
2022-23



#3

CHN 12d: Average Total Tariff SIMD Quintile 3

924
2022-23



#2

CHN 12e: Average Total Tariff SIMD Quintile 4

1,130
2022-23



#1

CHN 12f: Average Total Tariff SIMD Quintile 5

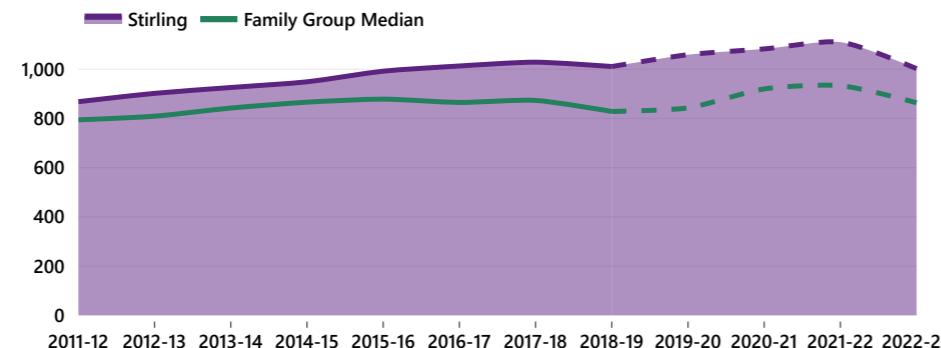
1,260
2022-23



#2

CHN 12a

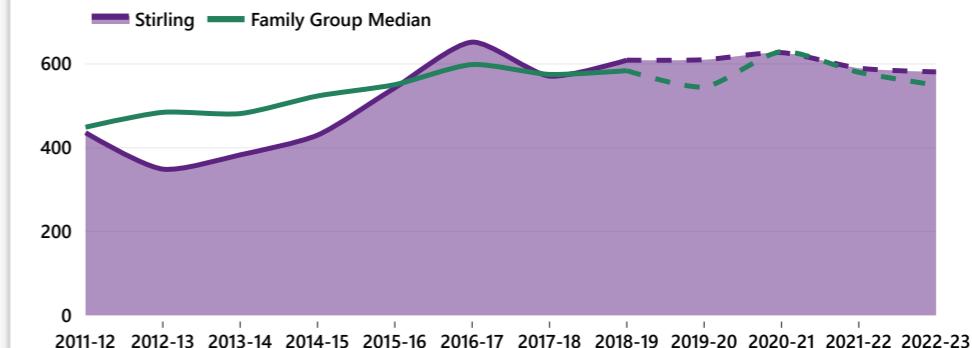
Overall Average Total Tariff



Period Value Rank

CHN 12b

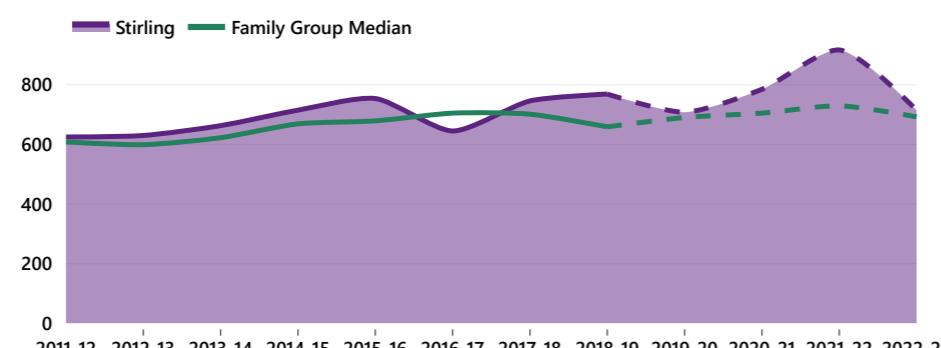
Average Total Tariff SIMD Quintile 1



Period Value Rank

CHN 12c

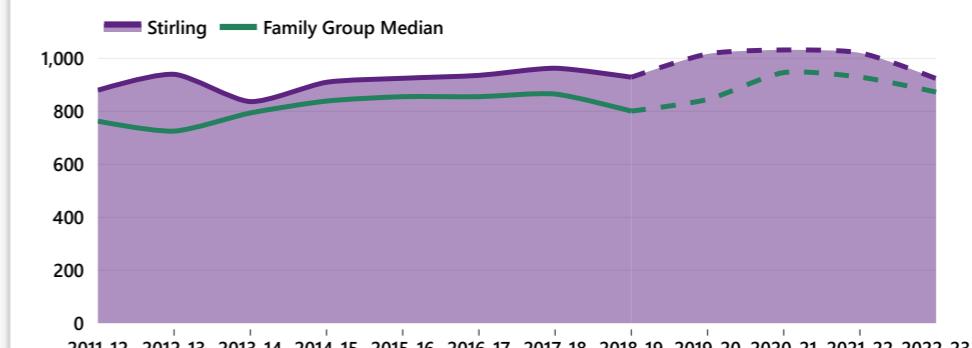
Average Total Tariff SIMD Quintile 2



Period Value Rank

CHN 12d

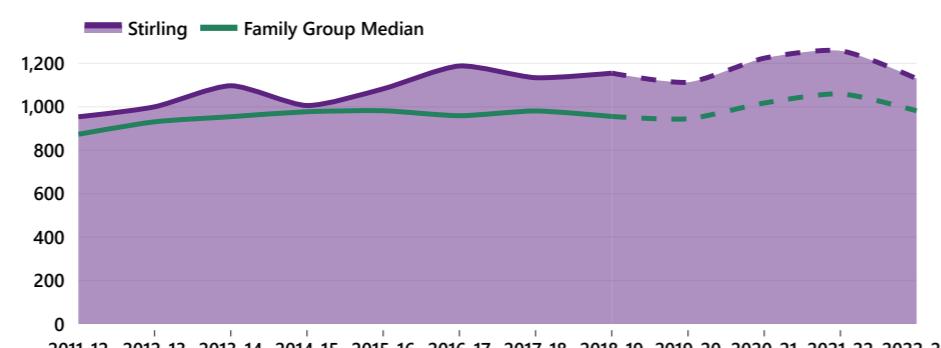
Average Total Tariff SIMD Quintile 3



Period Value Rank

CHN 12e

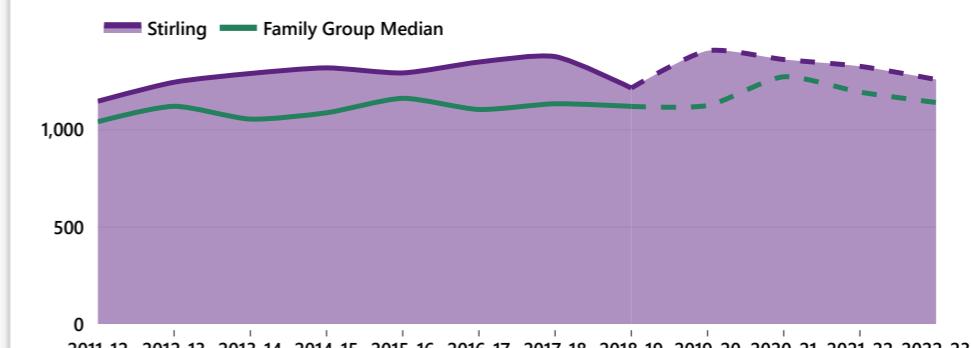
Average Total Tariff SIMD Quintile 4



Period Value Rank

CHN 12f

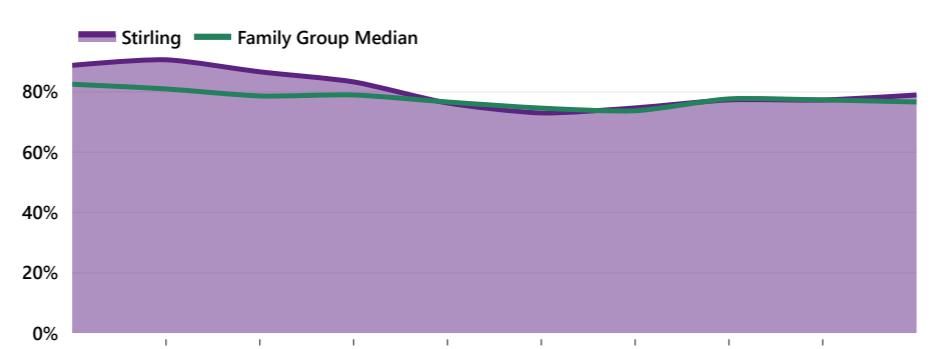
Average Total Tariff SIMD Quintile 5



Period Value Rank

CHN 10

% of Adults Satisfied with Local Schools



Period Value Rank

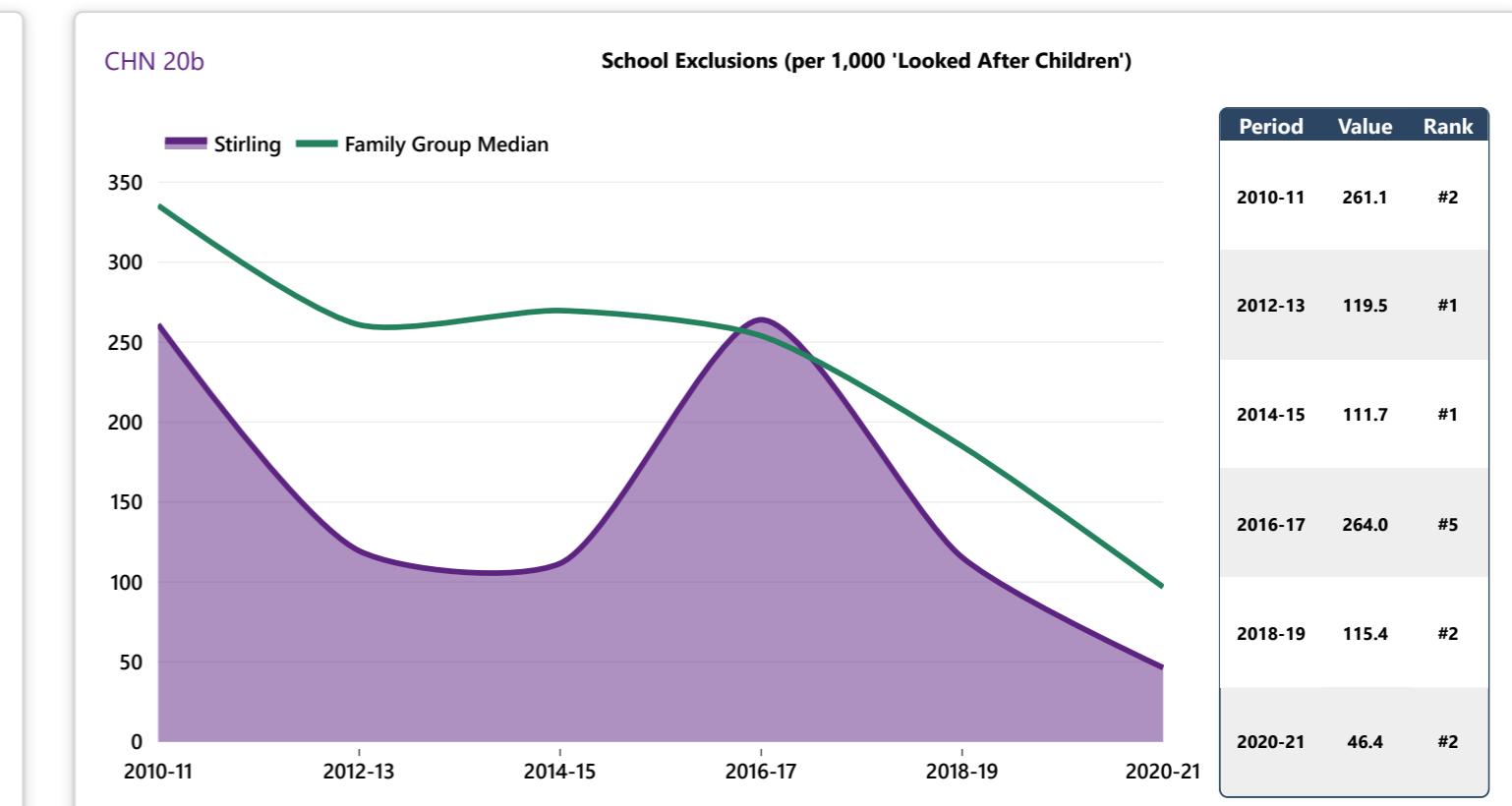
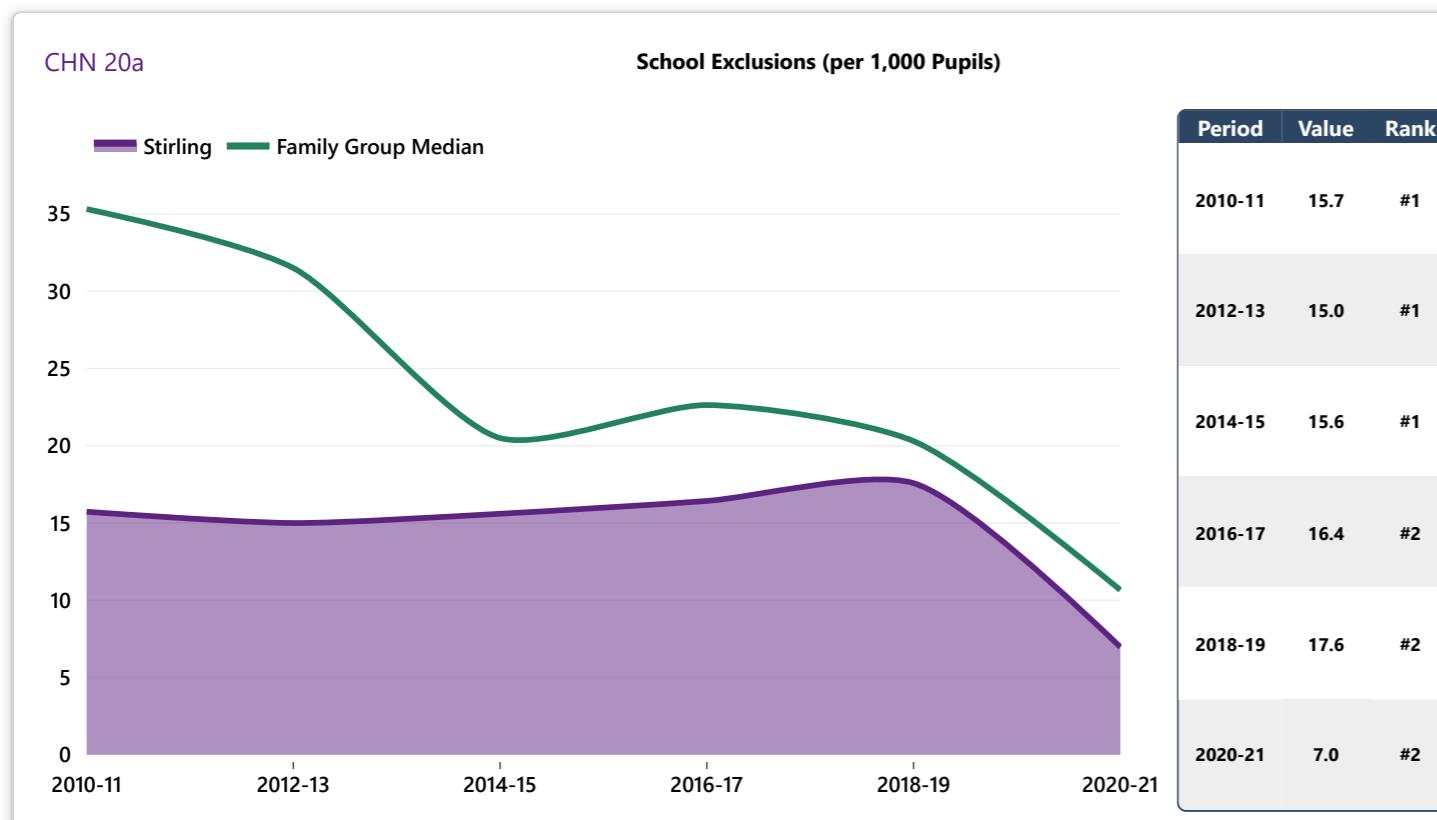
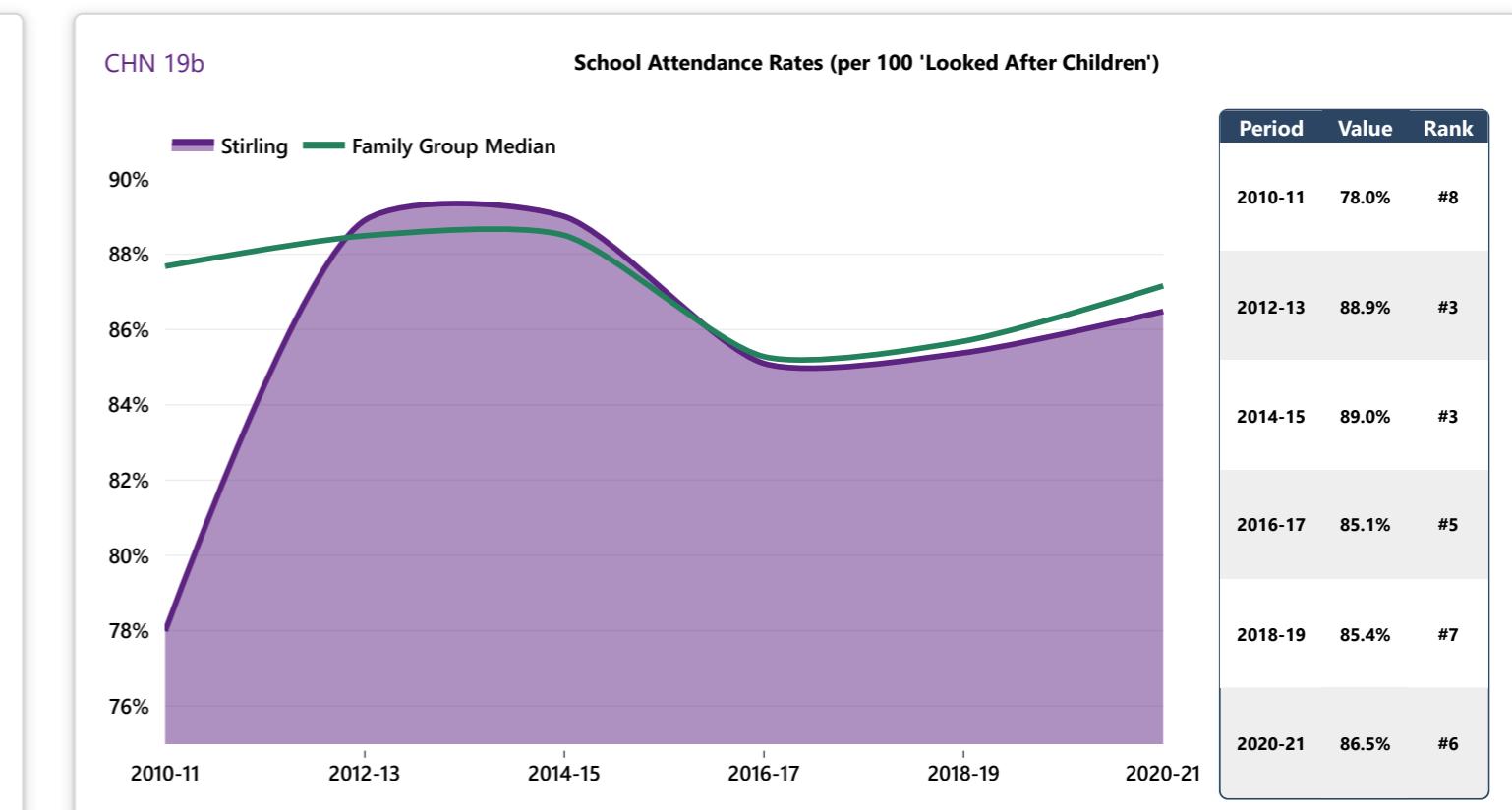
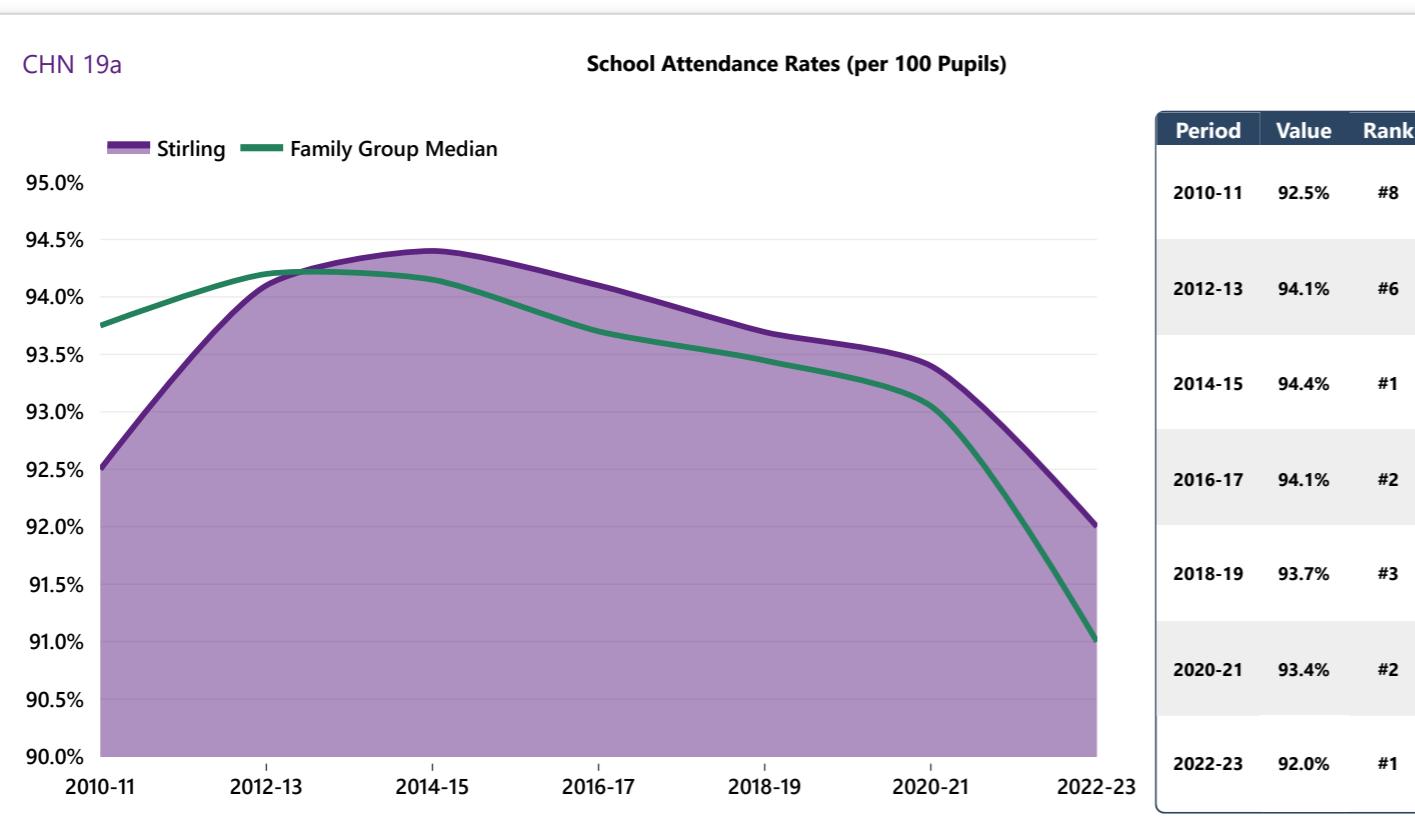
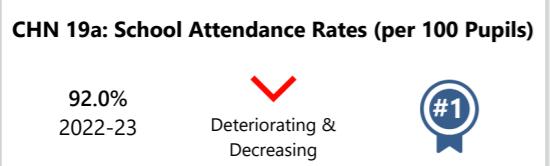
CHN 10: % of Adults Satisfied with Local Schools

79.0%
2020-23

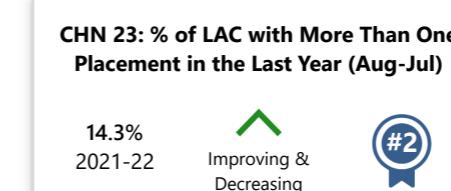
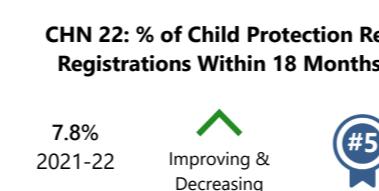
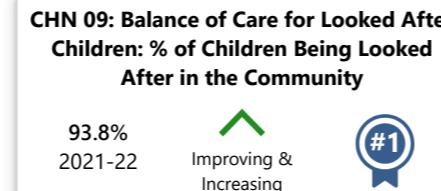


#3

Education: School Attendance

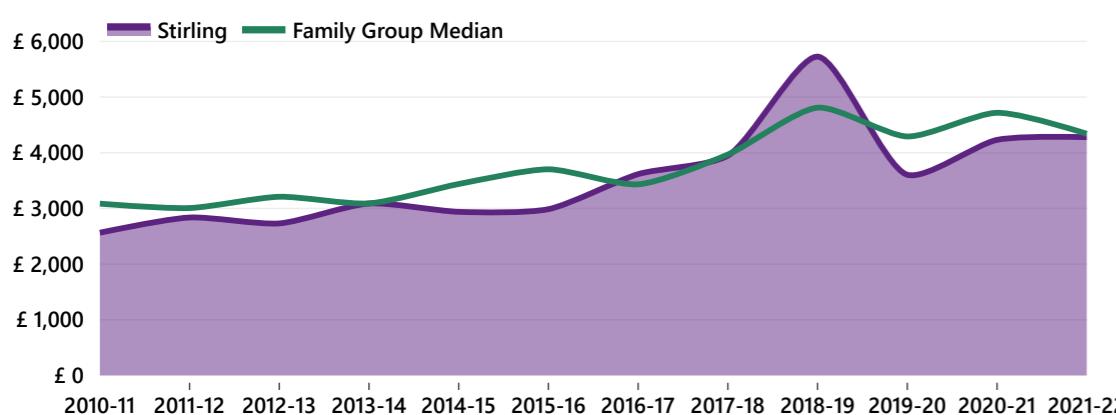


Care: Social Work (Looked After Children)



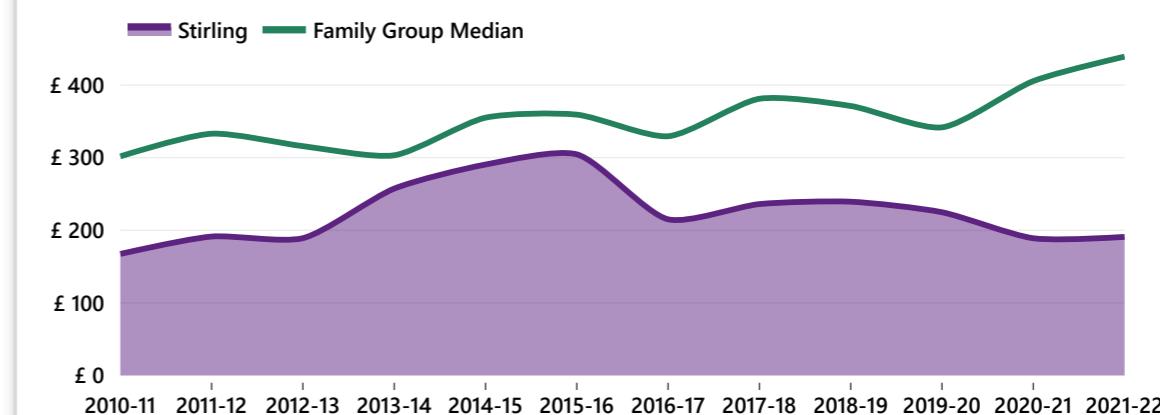
CHN 08a

The Gross Costs of 'Children Looked After' in Residential Based Services per Child per Week



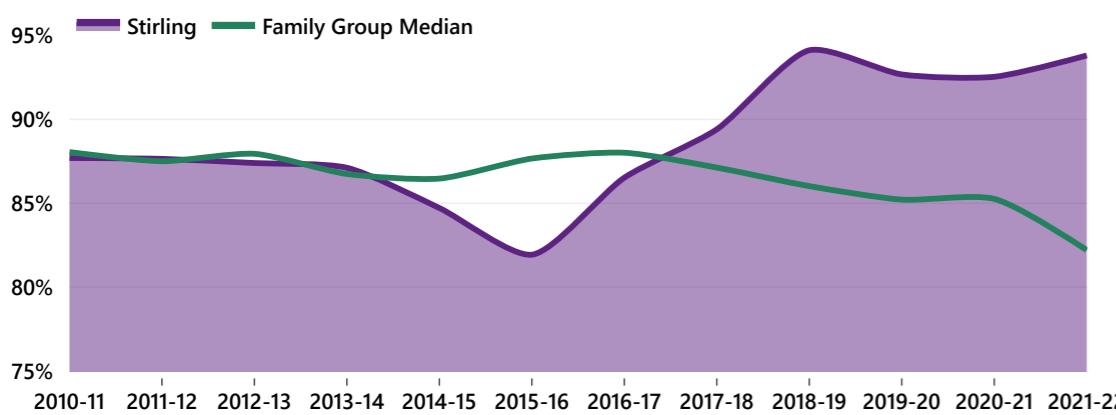
CHN 08b

The Gross Cost of "Children Looked After" in a Community Setting per Child per Week



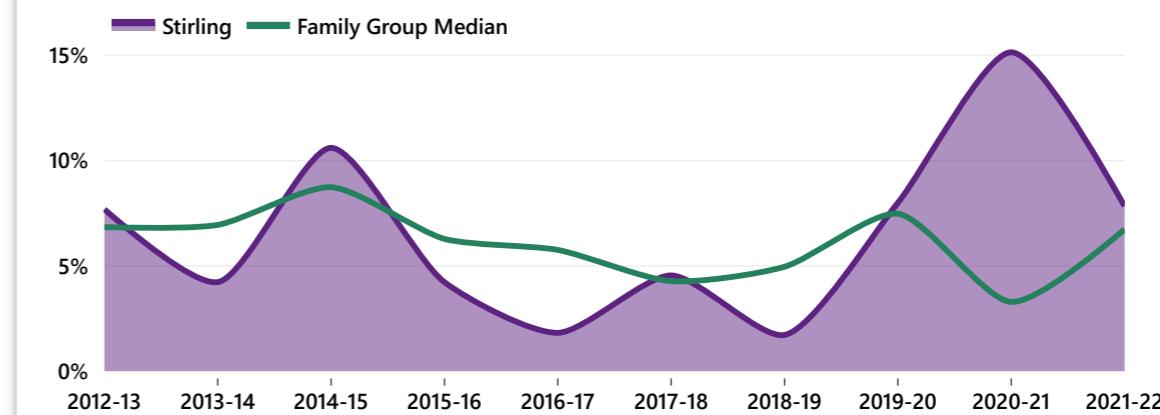
CHN 09

Balance of Care for Looked After Children: % of Children Being Looked After in the Community



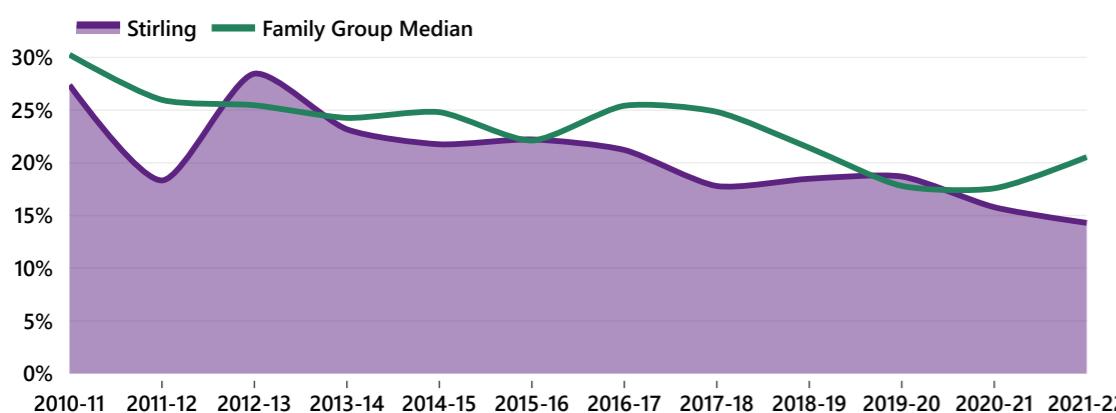
CHN 22

% of Child Protection Re-Registrations Within 18 Months



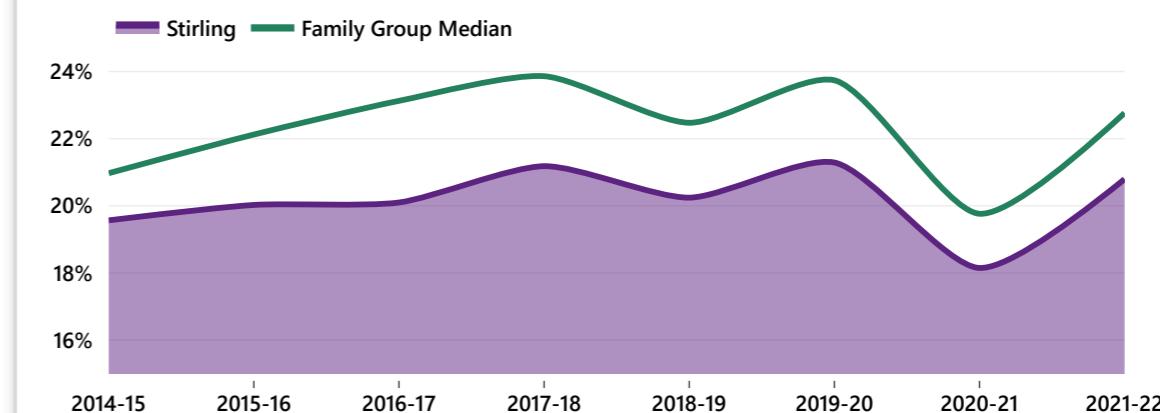
CHN 23

% of LAC with More Than One Placement in the Last Year (Aug-Jul)

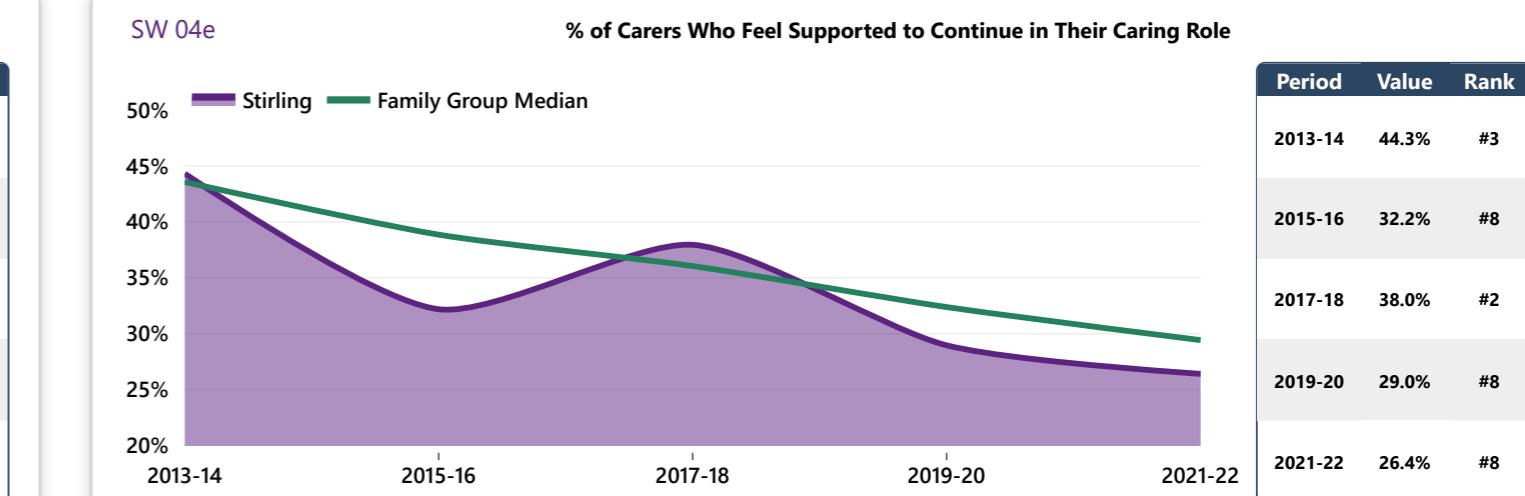
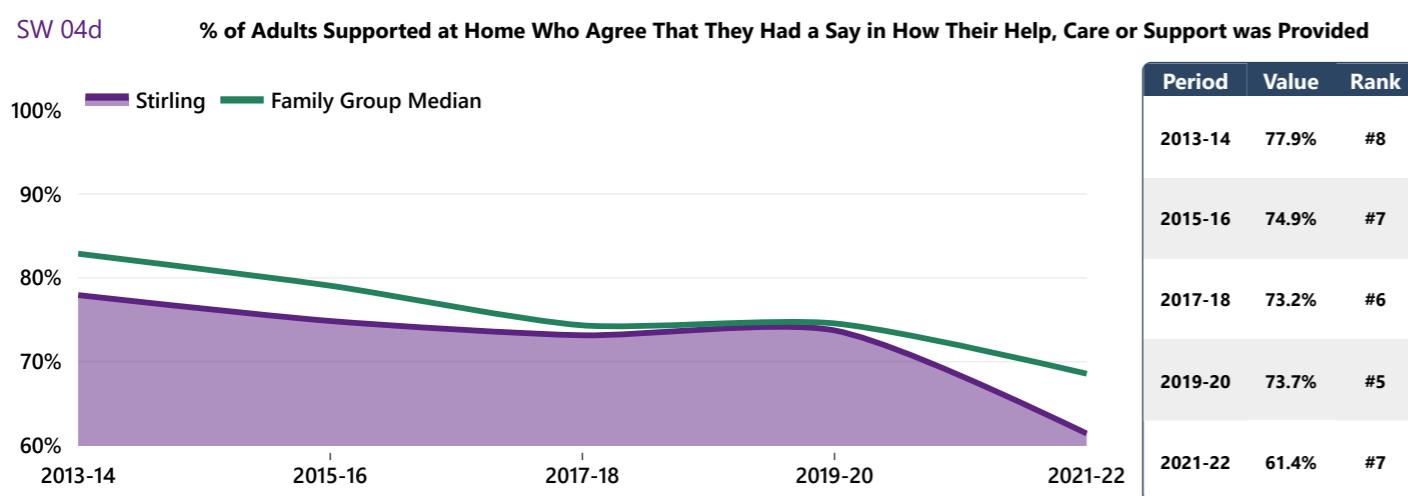
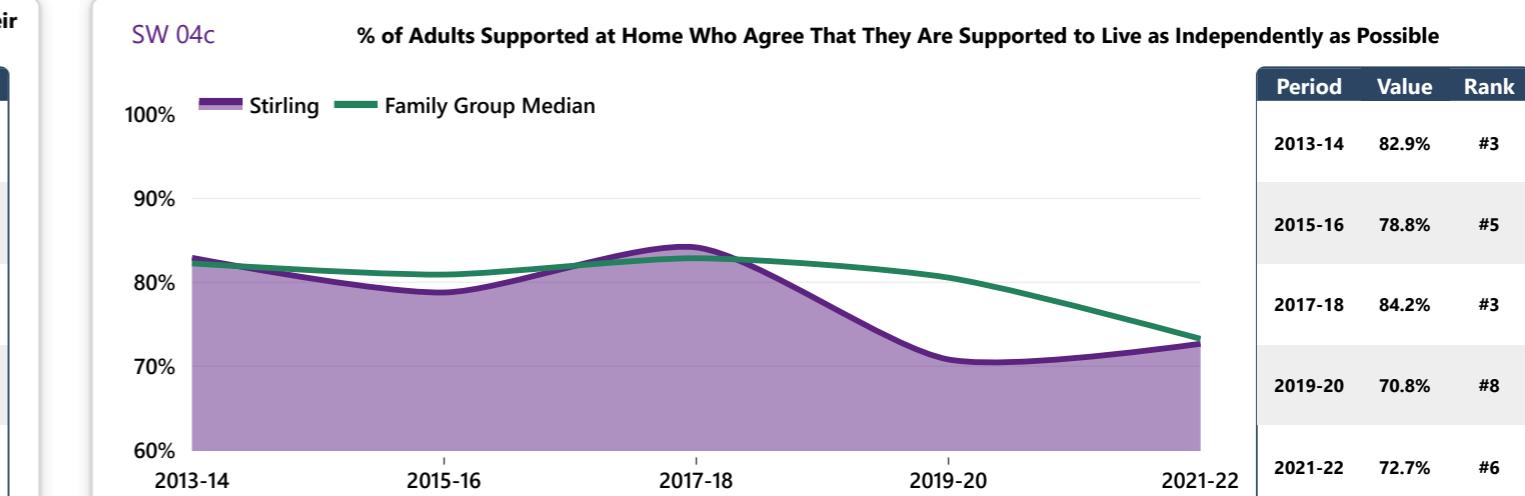
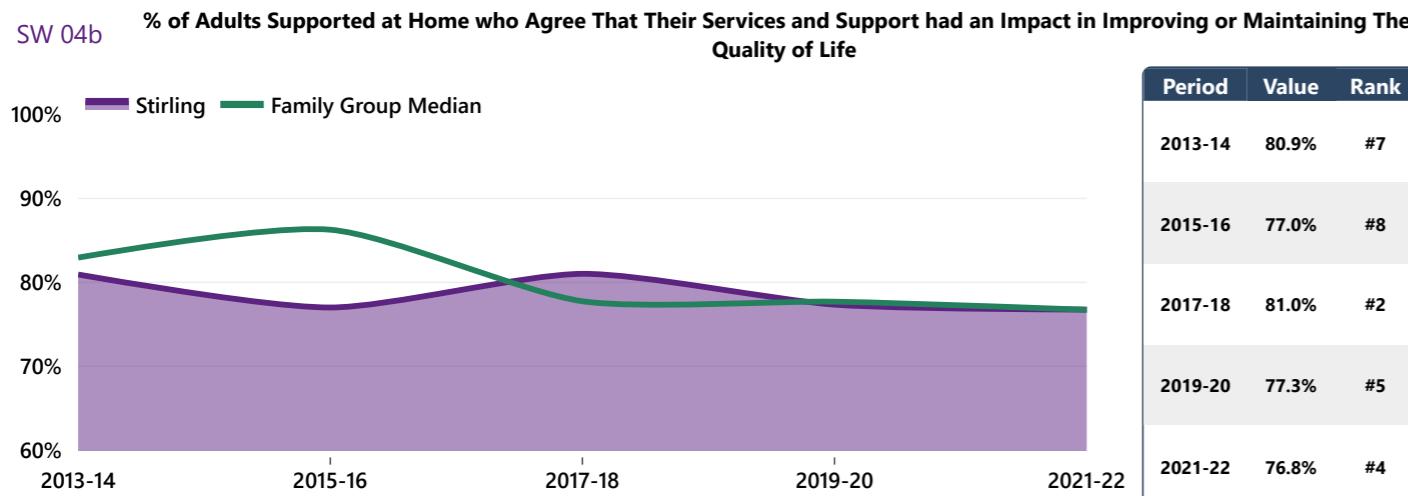
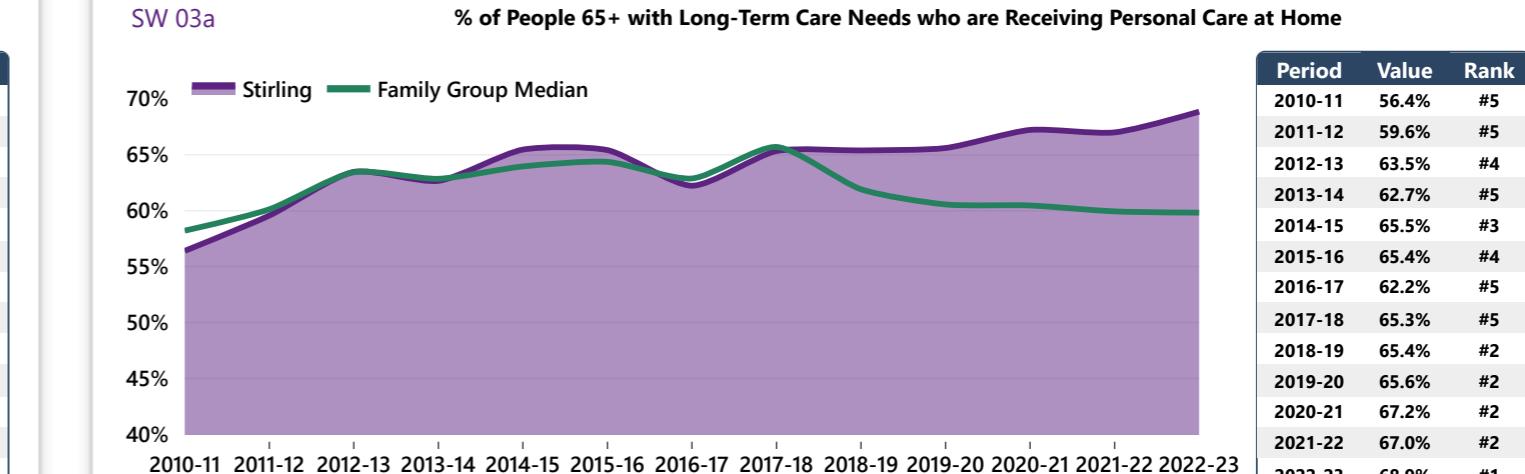
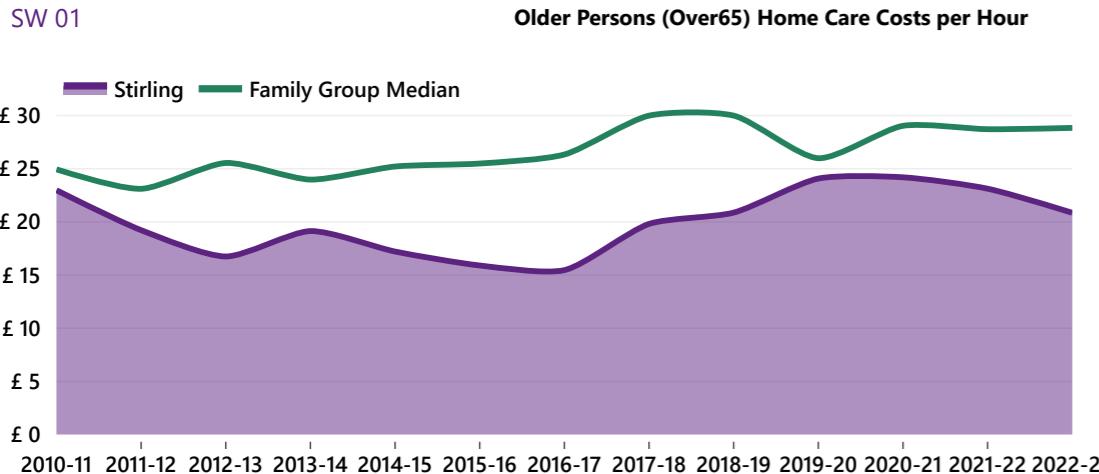
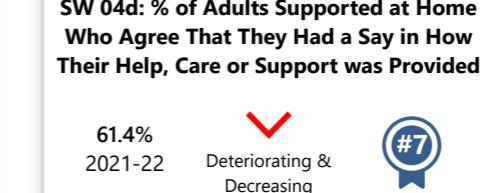
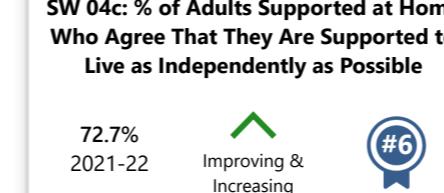
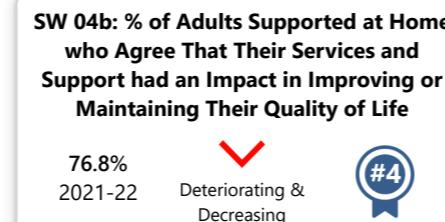


CHN 24

% of Children Living in Poverty (After Housing Costs)

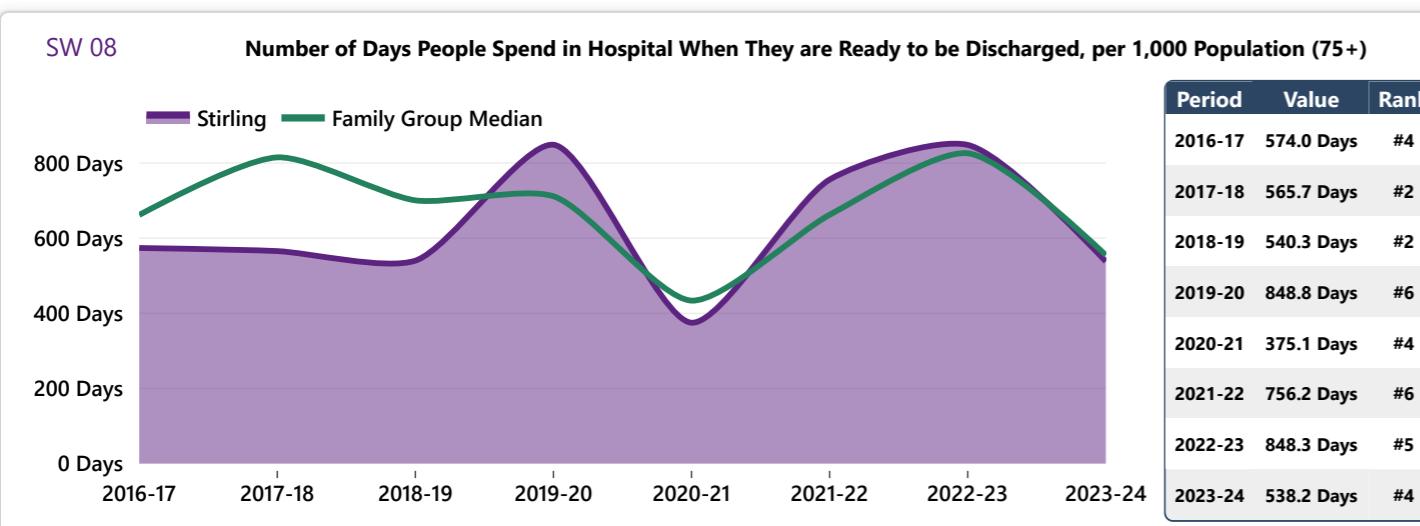
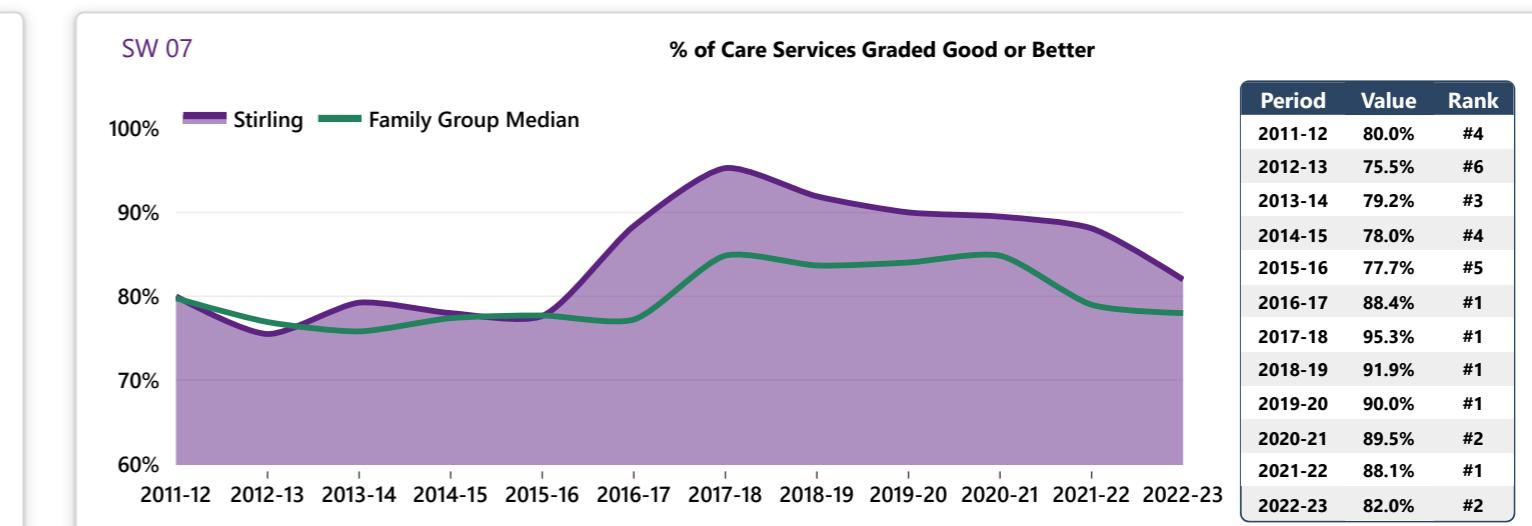
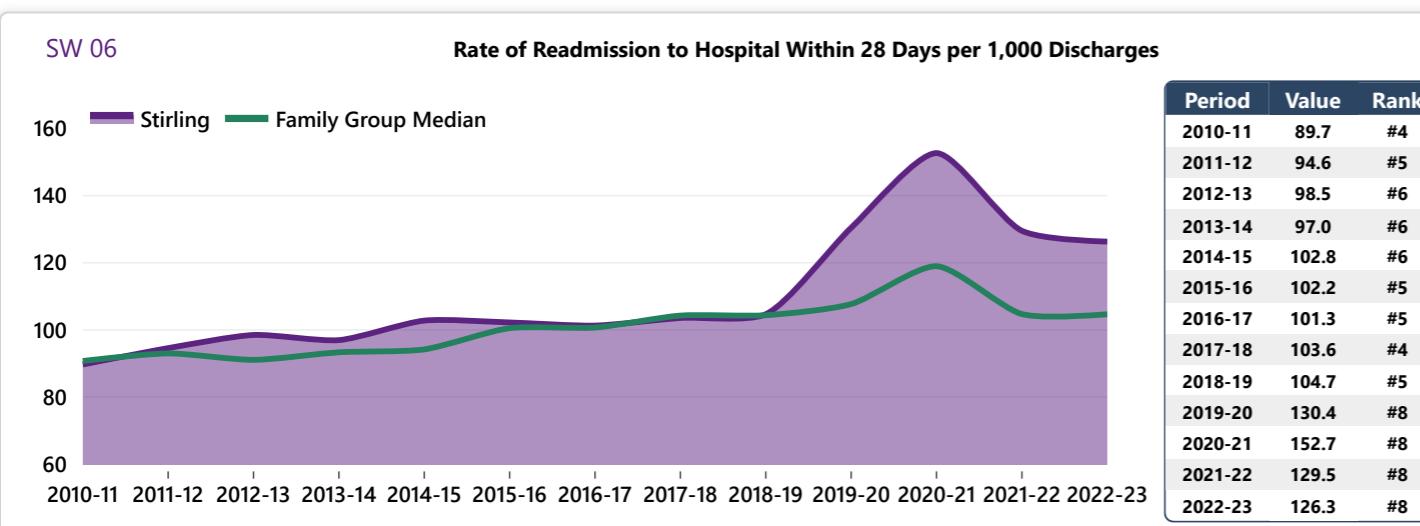
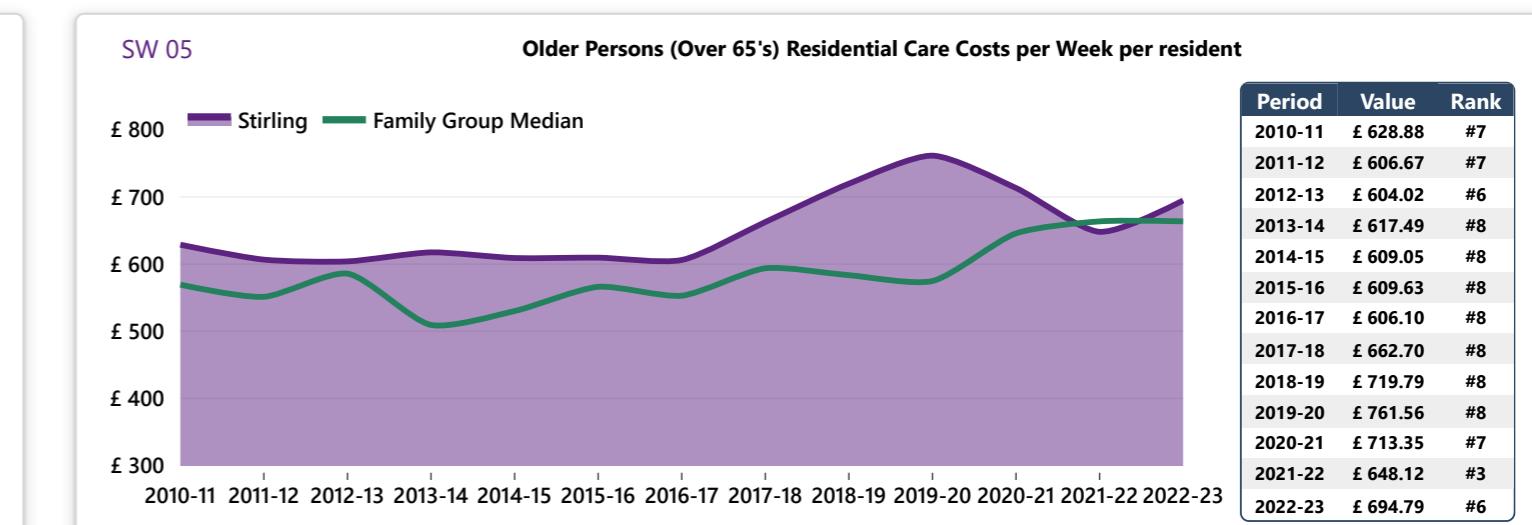
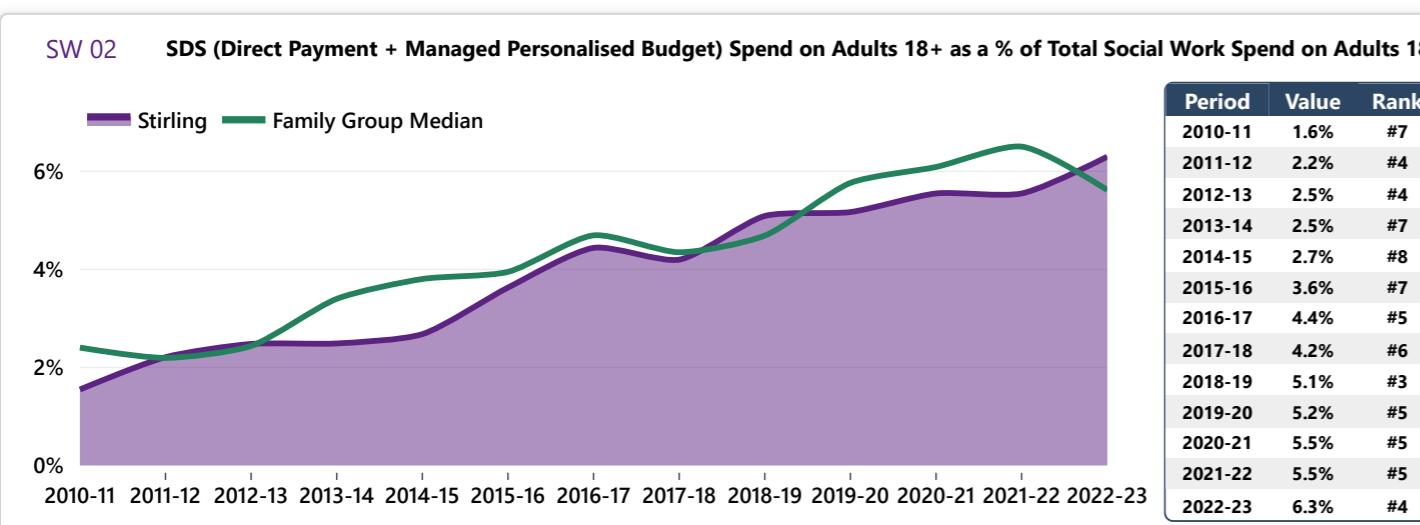
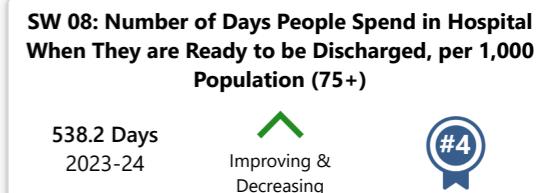


Care: At Home Care

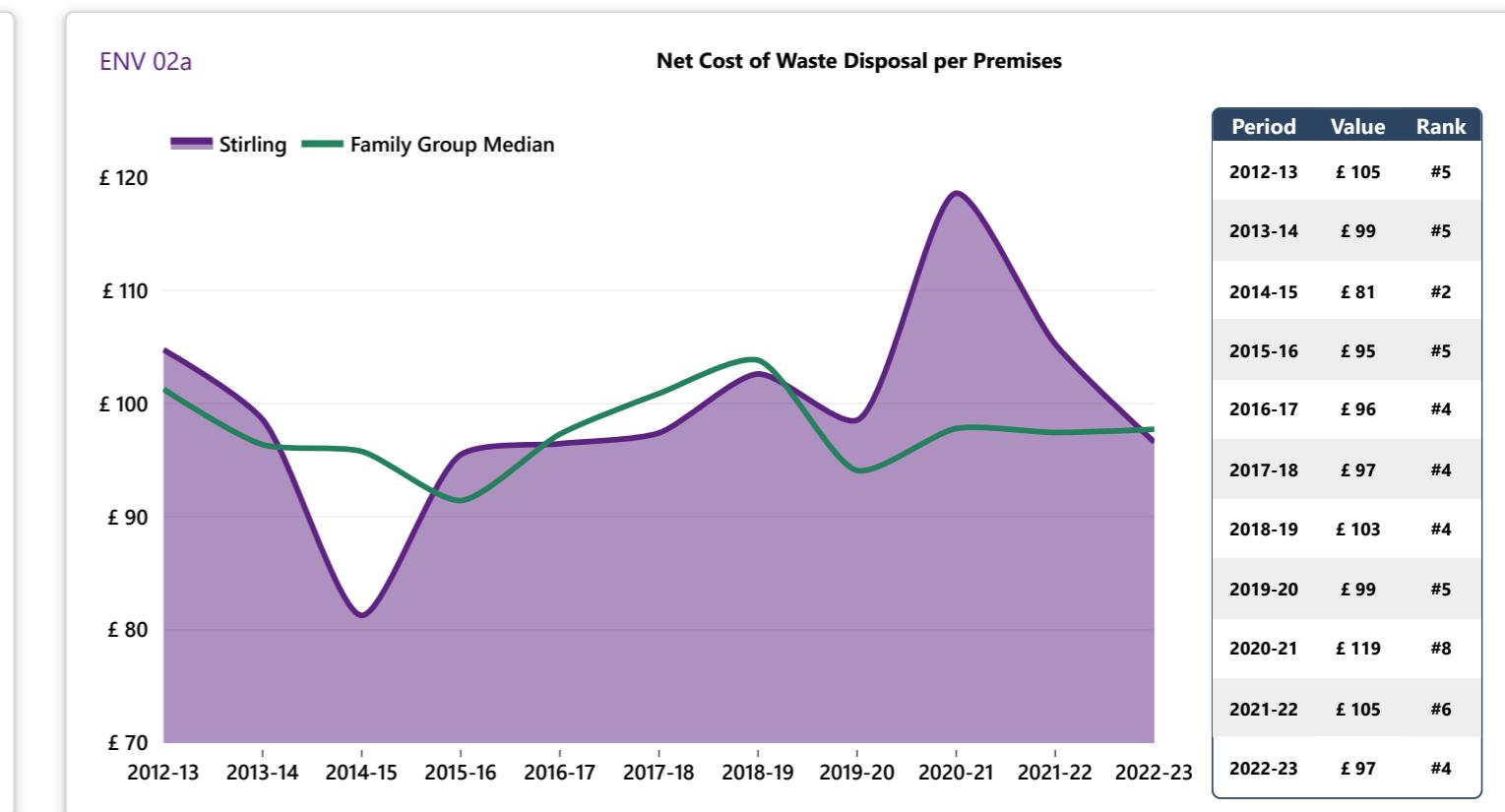
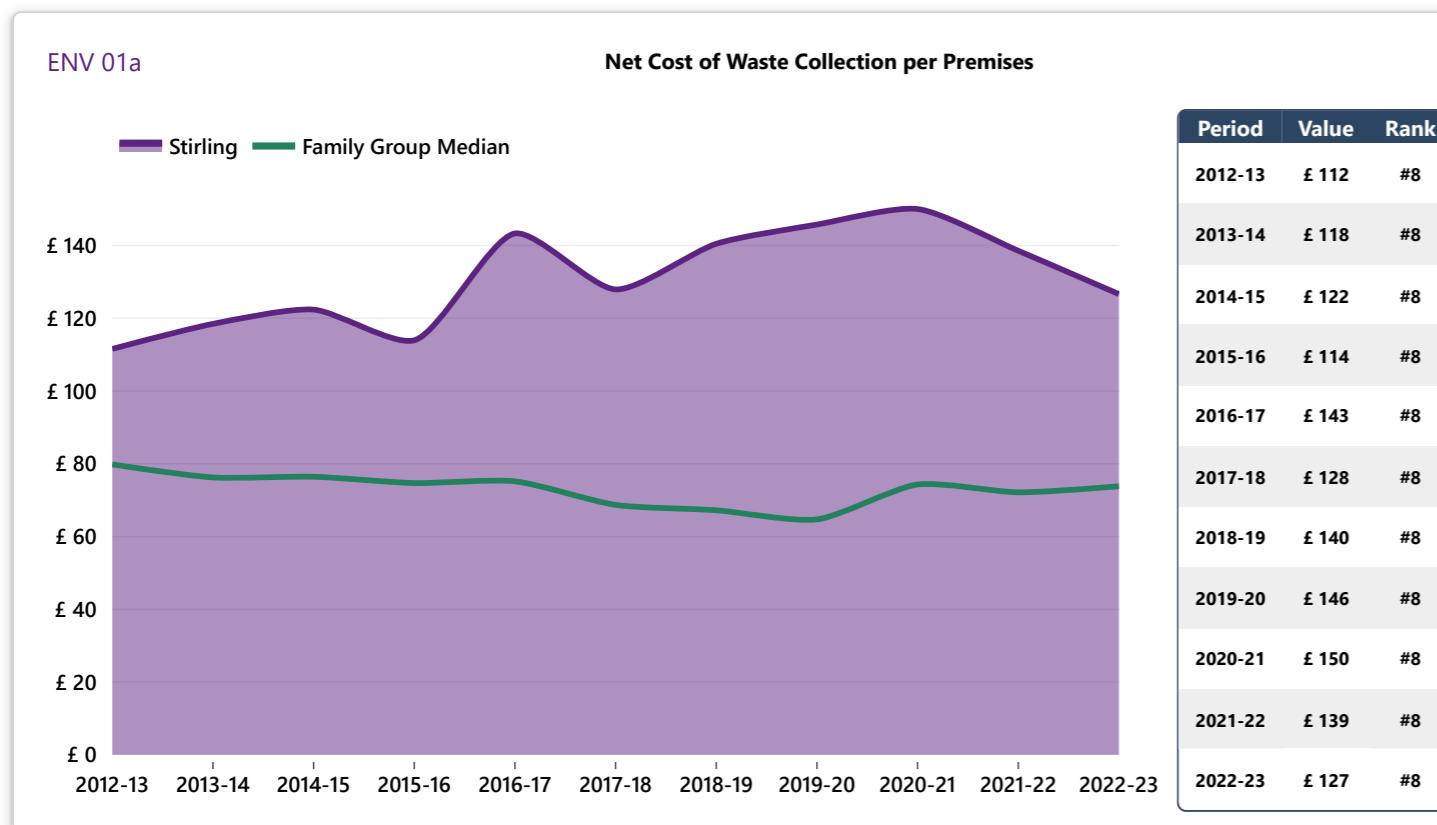
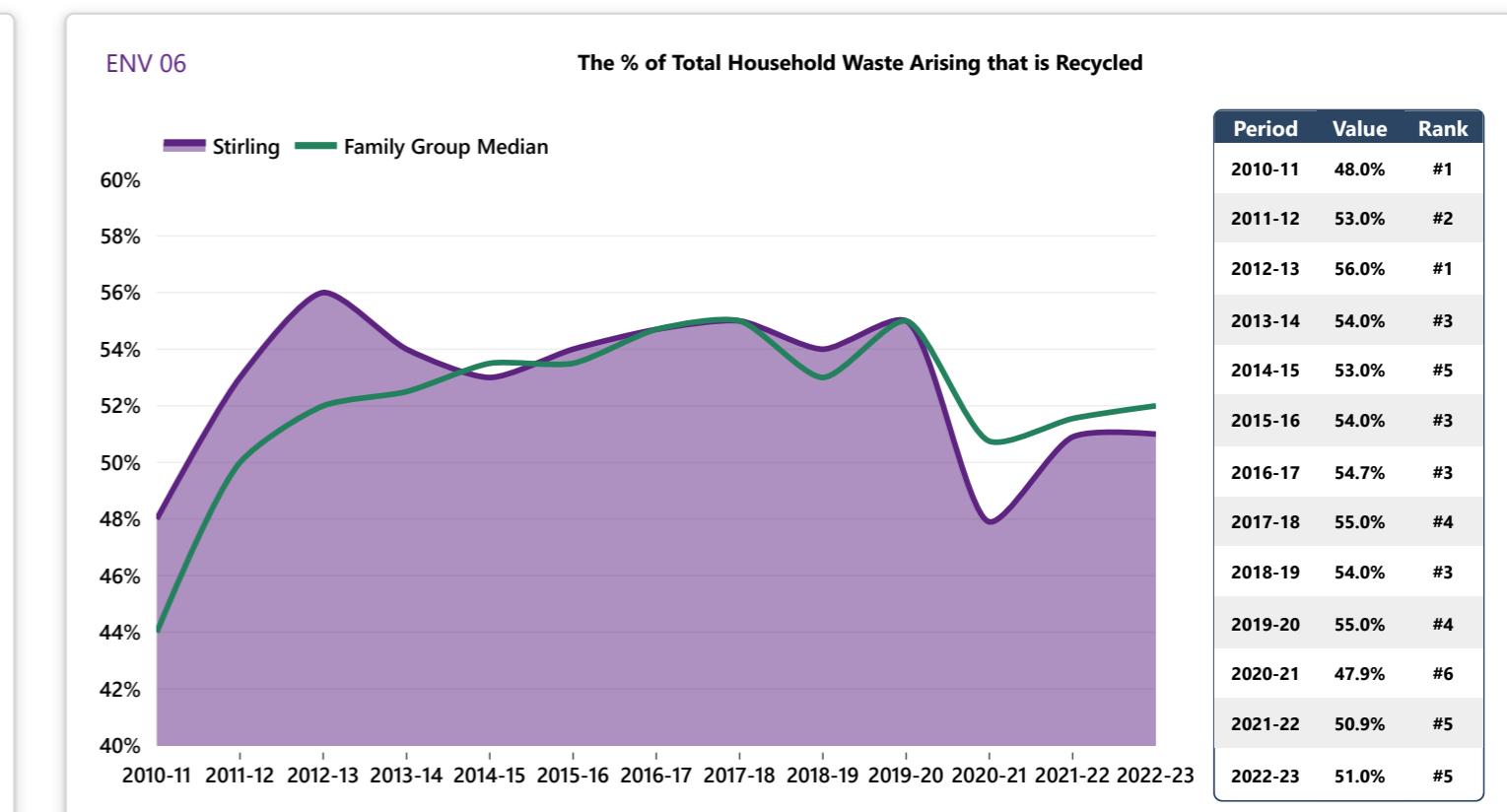
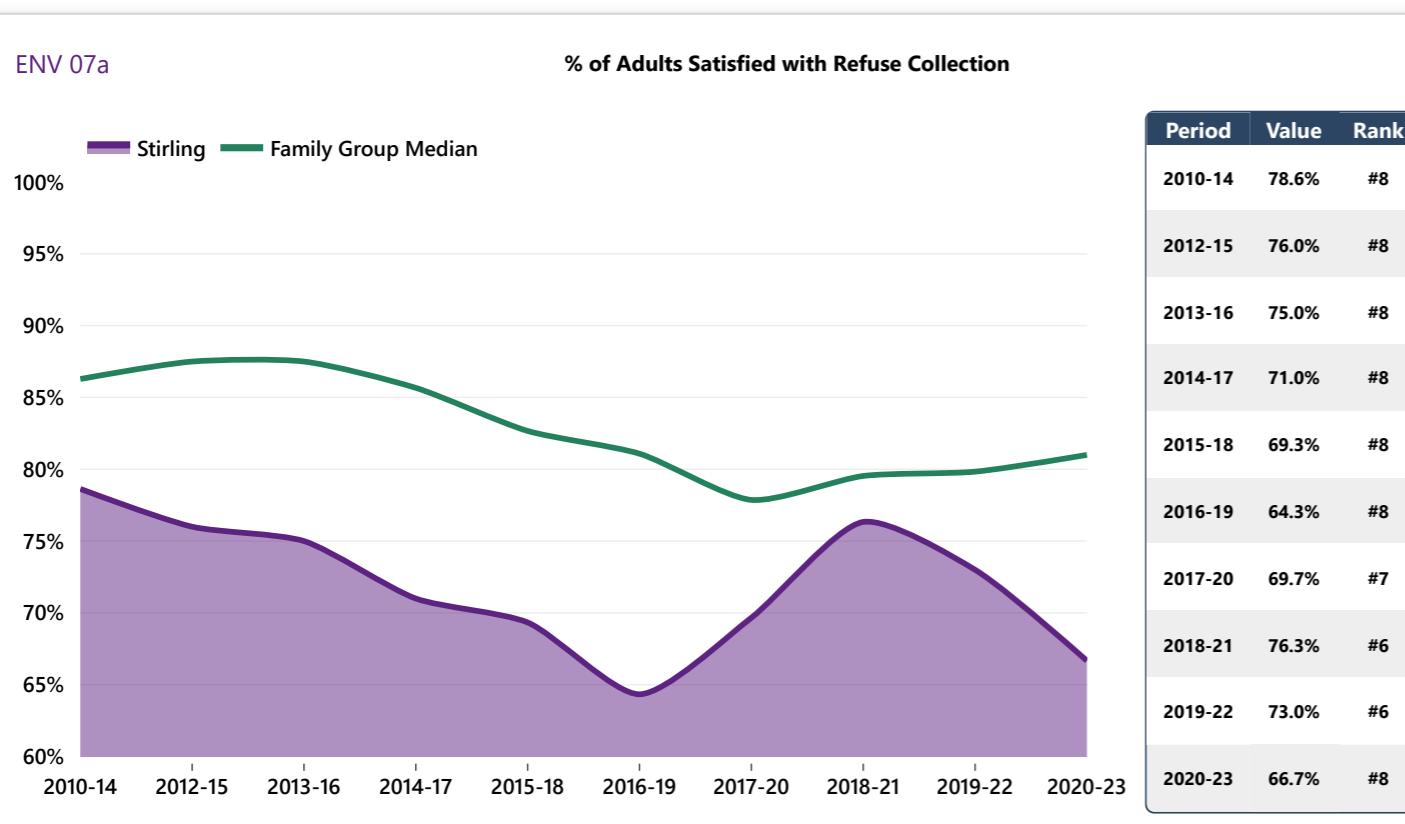


Care: Adult Health Care

Note: 2023-24 values are an average of currently available monthly values



Environment: Waste & Recycling



Environment: Road Maintenance

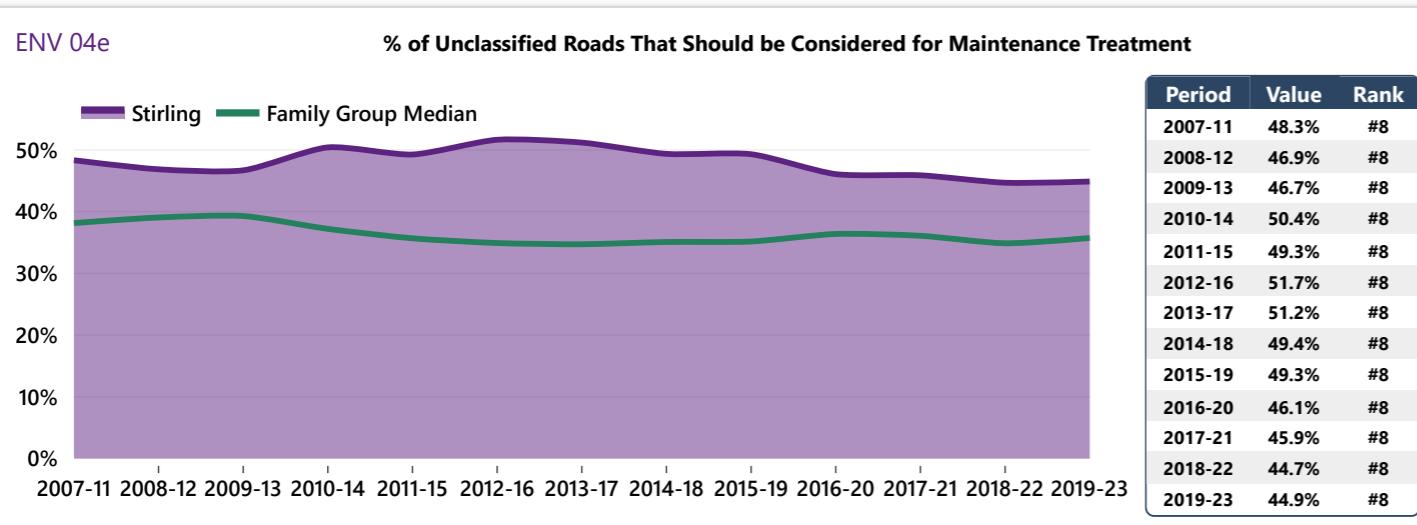
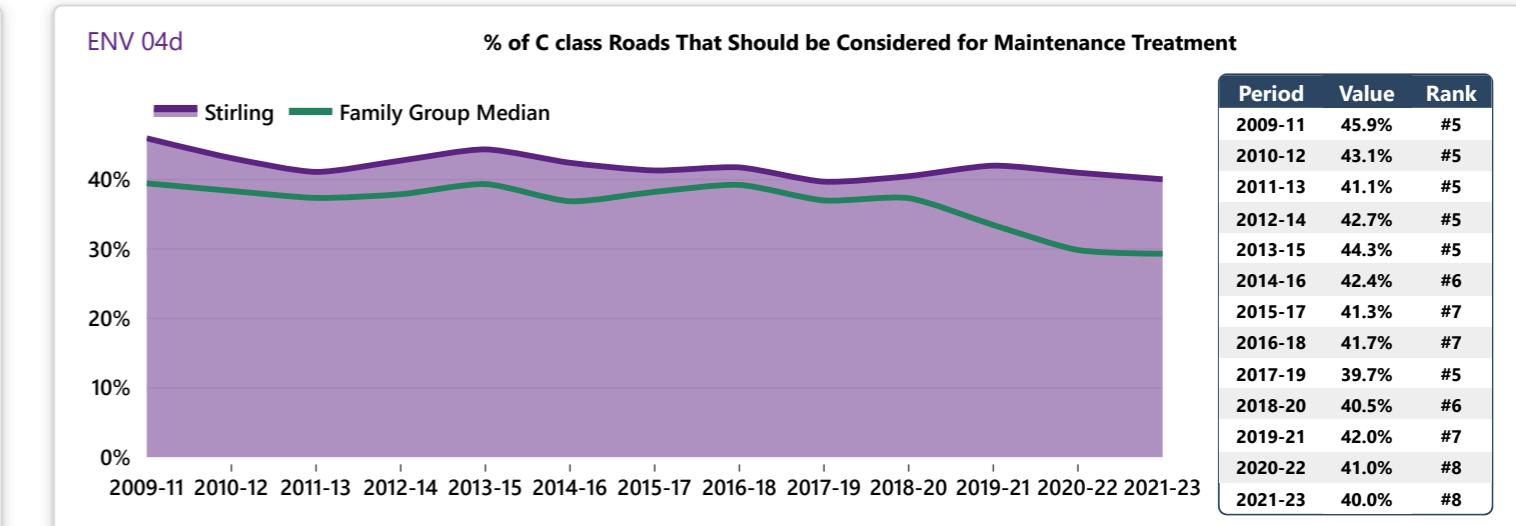
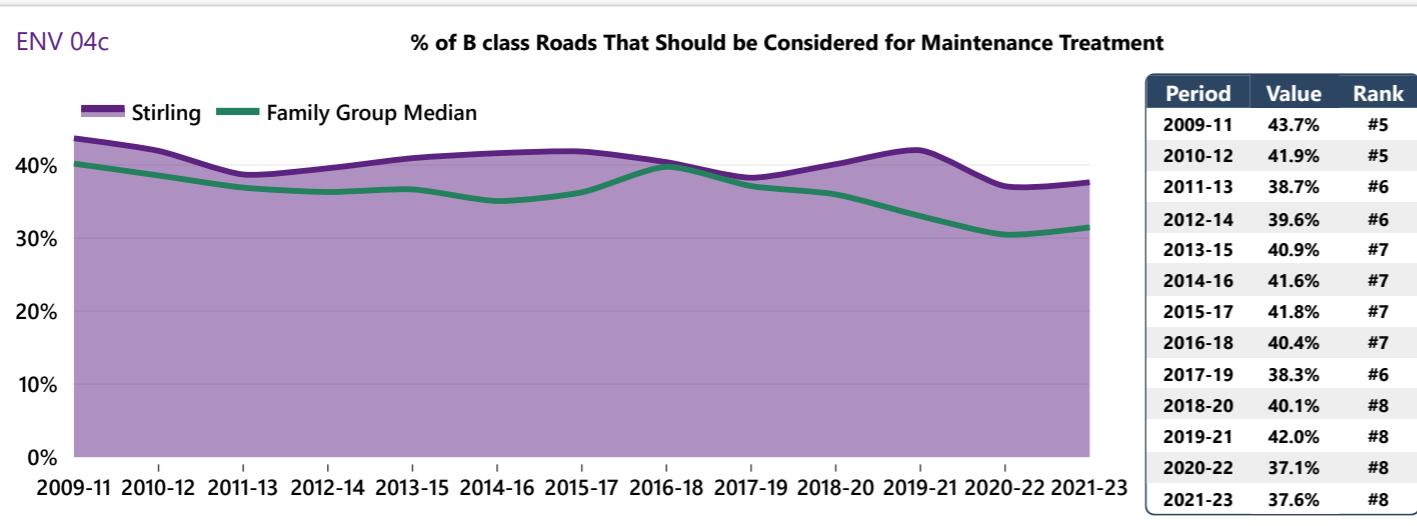
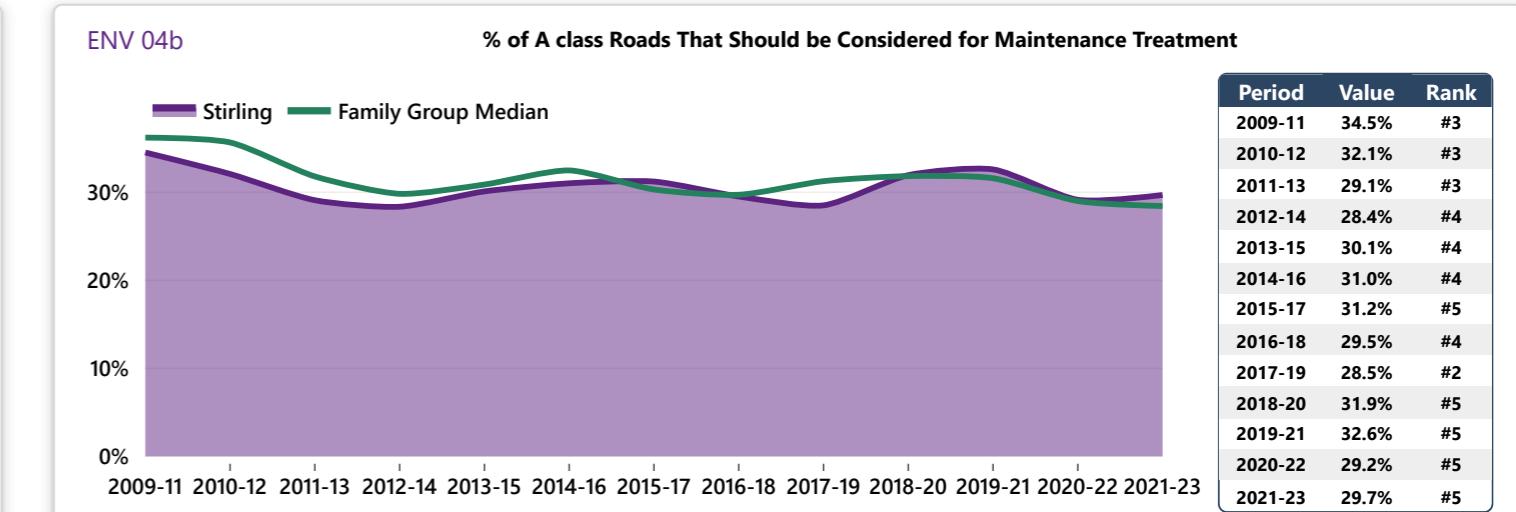
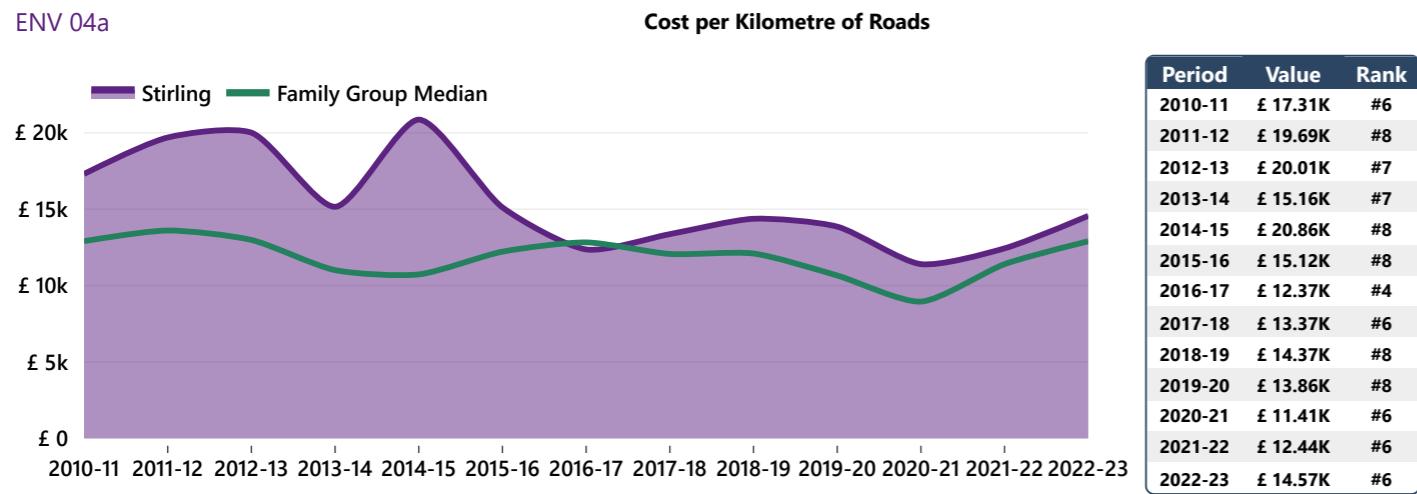
ENV 04a: Cost per Kilometre of Roads		
£ 14.57K 2022-23	Deteriorating & Increasing	↙ #6
29.7% 2021-23	Deteriorating & Increasing	↙ #5

ENV 04b: % of A class Roads That Should be Considered for Maintenance Treatment		
37.6% 2021-23	Deteriorating & Increasing	↙ #8

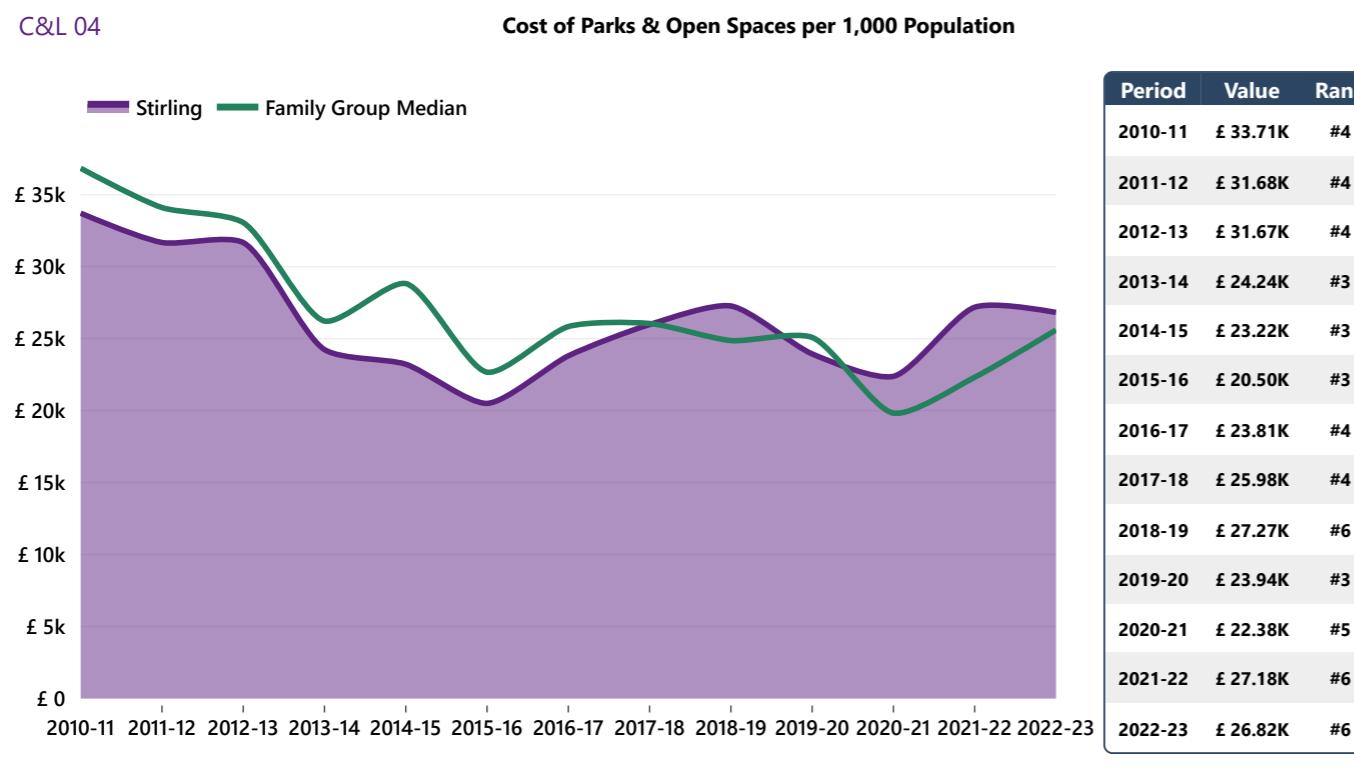
ENV 04c: % of B class Roads That Should be Considered for Maintenance Treatment		
40.0% 2021-23	Deteriorating & Increasing	↙ #8

ENV 04d: % of C class Roads That Should be Considered for Maintenance Treatment		
44.9% 2019-23	Deteriorating & Increasing	↙ #8

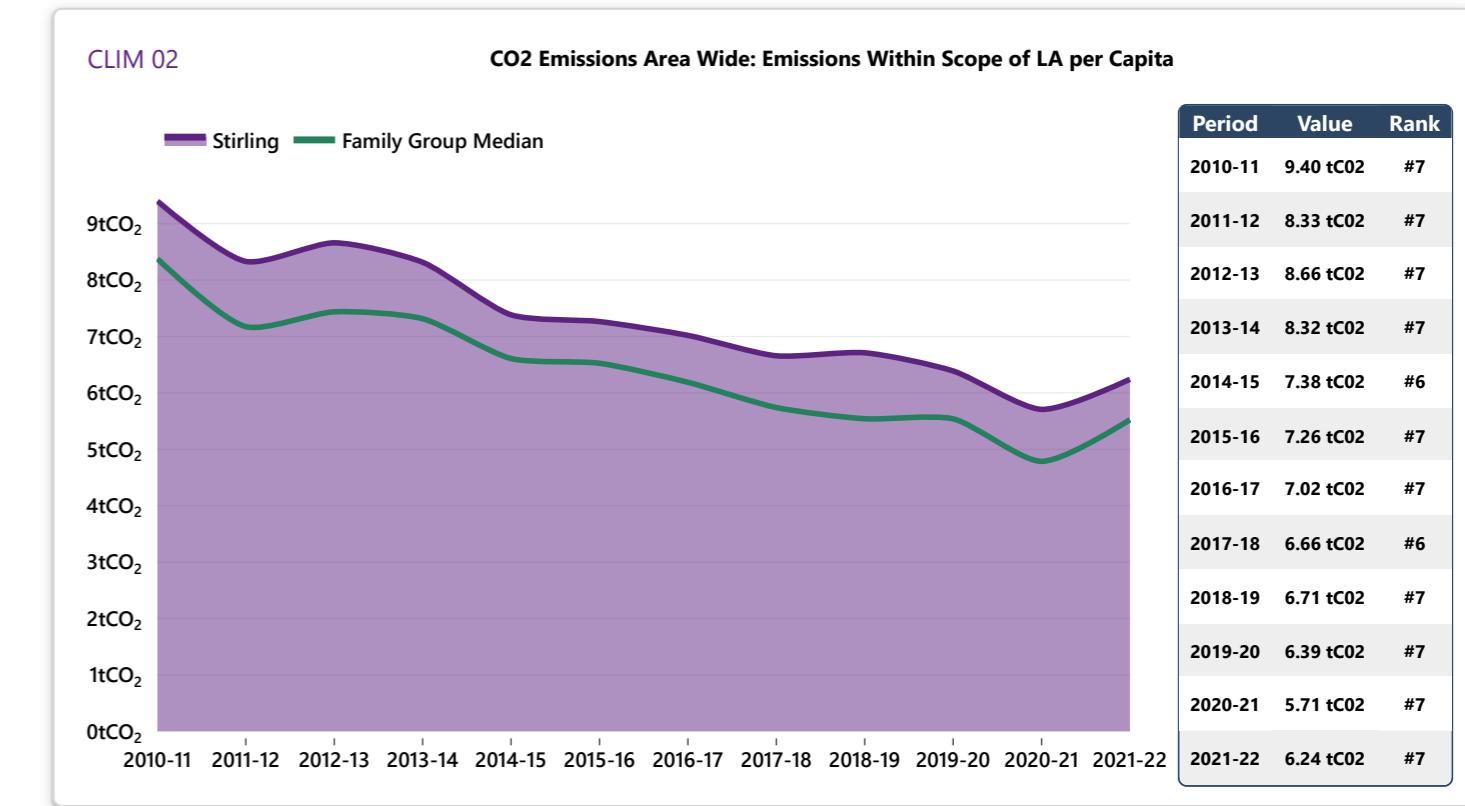
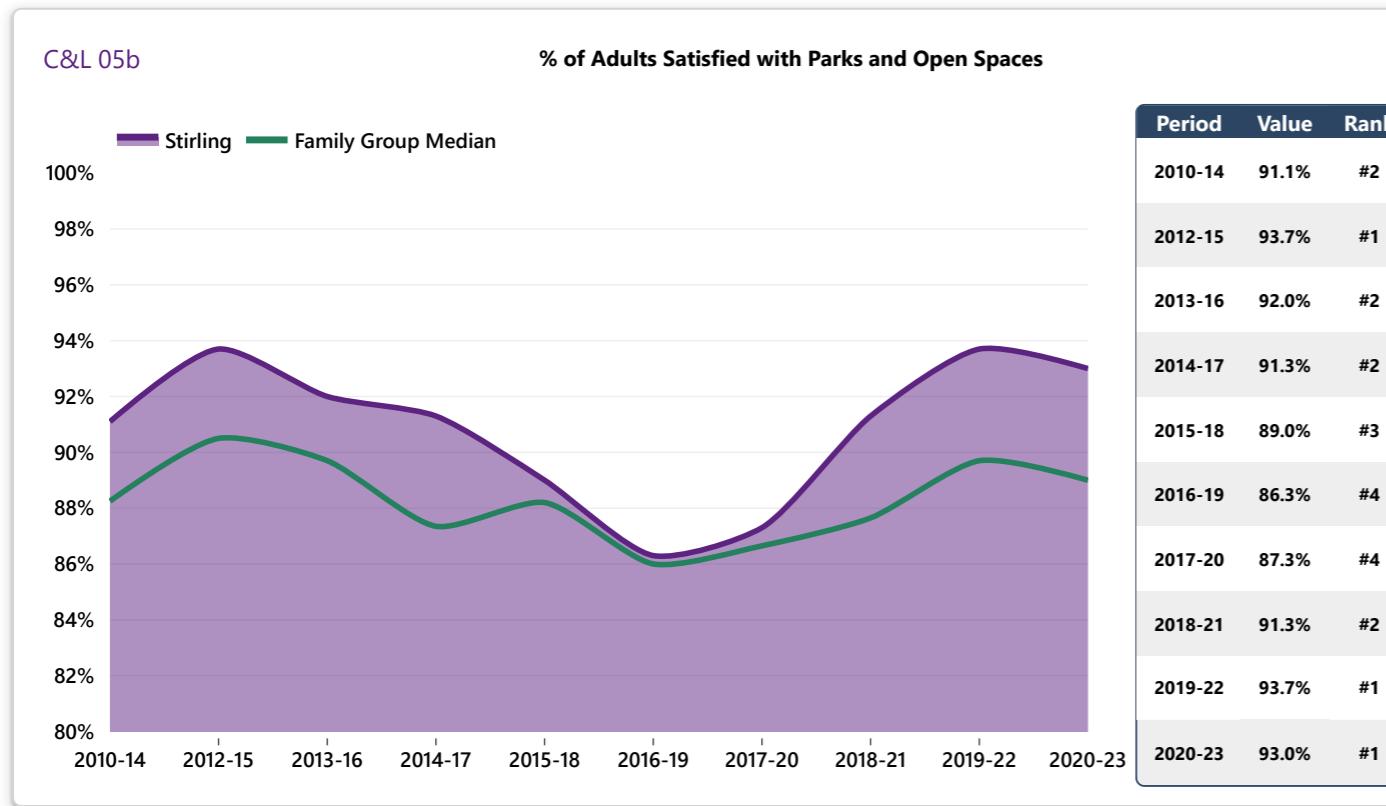
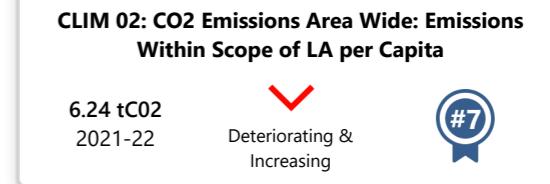
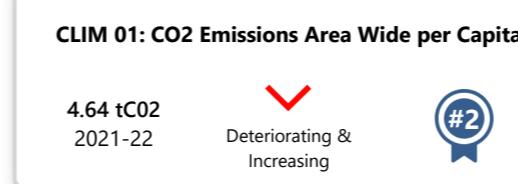
ENV 04e: % of Unclassified Roads That Should be Considered for Maintenance Treatment		
44.9% 2019-23	Deteriorating & Increasing	↙ #8



Environment: Parks & Open Spaces



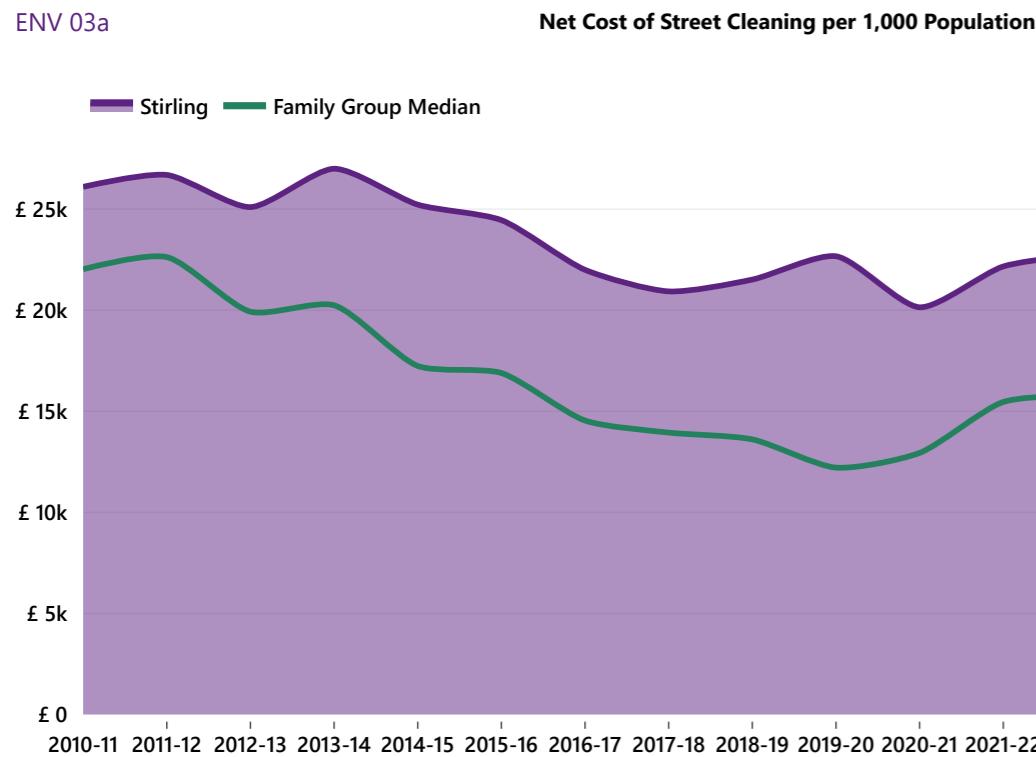
Environment: Climate Change



Environment: Street Cleaning

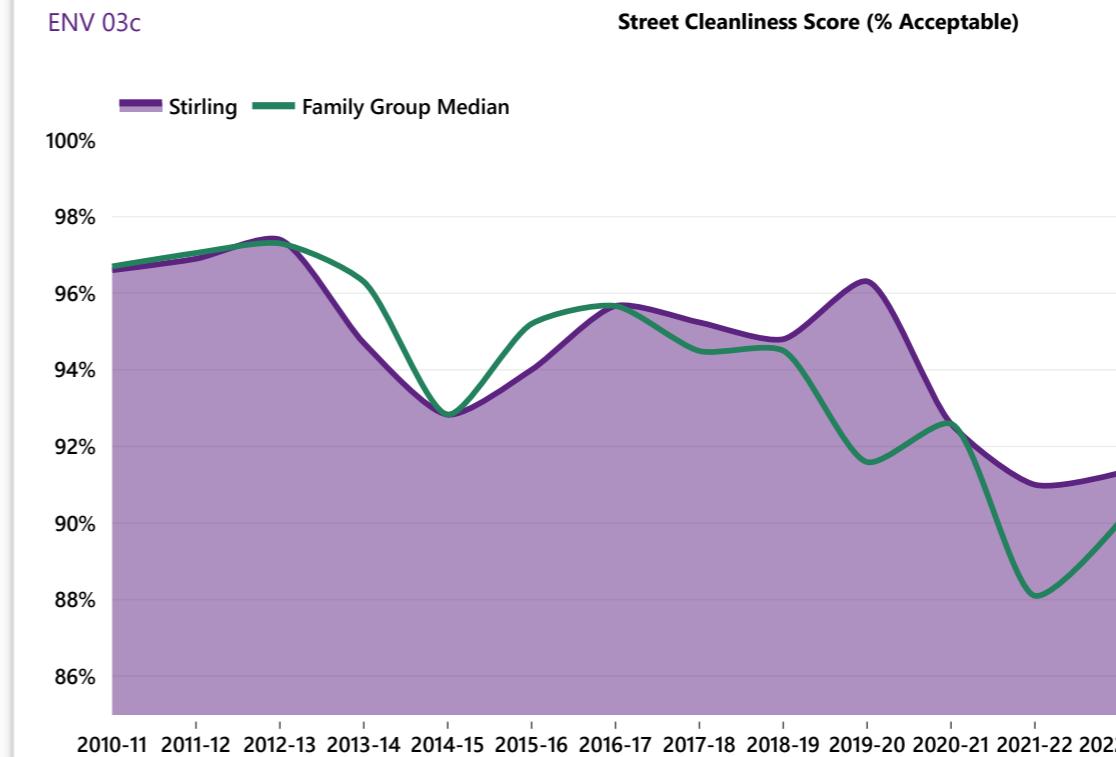


ENV 03a



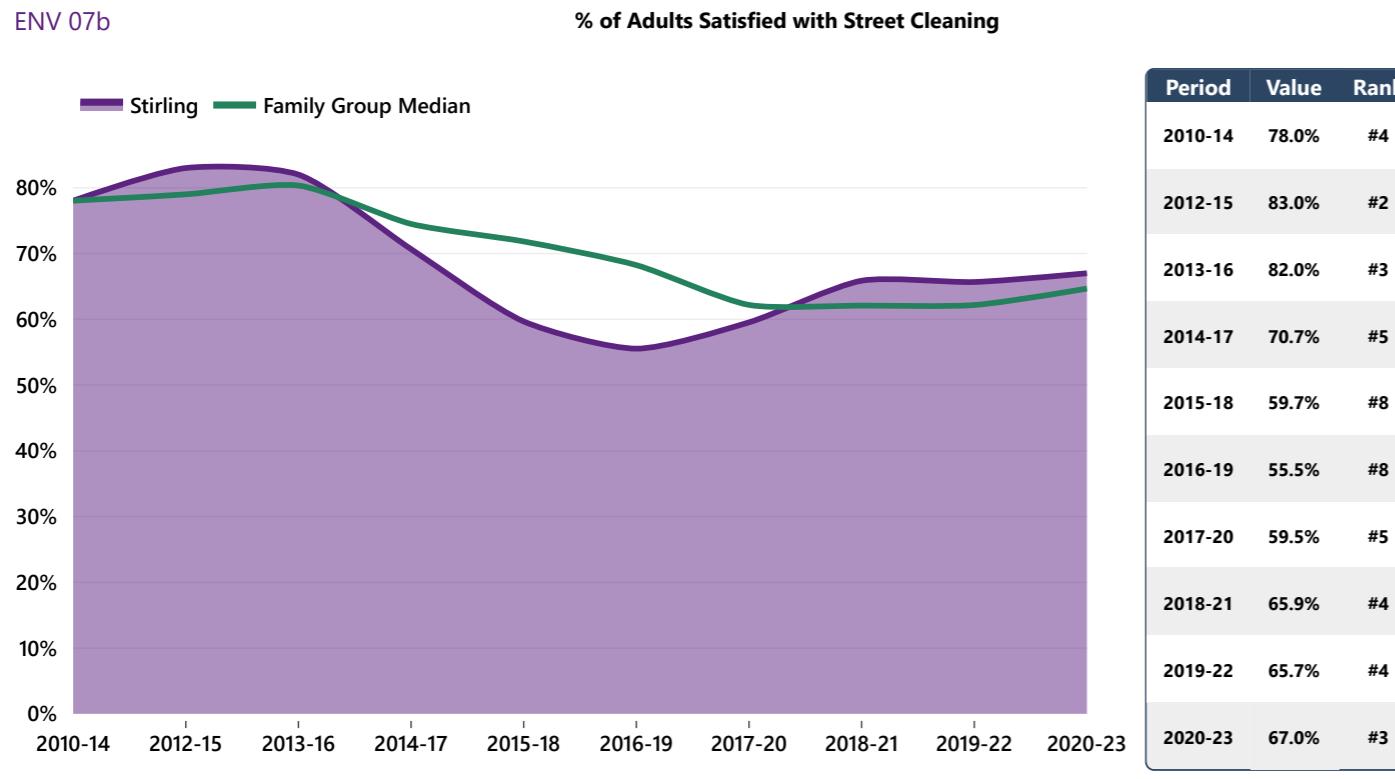
Period	Value	Rank
2010-11	£ 26.11K	#7
2011-12	£ 26.69K	#7
2012-13	£ 25.10K	#7
2013-14	£ 27.00K	#8
2014-15	£ 25.22K	#8
2015-16	£ 24.46K	#8
2016-17	£ 22.00K	#8
2017-18	£ 20.93K	#7
2018-19	£ 21.52K	#7
2019-20	£ 22.67K	#8
2020-21	£ 20.15K	#7
2021-22	£ 22.17K	#8
2022-23	£ 22.77K	#8

ENV 03c



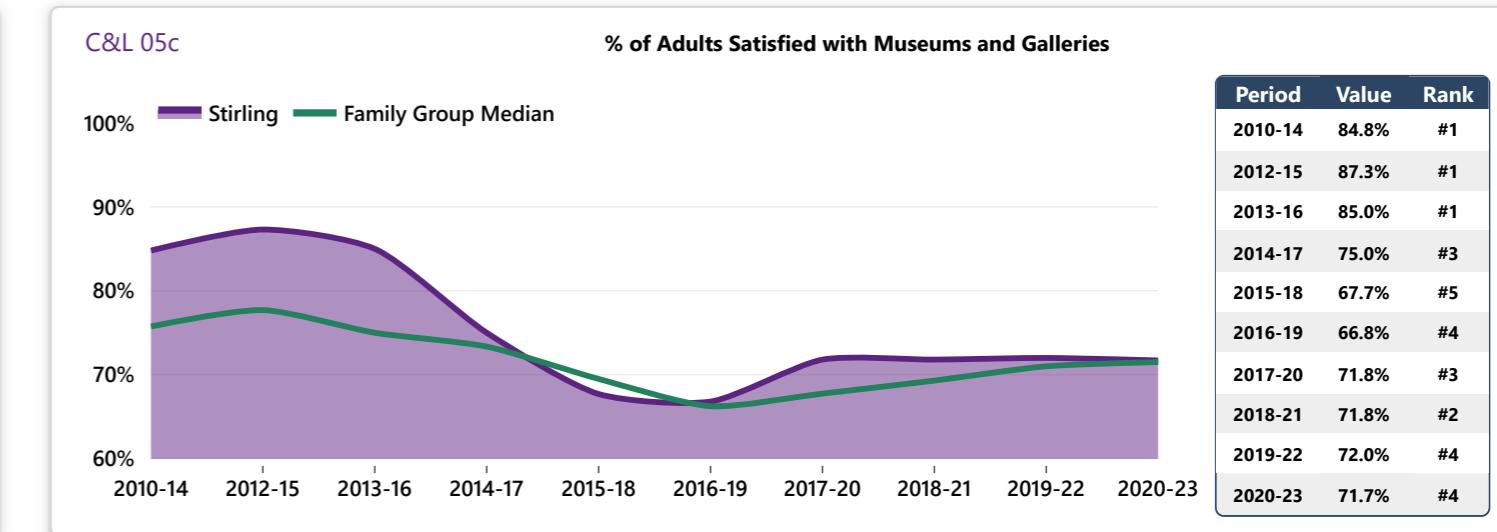
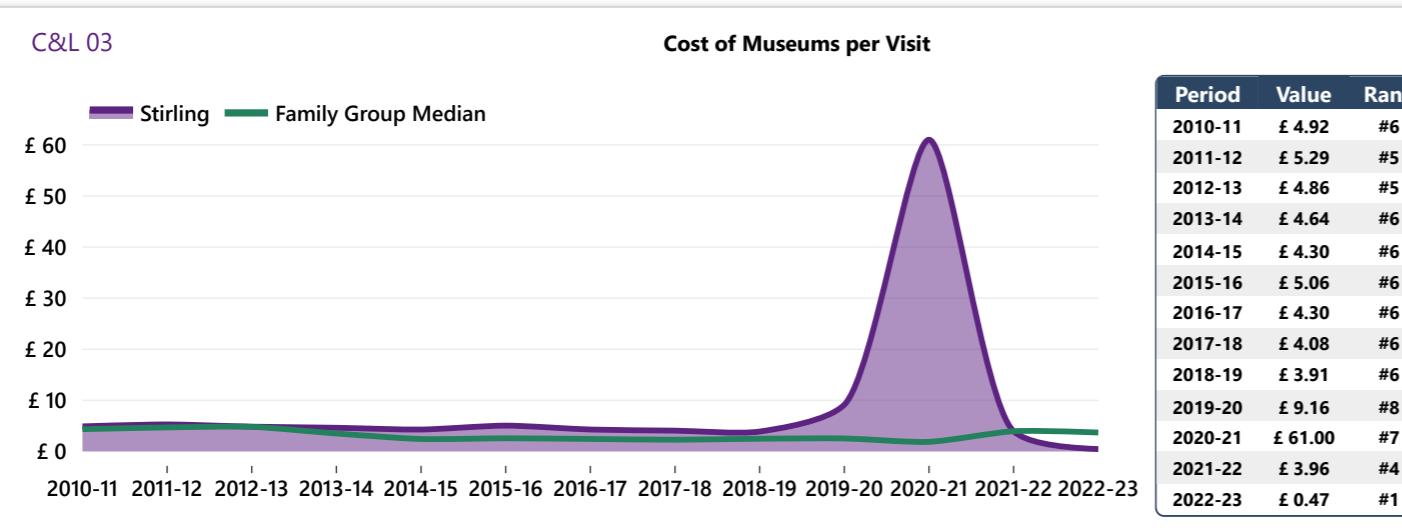
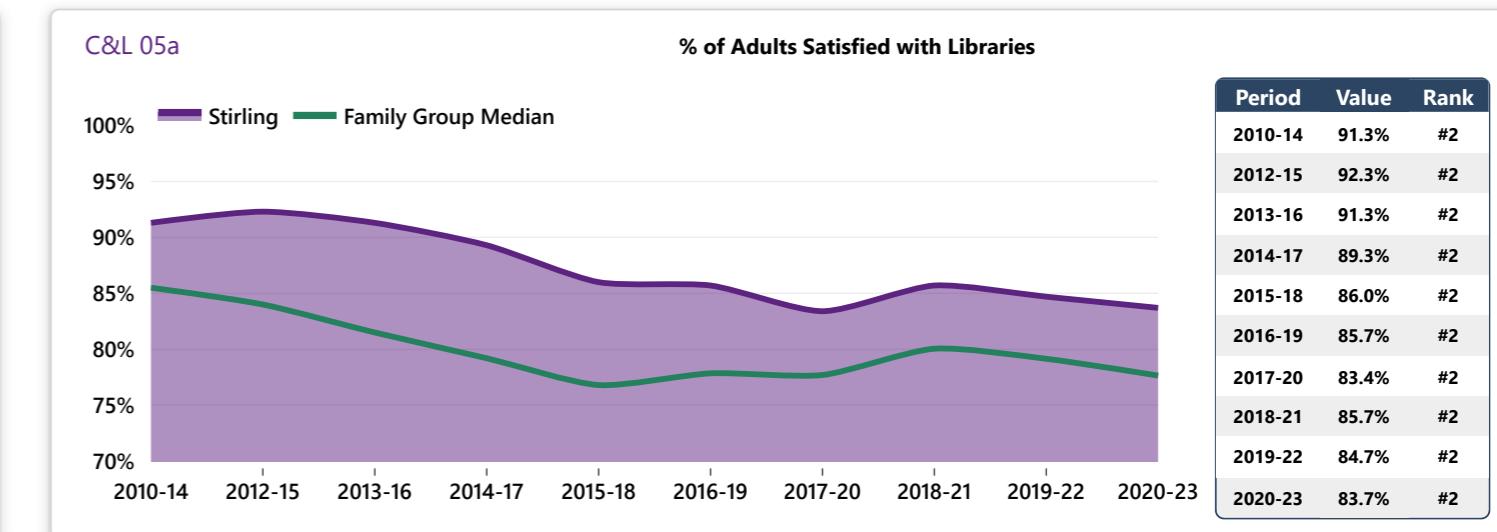
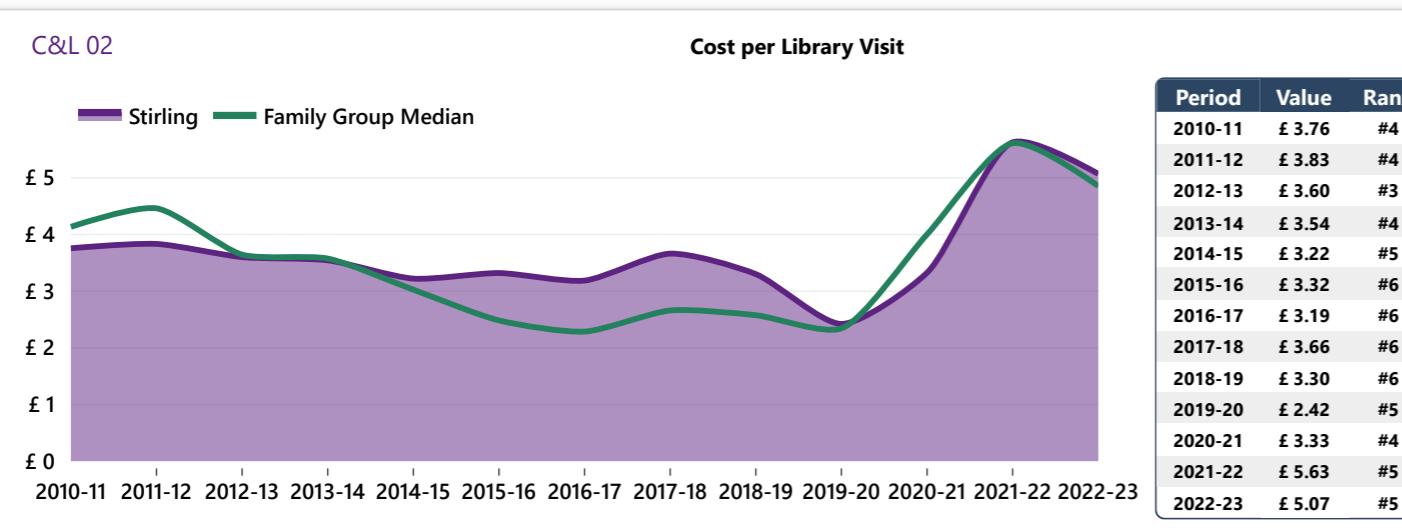
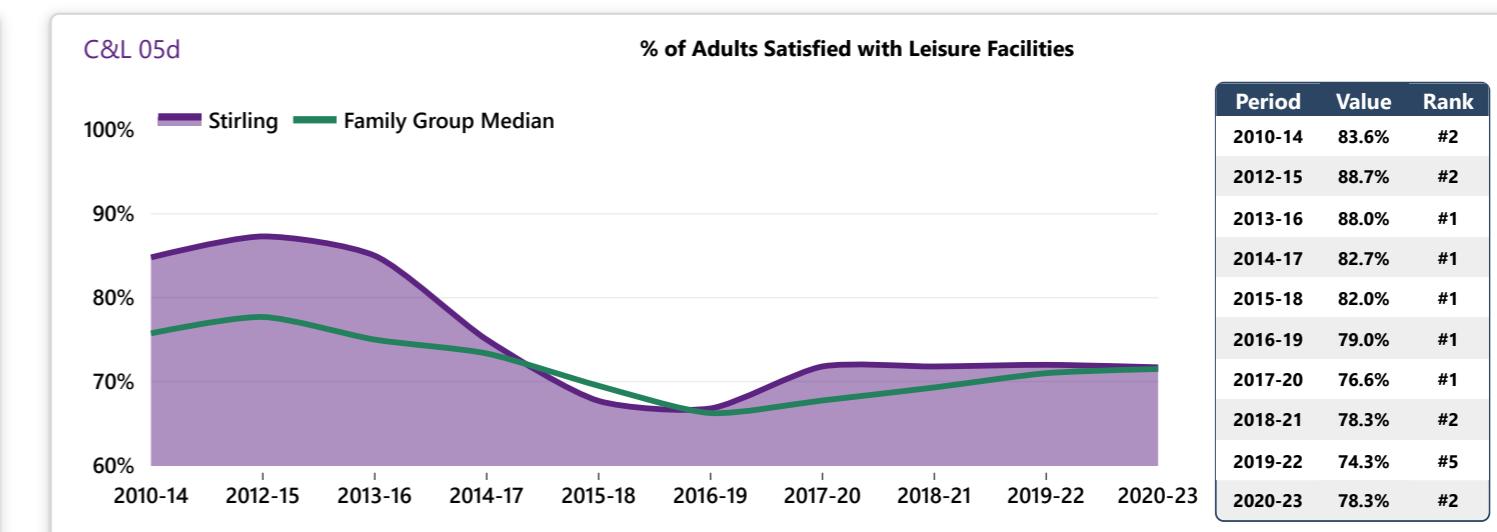
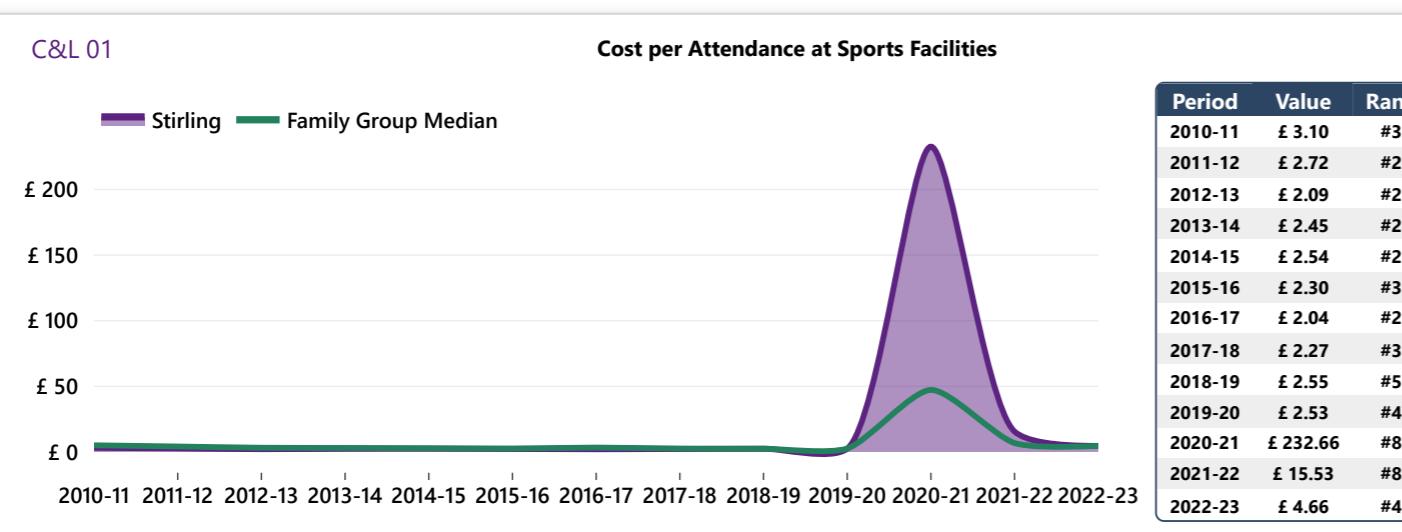
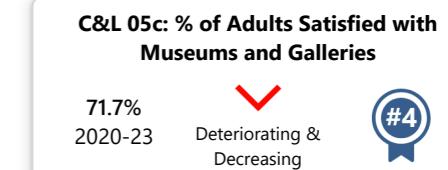
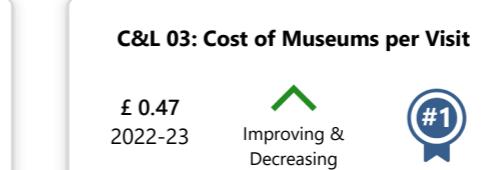
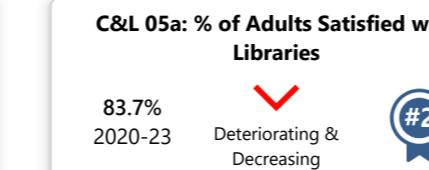
Period	Value	Rank
2010-11	96.6%	#5
2011-12	96.9%	#5
2012-13	97.4%	#4
2013-14	94.7%	#6
2014-15	92.8%	#4
2015-16	94.0%	#6
2016-17	95.7%	#4
2017-18	95.2%	#1
2018-19	94.8%	#2
2019-20	96.3%	#1
2020-21	92.6%	#4
2021-22	91.0%	#1
2022-23	91.3%	#3

ENV 07b



Period	Value	Rank
2010-14	78.0%	#4
2012-15	83.0%	#2
2013-16	82.0%	#3
2014-17	70.7%	#5
2015-18	59.7%	#8
2016-19	55.5%	#8
2017-20	59.5%	#5
2018-21	65.9%	#4
2019-22	65.7%	#4
2020-23	67.0%	#3

Economy: Leisure Facilities & Attractions



Economy: Employment

Note: 2023-24 values are an average of currently available monthly values

ECON 01: % of Unemployed People Assisted into Work from Council Funded/Operated Employability Programmes

26.8%
2022-23
Improving & Increasing



ECON 07: % of People Earning Less Than the Living Wage

11.9%
2021-22
Improving & Decreasing



CHN 21: Participation Rate for 16-19 Year Olds (per 100)

95.6%
2022-23
Improving & Increasing



ECON 12a: Claimant Count as a % of Working Age Population

2.4%
2023-24
Deteriorating & Increasing



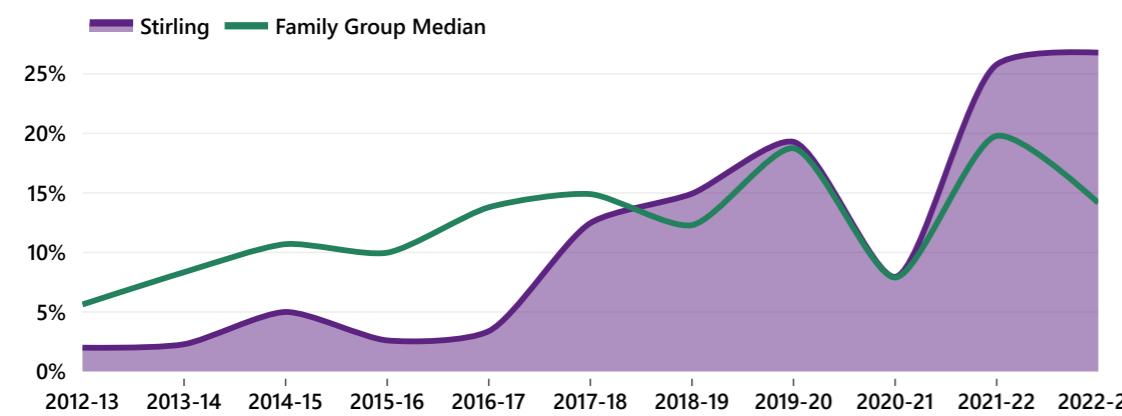
ECON 12b: Claimant Count as % of 16-24 Population

2.6%
2023-24
Deteriorating & Increasing



ECON 01

% of Unemployed People Assisted into Work from Council Funded/Operated Employability Programmes

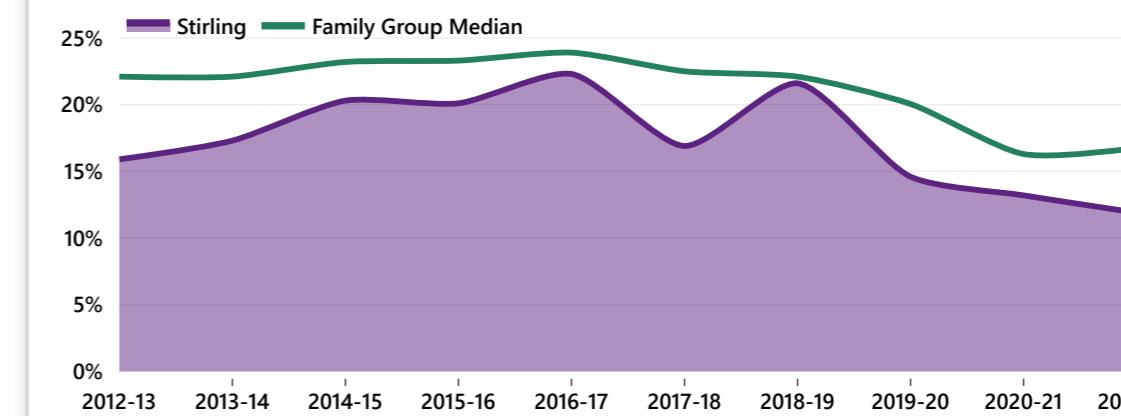


Period Value Rank

Period	Value	Rank
2012-13	2.0%	#7
2013-14	2.3%	#7
2014-15	5.0%	#8
2015-16	2.6%	#8
2016-17	3.4%	#8
2017-18	12.5%	#5
2018-19	14.9%	#3
2019-20	19.3%	#4
2020-21	7.9%	#3
2021-22	25.8%	#1
2022-23	26.8%	#1

ECON 07

% of People Earning Less Than the Living Wage

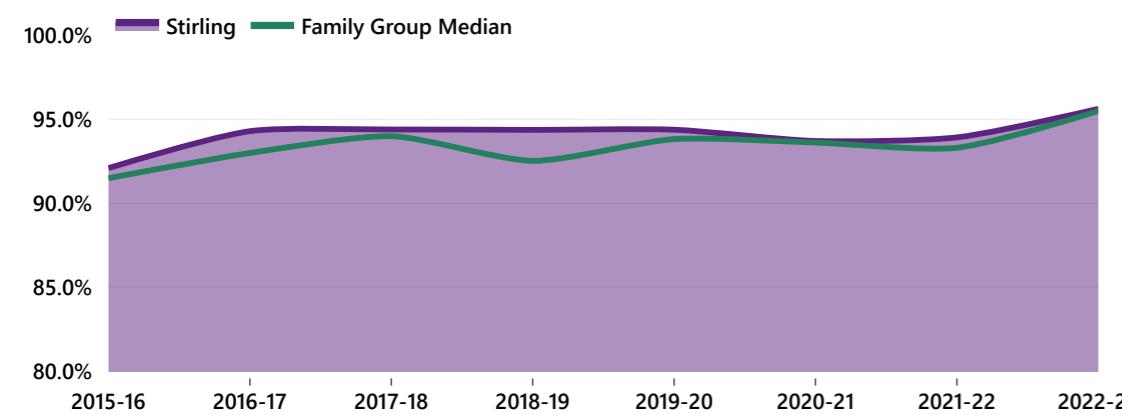


Period Value Rank

Period	Value	Rank
2012-13	15.9%	#1
2013-14	17.3%	#1
2014-15	20.3%	#1
2015-16	20.1%	#1
2016-17	22.3%	#2
2017-18	16.9%	#1
2018-19	21.6%	#4
2019-20	14.6%	#1
2020-21	13.2%	#1
2021-22	11.9%	#3

CHN 21

Participation Rate for 16-19 Year Olds (per 100)

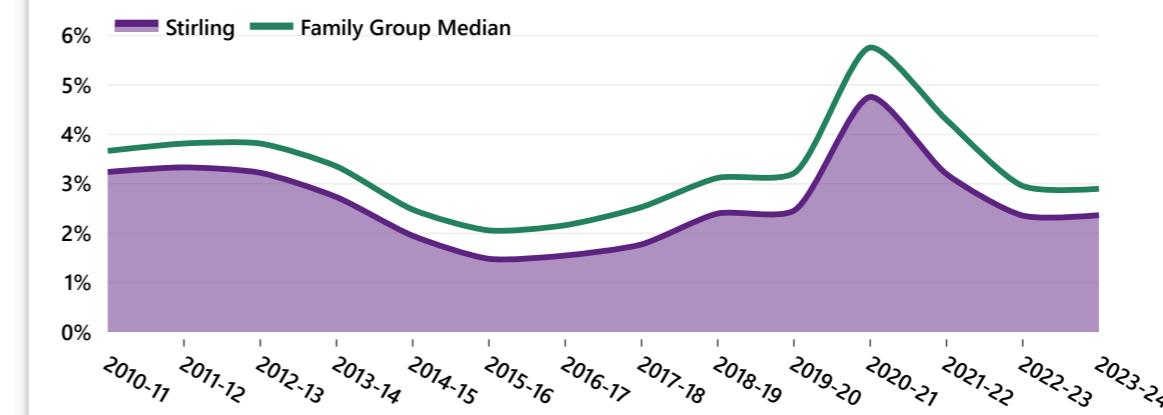


Period Value Rank

Period	Value	Rank
2015-16	92.1%	#3
2016-17	94.3%	#1
2017-18	94.4%	#2
2018-19	94.4%	#2
2019-20	94.4%	#3
2020-21	93.7%	#3
2021-22	93.9%	#1
2022-23	95.6%	#3

ECON 12a

Claimant Count as a % of Working Age Population

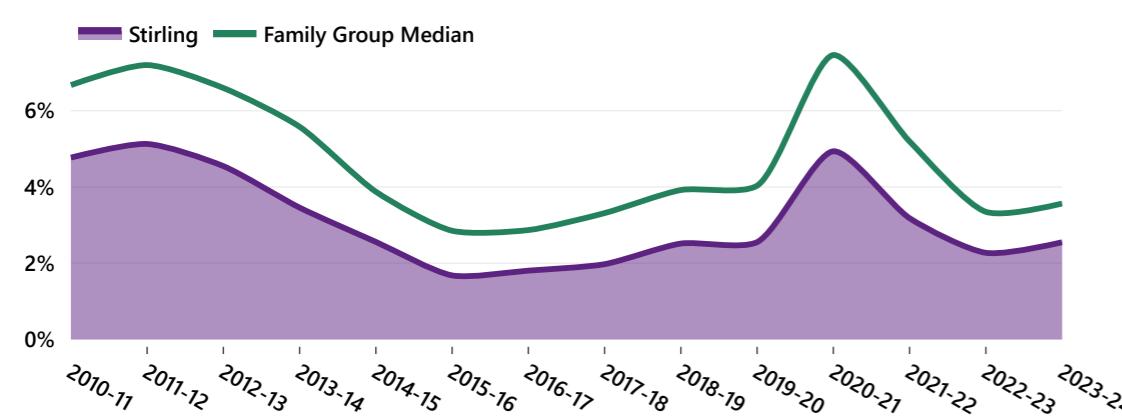


Period Value Rank

Period	Value	Rank
2010-11	3.2%	#4
2011-12	3.3%	#4
2012-13	3.2%	#4
2013-14	2.7%	#3
2014-15	1.9%	#3
2015-16	1.5%	#3
2016-17	1.6%	#2
2017-18	1.8%	#2
2018-19	2.4%	#3
2019-20	2.5%	#2
2020-21	4.8%	#2
2021-22	3.2%	#1
2022-23	2.4%	#3
2023-24	2.4%	#4

ECON 12b

Claimant Count as % of 16-24 Population



Period Value Rank

Period	Value	Rank
2010-11	4.8%	#3
2011-12	5.1%	#3
2012-13	4.5%	#3
2013-14	3.5%	#2
2014-15	2.6%	#3
2015-16	1.7%	#2
2016-17	1.8%	#2
2017-18	2.0%	#2
2018-19	2.5%	#2
2019-20	2.6%	#1
2020-21	4.9%	#1
2021-22	3.2%	#1
2022-23	2.3%	#1
2023-24	2.6%	#1

Economy: Economic Growth

Note: 2023-24 values are an average of currently available monthly values

ECON 04: % of Procurement Spent on Local Enterprises

20.8%
2022-23
Improving & Increasing



ECON 06: Cost of Economic Development & Tourism per 1,000 Population

£ 45.81K
2022-23
Improving & Decreasing



ECON 08: % of Properties Receiving Superfast Broadband

91.6%
2022-23
Improving & Increasing



ECON 09: Town Vacancy Rates

13.0%
2022-23
Deteriorating & Increasing



ECON 10: Immediate Available Employment Land as a % of Total Land Allocated for Employment Purposes in the Local Development Plan

5.5%
2022-23
Stable & No Change

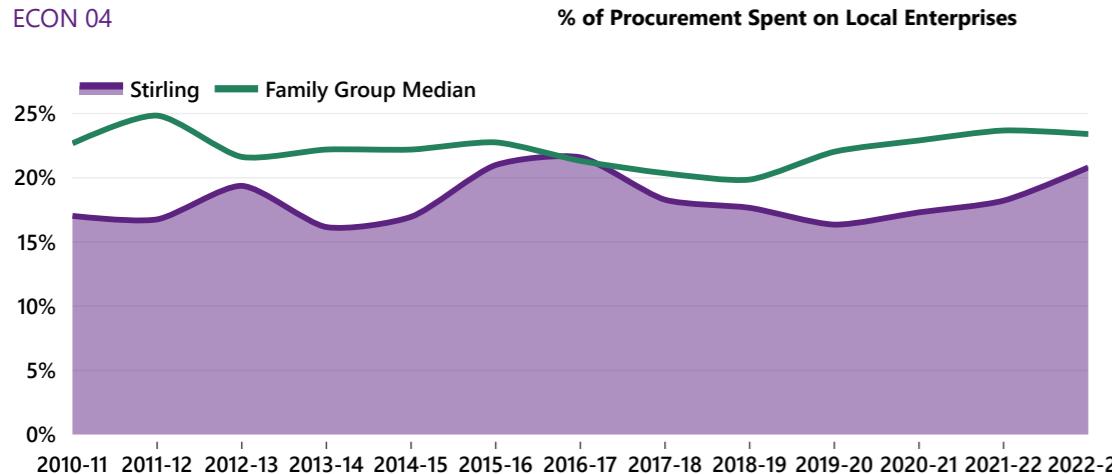


ECON 11: Gross Value Added (GVA) per Capita

£ 26.52K
2021-22
Improving & Increasing

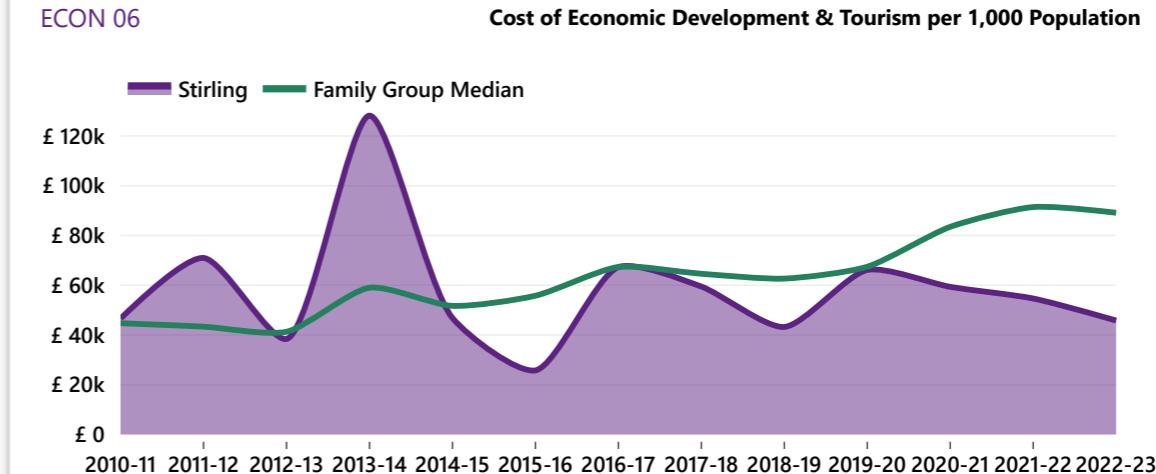


ECON 04



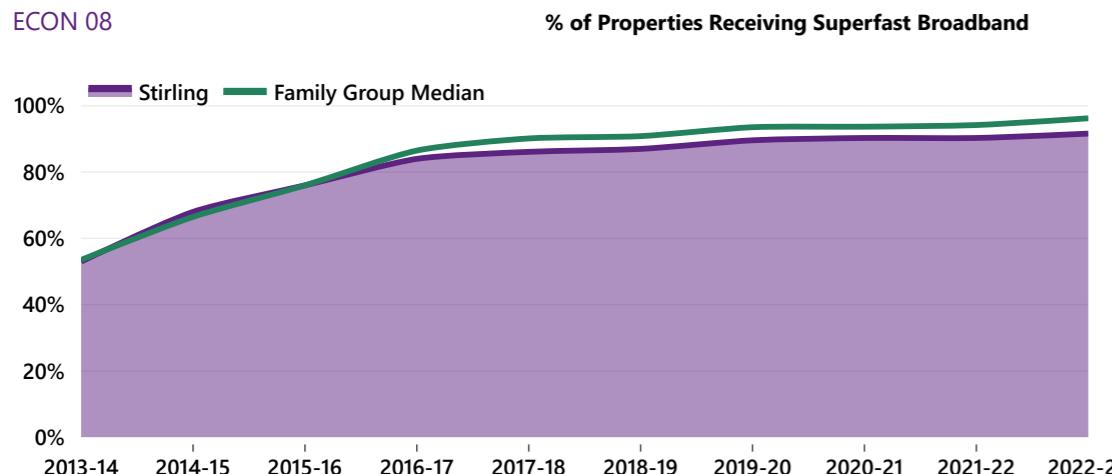
Period	Value	Rank
2010-11	17.0%	#8
2011-12	16.8%	#6
2012-13	19.4%	#5
2013-14	16.2%	#8
2014-15	17.0%	#8
2015-16	21.0%	#7
2016-17	21.6%	#3
2017-18	18.3%	#7
2018-19	17.7%	#7
2019-20	16.4%	#7
2020-21	17.3%	#8
2021-22	18.2%	#8
2022-23	20.8%	#6

ECON 06



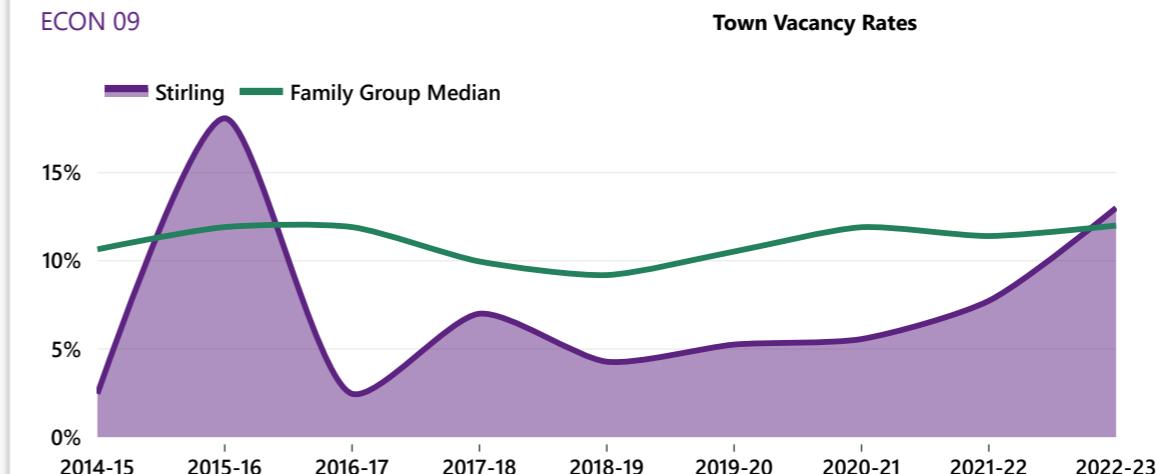
Period	Value	Rank
2010-11	£ 46.62K	#5
2011-12	£ 70.97K	#6
2012-13	£ 38.41K	#3
2013-14	£ 128.18K	#8
2014-15	£ 46.87K	#3
2015-16	£ 25.76K	#1
2016-17	£ 67.28K	#4
2017-18	£ 59.48K	#4
2018-19	£ 43.23K	#2
2019-20	£ 66.14K	#4
2020-21	£ 59.35K	#2
2021-22	£ 54.67K	#2
2022-23	£ 45.81K	#1

ECON 08



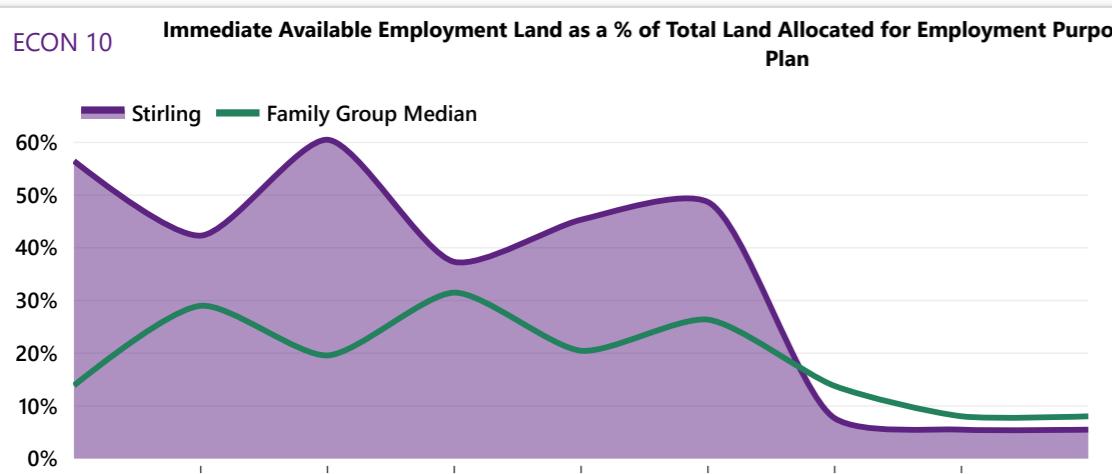
Period	Value	Rank
2013-14	53.0%	#5
2014-15	68.0%	#4
2015-16	76.0%	#4
2016-17	84.0%	#6
2017-18	86.1%	#6
2018-19	87.0%	#6
2019-20	89.6%	#6
2020-21	90.3%	#6
2021-22	90.3%	#6
2022-23	91.6%	#6

ECON 09



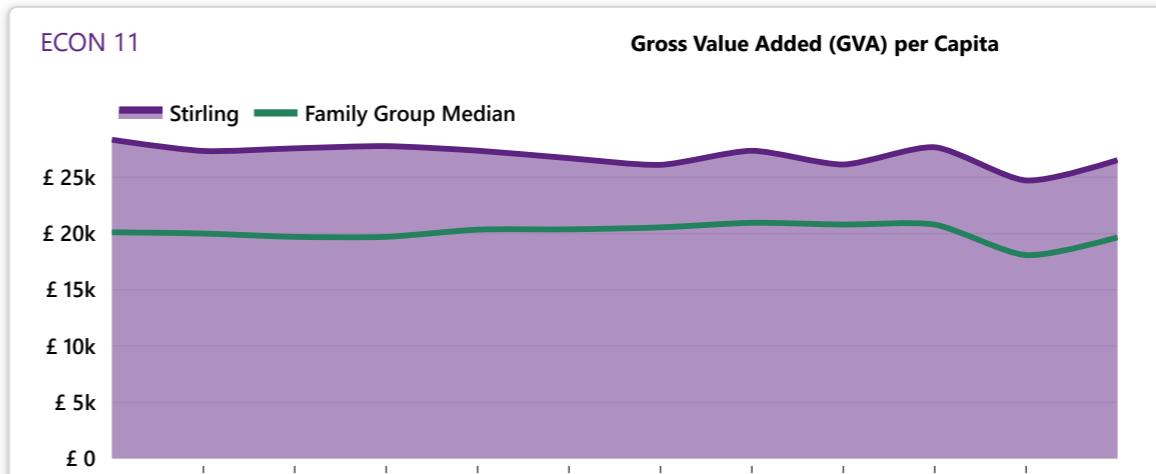
Period	Value	Rank
2014-15	2.5%	#1
2015-16	18.1%	#7
2016-17	2.5%	#1
2017-18	7.0%	#2
2018-19	4.3%	#1
2019-20	5.2%	#1
2020-21	5.6%	#1
2021-22	7.7%	#2
2022-23	13.0%	#5

ECON 10



Period	Value	Rank
2014-15	56.5%	#1
2015-16	42.3%	#3
2016-17	60.5%	#2
2017-18	37.3%	#4
2018-19	45.3%	#3
2019-20	48.7%	#2
2020-21	7.7%	#6
2021-22	5.5%	#9

ECON 11



Property & Regulation: Cost of Regulation

ENV 05: Cost of Trading Standards and Environmental Health per 1,000 Population

£ 26.67K
2022-23

Deteriorating &
Increasing



ENV 05a: Cost of Trading Standards, Money Advice & Citizens Advice per 1,000 Population

£ 9.43K
2022-23

Deteriorating &
Increasing



ENV 05b: Cost of Environmental Health per 1,000 Population

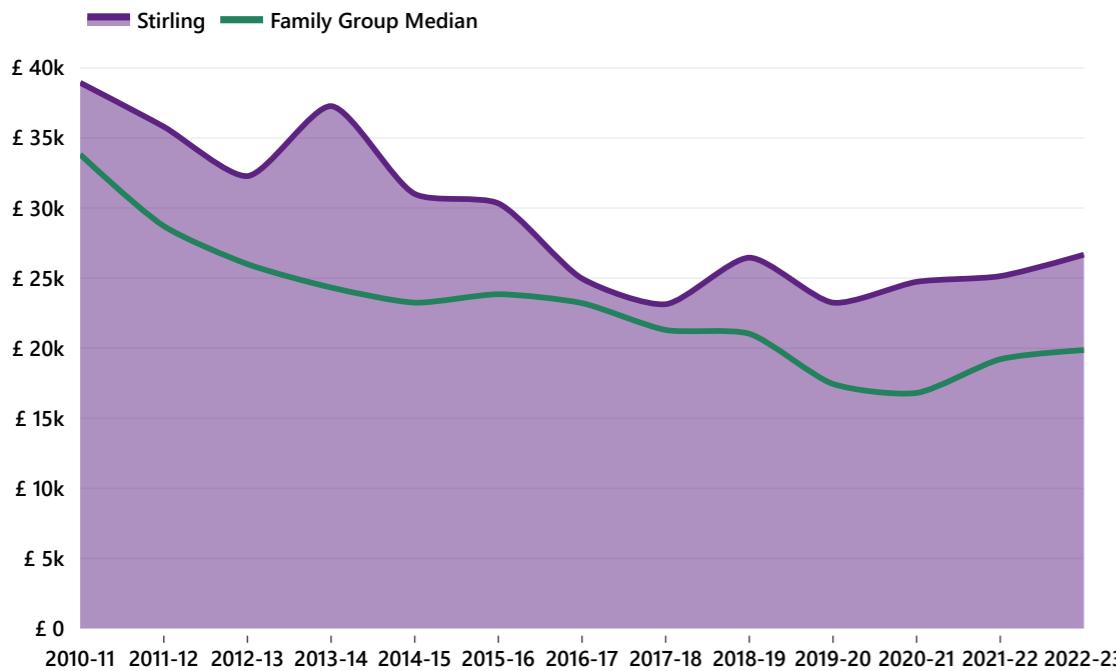
£ 17.25K
2022-23

Deteriorating &
Increasing



ENV 05

Cost of Trading Standards and Environmental Health per 1,000 Population

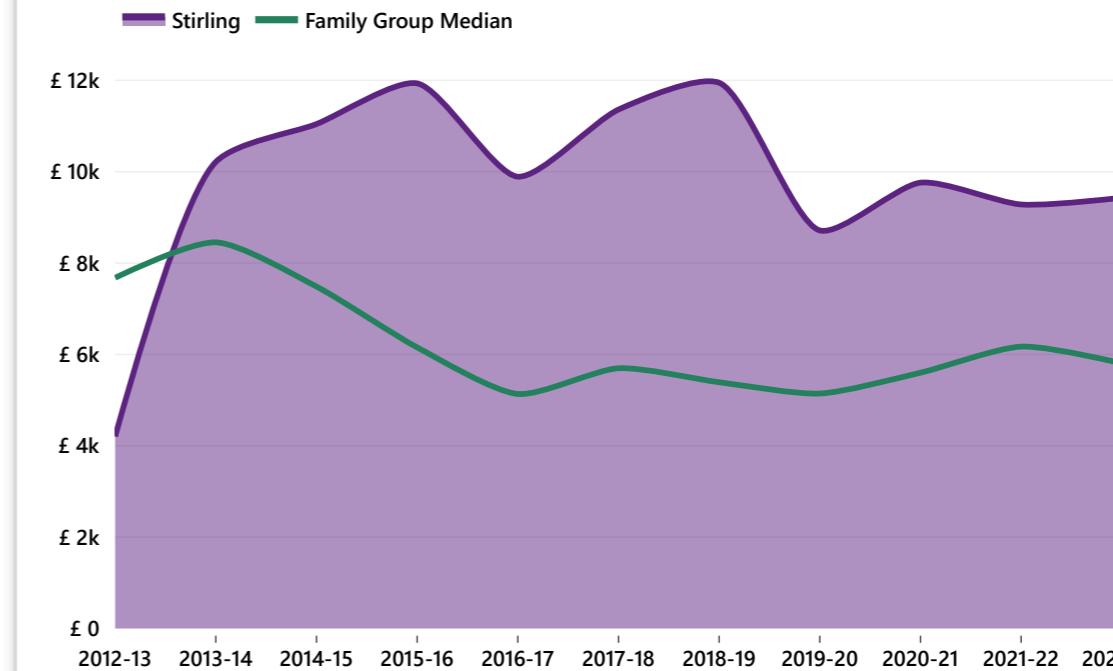


Period Value Rank

Period	Value	Rank
2010-11	£ 38.94K	#8
2011-12	£ 35.80K	#8
2012-13	£ 32.28K	#8
2013-14	£ 37.27K	#8
2014-15	£ 31.01K	#8
2015-16	£ 30.33K	#8
2016-17	£ 24.97K	#7
2017-18	£ 23.14K	#6
2018-19	£ 26.46K	#8
2019-20	£ 23.25K	#8
2020-21	£ 24.74K	#8
2021-22	£ 25.14K	#8
2022-23	£ 26.67K	#8

ENV 05a

Cost of Trading Standards, Money Advice & Citizens Advice per 1,000 Population

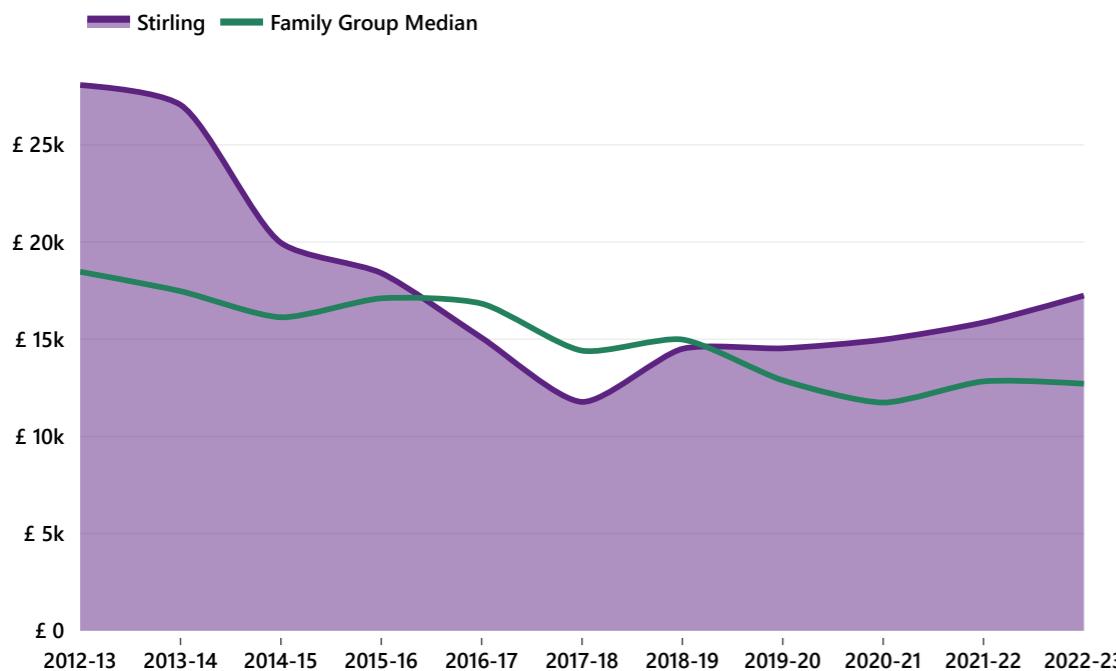


Period Value Rank

Period	Value	Rank
2012-13	£ 4.20K	#2
2013-14	£ 10.21K	#8
2014-15	£ 11.04K	#8
2015-16	£ 11.93K	#8
2016-17	£ 9.89K	#7
2017-18	£ 11.36K	#8
2018-19	£ 11.95K	#8
2019-20	£ 8.71K	#8
2020-21	£ 9.76K	#8
2021-22	£ 9.28K	#8
2022-23	£ 9.43K	#8

ENV 05b

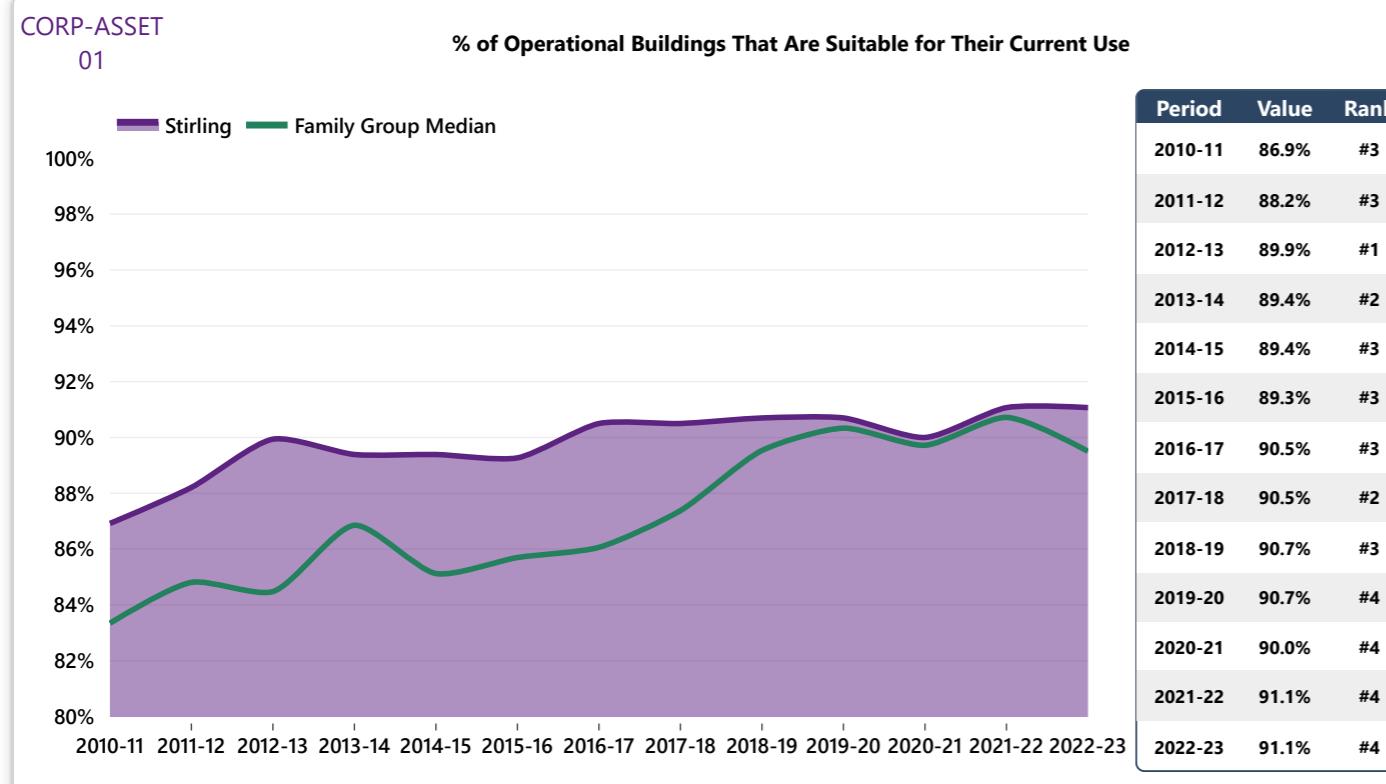
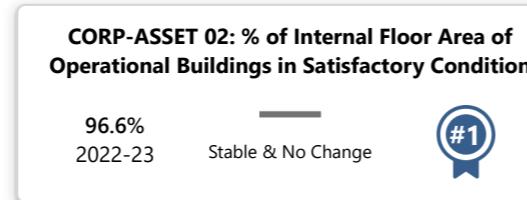
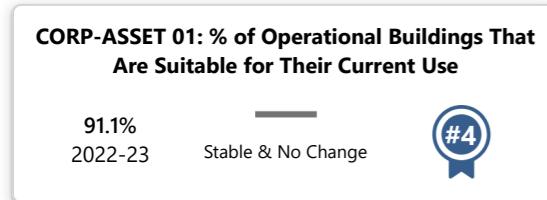
Cost of Environmental Health per 1,000 Population



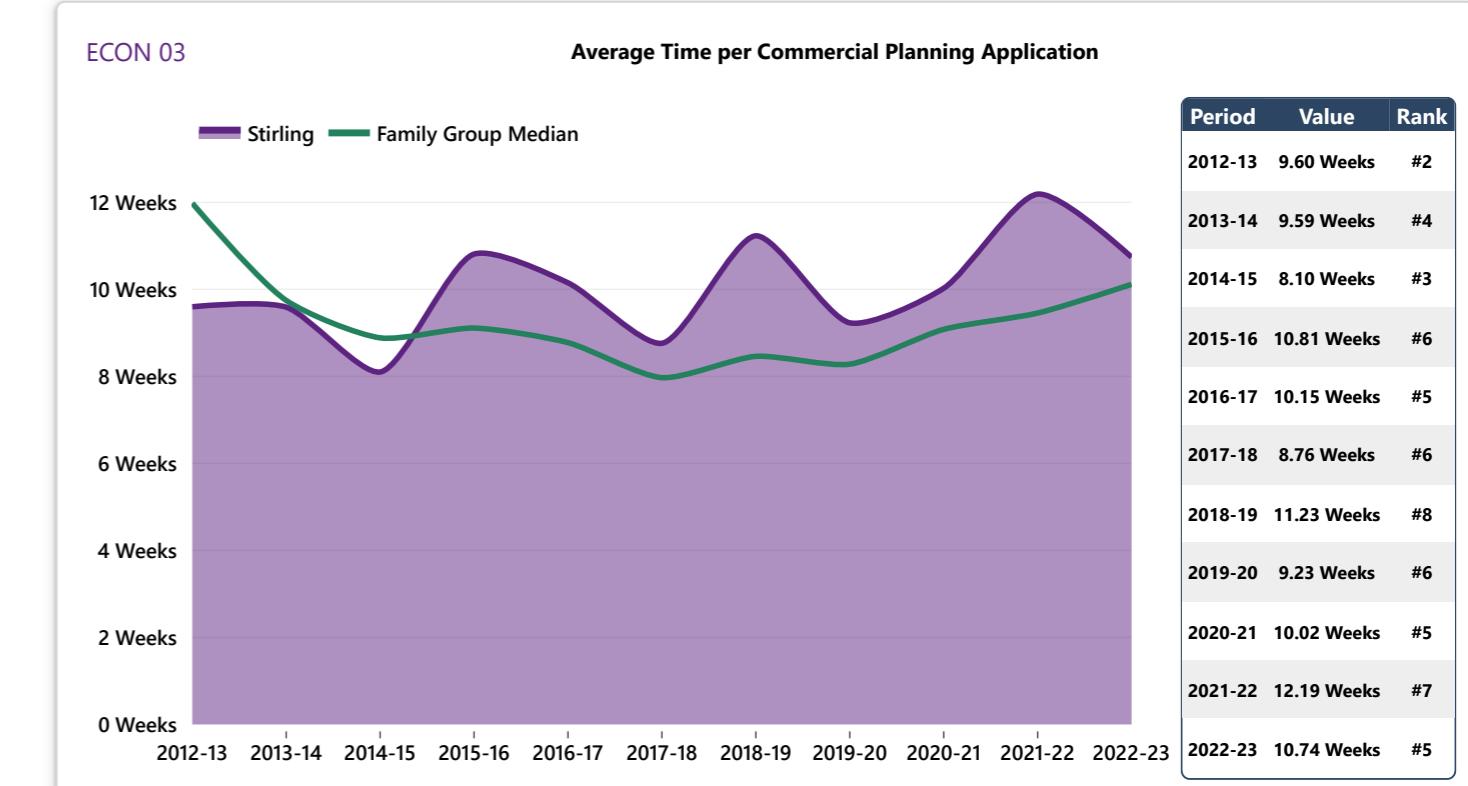
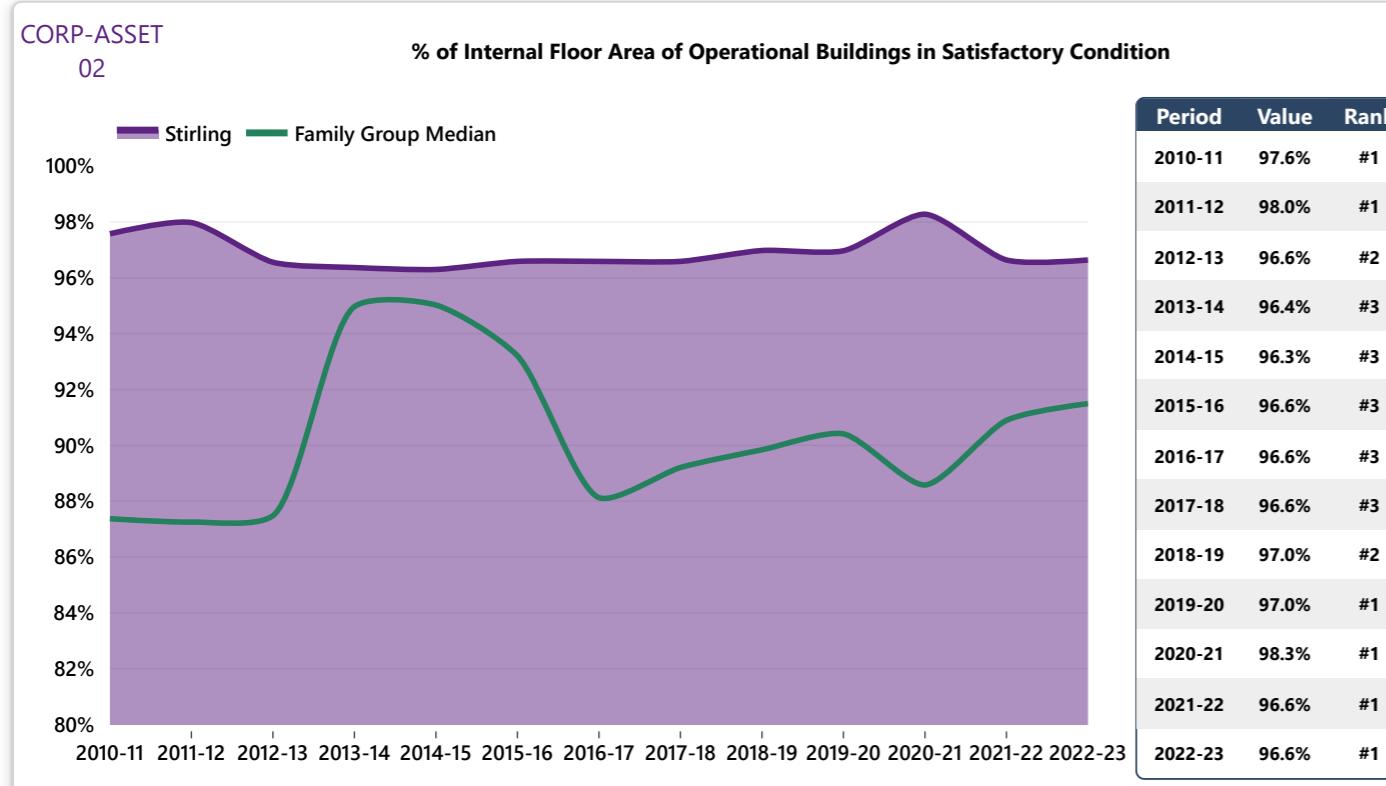
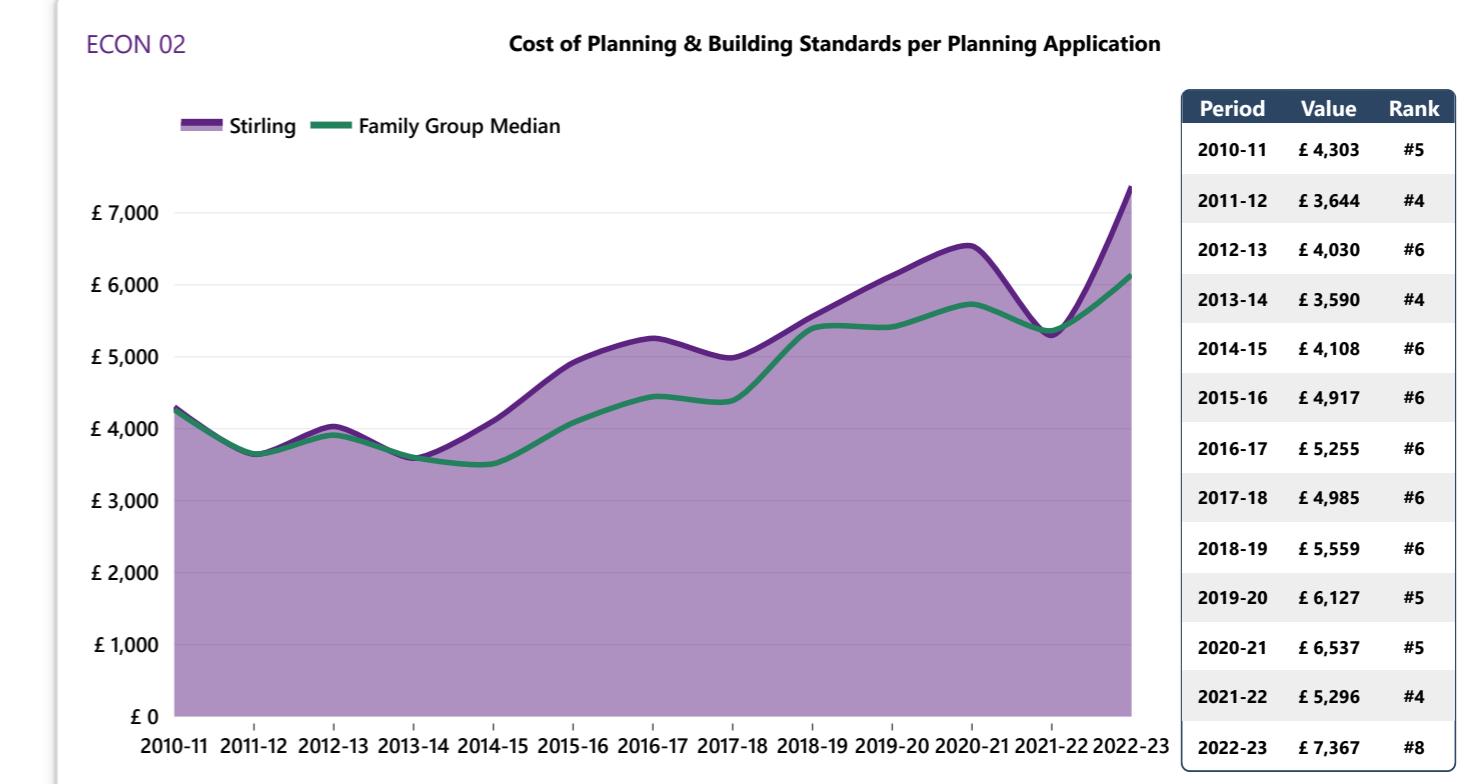
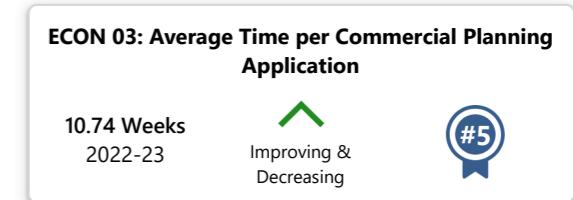
Period Value Rank

Period	Value	Rank
2012-13	£ 28.08K	#8
2013-14	£ 27.05K	#8
2014-15	£ 19.96K	#8
2015-16	£ 18.40K	#6
2016-17	£ 15.07K	#3
2017-18	£ 11.77K	#2
2018-19	£ 14.51K	#4
2019-20	£ 14.53K	#7
2020-21	£ 14.98K	#7
2021-22	£ 15.86K	#6
2022-23	£ 17.25K	#8

Property & Regulation: Corporate Property Assets



Property & Regulation: Planning



Property & Regulation: Housing Property & Assets

HSN 03: % of Dwellings Meeting SHQS

87.0%
2022-23

Improving &
Increasing



HSN 04b: Average Time Taken to Complete Non-Emergency Repairs

6.55 Days
2022-23

Deteriorating &
Increasing



HSN 05a: % of Council Dwellings that are Energy Efficient

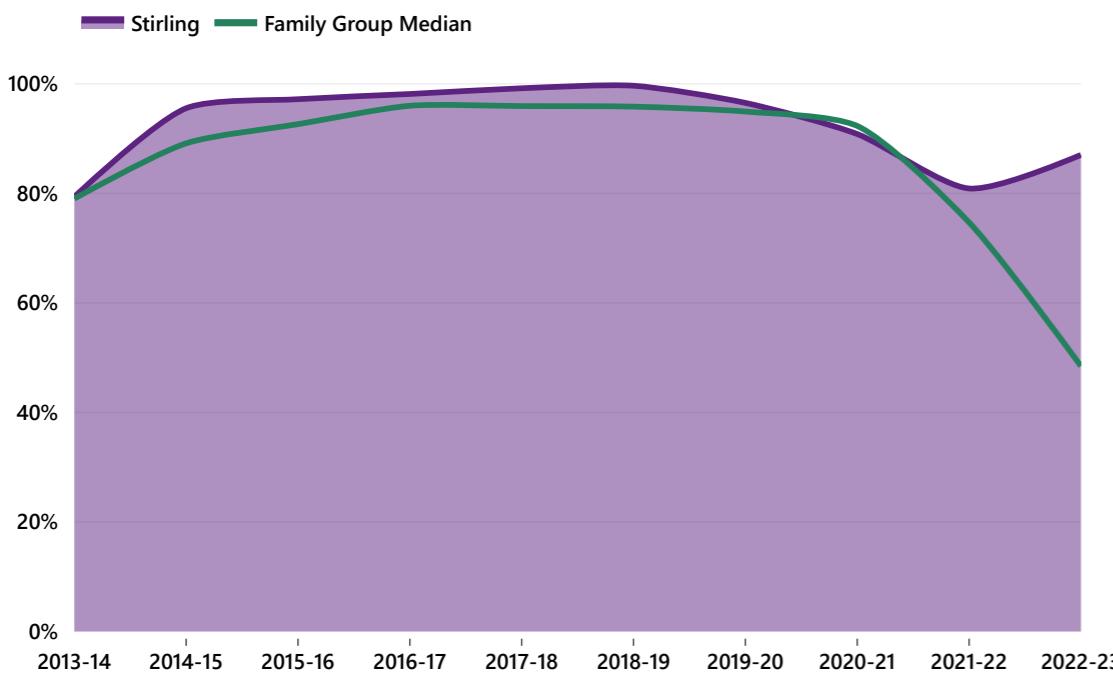
94.1%
2021-22

Improving &
Increasing



HSN 03

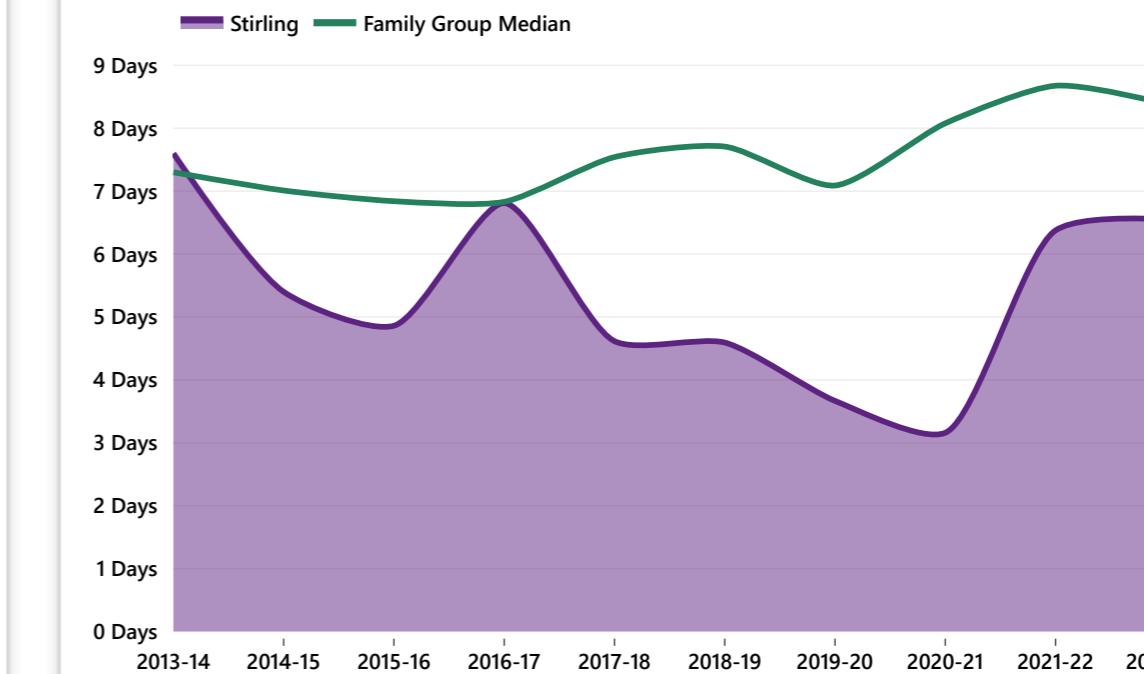
% of Dwellings Meeting SHQS



Period Value Rank

HSN 04b

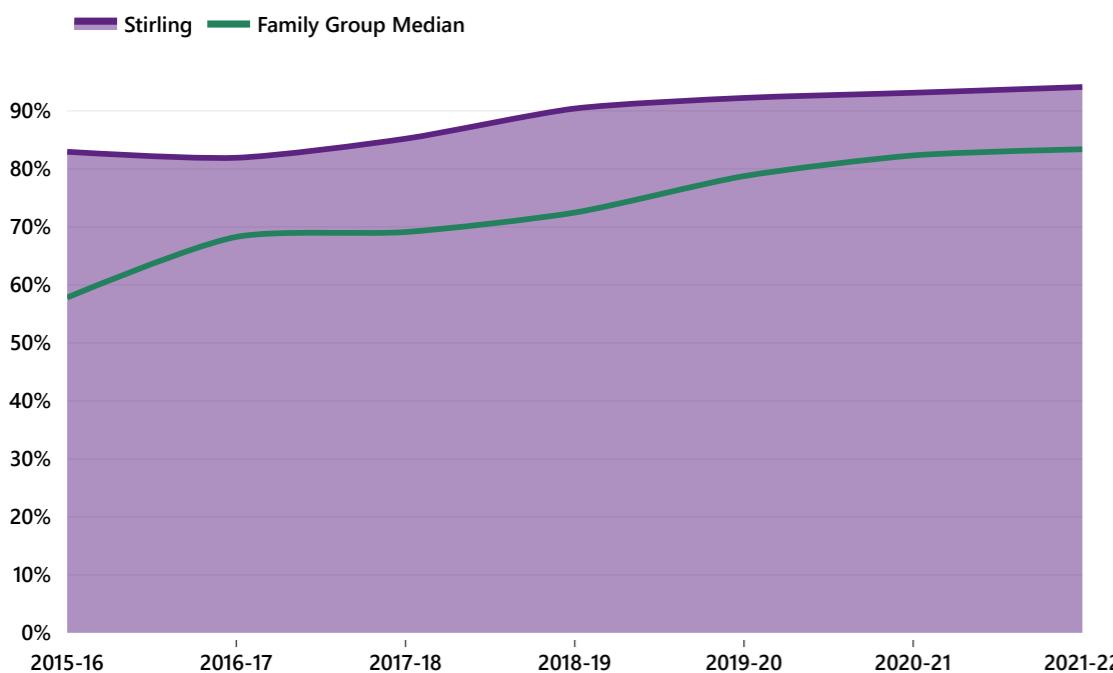
Average Time Taken to Complete Non-Emergency Repairs



Period Value Rank

HSN 05a

% of Council Dwellings that are Energy Efficient

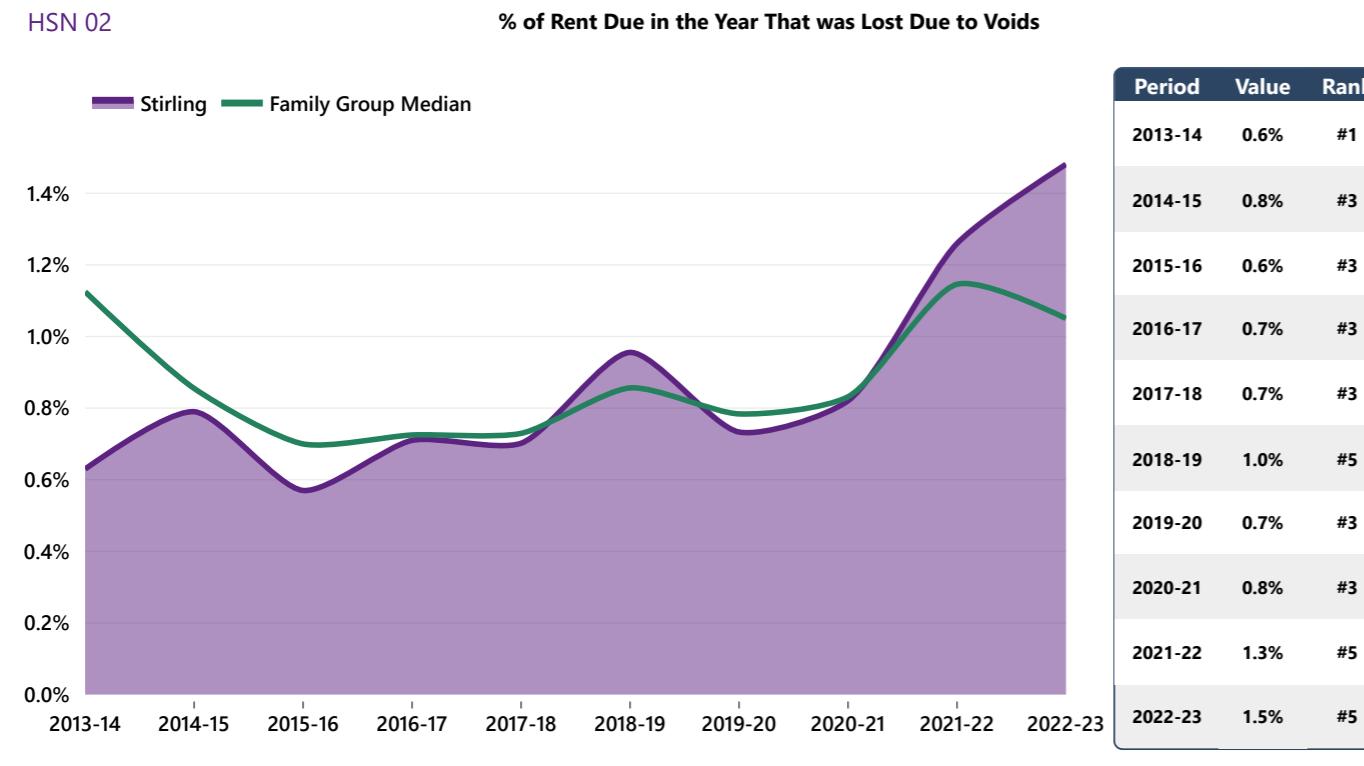


Period Value Rank

Corporate: Housing Rent

HSN 02: % of Rent Due in the Year That was Lost Due to Voids		
1.5% 2022-23	▼ Deteriorating & Increasing	#5

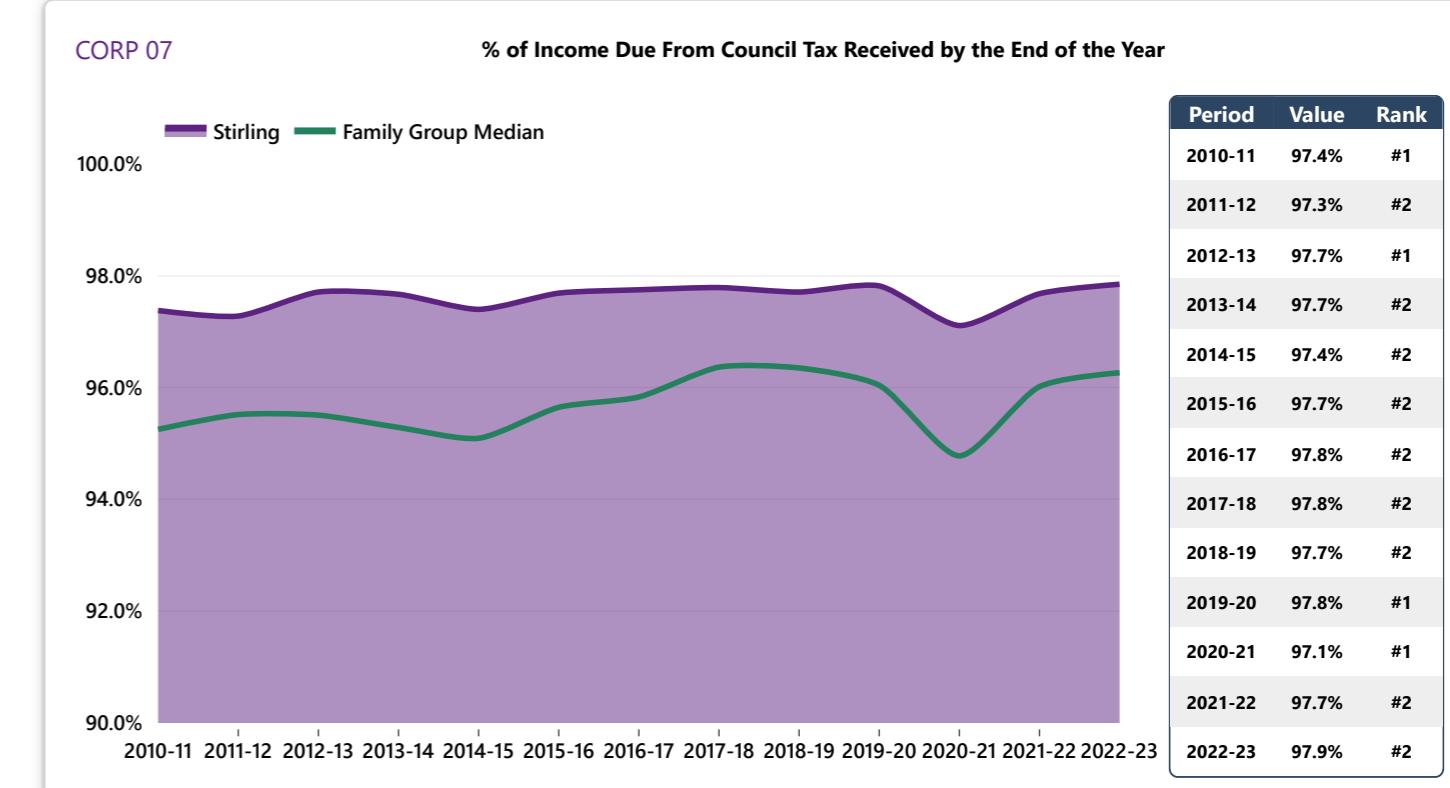
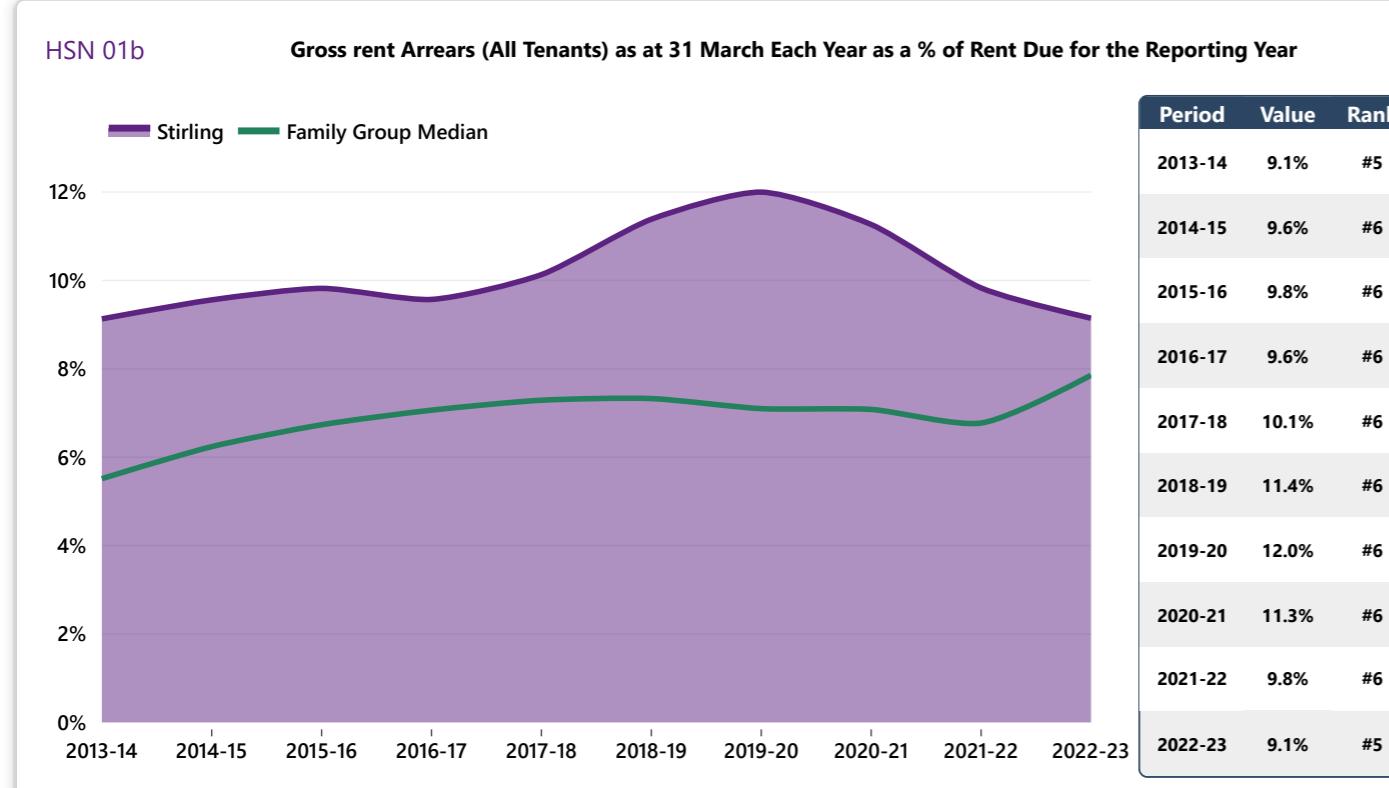
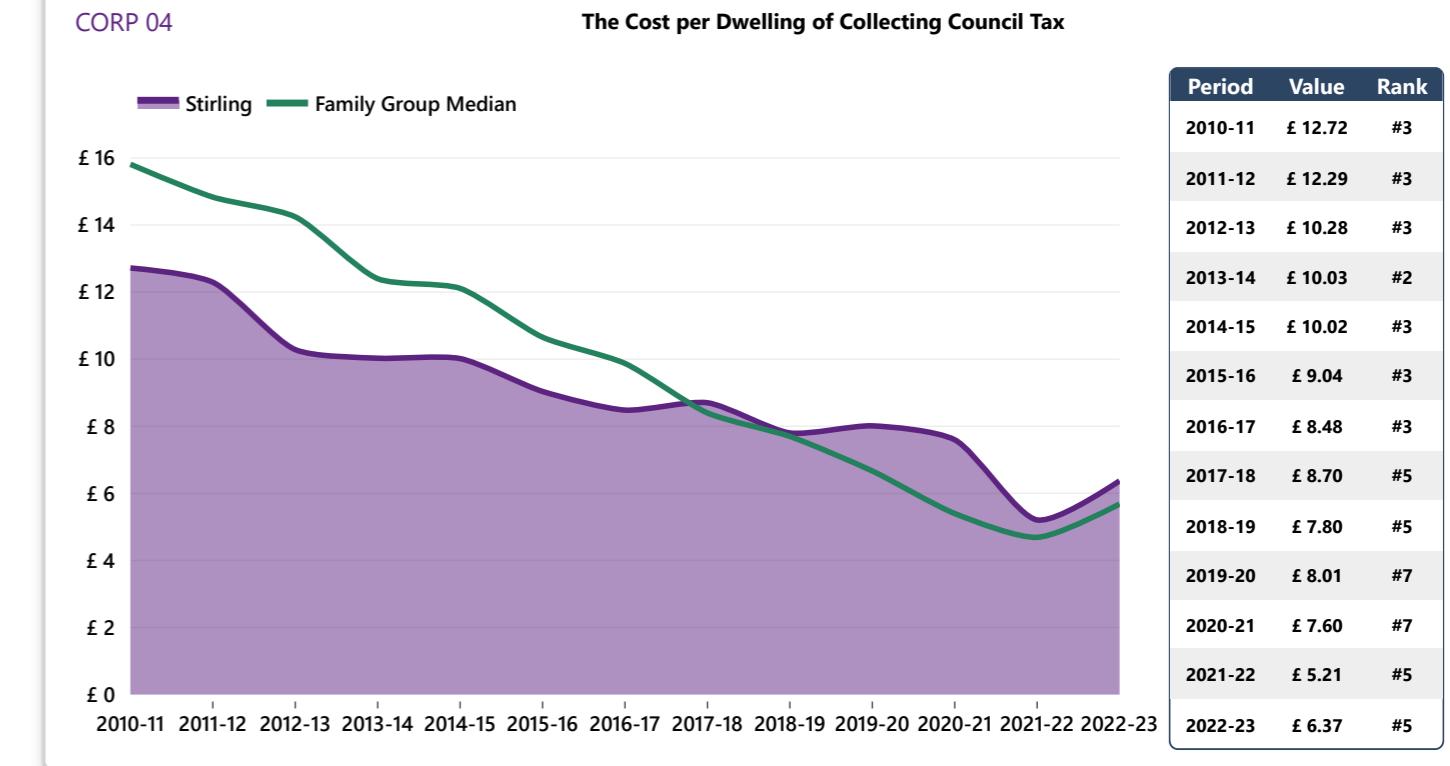
HSN 01b: Gross rent Arrears (All Tenants) as at 31 March Each Year as a % of Rent Due for the Reporting Year		
9.1% 2022-23	▲ Improving & Decreasing	#5



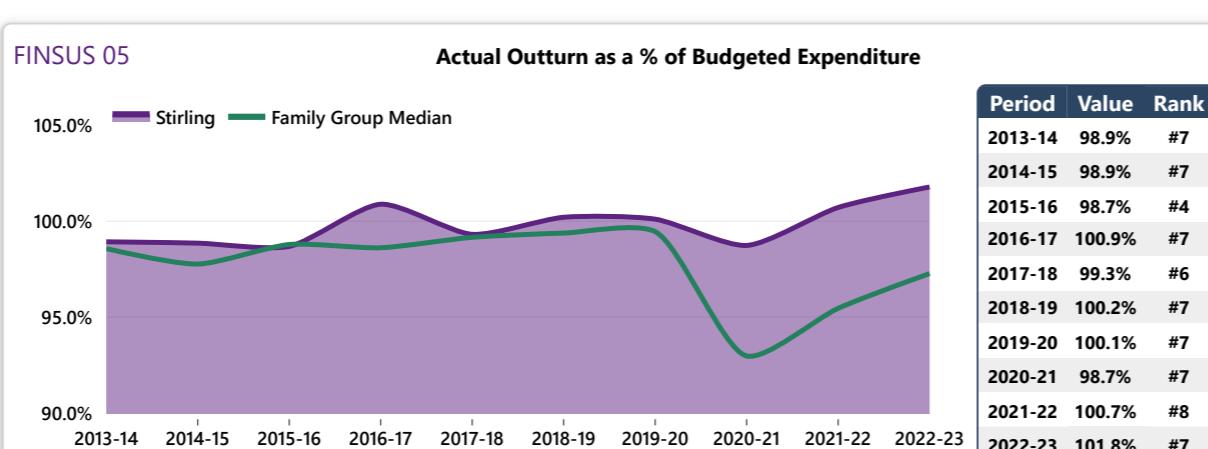
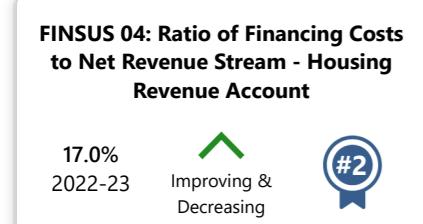
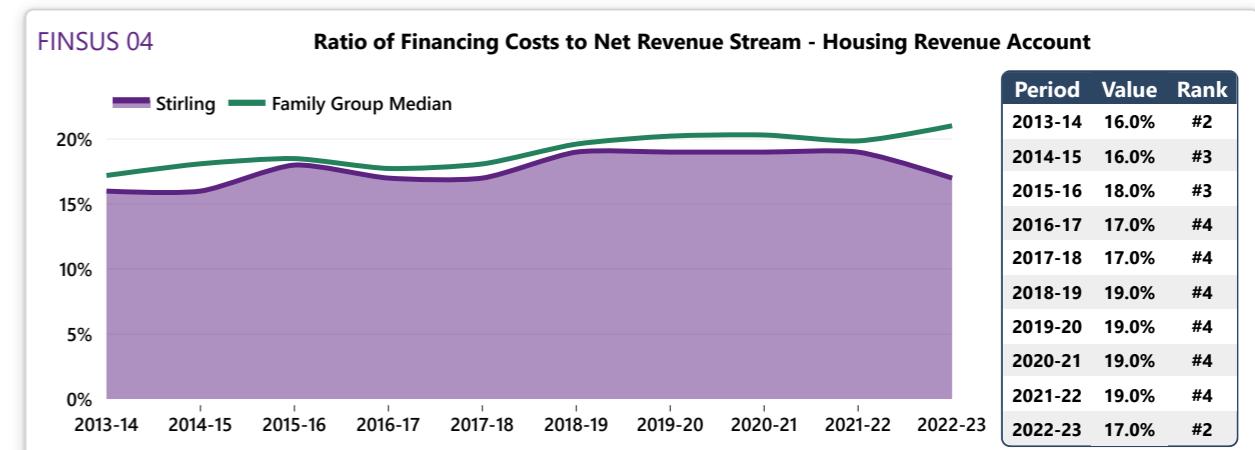
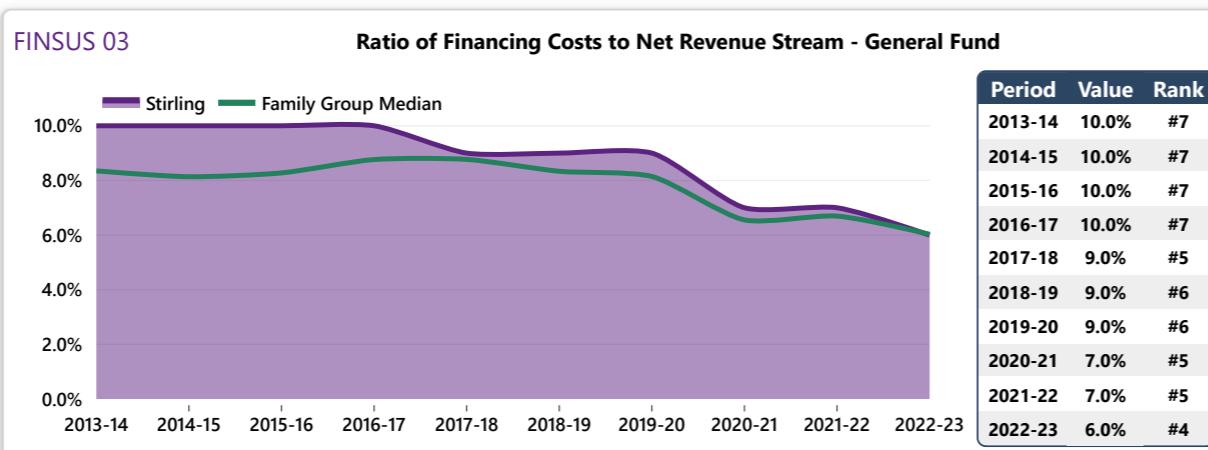
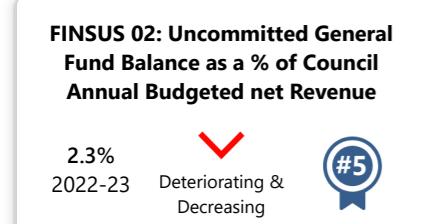
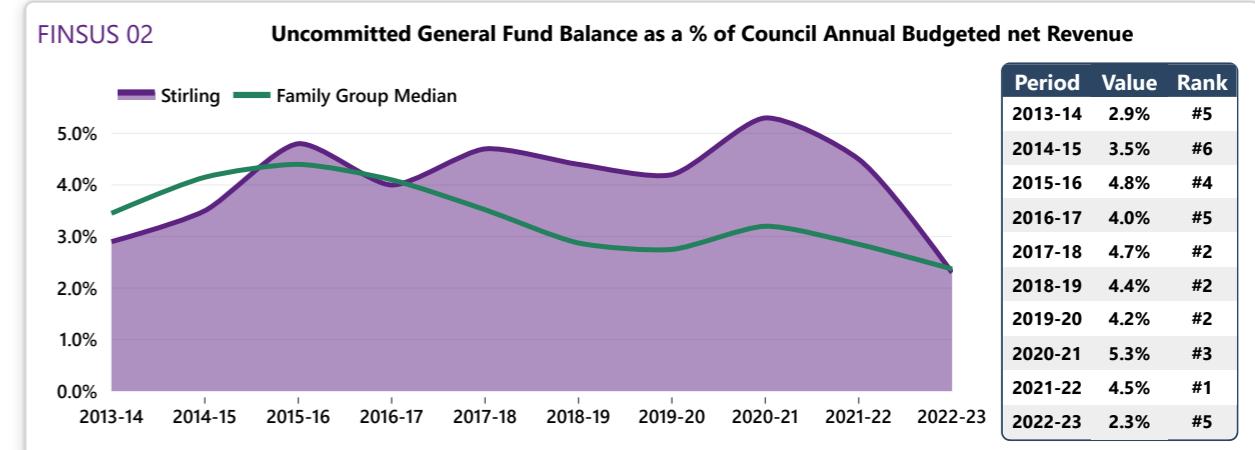
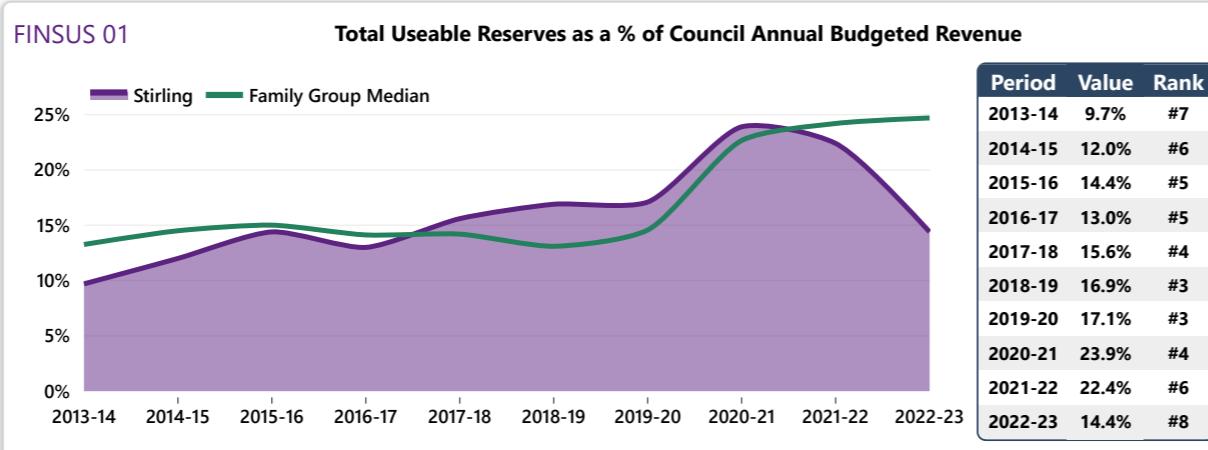
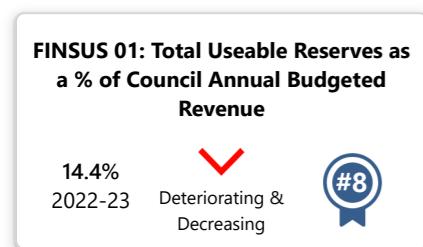
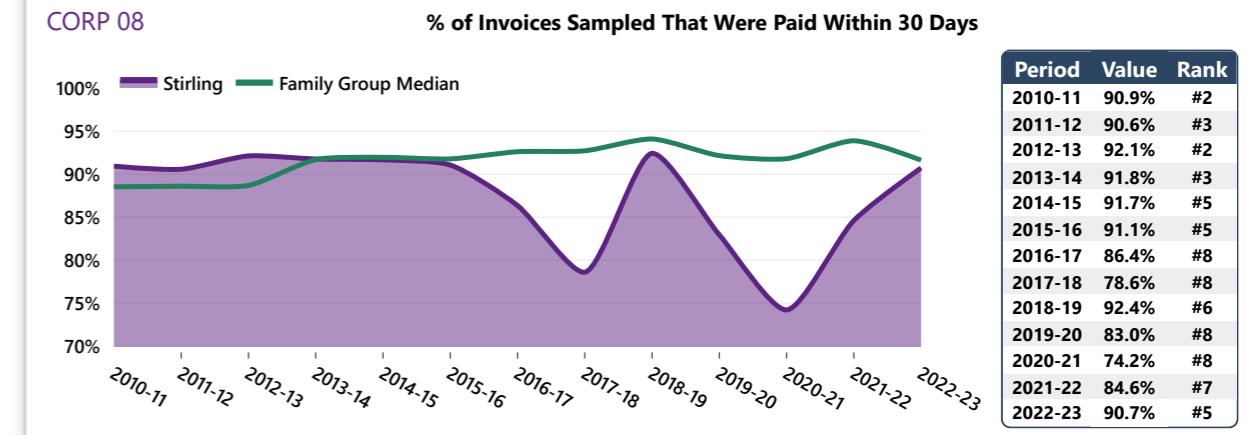
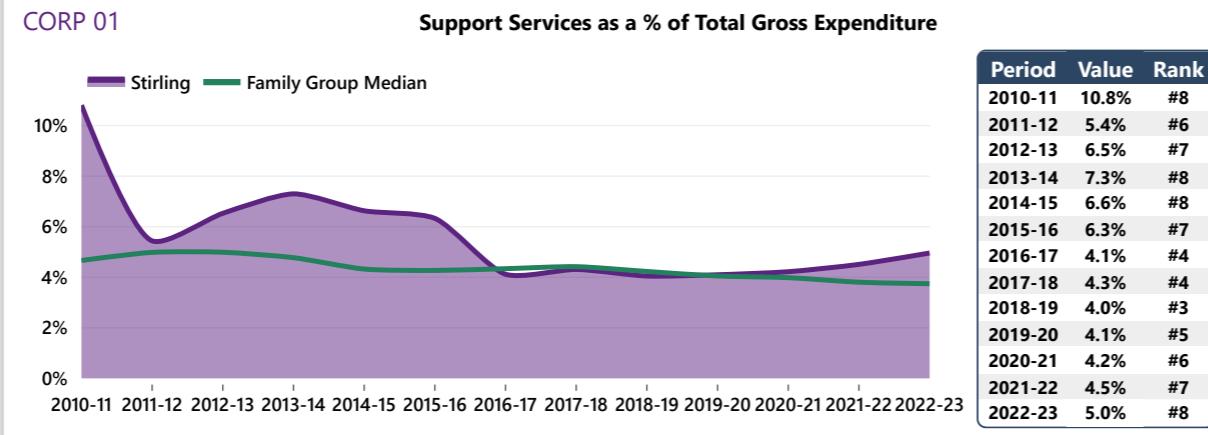
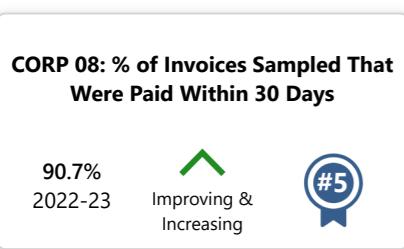
Corporate: Council Tax

CORP 04: The Cost per Dwelling of Collecting Council Tax		
£ 6.37 2022-23	▼ Deteriorating & Increasing	#5

CORP 07: % of Income Due From Council Tax Received by the End of the Year		
97.9% 2022-23	▲ Improving & Increasing	#2



Corporate: Financial Position

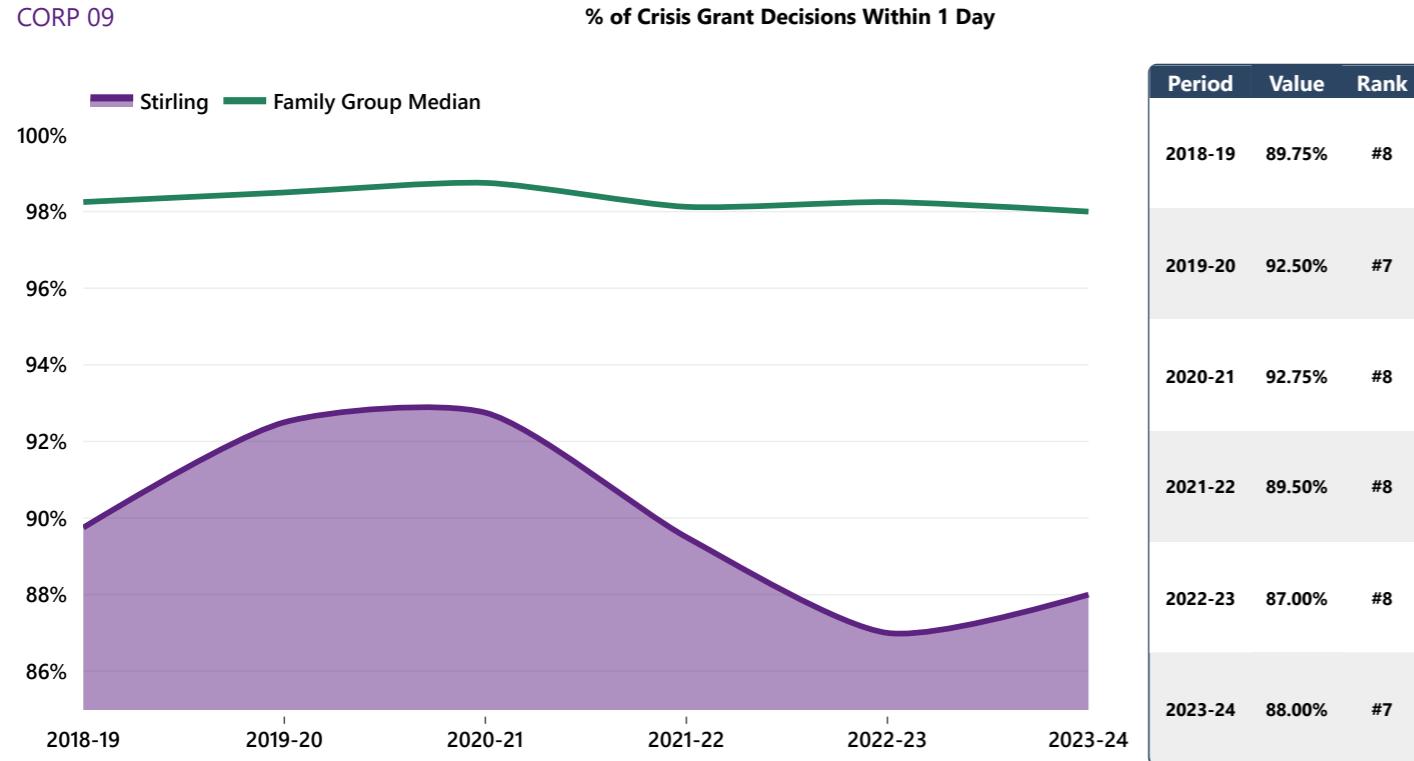


Corporate: Grants & Funding

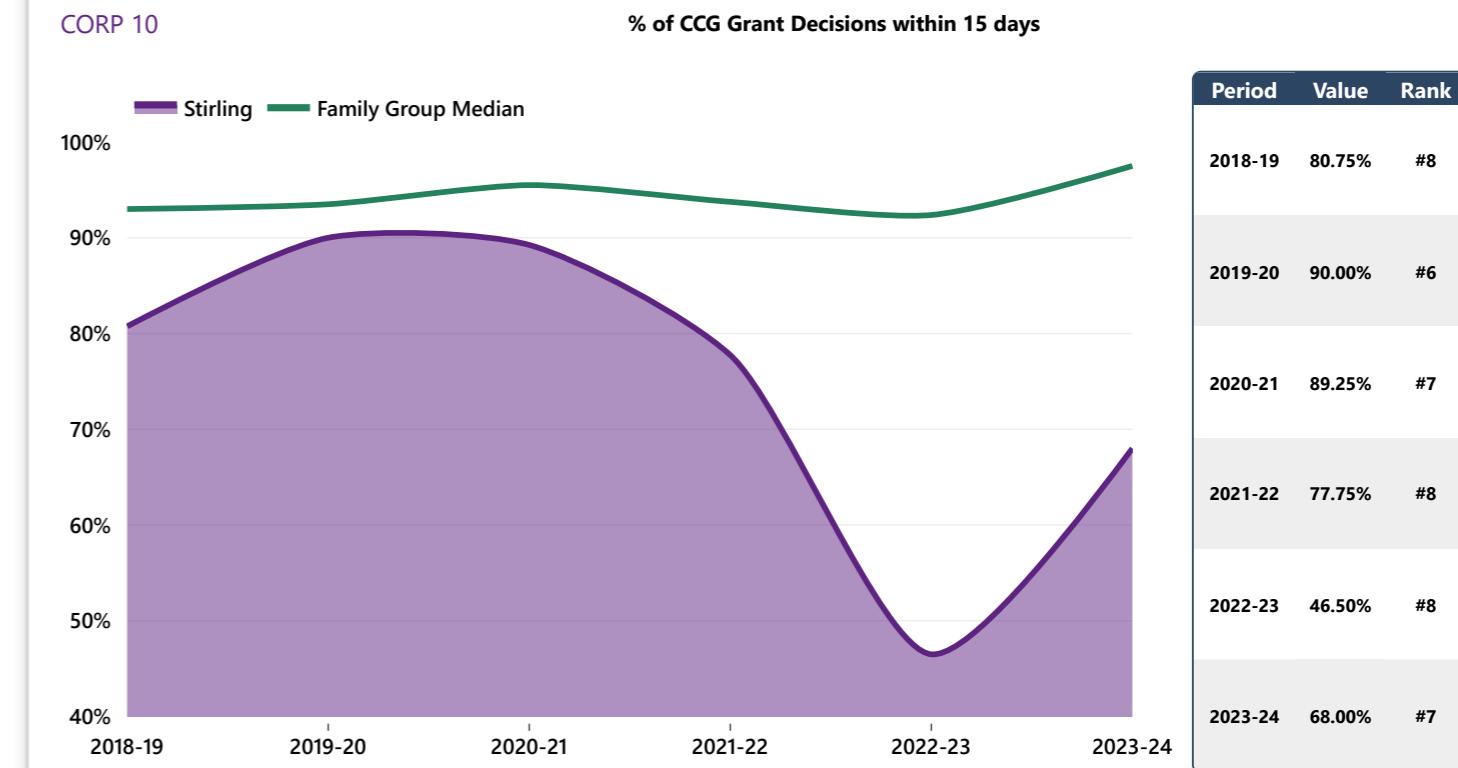
Note: 2023-24 values are an average of currently available quarterly values



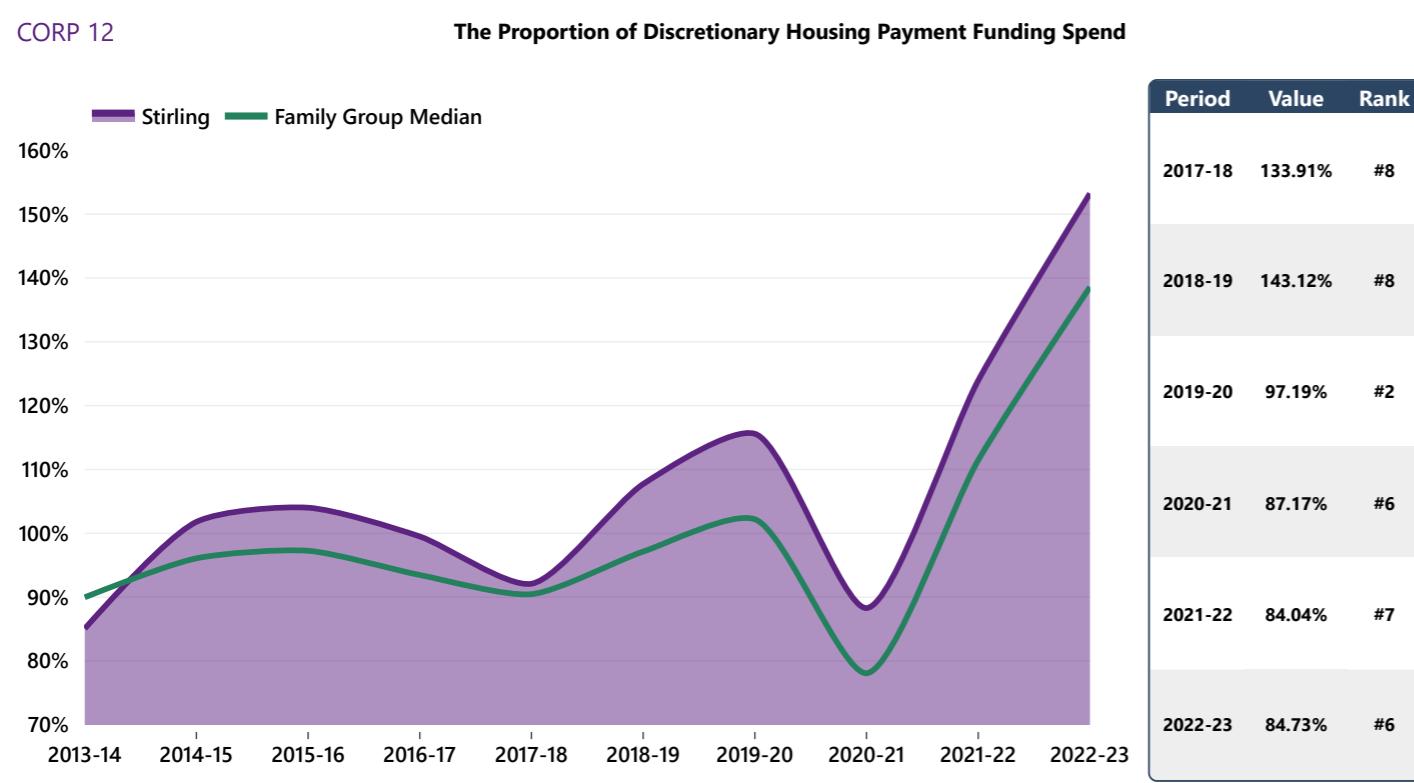
CORP 09



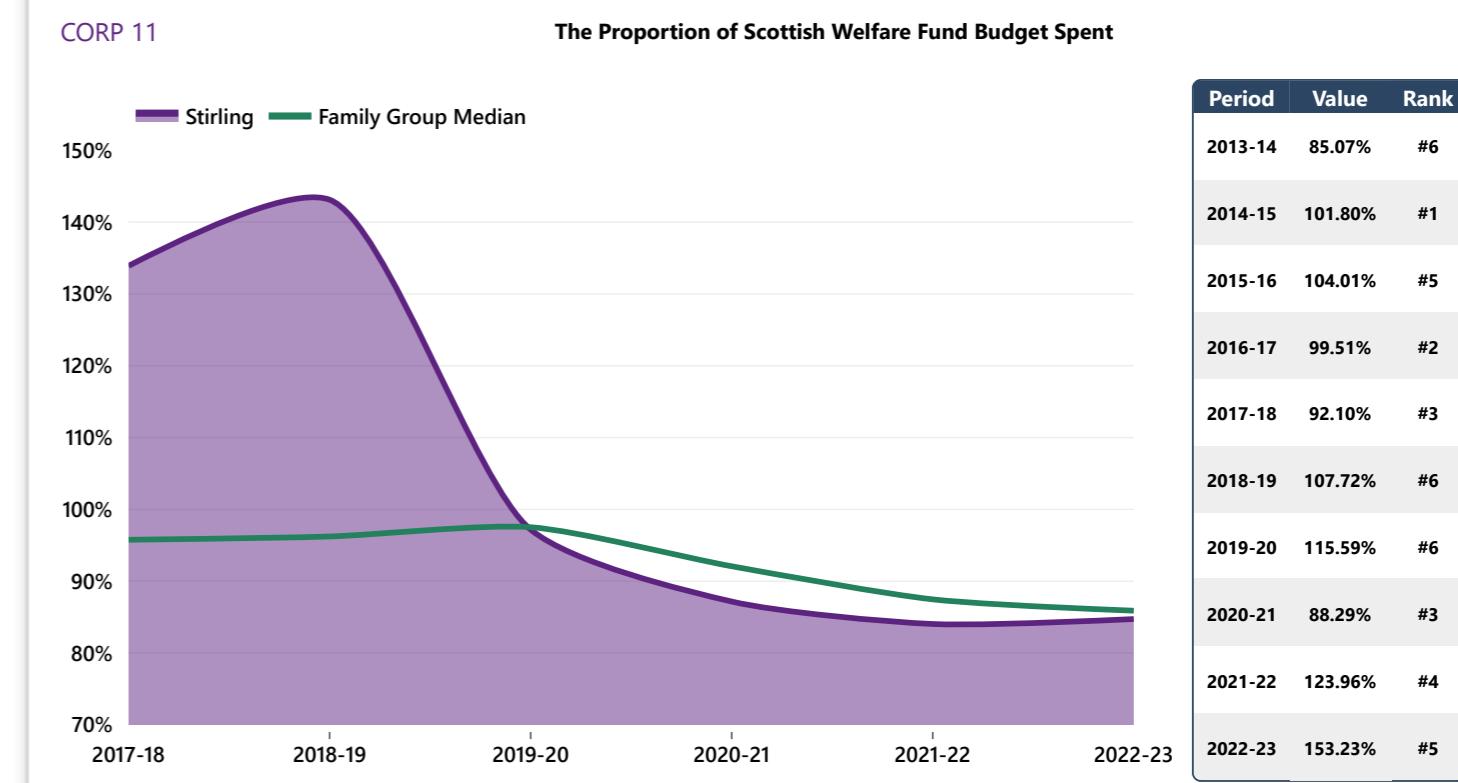
CORP 10



CORP 12



CORP 11



Corporate: Absence

CORP 06a: Sickness Absence Days per Teacher

8.72
2022-23

Deteriorating &
Increasing



CORP 06b: Sickness Absence Days per Employee (Non-Teacher)

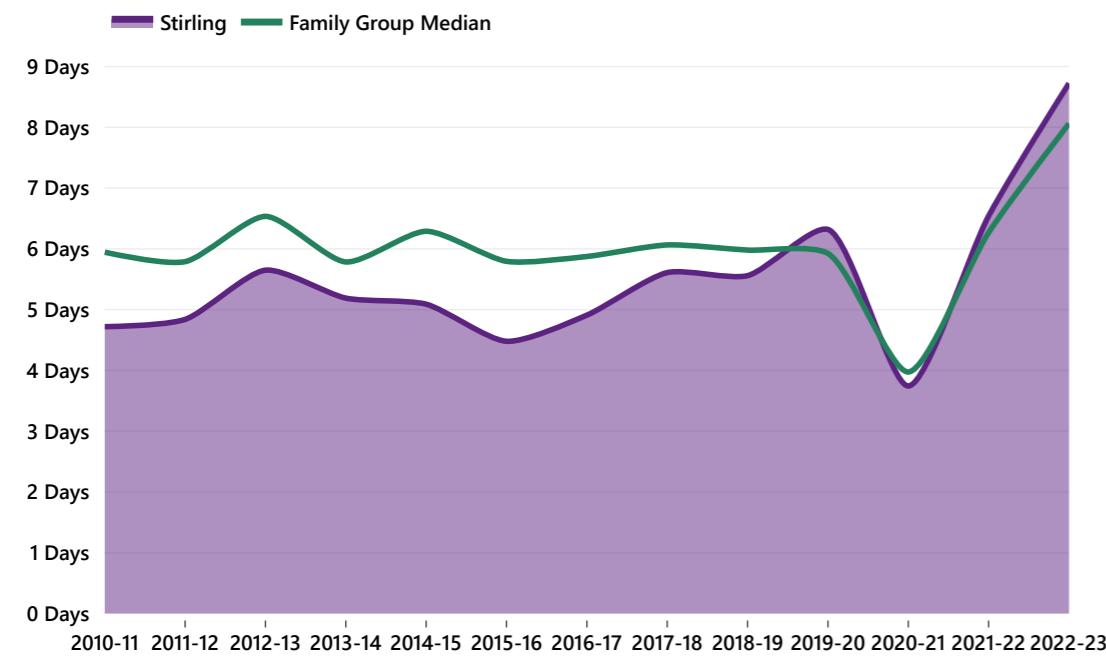
17.14
2022-23

Deteriorating &
Increasing



CORP 06a

Sickness Absence Days per Teacher



Period	Value	Rank
2010-11	4.72	#1
2011-12	4.84	#1
2012-13	5.65	#2
2013-14	5.19	#2
2014-15	5.09	#2
2015-16	4.48	#1
2016-17	4.91	#2
2017-18	5.61	#3
2018-19	5.56	#4
2019-20	6.32	#5
2020-21	3.74	#4
2021-22	6.54	#5
2022-23	8.72	#6

Corporate: Gender Pay Gap

CORP 03b: The % of the Highest Paid 5% of Employees who are Women

65.0%
2022-23

Deteriorating &
Increasing



CORP 03c: The Gender Pay Gap (%)

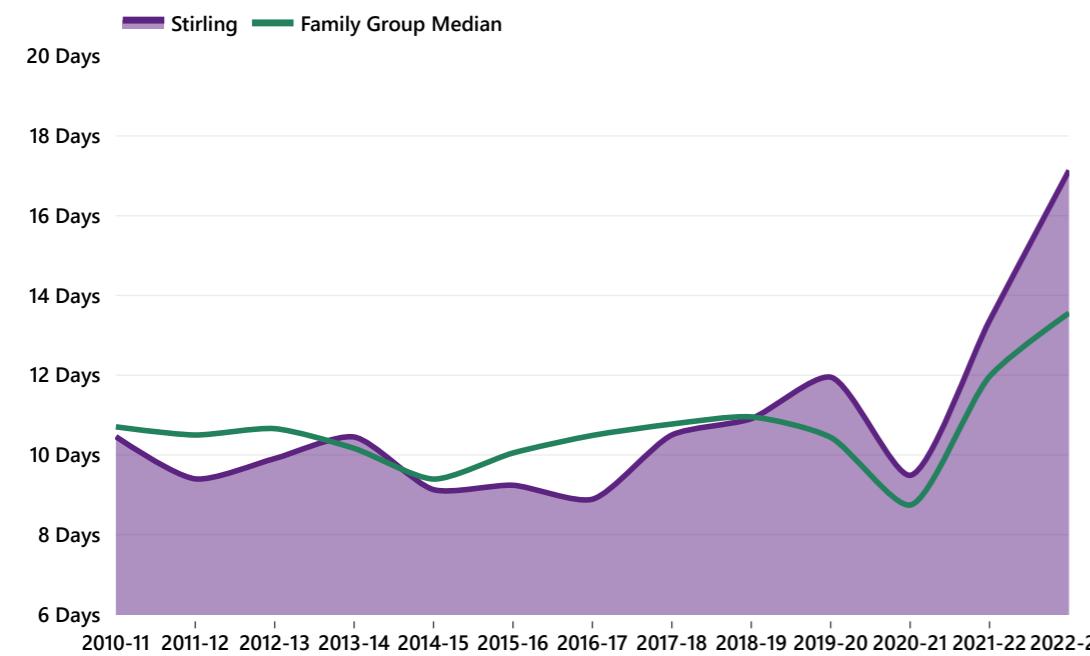
0.9%
2022-23

Deteriorating &
Increasing



CORP 06b

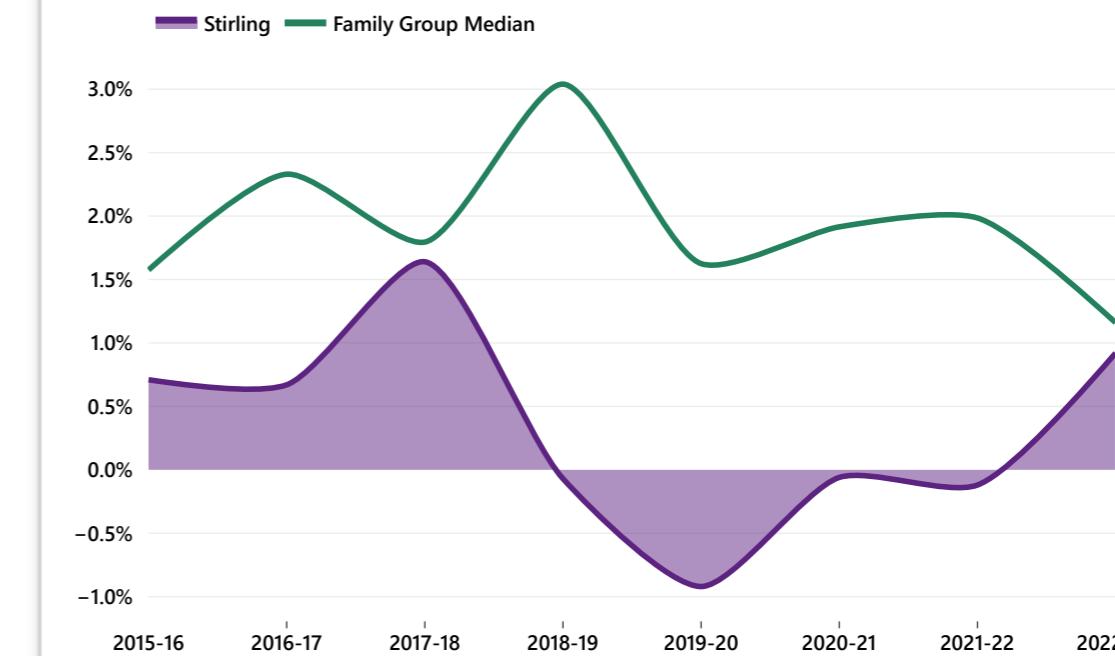
Sickness Absence Days per Employee (Non-Teacher)



Period	Value	Rank
2010-11	10.46	#4
2011-12	9.40	#1
2012-13	9.91	#2
2013-14	10.45	#6
2014-15	9.13	#3
2015-16	9.24	#2
2016-17	8.89	#2
2017-18	10.50	#3
2018-19	10.91	#4
2019-20	11.95	#6
2020-21	9.49	#7
2021-22	13.37	#7
2022-23	17.14	#8

CORP 03c

The Gender Pay Gap (%)



Period	Value	Rank
2015-16	0.7%	#2
2016-17	0.7%	#2
2017-18	1.6%	#4
2018-19	-0.1%	#1
2019-20	-0.9%	#3
2020-21	-0.1%	#1
2021-22	-0.1%	#1
2022-23	0.9%	#2

New Indicators

