

City Chambers
DUNDEE
DD1 3BY

22nd October, 2025

Dear Colleague

I refer to the agenda of business issued in relation to the MEETING of the **CITY GOVERNANCE COMMITTEE** to be held on Monday, 27th October, 2025 and would like to advise you that the Convener has agreed that the undernoted item of business be considered as a matter of urgency in terms of Standing Order No 17(b) in view of the timescales involved.

Yours faithfully

GREGORY COLGAN

Chief Executive

AGENDA OF BUSINESS

The Committee may resolve under Section 50(A)(4) of the Local Government (Scotland) Act 1973 that the press and public be excluded from the meeting for the undernoted item of business on the grounds that it involves the likely disclosure of exempt information as defined in paragraphs 3, 6 and 9 of Part I of Schedule 7A of the Act.

11 DUNDEE AIRPORT



City Chambers
DUNDEE
DD1 3BY

17th October, 2025

Dear Colleague

You are requested to attend a MEETING of the **CITY GOVERNANCE COMMITTEE** to be held in the Council Chamber, City Chambers, City Square, Dundee and also to be held remotely on Monday, 27th October, 2025 following the special meeting of the City Council and the meetings of the Children and Families and Neighbourhood, Housing and Communities Committees called for 5.00pm.

The meeting will also be livestreamed to YouTube. Members of the Press or Public wishing to join the meeting as observers should follow this link www.dundee.gov.uk/live or alternatively they may attend in person.

Should you require any further information please contact Committee Services on telephone (01382) 434228 or by email at committee.services@dundee.gov.uk.

Yours faithfully

GREGORY COLGAN

Chief Executive

AGENDA OF BUSINESS

1 DECLARATION OF INTEREST

Members are reminded that, in terms of The Councillors Code, it is their responsibility to make decisions about whether to declare an interest in any item on this agenda and whether to take part in any discussions or voting.

This will include all interests, whether or not entered on your Register of Interests, which would reasonably be regarded as so significant that they are likely to prejudice your discussion or decision-making.

2 MINUTE OF MEETING OF PENSION SUB COMMITTEE AND PENSION BOARD - Page 1

(The minute of meeting of Pension Sub Committee and Pension Board held on 23rd June, 2025 is submitted for noting).

3 MINUTE OF MEETING OF PERSONNEL APPEALS SUB COMMITTEE - Page 5

(The minute of meeting of Personnel Appeals Sub Committee held on 26th September, 2025 is submitted for noting).

4 CITY CENTRE AMBASSADORS

This item has been placed on the agenda at the request of Bailie Macpherson and Councillor Duncan who will ask the Committee to agree, further to the resolution of the Council to employ two City Centre Ambassadors (Article IV of the Minute of Meeting of the Personnel and Management Services Committee of 13th August, 2001 refers) that the council proceeds to make appointments to the two currently vacant posts.

5 CITY PLAN FOR DUNDEE 2022/2032 - ANNUAL REPORT FOR 2024/2025 - Page 7

(Report No 310-2025 by the Chief Executive, copy attached).

6 CAPITAL EXPENDITURE MONITORING 2025/2026 - Page 71

(Report No 285-2025 by the Executive Director of Corporate Services, copy attached).

7 REVENUE MONITORING 2025/2026 - Page 87

(Report No 292-2025 by the Executive Director of Corporate Services, copy attached).

8 ANNUAL TREASURY MANAGEMENT ACTIVITY 2024/2025 - Page 97

(Report No 305-2025 by the Executive Director of Corporate Services, copy attached).

9 DRAFT GAELIC LANGUAGE PLAN 2026/2031 - Page 115

(Report No 283-2025 by the Chief Executive, copy attached).

10 DUNDEE'S UNESCO CITY OF DESIGN DESIGNATION - Page 149

(Report No 316-2025 by the Director, Leisure and Culture Dundee, copy attached).

ITEM No ...2.....

At a JOINT MEETING of the **PENSION SUB-COMMITTEE** of the **CITY GOVERNANCE COMMITTEE AND THE PENSION BOARD** held remotely on 23rd June, 2025.

Present:-

PENSION SUB-COMMITTEE

BAILIES

Willie SAWERS

Kevin KEENAN

COUNCILLORS

Ken LYNN

Steven ROME

Michael CRICHTON

PENSION BOARD

Bill DUFF

(Representing Angus Council)

Stewart

(Representing Kinross Council)

George RAMSAY

(Representing Unite the Union)

DONALDSON

Perth and

Arthur NICOLL

(Representing Unison)

Bailie Willie SAWERS, Convener in the Chair.

I APOLOGIES

The Sub-Committee and Board noted apologies had been received from Councillor McHugh.

II DECLARATION OF INTEREST

No declarations of interest were made.

III MINUTE OF PREVIOUS MEETING

The minute of meeting of 17th March 2025 was submitted and approved.

IV TAYSIDE PENSION FUNDS RISK REGISTER

There was submitted Report No 163-2025 by the Executive Director of Corporate Services seeking approval for the Quarterly Risk Register for Tayside Pension Fund.

The Sub-Committee and Board:-

- (i) approved the Quarterly Risk Register for Tayside Pension Fund, noting no change from the previous quarterly report.

V TAYSIDE PENSION FUND INTERNAL ANNUAL AUDIT REPORT 2024/2025

There was submitted Report No 164-2025 by the Executive Director of Corporate Services submitting the Annual Audit Report for 2024/2025 prepared by the Fund's Internal Auditor, PricewaterhouseCoopers (PwC).

The Sub-Committee and Board:-

- (i) noted the content of the Annual Report.

VI PENSION ADMINISTRATION PERFORMANCE – UPDATE TO 31ST MARCH 2025

There was submitted Report No 165-2025 by the Executive Director of Corporate Services providing information on the recent quarter's operational performance in relation to Pension Administration and other general developments in this area over the above period.

The Sub-Committee and Board:-

- (i) noted the content of the report by Audit Scotland at Appendix A to the report.

VII STATEMENT OF INVESTMENT PRINCIPLES REVIEW

There was submitted Report No 166-2025 by the Executive Director of Corporate Services reviewing Statement of Investment Principles for Tayside Pension Fund.

The Sub-Committee and Board:-

- (i) noted the information within the report, noting the changes to benchmark in Appendix C effective from 1st April 2025; and approved the Statements of Investment Principles contained in Appendix 1 to the report which had been revised in keeping with audit recommendations.

VIII FUNDING STRATEGY STATEMENT 2025

There was submitted Report No 167-2025 by the Executive Director of Corporate Services reviewing the Funding Strategy Statement for Tayside Pension Fund.

The Sub-Committee and Board:-

- (i) approved the Statement, noting the introduction of alternative treatment of employer exit credits following the Local Government Pension Scheme (Scotland) (Amendment) Regulations 2025 which came into force on 1st April 2025; and
- (ii) noted the introduction of alternative treatment of employer exit credits following the Local Government Pension Scheme (Scotland) (Amendment) Regulations 2025 which came into force on 1st April 2025.

IX TAYSIDE PENSION FUND INTERNAL AUDIT REPORTS – INVESTMENT STRATEGY REVIEW

There was submitted Report No 169-2025 by the Executive Director of Corporate Services submitting the audit report prepared by the Fund's Internal Auditor, Pricewaterhouse Coopers (PwC).

The Sub-Committee and Board:-

- (i) noted the content of the report on the audit review undertaken; and
- (ii) approved the management response.

X TAYSIDE PENSION FUND ANNUAL GOVERNANCE AND GOVERNANCE COMPLIANCE STATEMENTS

There was submitted Report No 99-2025 by the Executive Director of Corporate Services presenting the Annual Governance Statement and Governance Compliance Statement for approval and inclusion into the unaudited Annual Accounts for the year ended 31 March 2025. This report set out the governance arrangements of Tayside Pension Fund and the extent to which it complied with regulations.

The Sub-Committee and Board:-

- (i) approved the Annual Governance and Governance Compliance Statements which were included as an Appendix to this report; and
- (ii) instructed the inclusion of the statements in the Annual Accounts for the year to 31st March 2025.

XI TAYSIDE PENSION FUND ANNUAL REPORT AND ACCOUNTS 2024/2025

There was submitted Report No 172-2025 by the Executive Director of Corporate providing some additional commentary on the unaudited Annual Accounts 2024/2025 which were submitted to the Committee along with this report.

The Sub-Committee and Board:-

- (i) noted the content of the covering report:
- (ii) noted the unaudited Annual Accounts which were submitted along with this report in Appendix A to the report;
- (iii) instructed the Executive Director of Corporate Services to arrange for the unaudited Accounts to be signed as necessary; and
- (iv) instructed the Executive Director of Corporate Services to submit the Annual Accounts to the Fund's external auditor.

The Sub-Committee and Board resolved under Section 50(A)(4) of the Local Government (Scotland) Act 1973 that the press and public be excluded from the meeting for the undernoted items of business on the grounds that they involved the likely disclosure of exempt information as defined in paragraphs 4, 6 and 11 of Part I of Schedule 7A of the Act.

XII TAYSIDE PENSION FUND

(a) TAYSIDE PENSION FUND PERFORMANCE SUMMARY

There was submitted Report No 174-2025 by the Executive Director of Corporate Services reviewing investment performance of the Fund's investment managers for the quarter to 31st March, 2025. The report compared investment performance of the Fund with the Fund's specific benchmarks which consist of various stock and security market indices.

The Sub-Committee and Board:-

- (i) noted the information contained therein with regard to the performance of the Tayside Main Fund and their Fund Managers.
- (b) SUMMARIES OF INVESTMENTS AND TRANSACTIONS SUMMARIES OF INVESTMENTS AND TRANSACTIONS 1ST JANUARY, 2025 – 31ST MARCH, 2025

There was submitted Report No 175-2025 by the Executive Director of Corporate Services reviewing the investment activities of Tayside Pension Fund's five Fund Managers for the quarter to 31st March, 2025 and summarising the transactions of each Fund Manager and showing the market values of the Pension Fund.

The Sub-Committee and Board:-

- (i) noted the information contained therein with regard to the performance of the Tayside Main Fund and their Fund Managers.

(c) **QUARTERLY FUNDING UPDATE AS AT 31ST MARCH 2025**

There was submitted Report No 176-2025 by the Executive Director of Corporate Services reviewing the current funding level of the Fund as assessed by the Fund Actuary.

The Sub-Committee and Board:-

- (i) noted the report by the Fund Actuary.

XIII SOCIALLY RESPONSIBLE INVESTMENT - ANNUAL REPORT

There was submitted Report No 177-2025 by the Executive Director of Corporate Services reviewing the progress by the Fund Managers regarding positive engagement in line with the Policy on Environmental, Social and Corporate Governance approved by the Sub-Committee (Article XIV of the Minute of Meeting of the Pension Sub-Committee of the Policy and Resources Committee of 18th March, 2024, Report No 81-2024 refers).

The Sub-Committee and Board:-

- (i) noted the information contained within this report with regards to the activities of the Fund Managers during the year ended 31st March 2025.

XIV ASSET ALLOCATION – OPPORTUNISTIC MANDATE UPDATE

There was submitted Report No 178-2025 by the Executive Director of Corporate Services, providing an update as to the current exercise in relation to the procurement of an investment manager to manage the opportunistic asset allocation (5% value of the fund (circa £250- 290m). It also presented a recommended plan to enable successful selection and appointment of an opportunistic mandate manager for Tayside Pension Fund.

The Sub-Committee and Board:-

- (i) noted the content of report and approved delegation of authority to Officers to progress.

XV PORTFOLIO REVIEW – ADVISORS OUTCOME AND RECOMMENDATION

There was submitted Report No 179-2025 by the Executive Director of Corporate Services, informing of the findings and recommendations of the Fund's investment advisors Isio, following an equity portfolio review with specific focus on one of the Fund Manager's equity mandates to ensure that equity mandates remain capable of achieving Fund objectives.

The Sub-Committee and Board:-

- (i) approved Isio's recommendations summarised in section 7 of the report, noting the content of their full report (Appendix A to the report).

XVI PRESENTATION

Chris Lyons, Robert Rayner and John Daly from LGIM gave a short presentation to the Sub-Committee and Board.

After Mr Lyons, Mr Rayner and Mr Daly had given their presentation and answered questions from members, the Chair thanked the presenters on behalf of members of the Sub-Committee and Board.

Willie SAWERS, Chair.

ITEM No ...3.....

At a MEETING of the **PERSONNEL APPEALS SUB-COMMITTEE** held at Dundee on 26th September, 2025.

Present:-

COUNCILLORS

Ken LYNN

Heather ANDERSON

Dorothy McHUGH

Councillor Ken LYNN, Convener, in the Chair.

The minute of meeting of this Committee of 19th May, 2025 was held as read.

Unless marked thus * all items stand delegated.

The Sub-Committee resolved under Section 50(A)(4) of the Local Government (Scotland) Act 1973 that the press and public be excluded from the meeting for the undernoted items of business on the grounds that they involved the likely disclosure of exempt information as defined in paragraph 1 of Part I of Schedule 7A of the Act.

I DECLARATION OF INTEREST

There were no declarations of interest.

II GRIEVANCE APPEAL

It was reported that a grievance appeal from an employee of the Children and Families Services Service had been submitted.

The Sub-Committee heard the Appellant and the Appellant's representative and thereafter, the Council's representative and witnesses.

After questions had been put and answers given by both parties to each other and the witnesses and by members of the Sub-Committee, the parties withdrew.

Thereafter, following careful consideration of all the information, the Sub-Committee agreed that the grounds of the appeal had been substantiated in part and the appeal be upheld to the extent that the length of time for the outcome of the Stage 2 Grievance process was excessive.

The Sub-Committee also recommended that the Children and Families Service, or the Human Resources Section, arrange independent professional mediation to facilitate the repair of the working relationship between the Appellant and the other person.

Ken LYNN, Convener.

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REPORT TO: CITY GOVERNANCE COMMITTEE – 27 OCTOBER 2025

REPORT ON: CITY PLAN FOR DUNDEE 2022-32 – ANNUAL REPORT FOR 2024/25

REPORT BY: CHIEF EXECUTIVE

REPORT NO: 310-2025

1. PURPOSE OF REPORT

- 1.1 To present the third annual progress report on the City Plan for Dundee 2022-2032 for approval.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Committee:
- a) notes the progress made since the first report on the City Plan for Dundee 2022-32 in October 2023;
 - b) notes that the Strategic Leadership Groups will review performance indicators that have deteriorated and take measures to improve these going forward;
 - c) remits the annual report to the Scrutiny and Audit Committee for further consideration; and
 - d) remits the Council Leadership Team to monitor Dundee City Council's commitment and inputs to delivering actions supporting this plan.

3. FINANCIAL IMPLICATIONS

- 3.1 There are no direct financial implications arising from the agreement of this report.

4. BACKGROUND

- 4.1 The Community Empowerment (Scotland) Act 2015 gave community planning partnerships (CPPs) a specific duty to improve local priority outcomes and act with a view to tackle inequalities of outcome across communities in that area. CPPs were required to prepare and publish a ten-year local outcomes improvement plan (LOIP) by 1 October 2017. The LOIP is the current term to describe the document previously known as the single outcome agreement. In Dundee, the LOIP is known as the City Plan for Dundee.
- 4.2 The Dundee Partnership published its first City Plan in late 2017 for the period, 2017 to 2026. The Plan fully reflected the Scottish Government's guidance for CPPs by:
- a) using our understanding of local needs circumstances and opportunities to establish a clear and ambitious vision for Dundee;
 - b) focusing on a smaller number of key strategic priorities and setting realistic but ambitious 1, 3- and 10-year improvement targets;
 - c) acting to reduce the gap in outcomes between the most and least deprived groups and improving long term sustainability of public services; and
 - d) preparing locality plans which show how we will collaborate with communities to respond to their priorities.
- 4.3 When the first plan was agreed it was also highlighted that the City Plan would run on a five year rolling basis, while being subject to annual reviews and reporting, and it sits within the duties of the Council, public bodies, and the Scottish Government in relation to Community Planning and Best Value.
- 4.4 The new City Plan for Dundee 2022-2032 was agreed by the Dundee Partnership in September 2022 and reported to the Policy & Resources Committee on 26 September 2022 (article II refers). The first annual report on this (Report No. 291-2023) was agreed by the City Governance Committee on 23 October 2023. (article III refers).

5. PERFORMANCE AND PROGRESS

- 5.1 The City Plan for 2022-2032 focuses on a small number of priorities and sets targets which are reviewed annually. Monitoring continues in the same way as previously, showing whether they are on or close to target and whether they are showing a long-term improving trend.
- 5.2 The summary of the City Plan performance by priority theme in the table below shows that overall, 73% of the performance indicators have improved when compared to the previous year. The Plan contains ambitious targets and 14 of the 30 indicators have met or are within 5% of the target.

Priority Themes		Number of Indicators on or within 5% of Target	Number of Indicators that have improved over the previous year
	Reduce Child Poverty and Inequalities in Incomes, Education and Health	7* (58%)	10 (83%)
	Deliver Inclusive Economic Growth (including Community Wealth Building)	6 (40%)	11 (73%)
	Tackle Climate Change and reach Net Zero Emissions by 2045	1 (33%)	1 (33%)
Total Improved		14 (47%)	22 (73%)
Total Number of Indicators		30	

*Please note the number of drugs deaths indicator in this theme has a target of reduce rather than a numerical target so won't be counted in those on or within 5% of target

- 5.3 The purpose of this type of reporting is to ensure focus on delivering the levels of improvement on key measurable outcomes. The Dundee Partnership Management Group reviews all areas to ensure all plans help towards the priority outcomes. Looking across the total number of indicators in the appendix, the most improved indicators and the areas for improvement are noted below. The areas for improvement will be a focus for the Strategic Leadership Groups during the next year.

The indicators showing the **most improvement** so far are:

1. % care experienced school leavers entering positive destinations (41% increase)
2. % point gap in numeracy in P1-7 between pupils living in SIMD 1 areas and living in SIMD 5 areas (29% decrease) *figure for 24/25 is an interim figure
3. Number of Business Gateway start-ups per 10,000 population (19% increase)
4. % point gap in literacy in P1-7 between pupils living in SIMD 1 areas and living in SIMD 5 areas (11% decrease) *figure for 24/25 is an interim figure
5. Youth Unemployment rate (16-24) (9% decrease)

The top five performance indicators that are **furthest away from target with no improvement** on the year before are listed below.

1. City Centre retail units vacancy rate (%)
2. Number of workless households
3. Active travel (walking and cycling) as a proportion of trips to work
4. Proportion of people earning less than the real living wage
5. % of Primary 1 children classified as obese or overweight

5.4 The appendix attached is the full report setting out progress in detail. It includes the following sections:

- Introduction (page 3)
- Background (page 4)
- Progress Summary for 2024/25 (pages 6-7)
- Areas for Improvement - progress from 2023/24 and new areas for 2025/26 (pages 8-11)
- Reduce Child Poverty and Inequalities in Incomes, Education and Health (pages 12 to 31)
- Delivery Inclusive Economic Growth (pages 32 to 48)
- Tackle Climate Change and Reach Net Zero Carbon Emissions by 2045 (pages 49 to 56)

The sections covering the three priority themes all include the following sub-sections:

- Strategic Highlights from last year
- Action in progress for completion in 2025/26
- Priorities in Action
- Performance Scorecard

6 POLICY IMPLICATIONS

6.1 The content of this report was previously considered in report 255-2022 and remains valid. The original report was subject to an Integrated Impact Assessment. An appropriate senior manager has checked and agreed with this assessment. For progress reports relating to the initial report, a copy of the Integrated Impact Assessment is included as an Appendix to that initial report.

7 CONSULTATIONS

7.1 The Dundee Partnership Management Group, Co-chairs of the Strategic Leadership Groups and the Council Leadership Team were consulted on the contents of this report.

8 BACKGROUND PAPERS

8.1 None.

GREGORY COLGAN
CHIEF EXECUTIVE

DATE: 30 SEPTEMBER 2025

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DUNDEE
PARTNERSHIP

City Plan

for Dundee
2022-2032

Annual Progress Report 2024-25



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Introduction

by the Chair of the Dundee Partnership

The Dundee Partnership brings together all the public, private and voluntary organisations who work to shape our city and the lives of people who live, work, learn and visit here. Our City Plan is the document that sets out our vision for Dundee and the action we will take to deliver that.

This is our annual report for 2024/25. It shows that we are making progress even while we have so much more to do to achieve our ambitions for Dundee. Despite the challenges we face, we continue to aspire to the challenging but realistic goals we have agreed - to grow our economy in a way that benefits everyone; to reduce the unacceptable levels of child poverty and the other social injustices we see around us; and to make our contribution to slowing down the impact of climate change.

In this report you will find examples of the excellent work happening in Dundee as well as the areas where we know improvement is needed. It tells a story of how determined we are to make Dundee a city we can all be proud of and enjoy.

Councillor Mark Flynn
Chair of the Dundee Partnership
& Leader of Dundee City Council



Background

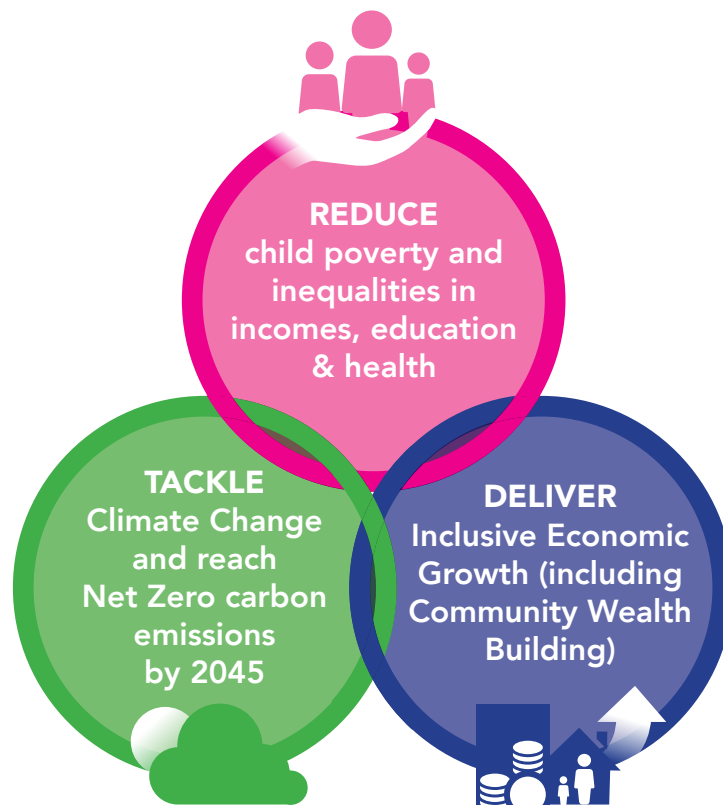
The Dundee Partnership acts on the behalf of all the city's communities and the public, private and voluntary organisations committed to making it better. It is where our collective hopes and ambitions for Dundee come together.

The Partnership is well respected locally and across Scotland and has imagined and delivered many acclaimed projects. At the same time, the Partnership is acutely aware that the real success of the city is unequally shared. Too many Dundonians continue to experience inequalities in different aspects of their lives such as health, education and income. We must change that.

We will grow the city and make it more sustainable economically and environmentally, but we also need to continue to grow our city in ways that reduce inequality. Our ambitions are captured in the vision for the city that was agreed by the full Dundee Partnership in summer 2022.



The three strategic priorities provide the framework for our action plans, that reflect both the needs of our population and the aspirations of our communities, with the overall aim of reducing deprivation and inequalities, as follows:



Progress Summary 2024-2025

The table below shows that overall 47% of the performance indicators in the City Plan are on or within 5% of the target. The table also shows that overall 73% of performance indicators improved when comparing the latest figure to the previous year.

Table 1: City Plan Performance indicators

Priority Theme		Indicators on or within 5% of Target	Indicators that have improved over previous year	Total Indicators
	Reduce Child Poverty and Inequalities in Incomes, Education and Health	7*	10	12
	Deliver Inclusive Economic Growth (including Community Wealth Building)	6	11	15
	Tackle Climate Change and reach Net Zero Emissions by 2045	1	1	3
Total		14 (47%)	22 (73%)	30

*Please note the indicator "Number of Drugs Deaths" which is contained within the "Reduce child poverty and inequalities in incomes, education and health" theme does not have a specific numerical target associated with it – the target is to reduce.

Graph 1 shows the progress of all the actions contained in the City Plan. The percentage complete is a self-assessment of the progress of the individual actions contained in each theme of the plan. Officers who are assigned each action are advised to use the following guidance when assessing the progress of their action.

%	Definition
20%	The task is defined and agreed by relevant partners/stakeholders
40%	Necessary tasks planned and implementation in early stages
60%	Number of key actions achieved/agreed process or improvement taking shape or in place or underway
80%	Majority of actions achieved/agreed process or improvement largely in place or underway leading to confidence that the overall action will be delivered in full/on schedule
100%	Action has been completed, and objectives have been achieved

City Plan Action Progress

Graph1 below shows the majority of actions are in progress which means someone has been assigned, briefed and already taken steps towards achieving the action. Of the 37 actions in the City Plan, 7 (19%) have been completed, with 17 actions (46%) making progress of greater than 50%. Thirteen actions (35%) have made progress of between 20% and 50% which is not unexpected three years into a ten year plan.

Graph 1: City Plan Actions Progress



Areas for Improvement

This annual report addresses the third year of an ambitious ten-year plan and reflects the progress in the year 2024/25. Progress in some areas may therefore be modest and demonstrate the significant challenges ahead given the difficult social and economic context that currently exists.

Updates on areas for improvement identified in the 2023/24 annual report:

The following table shows the performance indicators which were highlighted as areas for improvement in the 2023/24 City Plan Annual Report. Whilst work continues to implement actions to address these areas, we acknowledge that there are areas where greater progress is needed and must be pursued.

Areas for improvement	
Performance Indicator	Latest Position
% of young people 16-24 who are unemployed	Statistics published on the NOMIS website reported in the period January to December 2024, the youth unemployment rate in Dundee decreased to 28.9% from the 31.7% reported for the period January to December 2023.
% point difference attendance gap between children living in SIMD 1 areas and the average for SIMD 2-5	In 2023/24 the percentage point difference attendance gap between children living in SIMD 1 areas and the average for SIMD 2-5 stood at 4.3. This reduced slightly to 4.2 in 2024/25. Improving attendance remains a key priority as one of our stretch aims for the Strategic Equity Fund. The Scottish Government is now producing fortnightly attendance data, published at local authority level and supplied to us at school level. We are supplying our schools with an analysis of the data to enable them to track absence and attendance.

Areas for improvement	
Performance Indicator	Latest Position
% of working age people with no qualifications	In 2023/24 it was reported that 7.7% of working age people in Dundee had no qualifications. This improved slightly to 7.2% in 2024/25. Whilst there has been a year on year reduction in the percentage of working aged people with no qualifications, it remains above target and addressing this is a priority for providers of education and employability services within the Council and across the wider Dundee Partnership.
Rate of emergency hospital admissions where primary cause of admission was regarding mental health	In 2023/24 the rate of emergency hospital admissions where the primary cause of admissions was regarding mental health stood at 3.58 this decreased to 3.3 in 2024/25. This equates to an improvement of 7.8%.
% of the Dundee Workforce in employment	In 2023/24, 63.7% of the working age population in Dundee were in employment. This increased to 69.1% in 2024/25. This indicator has been the subject of ongoing monitoring by the Inclusive Economic Growth Strategic Leadership Group since the pandemic due to a worrying decline in recent years. Actions to grow the economy and support people back into work have been progressed and it is positive to note that in the last year there has been a significant increase, albeit that the current rate remains below target and below the Scottish average.

The following indicators were identified as areas for improvement in the 2023/24 report and have again been highlighted as areas for improvement in this year's annual report.

- % active travel (walking and cycling) as a proportion of trips to work
- Percentage of Primary 1 children classified as obese or overweight.

Current Areas for Improvement

Based on analysis of performance against targets in the City Plan, the following performance indicators are furthest away from target with no improvement on the year before. A summary of what has been done to improve performance in these areas will be reported on in next year's annual City Plan report.

Current Areas for Improvement	
Performance Indicator	Reason why this has been selected as an area for improvement
City Centre retail units vacancy rate (%)	City Centre vacancy rates increased from 17.7% in 2023/24 to 19.8% in 2024/25. The Council remains committed to bringing vacant spaces in town and district centres back to life to make Dundee a vibrant city centre. The Council's City Centre Strategic Investment Plan sets out our ambitions for the development of the city centre up to 2050. The Council is making significant strides to improving public spaces, including pedestrian areas and green spaces to make the city centre more attractive.
Number of workless households	The data for this performance indicator is sourced from the ONS Annual Population Survey the latest data available is for January – December 2023. It was reported that there were 14,300 workless households in Dundee during this period - an increase from 10,300 reported in the period January to December 2022. Reducing the number of workless households in the city is a key priority for the Discover Work Employability Service. This is done through addressing the employability needs of individuals and adopting a whole family approach where appropriate and where resources allow. The latest figures exhibit a concerning increase, however it should be noted that there is a time lag in the availability of this data with the latest figures relating to 2023.
Active travel (walking and cycling) as a proportion of trips to work	The data for this performance indicator is sourced from the Scottish Household Survey. The latest data relates to the 2023 survey which was published in 2024. This showed that 13% of respondents in Dundee stated that they used active travel (walking and cycling) as a proportion of trips to work. This decreased from 18% in the 2022 survey.

Current Areas for Improvement	
Performance Indicator	Reason why this has been selected as an area for improvement
Proportion of people earning less than the real living wage	The provisional proportion of people earning less than the real living wage reported in the ONS Annual Survey of Hours and Earnings 2024 was 12% in Dundee this increased from 9.8% which was reported in the 2023 Survey. The Dundee figure for 2024 is higher than the Scottish proportion which stood at 11.4%.
% of Primary 1 children classified as obese or overweight	Figures from Public Health Scotland reported that the percentage of Primary 1 pupils in Dundee who were classified as being obese or overweight stood at 25.1% in 2023/24 this increased from 23.8% in 2022/23. The situation remains a significant concern, both in Dundee City and across Scotland, as levels remain stubbornly high and are greater than prior to the pandemic. Coupled with the rise in cost of living, ongoing disruption to global supply chain and food inflation families are living with food insecurity which has widespread impact, including increasing the risk of poor diet quality and obesity and further driving the socioeconomic inequalities in child healthy weight.



Reduce Child Poverty and Inequalities in Incomes, Education & Health

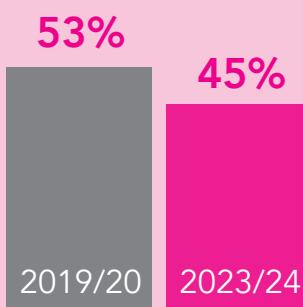
“Dundee will be a caring city which has tackled the root causes of poverty and delivered fairness in incomes, education and health.”

100%

of care experienced school leavers entered a positive destination in the period 2023/24.



Percentage gap in attainment tariff average scores between school leavers living in SIMD 1 areas and SIMD 5 areas reduced from 53% in 2019/20 to 45% in 2023/24



91.3%

of 16-19 year olds in Dundee were participating in Education, Employment or Training.



Strategic Highlights

- The 2024-25 Fairness and Local Child Poverty Plan Report was agreed by the City Governance Committee in June 2025. In preparing the report, there were engagement sessions with key services and Dundee Fighting for Fairness to review the existing actions, assess progress and set new priorities. The report highlights that we remain committed to tackling child poverty and promoting fairness across the city. For more detail the report can be found on the [Dundee City Council website](#).
- Locality based work has continued to provide a strong drive to tackling child poverty through the Fairer Futures Partnership in Linlathen & Mid Craigie, and the Local Fairness Initiative in Stobswell West and Linlathen.
- Our Advice Strategy continues to guide progress in maximising the incomes of our citizens, most recently through targeted outreach to older people on Pension Credit and other relevant benefits.
- The Mental Health and Wellbeing Strategic Plan for 2024-27 aims for Primary Care to enable people to receive the support at the right time and in the right place.

Actions in progress

Actions in progress for completion 2025/26

There are 0 actions within this theme due for completion by 31st March 2026.

The following action within this theme has been completed since last year's report:

- Promote the uptake of concessionary travel scheme for young people, ensuring quick and easy access to entitlement.

There are 10 actions in this theme which have progress greater than 50%:

- Implement the 'Dundee Promise' that offers an apprenticeship to all care experienced children, young people and care leavers.
- Continue to develop and implement the local fairness initiatives in Linlathen and Stobswell West.
- Increase the number of opportunities for our young people to gain work experience, and paid internships across the public, third and private sectors, through schemes like Career Ready.
- Support closing the gap in positive destinations for 16-19 year olds, in particular those who are care experienced and those from SIMD 1 areas, transitioning from school into work or higher education.
- Ensure maximum take up of all UK and Scottish Welfare Benefits.
- Implement the new advice strategy for Dundee and maximise provision.
- Ensure that cash first, dignified and sustainable approaches are in places across the city to support those dealing with fuel or food poverty.
- Develop and publish the next Local Child Poverty Action Plan (including wider fairness actions) and track progress to ensure that commitments made are delivered.
- Improve ongoing participation, in particular for care experienced young people and those from SIMD 1 areas.
- Increase the number of mentors across the public, third and private sectors supporting our young people through the MCR pathways approach.

Priorities in Action

Fairer Futures Partnership in Linlathen and Roll Out

A targeted door knocking and outreach approach has engaged 272 families in Linlathen, supporting them through targeted interventions and self-identification. There are 313 children in these households including 48 aged under four. Key workers provide support with advocacy, access to services, and follow-up checks. In Mid Craigie, targeted outreach has so far reached 91 out of 98 identified families receiving Housing Benefit and Council Tax benefit with no earned income. Additionally, 161 other households in Mid Craigie sought support, totalling 252 families and 236 children.

Since October 2022, the multi-agency drop-in has assisted with 4,426 concerns including energy support (1,535), benefits / cost of living support (1,158), employability/upskilling (660), and housing issues (373). Support has also been provided for domestic abuse, mental health crises, and emergency needs.

Of the 660 visits that involved employability / upskilling support provided mainly by adult and youth employability teams, 394 job related calculations were provided, leading to employment or college placements for some individuals. Linlathen families have made financial gains of £190,256 and Mid Craigie families £72,273 from successful job offers.

Financial Outcomes from the Child Poverty Pathfinder drop-ins include:

- Linlathen families received additional financial support totalling £278,403 from earned income and other sources. Benefit uptake added £93,891.
- Mid Craigie families received additional income totalling £117,145 and benefit gains of £49,524.
- Due to the 'no wrong door' approach, 768 families from other localities attending the drop-in gained £619,029 from non-benefit sources and £141,352 from benefit sources.

Local Fairness Initiative in Linlathen and Stobswell West

The Local Fairness Initiative (LFI) aligns with the Dundee City Plan 2022–2032, targeting improvements in income, health, and wellbeing by addressing the three key drivers of child poverty. The LFI brings together local partners, coordinated by Dundee City Council, including other public sector entities, third sector organisations, community groups, and local residents, to reduce the financial pressures on families in the community. Part of this has been achieved through income maximisation efforts that have put tens of thousands of pounds into local households. Employability support through the LFI (and the Fairer Futures Partnership in Linlathen) is another aspect of the initiative that has helped a number of people to gain additional income. Additionally:

In Linlathen:

- A whole-family approach to tackle intergenerational worklessness and build long-term resilience. This includes barrier-free access to employment support, including flexible childcare and outreach to families with no working adult.
 - Forty-four children are utilising a new, free out-of-school care service.
 - 103 individuals have been supported into employment city-wide via the Linlathen Works drop-in; included in these are 27 from Linlathen, 10 from Mid Craigie.
- 31 residents accepted college places, with additional accredited courses delivered locally through the D&A College Community Project to help increase uptake and confidence.
- There have been 456 visits to the drop-in for employability / upskilling, and 327 better-off-in-work calculations provided.
- 60 volunteers contributed 6,432 hours, with several progressing to employment, college, or university.
- Continued collaboration with D&A College, Discover Work, and Community Learning Development (CLD) to embed employability into wider wellbeing strategies.
- A comprehensive programme of external wall insulation and other energy efficiency measures aims to lower energy bills for many households in the area.
- New community groups have been formed and are working on making positive changes in the area. These include offering free local family activities during the day and evenings, creating a local litter picking hub, and collaborating with services to address local community priorities.
- DCC allocated £60,000 for active play trails for children at three sites within the area, with the local community collaborating in designing and establishing these.
- Close liaison with the Fairer Future Partnership has enabled both initiatives to support each other with their linked aims around increasing household incomes.

In Stobswell:

- A new multi-agency drop-in service, coordinated by Dundee International Women's Centre (DIWC) was launched in May 2025. It provides coordinated access to employability, housing, income maximisation, wellbeing support and more.
- The Stobswell Connect Shop, Arthurstone Library, Boomerang Community Centre and Morgan Academy are active hubs for community engagement and service delivery.
- A dedicated coordinator has been appointed to support partnership development, stakeholder engagement and data-informed service planning in the area.

- A collaborative employability offer involving DCC Employability Team, CLD and All in Dundee has been put in place. This offer is designed to provide holistic and accessible support for individuals in Stobswell West, ensuring they have the resources and guidance to succeed. This includes:
 - Key Worker Support at Morgan Academy providing weekly support for young people and parents, aligned with the Positive Destinations Framework.
 - Weekly Drop-in Support sessions.
 - A Job Shop at Arthurstone Library every Thursday.
 - 1:1 full-time tailored employability guidance.
 - Taster Sessions, Employability Academies and SQA Qualifications covering career exploration and job readiness.
 - Targeted employer engagement, creating local job opportunities.
 - CLD's Skills for Life – Introduction to Employment, supporting young people with essential job market skills.
 - All in Dundee's Enable Works providing drop-in support, health and wellbeing workshops, and practical employability sessions.
- Events such as a Volunteering Information Day have encouraged local involvement and strengthened community ties.
- Collaboration with Columba 1400 is helping to shape the long-term development of the initiative.

Concessionary Travel for Young People

By the end of March 2025 there were 24,309 Under 22s with a National Entitlement Card (NEC) that incorporates free bus travel. This is 81% of the Dundee 5-21 year old population. Systems are in place to increase and maintain the take up of NEC by Under 22s for free bus travel. In addition to the Scotland wide Get Your NEC (GYNEC) page, specific application routes in Dundee include:

- Customer Services support either face to face by appointment or over the telephone, with drop off points available for evidence in support of applications.
- The Parents Portal has been adopted and rolled out in Dundee.
- Schools offer support to apply but also signpost young people to use GYNEC and Parents Portal.

Reaching out to entitled young people that have not yet acquired a free bus pass will continue.

Dundee: Living Wage City

The Making Dundee a Living Wage City Action Group actively promoted the Living Wage initiative at the Meet the Buyer Event in March 2025, where they hosted a dedicated stall. The event attracted over 600 attendees, providing an excellent opportunity to engage with local businesses, suppliers and stakeholders about the benefits of Living Wage accreditation. Participation reinforced Dundee's ongoing commitment to being a Living Wage City, ensuring that fair pay remains at the heart of our city's economic growth and business practices.

The Promise – Implementing Recommendations

The '[Our Promise Annual Report](#)' submitted to Elected Members in October 2024 illustrated significant progress in the balance of family-based versus residential care and in outcomes for care experienced children and young people. The service continues to build capacity across kinship, foster care and local residential care options. The Fostering, Adoption and Continuing Care Service recently improved inspection grades across all three categories. Three of the seven Children's Houses have recently been inspected and two were graded Good and Very Good. The other had experienced challenges and the team at that location continues to receive support with making improvements.

Welfare Benefit Uptake

The Pension Credit / Council Tax Reduction take-up campaign, delivered by Council Advice Services working with Dundee CAB, began on 22nd February 2024 after extensive planning to identify potential recipients. In the sixteen months following its launch, engagement with 612 older people has taken place and led to £3,420,336 in financial gains (as at 25/6/25). The latest Council Advice Services benefit gains for 2024/25 now total £17,008,442, a 37% increase on the previous year.

Advice Strategy and Increased Provision

Agencies have successfully planned and implemented joint work to cover older people's benefit take up in 2024/25. Regular Advice Workers Forum meetings are considering further take-up campaigns in 2025/26 relating to Scottish Child Payment and Carers Benefits as well as continuing with the Older People Campaign. Recent joint work has also concentrated on the issues relating to Universal Credit Migration from Employment Support Allowance, escalation routes to Social Security Scotland and monitoring the issues faced by ex-service men in Dundee. Collating outputs in relation to benefit claim levels achieved by the various organisations in 2024/25 is currently underway.

Cash First Approach: Providing Dignified and Sustainable Poverty Support

A full programme of cash first assistance is in place at Dundee Foodbank including remote access to advice via Attend Anywhere. This backs up emergency food provision with access / referrals to financial advice services to ensure that those assisted are in receipt of all benefits they are entitled to. In turn this helps to reduce future food insecurity.

Steps are continuing to be made to invite other food organisations and larders to offer similar advice in their settings across the city. The Connect Team offer access at twelve community venues, and the Welfare Advice and Health Partnership offers support in twelve Dundee GP surgeries across the city. All services actively support a cash first approach whilst at the same time linking into the foodbank for additional emergency support.

Positive Destinations for Care Experienced Young People

Key workers in the Youth Employability Service are continuing to support Care Experienced Young People (CEYP) across Dundee into positive destinations. The young people referred to the service are offered bespoke 1:1 support to address their needs and aspirations, enabling creation of action plans with them. These action plans address topics including; CV creation, job applications, college applications, accessing training or preparing to join the workforce. This helps the young people feel ready to enter a positive destination, whether that be work, education or training. When an individual has entered a positive destination, they continue to receive aftercare support from their key worker, which helps them to sustain their progress.

Improve ongoing participation, in particular for care experienced young people and those from SIMD 1 areas

Insight data tells us that of the fifteen looked after children who left school in session 23/24 all of them were in a positive initial destination. There were 616 leavers in 2023/24 living in SIMD Quintile 1. Of these, 93.2% went on to initial positive destinations, slightly lower than the national average of 93.6% but higher than Dundee's benchmarking virtual comparator figure of 92.3%.

The Skills Development Scotland participation measure for 2025 reported that 87.3% of Dundee's 16-19 years olds living in SIMD Quintile 1 were participating in education, employment or training. This was lower than the Scottish figure which stood at 88.8%.

MCR Pathways: Mentoring Our Young People

The programme is currently under review, and as such, there may be changes soon including that group work will no longer be included in the programme. However, staff met with MCR Pathways leads in August to evaluate and plan the most effective way forward. This meeting focused on maximising support for participants, discussing recruitment strategies, and addressing ongoing recruitment efforts across sectors.

Work Experience for Young People

Engagement continues with all secondary schools with the Startup Sherpas Real Work platform which provides live paid work experience opportunities for young people. A new cohort of Career Ready participants launched in November 2024 with 64 young people involved. They will all be engaged in a four week paid internship in Summer 2025.

A pilot programme, Pathway to Success, with St John's HS and Braeview Academy has fifteen young people engaged in a one day a week work experience related to trades - electrical, plumbing, construction, and automotive. Attendance and engagement have been very positive and feedback from all stakeholders is currently being sought. A new cohort of this programme is underway for session 25/26.

A cohort of ten young people are engaged with John Clark Motors / BOSH Training. These young people attend John Clark garages on a weekly basis, whilst also undergoing Basic Occupational Safety & Health (BOSH) training. If successful they will be offered an apprenticeship in September 2025. A further cohort of young people are currently being recruited for school session 25/26.

Dundee Mental Health and Wellbeing Strategic Plan 2024-2027

Developed during 2023/24 The Dundee Mental Health and Wellbeing (MHWB) Strategic Plan 2024-2027 recognises the unequal distribution of mental ill health. It is promoting a shift towards support being offered within local communities, so that more people can be supported where they live by accessing informal locality-based interventions and activities. The vision is to provide mental health and wellbeing services in Primary Care that enable people to access the right support at the right time, in the right place through staff who are knowledgeable and skilled to deliver this. This is achieved through the Primary Care Mental Health and Wellbeing (MHWB) Framework offering easy to access locality-based care, advice and support utilising a multi-disciplinary team.

Deliver on the Child Healthy Weight Strategy

The overall proportion of children with an unhealthy weight remains higher than pre-pandemic levels in Dundee and marked socioeconomic inequalities in child healthy weight still remain.

The Tayside Child Healthy Weight Strategy aims to address childhood obesity through a whole systems approach, involving local authorities and various partners. The strategy's first ambition is to recognize child healthy weight as a society-wide issue. However, progress has been slow due to capacity and resource challenges.

The second ambition focuses on giving children the best start in life. In February 2025, the Tayside Infant Food Insecurity Pathway was launched to provide sustainable support for parents and carers facing food insecurity, prioritizing a cash-first approach.

The third ambition aims to create an environment that supports healthier choices. This includes developing a Food and Health Padlet for schools and early years settings, which had 450 unique visitors between August 2024 and February 2025. Additionally, a multiagency working group is developing a Food and Health Framework and Policy Guidance for schools.

The strategy advocates for long-term, incremental changes through collaboration with many partners. Despite existing strategic commitments, additional support is needed to build capacity and transform current practices.

The agenda is supported by the Good Food Nation (Scotland) Act 2022, which mandates the creation of Good Food Nation Plans to achieve food-related outcomes. The proposed national plan includes indicators for monitoring child health, diet, and weight outcomes. The Population Health Framework, published in June 2025, also supports this agenda with a 10-year vision to improve health and reduce inequalities, with a focus on tackling obesity and promoting healthy weight.

Together, the Good Food Nation Act, local Good Food Nation Plans, and the Population Health Framework will support the ongoing implementation of the Tayside Child Healthy Weight Strategy.

Updates by Priority Theme

The tables below provide an update on progress towards targets and the actions being taken within each theme of the City Plan. The following legends are used within the tables.

Performance Indicator Key					
Status		Short Term Trend		Long Term Trend	
	More than 5% away from Target		Improving		Improving
	Within 5% of target		Maintaining		Maintaining
	On Target		Deteriorating		Deteriorating

Action progress symbols and stages explained	
	Unassigned - The action has been created on the system but hasn't yet had the required relevant officers assigned to it.
	In Progress - Action is progressing well, on target for achieving all objections set in the initiation phase. 20% - The task is defined and agreed by relevant partners/stakeholders. 40% - Necessary tasks planned and implementation in early stages. 60% - Number of key actions achieved/agreed process or improvement taking shape or in place or underway. 80% - Majority of actions achieved/ agreed process or improvement largely in place or underway leading to confidence that the overall action will be delivered in full/on schedule.
	Overdue - Action is still progressing; however, it has exceeded its due date.
	Completed - Action has been completed, and objectives have been achieved.

Performance Scorecard

Priority	PI on Target	PI within 5% of Target	PI not on Target	Total	Met the Year 3 Target	Improved or the same as last year (% of total)
Reduce Child Poverty and inequalities in Incomes, Education & Health	5	2	4	12*	3 (25%)	11 (92%)

*The number of drugs deaths has a target of reduce as opposed to a numerical target so won't be counted within the on, within 5% or not on target columns in the above table but is counted in the overall total.

Most Improved PIs 	Most Deteriorating PIs 
% of care experienced leavers entering a positive destination	Percentage of Primary 1 Children classified as obese or overweight
% point gap in numeracy in P1-7 between pupils living in SIMD 1 areas and living in SIMD 5 areas	
% point gap in literacy in P1-7 between pupils living in SIMD 1 areas and living in SIMD 5 areas	

Status	Indicator	Yr-2	Yr-1	Latest Figure	Current Target	Yr 10 Target	Short Term Trend	Long Term Trend	Notes
	Children living in poverty to be reduced by half by 2030*	27.1%	28.2%	26.1%	19.3%	11%			Figures for the period 2023/24 were published by End Child Poverty in June 2025. It is estimated that 26.1% of children (7,041 children) in Dundee City were in poverty after housing costs.

Status	Indicator	Yr-2	Yr-1	Latest Figure	Current Target	Yr 10 Target	Short Term Trend	Long Term Trend	Notes
✓	% of 16-19 year olds participating in Education, Employment or Training	89.4%	90.5%	91.3%	92%	100%	▲	▲	Skills Development Scotland Published their Annual Participation Measure for 2025 on 26th August 2025. It reported that 91.3% of 16-19 years olds in Dundee were participating in Education, Employment or Training. It stated that of this 68.4% were in education, 19.7% were in employment and 3.1% were in training or development.
▲	% of 16-19 year olds participating in Education, Employment or Training from SIMD 1	84.1%	87.3%	87.3%	90%	100%	=	▲	Skills Development Scotland published their participation measure for 2025 on 26th August 2025. It was reported that 87.3% of 16-19 year olds in Dundee City living in SIMD Quintile 1 were participating in education, employment or training. This is consistent with the figure reported in 2024.
✓	% of care experienced school leavers entering positive destinations*	83%	71%	100%	93%	100%	▲	▲	Key workers in the youth employability service are continuing to support care experienced young people (CEYP) across Dundee and support them into positive destinations.

Status	Indicator	Yr-2	Yr-1	Latest Figure	Current Target	Yr 10 Target	Short Term Trend	Long Term Trend	Notes
✓	% gap in attainment tariff average scores between school leavers living in SIMD 1 areas and SIMD 5 areas *	48%	49%	45%	47%	22%	▲	▲	Dundee City Council has seen a steady decrease in the percentage gap in tariff scores from 53% in 2019/20 to 45% in 2023/24. The percentage gap in 2023/24 is now the same as that seen nationally.
▲	% point gap in literacy in P1-7 between pupils living in SIMD 1 areas and living in SIMD 5 areas	19.9%	16.6%	14.7%**	14.3%	N/A***	▲	▲	The latest figure is the interim figure for the period 2024/25, this figure is subject to final Scottish Government assurance checks. Using this interim figure, the literacy attainment gap reduced from 16.6% in 2023/24 to 14.7% in 2024/25.
✓	% point gap in numeracy in P1-7 between pupils living in SIMD 1 areas and living in SIMD 5 areas	16.3%	14.3%	10.2%**	13.0%	N/A***	▲	▲	The latest figure is the interim figure for the period 2024/25, this figure is subject to final Scottish Government assurance checks. Using this interim figure, the numeracy attainment gap reduced from 14.3% in 2023/24 to 10.2% in 2024/25.

Status	Indicator	Yr-2	Yr-1	Latest Figure	Current Target	Yr 10 Target	Short Term Trend	Long Term Trend	Notes
	% point difference attendance gap between children living in SIMD 1 areas and the average for SIMD 2-5	4.3	4.3	4.2	3.1	2.2			The percentage point difference attendance gap between children living in SIMD 1 areas and the average from SIMD 2-5 decreased from 4.3% in 2023/24 to 4.2% in 2024/25. Pupil attendance continues to be regularly monitored.
	% of Primary 1 children classified as obese or overweight*	26.6%	23.8%	25.1%	23.5%	14.8%			The situation remains a significant concern, as it does across Scotland, as levels still remain stubbornly higher than prior to the pandemic. Coupled with the rise in cost of living, ongoing disruption to global supply chain and food inflation, more families are living with food insecurity which increases the risk of poor diet quality and obesity further driving the socioeconomic inequalities in child healthy weight.
Data Only Indicator	Number of drugs deaths****	38	46	42	Reduce	Reduce			National Records of Scotland Drug Related Deaths in Scotland 2024 publication reported that there were 42 drug misuse deaths in Dundee City in 2024. This has decreased from 46 deaths reported in 2023.

Status	Indicator	Yr-2	Yr-1	Latest Figure	Current Target	Yr 10 Target	Short Term Trend	Long Term Trend	Notes
	Rate of emergency hospital admissions where the primary cause of admission was regarding mental health	2.9	3.58	3.3	2.9	2.0			Improvement on last year, 7.8% fewer emergency admissions when comparing 2024/25 to 2023/24.
	Number of people employed by accredited living wage employers in Dundee	35,324	43,466	43,627	42,468	N/A*****			There are 126 accredited Living Wage employers in Dundee, who have collectively uplifted 2,128 staff to the real Living Wage. These employers collectively employ 43,627 staff who are covered by a Living Wage commitment.

* Data is a year behind i.e the latest figure and the target is for 2023/24.

** This is an interim figure for 2024/25 subject to final Scottish Government quality assurance checks.

*** Current targets are sourced from the Children and Families Stretch Aims which are set for the Scottish Government these targets don't currently go as far as the year 10 period.

**** The number of drugs deaths is a data only indicator which has a target of reduce as opposed to a numerical target.

***** A new Living Wage Plan has been published for the period 2025-2028, therefore the targets in this plan don't currently go as far as the 10 year period.

Progress of Actions

Status	Action	Progress %	Due date	Notes	Lead
✓	Increase the uptake of the under 22s free bus travel, ensuring that young people in the most deprived areas are benefitting at comparable levels to those in less deprived areas	100%	31st March 2027	This indicator will continue to be monitored and reported on via the service plan for the Chief Executive's Service.	Dundee City Council NEC Group
✓	Develop and deliver the replacement strategic framework and delivery plan for drug and alcohol recovery services	100%	31st March 2032	In January 2023 the Alcohol and Drug Partnership (ADP) published its new five-year strategic framework and delivery plan. Implementation of the delivery plan has already begun and the ADP will now develop a specific performance framework to monitor the implementation of the plan.	Dundee Health & Social Care Partnership / Alcohol and Drug Partnership
✓	Deliver on the Dundee Mental Health and Wellbeing Strategic Plan 2019-2024	100%	31st March 2032	Strategic plans are in place to deliver mental health and wellbeing services in Primary Care that enable people to access the right support at the right time, in the right place by skilled and knowledgeable staff.	Mental Health and Wellbeing Strategic Commissioning Group
▶	Implement the 'Dundee Promise' that offers an apprenticeship to all care experienced children, young people and care leavers	85%	31st March 2032	The Council has made significant progress in the balance of family-based versus residential care and in outcomes for care experienced children and young people.	Discover Work Partnership

Status	Action	Progress %	Due date	Notes	Lead
	Continue to develop and implement the local fairness initiatives in Linlathen and Stobswell West	80%	31st March 2032	A recent evaluation of the Linlathen LFI confirms that it is achieving its aim of reducing financial pressures on families. The Stobswell LFI is making strong progress with the opening of a multi-agency local drop-in session, employability outreach work and efforts to respond to the difficulties faced by private tenants in the area.	Local Fairness Initiatives Project Board
	Increase the number of opportunities for our young people to gain work experience, and paid internships across the public, third and private sectors, through schemes like Career Ready	80%	31st March 2032	Various programmes are effectively providing opportunities in all our secondary schools.	Discover Work Partnership / Tayside Regional Improvement Collaborative
	Support closing the gap in positive destinations for 16-19 year olds, in particular those who are care experienced and those from SIMD 1 areas, transitioning from school into work or higher education	80%	31st March 2032	Key workers in the youth employability service are continuing to support Care Experienced Young People (CEYP) across Dundee and support them into positive destinations. Aftercare is available to help individuals to sustain their positive destinations.	Discover Work Partnership / Tayside Regional Improvement Collaborative / FE & HE Partners

Status	Action	Progress %	Due date	Notes	Lead
▶	Ensure maximum take up of all UK and Scottish Welfare Benefits	75%	31st March 2032	The Pension Credit Older People take-up campaign began on 22/02/24 and has engaged with 612 older people's households.	Department of Work and Pensions / Social Security Scotland / Dundee Welfare Rights Forum
▶	Implement the new advice strategy for Dundee and maximise provision	70%	31st March 2032	Agencies have successfully planned and implemented joint work to cover older peoples' take up in 2024/25. Regular Advice Workers Forum meetings are considering further take-up campaigns in 2025/26.	Dundee Welfare Rights Forum
▶	Ensure that cash first, dignified and sustainable approaches are in places across the city to support those dealing with fuel or food poverty	70%	31st March 2032	All services actively support a cash first approach whilst at the same time linking into the Dundee Foodbank for additional emergency support.	Dundee Welfare Rights Forum / Dundee Community Food Network
▶	Develop and publish the next Local Child Poverty Action Plan (including wider fairness actions) and track progress to ensure that commitments made are delivered	65%	31st March 2032	The Fairness and Local Child Poverty Action Plan Report (LCPAR) was presented to the City Governance Committee on 23rd June 2025. New actions included the recommendations from the recent Fairness Leadership Panel report.	Dundee City Council / NHS Tayside

Status	Action	Progress %	Due date	Notes	Lead
▶	Improve ongoing participation, in particular for care experienced young people and those from SIMD 1 areas	60%	31st March 2032	All of the looked after children who left school in session 23/24 entered a positive destination.	Discover Work Partnership / Tayside Regional Improvement Collaborative / FE & HE Partners
▶	Increase the number of mentors across the public, third and private sectors supporting our young people through the MCR pathways approach	60%	31st March 2032	Currently 128 pupils in our secondary schools are Meeting/Match Identified with a mentor with a further 69 in the pipeline.	Tayside Regional Improvement Collaborative
▶	Continue to develop and implement the Child Poverty Pathfinder	50%	31st March 2032	The Linlathen Pathfinder has supported 272 local families in households where 313 children live. The model has now been extended to Mid-Craigie where 98 families have been identified as potentially requiring support and 161 other families in Mid Craigie have sought support.	Dundee Child Poverty Pathfinder Programme Board

Status	Action	Progress %	Due date	Notes	Lead
	Deliver on the Child Healthy Weight Strategy	40%	31st March 2032	Marked socioeconomic inequalities in child healthy weight remain. This trend is similar to the picture at a national level. A Food and Health Framework and Policy Guidance for all early years, primary and secondary school settings is in development.	Dundee Healthy Weight Partnership (DHWP)
	Maintain the commitment to being the Living Wage City	35%	31st March 2032	Despite financial pressures on local companies, Living Wage accreditation in Dundee remains consistent. The Living Wage Action Group signed off an action plan, with targets for the next three years, in August.	Living Wage Action Group

Deliver Inclusive Economic Growth and Community Wealth Building



"Dundee will have a strong, creative, smart and sustainable city economy with jobs and opportunities for all."

4.5%[▲]

increase in the numbers of visitors to Dundee, from **1,357k** in 2023/24 to **1,418k** in 2024/25.



19%[▲]

increase in the number of Business Gateway Start-ups per 10,000 population.



9%[▼]

decrease in the youth unemployment rate (those aged 16-24 years).



Strategic Highlights

- **Engaging Local Businesses** - The 'Dundee Economic Advisory Forum' held its first meeting in March 2024, involving key city business stakeholders from across the city. The key output was the creation of a City Vision and Action Plan which is under development. A proposal for a Dundee Economic Summit led to this event taking place in June 2025, with over 150 delegates.
- **Attracting More Skilled Green Jobs** - Work is taking place with the Scottish Offshore Wind Cluster, the Energy Skills Partnership, and Forth & Tay Offshore, to arrange a series of events promoting the sector / career opportunities to pupils, students, parents, and carers around the east coast of Scotland including Dundee. The aim of these events is to lead to an increase in the number of skilled green jobs.
- **Despite ongoing economic challenges**, the number of Living Wage accredited employers has shown a small positive increase, indicating continued engagement with the Living Wage commitment. In 2024/25, there were 126 accredited employers in Dundee, collectively employing 43,627 staff. Of these 2,128 staff have been uplifted to the real living wage rate.
- **Plans for the Eden Project Scotland** are ongoing, with permissions granted for the use of the proposed site and funding for the Capital works being sought.

Actions in progress

Actions in progress for completion 2025/26

There are 0 actions within this theme due for completion by 31st March 2026.

The following actions within this theme have been completed since last year's report:

- Create a Dundee Economic Advisory Group to provide regular engagement with local business and political leaders.
- Deliver an extensive community wealth building strategy, ensuring the maximum level of investment possible is retained within Dundee to support local jobs.

There are 6 actions in this theme which have progress greater than 50%:

- Deliver the Tay Cities Deal and the Dundee Projects supported by the programme.
- Deliver Michelin Scotland Innovation Parc's vision and business plan to attract more jobs.
- Continue to raise the profile of the City through a range of marketing activities, promoting key message, assets and opportunities to businesses, investors, developers and visitors.
- Build on Dundee's Scotland Loves Local Campaign.
- Increase the number of start-ups and SME's in the city and support their expansion.
- Maximise apprenticeship opportunities.

Priorities in Action

Deliver Michelin Scotland Innovation Parc's Vision and Attract More Jobs

In January 2025, it was announced that Angus based textiles company, J&D Wilkie is to become the majority shareholder in MSIP and move its manufacturing operations from Kirriemuir and Forfar to Dundee. This move will see Wilkies potentially increase its workforce in Dundee up to 600, in addition to the 200 jobs already on the parc and invest a further £50m in cutting edge infrastructure, technology and development.

Under the change in ownership, the MSIP Innovation Campus remains at the core of the parc, with Wilkies using the large, currently vacant units to the south of the site for its manufacturing operations.

Raise Dundee's Economic Profile

The [Invest in Dundee web platform](#) has been refreshed with new content, merging the dundeewaterfront.com and investindundee.com websites into a single, streamlined site. The updated website includes a Meet the Team section, offering a more personal and accessible approach for those looking to connect with us. The official launch is scheduled for summer 2025.

Beyond the website, the Invest in Dundee team is actively promoting the city, with LinkedIn as the primary platform for engagement. Additionally, a programme of company engagement activities has been launched, including business visits, event sponsorships, and attendance at key industry events.

Deliver the Tay Cities Deal

Construction of the Life Sciences Innovation Hub (with additional funding confirmed from Scottish Enterprise in July 2024 of £8m) led to the Hub opening in Spring 2025. The first company working from the Hub is Hawkhill Therapeutics who are developing anti-obesity drugs that also preserve muscle mass.

The Tay5G project has seen completion of eight use case trials, and a second Challenge Fund round saw approval of a further four use case trials for completion in 2025. The Tay Cities Skills Programme is offering support in digital skills and SME upskilling.

Dundee's Scotland Loves Local Campaign

DCC & Dundee & Angus Chamber of Commerce implemented a new action plan to relaunch the Dundee Loves Local Scheme, renamed Dundee Gift Card. The relaunch took place on the 4th July 2025. Engagement with key stakeholders took place at a Meet the Buyer Tayside event in February 2025 and through other routes including a social media campaign and press activity developed for the relaunch.

Some of the aims of the rebranding and relaunch include doubling corporate spend, trebling consumer spend and increasing the onboarding of businesses by 20%.

Creation and Expansion of Start-Ups and SMEs

Business Gateway Tayside Service continues to meet or exceed performance targets. UK Shared Prosperity Funding (UKSPF) has been used in 2024/2025 to provide digital supports to SMEs, provide grant support (Dundee Business Growth and Innovation Grant; SME Development Grant; Overseas Market Development Grant); provide SME skills support via D&A College and to support delivery of a Digital Accelerator programmer. Two Community Advisers have also been employed using UKSPF to offer outreach support to start-ups and SMEs.

Maximise Apprenticeship Opportunities Within DCC

Education continues to work with Learning and Organisational Development to look at ways of promoting apprenticeship and other job opportunities within the Council. Pilots have been agreed with schools in exploring 'A Day in Life of' e.g. a Civil Engineer and arranging opportunities for young people to visit / immerse themselves in the work of departments across the council.

Work continues in all secondary schools with Vocational Learning Advisers to support writing of CVs, application form completion and interview techniques. The potential apprenticeship opportunities offered through Community Wealth Building are also being reviewed.

More Jobs at Dundee Waterfront

The BT development on Site 1 is complete with BT taking occupancy of the office component of the development in early 2025. The Sleeperz hotel has been rebranded as Four Points Flex by Sheraton. Now part of the Marriot Bonvoy group, the hotel will benefit from being part of the world's leading hotel loyalty programme.

Construction of the James Thomson House continues and is due for completion in 2025. Discussions are continuing with prospective tenants for the office space and ground floor commercial units.

Employment Pathways

The second phase of the Council's new single Corporate Employability Service has progressed during 2024/25 with full implementation due in the near future. The Council's new approach will complement the outcome of the Challenge Fund and further support the vision and goals outlined in the [Discover Work Strategy & Action Plan 2022 – 2027](#). In addition, elements of All in Dundee's service offer are to be scaled up following the award of additional No One Left Behind funding for Specialist Employability Support. Information on performance of the Employability Pathway Programme for 2024/25 will be reported to the Fair Work, Economic Growth and Infrastructure Committee in October 2025.

Further progress has been made with the agreed Positive Destination Improvement Plan (PDIP) which responds to findings of our report [A Step Change in Positive Destinations for Young Dundonians](#). This has included the establishment of Improvement Groups within each Secondary School and as part of offsite Learning & Training.

Progress with the PDIP, corresponding Improvement Framework, and Improvement Groups activity continues to be the responsibility of the Positive Destinations Implementation Group.

Skills Development Scotland Published their [Annual Participation Measure for 2025](#) on 26th August 2025. It reported that 91.3% of 16-19 years olds in Dundee were participating in Education, Employment or Training this is our highest participation level since 2016. When broken down 68.4% were in education, 19.7% were in employment and 3.1% were in training or development.

Life Sciences Innovation District Development

A Shadow Board with representation from Dundee City Council, Dundee University and Scottish Enterprise is in place and meeting quarterly to oversee the process of developing the first phase of the Life Sciences Innovation District at Dundee Technopole. Highlights in 2024/2025 included the opening of the Life Sciences Innovation Hub providing state of the art incubation facilities for spin-out and spin-in companies. A proof of concept fund for potential spin-outs was also delivered in 2024/2025. In 2025/2026 work will be undertaken to develop branding, wayfinding and signage for phase 1.

Eden Scotland

The preferred site for the development of the Eden Project Scotland is the former Gas Works site on East Dock Street. The development phase includes planning, and planning permission for separate land remediation works has been granted and is underway. Planning applications for the main project proposal and enabling bridge elements have also been approved. Discussions continue with the project team on detailed design, land acquisition and fund raising for the capital element of the project.

City Centre Investment Plan Implementation

Major housing developments have been progressing around the city centre. While Phase 1 of Douglas Street's student accommodation is complete, other construction is continuing. GIS mapping for further development opportunities is in place.

Discussions regarding redeveloping the Wellgate Centre as a new college campus are ongoing, and efforts to establish a Business Improvement District are advancing following recent stakeholder meetings.

Hospitality and entertainment venues are being encouraged to boost the evening economy, most notably with the opening of Live House Dundee music venue in May 2025. Cruise ship offerings and visitor welcomes are being improved, supported by a new attraction map, and a five-year tourism strategy and event planning for 2025/26 are underway. Completed infrastructure projects include McManus Galleries' feature lighting, while the Caird Hall's application is in review.

The Bell Street Transport Hub is aiming for an autumn 2025 completion, alongside active travel plans funded by Transport Scotland. Secure cycle parking is nearly ready pending electrical approval. A sustainable transport plan has also been finalised, and tenders are being reviewed for a comprehensive traffic study.

Tree survey recommendations aim to improve CCTV lines, and grant applications for façade and interior improvements are under consideration. Regular meetings occur with police, youth agencies, and development staff to address security and inclusivity, including plans for a youth mural and continued work on cleanliness initiatives like painting and graffiti removal. A three day **community clean-up event** took place in March 2025. Finally, additional support measures have been put in place following overdose incidents in the Overgate area.

Performance Scorecard

Priority	PI on Target	PI within 5% of Target	PI not on Target	Total	Met the Year 3 Target	Improved or the same as last year (% of total)
Deliver Inclusive Economic Growth (including Community Wealth Building)	3	3	9	15	3 (20%)	11 (73%)

Most Improved PIs 	Most Deteriorating PIs 
Number of Business Gateway start-ups per 10,000 population	Number of workless households in Dundee
Youth Unemployment rate (16-24)	Proportion of people earning less than the real living wage
% working age people in employment	City Centre retail units vacancy rate (%)

Status	Indicator	Yr-2	Yr-1	Latest Figure	Current Target	Yr 10 Target	Short Term Trend	Long Term Trend	Notes
	% of the Dundee Workforce in employment	68.8%	63.7%	69.1%	73.5%	78.8%			This indicator has been the subject to ongoing monitoring by the Inclusive Economic Growth SLG since the pandemic due to a worrying decline in recent years. Actions to grow the economy and support people back into work have been progressed and it is positive to note that in the last year there has been a significant increase, albeit the current rate remains below target and below the Scottish average. This figure is from January to December 2024.
	Median earnings of total resident workers as a percentage of Scottish average	91%	87.5%	91%	96.8%	100%			There has been an improvement in the past 12 months in the average earnings for Dundee residents relative to the Scottish average, nevertheless, they continue to trail the National average by nine percentage points, reinforcing the need to continue to attract and catalyse quality jobs and invest in skills provision needed to enable Dundee residents to compete in the labour market.

Status	Indicator	Yr-2	Yr-1	Latest Figure	Current Target	Yr 10 Target	Short Term Trend	Long Term Trend	Notes
	Gross weekly pay for full time employees living in the area	£586.70	£624.80	£673.30	£665.63	£936.61			There has been a positive increase in the average earnings for full time employees in the city with current levels exceeding target. The challenge is to ensure that Dundee residents can compete for better paid employment given the gap between residents earnings and employee earnings which include commuters from neighbouring authorities. This will continue to be a priority for the Discover Work Employability Service and HE/FE organisations in the city.
	% of employees in Dundee earning less than the real living wage	7.2%	9.8%	12.0%*	10.3%	7.2%			Provisional figures in the ONS Annual Population Survey estimated that 12.0% of employees in Dundee were earning less than the real living wage. This has increased from 9.8% reported in 2023. Please note due to a change in methodology data for 2023 and 2024 is not directly comparable with data for 2022 and earlier years.

Status	Indicator	Yr-2	Yr-1	Latest Figure	Current Target	Yr 10 Target	Short Term Trend	Long Term Trend	Notes
	Number of living wage accredited employers based or headquartered in Dundee	122	128	126	126	N/A**			There are 126 accredited Living Wage employers in Dundee, who have collectively uplifted 2,128 staff to the real Living Wage. These employers collectively employ 43,627 staff who are covered by a Living Wage commitment.
	% participation rate of young people from SIMD 1 and 2	85.3%	87.8%	88%	89.0%	95.4%			Skills Development Scotland published their Annual Participation Measure for 2025 on 26th August 2025. It was reported that 88.0% of those aged 16-19 years living in SIMD Quintile 1 and 2 were participating in Education, Training or Employment.
	Number of workless households in Dundee	10,500	10,300	14,300	8,145	5,688			Reducing the number of workless households in the City is a key priority for the Discover Work Employability Service. This is done through addressing the employability needs of individuals and adopting a whole family approach where appropriate and where resources allow. The latest figures exhibit a concerning increase; however, it should be noted that there is a time lag in the availability of this data with the latest figures relating to 2023.

Status	Indicator	Yr-2	Yr-1	Latest Figure	Current Target	Yr 10 Target	Short Term Trend	Long Term Trend	Notes
	% of young people 16 to 24 who are unemployed	21.7%	31.7%	28.9%	18.7%	13.1%			The Discover Work Employability Pathway the Council and partners have dedicated resources to support young people back into the labour market and will continue to prioritise this alongside delivery of the Step Change for Young Dundonians Youth Participation Improvement Plan. This figure is from January to December 2024.
	Claimant Count 16+	4,420	3,920	3,790	3,738	2,610			The claimant count remains above the target but there has been a positive downward trend over recent years.
	16-24 Claimant Count	830	830	820	669	467			The number of 16-24 year old claimants remains above target, however, there has been a positive downward trend over the past 5 years and continuing to support young people remains a priority for the Discover Work Service. The figure is from April 2024 to March 2025.

Status	Indicator	Yr-2	Yr-1	Latest Figure	Current Target	Yr 10 Target	Short Term Trend	Long Term Trend	Notes
	Claimants as a proportion of economically active residents aged 16+	4.3%	4.2%	4%	3.8%	2.6%			The percentage of claimants remains above target but has reduced steadily over the past 5 years. It remains a priority for the Discover Work Service to support both the unemployed and those further from the labour market to progress towards work. The data is for the financial year April 2024 to March 2025.
	% of working age people with no qualifications	6.7%	7.7%	7.2%	5.6%	3.9%			There has been a year on year reduction in the percentage of working age people with no qualifications, however, it remains above target and addressing this is a priority for providers of education and employability services within the Council and across the wider Dundee Partnership. The data is for calendar year January to December 2024.
	Number of Business Gateway start-ups per 10,000 population	14.7	16.2	19.3	19.68	27.69			The number of business gateway start-ups per 10,000 population increased from 16.2 in 2023/24 to 19.3 in 2024/25. The Dundee figure was higher than the Scottish figure which stood at 12.4 business gateway start-ups per 10,000 population

Status	Indicator	Yr-2	Yr-1	Latest Figure	Current Target	Yr 10 Target	Short Term Trend	Long Term Trend	Notes
	Visitors to Dundee (000's)	1,249	1,357	1,418	752	1,227			Dundee's visitor numbers have shown strong and sustained growth. After a dip during the pandemic, figures have rebounded sharply, almost doubling in just three years. The current trend is upwards, with performance exceeding targets year-on-year which reflect a healthy and growing tourism economy for the city. This year's growth of 4.5% was driven by a rise in staying visitors, major event activity, new hotel openings and increased cruise ship arrivals.
	City Centre retail units vacancy rate (%)	18%	17.7%	19.8%	11.1%	7.8%			Filling vacant units is part of the City Centre Investment Plan to deliver a vibrant City Centre.

*Provisional figure for 2024 may be subject to revision by Office for National Statistics

** A new Living Wage Plan has been published for the period 2025-2028, therefore the targets in this plan don't currently go as far as the 10 year period

Progress of Actions

Status	Actions	Progress %	Due Date	Notes	Lead
	Create a Dundee Economic Advisory Group to provide regular engagement with local businesses and political leaders	100%	31st March 2032	The Dundee Economic Advisory Forum's vision and action plan are being developed. A successful Economic Summit was held recently.	Dundee and Angus Chamber of Commerce
	Deliver an extensive community wealth building strategy, ensuring the maximum level of investment possible is retained within Dundee to support local jobs	100%	30th Nov 2024	Dundee City Council's Community Wealth Building strategy and action plan were agreed, and implementation is underway across the CWB 'pillars'.	Dundee City Council Community Wealth Building Group and additional partners
	Deliver the Tay Cities Deal and the Dundee Projects supported by the programme	80%	31st March 2032	Significant progress was achieved including the Life Sciences Innovation Hub, the Tay 5G project and Tay Cities Skills programme.	Tay Cities Board
	Deliver Michelin Scotland Innovation Parc's vision and business plan to attract more jobs	70%	31st March 2032	J&D Wilkie has announced that it will move its manufacturing operations from Kirriemuir and Forfar to MSiP.	MSiP Board

Status	Actions	Progress %	Due Date	Notes	Lead
▶	Continue to raise the profile of the City through a range of marketing activities, promoting key message, assets and opportunities to businesses, investors, developers and visitors	70% 	31st March 2027	The Invest in Dundee team launched a programme of company engagement activities including business visits, event sponsorships and attendance at key industry events.	Invest Dundee / Tourism Leadership Group
▶	Build on Dundee's Scotland Loves Local Campaign	60% 	31st March 2032	DCC and Dundee & Angus Chamber of Commerce launched the redesigned and rebranded Dundee Loves Local Scheme, now named Dundee Gift Card. Key stakeholders attended the Meet the Buyer Tayside event in February 2025.	Dundee & Angus Chamber of Commerce / Dundee City Council
▶	Increase the number of start-ups and SME's in the city and support their expansion	60% 	31st March 2027	UK Shared Prosperity Funding has been used to provide digital supports to SME's, provide grant support, provide SME skills support via Dundee & Angus College and to support delivery of a Digital Accelerator Programmer.	Business Gateway
▶	Maximise apprenticeship opportunities	55% 	31st March 2027	Education continues to promote apprenticeships and other job opportunities within the Council. Potential apprenticeship opportunities offered through Community Wealth Building are also being reviewed.	Discover Work Partnership

Status	Actions	Progress %	Due Date	Notes	Lead
▶	Continue to grow the number of jobs within Dundee Waterfront	50%	31st March 2027	The James Thomson House office development is nearing completion, and lease negotiations with prospective tenants are ongoing. The BT building is completed, and officers liaise regularly with other developers to ensure that the waterfront can accommodate new residential, commercial and office development as national policies and economic challenges are resolved. Due to escalating costs, the Tay Cities marina project is now under review.	Dundee City Council / Scottish Enterprise / Dundee and Angus Chamber of Commerce
▶	Increase and enhance employment pathways, in particular supporting around 11,000 economically inactive people towards job seeking and 16-19 year olds into positive destinations	40%	31st March 2027	The new Employability Service has been established and 'All in Dundee' is to be scaled up with more specialist employability support. A Positive Destination Improvement Plan (PDIP) was agreed which includes Improvement Groups within each Secondary School and offsite Learning & Training.	Dundee Work Partnership
▶	Attract more skilled green jobs	40%	31st March 2032	Working with the Scottish Offshore Wind Cluster, The Energy Skills Partnership, and Forth & Tay Offshore to arrange a series of events promoting the sector / career opportunities to pupils, students, parents / carers around the east coast of Scotland including Dundee.	Dundee City Council / Scottish Enterprise / Dundee Port / MSiP
▶	Implement the long-term City Centre Investment Plan to deliver a vibrant City Centre	40%	31st March 2027	Significant developments include the opening of Livehouse, improvements to McManus Galleries and better resources for cruise visitors. Future highlights include the Bell Street Transport Hub and Dundee and Angus College's ambitious proposals for the Wellgate Centre.	Dundee City Council / Dundee and Angus Chamber of Commerce

Status	Actions	Progress %	Due Date	Notes	Lead
	Continue to work with partners to take forward proposals for Eden Scotland	40% 	31st March 2032	Planning permission for the main project proposal and enabling bridge elements has been approved. Discussions continue with project team on detailed design, land acquisition and funding raising for the capital element of the project.	Eden Project Dundee
	Continue work with partners to explore options to develop a Life Sciences Innovation District	35% 	31st March 2032	A partnership is meeting quarterly to oversee the process of developing the Life Sciences Innovation District at Dundee Technopole. Highlights in 2024/25 included the opening of the Life Sciences Innovation Hub providing state of the art incubation facilities for spin-out and spin-in companies.	Scottish Enterprise / University of Dundee / Dundee City Council
	Further grow the number of local organisations registered as Living Wage Employers	30% 	31st March 2032	Despite ongoing economic challenges, the number of accredited employers has shown a small but positive increase, indicating continued engagement with the Living Wage City commitment.	Living Wage Action Group

Tackle Climate Change and Achieve Net Zero by 2045



"Dundee will be a greener city, made up of strong communities where people feel empowered, safe and proud to live."

£745k



in grant funding awarded by Transport Scotland to develop and design proposals for a new "Sustainable Transport Corridor" along the Lochee Road and Arbroath Road arterial routes.

4%

reduction in
Citywide CO₂ emissions.



10

projects received
funding through the
Dundee Climate Fund 3.0



Strategic Highlights

- The **Local Area Energy Plan (LAEP)** was approved by Committee on 23rd September 2024 and the **Local Heat and Energy Efficiency Strategy (LHEES)** was approved by Committee and published in April 2024. Together, these plans take a whole system approach to decarbonising, decentralising and digitising heat and energy systems at local level.
- Both of the above items contribute to the **Dundee Climate Action Plan** and **Net Zero Transition Plan 2024-2030**, which aim to see Dundee reach Net Zero by 2045.
- Dundee's **Sustainable Transport Delivery Plan** adds another aspect to this overall race towards Net Zero.

Actions in progress

Actions in progress for completion 2025/26

There are 0 actions within this theme due for completion by 31st March 2026.

The following actions within this theme have been completed since last year's report:

- Develop a City Energy Masterplan that takes a whole systems approach to decarbonising, decentralising and digitising heat and energy production.
- Implement the Dundee Climate Action Plan and adopt new emissions modelling tools to inform decision-making.

There is 1 action in this theme which has progress greater than 50%:

- Manage waste sustainably by reducing, reusing, recycling and recovering waste to improve resource efficiency whilst working towards a circular economy.

Priorities in Action

Dundee Climate Action Plan

The Dundee City Council Local Heat and Energy Efficiency Strategy (LHEES) was published in April 2024 and the accompanying Delivery Plan in December 2024. The LHEES is a long-term plan for decarbonising heat in buildings and improving energy efficiency across an entire local authority area. The Strategy sets out a strategic approach for improving the city's buildings by removing poor energy efficiency as one of the causes of fuel poverty and decarbonising heating systems in buildings and the Delivery Plan outlines 39 deliverable actions with a 5-year plan for the actions based on target completion timescales.

The Local Area Energy Plan has now been published, providing an understanding of the nature, scale, rate, and timing of the changes needed for Dundee to transition to a net zero energy system by 2045 and describes the priority interventions and recommended actions that will support the city in delivering its net zero target. The LAEP incorporates outputs from Dundee's statutory Local Heat and Energy Efficiency Strategy (LHEES) and captures the wider components of power and transport, energy distribution systems and storage. Work is underway to implement this and the LHEES. A technical feasibility study for a Local Heat Network is almost complete with the next steps being options appraisal and stakeholder engagement. Various options for Public Sector decarbonisation funding are being investigated, and the Housing team are working on Net Zero funding applications for housing. Climate View (an emissions modelling tool) is being updated with the LAEP Interventions to give a more accurate picture of the net zero pathways.

A technical feasibility study for a Local Heat Network is almost complete with the next steps being options appraisal and stakeholder engagement. Various options for Public Sector decarbonisation funding are being investigated, and the Housing team are working on Net Zero funding applications for housing.

Reduce, Reuse, Recycle and Recover

The Waste Strategy Team have been working on a range of activities to help reduce waste and increase recycling within the City. The Mobile App continues to gain traction with householders, with approximately 11,500 users and is now an established platform for providing updates and information to users.

The team have been updating the 2025 -2030 waste strategy for review and publication later this year. An interface with key actions and aspects of the Take Pride campaign will be included in the updated plan.

Community Engagement on the Climate Challenge

Dundee Climate Fund Round 3 took place using a participatory budgeting model, with the public vote closing on the 17th March 2025. A total of ten projects benefitted from the £106,762 funding available.

Sustainable Dundee Network meetings have continued and hosted a Networking Evening on the 18th March as part of Earth Hour. This included invitations to new groups to broaden participation.

Climate Vulnerability Assessment and Adaptability

A Climate Risk and Vulnerability Assessment has been updated and approved at Committee in April 2025. Next step to appraise the recommended options with relevant internal stakeholders. Business Continuity Plans have recently been updated. The assessment helped to inform the [Dundee Climate Action Plan](#).

A new Regional Adaptation Partnership has been established called Climate Ready Tayside to address regional impacts with larger scale solutions, attract bigger funding and investment opportunities, increase engagement and education and provide feedback to the Scottish Government of the challenges on the ground.

Decarbonising Transport Systems and Improving Active Travel Routes

The Council remains committed to securing external funding to advance public transport projects and initiatives that support the decarbonisation of the transport system, as set out in the [Sustainable Transport Delivery Plan 2024–2034](#). Most recently, £745,000 in grant funding was awarded by Transport Scotland to develop design proposals for a new 'sustainable transport corridor' along the Lochee Road and Arbroath Road arterial routes. This design phase will build upon and integrate earlier concepts focused on enhancing active travel and improving bus priority.

Performance Scorecard

Priority	PI on Target	PI within 5% of Target	PI not on Target	Total	Met the Year 3 Target	Improved or the same as last year (% of total)
Tackle Climate Change and Reach Net Zero Carbon Emissions by 2045	1	0	2	3	0 (0%)	1 (33%)

Most Improved PIs 	Most Deteriorating PIs 
Dundee City CO ₂ Emissions (kt CO ₂)	Active travel (walking and cycling) as a proportion of trips to work
	Percentage of household waste recycled or composted

Status	Indicator	Yr-2	Yr-1	Latest Figure	Current Target	Yr 10 Target	Short Term Trend	Long Term Trend	Notes
	City-wide CO ₂ Emissions (Kt CO ₂)	674	621	599*	630.8*	397.6			This data is derived from 'The UK local authority greenhouse gas emissions statistics, 2005 to 2023'. This publication shows UK local authority area greenhouse gas emissions (ktCO₂e) allocated on an 'end-user' basis where emissions related to energy use are distributed according to the point of energy consumption. Previous versions of this publication only covered carbon dioxide (CO₂) emissions. This has now been expanded to include estimates of methane (CH₄) and nitrous oxide (N₂O). There is a two-year time lag on this data. 2023 is the latest available figure, published by the UK Government on 3 July 2025.

Status	Indicator	Yr-2	Yr-1	Latest Figure	Current Target	Yr 10 Target	Short Term Trend	Long Term Trend	Notes
	% Active Travel (Walking and Cycling) as a proportion of trips to work	Not Available	18%	13%	22%	30.9%			The data for this performance indicator is sourced from the Scottish Household Survey 2023 which was published in December 2024. This report stated that the active travel percentage stood at 13% in Dundee (12% stated walking and 1% stated cycling).
	% of Household Waste Recycled	35.6%	36.6%	36.4%**	40.2%	56.5%			The latest recycling rate shown in the table relates to 2024. This figure is provisional and is still to be reviewed and verified by SEPA. This process is expected to be undertaken in September/October 2025.

*Data is two years behind i.e the latest figure and the target is for 2023

**This is a provisional figure, figures are expected to be confirmed by SEPA in September/October

Progress of Actions

Status	Actions	Progress %	Due Date	Notes	Lead
✓	Implement the Dundee Climate Action Plan and adopt new emissions modelling tools to inform decision-making	100%	31st March 2032	The Local Area Energy Plan has now been published and further engagement and funding applications are underway.	Dundee Climate Leadership Group
✓	Develop a City Energy Masterplan that takes a whole systems approach to decarbonising, decentralising and digitising heat and energy production	100%	31st March 2027	The Local Area Energy Plan (LAEP) and the Local Heat and Energy Efficiency Strategy (LHEES) were approved by Dundee City Council in September and April respectively.	Dundee Climate Leadership Group
▶	Manage waste sustainably by reducing, reusing, recycling and recovering waste to improve resource efficiency whilst working towards a circular economy	60%	31st March 2032	The Dundee MyBins mobile app is firmly established and well used. The Waste Strategy for 2025-2030 will be published later this year.	Dundee City Council
▶	Take action to ensure our communities, green networks and infrastructure are adaptable to a changing climate and reduce the risks and vulnerability to unavoidable impacts	45%	31st March 2032	A Climate Risk and Vulnerability Assessment was updated and approved in early 2025. The 'Climate Ready Tayside' partnership is now pursuing funding and investment to regional initiatives.	Dundee City Council
▶	Engage with communities about the climate challenge and foster participation and collaboration to enable local action	40%	31st March 2032	The third round of public voting on the Dundee Climate Fund closed in March 2025. Further engagement continues through the Sustainable Dundee Network.	Sustainable Dundee

Status	Actions	Progress %	Due Date	Notes	Lead
▶	Support the decarbonisation of transport systems and improve infrastructure for walking, cycling, wheeling and reducing the need to travel	40%	31st March 2032	£745,000 in grant funding was secured from Transport Scotland to develop design proposals for new 'sustainable transport corridors' along the Lochee and Arbroath Road arterial routes.	Dundee City Council

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For more or additional information please contact

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REPORT TO: CITY GOVERNANCE COMMITTEE – 27 OCTOBER 2025

REPORT ON: CAPITAL EXPENDITURE MONITORING 2025/26

REPORT BY: EXECUTIVE DIRECTOR OF CORPORATE SERVICES

REPORT NO: 285–2025

1 PURPOSE OF REPORT

- 1.1 To appraise Elected Members of the latest position regarding the Council's Capital Plan 2025-30.

2 RECOMMENDATION

- 2.1 It is recommended that the Committee note the latest position regarding the Council's Capital Plan 2025-30.

3 FINANCIAL IMPLICATIONS

- 3.1 This report shows the latest projections for 2025/26 expenditure and total cost as at 31st August 2025.

Appendix 1, which details the General Services position to the end of August 2025, shows a revised projected outturn for 2025/26 of £61.618m, a decrease of £0.296m since the previous Capital Monitoring report was approved at City Governance Committee on 22nd September 2025 (Report 237-2025, Article VII refers). The movements that have contributed to this decrease are summarised in paragraph 5.2 of this report. The net movement of budget from 2025/26 into 2026/27 of £1.028m will be funded from borrowing.

Appendix 3, which details the Housing HRA position to the end of August 2025, shows a projected outturn for 2025/26 of £22.397m, a decrease of £4.522m since the previous Capital Monitoring report was approved at City Governance Committee on 22nd September 2025 (Report 237-2025, Article VII refers). The main reasons for this increase are detailed in paragraphs 6.2.1 to 6.2.6 below.

4 BACKGROUND

- 4.1 The Capital Plan 2025-30 was approved at City Governance Committee on 17 February 2025 (Report 44-2025, Article V refers).

In addition to monitoring the in-year budget (i.e. 2025/26) the total projected cost of each project will be monitored against the cost when the tender acceptance was approved at Committee. Furthermore, the projected completion date for each project will be monitored against the completion date as anticipated when the tender report was approved. The capital programme is being monitored in conjunction with the Council's asset managers.

The Housing HRA Capital Programme 2025/26 was approved as part of the Capital Plan 2025-30 at the City Governance Committee on 17 February 2025 (Report 44-2025, Article V refers).

- 4.2 Local Authorities from 1 April 2004 are required, by Regulation, to comply with the Prudential Code under Part 7 of the Local Government Act 2003. The Capital Budget for 2025/26 is being monitored within the framework of the updated Prudential Code 2021.
- 4.3 The Capital Monitoring report provides detailed information on major projects and programmes contained within the Capital Budget and the impact of expenditure movements on future financial years.

5 GENERAL SERVICES CURRENT POSITION

- 5.1 Appendix 2 details the latest projected outturn for major projects and programmes, both for 2025/26 and for the whole project lifespan. In addition, the Appendix monitors project timescales, with approved completion dates taken from tender approval reports.

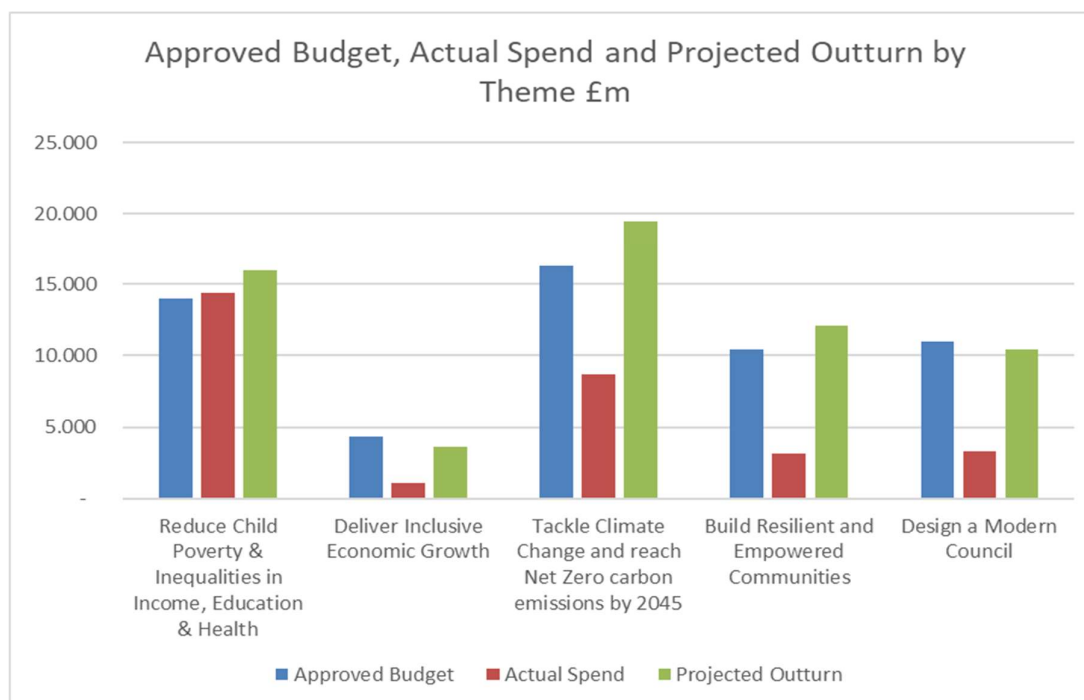
In some instances, it is not possible to provide approved or projected total project costs and timescales due to the budget being a block programme containing various smaller projects within it. In these cases, the total cost is assumed to be the budgeted figure plus previous year actuals. The projected completion date is assumed to be the end of the financial year.

- 5.1.1 The projects funded from the grant award of £20m to Dundee for the Community Regeneration Partnership (previously named the Levelling Up Partnership) reported to the Fair Work, Economic Growth and Infrastructure Committee on 21 April 2025 (Report 114-2025, Article X refers) are now being progressed with officers working with stakeholders to progress the delivery of the projects, in accordance with the terms of the Partnership's Memorandum of Understanding. Appendix 4 shows the progress to date on the various projects. This will be updated monthly and reported along with the Capital Monitoring report, to City Governance Committee. At present all the projects are progressing satisfactorily the exception of the waterfront project which is under review. Government has requested that projects are making satisfactory progress by the end of the financial year 25/26, with the exception of the larger College project which has until the end of financial year 26/27.

Progress is reviewed fortnightly and reported to the Capital Governance Group to ensure strategic oversight and accountability. Should any project within the programme be unable to progress, funding will be reallocated to projects already identified within the programme. Only if funding remains, new projects that contribute to the aims of the package and reflect the menu of interventions developed, could be considered, though such amendments to the programme require to be agreed by UK Government Ministers

- 5.1.2 Appendix 1 summarises the total gross expenditure for 2025/26 and how this expenditure is funded. The projected budgeted capital expenditure is 100% of the projected capital resources. Project cashflows, for phasing of budgets, are constantly being reviewed. Actual expenditure to 31st August 2025 is £30.549m, 50% of the Revised Budget 2025/26 compared to 37% for the same period last year.

The table below shows a comparison of approved budget, actual spend and projected outturn for 2025/26, broken down by Council Theme.



The net decrease in the projected outturn for 2025/26 reflects additional grant income to be Council, and project/programme budgets being reprofiled from 2025/26 into 2026/27. Key variations are as follows and details are provided in subsequent paragraphs. The remainder of the variances, due to reprofiled project/programmes, are below the £0.250m reporting threshold.

Increases in planned expenditure:

- Road Safety - £0.620m

Reduction in planned expenditure:

- Site 6 South Side – Office Development – (£0.300m)

5.2 2025/26 Expenditure Variations

Appendix 1, which details the General Services position to the end of August 2025, shows a revised projected outturn for 2025/26 of £61.618m, a decrease of £0.296m since the previous Capital Monitoring report was approved at City Governance Committee on 22nd September 2025 (Report 237-2025, Article VII refers). The net movements that have contributed to this increase are summarised in paragraphs 5.2.1 & 5.2.2 below.

- 5.2.1 Road Safety (Build Resilient & Empowered Communities – Other Projects) - Additional expenditure of £0.620m in 2025/26. The additional expenditure is attributed to mid-year Transport Scotland grant awards and will be utilised in the delivery of the road safety programme as approved by the Fair Work, Economic Growth & Infrastructure Committee on 18/08/25 (Report 226-2025 refers). The expenditure is funded by a grant from the Scottish Government so there will be no impact on the Council's level of borrowing.
- 5.2.2 Site 6 South Side – Office Development (Deliver Inclusive Economic Growth) – Further reduction in projected expenditure of £0.300m in 2025/26. Works, now sequenced post construction completion to suit the tenant fit out programme. The budget will be required in 2026/27. There will be a reduction in borrowing in 2025/26 and a corresponding increase in 2026/27.
- 5.3 The table below shows the latest position regarding the capital resources for funding of the 2025/26 programme: -

	Approved Budget £m	Adjustments £m	Revised Budget £m	Projected Outturn £m	Variance £m
Borrowing	27.230	3,757	30.987	30.987	-
General Capital Grant	13.187	916	14.103	14.103	-
Capital Grants & Contributions	8.859	5.669	14.528	14.528	-
Capital Receipts – Sale of Assets	<u>2.000</u>	-	<u>2.000</u>	<u>2.000</u>	-
	<u>51.276</u>	<u>10.342</u>	<u>61.618</u>	<u>61.618</u>	<u>-</u>

- 5.3.1 Over the last 5 years the actual outturns achieved have been: -

	£m
2021/22	45.038
2022/23	44.086
2023/24	73.454
2024/25	105.619
2025/26 (Projected)	61.618

5.4 Projected Total Cost Variations

There are no total cost variations to report since the previous capital monitoring report went to committee.

5.5 Completion Date Variations (this compares the estimated completion date as per the tender acceptance report to the actual completion date)

There are no completion date variations to report since the previous capital monitoring report went to committee.

Officers are constantly reviewing the capital programme to ascertain the impact of global supply chain issues on the timescales for delivering projects. Officers will report any further revisions to estimated completion dates in future capital monitoring reports.

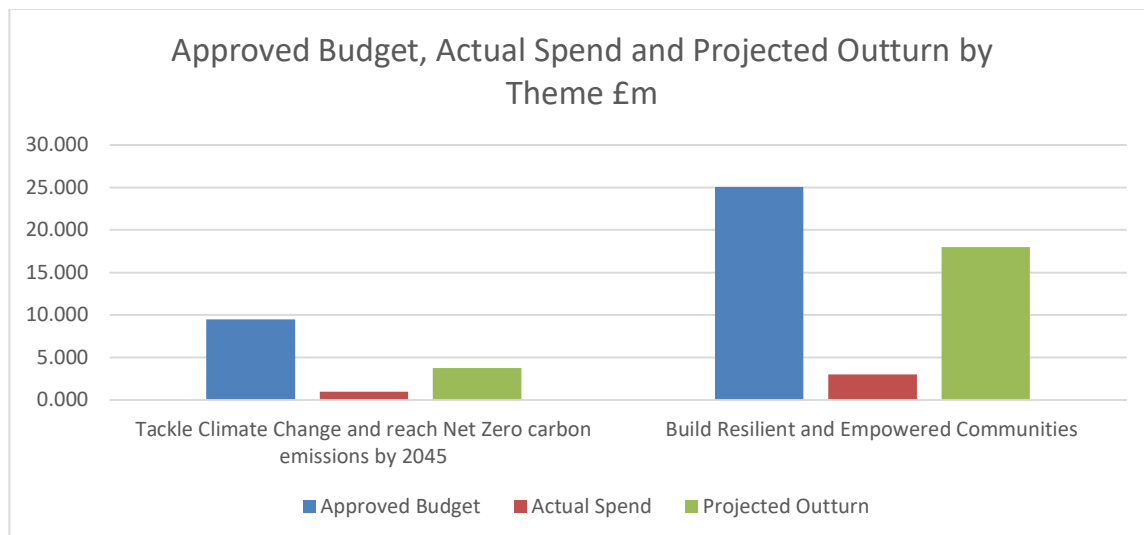
6 HOUSING HRA - CURRENT POSITION

6.1 2025/26 Expenditure Variations

Appendix 2 details the latest projected outturn for each project, both for 2025/26 and for the whole project lifespan. In addition, the Appendix monitors project timescales. In some instances, it is not possible to provide approved or projected total project costs and timescales due to the project being a block programme containing various smaller projects within it. In these cases, the total cost is assumed to be the budgeted figure plus previous year actuals.

Appendix 3 summarises the total gross expenditure for 2025/26 and how this expenditure is funded. The projected budgeted capital expenditure is 100% of the projected capital resources. Project cashflows, for phasing of budgets, are constantly being reviewed. Actual expenditure to 31st August 2025 is £3.983m, 18% of the Revised Budget 2025/26 compared to 21% for the same period last year.

The table below shows a comparison of approved budget, actual spend and projected outturn for 2025/26, broken down by Council Theme.



6.2 Appendix 3, which details the Housing HRA position to the end of August 2025, shows a projected outturn for 2025/26 of £22.397m, a decrease of £4.522m since the previous Capital Monitoring report was approved at City Governance Committee on 22nd September 2025 (Report 237-2025, Article VII refers). The main reasons for this decrease are detailed in paragraphs 6.2.1 to 6.2.6 below.

6.2.1 Energy Efficiency – External Insulation and Cavity Fill - Linlathen Phase 1(Tackle Climate Change and Reach Net Zero Carbon Emissions by 2045) - The projected expenditure for 2025/26 has been reduced by £4.000m. This decrease is due to a delayed tender award resulting in an amended spend profile.

6.2.2 Free from Serious Disrepair- Dryburgh Flat Roofing Replacement - Phase 4 – (Build Resilient and Empowered Communities) - The projected expenditure for 2025/26 has increased by £0.285m. A tender for phase 4 of these works has been received and added to the programme for delivery in 2025/26

6.2.3 Miscellaneous - Environmental Improvements – (Build Resilient and Empowered Communities) – Kirk Street programme projected expenditure in 2025/26 has decreased by £0.300m due to the start on site being delayed, the area involved was required for the site compound for low-rise EWI remediation works. Happyhillock Walk projected expenditure has decreased by £0.640m in 2025/26 to allow for further tenant consultation that has now been instructed.

- 6.2.4 Miscellaneous - MSD Pump Replacement Hilltown – (Build Resilient and Empowered Communities) – The projected expenditure in 2025/26 has decreased by £0.600m, further examination of tender prices delayed the award.
- 6.2.5 Increased Supply of Council Housing- 39 & 41 Beaulieu Avenue – (Build Resilient and Empowered Communities) – The projected expenditure for 2025/26 has decreased by £0.400m due to further design development time required.
- 6.2.6. Revenue to Capitalisation - (Build Resilient and Empowered Communities) – The projected expenditure for 2025/26 has increased by £0.643m. Staff Costs are to be recharged to the HRA Capital Budget reflecting works undertaken in relation to the capital programme.
- 6.3 The table below shows the latest position regarding the funding of the 2025/26 programme: -

	Approved Budget £m	Adjustments £m	Revised Budget £m	Projected Outturn £m	Variance £m
Borrowing	32.301	(11.959)	20.342	20.342	-
Capital Grants & Contributions	1.130	(150)	980	980	-
CFCR	450	-	450	450	-
Capital Receipts – Sale of Assets	460	-	460	460	-
Receipts from Owners	165	-	165	165	-
	<u>34.506</u>	<u>(12.109)</u>	<u>22.397</u>	<u>22.397</u>	<u>-</u>

- 6.3.1 Over the last 5 years the actual outturns achieved have been: -

	£m
2021/22	12.338
2022/23	9.232
2023/24	12.175
2024/25	16.530
2025/26 (Projected)	22.397

4 Projected Total Cost Variations

There are no total cost variations to report since the previous capital monitoring report went to committee.

6.5 Completion Date Variations (this compares the estimated completion date as per the tender acceptance report to the actual completion date)

There are no completion date variations to report since the previous capital monitoring report went to committee.

7 **POLICY IMPLICATIONS**

- 7.1 This report has been subject to the Pre-IIA Screening Tool and does not make any recommendations for change to strategy, policy, procedures, services, or funding and so has not been subject to an Integrated Impact Assessment. An appropriate senior manager has reviewed and agreed with this assessment.

8 **CONSULTATION**

- 8.1 The Council Leadership Team have been consulted with the content of this report.

9 **BACKGROUND PAPERS**

- 9.1 None.

PAUL THOMSON
EXECUTIVE DIRECTOR OF CORPORATE SERVICES

14 OCTOBER 2025

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2025/26 DUNDEE CITY COUNCIL CAPITAL EXPENDITURE MONITORING TO 31st AUGUST 2025

Appendix 1

	<u>Approved Capital Budget 2025/26 £000</u>	<u>Total Budget Adjustments £000</u>	<u>Revised Capital Budget 2025/26 £000</u>	<u>Actual Spend 2025/26 £000</u>	<u>Projected Outturn 2025/26 £000</u>	<u>Variance £000</u>	<u>Actual Spend to 31.8.25 as a % of Revised Budget</u>
GENERAL SERVICES							
<u>Capital Expenditure</u>							
Reduce Child Poverty & Inequalities in Income, Education & Health	13,982	2,002	15,984	14,425	15,984	0	90%
Deliver Inclusive Economic Growth	4,298	(654)	3,644	1,097	3,644	0	30%
Tackle Climate Change and reach Net Zero carbon emissions by 2045	16,331	3,164	19,495	8,656	19,495	0	44%
Build Resilient and Empowered Communities	10,397	1,700	12,097	3,108	12,097	0	26%
Design a Modern Council	10,968	(570)	10,398	3,263	10,398	0	31%
Capital Expenditure 2025/26	55,976	5,642	61,618	30,549	61,618	0	50%
<u>Capital Resources</u>							
Expenditure Funded from Borrowing	27,230	3,757	30,987	17,567	30,987		
General Capital Grant	13,187	916	14,103	5,769	14,103		
Capital Grants & Contributions - project specific	8,859	5,669	14,528	6,925	14,528		
Capital Receipts - Sale of Assets	2,000		2,000	288	2,000		
Capital Resources 2025/26	51,276	10,342	61,618	30,549	61,618		
Capital Expenditure as % of Capital Resources	109%		100%		100%		

Appendix 2

REDUCE CHILD POVERTY AND INEQUALITIES IN INCOMES, EDUCATION AND HEALTH

Project/Nature of Expenditure	Approved Budget 2025/26 £000	Total Adjusts £000	Revised Budget 2025/26 £000	Expenditure to 31/08/2025 £'000	Projected Outturn 2025/26 £000	Note 1				
						Actual Project Cost to 31/08/2025 £000	Current Approved Project Cost £000	Projected Total Cost £000	Approved Completion Date	Projected/ Actual Completion Date
MAJOR PROJECTS - Reduce Child Poverty and Inequalities										
School Estate Investment-East End Community Campus	12,992	2,181	15,173	14,418	15,173	100,145	100,800	100,900	Jul-25	Aug-25
(Less External Funding)	(100)		(100)	(35)	(100)	(35)		(100)		
OTHER PROJECTS - Reduce Child Poverty and Inequalities	990	(179)	811	7	811	466	1,262	1,270		
(Less External Funding)	(210)		(210)			(50)	(260)	(260)		
Net Expenditure	13,672	2,002	15,674	14,390	15,884	100,526	101,802	101,810		
Receipts	(310)		(310)	(35)	(100)	(85)	(260)	(360)		
Gross Expenditure	13,982	2,002	15,984	14,425	15,984	100,611	102,062	102,170		

Note 1: The Current approved project cost is either the approved cost as per the tender price, or the revised budgeted figure as per the Capital Plan 2025-30

Appendix 2

DELIVER INCLUSIVE ECONOMIC GROWTH

Project/Nature of Expenditure	Approved Budget 2025/26	Total Adjusts	Revised Budget 2025/26	Expenditure to 31/08/2025	Projected Outturn 2025/26	Note 1				
	£000	£000	£000	£'000	£000	Actual Project Cost to 31/08/2025	Current Approved Project Cost	Projected Total Cost	Approved Completion Date	Projected/ Actual Completion Date
MAJOR PROJECTS - Deliver Inclusive Economic Growth										
Site 6 South Side - Office Development	2,615	(1,209)	1,406	1,060	1,406	24,556	26,202	26,202	Feb-25	Jun-25
Demolition of Properties & Remediation Works	1,312	556	1,868	60	1,868	231	2,039	2,039	Mar-26	Mar-26
OTHER PROJECTS - Deliver Inclusive Economic Growth	371	(1)	370	(23)	370	1,797	2,321	2,190		
(Less External Funding)	(331)	31	(300)		(300)	(134)	(485)	(434)		
Net Expenditure	3,967	(623)	3,344	1,097	3,344	26,450	30,077	29,997		
Netted Off Receipts	(331)	31	(300)		(300)	(134)	(485)	(434)		
Gross Expenditure	4,298	(654)	3,644	1,097	3,644	26,584	30,562	30,431		

Note 1: The Current approved project cost is either the approved cost as per the tender price, or the revised budgeted figure as per the Capital Plan 2025-30

Appendix 2

TACKLE CLIMATE CHANGE AND REACH NET ZERO CARBON EMISSIONS BY 2045

Project/Nature of Expenditure	Approved Budget 2025/26 £000	Total Adjusts £000	Revised Budget 2025/26 £000	Expenditure to 31/08/2025 £'000	Projected Outturn 2025/26 £000
MAJOR PROJECTS - Tackle Climate Change and Reach Net Zero Emissions by 2045					
Broughty Ferry to Monifieth Active Travel Improvements	1,490	(505)	985	409	985
(Less External Funding)	(1,269)	434	(835)	85	(835)
Tier 1 Active Travel Infrastructure Fund (formerly known as Cycling, Walking & Safer Routes)	655	517	1,172	386	1,172
(Less External Funding)	(655)	(517)	(1,172)	(386)	(1,172)
DCA Lifecycle plant replacement programme	1,110	20	1,130	175	1,130
Low Carbon Transport (Green Transport Hub & Spokes - Bell Street)	6,414	1,784	8,198	5,853	8,198
(Less External Funding)	(4,519)	(1,784)	(6,303)	(5,853)	(6,303)
Vehicle Fleet & Infrastructure	3,172	857	4,029	1,347	4,029
(Less Sale of Vehicles & Equipment)		(99)	(99)	(99)	(99)
OTHER PROJECTS - Tackle Climate Change and Reach Net Zero Carbon Emissions by 2045	3,490	491	3,981	486	3,981
(Less External Funding)	(666)	(1,252)	(1,918)	(158)	(1,968)
Net Expenditure	9,222	(54)	9,168	2,245	9,118
Receipts	(7,109)	(3,218)	(10,327)	(6,411)	(10,377)
Gross Expenditure	16,331	3,164	19,495	8,656	19,495

Note 1

Actual Project Cost to 31/08/2025 £000	Current Approved Project Cost £000	Projected Total Cost £000	Approved Completion Date	Projected/ Actual Completion Date
16,957	17,479	17,533	Sep-24	Mar-26
(16,394)	(17,314)	(17,314)	Sep-24	Mar-26
386	1,172	1,172	Mar-26	Mar-26
(386)	(1,172)	(1,172)	Mar-26	Mar-26
431	4,550	4,550	Main Works Tender targeted for approval during 2025/26	
15,595	17,940	17,940	Sep-25	Nov-25
(15,595)	(14,400)	(16,045)	Sep-25	Sep-25
1,403	4,085	4,085	Mar-26	Mar-26
(99)	(99)	(99)	Mar-26	Mar-26
17,178	22,119	22,195		
(399)	(2,484)	(2,534)		
19,077	31,876	30,311		
(32,873)	(35,469)	(37,164)		
51,950	67,345	67,475		

Note 1: The Current approved project cost is either the approved cost as per the tender price, or the revised budgeted figure as per the Capital Plan 2025-30

Appendix 2

BUILD RESILIENT AND EMPOWERED COMMUNITIES

Project/Nature of Expenditure	Approved Budget 2025/26 £000	Total Adjusts £000	Revised Budget 2025/26 £000	Expenditure to 31/08/2025 £'000	Projected Outturn 2025/26 £000
MAJOR PROJECTS - Build Resilient and Empowered Communities					
Road Maintenance Partnership	3,460	(77)	3,383	1,360	3,383
Street Lighting Renewal	1,016	32	1,048	358	1,048
City Improvement/Investment Fund	1,342	(951)	391	13	391
(Less External Funding)	(500)	109	(391)	(13)	(391)
Community Regeneration Partnership		700	700	151	700
(Less External Funding)		(700)	(700)	(151)	(700)
Parks & Open Spaces	2,140	214	2,354	689	2,354
(Less External Funding)	(609)		(609)	(254)	(609)
OTHER PROJECTS/PROGRAMMES - Build Resilient and Empowered Communities	2,439	2,482	4,221	537	4,221
(Less External Funding)		(1,891)	(1,891)	(61)	(1,891)
Net Expenditure	9,288	(82)	8,506	2,629	8,506
Receipts	(1,109)	(2,482)	(3,591)	(479)	(3,591)
Gross Expenditure	10,397	2,400	12,097	3,108	12,097

Note 1

Actual Project Cost to 31/08/2025 £000	Current Approved Project Cost £000	Projected Total Cost £000	Approved Completion Date	Projected/ Actual Completion Date
1,360	3,383	3,383	Mar-26	Mar-26
358	1,048	1,048	Mar-26	Mar-26
55	946	933	Mar-26	Mar-26
(13)	(500)	(391)	Mar-26	Mar-26
151	700	700	Mar-26	Mar-26
(151)	(700)	(700)	Mar-26	Mar-26
1,471	3,136	3,136	Mar-26	Mar-26
(449)	(804)	(804)	Mar-26	Mar-26
2,023	5,636	5,714		
(821)	(2,648)	(2,648)		
3,984	10,197	10,371		
(1,434)	(4,652)	(4,543)		
5,418	14,849	14,914		

Note 1: The Current approved project cost is either the approved cost as per the tender price, or the revised budgeted figure as per the Capital Plan 2025-30

Appendix 2

DESIGN A MODERN COUNCIL

Project/Nature of Expenditure	Approved Budget 2025/26 £000	Total Adjusts £000	Revised Budget 2025/26 £000	Expenditure to 31/08/2025 £'000	Projected Outturn 2025/26 £000
MAJOR PROJECTS/PROGRAMMES - Design a Modern Council					
Baldovie Depot Redevelopment	200	31	231	15	231
Depot Rationalisation Programme	867	(847)	20		20
Dundee Ice Arena Plant & Upgrade	500	(200)	300	63	300
Property Lifecycle Development Programme	5,089	484	5,573	1,689	5,573
Purchase Computer Equipment	1,251	114	1,365	478	1,365
Schools Connectivity		48	48	48	48
OTHER PROJECTS/PROGRAMMES - Design a Modern Council	3,061	(200)	2,861	970	2,861
Desktop Management Software		212	212		212
Net Expenditure	10,968	(570)	10,398	3,263	10,398
Netted Off Receipts					
Gross Expenditure	10,968	(570)	10,398	3,263	10,398

Note 1

Actual Project Cost to 31/08/2025 £000	Current Approved Project Cost £000	Projected Total Cost £000	Approved Completion Date	Projected/ Actual Completion Date
259	5,200	5,200	Tender will follow acquisition of land	
431	3,063	3,063	Service review ongoing - tender will follow once review complete	
1,238	9,100	9,100	consultation on-going. Tender report will follow	
4,713	9,605	8,459	Mar-26	Mar-26
554	1,462	1,462	Mar-26	Mar-26
1,537	2,600	2,678		
4,548	6,727	6,855		
13,280	37,757	36,817		
13,280	37,757	36,817		

Note 1: The Current approved project cost is either the approved cost as per the tender price, or the revised budgeted figure as per the Capital Plan 2025-30

Appendix 2

TACKLE CLIMATE CHANGE AND REACH NET ZERO EMISSIONS BY 2045 - HOUSING REVENUE ACCOUNT ELEMENT

Project/Nature of Expenditure	Approved Budget 2025/26 £000	Total Adjusts £000	Revised Budget 2025/26 £000	Expenditure to 31/08/2025	Projected Outturn 2025/26 £000
Energy Efficiency	9,452	(5,675)	3,777	982	3,777
Net Expenditure	9,452	(5,675)	3,777	982	3,777
Receipts					
Gross Expenditure	9,452	(5,675)	3,777	982	3,777

Note 1				
Actual Project Cost to 31/08/2025 £000	Current Approved Project Cost £000	Projected Total Cost £000	Approved Completion Date	Projected/ Actual Completion Date
1,698	1,084	2,530	Mar-26	Mar-26
1,698	1,084	2,530		
1,698	1,084	2,530		

BUILD RESILIENT AND EMPOWERED COMMUNITIES - HOUSING REVENUE ACCOUNT ELEMENT

Project/Nature of Expenditure	Approved Budget 2025/26 £000	Total Adjusts £000	Revised Budget 2025/26 £000	Expenditure to 31/08/2025	Projected Outturn 2025/26 £000
Free from Serious Disrepair	11,658	(2,427)	9,231	1,949	9,231
Modern Facilities & Services	876	40	916	166	916
Healthy, Safe and Secure	5,383	(2,824)	2,559	533	2,559
Miscellaneous	2,497	(259)	2,238	443	2,238
Increased Supply of Council Housing	4,430	(1,673)	2,757	(170)	2,757
(Less External Funding)	(1,130)	150	(980)		(980)
Demolitions	10	66	76	52	76
Sheltered Lounge Upgrades	200		200	28	200
Revenue to Capitalisation		643	643		643
Net Expenditure	23,924	(6,284)	17,640	3,001	17,640
Receipts	(1,130)	150	(980)		(980)
Gross Expenditure	25,054	(6,434)	18,620	3,001	18,620

Note 1				
Actual Project Cost to 31/08/2025 £000	Current Approved Project Cost £000	Projected Total Cost £000	Approved Completion Date	Projected/ Actual Completion Date
5,355	12,637	12,637	Mar-26	Mar-26
254	1,066	1,066	Mar-26	Mar-26
3,520	5,526	5,546	Mar-26	Mar-26
2,627	4,301	4,453	Mar-26	Mar-26
1,231	8,673	8,684	Apr-27	Apr-27
	(2,526)	(2,526)	Apr-27	Apr-27
104	128	128	Mar-26	Mar-26
28	200	200	Mar-26	Mar-26
	643	643	Mar-26	Mar-26
13,119	30,648	30,831		
	(2,526)	(2,526)		
13,119	33,174	33,357		

Note 1: The Current approved project cost is either the approved cost as per the tender price, or the revised budgeted figure as per the Capital Plan 2025-30

DUNDEE CITY COUNCIL CAPITAL EXPENDITURE MONITORING 31 AUGUST 2025

Appendix 3

	<u>Approved Capital Budget 2025/26 £000</u>	<u>Total Budget Adjustments £000</u>	<u>Revised Capital Budget 2025/26 £000</u>	<u>Actual Spend to 31 Aug 2025 £000</u>	<u>Projected Outturn 2025/26 £000</u>	<u>Variance £000</u>	<u>Actual Spend to 31.8.2025 as a % of Revised Budget</u>
<u>Capital Expenditure</u>							
<u>Tackle Climate Change and reach Net Zero carbon emissions by 2045</u>							
Energy Efficiency	9,452	(5,675)	3,777	982	3,777	-	26%
<u>Build Resilient and Empowered Communities</u>							
Free from Serious Disrepair	11,658	(2,427)	9,231	1949	9,231	-	21%
Modern Facilities and Services	876	40	916	166	916	-	18%
Healthy, Safe & Secure	5,383	(2,824)	2,559	533	2,559	-	21%
Miscellaneous	2,497	(259)	2,238	443	2,238	-	20%
Increase Supply of Council Housing	4,430	(1,673)	2,757	(170)	2,757	-	-6%
Demolitions	10	66	76	52	76	-	68%
Sheltered Lounge Upgrades	200		200	28	200	-	14%
Revenue to Capitalisation		643	643		643	-	0%
Capital Expenditure 2025/26	34,506	(12,109)	22,397	3,983	22,397	-	18%
<u>Capital Resources</u>							
Expenditure Funded from Borrowing	32,301	(11,959)	20,342	3,775	20,342	-	
Capital Receipts, Grants & Contributions - project specific							
Scottish Government Grants	930		930		930	-	
Insurance contribution	200	(150)	50		50	-	
Capital Funded from Current Revenue							
Council Tax discount reductions used to fund affordable housing	450		450		450	-	
Capital Receipts, Grants & Contributions							
Receipts from Owners	165		165		165	-	
Capital Receipts:-							
Sale of Assets - Land	460		460	208	460	-	
Capital Resources 2025/26	34,506	(12,109)	22,397	3,983	22,397		
Capital Expenditure as % of Capital Resources	100%		100%		100%		

CAPITAL MONITORING 2025/26

COMMUNITY REGENERATION PARTNERSHIP

Dundee City Council Capital Projects

Project	Grant Award £000	Expenditure to 31/08/2025 £000	Comments	Making satisfactory progress at March 26
Phase 3 Waterfront Office Development	3,000		Project is under review and unlikely to proceed in short-term	TBC
City Centre Masterplanning	200	151	Supporting the City Centre Traffic Modelling study as part of the City Centre Strategic Investment Plan.	Yes
Eastern Quarter Improvements	1,000		Engineers working on detailed design and procuring contractor. Tender report taken to Fair Work, Economic Growth & Infrastructure Committee in February 2026 for approval.	Yes
Dundee Green Circular Active Travel	500		Report 230-2025 approved at Fair Work, Economic Growth & Infrastructure Committee on 18th August, committed £0.5m spend in 25/26	Yes
	4,700	151		

Third Party Capital Projects

Project	Grant Award £000	Expenditure to 31/08/2025 £000	Comments	Making satisfactory progress at March 26
Commercial Buildings Enhancement Scheme	1,000		Scheme is open. The fund has been extended to allow applicants to meet criteria for submissions, after which applications will be assessed. Further phases may be possible dependent on remaining budget. Members will be briefed once grants have been finalised.	Yes
Historic Buildings Renewal Fund	2,000		Scheme open. Engagement underway with potential applicants. The Fund is currently open and is being promoted. Members will be briefed once grants have been finalised.	Yes
Community Facilities Grant Scheme	1,000		Scheme closed. 18 EOIs received - 11 full applications received. Projects currently being assessed by Scoring Panel. Members will be briefed once grants have been finalised.	Yes
Life Sciences Innovation District	2,000		Programme of works subject to a scoping study being undertaken by University of Dundee.	Yes
Dundee Waterfront - A Home For LegalTech Education & Innovation	1,100		Discussions with lead partner progressing.	Yes
Dundee Museum of Transport	1,200		Project subject to conclusion of funding package to enable full project delivery.	Yes
Dundee & Angus College Future Skills	4,500		Dundee & Angus College are in negotiation with the Scottish Funding Council over the wider regeneration of their estate. There is the potential to phase elements of the wider redevelopment with the Future Skills project as Phase 1. Decision anticipated by December. This project has been given an additional year to seek commitment to end March 27	Yes
Dundee & Angus College Health Facility	500		College have identified a space for the facility within Gardyne Road, planning application and building warrant due to be submitted in next 4 weeks, followed by procurement. Likely to be on site by end of 2025 with project completed by end of March 2026.	Yes
Kirkton Community Enterprise Centre	1,500		Development options and approach being reviewed. Stage 1 application for £2m of Regeneration Capital Grant Funding from the Scottish Government has been progressed to Stage 2. The outcome from Stage 2 will not be known until February/March 2026.	Yes
Social Bite Recovery Village	500		Social Bite commencing community consultation on project.	TBC
	15,300	-		

Dundee City Council Revenue Projects

Project	Grant Award £000	Expenditure to 31/08/2025 £000	Comments	Making satisfactory progress at March 26
Housing Research Dundee	60		Brief being finalised for this research.	Yes
Improving Business Support for High Potential Start-ups	120		Support programmes identified, businesses need to be identified.	Yes
Community Facilities Fund - Development Support	70		Support Development of Projects	Yes
	250	-		

TOTAL	20,250	151
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REPORT TO: CITY GOVERNANCE COMMITTEE – 27 OCTOBER 2025

REPORT ON: REVENUE MONITORING 2025/2026

REPORT BY: EXECUTIVE DIRECTOR OF CORPORATE SERVICES

REPORT NO: 292-2025

1 PURPOSE OF REPORT

- 1.1 To provide Elected Members with an analysis of the 2025/2026 projected revenue outturn as at 31 July 2025 and the impact on the Council's overall revenue budget position.

2 RECOMMENDATIONS

- 2.1 It is recommended that the Committee:
- (a) note that as at 31 July 2025 the General Fund is projecting an overall overspend for the year of £6.695m against the adjusted 2025/2026 Revenue Budget, the impact this has on the Council's General Fund Balances and the actions being taken to address the forecast budget shortfall;
 - (b) note the budget adjustments totalling £3.018m and detailed in the second column of Appendix A and (summarised in Appendix B) as adjustments to the previously approved Revenue Budget;
 - (c) note that as at 31 July 2025 the Housing Revenue Account (HRA) is projecting an overspend of £2.250m against the adjusted HRA 2025/2026 Revenue Budget and the impact this has on the projected Renewal & Repair Fund balance earmarked to HRA;
 - (d) note the information included in paragraph 3.6 in relation to financial recovery and authorise the Executive Director of Corporate Services to continue to take actions to address forecast overspends with the objective of achieving a balanced budget;
 - (e) note that as outlined in paragraph 3.3, this report does not reflect projections and costs associated with the Voluntary Severance and Early Retirement (VSER) scheme and these will be reflected in future monitoring reports.

3 FINANCIAL IMPLICATIONS

- 3.1 The unallocated portion of the General Fund as at 31 July 2025 is projecting an overspend of £6.695m against the adjusted 2025/2026 Revenue Budget. The impact this would have on the Council's General Fund Balances is outlined below:

General Fund	Opening Balance 1 April 2025 £000	(Surplus) / Deficit for the Year £000	Transfers (In) / Out	Projected Balance 31 March 2026 £000
Earmarked Carry-forwards *	1,509	38		1,471
Children Services pressures	1,033	394		639
Organisational Change Fund	2,169			2,169
Covid cost related pressures *	1,550			1,550

General Fund	Opening Balance 1 April 2025 £000	(Surplus) / Deficit for the Year £000	Transfers (In) / Out	Projected Balance 31 March 2026 £000
Service change initiatives	5,000			5,000
Roof Remedial Works	1,875	1,559		316
Other earmarked Funds	5,948	405		5,543
Service concessions flexibility	39,773			39,773
Total earmarked funds	58,857	2,396	0	56,461
Unallocated Balance	8,174	6,695		1,479
Total General Fund	67,031	9,091	0	57,940

* These balances will be drawn down as required during the year.

3.2 The projected unallocated general fund balance of £1.479m may fail to provide sufficient in year buffer against potential additional pressures. Additional financial pressures could arise in year from:

- Dundee Health & Social Care Partnership (DHSCP) losses as outlined in paragraph 6.2.
- The Housing Revenue Account (HRA) reserve balance at year end is projected to be £0.943m as outlined in paragraph 8.3. A significant risk would arise should the HRA reserve balance be fully drawn down. Any spend over and above the reserve balance would be required to be absorbed by the General Fund.
- Anticipated funding from Scottish Government in relation to the 2025/2026 LGE pay award being lower than the estimate of £1.5m. Refer paragraph 3.4 below.
- Any unplanned and unavoidable expenditure arising over the remainder of the financial year that cannot be contained within the remaining general contingency amount.

3.3 The projections in this report exclude forecast outcomes from the Voluntary Severance and Early Retirement (VSER) scheme. VSER outcomes including any upfront costs of agreeing these settlements will be incorporated in future revenue monitoring reports, once any agreements have been approved and legal arrangements are concluded.

3.4 The approved budget included an allowance of 3% for the 2025/2026 pay awards for both LGE and teachers. It should be noted the pay deal for LGE of 4% increase for the current financial year has been agreed although funding to support the additional 1% is yet to be confirmed. Our estimate is that the additional 1% will cost £1.5m and our assumption is that the Scottish Government will fund this in full. The LGE pay award was made in August, back-dated to April and the effect of this will be reported in the August revenue monitor report. Negotiations regarding the teachers pay award remain ongoing and the outcome of this and any impact will be reflected in future reports.

3.5 Based on the financial information available as at 31 July 2025 the HRA outturn position for 2025/2026 is projecting an overspend of £2.250m. Further details are provided in section 8 of this report.

3.6 Financial Recovery Plan

As agreed previously (Report 240-2025 to City Governance Committee 22 September 2025 refers) given the adverse forecasts on both General Fund and HRA budgets, the following specific actions continue to be taken forward to mitigate current pressures:

- a) services will limit recruitment of vacancies to posts that are considered essential or where not filling these posts would place the Council at significant risk. All recruitment requests will be monitored through the Establishment Control Board.
- b) non-contractual overtime will be restricted to essential areas only and will only be approved where considered essential or where not undertaking overtime would place the Council at significant risk. All requests for overtime will not be granted without approval from Heads of Service.
- c) the Head of Corporate Finance is undertaking a review of earmarked balances to ascertain whether these can be utilised to offset in year pressures.
- d) the Head of Design and Property has established a working group to review all property expenditure and ensure only essential works are undertaken.
- e) the Head of Corporate Finance is undertaking a review of all property contracts to ensure that value for money is being achieved across all property, maintenance and inspection contracts.
- f) the Head of Design and Property is undertaking a review of energy costs to ensure energy usage is reduced and consider any spend to save projects that can be undertaken. This review will include the raising of awareness to promote more efficient energy usage in all council buildings.
- g) the Head of Housing, Construction and Communities is also conducting a thorough review of expenditure and income within the Housing Revenue Account to ensure expenditure is prioritised on essential spend.

The above actions will continue to be monitored closely by the Council Leadership Team through regular meetings and elected members will be kept updated on progress through regular budget monitoring reports.

4 BACKGROUND

- 4.1 Following approval of the Council's 2025/2026 Revenue Budget by the City Governance Committee on 27 February 2025, this report provides the projected revenue outturn position as at 31 July 2025, against the adjusted 2025/2026 Revenue Budget.
- 4.2 The total 2025/2026 Revenue Budget is £496.111m. For revenue monitoring purposes, the Council Tax Reduction Scheme budget of £14.741m is moved from expenditure to income and netted off against Council Tax income. This results in total budgeted expenditure of £481.370m for revenue monitoring purposes, as set out in Appendix A.
- 4.3 This report provides a detailed breakdown of service revenue monitoring information along with explanations of material variances against adjusted budgets. Where services are projecting a significant (underspend) or overspend against adjusted budget, additional details have been provided. Where service expenditure is on target and no material variances are anticipated, additional information has not been provided.
- 4.4 The forecast position is shown in more detail in the appendices to this report, as follows:

Appendix A shows the variances between budget and projected outturn for each service of the Council.

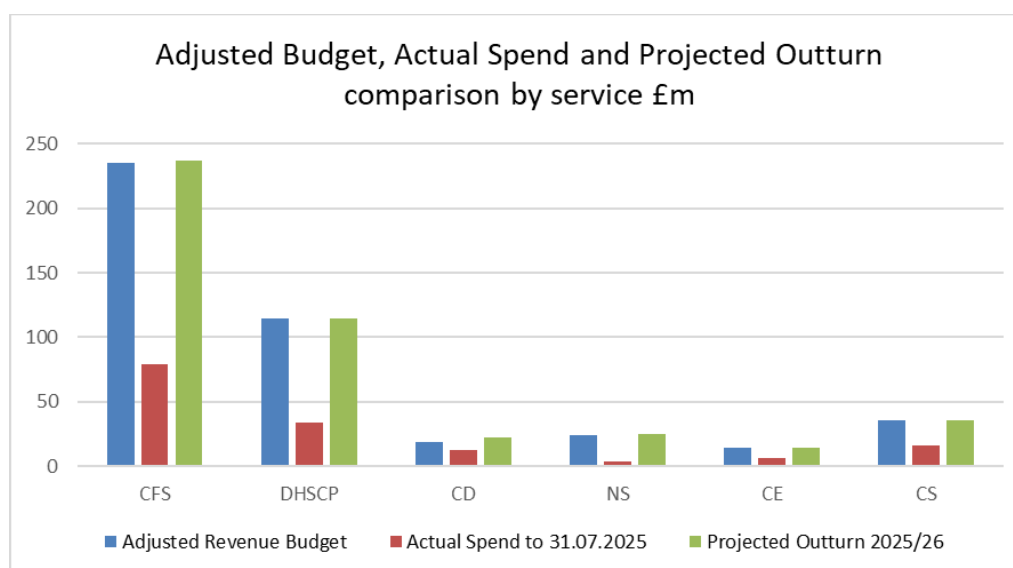
Appendix B lists the budget adjustments undertaken to date.

5 GENERAL FUND SERVICES - MONITORING POSITION AS AT 31 JULY 2025

5.1 The forecast position as at 31 July 2025 for General Fund services is summarised below.

	(Under)/Over Spend as at 31 July £m	(Under)/Over Spend as at 30 June £m	Movement (from previous month) £m
Net Expenditure	6.648	6.883	(0.235)
Sources of Income	0.047	(0.083)	0.130
Net projected reduction uncommitted balances	6.695	6.800	(0.105)

The graph below details the comparison between each service's actual spend and projected outturn.



6 DETAILED ANALYSIS

The following paragraphs summarise the main areas of variance by service area along with appropriate explanations. These figures reflect movements for the full year to date.

6.1 Children & Families Services: £2.191m overspend

Whilst this area carries a significant proportion of the overall pressure, there has been a reduction in the overall forecast overspend since June 25. The key elements of the overspend relate to staffing costs in Children's Services, which have increased due to service demand in this area £1.014m. There is also an overspend in third party payments for early years childcare, reflecting increased demand and the rising cost of providing care in private nurseries £1.018m. A review is currently underway in this area.

6.2 Dundee Health & Social Care Partnership (DHSCP)

The latest financial monitoring report presented to Dundee IJB projects an overspend of £4.946m for 2025/26 (utilising actual info to end June), with this information presented to Dundee IJB at its meeting on 20th August 2025. The projected overspend reflects the challenging financial position being experienced by Dundee IJB and while it reflects progress

towards achieving savings targets totalling £17.5m for 2025/26, there remains a shortfall in the overall position.

At present, the IJB holds £644k in General Reserves to offset a shortfall and, as a result, the IJB remains in Financial Recovery with an updated Financial Recovery Plan to be presented to the IJB's October 2025 meeting.

DHSCP is continuing to respond to significant operational challenges in demand and demographics (notably in Care at Home provision to help support discharge without delay from hospital, minimise unnecessary hospital admissions, reduce social care unmet need and reduce Care Home beds), and in particular staffing challenges (both recruitment and retention, sickness absence and premium cost of back-fill cover) and increasing complexity of needs in both in-patient / residential and community settings. Operational managers and the finance team continue work to explore ways of mitigating the overspend through efficiencies, cost reduction, whole system working, transformation and savings opportunities against current year and recurring budgets with any impact of these being reported to the IJB.

Under the risk sharing arrangement reflected in the Integration Scheme, the Integration Joint Board (IJB) retains any underspend within its reserve balances for investment in integrated health and social care services in future years, however any shortfall (after utilising reserves and implementing the Financial Recovery Plans) would be shared proportionately between the Partner Bodies. Officers continue to liaise with Council (and NHST) colleagues to monitor the financial implications.

The potential impact to the Council should the overspend not be fully contained is £1.444m. Senior officers from the Council and NHS Tayside are engaged in discussion to take the necessary actions to reduce this overspend with an objective of achieving a balanced budget.

6.3 City Development: £3.367m overspend

Whilst this area carries a significant proportion of the overall forecast pressure, there has been a reduction in the overall forecast overspend since June 25. The projected overspend is mainly within Corporate Property £2.967m, primarily due to costs associated with property maintenance, inspection contracts, and remedial repairs arising from inspections.

The forecast overspend within Corporate Property has reduced by £0.633m following identification of potential underspends elsewhere within the budget and subsequent budget realignment. There is a further £0.288m forecast overspend in Roads and Transportation, which is predominantly as a result of a projected overspend through third party payments for road maintenance. There is also a projected shortfall in income of £0.250m relating to additional commercial rental income that was assumed in the budget but has not materialised so far.

As part of the financial recovery plan, an analysis of current and historical property costs has been issued across services to identify cost savings and opportunities for property rationalisation. A working group is reviewing the overall position regarding property cost pressures, and the outcome will be reflected in future revenue monitoring reports. Further reductions in energy costs are also being explored together with recruitment to vacant posts in this team.

Ongoing discussions within the service are focused on identifying savings from vacant posts, service redesign opportunities, and other income generation.

In line with previous years there is a medium-term risk of £0.700m under recovery in off-street car parking income against budgeted levels for the current financial year. This reflects parking activity failing to recover fully since the pandemic. There is an amount of £1.550m in contingency reserves remaining to cover this forecasted shortfall although this remains a risk for future years.

6.4 Neighbourhood Services: £0.938m overspend

The projected overspend is within waste management third party payments, predominantly relating to increased gate fee for the waste to energy plant, increased tonnage and reduced electricity income expected to be gained from the excess revenue share for the waste to energy contract £0.383m. There is also a forecast reduction in income from the waste plant due to operational issues within the plant. These relate to the age and reliability of the plant leading to a series of unplanned stoppages with associated loss of revenue. The Council is in regular dialogue with the contractor in relation to the impacts of the plant's performance and the long-term viability of the lifetime extension agreement (LEA). The forecast pressures within this service area are partially offset by a projected underspend of (£0.671m), resulting from the holding of vacant posts.

6.5 Corporate Fleet: £0.829m overspend

Reflects the projected net overspend associated with the corporate fleet. The cost of the Council's fleet remains a budget pressure mainly due to rising expenditure in relation to the external hire of vehicles used by services together with the cost of parts and materials for vehicle repairs. The fleet review is ongoing to ensure the overall fleet utilised by services is in line with the budget provision available and that the true cost of fleet managed on behalf of external bodies is recovered accordingly.

6.6 Corporate Services: £0.555m overspend

The service is currently projecting an overspend of £0.500m in transfer payments, primarily due to increased use of hotels for housing homeless individuals. These costs do not receive full housing benefit subsidy from the Department of Work and Pensions and are outside the control of the Benefit Delivery Team. Additionally, a forecast overspend of £0.225m in supplies and services is being reported, driven by increased costs for IT licence fees, audit fees, software expenses, additional voluntary pension contribution commission, and external fees for professional services. A projected shortfall in income of £0.374m is mainly attributed to under-recovery in Scientific Services and reduced income from the underground garage. A projected underspend of £0.406m in staff costs is anticipated resulting from the holding of vacant posts.

6.7 Supplementary Superannuation: (£0.313m) underspend

Projected underspend in Supplementary Superannuation costs.

6.8 Miscellaneous Items: £0.325m overspend

Reduction in grant income reflecting lower than expected allocation from Extended Producer Responsibilities.

6.9 Capital Financing Costs: (£1.504m) underspend

The total projected underspend in Capital Financing Costs includes estimated savings of £0.905m relating to a restructuring exercise to replace current loan agreements with short-term local authority borrowing until longer-dated interest rates fall, when appropriate replacement borrowing would be undertaken. The remaining £0.599m underspend is mainly due to greater than expected interest on revenue balances.

6.10 Empty Property Relief: £0.241m overspend

Reflected expected level of reliefs granted for non-domestic rates on vacant properties.

7 EXTERNAL ORGANISATIONS

- 7.1 The budget includes the assumption that Tayside Contracts will return a surplus in 2025/2026, our share of which will be £0.232m. Any expected variances against this will be reflected as known. Please note we have set aside an allowance for Tayside Contracts pay awards within our pay contingency that will be allocated to service budgets in due course.

8 HOUSING REVENUE ACCOUNT - MONITORING POSITION AT 31 JULY 2025

- 8.1 The forecast position as at 31 July 2025 for the HRA is summarised below:

	(Under)/Over Spend as at 31 July £m	(Under)/Over Spend as at 30 June £m	Movement (from previous month) £m
Net Expenditure	2.169	2.602	(0.433)
Sources of Income	0.081	0.035	0.046
Net over/ (underspend)	2.250	2.637	(0.387)

- 8.2 The key variances contributing to the above projection include an increased recharge from Construction Services for repairs, reflecting a higher number of employees working on repairs and a pay award that was greater than expected £0.891m. In addition, property-related costs for non-construction repairs and maintenance, such as fire damage, tenant allowances, and decant payments, are expected to exceed the budget by £0.934m. The anticipated cost of relets is also higher than budgeted, due to an increase in the number of relet properties assumed within the budget £0.926m. These adverse variances are partially offset by projected underspends on environmental improvements, resulting from delays in the commencement of these projects (£350k).

The above projection also includes estimated savings of £0.300m relating to a restructuring exercise to exit current loan agreements and replace with short-term local authority borrowing until longer-dated interest rates fall, when appropriate replacement borrowing would be undertaken.

- 8.3 A system of ongoing monitoring will continue to take place up to 31 March 2026 with the objective of the HRA achieving a final outturn which is below or in line with the adjusted 2025/2026 HRA Revenue Budget.

Any variance will be adjusted against the Renewal & Repair Fund, the housing element of which amounted to £3.193m as at 31 March 2025:

HRA Renewal and Repair Fund	July £m
Opening Balance as at 1 April 2025	3.193
<u>Less</u> Projected Overspend to 31 March 2026	(2.250)
Projected Balance as at 31 March 2026	0.943

9 POLICY IMPLICATIONS

- 9.1 This report has been subject to the Pre-IIA Screening Tool and does not make any recommendations for change to strategy, policy, procedures, services or funding and so has not been subject to an Integrated Impact Assessment. An appropriate senior manager has reviewed and agreed with this assessment.

10 CONSULTATIONS

- 10.1 The Council Leadership Team were consulted in the preparation of this report.

11 BACKGROUND PAPERS

- 11.1 None.

PAUL THOMSON
EXECUTIVE DIRECTOR OF CORPORATE SERVICES

15 OCTOBER 2025

DUNDEE CITY COUNCIL							
2025/2026 REVENUE OUTTURN MONITORING							
PERIOD 1 APRIL 2025 - 31 JULY 2025							
	Approved	Total	Adjusted		Projected	Previous	Movement
	Revenue	Budget	Revenue	Projected	Variance	Months	Since
	Budget	Adjustments	Budget	Outturn	Over/(under)	Projected	Previous
	2025/26	(see Appx B)	2025/26	2025/26	spend	Variance	Month
	£m	£m	£m	£m	£m	£000	£000
General Fund Services							
Children & Families	233.620	1.395	235.015	237.206	2.191	2.372	(0.181)
Dundee Health & Social Care Partnership	114.842		114.842	114.842	0.000	0.000	
City Development	18.250	0.507	18.757	22.124	3.367	3.453	(0.086)
Neighbourhood Services	23.603	0.319	23.922	24.860	0.938	0.864	0.074
Chief Executive	14.320	0.072	14.392	14.361	(0.031)	(0.030)	(0.001)
Corporate Services	35.318	0.121	35.439	35.994	0.555	0.096	0.459
Construction Services	0.000	1.559	1.559	1.495	(0.064)	0.009	(0.074)
	439.953	3.973	443.926	450.880	6.955	6.765	0.190
Capital Financing Costs / Interest on Revenue Balances	30.863		30.863	29.359	(1.504)	(0.599)	(0.905)
Contingencies:							
- General	0.500	(0.127)	0.373	0.373	0.000	0.000	
- Budget growth/Pay Pressures	8.324		8.324	8.324	0.000	0.000	
- Unallocated Corporate Savings	(0.944)	(0.395)	(1.339)	(1.339)	0.000	0.000	
- New monies	0.922	(0.467)	0.455	0.455	0.000	0.000	
Tayside Contracts surplus	(0.232)		(0.232)	(0.232)	0.000	0.000	
Corporate Fleet	3.982	0.034	4.016	4.845	0.829	0.348	0.481
Miscellaneous Items	(7.628)		(7.628)	(7.303)	0.325	0.325	
Discretionary Non Domestic Rates (NDR) Relief	0.392		0.392	0.507	0.115	0.112	0.003
Supplementary Superannuation Costs	3.041		3.041	2.728	(0.313)	(0.313)	
Tayside Valuation Joint Board	1.149		1.149	1.149	0.000	0.000	
Empty Property Relief Devolution	1.048		1.048	1.289	0.241	0.245	(0.005)
Total Expenditure	481.370	3.018	484.388	491.036	6.648	6.883	(0.235)
Sources of Income							
General Revenue Funding	(335.339)	(0.534)	(335.873)	(335.873)			
Contribution from National Non Domestic Rates (NNDR) Pool	(71.406)		(71.406)	(71.406)			
Council Tax	(70.249)		(70.249)	(70.202)	0.047	(0.083)	0.130
Use of Balances -							
Committed Balances c/f	0.000		0.000	0.000			
Earmarked funds	0.000	(2.396)	(2.396)	(2.396)			
Service concessions	(4.376)		(4.376)	(4.376)			
Change Fund	0.000	(0.008)	(0.008)	(0.008)			
R&R Fund	0.000	(0.080)	(0.080)	(0.080)			
(Surplus)/Deficit for the year	0.000	0.000	0.000	6.695	6.695	6.800	(0.105)
(Surplus)/Deficit for Housing Revenue Acct	0.000	0.000	0.000	2.250	2.250	2.637	(0.387)

Dundee City Council								
Revenue Monitoring to 31st March 2026 - Budget Adjustments to date								
	<u>Alloc To/From General Conts £000</u>	<u>Alloc To/From Conts: New Monies £000</u>	<u>Alloc To/From Conts: Savings £000</u>	<u>Funding Transfers £000</u>	<u>Alloc from Earmarked Funds £000</u>	<u>Alloc from Change Fund £000</u>	<u>Alloc from R&R Fund £000</u>	<u>Dept Totals £000</u>
General Fund Services								
Children & Families								1,395
Social Care Uplift 2024-25 and 2025-26		467		230				
Revenue Support Grant to Children & Families - Early Learning Care uplift 2025/26				273				
Revenue Support Grant to Children & Families - Holiday playschemes and activities				31				
Earmarked Reserves to Children & Families service re Children Services TPP pressures					394			
City Development								541
Contingencies to City Development - transfer of budget for post			34					
Contingencies to City Development - Bus Shelters/Street Lighting	100							
Earmarked Reserves to City Development - Eden Project					405			
Contingencies to City Development - recruitment approval for post			2					
Neighbourhood Services								319
Renewal & Repair fund to Neighbourhood Services - Kirkton overspend £80k							80	
Contingencies to Neighbourhood Services - Communities Staff Budget			212					
Contingencies to Neighbourhood Services - Maintenance Budget for Caird Park	27							
Chief Executive								72
2024/25 Carry Forwards - Protecting People					38			
Contingencies to Chief Executive - budget for post			26					
Change Fund to Chief Executive - EKOS project						8		
Corporate Services								121
Contingencies to Corporate Services - transfer of budget for various posts			121					
Construction								1,559
Earmarked Reserves to Construction service re Roofs					1,559			
General Contingency								(127)
Contingencies to City Development - Bus Shelters/Street Lighting	(100)							
Contingencies to Neighbourhood Services - Maintenance Budget for Caird Park	(27)							
Contingency: New monies								(467)
Social Care Uplift 2024-25 and 2025-26		(467)						
Contingency: Unallocated Savings								(395)
Contingencies to City Development - budget for driver post (permanent)			(34)					
Contingencies to Neighbourhood Services - Communities Staff Budget			(212)					
Contingencies to City Development - recruitment approval for post			(2)					
Contingencies to Chief Executive - budget for post			(26)					
Contingencies to Corporate Services - transfer of budget for various posts			(121)					
Total Adjustments (General Fund)	0	0	0	534	2,396	8	80	3,018

REPORT TO: CITY GOVERNANCE COMMITTEE – 27 OCTOBER 2025

REPORT ON: ANNUAL TREASURY MANAGEMENT ACTIVITY 2024/2025

REPORT BY: EXECUTIVE DIRECTOR OF CORPORATE SERVICES

REPORT NO: 305-2025

1. PURPOSE OF REPORT

To review the Treasury Management activities for the period 1 April 2024 to 31 March 2025.

2. RECOMMENDATION

The Committee is asked to note the information contained herein and agree the limits in Appendix 1.

3. FINANCIAL IMPLICATIONS

There are no direct financial implications arising from this report.

4. BACKGROUND

At its meeting on 4 March 2024 the City Governance Committee approved the Council's Treasury Policy Statement setting out the policies which govern all borrowing and lending transactions carried out by the Council (Article VI of the minute of meeting of the City Governance Committee of 4 March 2024, Report 61-2024 refers), and the Treasury Management Strategy 2024/25 (Article V of the minute of meeting of the City Governance Committee of 4 March 2024, Report 60-2024 refers).

The Treasury Policy Statement requires that the Policy and Resources Committee receive and consider the Treasury Management strategy in advance of each new financial year and subsequently an annual monitoring report on the activities in that year.

This monitoring report covers the Treasury Management activity over the financial year 2024/2025. The outcome of these activities resulted in a £1.9m overspend in 2024/2025 that was attributable to interest payable against 2024/2025 budget provision for capital financing costs in Housing Revenue Account (HRA) and General Services. This was due to higher than anticipated interest rates on both short and long-term borrowing throughout the financial year.

5. DEBT POSITION

The Council's long-term debt position at the beginning and end of the financial year was as follows:

		<u>31 March 2024</u>		<u>31 March 2025</u>	
		<u>Principal</u>	<u>Average</u>	<u>Principal</u>	<u>Average</u>
		<u>£m</u>	<u>Rate</u>	<u>£m</u>	<u>Rate</u>
			<u>%</u>		<u>%</u>
Fixed Rate Funding	PWLB	476.3	3.9	498.8	3.9
	Market	30.0	4.2	30.0	4.2
Variable Rate Funding	PWLB	-	-	-	-
	Market	-	-	-	-
		<u>506.3</u>	<u>3.9</u>	<u>528.8</u>	<u>3.9</u>

6. THE TREASURY MANAGEMENT STRATEGY FOR 2024/2025

The expectation for interest rates which are incorporated within the Council's treasury strategy statement were based upon officers' views along with advice from our treasury advisers supported by a selection of City forecasts. The view on base rates at time of strategy publication (in March 2024) was that rates were forecast to fall to 3.75% by the end of the financial year.

At its meeting on 4 March 2024, the City Governance Committee approved the Council's Treasury Management Strategy 2024/25 (Article V of the minute of meeting of the City Governance Committee of 4 March 2024, Report 60-2024 refers), which indicated that the Council's borrowing requirement for capital expenditure would be approximately £102m.

7. ACTUAL BORROWING AND LENDING FOR 2024/2025

7.1 Interest Rates

Bank of England base rate started the financial year at 5.25%, and this only decreased to 4.50% by the end of the financial year.

Long-term Public Works Loan Board (PWLB) rates (50 year) started at 5.07% but moved between 4.88% and 5.88% throughout the year, finishing the year on 5.69%. These PWLB rates include the reduction of 0.20% certainty rate funding that Dundee City Council is eligible for.

7.2 Borrowing

The Council maintained a net under-borrowed position. This meant that the capital borrowing need (the Capital Financing Requirement), was not fully funded with loan debt as cash supporting the Council's reserves, balances and cash flow was used as a temporary measure. This strategy was prudent as investment returns were low, and counterparty risk was still an issue that needed to be considered.

7.2.1 Long-Term Borrowing

Long-term borrowing of £35m was undertaken during the year with repayment of existing loans totalling £12.5m. The new borrowing was drawn down in the financial year as follows:

<u>Date</u>	<u>Amount</u>	<u>Rate %</u>	<u>Term (years)</u>	<u>Maturity Date</u>
26/11/2024	£10,000,000	4.61	3.7	15/07/2028
26/11/2024	£10,000,000	4.60	5.0	15/11/2029
28/02/2025	£5,000,000	4.50	1.5	15/08/2026
03/03/2025	£10,000,000	4.85	1.3	15/07/2026
	<u>£35,000,000</u>			

7.2.2 Short-Term Borrowing

In order to indicate the level of short-term borrowing, shown below are the lowest and highest daily amounts outstanding each month, together with the short-term borrowing position at the end of every month and the range of interest rates at which borrowings were made -

Month	Lowest Amount Outstanding £m	Highest Amount Outstanding £m	End of month Amount Outstanding £m	Interest Rate Range %	
				Min	Max
April 2024	75.0	95.0	95.0	4.50	6.60
May 2024	95.0	105.0	105.0	4.50	6.60
June 2024	100.0	115.0	105.0	4.50	6.60
July 2024	105.0	105.0	105.0	4.50	6.60
August 2024	95.0	115.0	115.0	4.50	6.60
September 2024	115.0	120.0	120.0	4.25	6.30
October 2024	120.0	140.0	140.0	4.25	6.30

November 2024	140.0	159.0	144.0	4.25	6.30
December 2024	149.0	184.0	167.0	4.00	6.30
January 2025	162.0	178.0	173.0	4.00	5.50
February 2025	170.0	188.0	188.0	4.00	5.80
March 2025	163.0	193.0	163.0	3.75	5.80

The Interest on Revenue Balances (IORB) rate which is paid on non-General Fund cash balances is based on actual new short-term borrowing which averaged 4.25% throughout the year. It can be seen from the above that short-term borrowing was undertaken throughout the year in line with Treasury Strategy Statement on short term borrowing.

8. LENDING

Balances on reserves and variations in cash flow requirements mean that there will be surplus funds which will be invested for short periods (maximum of 364 days).

Short term investments will be restricted to only those institutions identified in the Council's Approved Counter-parties list provided they have maintained their credit rating. An analysis of the lending position to 31 March 2025 shows -

Month	Lowest Amount Lent £m	Highest Amount Lent £m	End of month Amount Lent £m	Interest Rate Range %	
				Min	Max
April 2024	6.1	28.6	6.6	5.23	5.29
May 2024	0.1	28.8	28.8	5.11	5.26
June 2024	0.9	28.8	6.6	5.21	5.26
July 2024	6.4	28.7	18.9	5.20	5.24
August 2024	2.1	14.0	2.5	5.06	5.21
September 2024	2.2	30.5	12.2	5.00	5.17
October 2024	3.4	15.4	6.9	4.96	5.02
November 2024	12.4	33.4	12.7	4.78	4.97
December 2024	3.9	60.0	3.9	4.75	4.83
January 2025	3.9	31.1	7.3	4.73	4.97
February 2025	3.0	27.3	16.0	4.57	4.74
March 2025	4.8	38.9	4.8	4.52	4.61

The lending activity shown above related solely to short-term positions. All the above investments were in compliance with Treasury Strategy Statement provisions on such lending with regards to amounts and institutions involved.

9. SPECIFIED INVESTMENTS

In accordance with the Treasury Management Strategy, in specific circumstances, specified funds identified by the Executive Director of Corporate Services are invested in longer term investment vehicles. These funds are Common Good; General Insurance; and Maintenance and Perpetuity of Lairs. These investments may have a higher risk threshold and can be subject to market fluctuation.

Investment activity throughout 2024/25 financial year is summarised as follows:

Value of funds invested at 1 April 2024	6,160,079
Withdrawals made within period	(87,643)
Capital Growth of Investments	(38,817)
Overall Value of funds at 31 March 2025	<u>6,033,619</u>

Total Return on Investments in period:	
Capital Growth of Investments ¹	(38,817)

Income from Investments ²	353,293
Total Return on Investments in period	314,476

Notes

1 – Capital growth from bond investments occurs when the price of the bond increases above the purchase price.
 2 – Income from bond investments primarily comes from interest payments, also known as coupon payments, that the bond issuer makes to the bondholder. These payments are typically made at regular intervals and are based on the bond's coupon rate, which is a fixed percentage of the bond's face value (par value).

10. OUTLOOK FOR THE FIRST HALF OF 2025/26

The UK economy is expected to recover modestly through the remainder of 2025, following a period of weak growth and persistent inflation. While headline inflation is forecast to ease gradually, core inflation and wage pressures remain elevated, complicating the Bank of England's path to rate cuts.

Growth is likely to be supported by rising household disposable incomes and increased government spending. However, external risk, such as global trade tensions and financial market volatility, continue to weigh on exports and business confidence.

The Bank of England is expected to adopt a cautious, gradual approach to monetary easing, with small rate cuts anticipated throughout the year. Labour market resilience and fiscal policy will be key factors influencing the pace of recovery.

The overall longer-run trend is for gilt yields and PWLB rates to fall back over the timeline of forecasts, but the risks to forecasts are generally to the upsides.

The Council's appointed treasury advisors, MUFG (previously Link Asset Services) assist the Council to formulate a view on interest rates. The following table gives MUFG's central view on interest rates as at 10 February 2025:

Period	Bank Rate	PWLB Borrowing Rates % (including certainty rate adjustment)			
		5 year	10 year	25 year	50 year
Quarter ending	%				
Mar-25	4.50	5.00	5.30	5.80	5.50
Jun-25	4.25	4.90	5.20	5.70	5.40
Sep-25	4.25	4.80	5.10	5.60	5.30
Dec-25	4.00	4.70	5.00	5.50	5.20
Mar-26	3.75	4.60	4.90	5.40	5.10
Jun-26	3.75	4.50	4.80	5.30	5.00
Sep-26	3.75	4.40	4.70	5.20	4.90
Dec-26	3.50	4.40	4.70	5.10	4.80
Mar-27	3.50	4.30	4.60	5.00	4.70
Jun-27	3.50	4.20	4.50	5.00	4.70
Sep-27	3.50	4.20	4.50	4.90	4.60
Dec-27	3.50	4.10	4.40	4.90	4.60
Mar-28	3.50	4.00	4.40	4.80	4.50

See Appendix 2 for full economic review of 2024/25 financial year from MUFG.

11. PRUDENTIAL CODE INDICATORS

The Treasury Management activity at the year-end was maintained within the prudential code limits. All borrowing was maintained within the authorised borrowing limit throughout the year. All lending

complied with the Treasury Policy Statement provisions, in relation to amounts and institutions involved. Updated indicators are shown in Appendix 1.

12. RISK

The Treasury Risks have been reviewed and there are no changes since the last report.

13. POLICY IMPLICATIONS

This report has been subject to the Pre-IIA Screening Tool and does not make any recommendations for change to strategy, policy, procedures, services or funding and so has not been subject to an Integrated Impact Assessment. An appropriate senior manager has reviewed and agreed with this assessment.

14. CONSULTATION

The Council Leadership Team have been consulted in the preparation of this report.

15. BACKGROUND PAPERS

None

PAUL THOMSON
EXECUTIVE DIRECTOR OF CORPORATE SERVICES

14 OCTOBER 2025

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THE PURPOSE OF PRUDENTIAL INDICATORS

The framework established by the Prudential Code should support local strategic planning, local asset management planning. The objectives of the Prudential Code are to ensure, within a clear reporting framework, that:

- All external borrowing and other long-term liabilities are within **prudent** and sustainable levels
- The Council's capital expenditure plans are **affordable** and proportionate
- Treasury management decisions are taken in accordance with good professional practice

PRUDENTIAL CODE INDICATORS - TREASURY MANAGEMENT INDICATORS

Adoption of Revised CIPFA Treasury Management Code of Practice

Yes

Upper limit for variable and fixed rate exposure

	Net principal re variable rate borrowing / investments	Net principal re fixed rate borrowing / investments
2024/25	30%	100%
2025/26	30%	100%
2026/27	30%	100%
2027/28	30%	100%
2028/29	30%	100%
2029/30	30%	100%

Maturity structure of fixed rate borrowing 2024/25

Period	Lower %	Upper %
Under 12 months	0	10
12 months & within 24 months	0	15
24 months & within 5 years	0	25
5 years & within 10 years	0	25
10 years +	50	95
Upper limit for total principal sums invested for over 364 days	n/a	No sums will be invested longer than 364 days

PRUDENCE INDICATORS

CAPITAL EXPENDITURE

Prudential Indicator: Level of Capital Expenditure

This indicator measures affordability and gives a basic control of the Council's capital expenditure. To provide an accurate indicator of capital expenditure all receipts are excluded from the calculation, so figures are based on gross expenditure.

	Capital Expenditure		
	Non-HRA £m	HRA £m	Total £m
2024/25	110.955	15.714	126.669
2025/26	55.976	34.506	90.482
2026/27	38.815	30.934	69.749
2027/28	38.993	20.900	59.893
2028/29	12.828	26.622	39.450
2029/30	12.831	26.755	39.586

Prudential Indicator: Capital Financing Requirement

The calculation of the capital financing requirement reflects the Council's underlying need to borrow for a capital purpose. Capital expenditure can be funded from capital receipts from the sale of land and buildings, grants and contributions, or from revenue. The remaining expenditure not funded from the aforementioned, will require to be funded from borrowing, and will increase the capital financing requirement of the Council.

	Net Borrowing Requirement (NBR)		
	1 April £m	31 March £m	Movement £m
2024/25	577.677	690.000	112.323
2025/26	690.000	732.000	36.000
2026/27	732.000	758.000	26.000
2027/28	758.000	779.000	21.000
2028/29	779.000	780.000	1.000
2029/30	780.000	782.000	2.000

	Capital Financing Requirement (CFR)			
	Non-HRA £m	HRA £m	Total £m	Movement £m
2024/25	538.000	179.000	717.000	73.114
2025/26	561.000	198.000	759.000	42.000
2026/27	571.000	214.000	785.000	26.000
2027/28	585.000	221.000	806.000	21.000
2028/29	575.000	232.000	807.000	1.000
2029/30	566.000	243.000	809.000	2.000

	NBR v CFR Difference
	Total £m
2024/25	27.000
2025/26	27.000
2026/27	27.000
2027/28	27.000
2028/29	27.000
2029/30	27.000

EXTERNAL DEBT**Prudential Indicator: Authorised Limit**

The authorised limit represents a maximum value beyond which the Councils external debt must not exceed. Total external debt needs to be expressed as gross of investments and split between borrowing and other long-term liabilities. The Council has a £30m headroom between its authorised limit and its operational boundary.

Prudential Indicator: Operational Boundary

This indicator focuses on the day-to-day treasury management activity within the Council. It is a means by which the Council ensures that it remains within its authorised limits. It is based on the what the Council expects its maximum level of debt based on the Councils level of borrowing as contained in the Capital Plan.

	Authorised Limit				Operational Boundary		
	Borrowing £m	Other £m	Total £m		Borrowing £m	Other £m	Total £m
2024/25	723.000	276.000	999.000		693.000	276.000	969.000
2025/26	766.000	271.000	1,037.000		736.000	271.000	1,007.000
2026/27	792.000	267.000	1,059.000		762.000	267.000	1,029.000
2027/28	813.000	262.000	1,075.000		783.000	262.000	1,045.000
2028/29	814.000	256.000	1,070.000		784.000	256.000	1,040.000
2029/30	816.000	251.000	1,067.000		786.000	251.000	1,037.000

Prudential Indicator: Actual External Debt

A record of the Council's actual external debt is kept as part of the Treasury Management Activities. Actual external debt reflects the position at a particular point in time and is therefore not directly comparable to the authorised limit and operational boundary.

	31/03/2024	31/03/2025
	£m	£m
Actual borrowing	582.019	692.919
Actual other long-term liabilities	202.477	275.208
Actual external debt	784.496	968.127

AFFORDABILITY INDICATORS

Prudential Indicator: Ratio of Commercial & Service Income to Net Revenue Stream

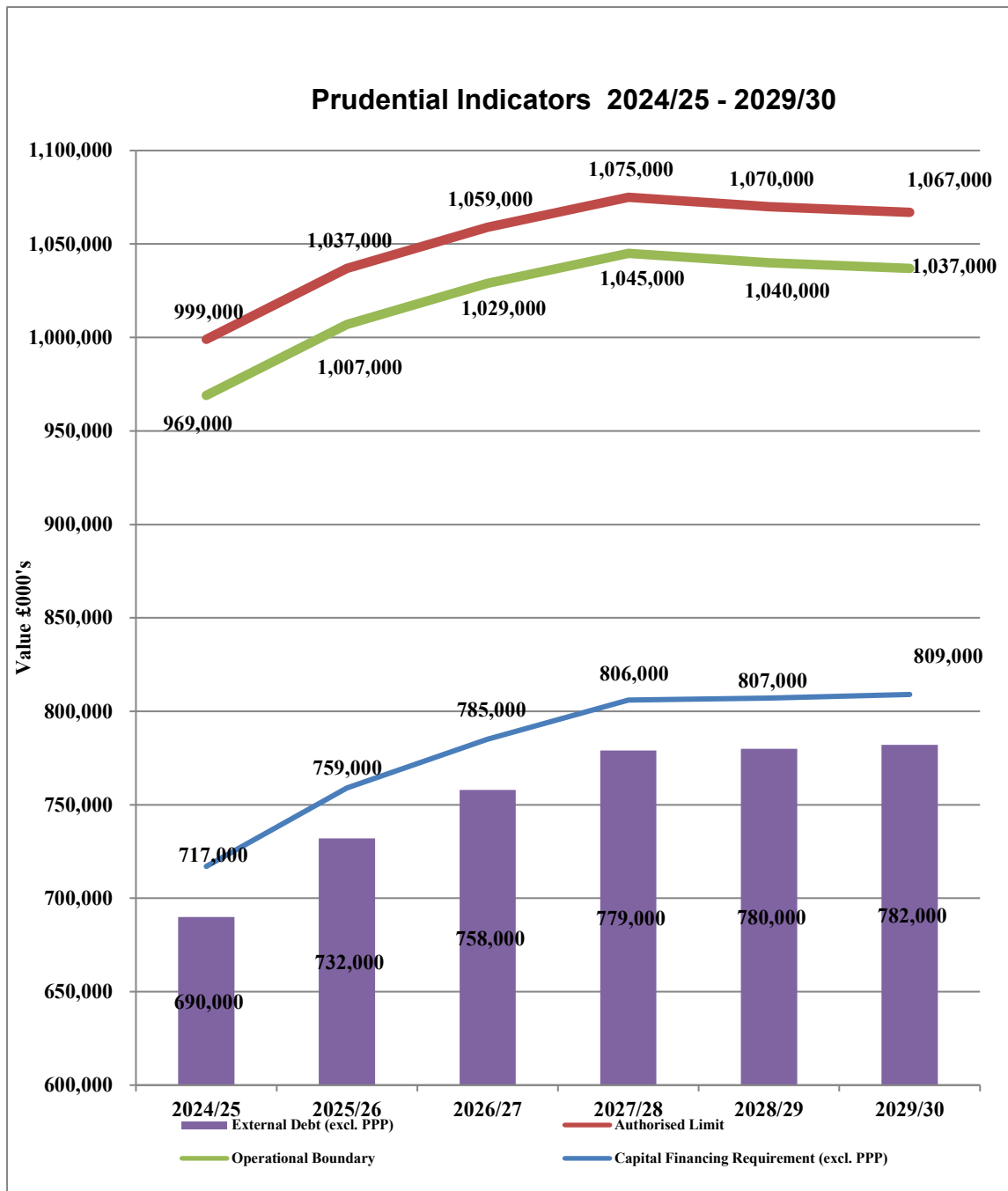
The ratio of commercial and service income to net revenue stream measures both current and future income streams from service and commercial assets as a percentage of the Council's total income that it is estimated over the period of the Capital Plan.

Prudential Indicator: Ratio of Financing Costs to Net Revenue Stream

The ratio of financing costs to net revenue stream also measures affordability. The measure includes both current and future commitments based on the Capital Plan and shows the revenue budget used to fund the capital financing costs associated with the capital expenditure programme.

Variations to the ratio imply that the proportion of loan charges has either increased or decreased in relation to the total funded from Government Grants and local taxpayers.

	Ratio Commercial & Service Income to Net Revenue Stream	Ratio of financing costs to Net Revenue Stream	
	Non HRA %	Non-HRA %	HRA %
2024/25	1.3	6.2	35.1
2025/26	1.3	7.1	34.9
2026/27	1.3	7.1	36.4
2027/28	1.3	7.2	37.7
2028/29	1.3	7.0	37.7
2029/30	1.3	6.9	37.7



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The Economy and Interest Rates FY24/25

UK Economy

Investment returns remained robust throughout 2024/25 with Bank Rate reducing steadily through the course of the financial year (three 0.25% rate cuts in total), and even at the end of March the yield curve was still relatively flat, which might be considered unusual as further Bank Rate cuts were expected in 2025/26.

Bank Rate reductions of 0.25% occurred in August, November and February, bringing the headline rate down from 5.25% to 4.5%. Each of the Bank Rate cuts occurred in the same month as the Bank of England publishes its Quarterly Monetary Policy Report, therein providing a clarity over the timing of potential future rate cuts.

Looking back to 2024/25, investors were able to achieve returns in excess of 5% for all periods ranging from 1 month to 12 months in the spring of 2024 but by March 2025 deposit rates were some 0.75% - 1% lower. Where liquidity requirements were not a drain on day-to-day investment choices, extending duration through the use of "laddered investments" paid off.

That is not to say that investment choices were straight-forward. Concerns over rising inflation after the Autumn Statement in October led to reduced expectations for Bank Rate to fall. Indeed, the CPI measure of inflation is expected to reach c3.75% by the autumn of 2025, which could provide for some presentational issues for a Bank whose primary mandate is to ensure inflation is close to 2% on a two-to-three-year timeframe. At the end of March, only two further rate cuts were priced into the market for 2025 (4% at December 2025). A week later and sentiment has changed dramatically in the wake of the equity market sell-off to the extent that markets now expect three Bank Rate reductions between May and December 2025 (Bank Rate to fall to 3.75%).

Interest rate forecasts initially suggested gradual reductions in short, medium and longer-term fixed borrowing rates during 2024/25. Bank Rate did peak at 5.25% as anticipated, but the initial expectation of significant rate reductions did not transpire, primarily because inflation concerns remained elevated. Forecasts were too optimistic from a rate reduction perspective, but more recently the forecasts, updated from November 2024 onwards, look more realistic.

Gilt yields have been volatile through 2024/25. Indeed, the low point for the financial year for many periods was reached in September 2024. Thereafter, and especially following the Autumn Statement, PWLB Certainty rates have remained elevated at between c5% - 6% with the exception of the slightly cheaper shorter dates.

UK inflation has proved somewhat stubborn throughout 2024/25. Having started the financial year at 2.3%, the CPI measure of inflation briefly dipped to 1.7% in September before picking up pace again in the latter months. The latest data showed CPI rising by 2.8% year on year (February), but there is a strong likelihood that figure will increase to at least 3.5% by the Autumn of 2025.

Against that backdrop, and the continued lack of progress in ending the Russian invasion of Ukraine, as well as the potentially negative implications for global growth as a consequence of the implementation of US tariff policies by US President Trump in April 2025, Bank Rate reductions have been limited. Bank Rate in April currently stands at 4.5%, despite the Office for Budget Responsibility reducing its 2025 GDP forecast for the UK economy to only 1% (previously 2% in October).

Borrowing has become increasingly expensive in 2024/25. Gilt yields rose significantly in the wake of the Chancellor's Autumn Statement, and the loosening of fiscal policy, and have remained elevated ever since, as dampened growth expectations and the minimal budget contingency (<£10bn) have stoked market fears that increased levels of borrowing will need to be funded during 2025.

The table below provides a snapshot of the conundrum facing central banks: inflation pressures remain, labour markets are still relatively tight by historical comparisons, and central banks are also having to react to a fundamental re-ordering of economic and defence policies by the US administration.

	UK	Eurozone	US
Bank Rate	4.50%	2.5%	4.25%-4.5%
GDP	0.1%q/q Q4 (1.1%y/y)	+0.1%q/q Q4 (0.7%y/y)	2.4% Q4 Annualised
Inflation	2.8%y/y (Feb)	2.3%y/y (Feb)	2.8%y/y (Feb)
Unemployment Rate	4.4% (Jan)	6.2% (Jan)	4.1% (Feb)

The Bank of England left the Bank Rate unchanged at 4.5% by a vote of 8-1 in March, but suggesting further reductions would be gradual. The Bank of England was always going to continue its cut-hold-cut-hold pattern by leaving interest rates at 4.50% but, in the opposite of what happened at the February meeting, the vote was more hawkish than expected. This suggested that as inflation rises later in the year, the Bank cuts rates even slower, but the initial impact of President Trump's tariff policies in April 2025 on the financial markets underpin the view that the Bank will eventually reduce rates to 3.50%.

Having said that, the Bank still thinks inflation will rise from 2.8% in February to 3¼% in Q3. And while in February it said, "inflation is expected to fall back thereafter to around the 2% target", this time it just said it would "fall back thereafter". That may be a sign that the Bank is getting a bit more worried about the "persistence in domestic wages and prices, including from second-round effects". Accordingly, although we expect a series of rate cuts over the next year or so, that does not contradict the Bank taking "a gradual and careful" approach to cutting rates, but a tepid economy will probably reduce inflation further ahead and prompt the Bank to cut at regular intervals.

From a fiscal perspective, the increase in businesses' national insurance and national minimum wage costs from April 2025 is likely to prove a headwind, although in the near-term the Government's efforts to provide 300,000 new homes in each year of the current Parliament is likely to ensure building industry employees are well remunerated, as will the clamp-down on immigration and the generally high levels of sickness amongst the British workforce. Currently wages continue to increase at a rate close to 6% y/y. The MPC would prefer a more sustainable level of c3.5%.

As for equity markets, the FTSE 100 has recently fallen back to 7,700 having hit an all-time intra-day high 8,908 as recently as 3rd March. The British Pound has also endured volatility, hitting a peak of \$1.34 before dropping to \$1.22 in January and then reaching \$1.27 in early April 2025.

USA Economy

Despite the markets willing the Federal Open Market Committee (FOMC) to repeat the rate cut medicine of 2024 (100 basis points in total), the Federal Reserve Chair, Jay Powell, has suggested that the Fed. Funds Rate will remain anchored at 4.25%-4.5% until inflation is under control, and/or the economy looks like it may head into recession as a consequence of President Trump's tariff policies.

Inflation is close to 3% and annualised growth for Q4 2024 was 2.4%. With unemployment just above 4%, and tax cuts in the pipeline, the FOMC is unlikely to be in a hurry to cut rates, at least for now.

Eurozone Economy

The Eurozone economy has struggled throughout 2024 and is flat lining at present, although there is the promise of substantial expenditure on German defence/infrastructure over the coming years, which would see a fiscal loosening. France has struggled against a difficult political backdrop, but with a large budget deficit it is difficult to see any turn-around in economic hopes in the near-term.

With GDP currently below 1% in the Euro-zone, the ECB is likely to continue to cut rates, although the headline inflation rate is still above 2% (2.3% February 2025). Currently at 2.5%, a further reduction in the Deposit Rate to at least 2% is highly likely.

Appendix 3 - Six Monthly Risk Report

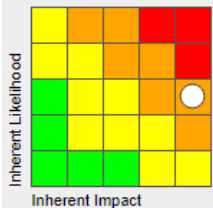
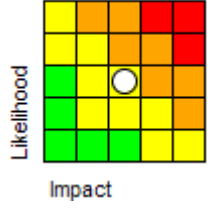
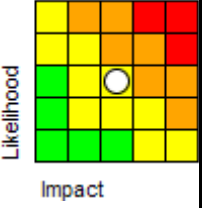
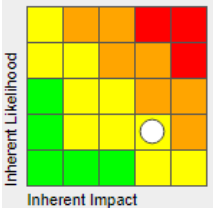
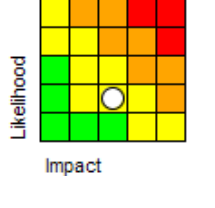
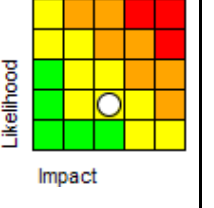
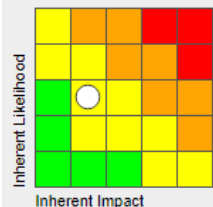
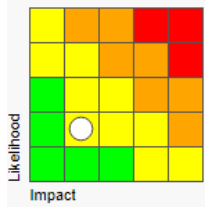
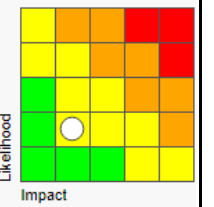
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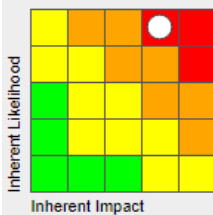
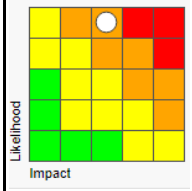
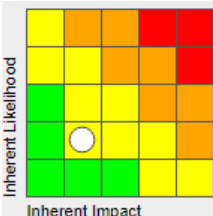
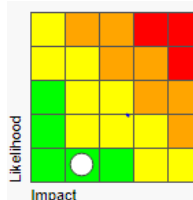
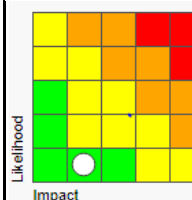
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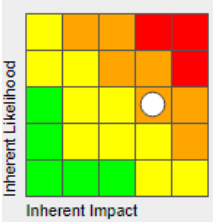
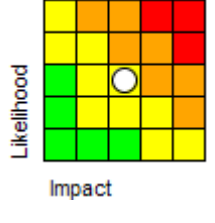
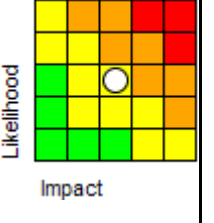
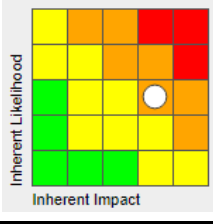
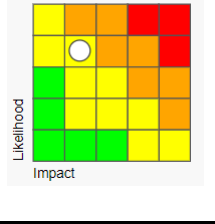
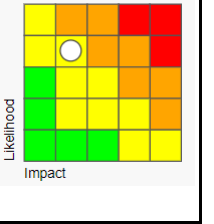
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Risk Title	Risk Factors	Potential Effect	Potential Outcome	Inherent Risk	Control Measures/Mitigation	Residual Risk (Prev Review)	Residual Risk at Oct 2024
1. Loss of capital due to counterparty collapse	The Council loses its principal investment or investment becomes impaired	Counterparty collapses or faces a financial crisis rendering it unable to repay investments	. The Council may suffer financial loss . The repayment of funds from the counterparty could be significantly delayed or impaired Either of these outcomes could have an adverse impact on operational funding levels		Per the Treasury Management Strategy: . Maximum investment value on approved counterparties in order to spread and reduce risk. . Controls and procedures are in place to ensure investment and durations limits with approved counterparties are not exceeded. . Counterparties are also monitored and reviewed on a weekly basis at least or more regularly if considered necessary to do so. . Limited threshold rating for approval of counterparties.		
2. Decline / rise in interest rates	The Council may not achieve its target level of interest payable / receivable for budgetary purposes.	Impact on revenue budget resulting in mandatory efficiencies affecting service delivery	. Base rate rising affecting associated market borrowing rates. . Lower risk counterparties not offering competitive rates in low rate environment affecting deposits.		. Arranging longer term investments where investment objectives and criteria allows in order to capitalise on higher rate of returns without risk of opportunity cost. . Offsetting the loss of interest income / cost of borrowing by undertaking refinancing loans at lower rates than previously undertaken as opportunities arise.		

Risk Title	Risk Factors	Potential Effect	Potential Outcome	Inherent Risk	Control Measures/Mitigation	Residual Risk (Prev Review)	Residual Risk at Oct 2024
					The Council continually monitors base rate and rates being achieved against budget to ensure it has secured the best value possible in the challenging economic climate.		
3. Fraudulent activity (now incorporating cybercrime)	. Financial loss to the Council as a direct consequence of fraudulent activity . Loss of money for the Council Disciplinary action for the staff involved . Reputational damage	Potential fraud by staff	Fraudulent activity		. Segregation of staff duties. . Review and monitor of internal controls to ensure the correct protocol across all relevant areas is being followed. . Ensure all insurance policies and relevant guarantees (Fidelity £2m per individual circumstance) are fully up to date.		
4. Money laundering	. Fine and/or imprisonment . Reputational damage	Money laundering by external parties	External parties pay a transaction by cash and subsequently request a refund		. Ensure the money laundering policy is reviewed and up to date. . Reconcile refunds back to source of income. . Raise awareness of this issue amongst staff . Review requirements of financial regulations.		
5. Network Failure / banking system being inaccessible	Daily Treasury functions will not be carried out	The Council is unable to carry out its daily treasury functions due to a network failure	RBS Bankline is unavailable or the Council's network has failed		Invoke the business continuity plan to minimise the effects of a network issue.		

Risk Title	Risk Factors	Potential Effect	Potential Outcome	Inherent Risk	Control Measures/Mitigation	Residual Risk (Prev Review)	Residual Risk at Oct 2024
6. Revenue Budgets	The Council may not be able to execute some desired projects	Revenue budgets are unable to meet borrowing costs of capital schemes	Revenue budgets come under pressure from restricted government funding or non-delivery of programmed savings		. Revenue budgets monitored on monthly basis and future year forecasts undertaken. . Reserve some capital receipts to cover borrowing costs in the short term. . Ensure monthly financial reports and Forecasts are produced and analysed . All borrowing decisions are made based on prudential indicators and are planned based on long term projections. . Capital Plans and borrowing is reviewed annually before the revenue budget is set to ensure that the costs are affordable.		
7. Lack of suitable counterparties	Use of counterparties not paying best value rates.	The Council does not have enough "space" with approved counterparties to place investments/deposit surplus cash balances.	Rising cash balances and a restricted counterparty list		The Council continually monitors its approved counterparty listing in conjunction with cash balances. Any potential new investment opportunities are discussed at Treasury Management performance meetings. The Council uses call accounts and money market funds to deposit surplus cash balances. However, there are also limits on the amounts deposited to such funds. The Council has a facility to deposit cash with the Debt Management Office should all other investment options be exhausted.		

Risk Title	Risk Factors	Potential Effect	Potential Outcome	Inherent Risk	Control Measures/Mitigation	Residual Risk (Prev Review)	Residual Risk at Oct 2024
8. Lack of expertise of Committee or amongst officers	Financial consequence	Lack of training and continuous professional development.	Detrimental decisions made in relation to financial investment management.		. Provision of training . External investment advice . Consultation with peer groups.		
9. Over reliance on key officers	Detrimental decisions made in relation to financial investment management.	Specialist nature of work means there are relatively few experts in this field	If an officer leaves or falls ill knowledge gap may be difficult to fill.		. Key officers transfer specialist knowledge to colleagues. . Procedures & guidance available. . In the short-term advice can be sought from external investment adviser and/or peer support.		

REPORT TO: CITY GOVERNANCE COMMITTEE – 27 OCTOBER 2025

REPORT ON: DRAFT GAELIC LANGUAGE PLAN 2026-31

REPORT BY: CHIEF EXECUTIVE

REPORT NO: 283-2025

1. PURPOSE OF REPORT

- 1.1 This report presents the Committee with a draft Gaelic Language Plan for Dundee for 2026-31 and updates the Committee on the process of producing a Gaelic Language Plan.

2. RECOMMENDATIONS

- 2.1 It is recommended that the Committee:
- a) notes the content of the draft Gaelic Language Plan 2026-31 attached in Appendix 1;
 - b) agrees that the draft Plan is submitted to Bòrd na Gàidhlig for an informal assessment; and
 - c) remits to officers to carry out a formal consultation on the draft Gaelic Language Plan 2026-31 following feedback from the informal assessment.

3. FINANCIAL IMPLICATIONS

- 3.1 There are no direct financial implications arising from the agreement of this report.

4. BACKGROUND

- 4.1 The Gaelic Language (Scotland) Act 2005 was passed with the aim to secure the status of the Gaelic language as an official language of Scotland, commanding equal respect to the English language. A duty is placed on local authorities to produce Gaelic Language Plans to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.
- 4.2 The second edition of Dundee's Gaelic Language Plan was agreed by the Policy and Resources Committee on 10 May 2021 (Report 119-2021, Article II refers) with Bòrd na Gàidhlig granting its formal approval for the Plan on 21 June 2025. The Gaelic Language Plans guidance requires public bodies to review their plans within five years.
- 4.3 On 1 July 2025 a notice was received instructing Dundee City Council to review, renew and submit a final version of the Plan to Bòrd na Gàidhlig for approval by no later than 21 June 2026.
- 4.4 The draft Gaelic Language Plan presented in Appendix 1 will be submitted to Bòrd na Gàidhlig for an informal assessment. The informal assessment stage aims to ensure that the Plan adheres to the guidance set out by the Bòrd for public authorities prior to any formal consultation being carried out. This process is likely to last approximately two months. Bòrd na Gàidhlig may recommend that Dundee City Council makes changes or improvements to the draft Plan.
- 4.5 Next steps in the process of plan preparation will include:
- Bòrd na Gàidhlig's recommendations following the informal assessment stage will be considered and implemented as appropriate.
 - 6-week public consultation on the draft plan will take place in early 2026.
 - A report on the outcomes of the formal consultation will be submitted to Bòrd na Gàidhlig.
 - The final version of Gaelic Language Plan 2026-31 will be produced and brought back to the Committee for approval before the deadline set out by Bòrd na Gàidhlig.

- 4.6 Bòrd na Gàidhlig must approve the final Gaelic Language Plan or propose modifications to it. If Dundee City Council has objections to some or all of the proposed modifications, a notice to this effect must be submitted to Bòrd na Gàidhlig within one month of receiving the Bòrd's modifications. The Bòrd must then approve the Plan as submitted, agree modifications with the Council or refer the Plan to Scottish Ministers if approval is not given within two months of receiving a notice of objections from Dundee City Council.
- 4.7 The recent enactment of the Scottish Languages Act 2025 gives the Gaelic and Scots languages official status in Scotland and makes changes to the support for the Gaelic and Scots languages in Scotland. While there is no immediate requirement for local authorities to make any changes to their procedures, Scottish Ministers will issue guidance in the future for public bodies in relation to the duties. Local authorities will be required to have regard to the guidance in performing their functions.

5. **POLICY IMPLICATIONS**

- 5.1 This report has been subject to an Integrated Impact Assessment to identify impacts on Equality and Diversity, Fairness and Poverty, Environment and Corporate Risk. An impact, positive or negative, on one or more of these issues was identified. An appropriate senior manager has checked and agreed with this assessment. A copy of the Integrated Impact Assessment showing the impacts and accompanying benefits of/mitigating factors for them is included as an Appendix to this report.

6. **CONSULTATIONS**

- 6.1 The Council Leadership Team were consulted in preparation of this report.

7. **BACKGROUND PAPERS**

- 7.1 None.

GREGORY COLGAN
CHIEF EXECUTIVE

24 SEPTEMBER 2025

ANDREA CALDER
HEAD OF CHIEF EXECUTIVE'S SERVICES

Dundee City Council's Gaelic Language Plan 2026 - 2031



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Foreword by the Leader of Dundee City Council

I am pleased to share the third edition of the Gaelic Language Plan for Dundee. Dundee City Council proudly affirms its commitment to treating the Gaelic language with equal respect, recognising its role as one of Scotland's national languages. Gaelic enriches our cultural landscape and holds a vital place in the heritage of our nation.

This third edition of the Gaelic Language Plan for Dundee reflects our continued dedication to building on the progress achieved in recent years. It aligns with the ambitions of the National Gaelic Language Plan and seeks to accelerate our efforts.

We have made meaningful strides in raising awareness and enhancing the visibility of Gaelic across the city. With this updated Plan, we aim to further expand opportunities for learning and using Gaelic, while promoting a positive and inclusive image of the language throughout Dundee.

Councillor Mark Flynn
Leader of Dundee City Council

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Dundee Gaelic Language Plan 2026-2031

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1. INTRODUCTION

1. The Gaelic Language (Scotland) Act 2005

The Gaelic Language (Scotland) Act 2005 was passed by the Scottish Parliament with a view to secure the status of the Gaelic language as an official language of Scotland, commanding equal respect to the English language.

The 2005 Act enabled Bòrd na Gàidhlig to require a public authority to prepare a Gaelic Language Plan. This provision was designed to ensure that the public sector in Scotland plays its part in creating a sustainable future for Gaelic by raising the status and profile of the language and creating practical opportunities for its use.

This document is the third edition of Dundee City Council's Gaelic Language Plan prepared within the framework of the Gaelic Language (Scotland) Act 2005.

It sets out how we will use Gaelic in the operation of our functions, how we will enable the use of Gaelic when communicating with the public and key partners, and how we will promote and develop Gaelic. We will also continue to carry forward and deliver commitments made in the previous two editions of the Plan.

This Plan has been prepared in accordance with statutory criteria set out in the 2005 Act and having regard to the National Gaelic Language Plan 2023-2028 and the Guidance on the Development of Gaelic Language Plans.

2. Scottish Languages Act 2025

The Scottish Languages Act was passed by the Scottish Parliament on 17 June 2025 and received Royal Assent on 31 July 2025. It is a landmark piece of legislation that significantly strengthens the legal status and institutional support for Gaelic languages in Scotland. The Bill grants Gaelic the official status in Scotland, commanding equal respect to the English Language. Furthermore, it introduces new statutory duties, powers, and frameworks for promoting, supporting, and integrating Gaelic and Scots languages into public life, education and culture.

3. Dundee City Council – Functions and Priorities

Dundee has a population of 150,390, according to the latest data from National Records of Scotland. Dundee City Council provides all local government services for the city of Dundee. The Council employs over 6,700 staff, making it one of the largest employers in the city, and has an annual gross revenue expenditure of around £500 million and a programme of capital investment in schools, housing, community facilities, roads, social care, leisure and sport.

In December 2022, the Council adopted an ambitious Dundee Partnership City Plan 2022-2032 and Council Plan 2022-2027 with a clear vision for our city:

- Dundee will be a caring city which has tackled the root causes of poverty and delivered fairness in incomes, education and health.
- Dundee will have a strong, creative, smart and sustainable city economy with jobs and opportunities for all.
- Dundee will be a greener city, made up of strong communities where people feel empowered, safe and proud to live.

Our key strategic priorities include reducing child poverty and inequalities in incomes, education & health, delivering Inclusive Economic Growth (including Community Wealth Building) and tackling Climate Change and reaching Net Zero carbon emissions by 2045.

Increasing the presence and learning of Gaelic is relevant to priorities such as fairness, equalities, building strong communities and reducing inequalities.

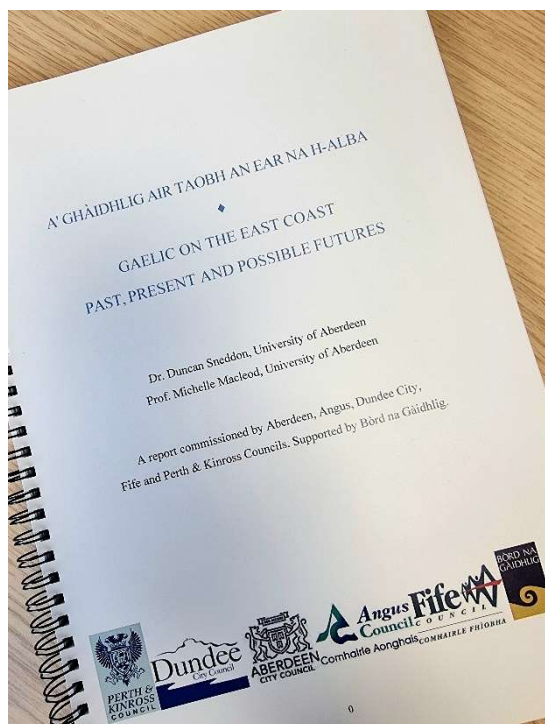
4. Gaelic in Dundee

History of Gaelic in Dundee

Historically, the presence of Gaelic in Dundee dates back to around tenth century. According to the research carried out by Dr. Duncan Sneddon of University of Aberdeen, and information provided by John Morrison, former Chief Executive of An Comunn Gàidhealach, Gaelic was likely the dominant language in Dundee between around 800 - 1200AD. The influence of Gaelic speakers in the Dundee area was evident throughout the medieval period. Numerous place names within Dundee attest to the presence of Gaelic speakers in the area in the medieval period, before Scots became the dominant language. For instance, the common Gaelic place name element “baile” (farmstead, settlement) can be seen in Balgowan (Baile a’ Ghobhainn, blacksmith’s steading), Balgay (Baile (na) Gaoithe, the windy/marshy steading) and Baldragon (from “baile” and “dreagan”, meaning “the farm of the dragon” where dragon has been interpreted as meaning a “hero”).

The Gaelic-speaking population of Dundee began to grow substantially towards the 1780s, to such an extent that the Gaelic Chapel was opened in Long Wynd in 1791 for ‘Highlanders recently arrived in the town’. Estimates put the Highland population at 300-400. There was an auxiliary Gaelic School in 1815.

The Gaelic congregation left the Church of Scotland and built their own Gaelic church at Albert Square in 1869. Services in Gaelic continued to be held in the city until 1923. Other important social institutions for Dundee’s Gaels included the Dundee Highland Society, established in 1814 for “...the preservation of the dress and antiquities of the ancient Caledonians, also for raising a fund for relieving distressed Highlanders at a distance from their native homes and such other benevolent purposes.” The Society was wound up in 1868 and replaced by the very similar Dundee Gaelic Club, which also held Gaelic social evenings.



In 1851, there were 809 Highland-born people living in Dundee, 1.02% of the city’s population. While not all would have been Gaelic speakers, the figure also does not include those Gaelic speakers born in Dundee itself to Highland parents. The Gaelic speaking community in Dundee fluctuated through the year, as seasonal migration for work in harvesting and the fishing industry brought large numbers of Gaelic speakers to the area for a time each year. These may not have been permanent Dundee residents, but they were part of the ordinary pattern of economic life in the city. The growth of the jute industry in the second half of the nineteenth century, along with the depopulation of vast swathes of the Highlands during the Clearances, saw the Highland-born and Gaelic-speaking population of Dundee increase, with many Gaels living in the Hawkhill and Scouringburn areas of the city. This saw the number of Gaelic speakers in Dundee increase from 237 in 1881 to 736 two decades later. The existence of a Gaelic village in the Claverhouse/Mill O Mains area is recognised by the street names in Mill O

Mains, while Claverhouse is linked to the Gaelic speaking John Graham of Claverhouse – Bonnie Dundee or Iain Dubh na Catha in Gaelic.

Gaelic in Dundee today

Over the recent years, there has been a growth in numbers of Dundee residents who have skills in Gaelic. The 2022 Census shows that the total number of people with Gaelic skills in Dundee increased

from 1,073 in the 2011 Census to 2,514 – representing 1.73% of people who are 3 years old or over, an increase of 0.98% over the last decade. This means that over 2,500 people in Dundee can either understand, speak, read or write in Gaelic or have a combination of these language skills.

According to the 2022 Census Dundee had a population of 144,799 people aged 3 and over. The Census recorded that:

- ✓ 1068 could understand Gaelic but not speak, read or write
- ✓ 637 people could speak, read and write in Gaelic
- ✓ 248 were able to speak Gaelic, but not read or write
- ✓ 105 residents could speak and read, but not write
- ✓ 283 people could read in Gaelic, but not speak or write
- ✓ 173 people had some other combination on skills in Gaelic
- ✓ 142,282 reported that they had no skills in Gaelic

It is worth noting how the Gaelic language skills spread across different age groups:

Age group	All people aged 3 and over	Understands, reads, speaks or writes Gaelic	No skill in Gaelic
All people aged 3 and over	144,799	2,514	142,282
3 - 15	19,572	442	19,130
16 - 24	22,838	569	22,269
25 – 34	21,631	485	21,144
35 - 49	25,783	386	25,397
50 - 64	28,209	327	27,882
65 and over	26,766	305	26,461

The data in the above table is useful in formulating plans and actions to support Gaelic learning among various age groups.

Internal Gaelic Capacity Audit

Dundee City Council recognises the importance of seeing Gaelic as a useful skill in the workplace. There are currently no jobs where the use of Gaelic is a designated responsibility or desired requirement. To help understand what level of skills and interest in Gaelic learning exists among our workforce a Gaelic language capacity audit was carried out in May 2025. Staff survey was sent electronically to over 2,700 employees across all Council services. 337 responses were received.

The key findings of the Gaelic capacity audit indicate that:

- 35 employees have skills in Gaelic including one staff member who is 'fluent', one who is at an 'advanced' level, and two employees who described their skills as 'intermediate', with other employees at the 'beginner' stage.
- 117 employees said that they would like to learn Gaelic or improve their Gaelic language skills, if there were opportunities to do so.
- 104 employees wished to be added to the Council's Gaelic mailing list which distributes information about Gaelic events and activities taking place in Dundee and the wider Tayside and Angus regions, including Perth and Kinross, Angus and Fife.

A further audit and questionnaire were carried out in June 2025 among the Council's primary and secondary school staff to establish which schools in Dundee have Gaelic language capacity to help deliver some of the actions over the lifetime of this edition on the Plan (2026-31). 168 responses were

received. 2 employees indicated they have a lot of skills in Gaelic including reading, writing, speaking and understanding (Rowantree Primary School and St Joseph's RC Primary School), and 5 said they had a little bit of Gaelic skills, with a combination of understanding, reading and speaking. None of the respondents declared having "advanced" skills in Gaelic.

5. Gaelic in Scotland

The current National Gaelic Language Plan reports that good progress has been made in recent years, however there is still more that needs to be done. The 2022 Scottish Census showed that 2.5% of people aged 3 and over in Scotland declared some Gaelic language skills, up from 1.7% in 2011. This represents an increase of approximately 43,100 people. Under 20s show the most consistent growth, rising from approximately 2% in 2001 to 3.5% in 2022. This increase can be attributed to the impact of Gaelic Medium Education. Those aged between 20 and 39, and 40 and 59 also show gradual increase, though at a slower pace.

Gaelic speakers can be found in every local authority area across Scotland. However, Westend Isles stand out with over 50% of the population able to speak Gaelic. Highland and Argyll and Bute are also in the top three councils with the most Gaelic speakers at 5.4% and 4% respectively.

National Gaelic Plan

The National Gaelic Language Plan for 2023-2028 was prepared by Bòrd na Gàidhlig and approved by Scottish Ministers. It highlights that ensuring that the growing population of young Gaelic speakers is supported to continue using the language, and to pass it on to the next generation, is critical to the maintenance of Gaelic as a living language. The plan also highlights the important role that Gaelic plays in the Scottish economy and in Scotland's cultural life.

The National Plan sets out the Scottish Government's vision for "a measurable increase in the numbers of people, speaking, learning, using and supporting Gaelic", with the key aim of increasing the use and learning of Gaelic. The Plan builds on the progress made in Gaelic over the recent decades, it presents priority areas and targets that will help make this vision a reality. Local Authorities are asked to have regard to the national priorities when setting out their commitments to support Gaelic in their work.

The National Gaelic Language Plan focuses on the following key areas of priority:

- Increasing the use and learning of Gaelic in Communities
- Increasing the use and learning of Gaelic in Homes
- Increasing the use and learning of Gaelic in the Creative Industries
- Increasing the use and learning of Gaelic in Business and the Economy
- Increasing the use and learning of Gaelic in Public Authorities
- Increasing the use and learning of Gaelic in Education, 0-18
- Increasing the use and learning of Gaelic in Post-school and Adult Learning

6. Dundee Gaelic Language Plan Community Focus Groups

In preparation for the new Gaelic Language Plan 2026-31 Dundee City Council organised two community focus groups. The focus groups were held at two community centres: Hilltown and Menzieshill. The meetings were advertised ahead of time, and attendance was encouraged through a variety of channels on the council's social media pages, through the Gaelic contacts mailing list and the council's internal staff messaging platform. Four community members with an interest in Gaelic attended the first focus group meeting and there was no attendance at the second meeting. At the focus groups a range of topics related to Gaelic provision in Dundee were discussed, including what Gaelic activities people engaged with in the last five years, what barriers they may have encountered

that made it difficult for them to engage and what they would like to see in terms of Gaelic activities or provision over the next five years.

Participants fed back that there has been an improvement in provision of Gaelic language classes and that there is an increased variety of engagements or activities that Gaelic learners can engage in, such as the Tea and Tunes concerts. Those who attended had a mixed level of Gaelic language skills. In the past year they engaged in the Gaelic Choir, Gaelic classes and conversation groups.

Gaelic Medium Education was mentioned as an important factor in promoting the learning and use of Gaelic among young people. The participants felt that there should be more daytime activities, such as BookBug sessions, or a Gaelic after school club. Participants would benefit from a wider range of social activities and opportunities to speak Gaelic with other fluent speakers to allow them to improve their Gaelic skills. The idea of a “Gaelic centre” was also disused. Information about Gaelic activities should be easily found when searching online.

Focus group participants felt that cost could be a barrier to participation, and that it was important that those who have an interest in Gaelic can take part in activities free of charge.

7. Consultation on the Draft Gaelic Language Plan

The 2005 Act requires that public authorities consult on their draft Gaelic Language Plan before submitting it to Bòrd na Gàidhlig.

The draft Plan will be shared with the public and their views will be sought to inform our priorities for Gaelic development and provision in Dundee. The consultation will begin following approval of the draft Plan.

2. KEY PRINCIPLES

This section of the plan confirms Dundee City Council's commitment to three key principles to be applied across the plan and throughout the authority.

1. Equal Respect

Under the Scottish Languages (Scotland) Act Gaelic has secured the status as an official language of Scotland commanding equal respect to the English language. Dundee City Council will ensure that where Gaelic is included as part of our operations and services, they are of an equal standard and quality as those that we provide in English.

2. Active Offer

Dundee City Council will make an active offer of our Gaelic services to our employees and the public. This will ensure that where Gaelic services are made available by us, Gaelic users are made aware of their existence and are actively encouraged to use them. This will give Gaelic users the confidence to know that their needs will be met if that is their choice. Dundee City Council will ensure that our Gaelic language services are as accessible as our English language services.

3. Mainstreaming

Dundee City Council will ensure that opportunities for the public and our employees to use Gaelic are mainstreamed in support of the aim in the National Gaelic Language Plan 2023-28 that Gaelic is used more often, by more people and in a wider range of situations, so it becomes part of the day-to-day fabric of modern Scottish life.

3. PLAN COMMITMENTS

1. Progress on Gaelic development in Dundee during 2021-26: Key Highlights

Since the publication of our second edition on the Plan in 2021, Gaelic language provision and development have seen a steady and meaningful progress in Dundee. Highlights over the last five years include:

- **Gaelic Classes in Community**

Dundee City Council has developed a programme of weekly beginners Gaelic classes taking place at Hilltown Community Centre. These accessible and community-based evening classes are now well established and a permanent feature of Gaelic provision in Dundee and have been attended by 38 participants over the course of one year. The classes are well attended and every year new learners join the course. To ensure the continuity of opportunities for learners to grow their language skills we have also recently established Gaelic Guided Conversation Class for learners of mixed abilities.

- **Gaelic Conversation Group**

The group is part of a broader effort to promote Gaelic language and culture in the Dundee area. This independent group brings together Gaelic speakers of mixed abilities who are enthusiastic about promoting, supporting and growing the use of Gaelic language. The group meets every fortnight in Arthursstone Community Library. Those attending communicate in Gaelic on a range of topics, in an informal and relaxed atmosphere. Members of the Conversation Group occasionally gather socially in one of Dundee's local pubs to ensure that Gaelic conversations take place across a range of relaxed settings.

- **Tea and Tunes: Gaelic Lunchtime Concerts**

These concerts are an introduction to Gaelic through music and song in a relaxed informal setting of the Marryat Hall. Gaelic music performances take place once a month from September to March on Wednesday afternoons, with the Dundee Gaelic Choir Concert taking place on a Sunday. From 2025 all the concerts will be held on Sundays. The programme of concerts takes place annually and since 2017/18 seven series of Tea and Tunes concerts have been held. The concerts have presented an accessible programme of Gaelic music, strengthened and supported the Dundee Gaelic Conversation Group and the Dundee Gaelic Choir. By showcasing new and emerging young Gaelic artists and increasing the audience for Gaelic in Dundee the concerts help advance Gaelic through music. There have been a number of repeat visitors seeking out the concerts to hear and listen to Gaelic being spoken and sung.

- **Gàidhlig ann an Dùn Dèagh – Gaelic in Dundee on Social Media**

The "Gàidhlig ann an Dùn Dèagh – Gaelic in Dundee" Facebook page is a community hub for people in and around Dundee who are interested in learning and using Gaelic. It's a social media group where members can share opportunities, events, and resources related to Gaelic language and culture in Dundee. The group is open to learners and fluent speakers alike, aiming to foster a welcoming environment for all levels. Members of the group can find information relating to conversation meetups, workshops and classes, cultural events like Seachdain na Gàidhlig (World Gaelic Week) and resources for learning Gaelic.

- **"Dundee's Gaelic" Booklet**

The "Dundee's Gaelic: Gaelic in Dundee Past and Present" booklet is a publication commissioned by Dundee City Council which was launched in February 2025 during Seachdain na Gàidhlig (World Gaelic Week). The booklet celebrates Dundee's deep-rooted connection to Gaelic language, culture, and history. Authors Nicky MacCrimmon and Alex Mulholland, who both share a passion for Scotland's

native languages and cultures, have written the booklet to demonstrate that the Gaelic language is part of Dundee's story and continues to play an important part in the city today.

"Dundee's Gaelic" traces Gaelic's historical presence in Dundee, highlights modern-day Gaelic initiatives like the community learning classes, the Dundee Gaelic Choir, and the bilingual signage found across many of Dundee's neighbourhoods. The booklet is available free of charge for collection from community centres and libraries across the city. A copy was sent to the National Library of Scotland, BBC Alba and over 50 copies were also distributed to Sabhal Mòr Ostaig in the Isle of Skye.

- **Gaelic in Dundee Awareness Sessions**

A series of Gaelic in Dundee awareness sessions, delivered by Alex Mulholland, a Gaelic language tutor and co-author of the "Dundee's Gaelic" booklet, were held for Dundee City Council staff and Elected Members. A session was also held for members of the public. Employees who deal directly with the public at receptions and contact centres, along with employees across a range of other services, were among 25 people who attended the sessions. Following on from this, a number of staff are pursuing Gaelic learning opportunities.

- **Gaelic Walks**

Gaelic Walks are a key part of Dundee City Council's Gaelic Language Plan and community engagement efforts. These walks are designed to explore the Gaelic heritage, place names, and cultural history of the city and surrounding areas, particularly through guided storytelling and interpretation.

A series of Gaelic Walks took place at the Balgay Hill in Dundee, attended by over 20 participants, who could learn about the Gaelic history and heritage of Dundee, including place names and local legends.

- **North East Gaelic Officers Network**

Following a period of hiatus caused by the pandemic and staff changes within local councils, a group of officers responsible for Gaelic development in their areas came together in late 2024 to revive the collaborative forum as the new "North East Gaelic Officers Network". Areas within North East of Scotland are represented on this group, including Dundee, Angus, Fife, Perth & Kinross, Moray, and Aberdeen. The group operates in alignment with national and local Gaelic Language Plans and is supported by Bòrd na Gàidhlig.

The group's core purpose is to share information, good practice, contacts and resources across the organisations, maximise cooperation between officers, support and offer guidance to new officers, and coordinate Gaelic development efforts regionally, including events, education, and community engagement.

2. 2026-31 Gaelic Language Plan Aims and Actions

Dundee City Council agreed a set of High Level Aims with Bòrd na Gàidhlig and the Scottish Government Minister with responsibility for Gaelic.

The High Level Aims are a small number of strategic level actions, closely linked to the National Gaelic Language Plan 2023-28, and framed around the three key areas of priority:

- Increasing the use of Gaelic
- Increasing the learning of Gaelic
- Promoting a positive image of Gaelic

Dundee's High Level Aims are set out below, along with proposed outcomes and actions required to achieve them. The action plan outlines the current practice in relation to the High Level Aims and it demonstrates how the proposed actions align with the national priorities.

I. Increasing the Use of Gaelic

HIGH LEVEL AIM 1: Increase in Gaelic's presence in arts and culture events and resources.

OUTCOME 1: Dundee should 'play to its strengths' by increasing the presence of Gaelic as part of the city's well-established reputation for arts and culture.

Current practice: A programme of Gaelic lunchtime concerts featuring musicians and singers from around Scotland started in 2017 and has delivered seven series of concerts so far. Our libraries have an increased level of Gaelic language resources, including language learning resources and children's books. Dundee City Council supports the annual World Gaelic Week by organising, facilitating and taking part in local events. There is special focus on Gaelic resources during World Gaelic Week in our libraries.

	Action	Target Date	Lead Service	National Plan Priority
1.	Continue the programme of Gaelic concerts and take other opportunities to host Gaelic performers at events in the city.	2026 and ongoing	Leisure and Culture Dundee	Increasing the use and learning of Gaelic in the Creative Industries
2.	Continue to promote the work of Dundee Gaelic Choir and seek to extend its connections to the Council e.g. through collaborative projects with schools.	2026 and ongoing	Chief Executive's Service & Children and Families Service	Increase the use and learning of Gaelic in Education 0-18
3.	Work with Leisure and Culture Dundee to feature Gaelic in annual events such as Local History Week, National Book Week or World Gaelic Week.	2026 and ongoing	Leisure and Culture Dundee	Increasing the use and learning of Gaelic in the Creative Industries
4.	Ask Leisure and Culture Dundee to add a page to their website listing Gaelic resources available at Central Library.	2026	Leisure and Culture Dundee	Increasing the use and learning of Gaelic in Homes
5.	Organise a Gaelic Day, with opportunities for language taster sessions, and activities such as song workshops or storytelling.	2026	Chief Executive's Services	Increasing the use and learning of Gaelic in Communities
6.	Raise awareness among key economic sectors, including design businesses and tourism/hospitality providers, of the economic benefits of using Gaelic, recognising that Gaelic and its associated culture have something unique and engaging to offer visitors to Scotland and	From 2026	City Development	Increasing the use and learning of Gaelic in Business

	buyers of Scottish products, with its distinctiveness enhancing customer perceptions of authenticity and provenance. We will raise awareness through existing networks such as the Tourism Leadership Group and The Dundee Tourism Partnership, and we will promote Visit Scotland's 'Gaelic for tourism businesses' portal.			and the Economy
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HIGH LEVEL AIM 2: Explore with neighbouring Councils the scope for sharing resources for Gaelic development.

OUTCOME 2: The positive relationships between the officers responsible for Gaelic in this part of Scotland should be built upon to explore the possibility of further sharing of resources and planning of new initiatives and joint events.

Current practice: The officers responsible for Gaelic in Dundee, Angus, Fife, Perth & Kinross and Aberdeen meet on a regular basis to share good practice, contacts and resources. This group also commissioned a research project on Gaelic in the North East of Scotland (including the history, current situation and future opportunities for Gaelic in the area) which will help to raise the profile of the language.

	Action	Target Date	Lead Service	National Plan Priority
7.	Maximise the cooperation between officers and the cross marketing of Gaelic events and activities across the different Council areas in this part of the country.	2026 and ongoing	Chief Executive's Services	Increasing the use and learning of Gaelic in Public Authorities
8.	Promote Gaelic self-study guide developed by Angus Council to Dundee City Council staff who wish to start learning Gaelic.	2026 and ongoing	Chief Executive's Services	Increasing the use and learning of Gaelic in Public Authorities

II. Increase the Learning of Gaelic

HIGH LEVEL AIM 3: Undertake the duty under the Education (Scotland) Act 2016 to promote and support, as appropriate, the potential for Gaelic Medium and Gaelic Learner Education to Dundee City Council residents, including the opportunity that exists under this Act for parents to request the establishment of Gaelic Medium Education (GME).

OUTCOME 3: Dundee will meet its duties under the Education (Scotland) Act and will incrementally increase the awareness and visibility of Gaelic in schools.

Current practice: Gaelic is taught at Rowantree Primary School as part of the 1+2 languages approach. The Council's website offers information about Gaelic Medium Primary Education, the advantages of bilingualism, and the rights of parents to request an assessment for the need for Gaelic Medium Education (GME). This information is also available in Gaelic. To date, there have been no formal requests for Gaelic Medium education. Additionally, one Gaelic BookBug session is held annually, and Gaelic is included in one library session for children each year.

	Action	Target Date	Lead Service	National Plan Priority
9.	Provide upon request, information to parents about the right to request GME under the Education (Scotland) Act 2016 and direct parents to the information about Gaelic Medium Education contained on the council's website.	2026 and ongoing	Children and Families Service	Increase the use and learning of Gaelic in Education 0-18
10.	Take steps to increase the awareness of and visibility of Gaelic in schools e.g. through 1+2 languages, music, poetry, awareness-raising sessions and special projects which provide an opportunity to introduce Gaelic to pupils.	2026 and ongoing	Children and Families Service	Increase the use and learning of Gaelic in Education 0-18
11.	Signpost and assist any secondary pupil who wishes to study Gaelic as a subject, for example as online study.	2026/27 and ongoing	Children and Families Service	Increase the use and learning of Gaelic in Education 0-18

HIGH LEVEL AIM 4: Support the access to Gaelic Medium Education for families in Dundee through common approaches and joint working with neighbouring local authorities.

OUTCOME 4: We will collaborate with neighbouring authorities to maximise access to Gaelic education and ensure effective and sustainable use of resources.

Current practice: Both Angus and Perth & Kinross Councils have Gaelic Medium Education provision at primary school level.

	Action	Target Date	Lead Service	National Plan Priority
12.	Where appropriate, work with families to support provision of local Gaelic Medium Education for their children.	On request	Children and Families Service	Increase the use and learning of Gaelic in Education 0-18

HIGH LEVEL AIM 5: Support the provision of Gaelic language classes in the community.

OUTCOME 5: There will be opportunities for people to learn Gaelic in Dundee.

Current practice: A regular beginner's Gaelic class was launched in early 2024. An advanced Gaelic class was also run for approximately 10 months. Dundee City Council now also provides a Guided Conversation class as a progression option for those who completed the beginner's course. The weekly classes take place during term-time and in addition, there are holiday "intensive" conversation courses where learning is condensed to daily classes over a three- or six-day period.

	Action	Target Date	Lead Service	National Plan Priority
13.	Continue provision of classes in the community, expand the offering to include guided conversation and Gaelic intensive courses with effective marketing and promotion to encourage students to attend.	2026 and ongoing	Chief Executive's Services	Increasing the use and learning of Gaelic in Communities
14.	Ensure continuity of provision, so that intermediate and advanced courses are available for those who have completed beginners' courses and work with neighbouring local authorities to establish a pool of tutors.	2026 and ongoing	Chief Executive's Services	Increasing the use and learning of Gaelic in Communities

HIGH LEVEL AIM 6: Support the development of regular opportunity for Gaelic speakers in Dundee to meet and support each other in using Gaelic in conversation.

OUTCOME 6: There will be opportunities, in addition to formal classes, for Gaelic speakers to meet in a less formal setting to use the language.

Current practice: Those who have Gaelic language skills can now join Gaelic conversation group – an informal gathering for Gaelic speakers to practice their language and support each other in using Gaelic in Conversation. The group meets fortnightly at Arthursstone Library and monthly at one of the local pubs.

	Action	Target Date	Lead Service	National Plan Priority
15.	Develop a program of events and activities to create opportunities for Gaelic learners to participate in social activities.	2026 and ongoing	Chief Executive's Services	Increasing the use and learning of Gaelic in Communities
16.	Engage with Dundee's universities students' associations and Dundee and Angus College to develop opportunities for young people with an interest in Gaelic to meet up to use the language. We would help facilitate meetings and support young people to engage.	2026 - 2027	Chief Executive's and Neighbourhood Services	Increasing the use and learning of Gaelic in Communities

III. Promoting a Positive Image of Gaelic

HIGH LEVEL AIM 7: Increase the visibility of Gaelic in high profile events, heritage and signage.

OUTCOME 7: Gaelic should be more visible in the city and in a wider range of situations and events.

Current practice: Significant progress has been made in providing Gaelic signage at high-profile locations, with Gaelic appearing on the three most recent major new buildings in the city - the V&A Museum of Design, the new Railway Station and the Regional Performance Centre for Sport. There is nothing visible in Dundee to show the history of Gaelic in the area.

	Action	Target Date	Lead Service	National Plan Priority
17.	Install bi-lingual heritage plaques on sites in the city connected with Gaelic, with a view to raising Gaelic's visibility in the city and contributing to a greater understanding of the historical presence of Gaelic speakers in Dundee.	2026 and ongoing	City Development	Increasing the use and learning of Gaelic in Business and the Economy

HIGH LEVEL AIM 8: Deliver Gaelic awareness training to councillors and staff, with priority given to the education team and those with a key role in ensuring successful implementation of the Gaelic Language Plan.

OUTCOME 8: Councillors and senior officers should have an awareness of the importance of the Gaelic language, its historical spread across Scotland, its rich heritage linked to place and culture, Gaelic's place in a multi-lingual Scotland and the wider world, and Gaelic's benefits in education and economic development.

Current practice: Very successful awareness sessions were held for Council employees, senior staff and councillors during the course of the Council's second edition of the Gaelic Language Plan. One online session was also open to members of the public.

	Action	Target Date	Lead Service	National Plan Priority
18.	Run a further series of awareness raising sessions targeted more at senior officers, Elected Members and decision makers.	2027-2028	Chief Executive's Services	Increasing the use and learning of Gaelic in Public Authorities

IV. Corporate Commitments

As well as the High Level Aims agreed with the Council, Bòrd na Gàidhlig has developed a set of standardised Corporate Commitment to be included in all Gaelic Language Plans. The Corporate Commitments are based on the Bòrd's experience of approved Gaelic Language Plans to date, with the aim of standardising key Gaelic services over time across the public sector. All public authorities are expected to address all of these Corporate Commitment in their plan, describing current practice, actions needed to achieve the aim, timescales and which team will have responsibility for progressing the actions. Where the aim has been achieved and is being delivered, this is stated below under current practice. Where the aim has not yet been achieved, we have set out below how and when this will happen, even if it is beyond the lifetime of the current plan and/or as part of future renewal processes. Subsequent editions of our Gaelic Language Plan will show incremental progress towards delivery of the Corporate Service Aims.

(a) Identity**OUTCOME 9: Logo and Brand**

Render the corporate logo and branding in both Gaelic and English at the first opportunity and as part of any renewal process. The logo will demonstrate equal prominence for both languages.

Current practice: The Council has not rebranded its corporate identity since agreeing the first edition of its Gaelic Language Plan.

	Action	Target Date	Lead Service
19.	The Council remains committed to demonstrating equal respect for Gaelic and English on any rebranding.	On any rebranding	Chief Executive's Services

OUTCOME 10: Signage

Prominent signage will include Gaelic and English as part of any renewal process.

Current practice: Gaelic signage has been included in the three most significant public buildings in the city in recent years - V&A, Museum of Design, Dundee Railway Station and Regional Performance Centre for Sport.

	Action	Target Date	Lead Service
20.	Include Gaelic signage on future prominent buildings and in any renewal of signage on the ambassador routes into the city on a phased and incremental basis and demonstrating equal respect.	As opportunities arise	City Development

(b) Communications**OUTCOME 11: Promotion**

Promote a positive message that communication from the public in Gaelic is always welcome.

Current practice: A message to this effect has been added to the Gaelic page on the Council's website.

	Action	Target Date	Lead Service
21.	Create an internal Gaelic staff site or channel to increase regular and active promotion and encouragement of Gaelic communication.	2026 and ongoing	Chief Executive's Services, All Services

OUTCOME 12: Correspondence

Written communication in Gaelic is always accepted (post, e-mail and social media) and replies will be provided in Gaelic in accordance with the general policy.

Current practice: Some enquiries in Gaelic in relation to Gaelic classes or activities are received in our Gaelic e-mail box. Responses are provided in Gaelic when possible.

	Action	Target Date	Lead Service
22.	Make an offer to accept and respond appropriately to any written communication in Gaelic.	2026 and ongoing	All Services

OUTCOME 13: Front-line service delivery

Where Gaelic speaking staff can provide this service, they are supported to do so, and the service is promoted to the public.

	Action	Target Date	Lead Service
23.	We recognise, respect and welcome Gaelic skills when recruiting and regard Gaelic language skills as desirable. If there should be a job established which requires Gaelic as an essential or desirable criteria, the service will work with HR and the job evaluation team to ensure this is reflected in the Job Description and person specification and in turn in any advert.	2026 and ongoing	All Services

OUTCOME 14: Public Meetings

Opportunities to hold public meetings bilingually or in Gaelic are regularly explored and promoted.

	Action	Target Date	Lead Service
24.	Respond to any requests to hold meetings bilingually or in Gaelic.	On request	All Services

(c) Publications**OUTCOME 15: Online presence**

Gaelic content is distributed regularly through social media, guided by the level of actual and potential users. The entire content of Dundee City Council website can be accessed in Gaelic, including key strategic documents and plans, such as the City Plan and the Council Plan.

	Action	Target Date	Lead Service
25.	Maintain Gaelic social media content during key events such as World Gaelic Week, launch of Gaelic activities and events.	2026 and ongoing	Chief Executive's Services (Communications Team)
26.	Mark key occasions on social media by sharing content bilingually and continue to keep the Gaelic page up to date.	2026 and ongoing	Chief Executive's Services (Communications Team)

OUTCOME 16: Corporate Publications

Produced in Gaelic and English, with priority given to those with the highest potential reach.

	Action	Target Date	Lead Service
27.	Identify further publications to be made available bi-lingually if requested, ensuring that the quality and accessibility of Gaelic language in all corporate information is high through our commitment to using professional translation.	On request	All Services with support from Chief Executive's Services

OUTCOME 17: Exhibitions

We will work with Leisure and Culture to deliver public exhibitions bilingually or in Gaelic, with priority given to those with the highest potential impact.

	Action	Target Date	Lead Service
28.	Work with our partners Leisure & Culture Dundee to feature Gaelic in exhibitions and events.	2028	Leisure and Culture Dundee, Chief Executive's Services

(d) Staffing**OUTCOME 18: Internal Audit**

Conduct an internal audit of Gaelic skills and training needs through the life of each plan.

	Action	Target Date	Lead Service
29.	Carry out a further audit during the period of this plan, including a survey of teachers.	2031	Chief Executive's Services

OUTCOME 19: Staff Recruitment and Induction

Recognising and respecting Gaelic skills within the recruitment process throughout the public authority. Gaelic named as an essential and/or desirable skill in relevant job descriptions in order to deliver the Gaelic Language Plan.

New staff are made aware of the Council's Gaelic Language Plan.

	Action	Target Date	Lead Service
30.	Continue to recognise, respect and actively welcome Gaelic skills as part of the Council's recruitment process.	Ongoing	People Service
31.	Include Gaelic as desirable skill for appropriate jobs. If a role is identified for which Gaelic is an essential skill, the job advert will be bi-lingual.	When a need is identified	People Service
32.	Ensure Gaelic is included in the information given to new employees as part of induction.	2026	People Service

OUTCOME 20: Language Training

Where an appropriate business need is identified, relevant employees will be supported to access learning and development that assists with the implementation of the Gaelic Language Plan, through access to Professional Development Support funding.

	Action	Target Date	Lead Service
33.	Where there is an appropriate business need identified, relevant employees will be supported to improve their Gaelic language skills with relevant support for Professional Development funding.	2026 and ongoing	Learning and Organisational Development

(e) Gaelic Language Corpus**OUTCOME 21: Gaelic Orthographic Conventions**

The most recent Gaelic Orthographic Conventions will be followed in relation to all written materials produced.

	Action	Target Date	Lead Service
34.	Reaffirm existing commitment that Dundee City Council will adhere to Gaelic orthographic conventions.	Whenever materials are being produced	All Services

OUTCOME 22: Place-Names

Gaelic place-name advice from Ainmean-Àite na h-Alba is sought and used.

	Action	Target Date	Lead Service
35.	Re-affirm existing commitment to use the services of Ainmean-Àite na h-Alba for guidance on place names.	Whenever guidance is needed	All Services

4. LINKS TO THE NATIONAL PERFORMANCE FRAMEWORK

The commitments in this Gaelic Language Plan will help to advance the following priorities of the National Performance Framework:

- Children and young people - we grow up loved, safe and respected so that we realise our full potential.
- Communities - we live in communities that are inclusive, empowered, resilient and safe.
- Culture - we are creative and our vibrant and diverse cultures are expressed and enjoyed widely.
- Economy - we have a globally competitive, entrepreneurial, inclusive and sustainable economy.
- Education - we are well educated, skilled and able to contribute to society.
- Human Rights - we respect, protect and fulfil human rights and live free from discrimination.

Full details of the National Performance Framework can be accessed at [National Performance Framework - gov.scot](https://www.gov.scot/national-performance-framework)

5. LINKS TO LOCAL AND REGIONAL FRAMEWORKS

Dundee's City Plan - the Local Outcome Improvement Plan developed by Dundee's Community Planning Partnership - includes a vision that Dundee will:

- be a caring city which has tackled the root causes of poverty and delivered fairness in incomes, education and health;
- have a strong, smart and sustainable city economy with jobs and opportunities for all;
- be a greener city, made up of strong communities where people feel empowered, safe and proud to live

The commitments in this plan will contribute towards achieving that vision. Further work will be done during the course of this plan to demonstrate links to Regional Improvement Collaboratives and Regional Skills Investment Plans as part of our commitment to explore the scope for joint working on Gaelic with neighbouring authorities.

6. PUBLICATION

This section of the plan sets out how Dundee City Council will publish this Gaelic Language Plan and how we will let both internal and external stakeholders know about it.

Internal

The Council will let all staff and other internal stakeholders at all levels of the organisation know about the Gaelic Language Plan, what responsibility they have in terms of delivery and the opportunities that exist for them to use their Gaelic and/or develop their skills. This will be done by:

- publishing information on our staff intranet.
- positive references in the Chief Executive's monthly blog.
- including Gaelic in induction and in employee development reviews.

External

Dundee City Council's Gaelic Language Plan will be published in Gaelic and in English on our website. In addition, we will:

- issue a bilingual press release announcing the plan.
- publicise the plan through a variety of social media platforms.
- distribute copies to arms-length organisations and other third-party organisations, explaining their role in the delivery of the plan.
- distribute copies of the plan to key stakeholders in the public, private and third sectors.
- distribute copies of the plan to relevant Gaelic organisations and other interested bodies.
- make hard copies available on request.

7. RESOURCING THE PLAN

Most of the costs involved in implementing this plan will be mainstreamed within existing budgets and/or as part of ongoing renewal processes. Where there are any extra cost implications, these will be agreed by the Council in line with normal budget processes. External funding will be sought when necessary to ensure that the plan objectives can be met.

8. MONITORING THE PLAN

The ongoing monitoring of approved Gaelic Language Plans is a requirement of the Gaelic Language (Scotland) Act and Bòrd na Gàidhlig ask all public authorities to produce a monitoring report annually, from 12 months after the date of the plan's approval and each year thereafter. Dundee City Council will compile an annual progress report that will be provided to Bòrd na Gàidhlig and made available to the public.

9. GAELIC LANGUAGE PLAN IN DUNDEE CITY COUNCIL

Overall Responsibility for the Plan

The Chief Executive has overall responsibility for the preparation, delivery and monitoring of Dundee City Council's Gaelic Language Plan.

Name	Gregory Colgan
Position	Chief Executive
Address	Dundee City Council 21 City Square Dundee DD1 3BY
Contact details	E-mail: gregory.colgan@dundeecity.gov.uk Telephone number: 01382 434160

Day-to-day Responsibility for the Plan

The Senior Policy Officer has day-to-day responsibility for the delivery and monitoring of Dundee City Council's Gaelic Language Plan. Queries regarding the day to-day operation of the plan should be addressed to:

Name	Anna Yule
Position	Senior Policy Officer
Address	Dundee City Council 21 City Square Dundee DD1 3BY
Contact details	E-mail: anna.yule@dundeecity.gov.uk Telephone number: 01382 434955

Gaelic Language Plan Implementation and Monitoring Group

To ensure that the Gaelic Language Plan is embedded across the corporate structure of the authority, Bòrd na Gàidhlig recommends the establishment of a Gaelic Language Plan Implementation and Monitoring group, consisting of staff from across the authority with responsibility for developing, implementing and monitoring different aspects of the plan. A Dundee City Council Gaelic Language Plan Working group, for was established in 2025 to oversee the review of Dundee's Gaelic Language Plan. The group, made up of representatives from Chief Executive's Services, Corporate Services, City Development, Children and Families Services, Neighbourhood Services and Leisure & Culture Dundee, will oversee the implementation and monitoring of the Gaelic Language Plan. In addition, a Gaelic staff network has also been established as a platform for sharing of information, resources and updates in relation to Gaelic learning, Gaelic activities and events.

Engaging with Staff

The Council will engage with staff, particularly with regards to their duties in relation to plan implementation and monitoring:

- through the Implementation and Monitoring group.
- through employee development reviews.
- through communication on the staff intranet, all staff e-mails and the Chief Executive's blog.

Arm's Length Organisations and Third Parties

The Council will ensure that those who deliver services on its behalf (e.g. contractors, arm's length organisations and other third parties) are aware of and will deliver the commitments of the authority's Gaelic Language Plan. This applies in particular to Leisure & Culture Dundee who manage libraries, museums and venues on the Council's behalf.

When the Council's service level agreement with Leisure & Culture is renewed, we will include a requirement to feature Gaelic in their provision and programmes.



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Integrated Impact Assessment

Committee Report Number: 283-2025

Document Title: Draft Gaelic Language Plan 2026-31

Document Type: Strategy

Description:

This report presents the draft third edition of the Gaelic Language Plan for Dundee for 2026-31.

Intended Outcome:

This report presents the progress made towards achieving the high level aims and outcomes set out in the second edition of Gaelic Language Plan, and makes further commitments to ensure that Dundee continues to make steady progress in celebrating, promoting and supporting Gaelic language and culture, and the Gaelic heritage of our city.

Period Covered: 01/04/2026 to 31/03/2031

Monitoring:

Progress will be monitored through the Gaelic Language Plan Monitoring Group, which is a collaboration between officers from key services leading on actions within the Plan.

Lead Author:

Andrea Calder, Head of Chief Executive's Services, Chief Executive's Services,
andrea.calder@dundee.gov.uk , 01382434684,
21 City Square, Dundee, DD1 3BY

Director Responsible:

Gregory Colgan, Chief Executive, Chief Executive's Services
gregory.colgan@dundee.gov.uk, 01382 434000
21 City Square, Dundee, DD1 3BY

Equality, Diversity and Human Rights

Impacts & Implications

Age: No Impact

Disability: No Impact

Gender Reassignment: No Impact

Marriage & Civil Partnership: No Impact

Pregnancy & Maternity: No Impact

Race / Ethnicity: No Impact

Religion or Belief: No Impact

Sex: No Impact

Sexual Orientation: No Impact

Are any Human Rights not covered by the Equalities questions above impacted by this report?

No

Fairness & Poverty

Geographic Impacts & Implications

Strathmartine:	No Impact
Lochee:	No Impact
Coldside:	No Impact
Maryfield:	No Impact
North East:	No Impact
East End:	No Impact
The Ferry:	No Impact
West End:	No Impact

Household Group Impacts and Implications

Looked After Children & Care Leavers: Positive

The Plan contains actions aimed at providing Gaelic BookBug sessions for children. These sessions can benefit care experienced children as they provide opportunities to engage in activities and make social connections with others.

Carers: No Impact

Household Group Impacts and Implications

Lone Parent Families: Positive

Actions in the Plan include organising Gaelic events and Gaelic BookBug sessions which will have a positive impact on families including lone parent families, providing opportunities to learn about Gaelic culture and participate in activities. A number of other actions such as organising a Gaelic day will also provide additional opportunities for families to take part in.

Single Female Households with Children: Positive

Actions in the Plan include organising Gaelic events and Gaelic BookBug sessions which will have a positive impact on families including single female households with children, providing opportunities to learn about Gaelic culture and participate in activities. A number of other actions such as organising a Gaelic day will also provide additional opportunities for families to take part in.

Greater number of children and/or young children: Positive

Actions in the Plan include organising Gaelic events and Gaelic BookBug sessions which will have a positive impact on families including families with greater number of children, providing opportunities to learn about Gaelic culture and participate in activities. A number of other actions such as organising a Gaelic day will also provide additional opportunities for families to take part in.

Pensioners - single / couple: Positive

The Plan will allow Dundee City Council to continue providing Gaelic language classes in the community, which provide opportunities for pensioners and older people to engage in activities and make connections with others in their community. A number of other actions such as organising a Gaelic day will also provide additional opportunities for older adults to take part in.

Unskilled workers or unemployed: Positive

Gaelic language classes can enhance opportunities for learning and gaining skills which could lead to increased employment opportunities.

Serious & enduring mental health problems: No Impact

Homeless: No Impact

Drug and/or alcohol problems: No Impact

Offenders & Ex-offenders: No Impact

Socio Economic Disadvantage Impacts & Implications

Employment Status: Positive

Gaelic language classes can enhance opportunities for learning and gaining skills which could lead to increased employment opportunities.

Education & Skills: Positive

Gaelic Language Plan includes actions aimed at increasing awareness of Gaelic Medium Education. Gaelic language classes can enhance opportunities for learning and gaining skills which can have a positive impact on improving future opportunities to engage in further learning, or increased employment opportunities.

Income: No Impact

Caring Responsibilities (including Childcare): No Impact

Affordability and accessibility of services: Positive

The high level aims, outcomes and actions in the Plan ensure that activities are held in communities across the city, making them more accessible to those living in areas where inequalities are more prevalent. The intention is that funding will be sought to provide these opportunities free of charge to ensure that cost is not a barrier to participation.

Fuel Poverty: No Impact

Cost of Living / Poverty Premium: Positive

Cultural and social engagement opportunities will be provided in the course of delivering on the outcomes in the Gaelic Language Plan. Funding will be sought to ensure that actions can be delivered at no cost to the participants.

Connectivity / Internet Access: No Impact

Income / Benefit Advice / Income Maximisation: No Impact

Employment Opportunities: Positive

The Gaelic Language Plan does not provide employment opportunities. However, through the Gaelic language classes people will gain skills and more opportunities for positive employment outcomes.

Education: Positive

Gaelic Language Plan includes actions aimed at increasing awareness of Gaelic Medium Education,

Health: No Impact

Life Expectancy: No Impact

Mental Health: No Impact

Overweight / Obesity: No Impact

Child Health: No Impact

Neighbourhood Satisfaction: No Impact

Transport: No Impact

Environment

Climate Change Impacts

Mitigating Greenhouse Gases: No Impact

Adapting to the effects of climate change: No Impact

Resource Use Impacts

Energy efficiency & consumption: No Impact

Prevention, reduction, re-use, recovery or recycling of waste: No Impact

Sustainable Procurement: No Impact

Transport Impacts

Accessible transport provision: No Impact

Sustainable modes of transport: No Impact

Natural Environment Impacts

Air, land & water quality: No Impact

Biodiversity: No Impact

Open & green spaces: No Impact

Built Environment Impacts

Built Heritage: No Impact

Housing: No Impact

Is the proposal subject to a Strategic Environmental Assessment (SEA)?

No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the Environment Assessment (Scotland) Act 2005.

Corporate Risk

Corporate Risk Impacts

Political Reputational Risk: Positive

Through working towards achieving the aims and outcomes of the Gaelic Plan Dundee City Council will meet its duties to support and promote Gaelic language and culture, and will increase availability of opportunities for our residents to participate in activities to grow the use of Gaelic in the city.

Economic/Financial Sustainability / Security & Equipment: No Impact

Social Impact / Safety of Staff & Clients: Positive

Those who have an interest in Gaelic language, culture and history will be able to participate in activities, make social connections with others and gain additional skills.

Technological / Business or Service Interruption: No Impact

Environmental: No Impact

Legal / Statutory Obligations: Positive

The Gaelic Language (Scotland) Act 2005 enabled BÃ²rd na Gà idhlig to require a public authority to prepare a Gaelic Language Plan. Through publishing the Plan and delivering on aims and outcomes within it, Dundee City Council will be meeting its legal obligation under the Act.

Organisational / Staffing & Competence: Positive

Council staff will be encouraged to actively participate in Gaelic awareness sessions and community classes, which will have positive impact on staff making social connections and gaining knowledge or new skills.

Corporate Risk Implications & Mitigation:

The risk implications associated with the subject matter of this report are "business as normal" risks and any increase to the level of risk to the Council is minimal. This is due either to the risk being inherently low or as a result of the risk being transferred in full or in part to another party on a fair and equitable basis. The subject matter is routine and has happened many times before without significant impact.

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REPORT TO: CITY GOVERNANCE COMMITTEE – 27 OCTOBER 2025
REPORT ON: DUNDEE'S UNESCO CITY OF DESIGN DESIGNATION
REPORT BY: DIRECTOR, LEISURE AND CULTURE DUNDEE
REPORT NO: 316-2025

1 PURPOSE OF REPORT

- 1.1 This report updates elected members on the evaluation of Dundee's Quadrennial Membership Monitoring Report 2020-2024 to UNESCO and provides an overview of the proposed strategic priorities and action plan of Dundee's City of Design designation for the period 2026-2029.

2 RECOMMENDATIONS

- 2.1 It is recommended that the Committee:
- a. Notes the content of this report and appendices.
 - b. Notes the evaluation of Dundee's Quadrennial Membership Monitoring Report 2020-2024 as 'Excellent' scoring 4.6 of 5.

3 FINANCIAL IMPLICATIONS

- 3.1 The annual staffing cost for the three full-time employees is currently £102,500. The proposed activities of the Action Plan 2026-2029 averaging £250,000 annually will be sourced through external fundraising as successfully achieved in previous years.
- 3.2 The Executive Director of Corporate Services has confirmed funding for 25/26 is contained within the Council Revenue Budget 2025.

4 BACKGROUND

- 4.1 In 2014, Dundee became the UK's first and only UNESCO City of Design. The accolade promotes Dundee internationally, attracting people to visit Dundee and contributing to the economy of the city through tourism.
- 4.2 The award recognises Dundee's historical contribution to design in its past industries and technologies, but more importantly, designations are awarded to cities who are active and future facing, who look at the ways in which design can have a positive impact on the future of the city and apply that on a day-to-day basis.
- 4.3 Dundee's designation is the responsibility of Dundee City Council. Since the inception in 2014, DCC have engaged with Leisure & Culture Dundee to deliver the requirements of the designation on their behalf.
- 4.4 Details of the background to Dundee's UNESCO City of Design designation and the responsibilities of cities who hold a UNESCO Creative City Designation are outlined in Appendix 1.
- 4.5 An outline of currently active projects being delivered by UNESCO City of Design Dundee is included in Appendix 2.

5 PARTNERSHIPS AND FINANCIAL CONTRIBUTIONS

- 5.1 Since the award was made to the city in 2014, the team has ensured that the extensive programme of activities is deliverable each year by securing financial commitments from partners, as well as significant wider external funding. This is essential for matched funding, staff continuity and project planning.
- 5.2 Between 2022 and 2025 the team generated income of £1,165,616. Sources for this income included:
- Scottish Government through Creative Scotland Open Fund, Creative Scotland Targeted Funds, EventScotland National Programme, Creative Communities, Greenspace Scotland, and Sustrans Scotland;
 - Trusts and Foundations including the Alexander Moncur Trust, and The Leng Trust;
 - Local Funding through Dundee City Council such as UK SPF and the Community Regeneration Forum;
 - Income generated through sales, tickets and services.
- 5.3 Confirmed financial support of £102,500 for staffing costs for the current period of April 2025-March 2026 is as follows:
- Dundee City Council: £60,000
 - Abertay University: £15,000
 - Northwood Charitable Trust: £27,500
- 5.4 Support from Northwood Trust and Abertay University is committed on a year by year basis subject to application and has been consistent for the last ten years.
- 5.5 Leisure & Culture Dundee provides management of the UNESCO City of Design Dundee and an office base, this includes line management with Head of Culture and Libraries, payroll, finance management and HR support.
- 5.6 Leisure & Culture Dundee and V&A Dundee have a strategic partnership to support the profile of UNESCO City of Design Dundee and collaborate on selected programme elements such as Dundee Design Festival 2027.
- 5.7 Key partnerships are also held with Visit Scotland, UNESCO UK, UNESCO City of Crafts and Folk Art Perth, UNESCO City of Music Glasgow, and UNESCO City of Literature Edinburgh. These relationships developed into Scotland's UNESCO Trail, the first of its kind in the world, bringing together all the Scottish UNESCO sites – Creative Cities, World Heritage, Biosphere and Geo Parks. Information on this is available at:
<https://www.visitscotland.org/news/2025/unesco-impact-report>
- 5.8 Supported by UNESCO UK, Scottish Government is currently reviewing their active support of Scotland's UNESCO Creative Cities.

6 UNESCO MEMBERSHIP MONITORING REPORT - 2020-2024

- 6.1 Every four years, member cities are required to submit a report online as an essential requirement of holding a UNESCO Creative City Designation, charting the ways in which the city has contributed to the UCCN's implementation. The next UCCN Reporting Exercise will be launched in 2027 for submission in 2028.

- 6.2 The UCCN Reporting Exercise helps to effectively chart progress, showcase concrete achievements of the UCCN, highlight effective policies, strategies and partnerships and support the development and evidence-based formulation and implementation of new, evidence-based action plans. It also raises awareness of emerging issues regarding the role of culture and creativity in sustainable urban development.
- 6.3 Dundee submitted its 2020-2024 report in June 2024 alongside over 200 other cities and received an Excellent rating with an overall score of 4.6 out of a possible 5, as shown in the Evaluation Report at Appendix 3. 12 cities of design were evaluated in this period and Dundee ranked equal highest alongside cities Bandung in Indonesia and Kaunas in Lithuania.
- 6.4 Highlights from the report note that Dundee is an active participant and one of the *'leading cities within the design subnetwork.'*
- 6.5 Evaluating city, Montreal, noted that Dundee *'effectively utilises its creative assets to promote cultural regeneration, community engagement and economic growth'* and *'Locally, they engage in projects that have a strong social and economic impact both on the design community and the population in general.'*
- 6.6 In reference to specific projects, including the Union Street Transformation Project, evaluating city Bangkok noted the project *'demonstrated the role of participatory design in fostering community well-being, and strengthened Dundee's identity as a UNESCO City of Design, offering a model for urban renewal worldwide.'*
- 6.7 Overall evaluating city Beijing, noted *'At the local level, it has effectively promoted the development of its creative industries by implementing numerous high-quality projects that integrate the concept of design into all aspects of urban life.'*

7 RISK

- 7.1 The UNESCO Creative City designation recognises Dundee's historical contribution to design in its past industries and technologies but, more importantly, designations are awarded to cities who are active and future facing, who look at the ways in which design can have a positive impact on the future of the city and apply that on a day-to-day basis.
- 7.2 UNESCO Creative City designations are not time-bound and there are mechanisms in place to remove UNESCO designations from cities who are not delivering on their commitment to the UCCN Mission or who do not complete their mandatory reporting and participation requirements.
- 7.3 If Dundee does not have a mechanism to deliver a UNESCO City of Design programme it risks the removal of the designation.
- 7.4 Cities have a responsibility to nominate a Focal Point who is responsible for managing the designation on a day-to-day basis. This position is held by Annie Marrs, Lead Officer, UNESCO City of Design Dundee, Leisure & Culture Dundee. Cities are also required to be represented at the AGM of the UNESCO Creative Cities Network and the annual meeting of the Design Cities Subnetwork.
- 7.5 Cities have a responsibility to report on a quadrennial basis against the Mission & Objects of UCCN and the Mondiacult Declaration. The officers responsible for the designation collect and submit quantitative and qualitative data.

- 7.6 The loss of Dundee's designation as a UNESCO City of Design would have impacts across tourism, external reputation of the city, and communities.
- 7.7 Dundee's tourism messaging is integrated with the UNESCO designation. Strategic Priority 2 includes the area of action 2B: Reflect Dundee's UNESCO City of Design designation and its thriving community of creatives; place arts and culture, design and the creative industries at the centre of the visitor experience, giving a sense of place and creating opportunities for play and interaction.
- 7.8 The city's reputation is bolstered by the UNESCO designation. In September 2024, The Guardian reported that students benefit from the ambition driven by the UNESCO recognition and that students benefit from opportunities connected to the designation.

8 STRATEGIC PRIORITIES & ACTIONS 2026-2029

- 8.1 The work of UNESCO City of Design Dundee must contribute towards the Mission Statement and Objectives of the UNESCO Creative City Network as outlined in Appendix 1.
- 8.2 The future work of UNESCO City of Design Dundee will align closely with the delivery of the City Plan, Local Development Plans and other strategic plans including Dundee's City Centre Strategic Investment Plan, Dundee's Cultural Strategy and Dundee's Tourism Plan. To deliver this, a new strategic plan has been developed for the next stage of the UNESCO designation focusing on three key areas.
- 8.3 **Communication:** Telling Dundee's design story by raising awareness and knowledge of UNESCO City of Design Dundee, the programmes we run and the impact the designation has on the people of Dundee.

We will:

- Broaden the understanding of design and the different ways in which it impacts our lives through positive change and community empowerment.
- Highlight local projects where design has made an impact on people facing poverty and inequality in Dundee and where it has improved health & wellbeing.
- Profile Dundee's designers and design community, telling their story and celebrating their successes contributing to civic pride.
- Raise awareness of Dundee's UNESCO designation globally by promoting the city to a larger number of people internationally, contributing towards a smart and sustainable city economy by increasing tourism and the city's reputation.

UNESCO City of Design will employ a variety of different tools, techniques and platforms to raise awareness and promote the activities of the designation.

- 8.4 **Community:** Engaging the people of Dundee with design. Increasing opportunities to take part and develop the understanding of design and its impact on our everyday life, society, and culture within Dundee.

We will:

- Increase the number of people taking part in design activities.
- Deliver co-design projects which engage communities as active stakeholders in participatory design initiatives which directly impact their community.

- Continue to work with partners including NHS Tayside Charitable Foundation, V&A Dundee, Tayside Mountain Rescue, Community Regeneration Forum's and others to develop and deliver community projects.
- Prioritise inclusive, transformative and sustainably focused projects that enact caring principles, centre community wealth building and deliver locally towards the UN Sustainable Development Goals.

These projects support community development and empowerment through the principles of designing together with practical tools that support meaningful collaboration. This area of work will contribute towards the development of strong communities where people feel safe and proud to live.

- 8.5 **Professional Development:** Improving employment and opportunities for all by supporting the growth of Dundee as a successful place for designers to run businesses through the delivery of initiatives which support work force and skills development within the Creative Industries.

We will:

- Deliver a professional development programme as part of 'Design Lives Here' to with a focus on upskilling across the Creative Industries.
- Support the active engagement of Dundee's designers to participate in international professional development opportunities.
- Deliver Dundee Design Festival 2027 with opportunities for over 150 designers to showcase their work.
- Work with Abertay University & University of Dundee to create employment opportunities and retain talent.
- Raise awareness of the design talent and businesses in Dundee.

UNESCO City of Design will continue to support Dundee's designers and Creative Industries to be an integral and successful part of a creative, smart and sustainable city economy which retains and attracts design talent.

- 8.6 These strategic priorities and associated activity will support achieving the priorities of the Dundee City Plan 2022-2032.

- Dundee will be a caring city which has tackled the root causes of poverty and delivered fairness in incomes, education and health.
- Dundee will have a strong, creative, smart and sustainable city economy with jobs and opportunities for all.
- Dundee will be a greener city, made up of strong communities where people feel empowered, safe and proud to live.

- 8.7 **Dundee Design Festival** remains an integral part of the future of the UNESCO City of Design Dundee programme.

- 8.8 In 2024, the 5th festival took place at Michelin Scotland Innovation Parc over 7 days and attracted 10,701 visitors with 208 participating designers. The immersive and interactive 7-day programme included installations, exhibitions, talks and events profiling Dundee and Scotland's contemporary design scene alongside international work from across the global UNESCO Cities of Design network.

- 8.9 Providing opportunities for young people and communities to learn and be inspired at Dundee Design Festival is an integral part of the programme. The festival hosted 806 people across 38 individual educational or community groups including 14 primary and secondary school visits.

Young people were able to meet designers and talk with creative practitioners to find out about a wide variety of jobs in the creative industries. 93% of the groups came from Dundee and covered all 8 of Dundee's Ward areas.

- 8.10 It should be noted that there is a new funding opportunity via Creative Scotland aimed at large national level festivals and DDF has strong potential to achieve between 100,000 and 300,000 in revenue funds towards the next festival. The 'Expanded Festivals Fund' is specifically designed to support festivals to enable innovation in programming and showcase Scottish artists and practitioners.
- 8.11 A full report on Dundee Design Festival 2024 is included as Appendix 4.

9 POLICY IMPLICATIONS

- 9.1 This report has been subject to an Integrated Impact Assessment to identify impacts on Equality & Diversity, Fairness & Poverty, Environment and Corporate Risk. An impact, positive or negative, on one or more of these issues was identified. An appropriate senior manager has checked and agreed with this assessment. A copy of the Integrated Impact Assessment showing the impacts and accompanying benefits of/mitigating factors for them is included as Appendices to this report.

10 CONSULTATIONS

- 10.1 The Council Leadership Team have been consulted in the preparation of this report.

11 BACKGROUND PAPERS

- 11.1 None.

Judy Dobbie
Director, Leisure & Culture Dundee

September 2025

ABOUT BEING A UNESCO CITY OF DESIGN

1. WHAT DOES IT MEAN TO BE A UNESCO CREATIVE CITY?

- 1.1. In 2014, Dundee became the UK's first and only UNESCO City of Design.
- 1.2. The application was made by the city after Dundee was unsuccessful at securing UK City of Culture for 2017.
- 1.3. The application and the award recognises Dundee's historical contribution to design in its past industries and technologies but, more importantly, designations are awarded to cities who are active and future facing, who look at the ways in which design can have a positive impact on the future of the city and apply that on a day-to-day basis.
- 1.4. By accepting the designation, member cities commit to the Mission Statement of the UNESCO Creative Cities Network.

<https://www.unesco.org/en/creative-cities/mission>

Mission

Launched in 2004, the UNESCO Creative Cities Network (UCCN) aims to strengthen cooperation with and among cities that have recognised creativity as a strategic factor of sustainable development as regards economic, social, cultural and environmental aspects.

By joining the Network, cities acknowledge their commitment to sharing best practices, developing partnerships that promote creativity and the cultural industries, strengthening participation in cultural life and integrating culture in urban development plans.

The Network further commits to supporting the United Nations frameworks, particularly the 2030 Agenda for Sustainable Development.

The UNESCO Creative Cities Network covers eight creative fields: Architecture, Crafts and Folk Art, Design, Film, Gastronomy, Literature, Media Arts, and Music.

Objectives

The UNESCO Creative Cities Network aims to:

- strengthen international cooperation between cities that have recognised creativity as a strategic factor of their sustainable development.
- stimulate and enhance initiatives led by member cities to make creativity an essential component of urban development, notably through partnerships involving the public and private sectors and civil society.
- strengthen the creation, production, distribution and dissemination of cultural activities, goods and services.
- develop hubs of creativity and innovation and broaden opportunities for creators and professionals in the cultural sector.
- improve access to and participation in cultural life as well as the enjoyment of cultural goods and services, notably for marginalised or vulnerable groups and individuals.
- fully integrate culture and creativity into local development strategies and plans.

Areas of action

The objectives of the UNESCO Creative Cities Network are implemented both at the level of the member cities and at the international level, notably through the following areas of action:

- sharing experiences, knowledge and best practices.
- pilot projects, partnerships and initiatives associating the public and private sectors, and civil society.
- professional and artistic exchange programmes and networks.
- studies, research and evaluations on the experience of the Creative Cities.
- policies and measures for sustainable urban development.
- communication and awareness raising activities

Additionally, the local and international initiatives of member cities contribute to the UN's Sustainable Development Goals and achieving Agenda 2030.

- 1.5. Each city must nominate a local 'Focal Point'. This is the person responsible for managing the designation on a day-to-day basis. Currently this position is held by Annie Marrs, Lead Officer, UNESCO City of Design Dundee, Leisure & Culture Dundee.
- 1.6. Today there are 49 UNESCO Cities of Design across the world.

- 1.7. There are 2 mandatory meetings held annually – the AGM of the UNESCO Creative Cities Network and the annual meeting of the Design Cities Subnetwork (or cluster). In addition, the Design Cities hold two online meetings a year.
- 1.8. Cities are encouraged to contribute to the organisation of their respective Sub-network. Cities take turns at hosting meetings, at chairing working groups and taking responsibility for operational tasks.
- 1.9. In October 2018, Dundee hosted the Design Cities sub-network meeting.
- 1.10. Since March 2022, Dundee has held the position of ‘Deputy Coordinator’ of the Design Cities Sub-network. This is a voluntary position and involves the Focal Point working with the Coordinator – Cindy Lee from Wuhan, China – to set agendas, report concerns of cities to UNESCO and generally support the development of the network.
- 1.11. At the 2025 Design Cities Subnetwork Meeting, the city of Dundee transitioned from the Deputy Coordinator role to Coordinator role. This role positions Dundee exceptionally well in the international network.
- 1.12. UNESCO Creative City designations are for life, they are not time-bound, however they can be removed. Over the last year, UNESCO has been carrying out an independent review of the UCCN. The resulting report and recommendations (which were adopted in 2024: <https://unesdoc.unesco.org/ark:/48223/pf0000388645>) include a ‘sunset clause’ which will enable UNESCO to remove the designation from inactive cities and sustainably manage the growth of the network.
- 1.13. UNESCO is not devolved to the Scottish Government. The UK is the Member State of the UN.
- 1.14. The organisation responsible for UNESCO in the UK is the UK National Commission. It is a not-for-profit based in London and receives grant funding from the UK Government.

<https://unesco.org.uk/the-role-of-the-uk-national-commission-for-unesco/>
- 1.15. UNESCO UK convene meetings online and in person throughout the year. The UK Creative Cities meet quarterly, and the voluntary chair is currently held by the city of Perth.

- 1.16.** In Scotland, an initiative developed by Visit Scotland during Covid called ‘Scotland’s UNESCO Trail’ brought together all Scottish UNESCO sites – Creative Cities, World Heritage, Biospheres and Geo-parks – to encourage tourism across Scotland. This grouping not only served as a tourism offer but also strengthened the partnerships and collaborations across Scotland. Scotland’s UNESCO Trail is the first of its kind in the world and has won a number of awards.

<https://unesco.org.uk/news/scotland-unesco-trail-final-evaluation-report-gives-detail-on-initiatives-success>

2. HOW DOES IT WORK IN DUNDEE?

- 2.1.** Every city manages their UNESCO Creative City designation in different ways but the overarching agreement is signed between UNESCO and the City Council.
- 2.2.** When first designated, Leisure & Culture Dundee secured funding from Creative Scotland’s Place Partnership programme to deliver the first 3-years of the programme.
- 2.3.** In addition, city partners have supported the delivery of the designation. These have included but are not limited to: Abertay University, Dundee City Council, Leisure & Culture Dundee, Northwood Charitable Trust, University of Dundee, Creative Dundee and V&A Dundee
- 2.4.** Leisure & Culture Dundee employ the staff and manage all HR, finance and legal activities relating to the designation.
- 2.5.** The team are based at Central Library.
- 2.6.** The UNESCO City of Design Dundee Team is currently made up of:

1FTE, Lead Officer and 1FTE, Project Coordinator
- 2.7.** The 2022 – 2025 Partnership Agreements secured the following annual financial commitment to a total of £130,000 which covered the core staffing and core project costs:
- Abertay University: £15,000
 - Dundee City Council: £60,000
 - University of Dundee: £25,000
 - Northwood Charitable Trust: £30,000

- 2.8.** In the 2022 - 2025 period, the team further secured income of: £775,616
These sources include:
- Scottish Government through; Creative Scotland Open Fund, Creative Scotland Targeted Funds, EventScotland National Programme, Greenspace Scotland, and Sustrans Scotland.
 - Trusts and Foundations including Alexander Moncur Trust, and The Leng Trust.
 - Local Funding through Dundee City Council; UK SPF, and Coldside Community Regeneration Forum.
 - Earned income through sales, tickets and services.
- 2.9.** By March 2025, the team had a totalled income of £1,165,616.
- 2.10.** Annual commitments by partners are essential for match funding and to support staff to raise this money.

3. WHAT HAVE WE DONE IN THE LAST THREE YEARS?

- 3.1.** The team deliver a programme which:
- Engages citizens in design, the work of designers and opportunities for co-design.
 - Contributes to an expanded understanding of design and its contribution to our everyday life, society and culture.
 - Helps to tell the story of ‘why Dundee is a city of design?’
 - Celebrates and shows the impact of design.
 - Champions Dundee’s designers by promoting their talent, supporting their creative and commercial success, and involving them in decisions.
 - Actively participates in the UNESCO Creative Cities Network through collaborations and sharing in projects and learnings from other UNESCO Cities of Design.

3.2. Local Activity in period 2022 - 2025

- **Photo City Photo Walks** – a monthly photography walk in different parts of the city: Waterfront, Dawson Park & Broughty Ferry, Lochee, Baxter Park & Stobswell, City Centre, Whitfield and West End. The 7 walks attracted 238 people, and the resulting photography was shown in V&A Dundee as part of the exhibition ‘Photo City’. The purpose of the project was to capture Dundee in the year 2024, through the eyes of the people who live and visit the city. A photography book was published to commemorate this project, and the

participants work in December 2024. The group still meets monthly on a volunteer basis.

- **CODE Souvenir** – A catalogue promoting souvenirs and gift products, designed, made and manufactured in Dundee by the city's designers. The team also ran Pop-Up Shops under the banner of CODE Souvenir including at the 2021 Christmas Market and in a Union Street shop unit occupied for the ongoing Union Street Transformation Project:
<https://cityofdesignndundee.com/products>
- **Dundee Month of Design** – A month long programme of design events, workshops and activity. In 2023 and in 2024 there were over 40 events hosted by venues, organisations and individuals across the city.
- **A What's On Guide for Design** – Created from infrastructure already developed for Dundee Month of Design, the team created a year-round design what's on hosted at: <https://cityofdesignndundee.com/events/>
- **#WhoIsTheDesigner Campaign** – A local print and digital media campaign profiling 15 different designers working in Dundee, alongside an international campaign with Montreal City of Design profiling 8 Dundee architects and urban designers:
<https://www.thecourier.co.uk/fp/news/dundee/4781886/who-are-the-six-dundee-designers-spotlighted-by-new-photo-campaign>
- **Union Street Transformation Project** – Stage 1 & 2 of a co-designed proposal for a future, pedestrianised Union Street.
Video of Stage 1 (2022): https://youtu.be/Z9X_dvg3s_Q
- **Remembering Together: Co-designing a Covid Memorial** – City-wide community co-design project to create a new memorial garden with people most affected by Covid:
<https://cityofdesignndundee.com/remembering-together-dundee>
- **Hilltown Park Environmental Improvements** – A series of design interventions proposed by the community and taken forward by Hilltown born graphic designer Rhianne Connelly.
- **Designer Christmas Tree Commissions 2022, 2023 & 2024** – Part of Dundee's festive programme saw 13 designers commissioned to create 'trees' from recycled and reused materials:
<https://cityofdesignndundee.com/projects/dundeess-designer-christmas-trees-2024/>

- **V&A Dundee Tim Allan Internship: MFA Curatorial Practice at University of Dundee** – The intern researched, designed and delivered an exhibition and series of workshops which took place in the Union Street space. The internship was particularly successful, and we were able to offer them a short-term contract for Dundee Design Festival.

3.3. National Activity

- **Design for Scotland** – Design for Scotland is a research project led by V&A Dundee seeking to explore how to develop a strategic and focussed approach to supporting design nationally.
- **UNESCO Scotland Trail** – Scotland is the first country in the world to bring together all its UNESCO sites into one visitor focused trail which tells the authentic story of Scotland in a way that is progressive, pioneering and inclusive.

3.4. Dundee Design Festival

Dundee Design Festival is the largest scale individual activity that the team deliver.

It was first held in 2016, in the former DC Thomson print factory, West Ward Works and again in 2017. We then moved to a biennale model, delivering the next festival in 2019 in the Keiller Centre.

In 2021, and in the context of Covid, we moved to a model which was based in 4 different locations which we called ‘Design Houses’ including Hilltown Park, Albert Street, Finlathen Park and at the Waterfront. We also had a digital ‘Design House’ for people unable to visit in person.

The 2024 festival began development in March 2023, when we appointed a Curator & Creative Director. The UNESCO City of Design Dundee team deliver the festival, but the Curator shapes the content.

As part of the development, it was clear that there is no other celebration of Scottish design, and we positioned the festival to be **Scotland’s national celebration of design**.

A partnership with Michelin Scotland Innovation Parc, allowed us to deliver the biggest festival we ever have accessing 3 old factory spaces totally 9,000 sqm of space. More than 10,000 people visited the festival over 7 days.

It is essential to the team that the festival reaches our communities and as part of the Dundee Design Festival 2024 we:

- showcased the work of over 40 Dundee designers – 25% of the overall programme.
- Provided a paid work placement for a BA Graphic Design graduate from University of Dundee.
- Welcomed 22 local school/youth groups to the festival including: Rosebank Primary School, Downfield Primary School, Rowantree Primary School, Glebelands Primary School, Cragie High and Braeview Academy.
- Welcomed 4 groups from The Glasgow School of Art and Edinburgh College of Art.
- Welcomed 30 young people as part of ACES – Access to Creative Education in Scotland.

Dundee Design Festival will return in 2027.

3.5. International Activity

Dundee actively seeks out opportunities for local designers to participate in international programmes. Projects include:

- **Design for Heritage (December 2023)** – Dundee x Changsha (China) Exchange with Yujia Huang Lecturer in Design Enterprise and Creative Economics at Duncan of Jordanstone College of Art & Design, University of Dundee.
- **Dundee & Wuhan, China (October 2023)** – University of Dundee and Wuhan University (China) have an ongoing partnership in architecture. Part of this programme looks to build better connections between cities to help students integrate.
- **Dundee & Cebu, Philippines (October 2022)** – Dundee hosted international visit to Dundee by a delegation of designers from Cebu (Philippines). The purpose of this visit was to build on the existing relationship and explore potential future collaborations.
- **Dundee & Beirut, Lebanon (January 2023)** – Hosted an international visit to Dundee to showcase Alha Fawda's (Beirut, Lebanon) Plastic recycling programme as part of V&A Dundee's exhibition Plastic: Remaking Our World. Dundee designer, Lauren Morsely was commissioned to create a street mural in Beirut, Lebanon over a weeklong visit supported by UNESCO City of Design Dundee and Alha Fawda.

**UNESCO CITY OF DESIGN DUNDEE PROGRAMME OF ACTIVITY |
APRIL 2025 - MARCH 2026**

UNESCO City of Design Dundee has continued to develop new and existing programming for the financial year 2025-2026 including local, Dundee-centred activity, and internationally linked work.

Local, Dundee-centred activity in the period 2025 - 2026 includes:

- **Dundee Month of Design** – An annual, month long programme of design events, workshops and activity. In 2024 there were 73 events totalling a combined attendance of 59,413 hosted by venues, organisations and individuals across the city.
- **Dundee Design Trails** – Walking tours of Dundee focused on local design stories with accompanying audio guides. Routes are themed to the architecture of Dundee's textile mills in Stobswell and Hawkhill, post-war architecture across Lochee and the West End, innovations and technology across the City Centre and West End, and a general introductory tour to Dundee again across the City Centre. These tours have been designed for both citizens and tourists alike. Funded by UK SPF.



Dundee Design Trails, launched to coincide with Dundee Month of Design. Photography by Holly Quinn.

- **Remembering Together: Dundee's COVID Memorial** – City-wide community co-design project to create a new memorial garden with people most affected by Covid. Installation of the designed space commences Autumn 2025 in Coldside.



Remembering Together: Dundee's COVID Memorial. Project render courtesy of Old School Fabrications.

- **Jupiter+ Dundee** – Jupiter Artland's offsite project JUPITER+ DUNDEE, will bring world-class artist Lindsey Mendick to the city this September to create an installation and interactive workshop space. UNESCO City of Design Dundee is supporting this activity by connecting local young people with the project and its accompanying educational programme ORBIT, designed to encourage more young people to enter the creative industries.
- **Outer Spaces** – Outer Spaces offers studio and project spaces in former offices, retail units and vacant properties across Scotland. Within their newest unit at The Wellgate, UNESCO City of Design Dundee will open and launch a new design-focused exhibition space, utilising infrastructure from previous Dundee Design Festival's to create an environment accessible for newly graduated and emerging design practitioners.
- **SAY Awards Design Commission** – UNESCO City of Design Dundee selected the winning designer of 2025's SAY Awards alongside Hilary Goodfellow, SAY Award Event Manager. No Comply, an emerging homeware brand transforming broken skateboards into new designs, will develop the awards with support from Hilary and UNESCO City of Design Dundee ahead of the November 2025 award ceremony.
- **Design Lives Here** – UNESCO City of Design Dundee's supporter scheme celebrating and showcasing individuals, organisations and businesses in Dundee who align with design values. As of 29/08/25, it has 58 members. The scheme is for anyone who champions design in their work. Supporters must sign up to the six principles of the Design Lives Here Charter which supports community wealth building, design education, responsible consumption and production methods, and the creative economy aligning the initiative with the UN Sustainable Development Goals.



Design Lives Here launch event at EH9 Espresso, Annfield Road. Photography courtesy of Fraser Smith.

- **Tartan Design Competition, with Tayside Mountain Rescue and Andie's Sewing School** – Young people across Tayside were encouraged to create their own tartan design inspired by the colours of local landscapes with accompanying in-person workshops. More than 300 activity packs were circulated to children and families across Dundee. The winning design will be selected by Tayside Mountain Rescue as their official charity tartan.



Tartan Design Workshop at Central Library, July 2025. Photography by Kirsten Wallace.

- **Object of the Month** – Utilising a window space at Central Library, UNESCO City of Design Dundee display a new design object every month featuring pieces from across the UNESCO Design Cities Network alternated with work by Dundee-based designers.
- **Professional Development Programme** – Series of training courses to support freelancers and SMEs (Small and Medium-sized Enterprises) in the Dundee design sector. Courses include building retail skills, media training, workshop delivery (including first aid) and advertising advice.

International activity in the period 2025 - 2026 includes:

- **A Streetcar Named Design 13th Biennale Internationale Design Saint-Étienne** – In celebration of the 13th Biennale Internationale Design Saint-Étienne, the Cité du design and Saint-Étienne public transport company (STAS), launched the winning designs of the A Streetcar Named Design competition in May 2025. The International Prize, only applicable to students studying in a fellow UNESCO Creative City, was awarded to Paul Hinrichs, Digital Interaction Design student at Duncan of Jordanstone College of Art & Design, University of Dundee.



Paul Hinrichs with his winning tram design in Saint-Etienne, France. Photography by Jérôme Abou.

- **80 Years of UNESCO** – Marking 80 years since the inception of UNESCO in 1945. An upcoming print campaign in collaboration with BUILD Hollywood celebrating design in Dundee across the last 80 years. Example key events include the invention of keyhole surgery at Ninewells Hospital (1976), the launch of DMA Design (1988), and the opening of V&A Dundee (2018).

- **#WhoIsTheDesigner** – The return of a local print and digital media campaign profiling different designers working in Dundee, alongside an international campaign in collaboration with Montreal City of Design featuring Dundee architects and urban designers in an international media publication.



#WhoIsTheDesigner (2023), Rachael Higgins & Callum McRobbie of Dundee City Council at Seabraes Viewpoint. Photography by Grant Anderson

- **8th Wuhan Design Biennale and Wuhan Design Day 2025** – Dundee-based games and character designer Karishma Seth has been nominated to take part in Wuhan's 8th Design Biennale as an exhibiting designer. This would see Karishma's work 'Casual Scavenging' exhibited at an internationally recognised design festival, representing the city of Dundee.
- **Shenzhen Design Award for Young Talents 2025** – These awards are exclusively open to young designers from fellow UNESCO Creative Cities. Four professional designers, two student groups and five individual students from across Dundee were nominated. In addition, Dundee-based designer Linsey McIntosh joined the judging panel for this prize, representing the city of Dundee alongside representatives from Finland, Italy and China.

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Membership Monitoring Report

Quadrennial Cycle
2020–2024

City of Design
Dundee, United Kingdom
of Great Britain & Northern Ireland



unesco

Member of
the Creative Cities Network

Monitoring & Reporting

The UNESCO Creative Cities Network (UCCN) serves as an international laboratory of ideas and hub for innovative urban experiences, intended to capitalize on the full potential of culture and creativity for sustainable development at the local level.

Every four years, member cities are required to submit a report online, with the aim of:

- Demonstrating their steadfast commitment towards the implementation of the UCCN Mission Statement both at the local and international level;
 - Renewing their engagement through the presentation of an action plan for the following four years;
 - Obtaining insights into cities' achievements and lessons learnt, as well as the impact of the designation; and
- Building an information and knowledge pool to leverage local cultural policies and practices for the implementation of the 2030 Agenda and the MONDIACULT 2022 Declaration.

The UCCN Reporting Exercise helps to more effectively chart progress, showcase concrete achievements of the UCCN, highlight effective policies, strategies and partnerships and support the development and evidence-based formulation and implementation of new, evidence-based action plans. It also raises awareness of emerging issues regarding the role of culture and creativity in sustainable urban development.

Following the adoption of the MONDIACULT 2022 Declaration at the UNESCO World Conference on Cultural Policies and Sustainable Development in September 2022, which reaffirmed culture as a “global public good”, the UCCN Reporting Exercise fosters the Network’s commitment to supporting systemic anchoring of culture in public policies at the local level through strengthened engagement and mobilization of local stakeholders and partners.

The ideas and opinions expressed in the reports are those of the author; they are not necessarily those of UNESCO and do not commit the Organization. The designations employed and the presentation of material throughout these reports do not imply the expression of any opinion whatsoever on the part of UNESCO concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries.



**Almost 500 reports
in total**

submitted by member
cities over the years



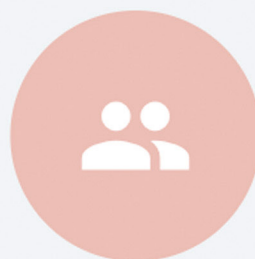
**Over 200 reports
submitted in 2024**

as part of the first
revised UCCN Reporting
Exercise



**Showcasing a
variety of policies
and initiatives**

implemented at both
local and international
level



**Illustrating the
impact of culture
and creativity**

for sustainable urban
development

UCCN MMR Report Dundee

Membership Monitoring Reports are reviewed and scored by UCCN peers in aligning fields.

Dundee's report was reviewed by fellow Cities of Design:

- Bangkok, Thailand
- Beijing, China
- Montreal, Canada

With consolidation completed by fellow City of Design:

- Seoul, South Korea

The report is broken down into the following sections:

- Contribution to the UCCN's Global Management
- Major Initiatives Implemented
- Proposed Action Plan (2025-2028)
- Overall Evaluation

Scoring Key

Poor	Fair	Good	Very Good	Excellent
0-1	1-2	2-3	3-4	4-5



1. Contribution to the UCCN's Global Management

Main Observation

“Dundee has actively participated in the UNESCO Creative Cities of Design Network by attending the 2019 Annual Conference in Fabriano, providing financial support to UNESCO, and contributing to the assessment of new member applications in 2021 (Ashgabat, Chiang Rai, Covilha, Doha, George Town and Whanganui) as well as monitoring membership in 2022 (Dubai, Geelong, Graz). This highlights Dundee’s commitment to strengthening the network and promoting global design initiatives.”

- Bangkok

“Over the past four years, Dundee has actively participated in various activities of the UNESCO Creative Cities Network (UCCN), including attending annual meetings, hosting international conferences, and providing financial support to UNESCO. These contributions fully demonstrate Dundee's dedication to network governance.”

- Beijing

“The City of Dundee is an active member of the design subnetwork. The city share actively its working plan, action and knowledge but also give multiple opportunities for other cities to collaborate.”

- Montreal

Additional Comments

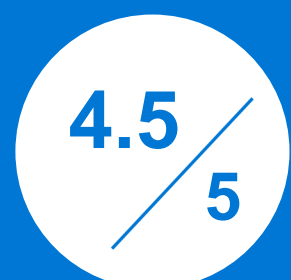
“Dundee, by actively participating in various activities of the UCCN and engaging in the organizational and management work of the COD, has not only enhanced its international influence but also contributed to the development of the network.”

- Beijing

“The city of Dundee is one of the leading cities within the design subnetwork. Moreover, Dundee engage at the national level with cities of other cluster and thus contribute to the promotion of creative and cultural industries on a larger scale. The city is currently a co-coordinator of the design subnetwork and is playing a strong role in its development.”

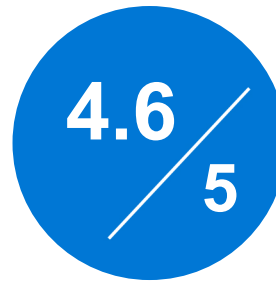
- Montreal

Section Score

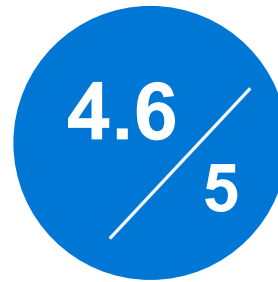


2. Major Initiatives Implemented

a. To what extent did the city led initiatives contribute to the Network's objectives?



To what extent did inter-city or joint city initiatives contribute to the Network's objectives?



c. List the city's comparative strengths, particularly in its creative field

"Dundee, as a UNESCO Creative City of Design, effectively utilizes its creative assets to promote cultural regeneration, community engagement, and economic growth. A key example is the pedestrianization of Union Street, which demonstrates how co-design enhances urban spaces and foster inclusivity. The city also fosters global partnerships, such as "Bilbao Design Week" and the "Cebu X Dundee Exchange," encouraging the sharing of knowledge in urban design and sustainability. Support for creative professionals is evident in initiatives like the Dundee Design Festival and the "Graphic Design Competition & Internship," which provide skill development and international exposure. Community-focused programs, such as "Remembering Together," address social challenges and promote healing during post-pandemic recovery. Additionally, the "UNESCO Scotland Trail" and "Hyper-Local" exhibitions integrate sustainable tourism with public education, highlighting the importance of design in everyday life and global connectivity. These initiatives solidify Dundee's leadership in creative, design-led development."

- Bangkok

"Dundee boasts significant advantages in the field of design, with a plethora of talented designers and design agencies providing robust support for the development of the city's creative industries."

- Beijing

"The initiative undertaken by the City of Dundee put a strong emphasis on the link between urban sustainability with design and creative. Locally, they engage in project that have a strong social and economic impact both on the design community and the population in general. At the national level, they stimulate the development on policy and promotion initiatives for the wider creative community. Finally, they undertook many city-to-city exchange initiative."

- Montreal

d. List the city's comparative weaknesses, particularly in its creative field; and explain how these could be improved

"The economic vulnerability of freelance creatives, exacerbated by the COVID-19 pandemic, highlights the necessity for stronger local funding mechanisms, such as grants or project subsidies, to ensure stability and foster innovation. Community engagement, while successful in some projects like "Remembering Together," could be more consistent in representing diverse demographics. Enhancing inclusivity across all creative initiatives is essential [...] Lastly, the absence of a unified national design strategy in Scotland limits broader impact. Advocating for such a framework could amplify Dundee's influence and support its creative sector."

- Bangkok

e. Amongst the various policies/projects/initiatives implemented by the city, elaborate on one of the best or the most notable that the city has undertaken in the creative field

"Dundee's "Spaces for People – Union Street Dundee" project is a notable example of creative urban design. Developed as part of Scotland's COVID-19 recovery efforts, this co-design initiative transformed Union Street into a pedestrian-friendly zone. In collaboration with the Service Design Academy, Dundee City Council, and local stakeholders, the project engaged businesses, residents, and visitors in workshops to reimagine the space. Initially intended to be temporary, its success led to permanent pedestrianization, incorporating street art, outdoor seating, and designed space for physical distancing. This project revitalized the city center, demonstrated the role of participatory design in fostering community well-being, and strengthened Dundee's identity as a UNESCO City of Design, offering a model for urban renewal worldwide."

- Bangkok

"Spaces for People-Union Street Dundee. In response to the Scottish Government's initiative to support businesses during the COVID-19 pandemic, this project transformed central streets into pedestrian zones, creating more space for people. Collaborating with citizens to design new streetscapes, the project demonstrated the power of design and successfully helped businesses reopen safely, thereby contributing to the city's economic recovery."

- Beijing

"Dundee have put forward numerous interesting initiative in response to the COVID-19 pandemic. The work on Union Street as both create a lasting impact on the urban fabric of the city and gave visibility to the designation through the use of a dedicated catering spaces located in a vacant shop. Similarly, the work done the co-create spaces of remembrance for the people most affected by COVID-19 used design methodologies in order to let the people affected by covid to express there feeling and have a voice in the making of the memorial. Both projects, use the opportunity of the crisis to transform the city with urban sustainability objectives either environmental (lower car traffic and greenhouse gaz emissions) or social (inclusion of vulnerable communities)."

- Montreal



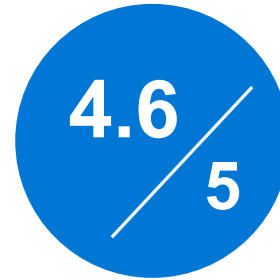
Additional Comments

“Dundee has achieved remarkable achievements in the creative field, effectively promoting the development of the city's creative industries through the implementation of various innovative projects and policies.”

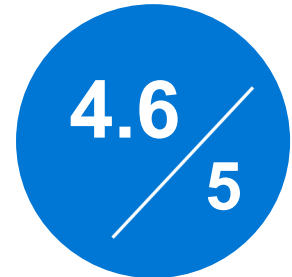
- Beijing

3. Proposed Action Plan

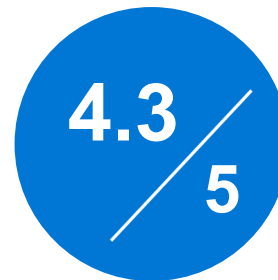
a. What is the overall quality of the activities planned in the proposed action plan?



b. To what extent are the planned activities relevant to the Network's objectives?



To what extent are the planned activities coherent with the city's cultural and creative potential, development challenges and opportunities, as well as its previous four-year action plan?



Additional Comments

"Dundee's proposed action plan supports the 2030 Agenda for Sustainable Development through creativity, community engagement, and sustainability. Initiatives such as "Spaces for People – Union Street" and "Remembering Together" align with SDG 11 by creating inclusive and resilient urban spaces. The Dundee Design Festival and "Hyper-Local" collaborations advance SDG 8 by fostering innovation and supporting creative industries. Educational programs, like the Graphic Design Competition & Internship, equip young professionals with essential skills. Sustainability is emphasized through plastic reuse workshops with Ahla Fawda, which promote SDG 12 through circular economies. Additionally, cultural initiatives such as Photo City and the UNESCO Scotland Trail support SDG 4 and SDG 13 by encouraging sustainable tourism and climate awareness."

- Bangkok

"The proposed action plan of Dundee is forward-looking and innovative, promising to inject new vitality into the city's creative industries."

- Beijing

"The City will continue its work to give a social perspective to design projects by the inclusion of various voices in the definition of design and the application of designed artefacts. Of particular interest is the Design Scotland initiative that aim to bring design and creativity at the policy level. Dundee also intend to continue to collaborate with other cities of the design subnetwork such as Cebu and Montréal in city-to-city projects or with multiple cities through event such as its Design Festival or exhibition."

- Montreal

4. Overall Evaluation

Comments & Recommendations

“Dundee’s action plan demonstrates a strong commitment to maximizing its potential as a UNESCO Creative City of Design. The proposed initiatives are both innovative and impactful, aligning closely with the goals of the UNESCO Creative Cities Network and drawing upon Dundee’s rich cultural and creative heritage. This plan stands out as a compelling example of how creativity and design can drive urban transformation, advance social inclusion, and foster international collaboration. By focusing on inclusivity, sustainability, and global engagement, Dundee reaffirms its dedication to its role within the UNESCO network. Addressing areas such as funding diversification and expanding community outreach would further enhance Dundee’s position as a prominent creative hub and a global leader in sustainable, design-led development.”

- Bangkok

“The city has demonstrated a high level of enthusiasm and innovation in its participation in the UNESCO Creative Cities Network (UCCN). At the local level, it has effectively promoted the development of its creative industries by implementing numerous high-quality projects that integrate the concept of design into all aspects of urban life. Looking ahead, it is recommended that the city continues to strengthen collaboration and exchanges with other member cities of the network to jointly explore more innovative development pathways. At the same time, it is hoped that the city will maintain its focus on addressing the opportunities and challenges in the creative field, contributing even more to the sustainable development of the city.”

- Beijing

“Dundee is a strong voice within the UCCN in general and the design subnetwork in particular. It also undertakes many collaborations at the national level. By doing so, the City of Dundee shows the great power of city networks.”

- Montreal



Overall Score

4.6 / 5

Excellent

Consolidation by Seoul, South Korea

Summary

“Dundee’s action plan focuses on inclusivity, sustainability, and global engagement, aligning with UNESCO Creative Cities Network goals. The city aims to drive urban transformation through design, social inclusion, and international collaboration. Moving forward, Dundee should diversify funding, expand community outreach, and strengthen collaboration with other UCCN cities to explore innovative development pathways and contribute to sustainable urban growth. The city’s active national and international collaborations highlight the power of city networks in promoting sustainable development.”

- Seoul

Overall Score of Fellow Cities of Design

1. Dundee, Scotland - 4.6
Bandung, Indonesia - 4.6
Kaunas, Lithuania - 4.6
2. Hanoi, Vietnam - 4
Cebu, Philippines - 4
Detroit, USA - 4
Asahikawa, Japan - 4
3. Bangkok, Thailand - 3.6
Curitiba, Brazil - 3.6
4. Fortaleza, Brazil - 3
5. Muharraq, Bahrain - 2.6
6. San José, Costa Rica - 2.3



CITY OF DESIGN





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Member of
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Dundee Design Festival

MICHELIN SCOTLAND
INNOVATION PARC

2024 EVENT REPORT

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ABOUT DUNDEE DESIGN FESTIVAL 2024

The 5th edition of Dundee Design Festival was held in a vast warehouse on the iconic former Michelin Tyre Factory site.

The festival, delivered by UNESCO City of Design Dundee and celebrating the city's 10th anniversary as a design city was the biggest yet. 10,701 visitors experienced the work of 208 designers, makers and dreamers working across furniture, interiors, jewellery, homewares, craft, graphics, textiles and apparel.

The festival's 2024 Creative Director Dr Stacey Hunter developed the theme of MULTIPLICITY, to show the variety of design ideas, people, events and objects that were on display at the festival. The immersive and interactive 7-day programme included installations, exhibitions, talks and events profiling Scotland's contemporary design scene alongside international work from across the global UNESCO Cities of Design network.

The festival partners were essential in delivering the scale and ambition of this event. As a centre for innovation and sustainability, Michelin Scotland Innovation Parc (MSIP) supported the festival to create one of the world's most sustainable design festivals.

Powered by clean and renewable energy, and with the support of design businesses from across Scotland gifting and loaning infrastructure and materials the festival smashed its sustainability targets using less than 15% of new materials.



PROGRAMME SUMMARY

_14 EXHIBITIONS + DISPLAYS

_8 UNESCO CITIES OF DESIGN

_61 VOLUNTEERS

_10,701 VISITORS

_10,000m² FESTIVAL SITE

_28 PERFORMANCES

_22 TALKS, WORKSHOPS + EVENTS

_6 PUBLICATIONS + ZINES PUBLISHED



DESIGNERS

At the heart of Dundee Design Festival are Scottish designers. As a UNESCO City of Design, we believe in the power of design as a positive force in the world. Creative, problem solving and beautiful, the festival showcased the work of 208 designers from Dundee, across Scotland and around the world.

The festival aimed to raise the profile of Scottish design with the public and introduce the public to the many different types of design. It's fair to say that there has been no other opportunity to see as wide a variety of Scottish design all under one roof in the last 15 years.

It was important that Dundee Design Festival was a place where Scottish designers could gather, meet each other and share their work. Designers Day kicked off with an industry networking breakfast for people working across design fields. The day's programme was packed with main stage and pop-up talks, workshops and of course a party to celebrate Scotland's thriving design sector.



DESIGNERS _IN NUMBERS

_208 PARTICIPATING DESIGNERS

_25 NEW COMMISSIONS

_4 IMMERSIVE INSTALLATIONS

_60 INTERNATIONAL OBJECTS

_2 INTERNSHIP PLACEMENTS

_51 WORKSHOPS, TALKS & EVENTS



EXHIBITIONS

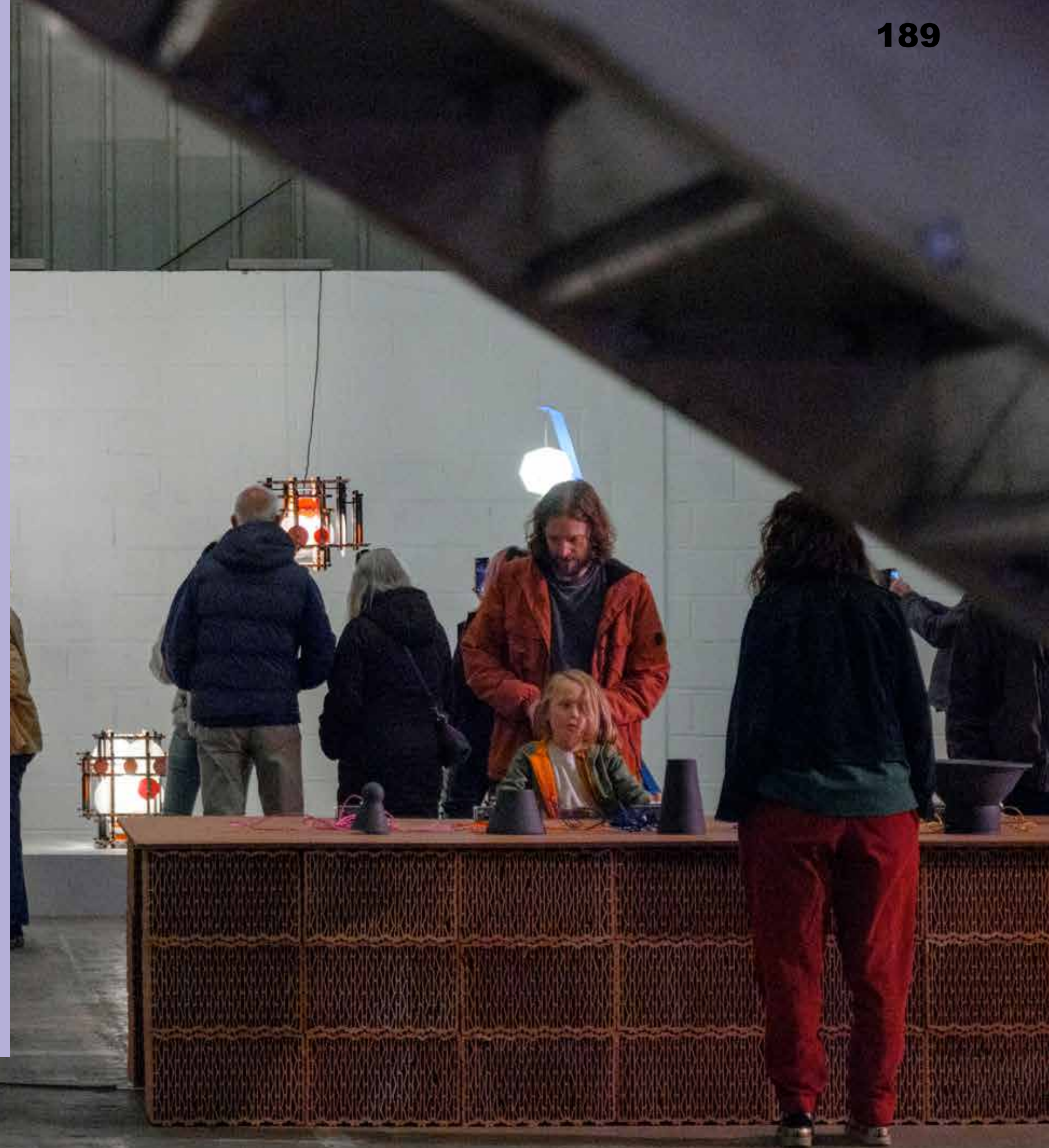
The vast scale of the warehouse spaces at MSIP, provided the team with the opportunity to be ambitious and include more designers and design content than ever before. The major exhibitions were:

BOOKENDS commissioned 20 Scottish designers to develop, design and create a set of bookends inspired by the writings of pioneering Dundonian journalists Marie Imandt and Bessie Maxwell.

FRAMEWORK featured the work of 71 designers in a unique snapshot of contemporary Scottish design illustrating the multiplicity of ways that design overlaps and intersects with other artforms and industries. It included lighting, furniture, jewellery, textile and even sustainable campervan interiors.

HYPER-LOCAL marked the 10th anniversary of Dundee's designation as a UNESCO City of Design. This international selection of 60 design objects from the global Creative Cities Network honours and celebrates the UNESCO values of international collaboration, friendship and peace. Participating design cities included: Bilbao, Dundee, Detroit, Graz, Kortrijk, Nagoya, Queretaro and Wuhan.

MATERIALISE commissioned large scale immersive experiences from four of Scotland's most exciting design studios: Donna Wilson, Timorous Beasties, AesignStorie and Gabriella Marcella of RISOTTO. Hundreds of visitors got hands on making woolly beasties in Donna Wilson's enchanted knitted forest, tried screen printing in Timorous Beasties' giant patterned maze, explored new materials in the climate-conscious tiny house and looked at uniforms in a new way.



“Dundee Design Festival was certainly one of my 2024 highlights. Thanks again for all your hard work and generosity.”

_ Dean Brown
2024 Exhibitor



STUDENT OPPORTUNITIES

The festival supports and provides opportunities for emerging designers as well as those more established.

In 2024 this included working with the Graphic Design Department of Duncan of Jordanstone College of Art & Design (DJACD) at the University of Dundee to create the festival's identity. Working to a brief set by festival Graphic Designer, Martin Baillie, students prepared designs for posters, flyers, uniforms, signage and more.

The selected design was created by Sophie O'Mullan who described her design as minimal, playful and innovative. Inspired by the folds of paper Sophie explained; 'Like paper, design is adaptable and everchanging, responding to shifts in technology, sustainability and consumer preferences. This flexible design system mirrors the dynamic nature of design itself, constantly evolving to meet the demands of the modern world.'

Sophie worked with the team to take her designs from concept to delivery and her work could be seen across the festival in posters, lanyards, signage and animated digital graphics.



VOLUNTEERS

The volunteer team has always been an essential part of the Dundee Design Festival experience. Volunteers are a valued part of the festival team and help to connect the public with the content of the festival.

The festival provides the opportunity for people to gain experience in roles such as visitor experience, events management and public engagement. Volunteers receive references to help them with future job applications, the limited-edition uniform, free travel and refreshments. The festival also supports volunteers with training and in 2024 the festival focused on communication with Communication Access UK training sessions delivered by speech and language therapist, Dr Abi Roper.

This year 61 volunteers took part in the festival, giving a total of 1,323 volunteering hours. On average, each volunteer carried out 22 hours of volunteering, truly part of the festival team. 90% of our volunteers said they would volunteer with the festival again.



"I really enjoyed my time volunteering and felt like an integral part of the operations. The DDF staff were very friendly and welcoming, and I felt my training equipped me sufficiently for looking after the exhibitions and interacting with visitors."

_ Volunteer

Dundee Design Festival 2024



TAKING PART

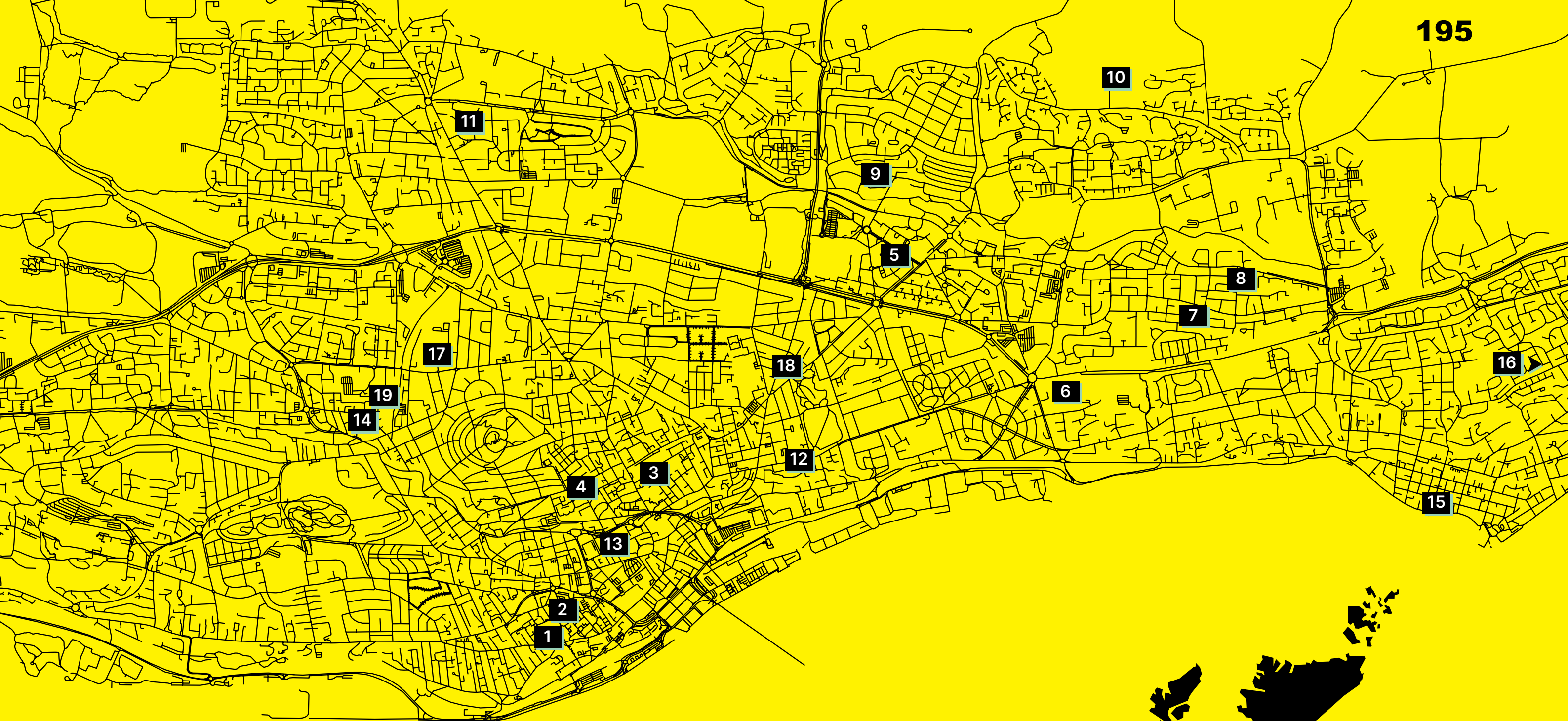
Some of the most popular activities at the festival were hands on, interactive activities where visitors could directly engage with designers and take part in a design activity.

At the 2024 festival, 1600 prints were created by visitors trying out screen printing. People could bring their own clothing and add one of the Timorous Beastie designs to it with the expert help of our workshop leaders.

Hours were spent imagining and creating over 800 mini beasties out of Knit Shop material scraps as participants learnt practical skills in sewing.

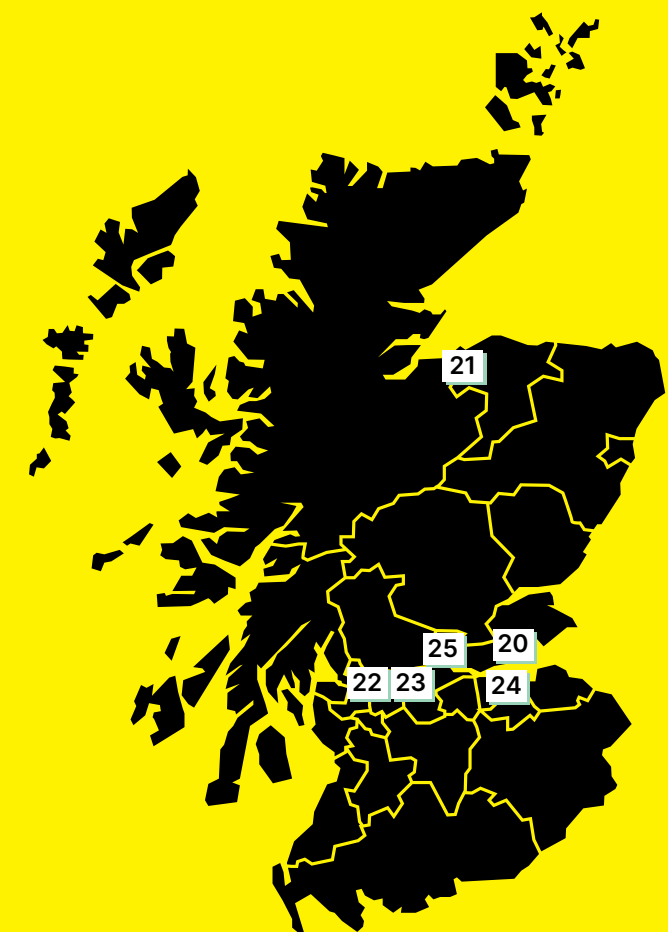
Members of the public were able to interact with designers in a series of main stage and pop-up talks. In these sessions visitors heard about their creative practice and career pathways as well as gaining insight into design practices, inspiration and processes.





COMMUNITY ENGAGEMENT

- | | | |
|--|-------------------------------------|----------------------------------|
| 1 _Duncan of Jordanstone College of Art and Design | 10 _Braeview Academy | 19 _St Mary's RC Primary School |
| 2 _ACES (Access to Creative Education in Scotland) | 11 _Downfield Primary School | 20 _Glenrothes High School |
| 3 _Rosebank Primary School | 12 _Glebelands Primary School | 21 _Glasgow School of Art, Moray |
| 4 _Front Lounge | 13 _Abertay University | 22 _Glasgow School of Art |
| 5 _Rowantree Primary School | 14 _Sew Much More | 23 _City of Glasgow College |
| 6 _Craigie High School | 15 _49 th Dundee Beavers | 24 _Edinburgh College of Art |
| 7 _Rocksolid | 16 _Monifieth High School | 25 _Creative Catalyst, Perth |
| 8 _CLD East Youth Team | 17 _St John's RC High School | |
| 9 _Fintry Primary School | 18 _Morgan Academy | |



SCHOOLS + EDUCATION

There were lots of opportunities for young people to learn and be inspired at Dundee Design Festival.

The festival hosted 806 people across 38 individual educational or community groups including 14 primary and secondary school visits. Through the support of one of our partners, V&A Dundee, the school groups received a guided tour of the festival and dedicated workshop time. Young people were able to meet designers and talk with creative practitioners to find out about a wide variety of jobs in the creative industries.

93% of the groups came from Dundee and covered all 8 of Dundee's Ward areas. Others came from educational establishments across Scotland including: Perth, Glenrothes, Edinburgh, Glasgow and Moray.



Pupils from Craigie High and Braeview Academy were asked to sum up the event in one word. Responses included:

Impactful, Inspiring, Educational, Fun and Enlightening

“The immersive nature of the workshops encouraged creativity and interest in pupils...this cultivated confidence and a sense of achievement which helped motivate the pupils and made the event engaging and appealing across the senior phase of the curriculum.”

_ Keren Laing, School Coordinator

Developing the Young Workforce Tay Cities



“We especially enjoyed the interactive exhibitions, getting creative with the Timorous Beastie screen printing and letting our imaginations run wild while making our own beasts from the wool scraps. Having activities like this is fabulous, having suffered with poor mental health recently I have learned that being creative and using your imagination are so important for your wellbeing. All our members (of Sew Much More) commented what fun it was with most returning with their families.

Personally, I loved the festival and returned a further twice with my kids and parents who absolutely loved it! Thanks again for hosting us.”

_ Kerry Livie

Sew Much More



Letters to the editor

Pride in our city's design credentials

Sir, – I had the pleasure of attending the Dundee Design Festival at the Michelin Innovation Parc with pupils from Rowantree Primary School in Dundee.

It was an amazing, interactive experience for our pupils.

They were involved in workshops with Timorous Beasties and the Knit Shop.

They witnessed performance art and discovered the breadth of Scottish design talent. It was an inspiring and fun event.

I would like to thank Kirsten Wallace from the V&A for her generous support.

The warmth of welcome we received from the designers and volunteers was exemplary.

We should be proud of the fact that Dundee is a Unesco City of Design.

Douglas Millar.
Rowantree Primary School,
Dundee.



PRESS, MARKETING + SOCIAL MEDIA

Telling people about the festival and using press coverage to reach as many people as possible is an important part of the wider impact of Dundee Design Festival.

For 2024 investment in press, marketing and promotions was increased by 40% on the previous festival. The impact of this investment was achieving a 500% increase in press features and coverage across news and design specialist press with twice as many visitors reporting that they heard about the festival through newspapers and design publications.*

Social Media channels belonging to both the festival and others still rank as the most popular way that people found out about the festival. Instagram remains a key platform for digital audiences with over 8,000 interactions in the month prior to and including the festival.

* comparable data from 2019 due to impact of Covid-19 on visitors to the 2021 festival.



SOCIALS



_5.1K FOLLOWERS



_271 FOLLOWERS



_239 FOLLOWERS



_15K VIEWS



_595 FOLLOWERS

PRESS

_177 PRESS FEATURES

_2.47M ESTIMATED VIEWS

_2.15B AUDIENCE



VISITORS

10,701 people visited the festival – a 30% increase on the previous year.*

Our visitor survey results revealed that 41% of visitors came from Dundee, 55% from the rest of Scotland, 2% of the rest of the UK and 2% were international visitors. Visitors from outwith Dundee increased by 31% on the previous year.*

Two-thirds of visitors worked or studied in a field of design demonstrating that the quality of the festival's programme attracts professionals as well as general interest visitors.

95% of visitors rated their trip to the festival as Good or Very Good. Visitors particularly enjoyed the large venue where they could see so much Scottish design talent in one place, being able to get hands on with design, and meeting designers.

Many visitors made specific mention of how welcoming, helpful and knowledgeable the volunteers were.

* comparable data from 2019 due to impact of Covid-19 on visitors to the 2021 festival.



LOTS OF
SPACE TO
WALK ROUND
WITH APPROX-
IMATE STAFF/
VOL'S

International!
Bundles of
ideas
Thank you!

Russel - so
friendly at
"Book Ends"
Jennifer
Gray's idea
Nadine

VARIETY OF
SUSTAINABLE
BUILDING
MATERIALS

HOW TO
SCREEN
PRINT

VARIETY
WORK
SHOPS!
Screenprinting
eco
Materials
GRAPHIC
DESIGN
FUN!

ALL
OF
IT

I really
love the
~~sandwich~~
sandwich
talk.

ALL SORTS
OF
NEW THINGS

So much
amazing +
opening +
blowing le
experi

INTERACTIVE
STUFF

... AN AMAZING
VARIETY OF
DESIGNS, IDEAS,
PRODUCTS &
TALENTS!

- The layout
was fluid
of the
room.
- The interactive
elements.

KIDS LOVED
PIXEL
STREET.

Design is
becoming
more sustain-
able!
Inspiringly so!

The space/s.
The sustainable
products

BIOPHILIA

REFRESHING
TO SEE DESIGN
AND CRAFT-
MANSHIP ALIVE
AND WELL IN
SCOTLAND

FAR MORE
LEARNED HERE
THAN A SKIP
ROUND IKEA

How eco a house
could really be
So many
sustainable
materials.

LOADS OF
THINGS
LOTS OF
AMAZING
STUFF

Friendly
helpful
volunteers

The Big
Sandwich

The variety
of sustainable
re/purposed

“So lovely to see whole families enjoying making wee monsters, screen-printing & getting chatting to complete strangers... I loved it so much I took my family back & wish I could’ve gone every single day as there was so much to see & do.”

_ Visitor

Dundee Design Festival 2024



FUNDRAISING

Delivering a free public festival requires the generosity of many partners and sponsors who give both financial and in-kind support.

The 2024 festival was well supported by the public sector through Creative Scotland and EventScotland. It also benefited from the UK Shared Prosperity Fund through Dundee City Council and a grant from Northwood Charitable Trust.

The festival would not have been possible without the in-kind support of partners and the host venue, MSIP. Strong partnership working developed by the UNESCO City of Design Dundee team generated an in-kind equivalent of £314,700 to the festival. The most significant contributions were made through re-purposing V&A Dundee exhibition infrastructure and by MSIP hosting the festival, provide operational support and preparing the warehouse spaces.

Abertay University with Adobe and Goethe-Institut supported international participation of designers and The University of Dundee produced the exhibition of student Graphic Design work.

Sponsorship by design companies was key to delivering the festival. Long time supporters of Dundee Design Festival, G. F Smith gifted Colorplan paper for the production of the festival zines.

Scottish companies LD Seating, MYB Textiles, Bard, Discovery Stone, No Rules Wallpaper, Mirrl, Satelliet Furniture and Craig & Rose Paint all made financial or in-kind donations to the festival.

Local construction companies MG Webster and Tayside Contracts supported the festival with some of the more practical items – like fencing! And innovators in high performance clay blocks, JUWO Evolved SmartWall Ltd donated the beautiful blocks which made the festival plinths.

Testament to the collaborative and supportive nature of the design sector in Scotland, many of the more established designers and design studios waived their participation fee which allowed the festival to support more emerging designers to take part.



SUSTAINABILITY

For the first time the festival had a public commitment to environmental sustainability.

Rather than a theme, sustainability was a core value of the festival. Decision-making centered the best choice for the event focusing first on reusing existing materials and minimising waste.

Embedding environmental sustainability into the festival was supported by the host venue. MSIP is powered by clean and sustainable energy.

The fully electric festival transport partner Ember is based at MSIP and includes a pick up and drop off stop at MSIP on all their local services as well as on buses to and from Edinburgh and Glasgow. A quarter of visitors made use of the Ember Bus service.

The festival achieved using less than 15% of virgin materials across the festival's infrastructure. To do this, unnecessary temporary signage and festival infrastructure were avoided. Miss-tinted waste paint stock was utilised and items were hired and borrowed rather than created new.



“The festival has been important in terms of platforming the Scottish design scene which more than punches above its weight. For a country of 6 million people, our design scene stands shoulder to shoulder with many other nations that think of themselves as design nations. We’ve got people doing pioneering work around sustainability, there is so much talent, and that is across craft, product design, jewellery to name just a few areas.

For me, the most important outcome from the design community here or people who are visiting, is that designers feel that they are celebrated and appreciated, and I believe with this year’s festival we have done that.”

_ Stacey Hunter

Creative Director, Dundee Design Festival 2024



PARTICIPATING DESIGNERS

13&9 Design for Wever & Ducreé	Dr Sarah Cook	Jakob Glasner	Maeve Redmond	Satellliet Furniture
Adam Johnston	Emer Tumilty and Martin Campbell	James Rigler	Man Pins	Sebastian Schmieg
AdesignStorie	Eve Eunson	Jamie O'Donnell – Muirhead High	Marc Sweeney	SHY Design Studio
Aerosol	Florian Kalcher	Performance Leather	Margo Graham & Sherry Campbell; MYB Textiles	Simon Harlow + Mirrl Ltd
Aerre Design	Florin Studio	Jeni Allison	Marie Bruhat	Slancha Studio
Aichi Dobby	Frances Priest	Jennifer Gray	Markus Well	Soorin Shin
Akiko Matsuda	Frances Ross	Jo-AMI	Martin Breuer-Bono	Stefanie Ying Lin Cheong
Andrew Miller	Fraser Muggeridge	Jon Christie	Martin Campbell / M'eudail M'eudail	Steven Blench
Anita Sarkezi	Future Practical	Jose Real	Mirrl	STUDIO NIRO
Antrei Harikainen	G.F Smith	Joseph Donald	Mistry Designs	Studio Ordinary; Graham Pullin, Fin Tams-Gray, Katie Brown
ardi-ko with Silvia Ceñal	Gabriella Bennett	Josu Quijano with Muka Design Lab	Moosh by Gregor Whyte	Studio Sam Buckley
Arra Textiles	Gabriella Marchella	Juli Bolaños-Durman	MULGREW	STUDIO VANS
Astrid Weigel	Gan Xialin	Justine Watt	Nicholas Denney Studio	Susie Redman
Aubin Stewart	Huang Min	Kaneko Optical Co.	Nick Ross	suzusan
Aymeric Renoud	Chen Huan	Kate Scarlet Harvey	No Rules Wallpaper	The Knit Shop
Billie Angel	Qin Yidan	Kate Trouw	NUSA	Third Man Pressing
Biome Collective	Li Guangling	Katherine Anne Rose	O-lab	Timorous Beasties
Bit Loom Games	Gilles Vancoillie at Moon Monster Studios	Katie New Jeweller	OSOCU	Tradere
Brown Office	Granite + Smoke (Lindsey Hesketh + Claire Canning)	Katy West	Pau Stephens	Verilin
Caitlin Dolan	Granstudio	Kerianne Quick	Pewabic	Vincent Sheppard
Camillo Atlas	GRAS	KerrieALDO	ploterre	Viv Lee
Caralarga	Half Year Studio	Kirsty Black	Proyecto Hemen	Wang Xiaoliang
Carhartt	Hannah Sabapathy	Klaus Kempenaars of xSite	Purfi	Wobbly Digital by Soorin Shin
Carys Murphy	HEFT STUDIO	Kristian Varano	Rebel Nell	Xishi Cultural and Creative
Ciara Isabel Neufeldt	Hestia Design Studio	Kristin Beeler	Rekha Maker	Yellow Broom
Clara Weale	Hope for Flowers by Tracy Reese	Laura Lightbody	Rhona Jack	Yimou Huang
Clare Morris	House of Yves	Laura Welsh	Rick Rossenham	Zephyr Liddell
CLIMAVORE	Hugo Macdonald	Lauren Morsley	RISOTTO	Zhou Qiong
Cucuri	ieva jankovska	Leigh Bagley	Rodrigo Oñate	
David Keating & Sam Prentice; Sonos	Iseabal Hendry	Lina Schwarzenberg	RUTH LAIRD	
David Lemm	Islay Spalding	Linsey McIntosh & Gary Kennedy	Ruth Mae Martin	
Donna Wilson	Jack Brindley – Pavilion Pavilion	Louise Forbes & Susan Younger (TWIG)	SANBOU	
Dr Laura Herman		Louise Forbes Design	Sandra Wilson	
Dr Martin Zeilinger				

PARTNERSHIPS

The Team

CREATIVE DIRECTOR
Dr Stacey Hunter

FESTIVAL LEAD
Annie Marrs

PROJECT COORDINATORS
Kirsten Wallace
Lizzie Day

EXHIBITION INSTALLATION TEAM
Louise Forbes, Lead
Martin Smith
Camillo Feuchter
Marc Johnston
Adam Oswald

SOCIAL MEDIA COORDINATOR
Sarah Gillespie

PR
Owen O’Leary
Lok Pui Lo, Assistant

MARKETING
Audiences & Media Team
at V&A Dundee

**PRODUCTION ASSISTANT
& VOLUNTEER COORDINATOR**
Calum Rennie

GRAPHIC DESIGN
Martin Baillie Studio
Sophie O’Mullan

FESTIVAL PHOTOGRAPHER
Grant Anderson

RETAIL MANAGER
Mairi Laird

AV & LIGHTING
Grey Events
Emma Jones, Lighting Advice

Partners



EventScotland



Media Partners



Transport Partner



Dundee Design Festival is a UNESCO City of Design Dundee project. UNESCO City of Design Dundee is hosted by V&A Dundee and supported by city partners: Abertay University, Creative Dundee, Dundee City Council, Leisure & Culture Dundee, University of Dundee and V&A Dundee.

Supporters



Archilink
Art Night Dundee
Bard
Bryce McKenzie
Craig & Rose
Crown Decorating Centres
Denfind Stone
Designworks
Discovery Stone
Dundee Carpet Discount Store
Dundee Heritage Trust
Halley Stevensons
Industrial Services
Johnstones Decorator Centre

Juwo Smart Wall
Martin Baillie Studio
MG Webster Builders
Newspaper Club
RISOTTO
Reuben Paris
Satelliet
SSEAMS
Tayside Contracts
Tea Green Events
Winter & Simpson
Workhaus
Yalla Riso

The DDF Team would like to personally thank:
Kirsty Hassard for costume assistance, Gill, Isabelle & Carlene at MSIP, and you too Amy – good luck!
Claire Dow and Rebecca Rogers. The MSIP Security team Scott, Derek, Rab, Stevie, Vince, Elliot, Claire and Neil.
Thanks to John for the plug! Chris Keatch video extraordinaire.
Allan & Gary at Stewart Ramsay Fire Protection. Bob and the RA's at Central Library for looking after all our boxes.
Vicky, Jeanette and Lorraine at LACD for raising the PO's and to Joe for helping us navigate the finance system.
U-Neek, Colin Raeburn and Dave Wood at DJCAD, Jen Hunter, Reuben Paris and Charles Fraser-Hopewell.
All our colleagues at V&A Dundee including Chris Wilson; Tara Wainwright; Jennie Patterson; Jules & Amy; Mark & Shaun; Barry, Neil & Security (no more deliveries we promise).
And finally our family and friends for putting up with the late nights, takeaways, looking after the kids (and pets!) and us endlessly being on WhatsApp, chattering about big ideas, calling in all sorts of favours and bragging about the amount of steps we've done before it's even 9am. We couldn't have done it without your guidance, kindness, love and support.

Dundee Design Festival

23—
—29
SEPT
2024

MICHELIN SCOTLAND
INNOVATION PARC

Thank you!

www.dundeedesignfestival.com

Dundee
Design
Festival





Integrated Impact Assessment

Committee Report Number: 316-2025

Document Title: Dundee's UNESCO City of Design Designation

Document Type: Service

Description:

This report updates elected members on the evaluation of Dundee's Quadrennial Membership Monitoring Report 2020-2024 to UNESCO and provides an overview of the proposed strategic priorities and action plan of Dundee's UNESCO City of Design designation for the period 2026-2029. It seeks approval for the proposed annual contribution from Dundee City Council for a further 3-year period.

Intended Outcome:

It is recommended that the Committee:

Notes the content of this report and appendices.

Notes the evaluation of Dundee's Quadrennial Membership Monitoring Report 2020-2024 as "Excellent" scoring 4.6 of 5.

Agrees an annual contribution of £60,000 for the next 3 years as its contribution to staffing which secures the future of the UNESCO designation and supports the delivery of the 2026-2029 Action Plan for the City of Dundee.

Period Covered: 27/10/2025 to 31/03/2026

Monitoring:

The UNESCO Team will submit quarterly reports to the Leisure & Culture Dundee Board for review and monitoring purposes.

Lead Author:

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Equality, Diversity and Human Rights

Impacts & Implications

Age: Positive

The continued funding contribution to the UNESCO designation will support future programming in which young people can participate.

Disability: Not Known

Evidence is not available.

Gender Reassignment: Not Known

Evidence is not available.

Marriage & Civil Partnership: No Impact

Pregnancy & Maternity: No Impact

Race / Ethnicity: Not Known

Evidence is not available.

Religion or Belief: No Impact

Sex: No Impact

Sexual Orientation: Positive

Partnership work with key bodies results in programming which supports the participation of people in relation to sexual orientation.

Are any Human Rights not covered by the Equalities questions above impacted by this report?

No

Fairness & Poverty

Geographic Impacts & Implications

Strathmartine:	Not Known
Lochee:	Not Known
Coldside:	Not Known
Maryfield:	Not Known
North East:	Not Known
East End:	Not Known
The Ferry:	Not Known
West End:	Not Known

Household Group Impacts and Implications

Looked After Children & Care Leavers: Not Known

Household Group Impacts and Implications

At this stage the proposed programming for 2026/27 has not been finalised and whilst it is anticipated that some projects will be targeted specifically, at this stage the impact is not known.

Carers: Not Known

At this stage the proposed programming for 2026/27 has not been finalised and whilst it is anticipated that some projects will be targeted specifically, at this stage the impact is not known.

Lone Parent Families: Not Known

At this stage the proposed programming for 2026/27 has not been finalised and whilst it is anticipated that some projects will be targeted specifically, at this stage the impact is not known.

Single Female Households with Children: Not Known

At this stage the proposed programming for 2026/27 has not been finalised and whilst it is anticipated that some projects will be targeted specifically, at this stage the impact is not known.

Greater number of children and/or young children: Not Known

At this stage the proposed programming for 2026/27 has not been finalised and whilst it is anticipated that some projects will be targeted specifically, at this stage the impact is not known.

Pensioners - single / couple: Not Known

At this stage the proposed programming for 2026/27 has not been finalised and whilst it is anticipated that some projects will be targeted specifically, at this stage the impact is not known.

Unskilled workers or unemployed: Not Known

At this stage the proposed programming for 2026/27 has not been finalised and whilst it is anticipated that some projects will be targeted specifically, at this stage the impact is not known.

Serious & enduring mental health problems: Not Known

At this stage the proposed programming for 2026/27 has not been finalised and whilst it is anticipated that some projects will be targeted specifically, at this stage the impact is not known.

Homeless: Not Known

At this stage the proposed programming for 2026/27 has not been finalised and whilst it is anticipated that some projects will be targeted specifically, at this stage the impact is not known.

Drug and/or alcohol problems: Not Known

At this stage the proposed programming for 2026/27 has not been finalised and whilst it is anticipated that some projects will be targeted specifically, at this stage the impact is not known.

Offenders & Ex-offenders: No Impact

Socio Economic Disadvantage Impacts & Implications

Employment Status: Not Known

At this stage the proposed programming for 2026/27 has not been finalised and whilst it is anticipated that some projects will be targeted specifically, at this stage the impact is not known.

Education & Skills: Positive

The UNESCO designation programmes include opportunities for skill development and learning design skills.

Income: Positive

The UNESCO designation programme is delivered as free at point of access to ensure accessibility.

Caring Responsibilities (including Childcare): No Impact

Socio Economic Disadvantage Impacts & Implications

Affordability and accessibility of services: Positive

The UNESCO designation programme is delivered as free at point of access to ensure accessibility.

Fuel Poverty: No Impact

Cost of Living / Poverty Premium: No Impact

Connectivity / Internet Access: No Impact

Income / Benefit Advice / Income Maximisation No Impact

Employment Opportunities: Positive

Activities delivered by the team provide work opportunities for freelance designers, design companies and people working across the design sector.

Education: No Impact

Health: No Impact

Life Expectancy: No Impact

Mental Health: Positive

There is evidence to indicate that taking part in creative activities has a positive impact on mental health.

Overweight / Obesity: No Impact

Child Health: No Impact

Neighbourhood Satisfaction: Positive

Evidence from previous projects demonstrates increased civic pride.

Transport: No Impact

Environment

Climate Change Impacts

Mitigating Greenhouse Gases: No Impact

Adapting to the effects of climate change: No Impact

Resource Use Impacts

Energy efficiency & consumption: No Impact

Prevention, reduction, re-use, recovery or recycling of waste: Positive

The ethos of UNESCO programming is to have minimum impact on the environment by preventing waste and centering re-use and recycling principles.

Sustainable Procurement: Positive

The team ensures that projects and activities are linked with sustainable development.

Transport Impacts

Accessible transport provision: No Impact

Sustainable modes of transport: No Impact

Natural Environment Impacts

Air, land & water quality: No Impact

Biodiversity: Not Known

Proposed future projects include aspects of biodiversity, but at this stage they are still to be confirmed.

Open & green spaces: Not Known

Proposed future projects include improvements to open and green spaces, but at this stage they are still to be confirmed.

Built Environment Impacts

Built Heritage: No Impact

Housing: No Impact

Is the proposal subject to a Strategic Environmental Assessment (SEA)?

No further action is required as it does not qualify as a Plan, Programme or Strategy as defined by the Environment Assessment (Scotland) Act 2005.

Corporate Risk

Corporate Risk Impacts

Political Reputational Risk: Positive

The consequences of continuing to contribute to the funding of the UNESCO City of Design designation ensures that the city retains its status and there is no negative reputational damage. No city has ever lost UNESCO Creative City status therefore the impact of this would be significant.

Economic/Financial Sustainability / Security & Equipment: No Impact

Social Impact / Safety of Staff & Clients: No Impact

Technological / Business or Service Interruption: No Impact

Environmental: No Impact

Legal / Statutory Obligations: Positive

Agreement of continued funding would ensure that the Council adheres to the mandatory requirements of holding a UNESCO Creative City designation.

Organisational / Staffing & Competence: No Impact

Corporate Risk Implications & Mitigation:

The risk implications associated with the subject matter of this report are "business as normal" risks and any increase to the level of risk to the Council is minimal. This is due either to the risk being inherently low or as a result of the risk being transferred in full or in part to another party on a fair and equitable basis. The subject matter is routine and has happened many times before without significant impact.