

REPORT TO: CITY GOVERNANCE COMMITTEE – 22 JUNE 2026

REPORT ON: LOCAL GOVERNMENT BENCHMARKING FRAMEWORK PERFORMANCE INDICATORS 2024 - 25

REPORT BY: CHIEF EXECUTIVE

REPORT NO: 125-2026

1. PURPOSE OF REPORT

1.1 This report is to advise elected members of the performance of Dundee City Council, for the financial year 2024/25, as defined by the performance indicators compiled by the Improvement Service for the Local Government Benchmark Framework (LGBF). It focusses on the 40 indicators that most align to the priorities as set out in the Council Plan 2022/2027 and describes the Council's performance in relation to our comparator authorities (i.e. LGBF Family Group) for these.

2. RECOMMENDATIONS

2.1 It is recommended that the Committee:

- a note the results contained in summary at section 5.2 this report and more fully in Appendix 1;
- b remit the report to the Scrutiny and Audit Committee for further consideration; and
- c remit the Council Leadership Team to review the selected areas of improvement in Section 6.

3. FINANCIAL IMPLICATIONS

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

4. BACKGROUND

4.1 The Improvement Service published their 14th annual LGBF National Benchmarking [Overview Report](#) in March 2026. This describes data on 109 indicators from 2024/25 for all 32 local authorities. The national report provides a high-level analysis of the performance of all councils both during 2024/25 and over the longer-term. It introduces data from a period when communities and council services continue to manage unprecedented financial challenges in the shape of soaring inflationary pressures and the cost-of-living crisis. This was against a backdrop of continued, deepening, fiscal demand, and workforce pressures.

4.2 Following the publication and release of this data, a report exploring Dundee's data is prepared. Up until 2020/21, this report included all the LGBF indicator data, however the number of indicators has increased over time to provide a wider range of comparative data. However, both the Accounts Commission and the LGBF board have confirmed they do not expect local authorities to use or report on all the indicators. Performance and efficiency improvements built up over previous years are now slowing, and in some service areas beginning to reverse, however this has applied to all local authorities, and the family group comparison addresses any urban and deprivation factor differences.

4.3 Elected members, officers and the public can [interact with the comparative data](#) for all 109 indicators on the Improvement Service's website and see how Dundee compares with the Scottish average and similar authorities in our family group, as well as over time. The Council Leadership Team also reviews all the LGBF indicators.

- 4.4 Councils are assigned to Family Groups of similar characteristics based on factors such as deprivation and urban density in order that each authority can compare its performance to similar authorities. Further details of the how local authorities are grouped is set out at the start of Appendix 1. For additional comparative information, the relative position of Dundee overall out of the 32 Scottish Councils is provided in the appendix, as well as the change in ranking from the year before.
- 4.5 The LGBF data provides high-level ‘can openers’ which are designed to focus questions locally on why variations in performance, satisfaction or cost are occurring between similar councils to identify opportunities for learning. The LGBF data can also be used locally to support strategic and budget planning, improvement, scrutiny, and public performance reporting.

5. DUNDEE’S PERFORMANCE AND PROGRESS

5.1 Benchmarking for improvement is a vital part of the Council’s Performance Management Framework and statutory public performance reporting. This report to Committee focuses on the data most aligned with the priorities set out in the [Council Plan 2022-2027](#) (Policy and Resources Committee on 5 December 2022 article II refers) as follows:

1. Reduce child poverty and inequalities in incomes, education, and health.
2. Deliver Inclusive Economic Growth.
3. Tackle Climate Change and reach Net Zero emissions by 2045.
4. Build Resilient and Empowered Communities.
5. Design a Modern Council.

5.2 The table below provides a high-level overview of indicators in relation to each of the five strategic priorities and where Dundee is on target by meeting the benchmark of performing better than or equivalent to the LGBF family group mean average. The table shows 17 out of 40 (43%) indicators are on target, compared to 18 out of 40 (45%) indicators which were on target in the [LGBF Annual Report 2023/24](#).

Priority	On Target	Total Measures	%
Reduce Child Poverty and Inequalities in Incomes, Health, and Education*	7	14	50
Deliver Inclusive Growth and Community Wealth Building	6	10	60
Tackle Climate Change and Achieve Net Zero by 2045**	1	3	33
Build Resilient and Empowered Communities	0	4	0
Design a Modern Council	3	9	33
TOTAL	17	40	43

*One indicator within this priority is 2023/24. One indicator is 2022/23.

**One indicator within this priority is 2023/24.

- 5.3 There have been two changes made to the indicators included in this report. The first is the removal of the indicator for Percentage of Council Dwellings that are Energy Efficient (ESSH) as the data for this indicator was last updated in 2021/22 so this is no longer timeous. The second change is the addition of the indicator for Reliance on Reserves as a % of Net Expenditure; this is a new LGBF indicator added by the Improvement Service to improve the framework’s scope of how Councils are managing their financial sustainability.
- 5.4 The following table compares Dundee’s data with our Family group comparators. Where Dundee’s figure is the highest percentage better than the benchmark and where it is the furthest away from the benchmark.

	Best compared to benchmark	Furthest away from benchmark
Reduce Child poverty and inequalities in incomes, health, and education	Numeracy Attainment Gap (P1,4,7 Combined) - percentage point gap between pupils from the least deprived and most deprived areas	Average total tariff SIMD quintile 1
Create Inclusive Growth and Community Wealth Building	Immediately available employment land as a % of total land allocated for employment purposes in the local development plan	% of unemployed people assisted into work from council operated / funded employability programmes
Tackle Climate Change and achieve net zero by 2045	CO2 emissions from Transport per capita	% of total household waste arising that is recycled
Build resilient and empowered communities	% of council dwellings meeting Scottish Housing Standards	Town Vacancy Rates
Design a modern Council	The gender pay gap (%)	Reliance on Reserves as a % of Net Expenditure

5.5 Appendix 1 shows the latest Dundee figure compared with the family group average for 40 key indicators that are most closely aligned with the Council Plan priorities. This shows where Dundee is on target in relation to the benchmark or needs some focus to reach the average. It also provides a description of the measure, a graph over time and how it relates to the Council Plan. Where Dundee's figure is furthest from the benchmark by the most significant amount it will be considered in more detail by the Council Leadership Team.

5.6 As the Council will need to continue to have to make savings and is facing increasingly difficult choices about spending priorities, the Council Leadership Team and the Transformation Board will also explore in more detail the cost related indicators from the LGBF suite of measures.

5.7 LGBF data is also shared with our key partners in Leisure and Culture Dundee (6 indicators) and the Health and Social Care Partnership (11 indicators) to review as part of their performance management and reporting processes.

6. KEY AREAS FOR IMPROVEMENT

6.1 Based on the table in 5.3 and taking account of other data available using the LGBF, the following indicators will be the subject of further discussion by the Council Leadership Team. They will examine the data relating to the benchmarked service, any improvement actions and follow up progress. An update on these will be included in next year's report.

Key Area for improvement 1	Average total tariff SIMD quintile 1
Key Area for Improvement 2	% of unemployed people assisted into work from council operated / funded employability programmes
Key Area for Improvement 3	% of total household waste arising that is recycled
Key Area for Improvement 4	Town Vacancy Rates
Key Area for Improvement 5	Reliance on Reserves as a % of Net Expenditure

6.2 Last year's report ([LGBF Annual Report 2023/24](#)) highlighted the following areas selected for improvement and for each an update is provided below.

Area for Improvement 2024	Progress since last report
Average Total Tariff SIMD Quintile 1	Improving secondary attainment amongst pupils living in the most deprived areas remains a challenge. The tariff score for pupils in SIMD1 deteriorated to 563 in 2024/25 after an increase to 593 in 2023/24. The Council is committed to improving attainment across all learners and this will remain a focus for the coming year.
% of unemployed people assisted into work from council operated / funded employability programmes	A more integrated approach to maximising opportunities for adults and young people is in place following the restructuring of employability services. It is expected this will result in an improving position in coming years once new approaches and processes are embedded. During the first full year following this restructure there has been a marginal improvement (0.1%), However, performance remains below target and this will remain as an area for improvement.
% of total household waste arising that is recycled	Performance deteriorated between 2023/24 and 2024/25 from 36.6% to 35.1% of waste being recycled. Dundee has dropped 3 places from 26 th to 29 th nationally and from 6 th to 7 th in the family group. Again, for this coming year, improving recycling rates has been identified as an area for improvement. The Waste and Recycling Strategy 2026/30 was approved by Committee in November last year and includes an action plan for improvement.
Town Vacancy Rates	Significant investment in the Overgate has reduced vacancy rates to just 2% within the Centre, however, there have been key closures in the Murraygate and High Street. While the Council's scope of influence on this indicator is limited, the Council is using the influence it does have to deliver key improvements in the city centre, such as the establishment of the Business Improvement District, and the works on Union Street. This indicator will remain as an area for improvement over the next year.
Sickness absence days per employee (non-teacher)	Employee wellbeing continues to be a key priority for the Council and Managers and Senior Leaders will continue to closely monitor sickness absence. Most recent data shows, on average, days lost to sickness from January 2025 to January 2026 has reduced by 1 day for all employee groups.

7. 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.

8. CONSULTATIONS

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

9. BACKGROUND PAPERS

None.

GREGORY COLGAN
CHIEF EXECUTIVE

DATE 9 JUNE 2026

ANDREA CALDER
HEAD OF CHIEF EXECUTIVE'S SERVICES



Family Groups

The family group is the group of 8 Scottish local authorities Dundee is matched with in terms of levels of deprivation and urban density. The groups are slightly different for people-based services and services where geography and logistics will have the biggest influence on costs and performance.

	People Based Services – High Deprivation factor	Geographical Based Service – High Urban density factors
Family Group	Dundee East Ayrshire Eilean Siar Glasgow Inverclyde North Ayrshire North Lanarkshire West Dunbartonshire	Dundee Aberdeen East Dunbartonshire Edinburgh Falkirk Glasgow North Lanarkshire West Dunbartonshire

Dundee City Council has chosen the Family Group mean average to act as the benchmark. When an indicator is performing better than or same as the benchmark, it is 'on target'. When it is performing worse it is an 'area for improvement'. Occasionally an outlier in a group of 8 causes can skew the average and can provide a false comparison. Where this is the case for an indicator, the commentary on this indicator will acknowledge this.

Each Council Strategic Priority will include a data table of the most relevant LGBF indicators and an examination of each indicator in turn. The format of the data tables has changed since last year's report. They include the current figure for Dundee compared to the Family Group Average, and the difference. The tables also show the value for Dundee over the previous two years, and the trend over time is shown using arrows. Short term trend compares performance since the previous year, long term trend compares performance over 2 years. The Scottish Relative Position is Dundee's ranking compared to all other Scottish local authorities, with the values in the brackets showing the change in ranking over the previous year with either an increase (↑), decrease (↓), or the same (=).

The tables below provide a key for the symbols found in the data tables:

Indicator Status		Short Term Trend		Long Term Trend	
	On Target		Improving		Improving
	Area for Improvement		No Change		No Change
			Getting Worse		Getting Worse

The Lead Service abbreviations are as follows:

- CD – City Development
- CE – Chief Executive's Services
- CF – Children & Families Service
- CS – Corporate Services
- NS – Neighbourhood Services

Council Plan Strategic Priorities


Reduce Child Poverty and Inequalities in Incomes, Education and Health

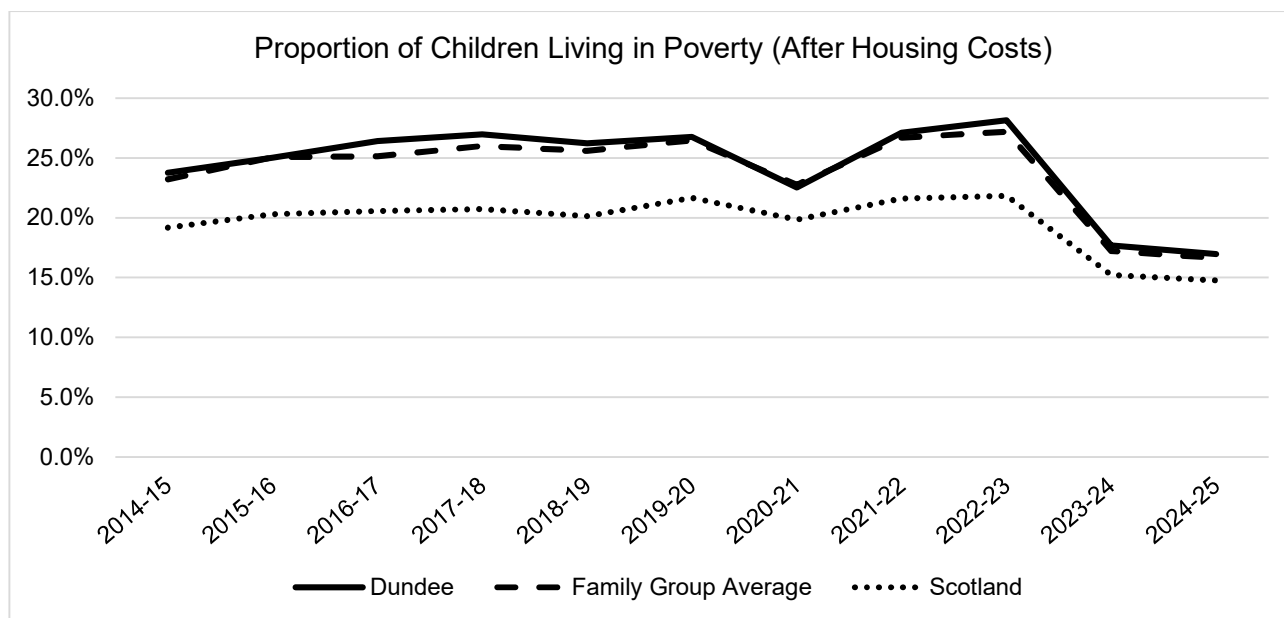
Status	Performance Indicator	-2 Year	-1 Year	Current Value	Family Group Average	Difference	Short Term Trend	Long Term Trend	Scottish Relative Position	Lead Service
	Percentage of children living in poverty after housing costs (Relative Poverty)	N/A	17.7%	17.0%	16.7%	2%		N/A	28 (=)	CF
	% Attendance at School	88.6%	88.9%	89.6%	90.2%	-1%			29 (=)	CF
	School Attendance Rate for Care Experienced Children*	88.3%	83.1%	82.8%	80.8%	2%			24 (↓2)	CF
	Exclusion Rate for Care Experienced Children (per 1,000)**	110.9	75.9	73.9	100.2	-26%			16 (↓3)	CF
	Literacy Attainment Gap (P1,4,7 Combined) - Percentage point gap between the least deprived and most deprived	19.9	16.6	13.9	17.2	-19%			4 (↑3)	CF
	Numeracy Attainment Gap (P1,4,7 Combined) - Percentage point gap between the least deprived and most deprived	16.3	14.3	9.6	14.3	-33%			4 (=)	CF
	Percentage of school leavers entering a positive destination	95.6%	94.8%	93.7%	94.6%	-1%			27 (↓2)	CF
	% pupils in lowest 20% SIMD achieving 5 or more awards at SCQF Level 5 or higher	48%	45%	46%	52%	-12%			19 (=)	CF
	% Pupils in lowest 20% SIMD achieving 5 or more awards at SCQF Level 6 or higher	17%	19%	20%	23%	-13%			17 (↓1)	CF
	Average Total tariff SIMD Quintile 1	577	593	563	650	-13%			20 (↓3)	CF
	% of Crisis Grant Decisions within 1 day	88.7%	92.5%	95.4%	96.4%	-1%			26 (↑3)	CS
	% CCG Grant Decisions within 15 Days	73.8%	94.6%	95.3%	93.4%	2%			20 (=)	CS
	Proportion of DHP Funding Spent	100.8%	110.0%	101.0%	96.0%	5%			8 (↓6)	CS
	The proportion of SWF Budget Spent	129.6%	129.0%	95.6%	72.8%	31%			8 (↑8)	CS

*Indicates the Data is 2023/24

**Indicates the Data is 2022/23

Proportion of Children Living in Poverty (After Housing Costs)

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	Percentage of children living in poverty after housing costs (Relative Poverty)	17.7%	17.0%	16.7%	2%	28 (=)



Indicator Description

This shows the percentage of children who are in households with incomes net of housing costs that are below 60% of the median after housing costs. This data was published by the DWP on March 26th 2026, as part of their Children in Low Income Families; local area statistics, financial year 2024/25 publication.

From 2023/24, the [DWP](#) now includes after housing cost metrics, calculating income after rent, mortgage interest and service charges, which often highlights higher poverty rates. The new method of calculating data is explained further in this report and highlights points to be aware of when reporting a decline in child poverty - [What better benefits data means for poverty in the UK | Joseph Rowntree Foundation](#). The Improvement Service have changed the data source for this indicator to this dataset; prior to this it was sourced from End Child Poverty. One of the key differences is that the previous dataset, compiled by End Child Poverty, included data on 16-19 year olds, meaning figures from the DWP dataset will appear lower. Because of this, comparison with years prior to 2023/24 is not advised.

Performance Context

The new DWP dataset shows that the proportion of children living in poverty (after housing costs) in Dundee has decreased from 17.7% to 17% between 2023/2024 and 2024/2025.

Dundee City Council has set the target of matching the Scottish Government's overall national target of reducing child poverty to less than 10% of children living in relative poverty by 2030. Actions to achieve this target are outlined in the [Fairness and Local Child Poverty Action Plan](#). Key work undertaken by Dundee City Council and our Partners includes ongoing Cost of Living Crisis Support which provides support through a five-pillar approach of Community Food, Open Doors, Advice Services, Warm Clothes and Blankets and Communication throughout Dundee.

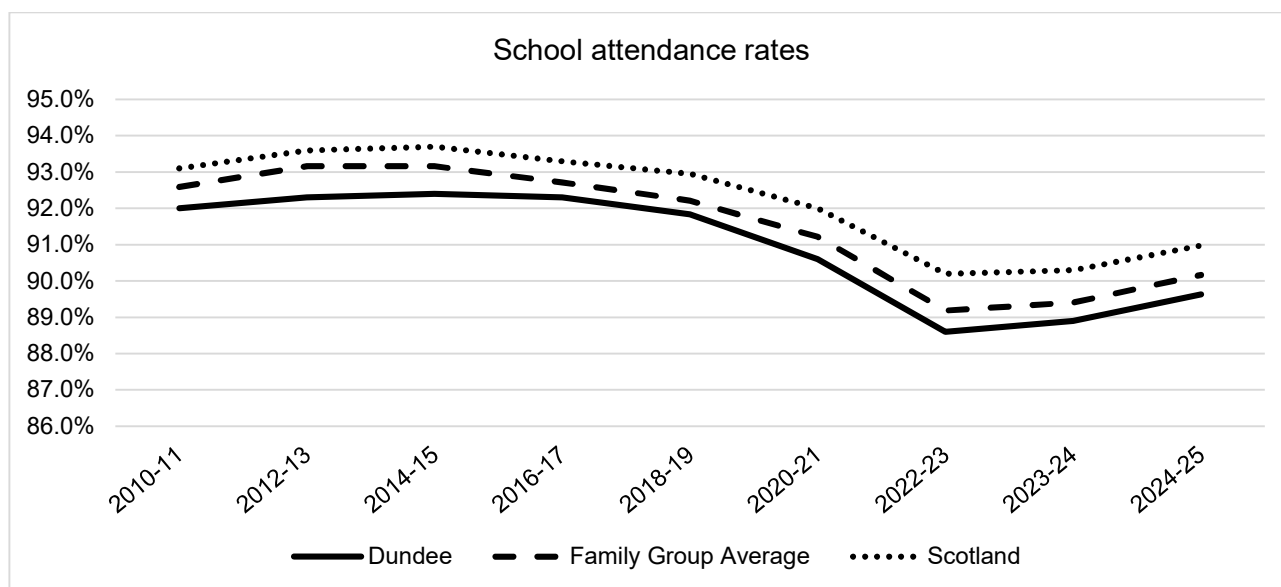
One key priority to reduce child poverty has been to maximise take up of all UK and Scottish welfare benefits for all those who are entitled to them. The income maximisation achieved through the support of the Council's Advice Services for 2024/25 totalled £17,008,442, a 37% increase on the previous year's gains.

Through the Child Poverty Pathfinder in Linlathen, 272 families were supported through a combination of targeted intervention and those self-identifying and reaching out for support. The pathfinder was extended in

2024/25 to also support families in the Mid Craigie area. The Local Fairness Initiatives in Linlathen and Stobswell West have made significant progress, delivering outcomes in financial wellbeing, employability, social connectedness, housing and green spaces, access to services and health and wellbeing. A range of these benefits can be found in the [Linlathen Local Fairness Initiative Evaluation Report](#).

School Attendance Rates

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
●	% Attendance at School	88.9%	89.6%	90.2%	-1%	29 (=)



Indicator Description

This indicator measures the average number of half-days attended, as a percentage of the total number of possible attendances for pupils in a local authority.

Up until 2022/23 this data was previously published biennially, however, this is now published annually.

Data for this indicator is obtained from the Scottish Government publication 'School Attendance and Absence Statistics'.

Performance Context

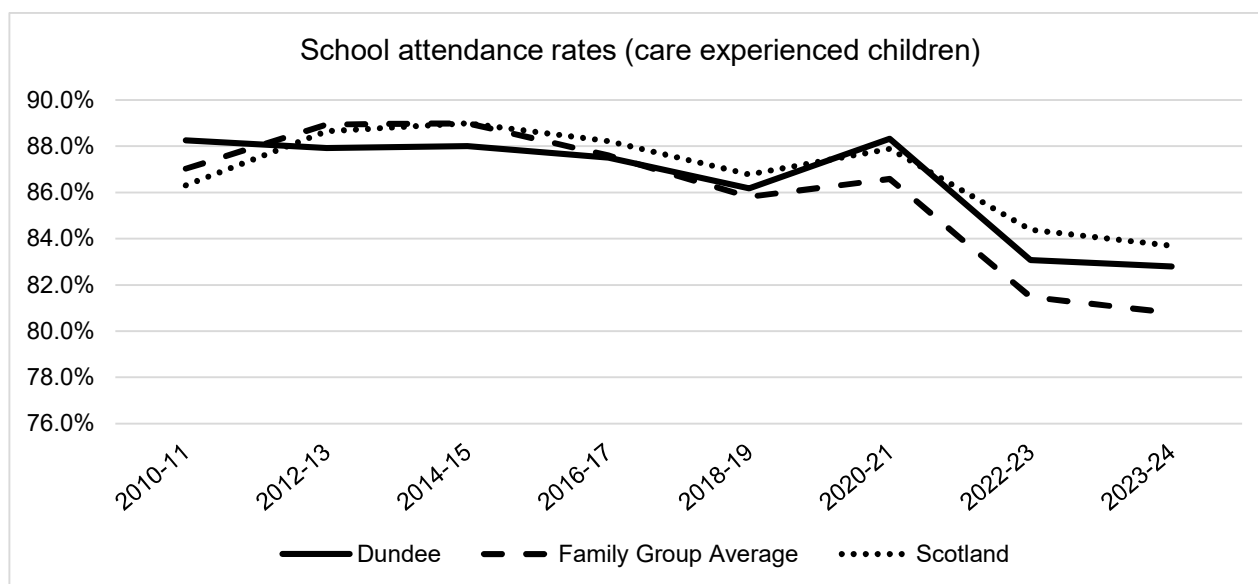
Since 2010/11, the School Attendance Rate for pupils in Dundee has been consistently lower than the family group average and Scotland as a whole. However, there has been an increase of 0.6% between 2023/24 and 2024/25. There have also been increases in the family group average and national figure. Dundee's family group position is joint 5th out of the 8 local authorities (unchanged since 2023/24) but national ranking remains low at 29 out of 32 local authorities.

All Dundee schools continue to have a focus on improving the presence (attendance and engagement) of their pupils, implementing learning from engagement in the Quality Improvement Improving School Attendance national programme during 2024/25 as well as learning from evidence from what has worked in other schools in Dundee. The Service's 'Every Dundee Learning Matters' (EDLM) Improvement Strategy, has a focus on ensuring that classroom teachers have increased opportunities to share, and learn from, practice that improves the presence of pupils in Dundee schools.

Good school attendance is key to ensuring that every child gets off to the best start in life and has access to support and learning that respond to individual needs and potential. Absence from school, whatever the cause, can disrupt learning. The role of school attendance in the care and protection of children is key.

School Attendance Rates (care experienced children and young people)

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
✓	School Attendance Rate for Care Experienced Children	83.1%	82.8%	80.8%	2%	24 (↓2)



Indicator Description

This indicator measures the average number of half-days attended, as a percentage of the total number of possible attendances for pupils who care experienced children attending publicly funded and grant-aided mainstream school in a local authority.

Up until 2022/23 this data was previously published biennially, however, this is now published annually.

Data for this indicator is obtained from the Scottish Government publication 'Educational Outcomes for Scotland's Looked After Children'.

Performance Context

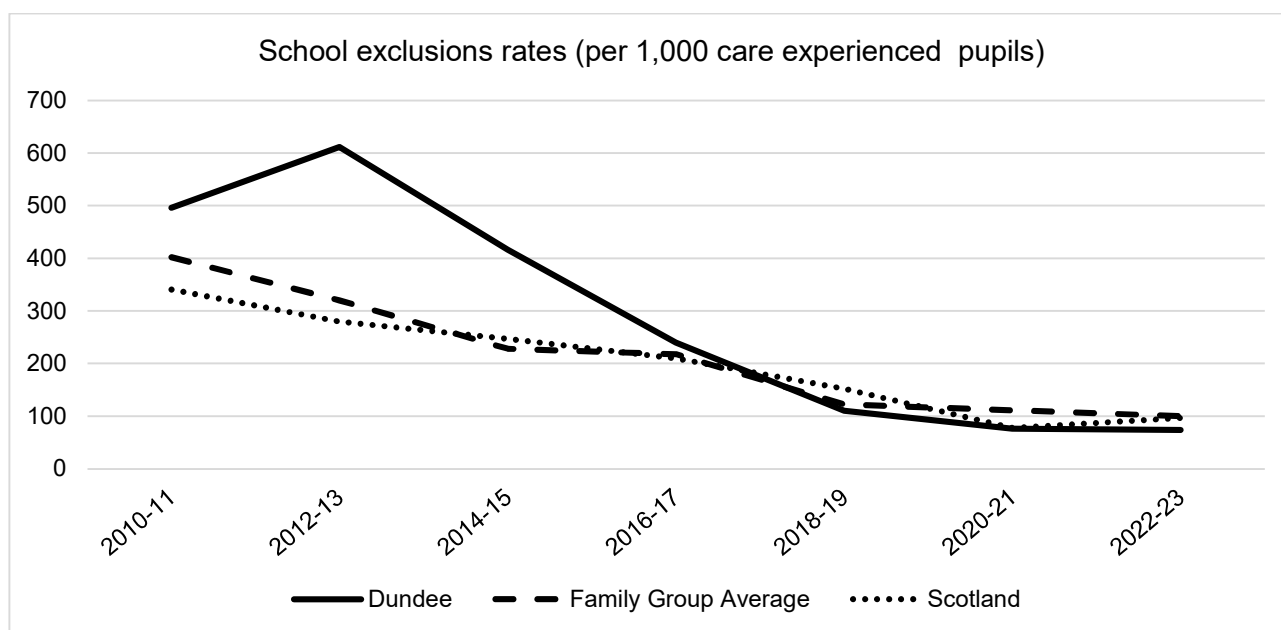
The school attendance rates for care experienced children in Dundee has decreased by 0.3 percentage points between 2022/23 and 2023/24, and by 5.5 percentage points since 2020/21. Although this decrease is reflected across the family group and Scotland as a whole, Dundee's national ranking has fallen by 8 places between 2020/21 and 2023/24. However, Dundee is ranked joint 4th in the family group and remains above the family group average. LGBF data for other Councils for 2024/25 is not yet available, but local data for Dundee shows an increase to 83.6%.

Dundee City Council has been delivering Our Promise to Care Experienced Children and Young People 2023/26, which will further enhance support and close the gap in educational attainment experienced by young people from protected groups. The average figure is adversely affected by the significantly lower attendance levels of children and young people subject to a Compulsory Supervision Order (CSO) or in Kinship Care. In response to this, a key priority is the range of existing supports for pupils subject to a CSO or in Kinship Care are being extended and systems tightened.

The [Our Promise Annual Update in October 2025](#) also highlights positive developments in education, with more care-experienced young people achieving qualifications. The percentage of care experienced pupils achieving one or more awards at SCQF Level 4 or better has steadily increased from 73% in 2020-21 to 81% in 2024-25.

School Exclusion Rate (per 1,000 care experienced children and young people)

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
✓	Exclusion Rate for Care Experienced Children (per 1,000)	75.9	73.9	100.2	-26%	16 (↓3)



Indicator Description

This indicator measures the number of exclusion cases per 1,000 care experienced pupils and includes children who were looked after at any point during the academic year. Exclusions include both temporary exclusions and pupils removed from the register.

In Scotland, the power exists to exclude children and young people from school where it is considered that to allow the child or young person to continue attendance at school would be seriously detrimental to order and discipline in the school or the educational wellbeing of the learners there, however, exclusion should only be used as a last resort.

Data for this indicator is biennial and is published in the Scottish exclusion statistics.

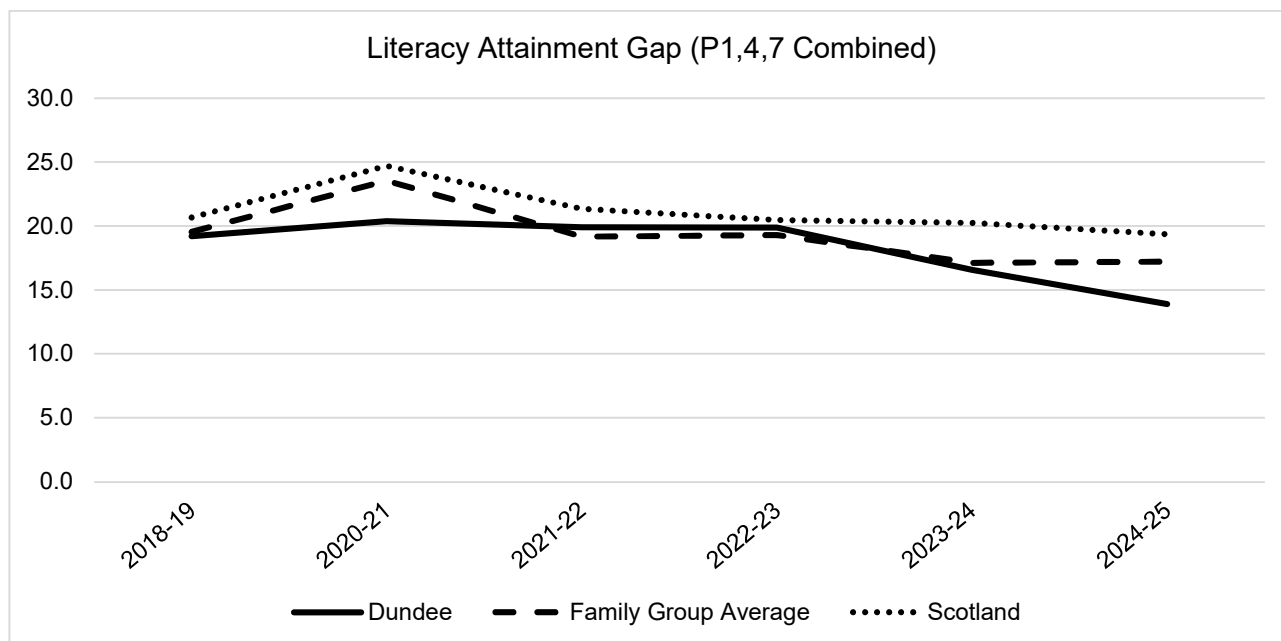
Performance Context

School exclusion rates for care experienced children have fallen across Scotland and the family group over the past decade, but the degree to which it has reduced in Dundee has been more substantial. This reflects the significant, concerted efforts by the Children and Families Service to implement a range of different approaches and solutions to positively engage young people in their education and improve relationships and behaviour. The rate of improvement has flattened over the past two years, but there has still been a small decrease from 75.9 to 73.9 exclusions per 1,000 pupils between 2020/21 and 2022/23.

Rates of exclusion for care experienced children remain higher than exclusion rates for all pupils (20.2 per 1,000 pupils). However, support will be provided to care experienced pupils and carers to minimise the number of exclusions through the delivery of Our Promise to Care Experienced Children and Young People 2023/26.

Literacy Attainment Gap (P1,4,7 Combined) - percentage point gap between the least deprived and most deprived pupils.

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
✓	Literacy Attainment Gap (P1,4,7 Combined) - Percentage point gap between the least deprived and most deprived	16.6	13.9	17.2	-19%	4 (↑3)



Indicator Description

This indicator measures the gap in literacy between children from Scotland’s most and least deprived areas. A pupil is deemed to have achieved the expected level in literacy if they have achieved the expected level in all three literacy organisers: reading, writing, and listening and talking. The assessments of children’s progress are based on teachers’ professional judgements in schools.

Data for this indicator is collected from the Scottish Government publication: ‘Achievement of Curriculum for Excellence Levels.’

Performance Context

44% of Dundee pupils live in SIMD Quintile 1 areas. Closing the attainment gap between the most and least disadvantaged children and young people is a key priority of the National Improvement Framework; it is also a key priority for the Children and Families Service.

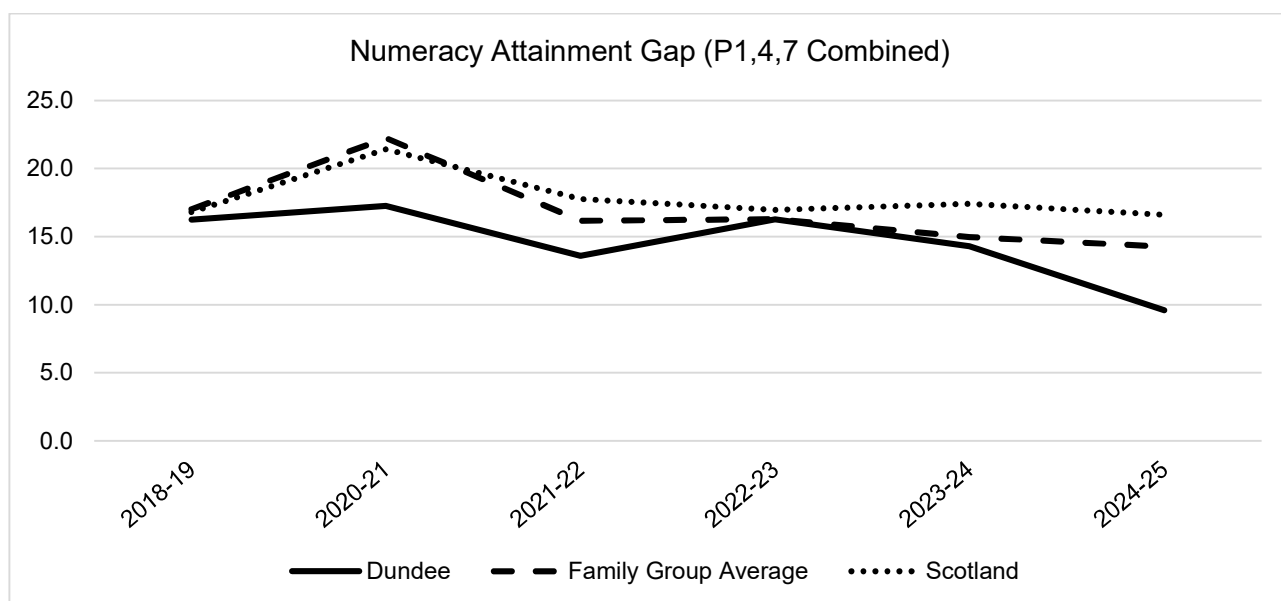
Between 2018/19 and 2022/23, the gap in literacy attainment between the most and least deprived areas in Dundee had consistently been sitting around 20 percentage points. It has now closed to 13.9 percentage points. This has been driven by the increase in literacy attainment of pupils living in the most deprived areas, which has increased from 66.2% to 69.2% between 2022/23 and 2024/25. However, this reduction in the attainment gap is also due to the decrease in attainment by pupils living in the least deprived areas, which has decreased from 86.0% to 83.1% between 2022/23 and 2024/25. For the second year in a row, Dundee’s gap is narrower than the family group average, which is currently 17.2 percentage points.

Attainment in literacy for P1,4,7 pupils living in SIMD1 areas has improved in recent years, from 65.3% in 2018/19 to 69.2% in 2024/25. The Children and Families Service will continue to embed the ‘[Every Dundee Learner Matters Improvement Strategy](#)’, with support from University of Glasgow Professors, meaning classroom teachers have increased opportunities to share, and learn from, practice that improves the presence, participation, and progress of pupils in Dundee schools. The Service is also working in partnership

with Education Scotland, in ten schools (across two cohorts in academic session 2025/26) which are involved in the Quality Improvement National Writing programme. These schools receive ongoing support directly from Education Scotland’s Attainment Advisor and the Service’s Pedagogy Team.

Numeracy Attainment Gap (P1,4,7 Combined) - percentage point gap between the least deprived and most deprived pupils.

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
✔	Numeracy Attainment Gap (P1,4,7 Combined) - Percentage point gap between the least deprived and most deprived	14.3	9.6	14.3	-33%	4 (=)



Indicator Description

This indicator measures the gap in numeracy between children from Scotland’s most and least deprived areas. The assessments of children’s progress are based on teachers’ professional judgements in schools.

Data for this indicator is collected from the Scottish Government publication: ‘Achievement of curriculum for excellence levels.’


Performance Context

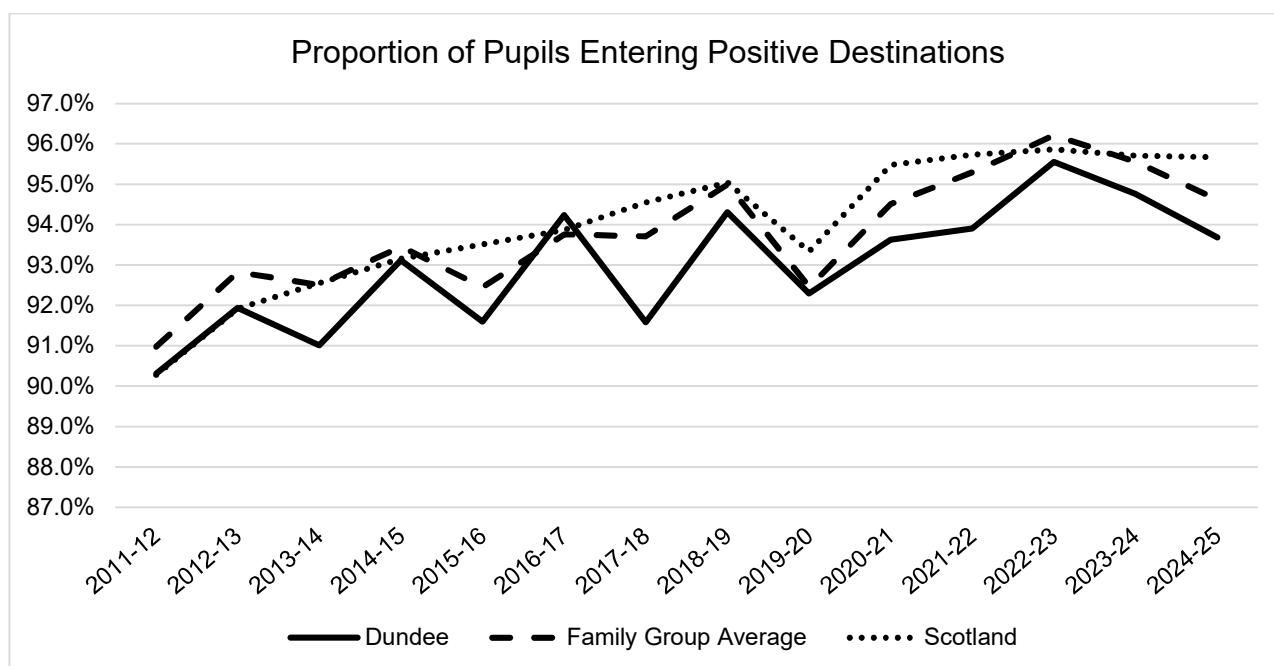
44% of Dundee pupils live in SIMD Quintile 1 areas. Closing the attainment gap between the most and least disadvantaged children and young people is a key priority of the National Improvement Framework; it is also a key priority for the Children and Families Service.

The numeracy attainment gap for primary pupils in Dundee of 9.6 percentage points is a decrease from 14.3 percentage points in 2023/24 and is below the pre-pandemic figure of 16.2 percentage points. It is also below the family group average of 14.3 percentage points, meaning that this indicator is currently on target. This has been driven by the increase in numeracy attainment of pupils living in the most deprived areas, which has increased from 74.1% to 76.2% between 2022/23 and 2024/25. However, this reduction in the attainment gap is also due to the decrease in attainment by pupils living in the least deprived areas, which has decreased from 90.4% to 85.9% between 2022/23 and 2024/25.

Attainment in numeracy for P1,4,7 pupils living in SIMD1 areas has improved in recent years, from 71.8% in 2018/19 to 76.2% in 2024/25. The Children and Families Service will continue to embed the ‘Every Dundee Learner Matters Improvement Strategy’ to support classroom teachers and their pupils improve engagement and attainment.

% of pupils entering positive destinations

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	Percentage of school leavers entering a positive destination	94.8%	93.7%	94.6%	-1%	27 (↓2)



Indicator Description

This indicator measures the proportion of pupils who are entering any positive destinations after leaving school as a proportion of all school leavers. A positive destination can be either higher or further education, employment, training, voluntary work, or personal skills development. Data on initial destinations of school leavers is based on approximately three months after the end of school term their post review attainment information.

This indicator covers school leavers from all stages of secondary school. For most young people, S4 (15–16-year-olds) is the last compulsory year of school, but the majority choose to stay on and complete S5 (16–17-year-olds) and S6 (17–18-year-olds).

Data for this indicator is collected from the Scottish Government publication: 'School leaver initial destinations and attainment survey.'

Performance Context


As the above graph shows, the percentage of pupils entering positive destinations in Dundee has fluctuated over the past decade, but the overall trend has improved from 90.3% in the base year 2011/12. Although this year's figure of 93.7% indicates a positive trend since the 2011/12 baseline year, the change over the two most recent years is less positive with a decrease from 95.6% in 2022/23. There has also been a decrease in the family group and Scottish average; however, Dundee's national ranking is now 27 out of 32, down from 25th in 2023/24, and down from 15th in 2022/23.

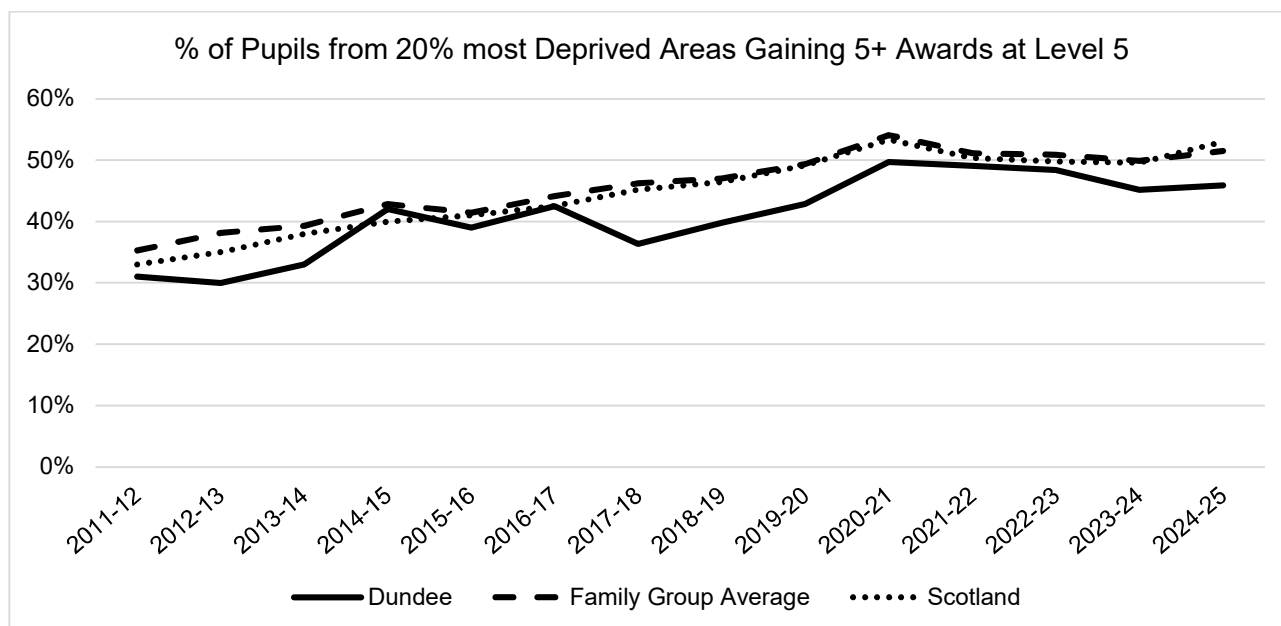
Dundee is making improvements in follow-up destinations (leavers in a positive destination >9 months after leaving school). In 2020/21 Dundee was ranked 30th out of 32 Local Authorities. Latest figure (2023/24) shows Dundee's ranking has improved to 19th.

Each school has established a Core Implementation Group to manage the transition of young people at the greatest risk of leaving school and not participating. True integrated partnership working and cross-sector collaboration has been achieved in each of our secondary and offsite settings. In addition, post-school quality

assurance meetings are scheduled for each school 4 times per year to support and challenge the Core Implementation Groups. This rigorous process ensures that no young person is forgotten or without an offer of support.

% of pupils living in the 20% most deprived areas gaining 5+ awards at level 5

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	% pupils in lowest 20% SIMD achieving 5 or more awards at SCQF Level 5 or higher	45%	46%	52%	-12%	19 (=)



Indicator Description

This indicator provides a measure of achievement for senior phase (S4-S6) pupils who appear on the pupil census for local authority schools. The measure is the percentage of the pupil cohort from the 20% most deprived areas (SIMD1) gaining 5 or more awards at SCQF level 5.

Covid-19 led to changes in how National Qualifications were assessed and graded in the years 2020 to 2023. Care must therefore be taken when comparing attainment of school leavers, and any interpretation of changes must take full account of the different certification methods used in different years and changes in the attainment levels in 2019/20, 2020/21, 2021/22, 2022/23 and 2023/24 should not be seen as an indication that performance has improved or worsened, without further evidence.


The calculated data is provided directly to the IS from the Scottish Government.

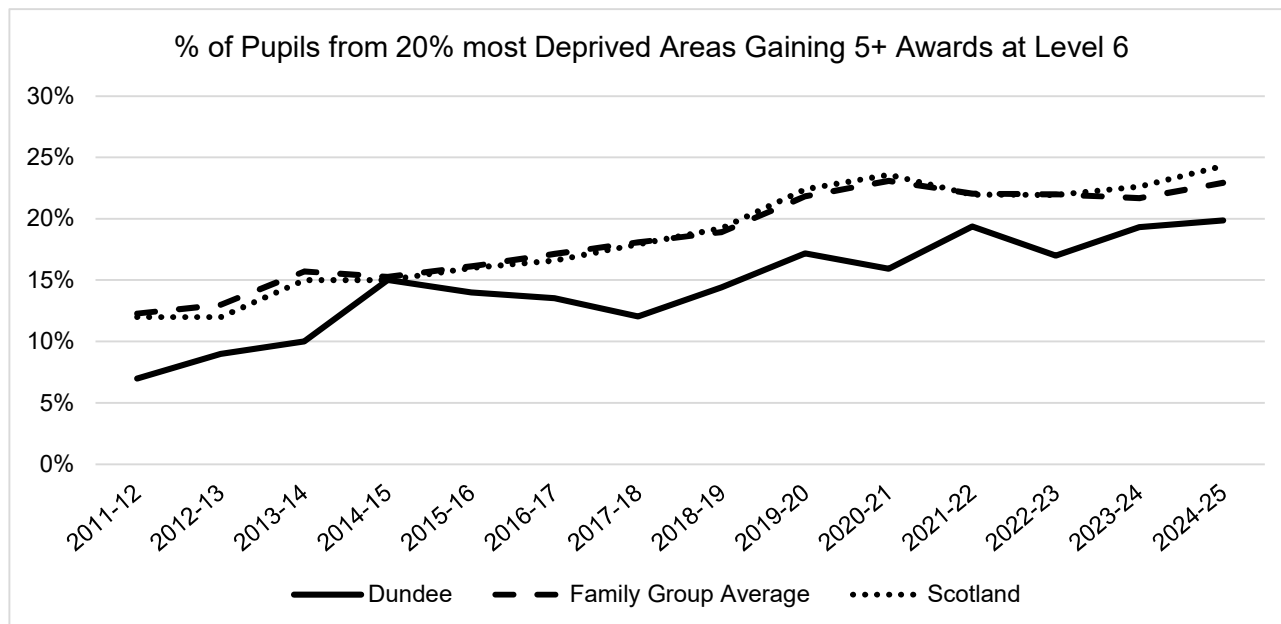
Performance Context

Between 2023/24 and 2024/25, this indicator has improved by 1 percentage point. However, comparison with the family group average benchmark shows that a lower proportion of pupils are gaining 5+ awards at level 5 than other local authorities with similar characteristics. As a result, this indicator remains an area for improvement. However, there has been long term improvement, with a 15% increase since the baseline year.

The most recent [Senior Phase Attainment Progress Update 2024/25](#) outlines a range of improvement actions which will contribute to further raising attainment and achievement. Key improvement activities continue to be embedded in school improvement plans and School Improvement Partnerships (SIPs) will be further strengthened to ensure that leaders at all levels can support and challenge effectively.

% of pupils living in the 20% most deprived areas gaining 5+ awards at level 6

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	% Pupils in lowest 20% SIMD achieving 5 or more awards at SCQF Level 6 or higher	19%	20%	23%	-13%	17 (↓1)



Indicator Description

This indicator provides a measure of achievement for senior phase (S4-S6) pupils who appear on the pupil census for local authority schools. The measure is the percentage of the pupil cohort from the 20% most deprived areas (SIMD1) gaining 5 or more awards at SCQF level 6.

Covid-19 led to changes in how National Qualifications were assessed and graded in the years 2020 to 2023. Care must therefore be taken when comparing attainment of school leavers, and any interpretation of changes must take full account of the different certification methods used in different years and changes in the attainment levels in 2019/20, 2020/21, 2021/22, 2022/23 and 2023/24 should not be seen as an indication that performance has improved or worsened, without further evidence.


The calculated data is provided directly to the IS from the Scottish Government.

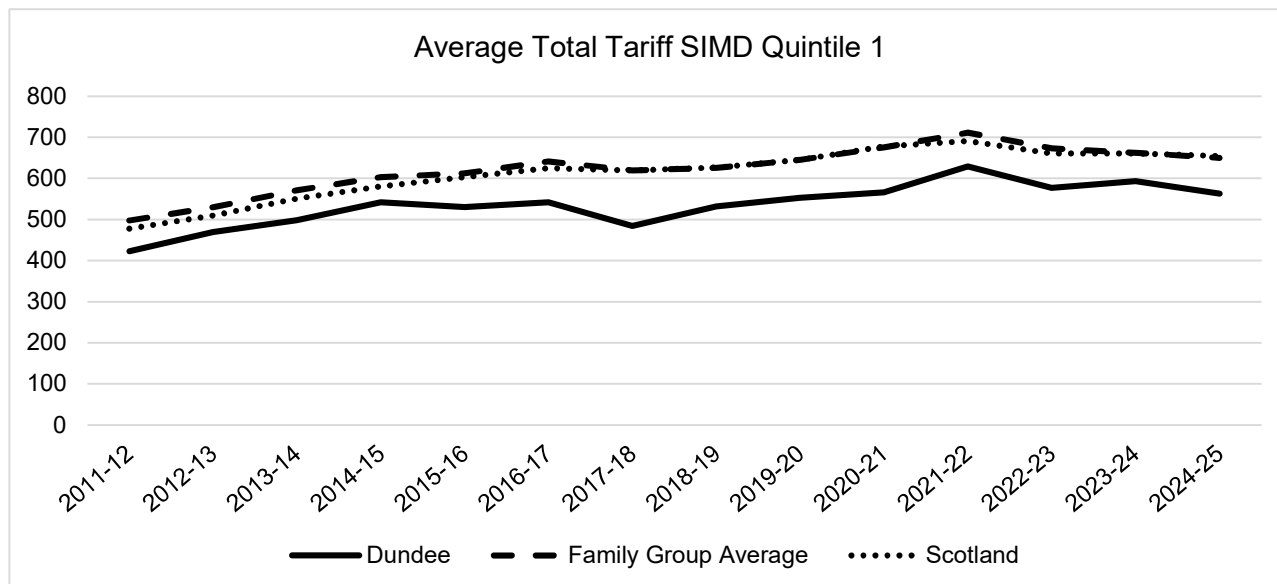
Performance Context

Again, between 2023/24 and 2024/25, this indicator has improved by 1 percentage point. However, comparison with the family group average benchmark shows that a lower proportion of pupils are gaining 5+ awards at level 6 than other local authorities with similar characteristics. As a result, this indicator remains an area for improvement. However, there has been long term improvement, with 2024/25 being the highest figure achieved since the baseline year, with a 13% increase since the baseline year. Dundee's family group ranking for this indicator has also improved from 7th to 6th.

The Children and Families Service work towards improving secondary attainment by continuing to develop improvement a range of improvement actions, and collaborative learning between secondary practitioners.

Average total tariff SIMD quintile 1

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	Average Total tariff SIMD Quintile 1	593	563	650	-13%	20 (↓3)



Indicator Description

This indicator measures the average total tariff score for pupils in the senior phase for pupils in SIMD Quintile 1. Tariff points for each unit or course are calculated based on the SCQF level of the award and the grade achieved (for graded courses). Tariff points are accumulated by individual pupils for all eligible qualifications that are the latest and best in a subject (e.g., if a pupil sits National 5 maths and then Higher maths only the tariff points for Higher maths will be included in their total).

Covid-19 led to changes in how National Qualifications were assessed and graded in the years 2020 to 2023. Care must therefore be taken when comparing attainment of school leavers, and any interpretation of changes must take full account of the different certification methods used in different years and changes in the attainment levels in 2019/20, 2020/21, 2021/22, 2022/23 and 2023/24 should not be seen as an indication that performance has improved or worsened, without further evidence.


Tariff points for SIMD quintiles is calculated based on Insight data and is provided for the LGBF by the Scottish Government.

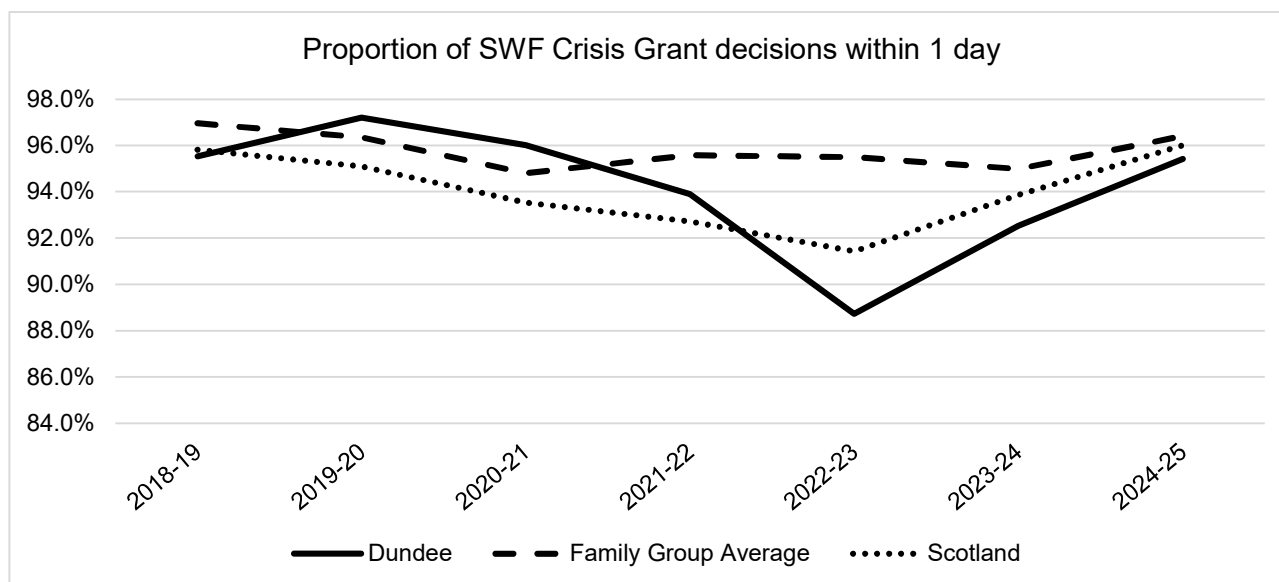
Performance Context

The average total tariff of pupils from the SIMD Quintile 1 has decreased between 2023/24 and 2024/25 from 593 to 563. This is 13% lower than the family group average of 650, meaning that this indicator remains an area for improvement. Dundee has the lowest figure in the family group and is an outlier. The second lowest council has an average SIMD1 tariff score of 629.

44% of Dundee pupils live in SIMD Quintile 1 areas. This indicator is included as a KPI in the Council Plan and Children and Families Service Plan, and progress reports for both plans will continue to monitor performance for this indicator. The Children and Families Service will continue to develop improvement plans and work collaboratively to strengthen the skills of Dundee's secondary practitioners.

% of Crisis Grant Decisions within 1 day

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	% of Crisis Grant Decisions within 1 day	92.5%	95.4%	96.4%	-1%	26 (↑3)



Indicator Description

This indicator measures the percentage of applications which have an initial decision being made within 1 working day of the application being received.

Data for this indicator is collected from Social Security Statistics published by Scottish Government.

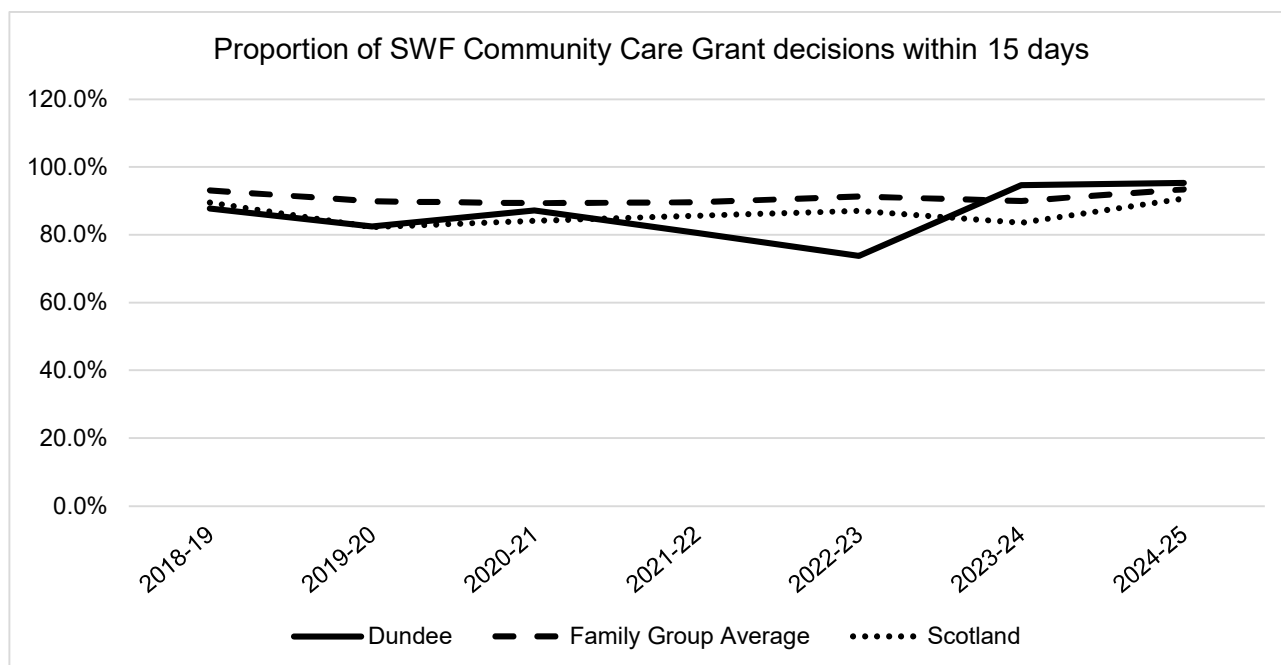
Performance Context

The proportion of Crisis Grant decisions within 1 day in 2024/25 improved from the previous year, increasing from 92.5% to 95.4%. This remains below the family group average of 96.4%. However, Dundee has improved its national ranking out of 32 councils from 29th to 26th and also improved its family group ranking and is now placed 5th out of 8 local authorities, an improvement on 6th in 2023/24.

Crisis Grants aim to help people on a low income who are in crisis because of a disaster or an emergency so an increase in decisions made within the 1-day target ensures that resources are timeously allocated to those who need them. The volume of Crisis Grants on which a decision has been made has decreased in Dundee between 2023/24 and 2024/25, decreasing from 6,555 to 4,800.

% CCG Grant Decisions within 15 Days

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
✓	% CCG Grant Decisions within 15 Days	94.6%	95.3%	93.4%	2%	20 (=)



Indicator Description

This indicator measures the percentage of applications which have an initial decision being made within 15 working days of the application being received.

Data for this indicator is collected from Social Security Statistics published by Scottish Government.

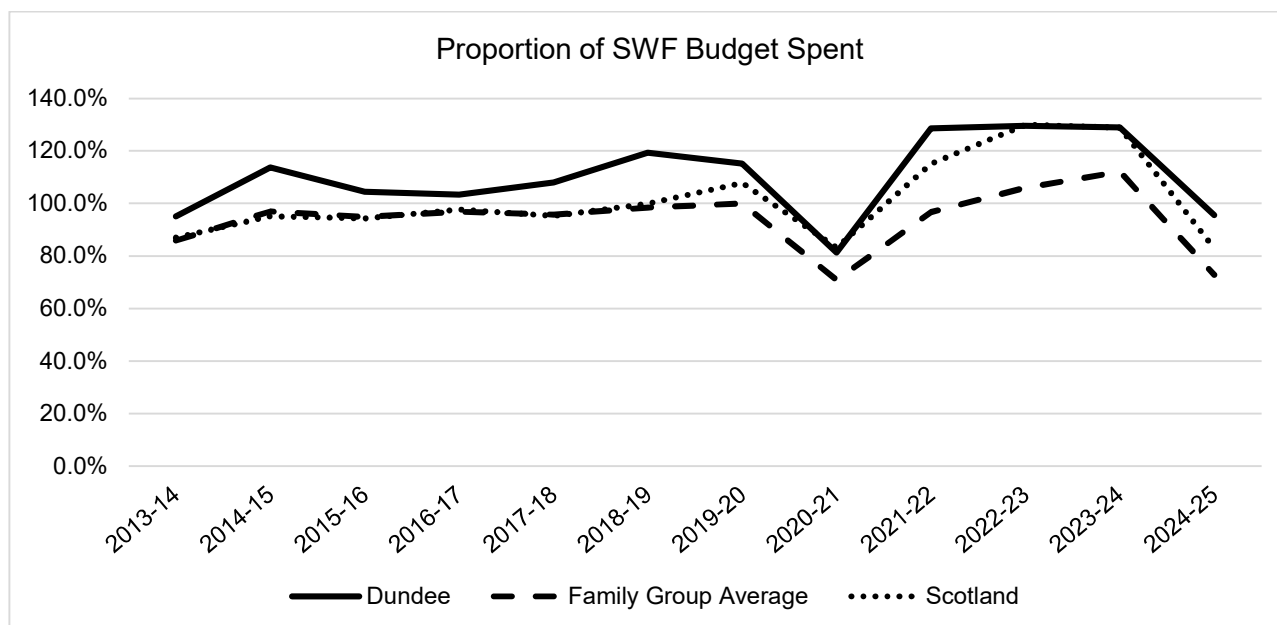
Performance Context

The proportion of Scottish Welfare Fund Community Care Grant decisions within 15 days has improved from 94.6% to 95.3% between 2023/24 and 2024/25. This follows a significant improvement from 73.5% to 94.6% between 2022/23 and 2023/24. Dundee's figure is above the family group average meaning this indicator is on target. Dundee has also maintained its family group ranking of 5th out of 8 local authorities, having previously been 8th in 2022/23.

Community Care Grants aim to enable people to live independently, so an increase in decisions made within the 15-day target ensures that resources are timeously allocated to those who need them. The volume of Community Care Grants on which a decision has decreased in Dundee between 2023/24 and 2024/25 from 3,775 to 3,405.

Proportion of Scottish Welfare Fund Budget Spent

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
✓	The proportion of SWF Budget Spent	129.0%	95.6%	72.8%	31%	8 (18)



Indicator Description

This indicator measures the proportion of the budget set out for Scottish Welfare Fund spent at year end. It calculates the Council's combined expenditure on Crisis Grants and Community Care Grants and divides this by the SWF budget it has been allocated.

Data for this indicator is collected from Social Security Statistics published by Scottish Government.

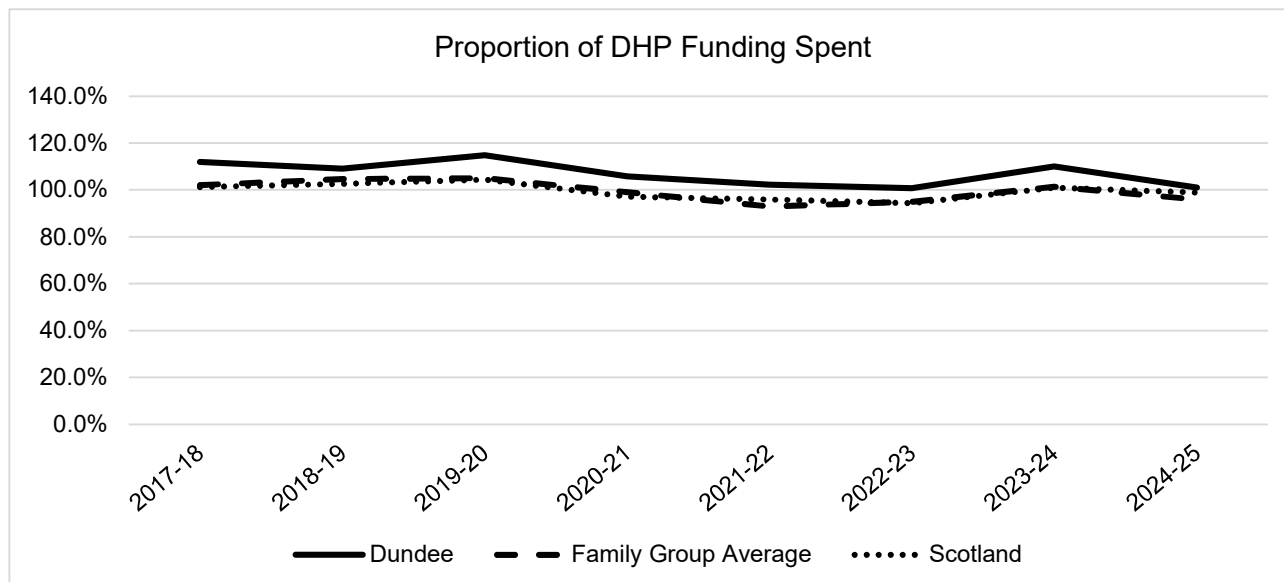
Performance Context

Dundee's expenditure on Crisis Grants decreased from £390,903 in 2023/24 to £274,172 in 2024/25 while expenditure on Community Care Grants increased from £1,315,692 to £1,612,910 during the same period. Between 2023/24 and 2024/25, Dundee's combined expenditure on Crisis Grants and Community Care Grants increased from £1,706,595 to £1,887,082. However, the SWF budget allocated to Dundee also increased more significantly in this period from £1,371,524 to £1,974,606. As a result, the proportion of Scottish Welfare Fund spent by Dundee City Council has decreased from 129% to 95.6%.

Prior to this, Dundee had spent roughly 30% over the SWF allocated to it for the past three years. (This level of overspend was common across Scotland, with Councils committing significantly more funds than the SWF budget allocated to them (129% in 2023/24,) as they could top up the SWF budget with their own funds.) Following distribution of an additional £652,000 programme funding in late November 2024, Dundee underspent the funds available. Despite this underspend, Dundee had the highest proportion of spend in the family group, and the 8th highest in Scotland. The surplus was carried forward into 2025/26 budget to cope with 2nd rapid relet scheme being planned.

Proportion of Discretionary Housing Payment (DHP) Funding Spent

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
✓	Proportion of DHP Funding Spent	110.0%	101.0%	96.0%	5%	8 (↓6)



Indicator Description

This indicator measures the proportion of DHP funding for the year spent at year end.

DHPs may be awarded when a local authority considers that a housing benefit or Universal Credit claimant requires further financial assistance towards housing costs.































Data for this indicator is collected from Social Security Statistics published by Scottish Government.

Performance Context


Dundee's DHP expenditure for 2024/25 was £3,463,228, a decrease from £3,571,036 in 2023/24. Dundee's funding in this same period has increased from £3,252,148 to £3,415,271 meaning that the proportion of DHP funding spent by Dundee City Council has decreased between 2023/24 and 2024/25. The majority of expenditure was for Bedroom Tax mitigation (79.0%), with portions also spent on Benefit Cap mitigation (4.2%), Local Housing Allowance (4.8%) and Core Funding (12.0%).

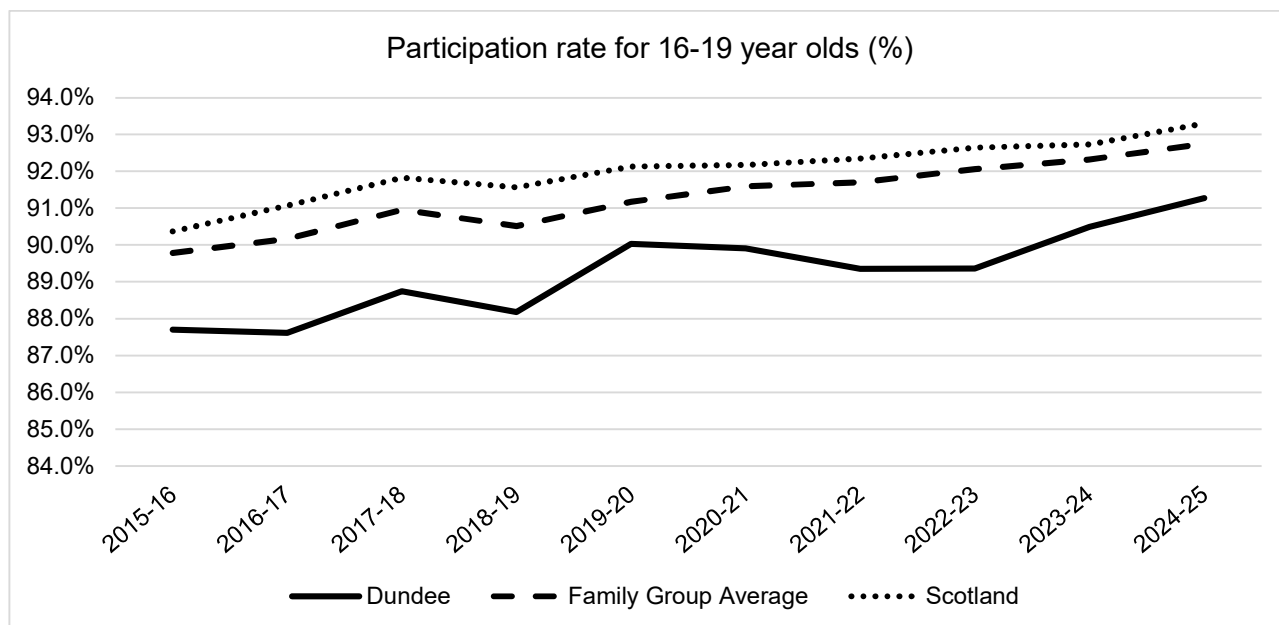
The Improvement Service ranks this indicator based on the maximisation of proportion of DHP funding spent. This means that as Dundee remains above the family group average and is in the top quartile of all Scottish councils, this indicator is on target, evidencing that Dundee is effectively making resources available for households who require financial assistance.

Deliver Inclusive Economic Growth

Status	Performance Indicator	-2 Year	-1 Year	Current Value	Family Group Average	Difference	Short Term Trend	Long Term Trend	Scottish Relative Position	Lead Service
	% of 16-19 Year Olds participating in Education, Training or Employment	89.4%	90.5%	91.3%	92.8%	-2%			32 (↓2)	CD
	% Unemployed people accessing jobs via Council funded / operated employability programmes	12.8%	12.3%	12.4%	21.9%	-43%			19 (↓3)	CD
	% of Procurement Spent on Local Enterprises	38.9%	47.0%	57.7%	33.4%	73%			1 (↑2)	CS
	Claimant Count as % of 16-24 Population	3.9%	3.8%	3.7%	4.2%	-12%			20 (=)	CD
	Claimant Count as % of Working Age Population	4.4%	4.1%	3.9%	3.7%	5%			29 (=)	CD
	Immediately available employment land as a % of land allocated for employment	76.9%	76.3%	73.5%	28.6%	157%			4 (=)	CD
	Investment in Economic Development & Tourism per 1,000 population	£113,196	£161,309	£209,941	£143,141	47%			6 (↑1)	CD
	Number of Business gateway start-ups per 10,000 Population	14.7	16.2	19.3	12.2	58%			5 (↑12)	CD
	Proportion of people earning less than the Living Wage	9.8%	12.0%	13.0%	12.4%	5%			15 (↓9)	CE
	Average time taken to deliver a Business or Industry planning application decision (weeks)	11.6	11.7	10.5	11.0	-5%			12 (↑10)	CD

Participation rate for 16–19-year-olds (%)

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	% of 16-19 Year Olds participating in Education, Training or Employment	90.5%	91.3%	92.8%	-2%	32 (↓2)



Indicator Description

This indicator measures the proportion (%) of 16–19-year-olds that are engaged in learning, training, or work (including volunteer work).

The annual measure takes account of all statuses for individuals over the course of the year rather than focusing on an individual's status on a single day. Participation Status for an individual is calculated by combining the number of days spent in each status between 1st April and 31st March. The overall participation headline classification is based on the classification which has had the highest sum of days.

Data is collected from the Annual Participation Measure publication from Skills Development Scotland.

Performance Context

The participation rate for 16–19-year-olds in Dundee has improved between 2023/24 and 2024/25 from 90.5% to 91.3%. This is Dundee's highest level of participation since the baseline year. However, despite this increase, Dundee has the lowest participation rate for 16–19-year-olds out of all local authorities in Scotland.


As Dundee remains low in the national ranking, as well as below the family group average benchmark, this remains an area for improvement. This has been an indicator where Dundee has been consistently below the family group average since the baseline year of 2015/16.

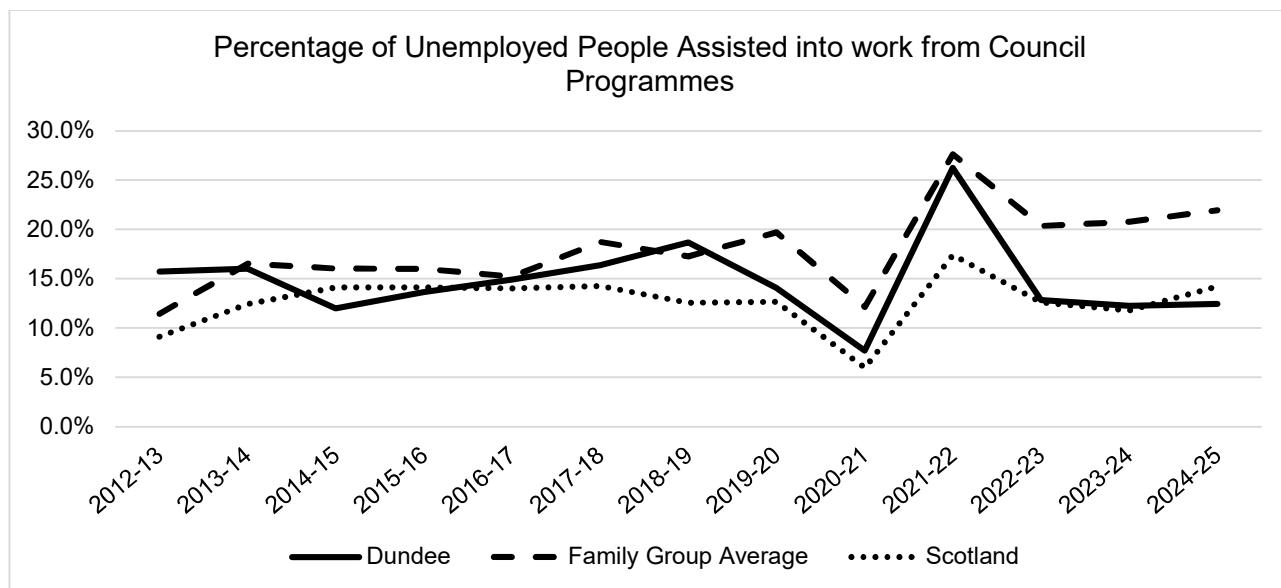
In addition to this indicator, the Council Leadership Team have been monitoring performance in relation to positive destinations of 16–19-year-olds in SIMD 1 and this has improved from 86% in 2023-24 to 87.3% in 2024-25.

The '[A Step Change in Positive Destinations for Young Dundonians](#)' report was approved by the City Governance Committee on 22nd April 2024 and focuses on how partnership working across Council services, third sector and private sector organisations will collaborate during a young person's school years and during the transition to and throughout post school life. An action plan was set out under the 6 themes to improve Dundee's performance: Early Identification; Tracking and Monitoring; Integrated Approaches Towards Data; Post School Opportunities; Engagement with Communities and Families; and Additional Support Needs. Each theme has a series of "changes needed" and these shaped a series of actions.

A city-wide approach to data gathering and reporting of 16–19-year-old activity has been created by a partnership of DCC Education & DCC City Development, D&A College and Skills Development Scotland. This has seen an improvement in the number of young people who are recorded as being in an unknown or unconfirmed destination.

Percentage of Unemployed People Assisted into work from Council Programmes

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	% Unemployed people accessing jobs via Council funded / operated employability programmes	12.3%	12.4%	21.9%	-43%	19 (↓3)



Indicator Description

This indicator measures the total number of people in a year who have received support from a Council funded or operated employability programme and who go on to access employment.

This indicator counts the number of unique individuals that have accessed support from a Council operated and/or funded programme, is provided as part of their annual SLAED Indicators return. This is calculated as a proportion of the modelled unemployment count in the Annual Population Survey by ONS.

This indicator has been modified in the SLAED framework. It previously only counted unemployed people who accessed support, however, it now includes all individuals who access support (so it now includes people who e.g., are economically inactive and receive employability support).

Performance Context

This indicator shows that the percentage of unemployed people assisted into work from council programmes has increased marginally by 0.1 percentage point between 2023/24 and 2024/25. Dundee is ranked 6th in the family group, and the current figure is below the family group average benchmark, meaning that this is an area for improvement. It is worth noting that the family group includes Comhairle nan Eilean Siar, which in this instance is significantly skewing the average with a much higher rate than other councils of 60%. Without this included, the family group average would be 16.5% which is still a higher proportion than Dundee's figure.

This indicator should also be analysed within the context of SLAED performance indicators and local partnership / service data which help to provide a more rounded representation of impact. For example, within the SLAED Indicators, Dundee performs very well with 42% of unique participants successfully supported into positive destinations - which is the 7th highest of local authorities in Scotland (3rd in 2023/24 and 10th in 2022/23), and 1st in the LGBF family group (1st in 2023/24 and 3rd in 2022/23). In addition, the cost per unique participant successfully supported into a positive destination is the 13th lowest cost nationally (8th in 2023/24 and 10th in 2022/23) and 3rd lowest in the family group (5th in 2023/24 and 2022/23).

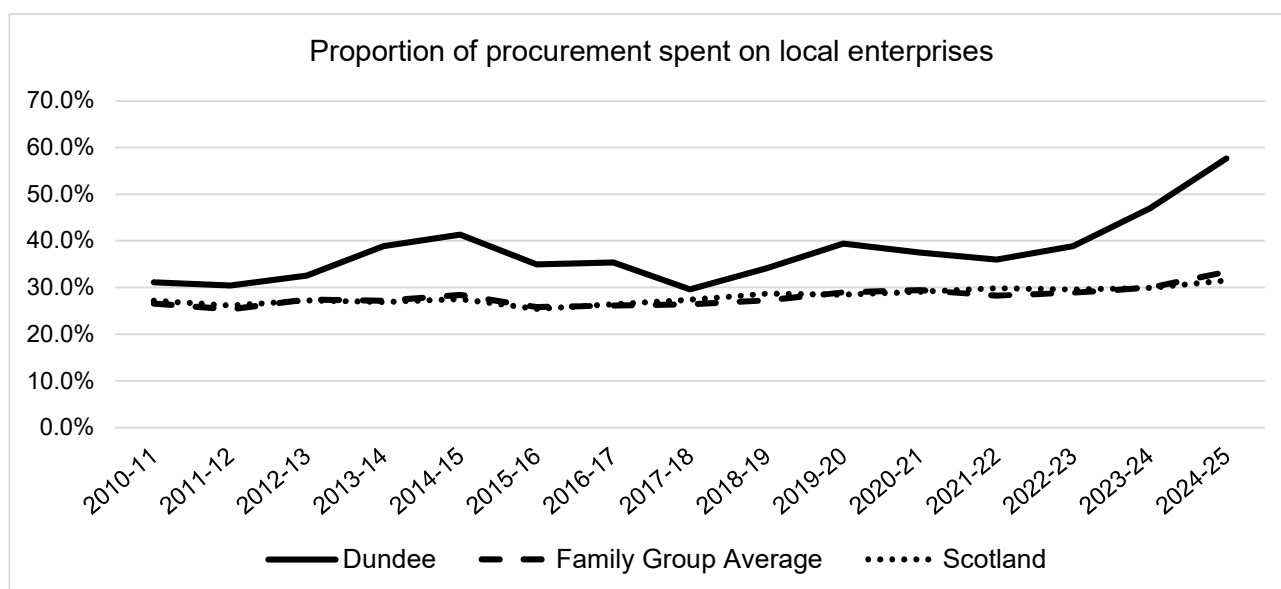
It is also important to consider that the LGBF does not account for a significant proportion of people that employability support services have assisted into other positive destinations. For example, further and higher education and training, or people who were initially employed and supported to increase their working hours/income or get a more secure job.

Dundee’s Local Employability Partnership Discover Work is a multi-agency approach to the development of shared objectives, the alignment of efforts and the commitment of resources relating to employability and skills. Employability services funded by Discover Work will continue to support unemployed, economically inactive, and low-income employed people by providing best value for this service using the funding available from the Scottish and UK Governments.

Dundee City Council’s new single Corporate Employability Service (formed through the merger of the previous Adult Employability Team within City Development, and Youth Employability Team in Corporate Services) has been designed to be a simplified, streamlined and more integrated service which is attractive to those seeking employability support.

% of procurement spend spent on local enterprises

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
✔	% of Procurement Spent on Local Enterprises	47.0%	57.7%	33.4%	73%	1 (↑2)



Indicator Description

This indicator measures the proportion of procurement spent on local enterprises. This indicator only includes enterprises defined as “Core trade” i.e. where the councils spend is over £1,000. “Local” – is defined as enterprises within the same Local Authority.

Data is directly queried from the Procurement Hub by the IS

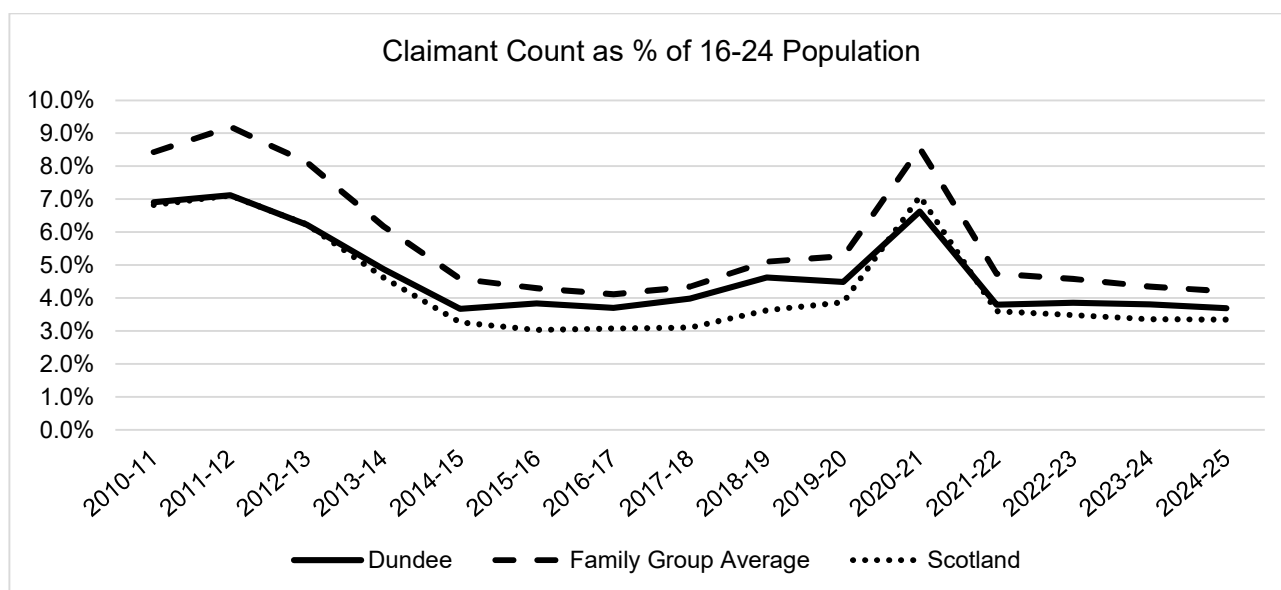
Performance Context

Dundee City Council’s proportion of procurement spent on local enterprises has increased between 2023/24 and 2024/25 from 47.0% to 57.7%. Dundee City Council has the highest proportion in its family group of similar local authorities and is ranked 1st nationally. The chart above shows that Dundee has also consistently had a higher procurement spend on local enterprises than both the family group and the Scottish average, demonstrating Dundee City Council’s commitment to its local economy.

Procurement is one of the 5 pillars of community wealth building. An extensive [Community Wealth Building Strategy and Action Plan](#) has been published and was presented to City Governance Committee on 23rd June 2025. This includes procurement as an important means to ensure that the maximum level of investment possible is retained within Dundee to support local jobs to support those local enterprises which Dundee City Council could support with procurement spend. Progress on local procurement is also included and monitored as part of Dundee City Council’s Council Plan.

Claimant Count as a % of 16-24 Population

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
✓	Claimant Count as % of 16-24 Population	3.8%	3.7%	4.2%	-12%	20 (=)



Indicator Description

This indicator measures the number of people aged 16-24 claiming either jobseeker’s allowance or universal credit as a percentage of 16-24 age population.

Data is sourced from the ONS NOMIS Data Portal. NOMIS uses MYE Population Estimates published by National Records of Scotland (NRS) for population figures.


Performance Context

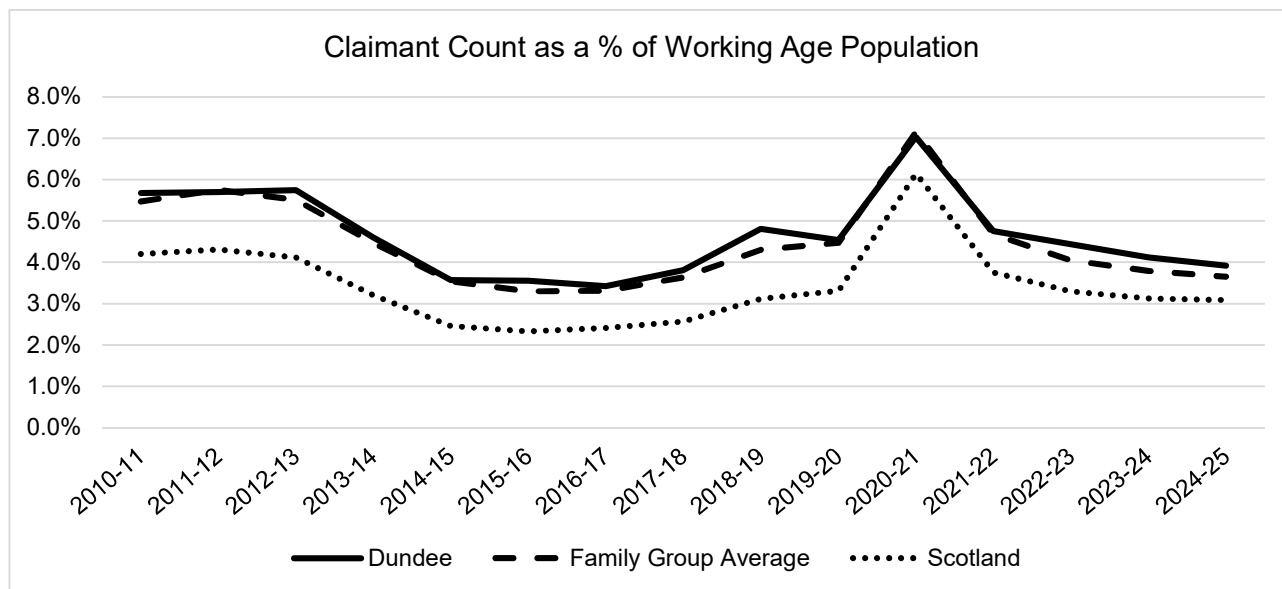
The claimant count as a % of 16-24 population in Dundee has decreased slightly by 0.1% between 2023/24 and 2024/25. Currently at 3.8%, this is much lower than the Covid peak of 6.9%, as well as lower than the pre-pandemic 2019/20 figure of 4.5%. Dundee also remains below the family group average of 4.2% and is ranked 2nd in the family group (behind Comhairle nan Eilean Siar).

Actions included in and monitored as part of the Council Plan which will help to increase the number of jobs available for younger people are:

- 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.
- Maximise apprenticeship opportunities within the Council and working with schools to promote the Council as an employer of choice.
- Deliver an extensive community wealth building strategy, ensuring the maximum level of investment possible is retained within Dundee to support local jobs.
- Continue to grow the number of jobs within Dundee Waterfront.
- Increase the percentage of care experienced young people in positive destinations.

Claimant Count as a % of Working Age Population

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	Claimant Count as % of Working Age Population	4.1%	3.9%	3.7%	5%	29 (=)



Indicator Description

This indicator measures the number of people of working age claiming either jobseeker's allowance or universal credit as a percentage of the working age population.

Data is sourced from the ONS NOMIS Data Portal. NOMIS uses MYE Population Estimates for population figures.

Performance Context

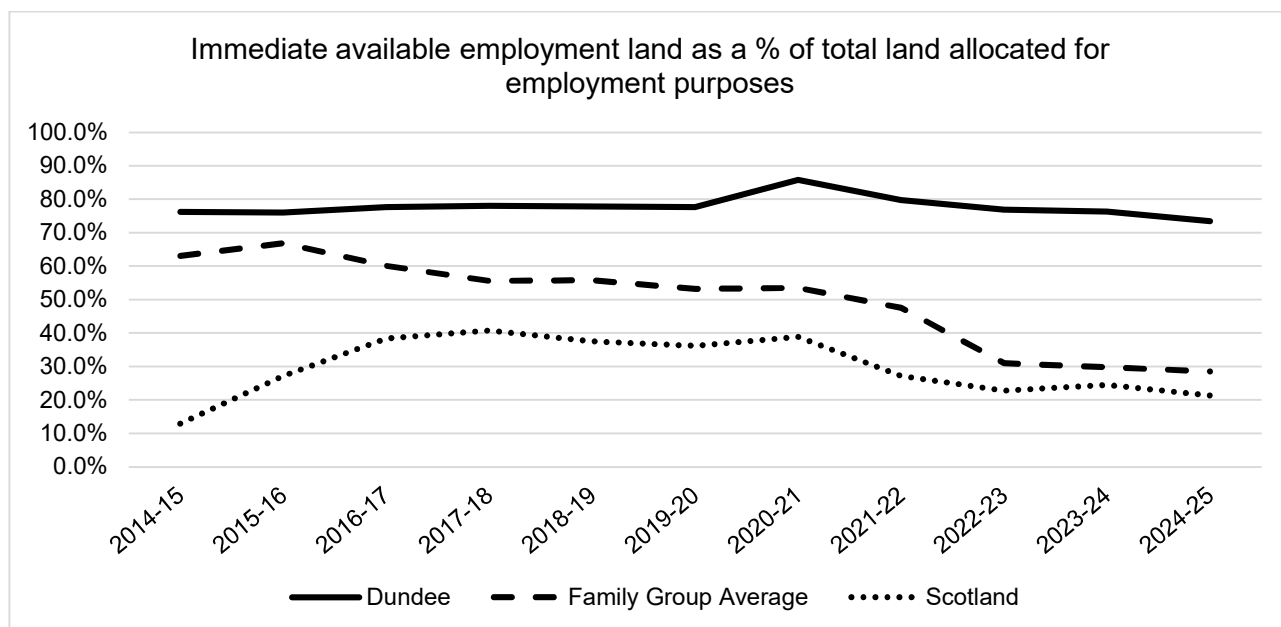
The claimant count as a % of working age population in Dundee has improved between 2023/24 and 2024/25. Currently at 3.9%, this is much lower than the Covid peak of 7.1%, as well as lower than the pre-pandemic 2019/20 figure of 4.6%. However, Dundee also remains above the family group average of 3.7% and is ranked joint 5th in the family group.

Actions included in the Council Plan which will help to increase the number of jobs available for working aged people are:

- 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.
- Maximise apprenticeship opportunities within the Council and working with schools to promote the Council as an employer of choice.
- Deliver an extensive community wealth building strategy, ensuring the maximum level of investment possible is retained within Dundee to support local jobs.
- Continue to grow the number of jobs within Dundee Waterfront.
- Increase the percentage of care experienced young people in positive destinations.

Immediately available employment land as a % of total land allocated for employment purposes in the local development plan.

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
✓	Immediately available employment land as a % of land allocated for employment	76.3%	73.5%	28.6%	157%	4 (=)



Indicator Description

This indicator measures immediately available employment land as a % of total land allocated for employment purposes in the local development plan.

The availability of land for development is a significant factor that affects local economic growth, and it falls within Councils' local development planning powers to influence this. This measure shows how 'investor ready' and competitive a Council is in providing infrastructure to do business.

Data for this indicator is submitted by councils as part of their annual return under the SLAED Indicators Framework.

Performance Context

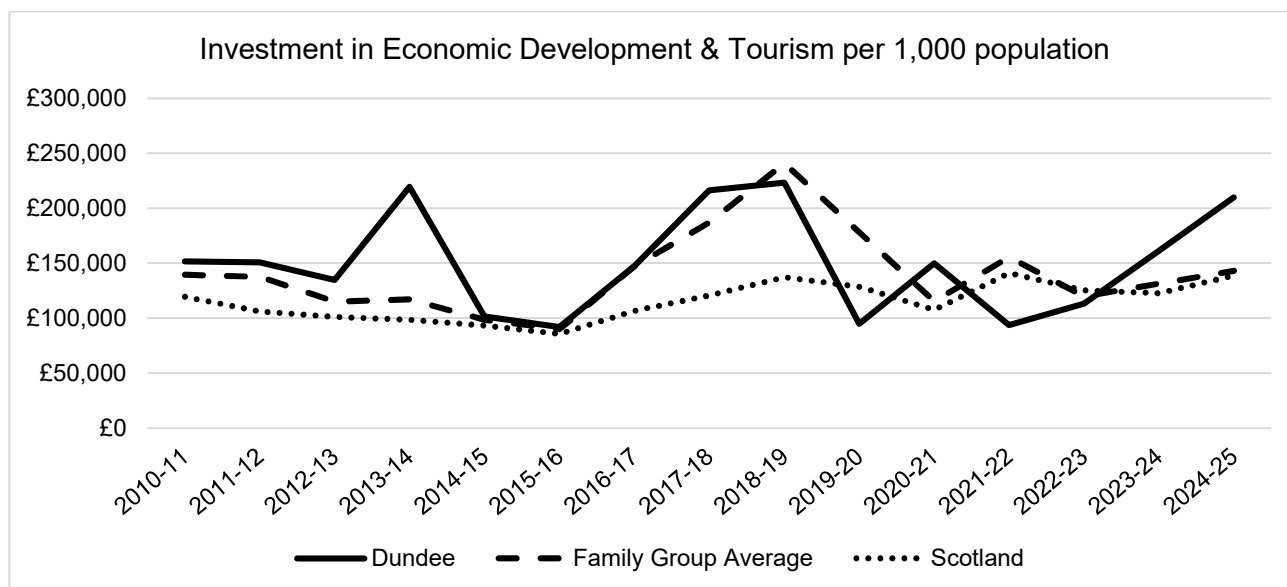
The graph above shows that Dundee has an exceptionally higher proportion of land allocated for employment purposes when compared to the family group average and the Scottish average. This demonstrates that Dundee City Council is 'investor ready' by providing infrastructure for business.

To help facilitate future economic development, Dundee City Council has a number of plans and strategies that will be focused on delivering inclusive economic growth including community wealth building. These include:

- Tay Cities Regional Economic Strategy & Action Plan
- Tay Cities Regional Deal Document
- Dundee Local Development Plan
- City Centre Strategic Investment Plan
- 2001 – 2031 Waterfront Masterplan

Investment in Economic Development & Tourism per 1,000 Population

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
✓	Investment in Economic Development & Tourism per 1,000 population	£161,309	£209,941	£143,141	47%	6 (↑1)



Indicator Description

This indicator measures the Investment in Economic Development & Tourism per 1,000 Population.

This indicator provides a measure of each Council's expenditure on the delivery of their economic development service, both in terms of capital and revenue costs. This indicator is one which local authorities should aim to maximise as a lever to support local economic development.

Gross expenditure is sourced from Local Finance Returns submitted by Councils to the Scottish Government and published as part of the Scottish Local Government Financial Statistics. Population is taken from mid-year estimates from the National Records of Scotland (NRS).

Performance Context

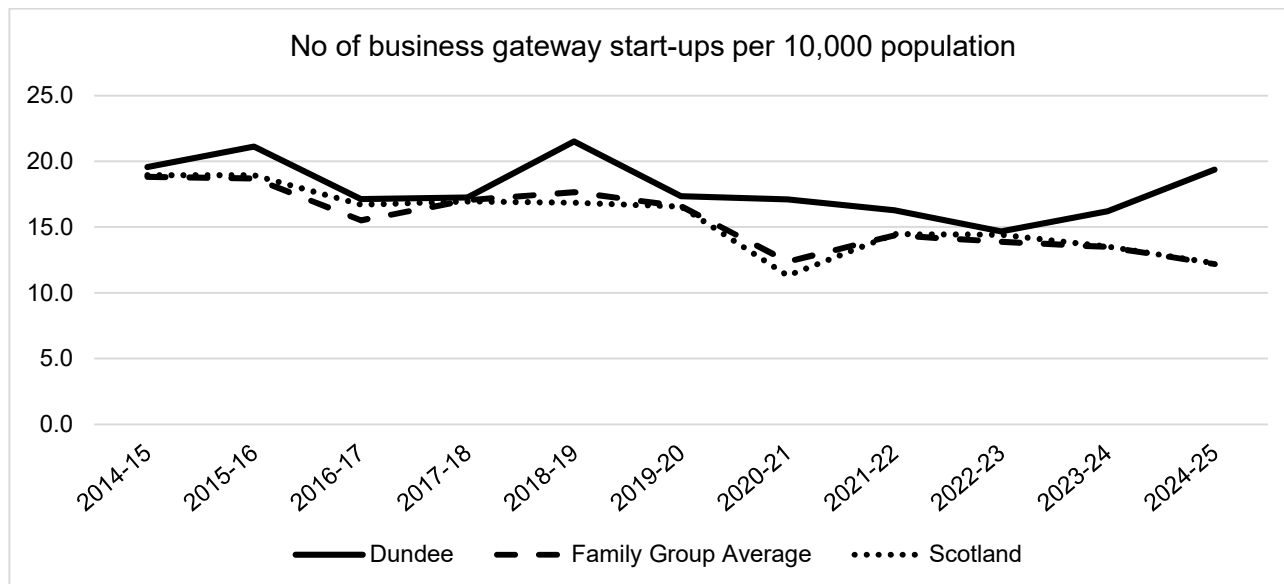
Dundee City Council's investment in economic development and tourism per 1,000 has increased between 2023/24 and 2024/25. There has been an increase in gross expenditure of 43.6% from £24,210,000 in 2023/24 to £31,466,000. Dundee's spend per capita is above the family group and Scottish averages and has increased Dundee's national relative position up 1 place from 7th to 6th. The Council is committed to investing appropriately in its strategic priority to deliver inclusive economic growth including community wealth building through a range of plans and strategies along with our partners.

These include:

- Tay Cities Regional Economic Strategy & Action Plan
- Tay Cities Skills Investment Plan
- Tay Cities Region Tourism Strategy
- Dundee City Events Strategy
- Dundee Local Development Plan
- City Centre Strategic Investment Plan

No of business gateway start-ups per 10,000 population

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
✓	Number of Business gateway start-ups per 10,000 Population	16.2	19.3	12.2	58%	5 (↑12)



Indicator Description

This indicator provides the rate of business gateway start-ups per 10,000 population. In looking at the intermediate outcome of Business Gateway Start-up support, the key economic outcome is that the business has begun trading. Data is available monthly. The annual figure is the average of monthly figures during a financial year.


Data for number of start-ups trading provided directly to the Improvement Service from COSLA. Population is taken from mid-year (June) estimates from the National Records of Scotland (NRS).

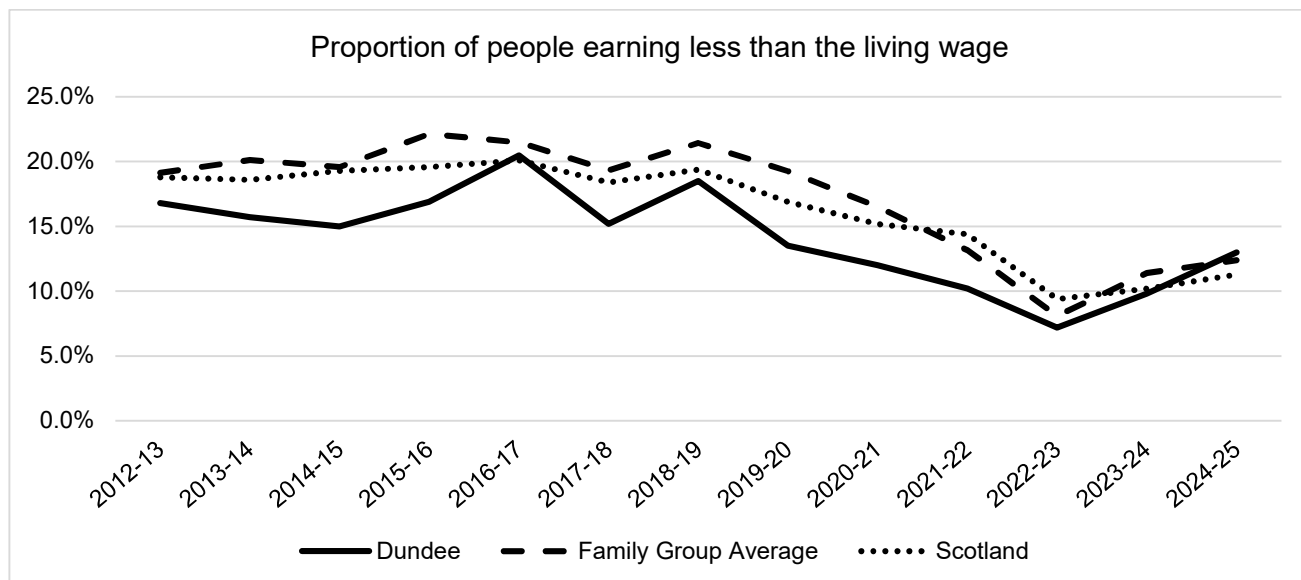
Performance Context

The number of business gateway start-ups per 10,000 in Dundee has increased by 19.5% between 2023/24 and 2024/25. In addition, Dundee has a higher rate of start-ups per population than the family group average and is ranked 2nd out of 8 urban local authorities within this group meaning that despite current financial challenges, this indicator is currently on target.

To further improve on providing a conducive environment for start-ups and entrepreneurship, within the Council Plan, Dundee City Council has committed to increase the number of start-ups and SMEs in the city and support their expansion. The number of new business start-ups increased to 292 in 2024-25 from 239 in 2023/24.

Proportion of people earning less than the living wage

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	Proportion of people earning less than the Living Wage	12.0%	13.0%	12.4%	5%	15 (↓9)



Indicator Description

This indicator measures the percentage of employees (18+) earning less than the real living wage. The real living wage rates have been independently calculated by the Resolution Foundation according to the cost of living based on household goods and services.

Data for this indicator has been collected from the ONS publication 'Annual Survey of Hours and Earning'.

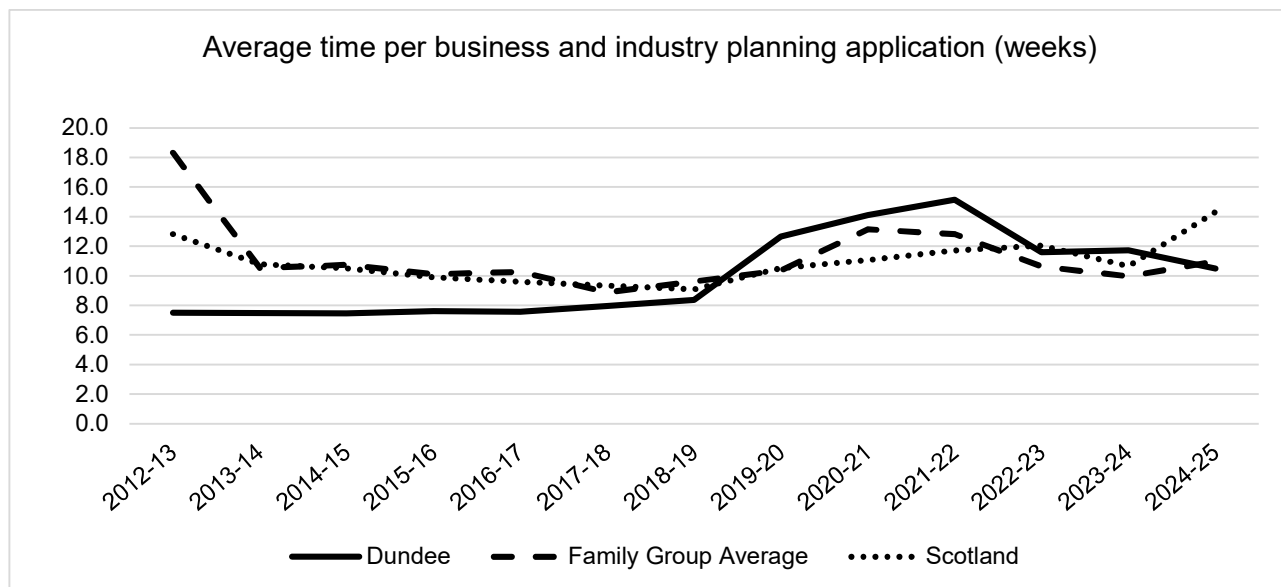
Performance Context

The proportion of people earning less than the living wage in Dundee has increased between 2023/24 and 2024/25. For the first time since the baseline year, the figure for Dundee is higher than the family group average, and Dundee is ranked 4th out of 6 councils in this group (Inverclyde and Comhairle nan Eilean Siar do not provide data for this indicator), showing that this is an area for improvement compared to other similar local authorities. Dundee is also ranked 15th highest across Scottish Councils, a drop of 9 places.

Dundee City Council continues to support employers attain living wage accredited status. As of the 31st of March 2026, there are 118 accredited Living Wage employers in Dundee who collectively employ 43,578 people. During 2025/26, 8 new organisations joined the Living Wage Network in Dundee, employing 137 staff and uplifting 58 workers to the real living wage.

Average time per business and industry planning application (weeks)

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
🟢	Average time taken to deliver a Business or Industry planning application decision	11.7	10.5	11.0	-5%	12 (↑10)



Indicator Description

This indicator measures the average time taken to deliver a local business and industry planning application decision.

For planning applications, developments are put into one of three categories: local, major, or national. The LGBF measure only includes local developments. Local developments include applications for changes to individual houses and smaller developments for new housing (less than 50 homes) as well as applications covering areas of development such as minerals, business & industry, waste management, electricity generation, freshwater fish farming, marine finfish farming, marine shellfish farming, telecommunications, Approval of Matters Specified in Conditions (AMSCs) and other developments. Most applications will be for local developments.

Data is directly taken from the latest 'Planning Performance Statistics' publication on the Scottish Government website.

Performance Context

The average time per business and industry planning application has improved in Dundee, decreasing between 2023/24 and 2024/25 by 1.2 weeks to 10.5 weeks. As a result of this improvement, Dundee has reduced the average time to a level which is below the family group average of 11 weeks, meaning that the average planning decision is taking 0.5 weeks less in Dundee compared to the average.


The Council's Planning Service introduced a number of initiatives to help improve application times. This included enhanced staff training, pre-application and advice service, dedicated planning officers and improved communication channels. This data shows that the impact of these measures, along with digital transformation and streamlined processes have had impact on the efficiency of processing applications.

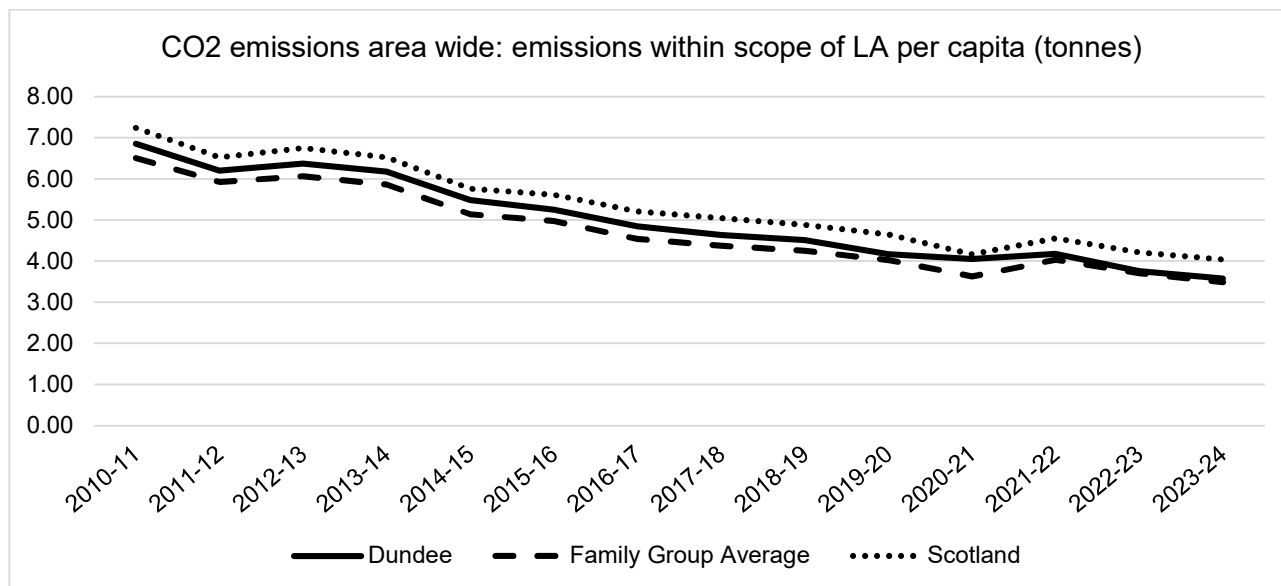
Tackle Climate Change and Reach Net Zero Emissions by 2045

Status	Performance Indicator	-2 Year	-1 Year	Current Value	Family Group Average	Difference	Short Term Trend	Long Term Trend	Scottish Relative Position	Lead Service
	CO2 emissions area wide: emissions within scope of LA per capita (t CO ₂ e) *	4.17	3.76	3.58	3.49	3%			9 (↓1)	NS
	CO2 emissions from Transport per capita (t CO ₂ e)	15.77	20.78	14.76	21.21	-30%			6 (↑7)	NS
	Percentage of household waste recycled or composted	35.6%	36.6%	35.1%	42.3%	-17%			29 (↓3)	NS

* Indicates Data is 2023/24

CO₂ emissions area wide: emissions within scope of Local Authority per capita

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	CO ₂ emissions area wide: emissions within scope of LA per capita (t CO ₂ e)*	3.76	3.58	3.49	3%	9 (↓1)



Indicator Description

This indicator records the annual carbon dioxide emissions per capita (in tonnes) in the local authority area that are within the scope of influence of the local authority. This excludes certain emissions which it has been considered local authorities are unable to directly influence, including emissions from motorway traffic, emissions from diesel railways, emissions from the Land Use, Land Use Change and Forestry sector and emissions from sites within the EU ETS (except power stations).

Data is collected from the UK Government 'UK local authority and regional carbon dioxide emissions national statistics' publication. Population is taken from the Mid-Year Population Estimates from NRS.

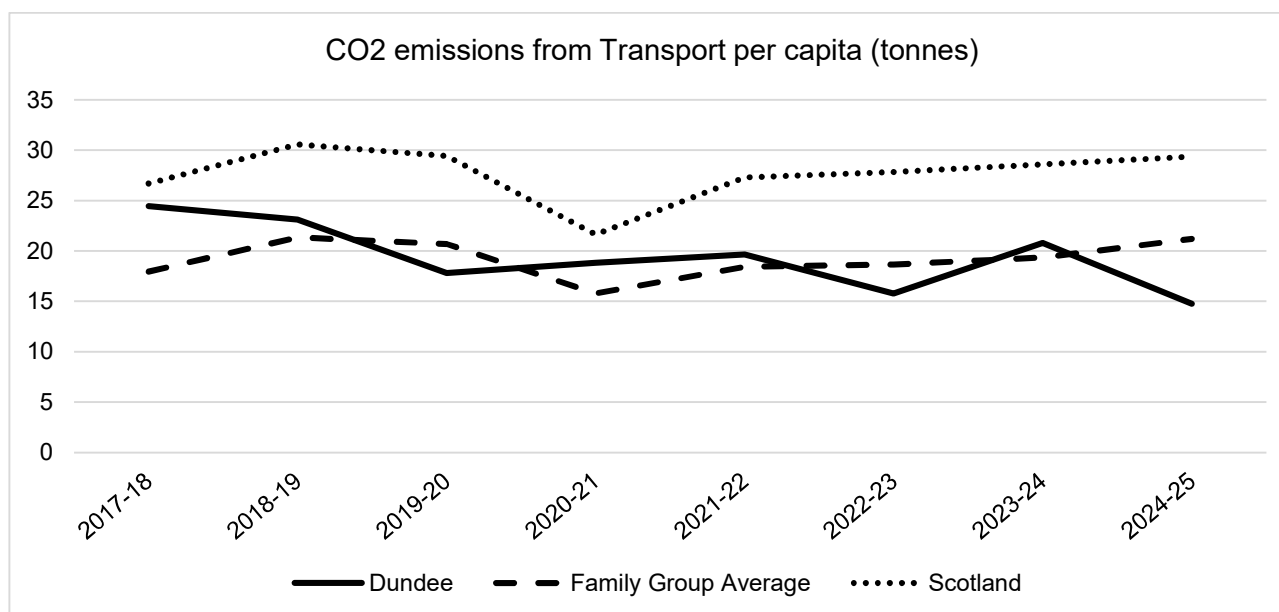
Performance Context

Dundee's CO₂ emissions within scope of Local Authority per Capita improved marginally, down from 3.76 in 2023/24 to 3.58 in 2024/25. The improvement is not significant enough in comparison to others and the Council dropped one place nationally. Although Dundee has the 9th lowest emissions in scope for this indicator, within the urban family group Dundee is below the average and still sitting 5th out of the group of 8 councils with similar characteristics.

Dundee is making steady progress towards its Net Zero commitments. The LEZ is fully operational; the Council has received multiple awards for its drive towards net zero and use of electric vehicles across the fleet. A range of projects within the city centre are underway to support cleaner mobility, sustainable development and regeneration aligned to net zero aims. Progress is also supported by urban planning that prioritises sustainable travel and climate-resilient design.

CO₂ emissions from Transport per capita

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
✓	CO ₂ emissions from Transport per capita (t CO ₂ e)	20.78	14.76	21.21	-30%	6 (↑7)



Indicator Description

This indicator reports carbon dioxide emissions from transport per capita (in tonnes) in the local authority area.

The data for emissions come from 'Annual Local Authority Climate Report', published by Sustainable Scotland Network. Population is taken from the Mid-Year Population Estimates from NRS.


Performance Context

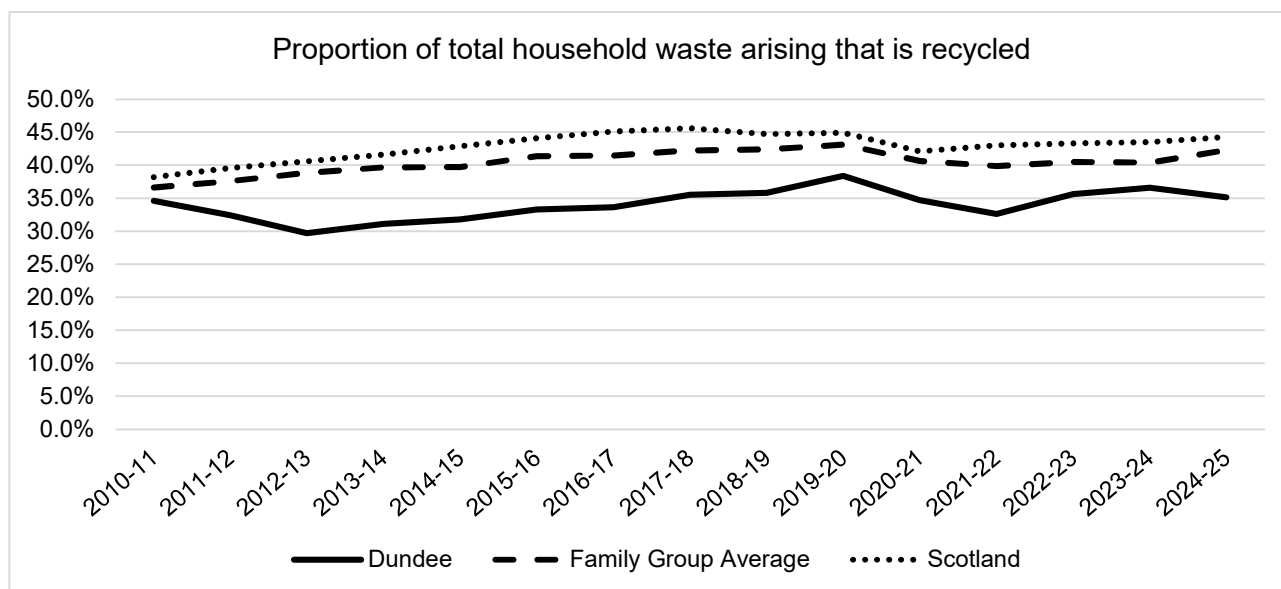
Dundee's CO₂ emissions from Transport per capita has improved by 29% between 2023/24 and 2024/25. Dundee's transport emissions are also now 30% below the family group and are at the lowest level since the baseline year in 2017/18. This improved performance is also reflected in Dundee's relative position in the family group and nationally, being ranked 3rd out of 8, and 6th out of 32 respectively.

Reducing emissions from transport is a significant challenge, not just for Dundee but for every other area across the country. Dundee is addressing transport emissions and has taken several climate-focused actions. The LEZ will cut emissions from the most polluting vehicles within the city centre, and awards in relation to the implementation of electric vehicles demonstrates leadership in fleet decarbonisation. Several transport-related projects are being delivered under the City Centre Strategic Investment Plan which includes supporting sustainable travel and lower-emission movement around the city. Dundee is also the first local authority to use the ClimateOS platform, modelling emission-reduction pathways including: reducing reliance on fossil-fuel cars, increasing cycling and walking infrastructure and transition targets for transport such as shifting from driving to active travel.

In relation to the Council's Net Zero ambitions, there is clear evidence the Council is making steady progress, however we have more to do in achieving climate goals.

% of total household waste arising that is recycled

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	Percentage of household waste recycled or composted	36.6%	35.1%	42.3%	-17%	29 (↓3)



Indicator Description

This indicator shows the percentage of total waste arising that is recycled. It includes waste from household collection rounds, and other household collections such as bulky waste collections, waste deposited by householders at household waste recycling centres recycling points/ bring banks. It excludes non-domestic properties such as hospitals, schools, universities, residential hostels and homes, campsites, caravan sites, self-catering holiday accommodation, public halls, and penal institutions,

Household waste data is available on the SEPA website.













Performance Context

The proportion of total household waste recycled has deteriorated in Dundee between 2023/24 and 2024/25. As a result of this deterioration, Dundee's national position has fallen 3 places to 29th out of 32 and our recycling rate is 17% lower than the family group average. This indicator therefore remains an area for improvement.


Towards a Waste Free Dundee 2026-30, outlined as part of the new Waste and Recycling Strategy Action Plan, sets out a number of actions and initiatives aimed at increasing recycling rates. This includes behaviour-change programmes aimed at raising awareness, service improvements, reducing waste sent to disposal and reducing contamination of recycling bins (particularly in flatted properties).

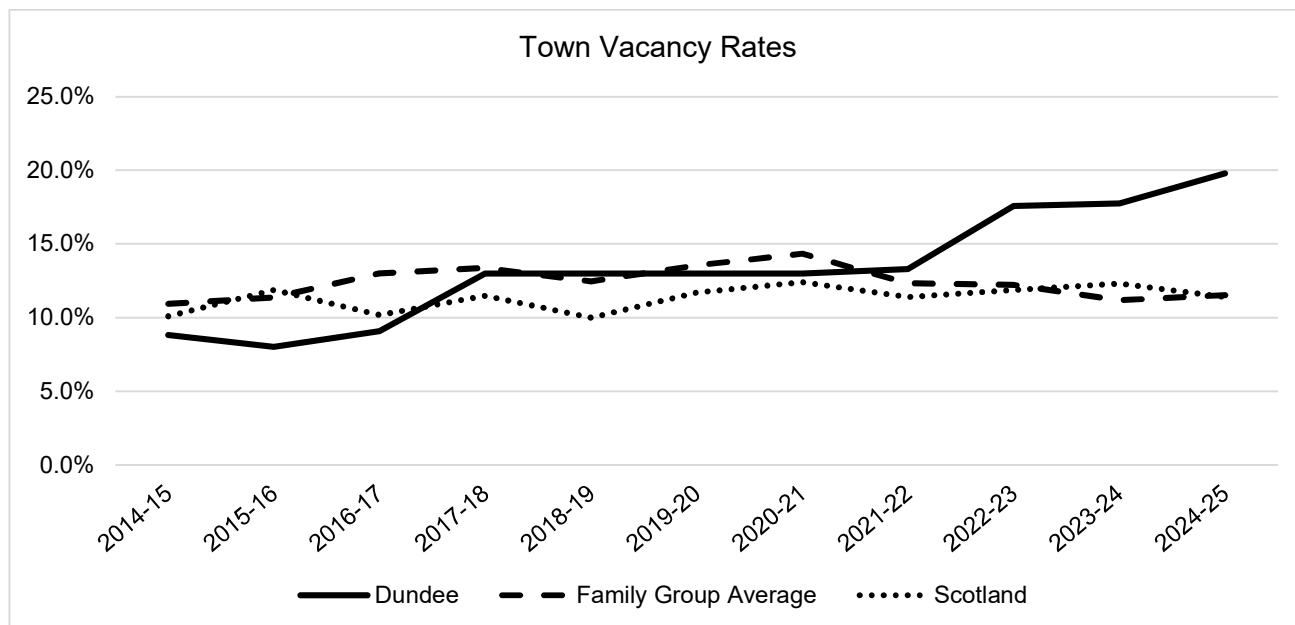
Many of these initiatives are already being implemented and the Council hopes to see a positive change in the data for 2025/26.

Build Resilient and Empowered Communities

Status	Performance Indicator	-2 Year	-1 Year	Current Value	Family Group Average	Difference	Short Term Trend	Long Term Trend	Scottish Relative Position	Lead Service
	Town vacancy rates	17.6%	17.7%	19.8%	11.5%	72%			31 (↓2)	CD
	Street Cleanliness Score - Streets cleaned to an acceptable standard	86.2%	86.4%	83.2%	88.9%	-6%			30 (↑1)	NS
	% of housing stock meeting SHQS	79.2%	79.0%	80.6%	85.9%	-6%			18 (↓4)	NS
	Average time taken to complete non-emergency repairs (days)	15.8	14.5	15.7	9.6	64%			25 (↓3)	NS

Town Vacancy Rates

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	Town vacancy rates	17.7%	19.8%	11.5%	72%	31 (↓2)



Indicator Description

This indicator measures the number of vacant commercial units as a percentage of total units for the local authority's key town centres.

The vibrancy of town centres is a strategic priority for Economic Development and Planning Services. An important measure of the extent to which town centre management / regeneration policies and initiatives are working is the level of vacant units within town centres.

Data for this indicator is submitted by councils as part of their annual return under the SLAED Indicators Framework.


Performance Context

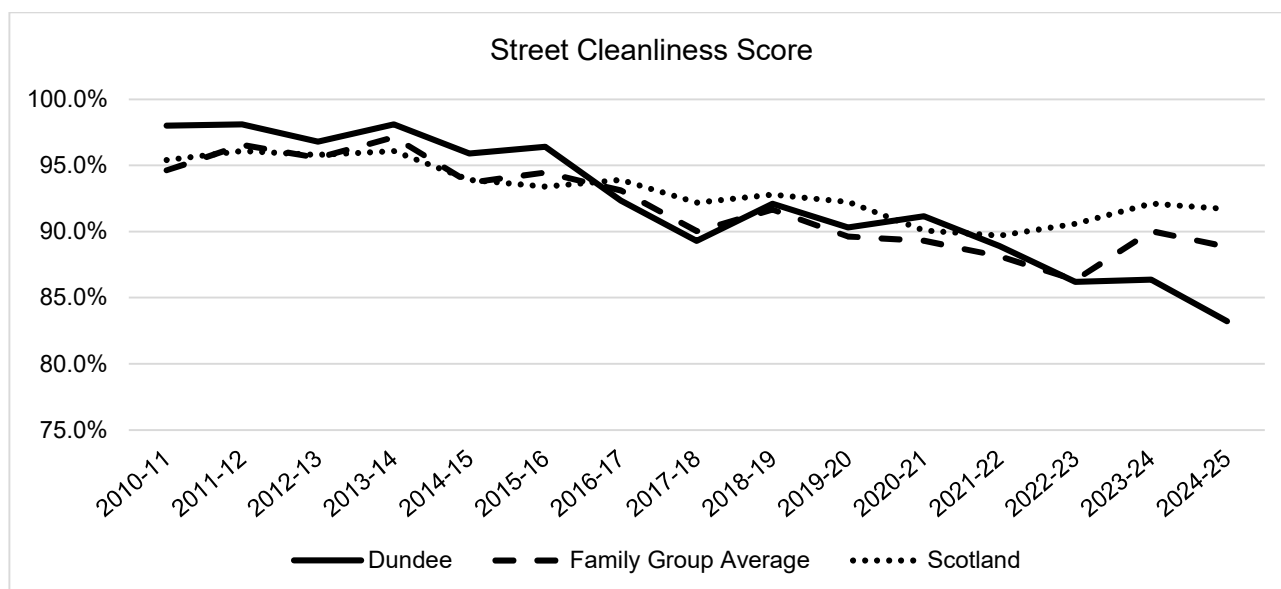
Dundee's town vacancy rates have been increasing since 2021/22 and in 2024/25 are 19.8%, the highest level since the baseline year of 2014/15. Local town vacancy rates in Dundee are 72% more than the family group benchmark. The vibrancy of the town centre is clearly an area of improvement for the Council, and the Strategic Investment Plan sets out our ambitions for the development of the city centre up to 2050.

The Council continues to make significant strides to improving public spaces, including pedestrian areas and green spaces to make the city centre more attractive. This includes the £2 million project to permanently transform Union Street into an accessible pedestrianised space. Investment in the Overgate has seen vacancy rates fall to 2% for the Centre. However, key closures in the Murraygate and Reform Street have had a negative impact. A [public realm and infrastructure improvements for the City Centre's Eastern Quarter](#) document has been published with 8 shortlisted environmental improvements.

The Council continues to involve residents, businesses and other stakeholders in the planning and development process to ensure the plan meets the needs of the community. One current collaborative project is the launch of a Business Improvement District in the City Centre following the approval of 380 eligible businesses. The plan for this district focuses on four main ways of improving the area, making it safer through crime reduction and security initiatives, cleaner with enhanced street cleaning and maintenance, more vibrant with marketing and events, and empowering the business community through support and networking. These improvements will be funded by a 1.5% levy on eligible businesses in the area.

Street Cleanliness Score

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	Street Cleanliness Score - Streets cleaned to an acceptable standard	86.4%	83.2%	88.9%	-6%	30 (↑1)



Indicator Description

This is a measure of the quality of the street cleansing services provided by councils. The cleanliness index is achieved following inspection of a sample of streets and other relevant land and includes % of streets receiving A and B code of practice definitions (i.e. no litter and predominately free of litter and refuse with no accumulations).

This data is taken from Keep Scotland Beautiful's Local Environmental Audit and Management System.


Performance Context

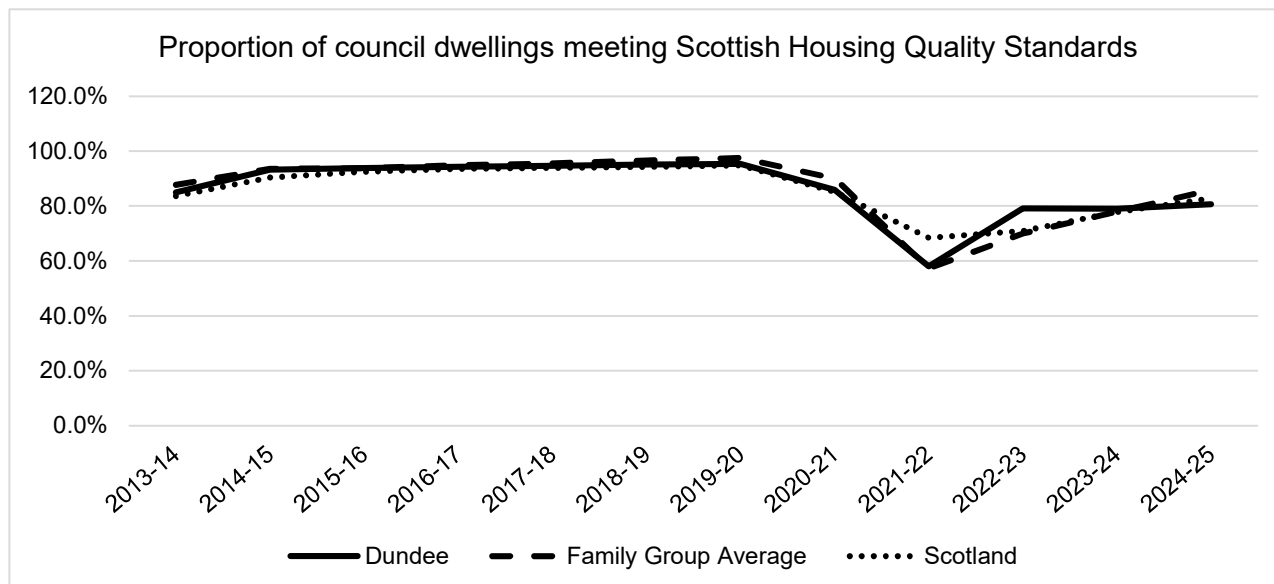
The slight increase in performance in 2023/24 has not been maintained in 2024/25 and Dundee's street cleanliness score dropped to 83.2%, the lowest level since recording began. A slight dip in the family group and national average has resulted in Dundee moving from 31st to 30th place, however, the Council still sits at the bottom of the family group, 6% off target.

During 2024/25, Environmental Services continued to strive to improve the score, supported by £200,000 additional revenue funding to support street cleaning across the city. The recruitment of additional seasonal environment staff and ongoing community clean up works took place. Litter management was the focus within the new Take Pride in Your City Action Plan 2024-26.

Despite all of the above efforts, the street cleanliness score has not improved. It may be that 2025/26 data will show the benefit of the interventions; however, the Council is committed to making improvements to the city and will take this action forward as an area for improvement.

% of council dwellings meeting Scottish Housing Standards

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	% of housing stock meeting SHQS	79.0%	80.6%	85.9%	-6%	18 (↓4)



Indicator Description

This indicator measures the percentage of council dwellings that meet the Scottish Housing Quality Standard (SHQS).

The Scottish Housing Regulator collects and publishes this data as part of the Scottish Housing Charter publication.


Performance Context

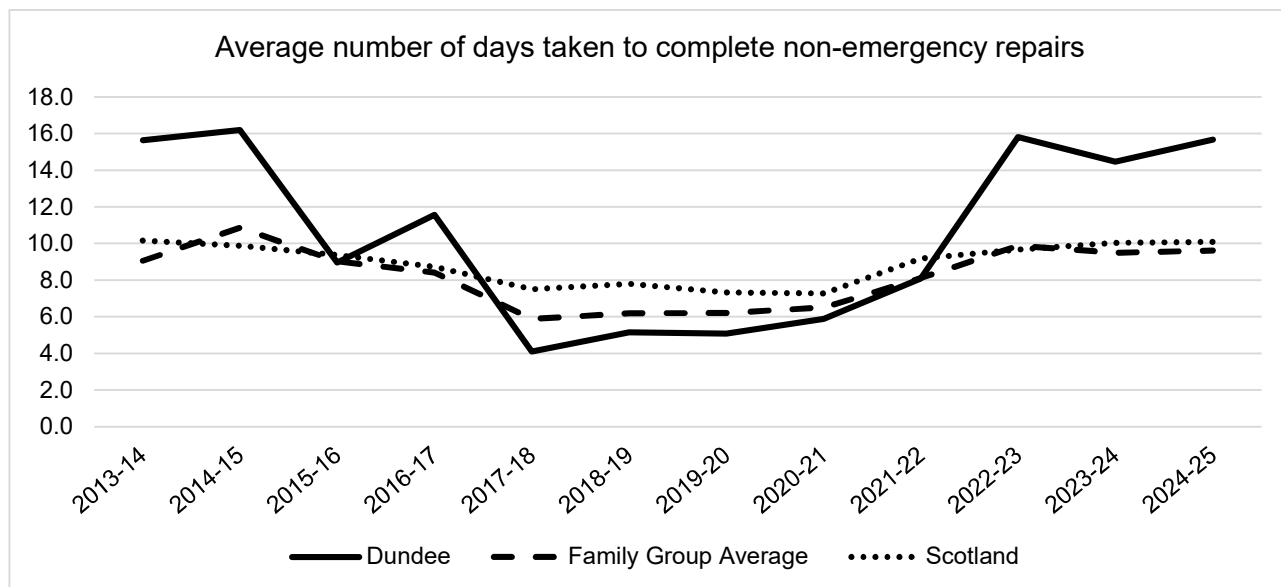
The graph above shows that up until 2020/21, Dundee had a high proportion of dwellings which were meeting Scottish Housing Standards. The number had been increasing year on year over the previous decade. However, due to electrical testing becoming a requirement of SHQS, the percentage of dwellings dropped in 2021/22. Both housing repairs and housing quality were affected by Covid related access issues and subsequent delays in carrying out key safety, inspection, and maintenance services.

Work to clear the backlog of electrical testing from 2021/22 (and those which were due in 22/23) progressed well, and this was reflected in the reported figures for 2022/23 which showed an increase from 58.1% to 79.2%. The Council maintained this level with 79% meeting standards in 2023/24 and 2024/25 data shows an improvement on last year to 80.6%. Despite this improvement, with other Councils also improving, Dundee's national position fell four places to 18th. Dundee sits 4th in the family group.

The Council has several active programmes aimed at increasing the proportion of homes that meet SHQS. The Council has regular engagement with the Scottish Housing Regulator to ensure ongoing efforts remain targeted, effective and compliant in relation to tenant safety, structural concerns and quality issues.

Average number of days taken to complete non-emergency repairs.

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	Average time taken to complete non-emergency repairs (days)	14.5	15.7	9.6	64%	25 (↓3)



Indicator Description

This is the average time taken (expressed in working days) between the earliest date a request is received by the landlord (from either the tenant or a repairs inspector) until the work is satisfactorily completed in the opinion of the landlord.




























The Scottish Housing Regulator collects and publishes this data as part of the Scottish Housing Charter publication.

Performance Context

The Council's response time for non-emergency repairs has deteriorated from 14.5 days in 2023/24 to 15.7 days in 2024/25. This has reversed the decrease between 2022/23 and 2023/24, and Dundee remains well above the family group average 9.6 days.

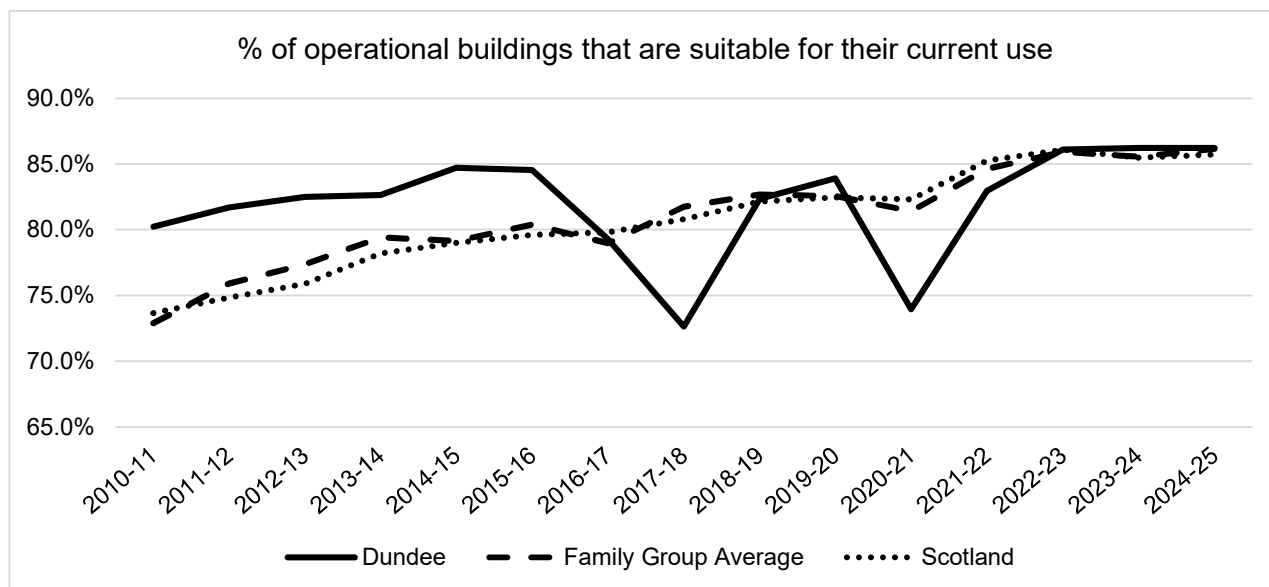
However, following the approval of The Housing Repairs and Relets Plan, alongside the delivery of the plan to remove the repairs and relet backlog, work to modernise the design and delivery of the repairs service to deliver greater levels of customer satisfaction and value for money took place. Since implementation, there has been an improving trend with this indicator. In September 2024, the Council took on average over 16 days to complete a non-emergency repair. Since then, almost every month, this figure has reduced. By the end of 2025, the Council had improved response time to just over 11 days, an improvement, on average, of approximately 5 days. This data from the 2025/26 year shows that the redesign of systems and processes has made a positive difference and will be reflected in the LGBF data next year. This indicator continues to be monitored on a monthly basis by Council Leadership Team.

Design a Modern Council

Status	Performance Indicator	-2 Year	-1 Year	Current Value	Family Group Average	Difference	Short Term Trend	Long Term Trend	Scottish Relative Position	Lead Service
	% of operational buildings that are suitable for their current use	86.1%	86.2%	86.2%	86.1%	0%			19 (↑1)	CD
	% of internal floor area of operational buildings in satisfactory condition	81%	81%	81%	90.1%	-10%			29 (↑1)	CD
	Sickness absence days per employee (non-teacher)	16.2	17.5	17.9	14.7	22%			31 (↓1)	CS
	Sickness absence days per teacher	6.1	7.9	7.8	7.2	8%			14 (↑3)	CF
	Gender pay gap	0.3%	-1.2%	-1.5%	0.4%	-475%			12 (=)	CS
	Actual outturn as a percentage of budgeted expenditure	97.8%	101.6%	101.2%	101.3%	0%			22 (↓2)	CS
	Uncommitted General Fund Balance as a % of council annual budgeted net revenue	2.2%	2.1%	1.7%	1.9%	-11%			24 (↓8)	CS
	Total useable reserves as a % of council annual budgeted revenue	19.2%	19.7%	15.7%	20.1%	-22%			21 (↑1)	CS
	Reliance on Reserves as a % of Net Expenditure	0.1%	0.9%	1.5%	0.7%	114%			26 (↓7)	CS

% of operational buildings that are suitable for their current use

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
✓	% of operational buildings that are suitable for their current use	86.2%	86.2%	86.1%	0%	19 (↑1)



Indicator Description

This indicator measures the proportion of operational buildings that are suitable for their current use. "Operational accommodation" is all property used for the delivery of services. It includes schools and temporary buildings but excludes rented housing stock and properties available for commercial let. "Suitable for its current use" means assessed using the SEMP core facts criteria as either performing well and operating efficiently or performing well but with minor problems.


Councils return this data direct to the Improvement Service.

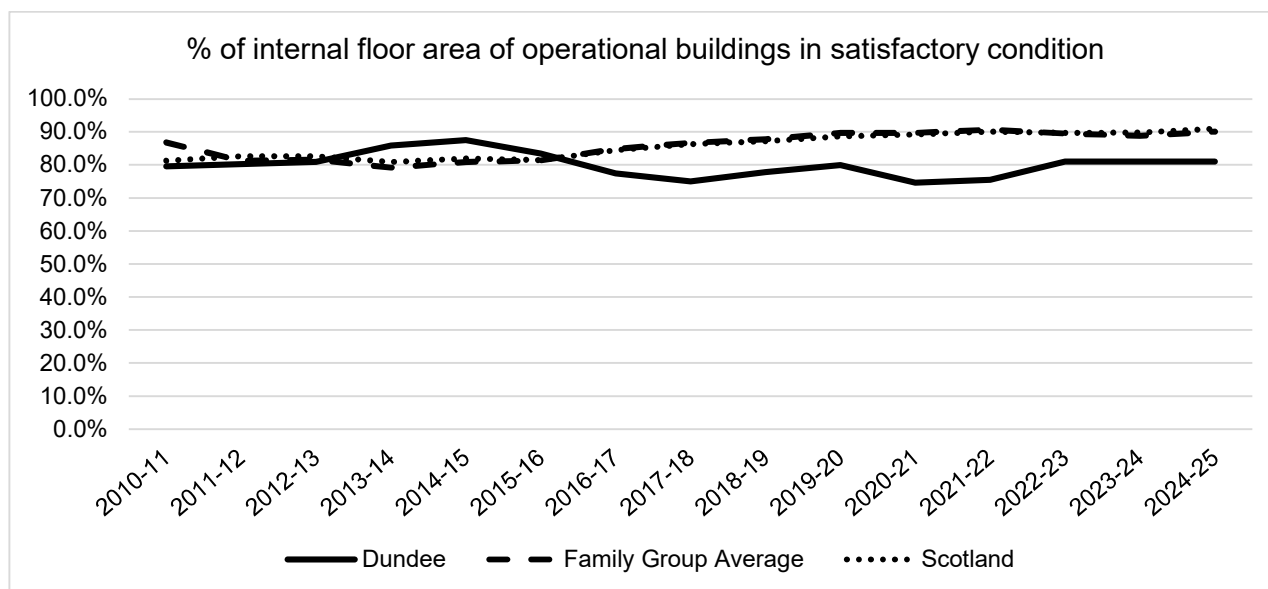
Performance Context

Dundee City Council's proportion of operational buildings in satisfactory condition has again been maintained at 86.2% for a consecutive year. As Dundee remains marginally higher than the family group average, this indicator is on target. Dundee's ranking has improved from 20th to 19th nationally.

A ten-year Property Rationalisation Strategy is being developed, ensuring that the Council explores every opportunity and takes the necessary steps to increase this proportion further. The Strategy will ensure the Council continues to work and support colleagues across all Services, Leisure and Culture Dundee and wider partnerships, including community groups, to identify potential areas within the portfolio where the Council can vacate from existing older and less efficient properties to provide services from alternative modern functional premises.

% of internal floor area of operational buildings in satisfactory condition

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	% of internal floor area of operational buildings in satisfactory condition.	81%	81%	90.1%	-10%	29 (↑1)



Indicator Description

This indicator measures the proportion of internal floor area of operational buildings in satisfactory condition. “Gross internal floor area” is defined as the total internal floor surface area within the external walls. It includes space in cupboards, toilets, and cloakrooms etc. “Operational accommodation” is all property used for the delivery of services. It includes schools and temporary buildings but excludes rented housing stock and properties available for commercial let. “Satisfactory condition” means assessed using the condition categories as specified in the Federation of Property Societies as either performing as intended and operating efficiently or performing as intended but showing minor deterioration.


Councils return this data direct to the Improvement Service.

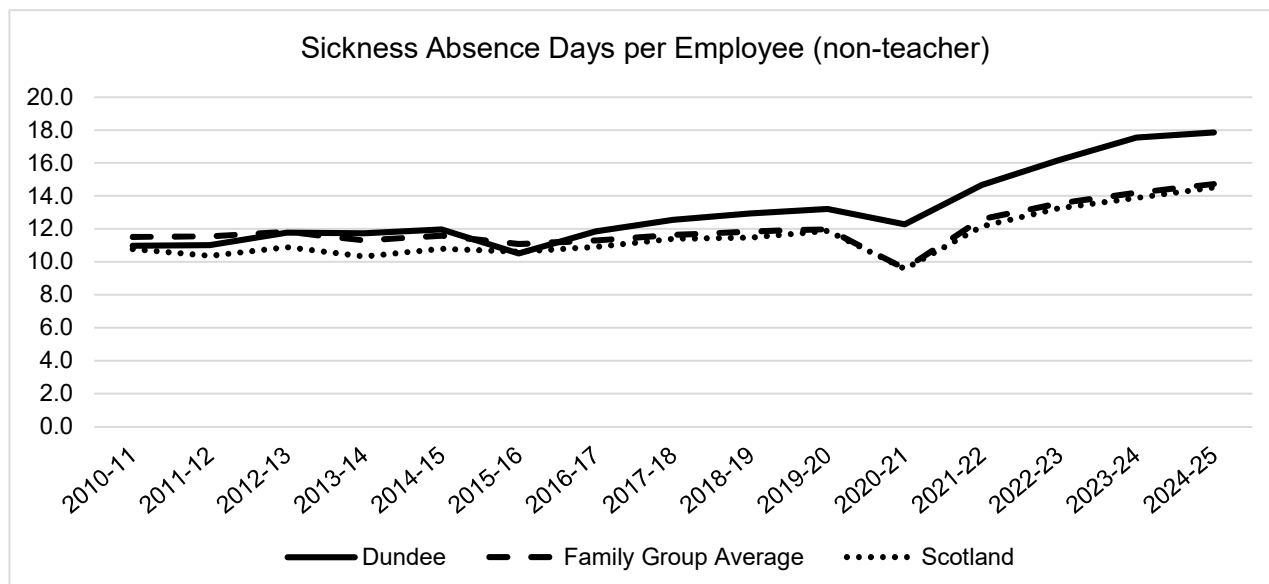
Performance Context

Dundee has maintained a level of 81% for the third consecutive year and improved the national position by one place. However, this is still 10% below the benchmark. As already stated, a new ten-year Property Rationalisation Strategy is being developed and key workstreams identified.

The demolition of buildings in poor condition is also a way to reduce the Council’s property footprint and reduce repair costs. The planned demolition of Clepington Road Depot MOT side building is on hold awaiting a decision from Contracts Services on their future building planning. The opening of Greenfield Academy in August 2025 saw the merger of Braeview Academy and Craigie High School with both former schools now no longer operational and programmed for demolition. Kirkton Community Centre is also being demolished.

Sickness absence days per employee (non-teacher)

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	Sickness absence days per employee (non-teacher)	17.5	17.9	14.7	22%	31 (↓1)



Indicator Description

This indicator calculates the sickness absence days per employee by dividing the total number of days lost per year through sickness absence by the total number of FTE staff. Total number of days lost per year through sickness absence includes absence, which is self-certified, certified by a GP, long-term (even if staff are unpaid), industrial injury or disability. Authorised leave, which is not sickness absence, e.g., annual leave, school closure days, maternity, paternity, adoption, maternity support, parental leave, or other similar authorised absence which is not sickness absence is not included.

Total number of FTE staff includes all permanent, temporary, or fixed term staff no matter how long they have been employed by the council. All casual/ supply employees who have no contract hours, and agency staff are to be excluded from the calculations. Part time staff are also included by calculating the FTE for both the numerator and denominator on a consistent basis. For example, where the standard working week for full time employees is 36.25 hours, someone working a 15hr week counts as 41% FTE, therefore, such a part time staff with 9 shifts lost due to sickness absence would have $9 \times .41 = 3.7$ days sickness absence.

Councils return this data direct to the Improvement Service.


Performance Context

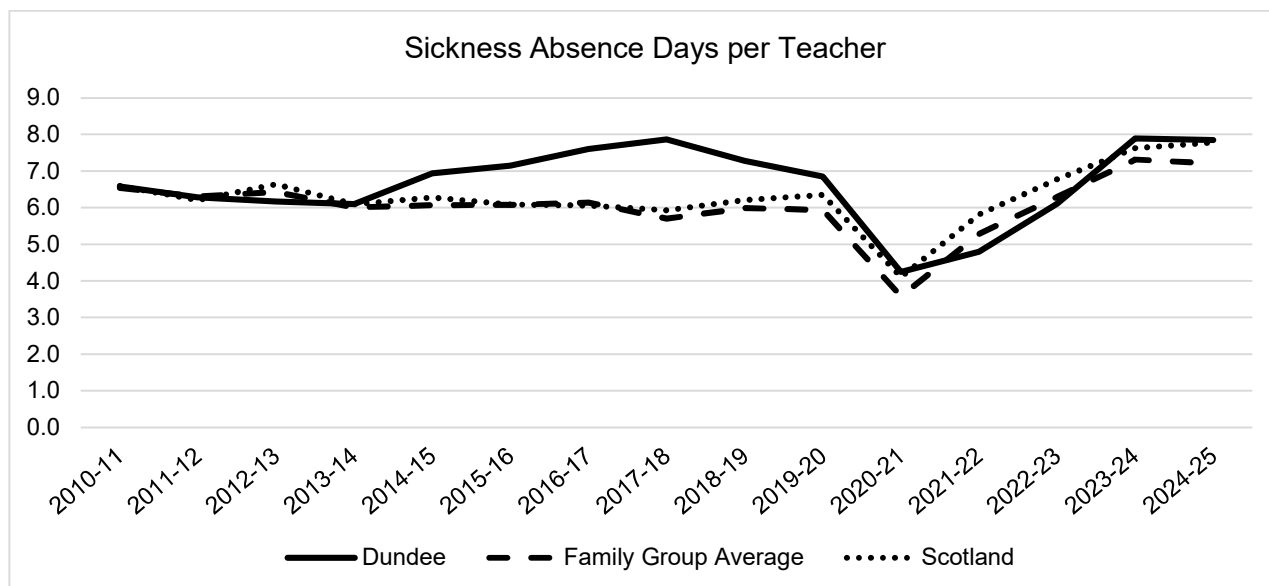
Sickness absence days per employee (non-teacher) increased in Dundee City Council between 2023/24 and 2024/25. The last two years of LGBF data therefore shows that non-teacher employee absence has increased from 14.7 days in 2021/22 to 17.9 days in 2024/25. While this follows a similar trend to the national and family group average, Dundee is notably above the benchmark with, on average, 3 more days lost to sickness compared with our family group average.

There is more recent data available which shows an improving situation. The indicator was at its highest in January 2025 where there were 18.41 days lost per employee. This has reduced through 2025 to 17.05 days in January 2026. The number of initiatives put in place to support employees are having a positive impact on absence and employee wellbeing remains a key priority for the Council.

Improving attendance at work remains a standing item on the agenda every month for Council Leadership Team.

Sickness Absence Days per Teacher

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	Sickness absence days per teacher	7.9	7.8	7.2	8%	14 (↑3)



Indicator Description

This indicator calculates the sickness absence days per teacher by dividing the total number of days lost per year through sickness absence by the total number of FTE staff. Total number of days lost per year through sickness absence includes absence, which is self-certified, certified by a GP, long-term (even if staff are unpaid), industrial injury or disability. Authorised leave, which is not sickness absence, e.g., annual leave, school closure days, maternity, paternity, adoption, maternity support, parental leave, or other similar authorised absence which is not sickness absence is not included.

Total number of FTE staff includes all permanent, temporary, or fixed term staff no matter how long they have been employed by the council. All casual/ supply employees who have no contract hours, and agency staff are to be excluded from the calculations. Part time teachers are also included by calculating the FTE for both the numerator and denominator on a consistent basis. For example, where the standard working week for full time employees is 36.25 hours, someone working a 15hr week counts as 41% FTE, therefore, such a teacher with 9 shifts lost due to sickness absence would have $9 \times .41 = 3.7$ days sickness absence.

Councils return this data direct to the Improvement Service.

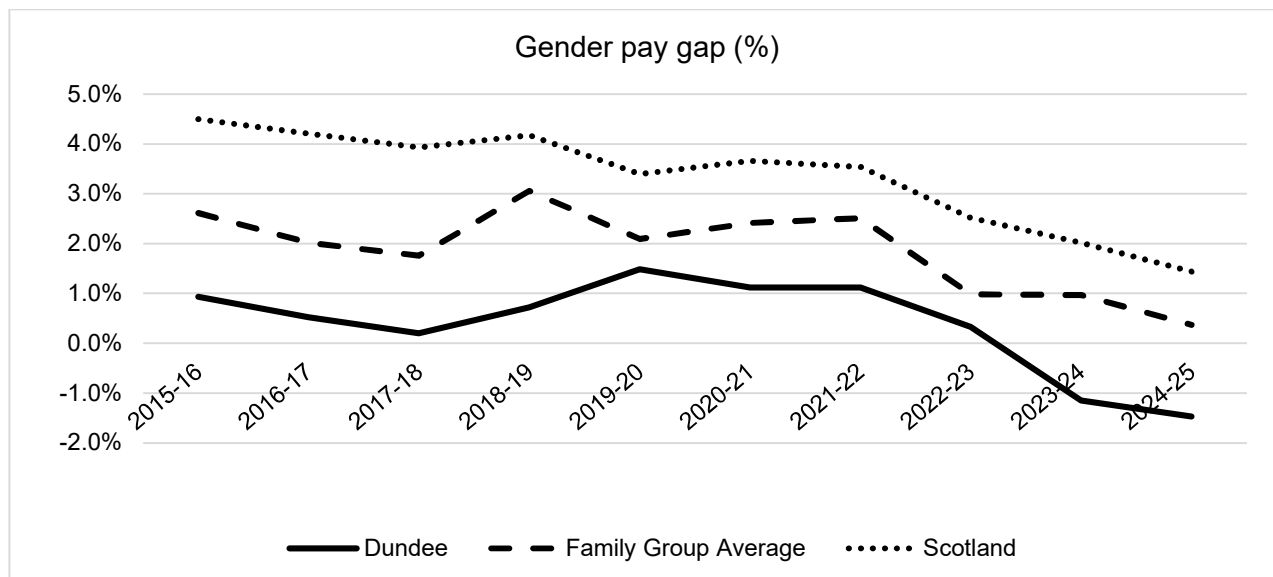
Performance Context

Sickness absence days per teacher has improved in Dundee City Council between 2023/24 and 2024/25 with the Council moving up into the top half nationally. At 7.8 days in 2024/25, the Council remains 8% behind the family group average. As with non-teacher absence, more recent data, monitored closely by managers, senior leaders and on a monthly basis by Council Leadership Team, shows an improving trend over the last year for all employee groups. In January 2025 there were 8.35 days lost per employee. This has reduced through 2025 to 7.01 days in January 2026.

Improving attendance at work remains a standing item on the agenda of Council Leadership Team every month.

The gender pay gap (%)

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
✓	Gender pay gap	-1.2%	-1.5%	0.4%	-475%	12 (=)



Indicator Description

The gender pay gap is the percentage difference between men's and women's hourly pay. This is calculated as the difference between average hourly rate of pay for male staff and average hourly rate of pay for female staff divided by the average hourly rate of pay for male staff. A positive figure indicates male employees are, on average, paid more per hour than female employees, while a negative figure indicates that female employees are, on average, paid more per hour than male employees.

All council staff are included in this calculation. The figures reported should be the number of staff employed by the council on 31 March. For this calculation, any fringe benefits (such as leases of free cars, health insurance, and a range of non-cash benefits) and any overtime pay are excluded.

Councils return this data annually direct to the Improvement Service.

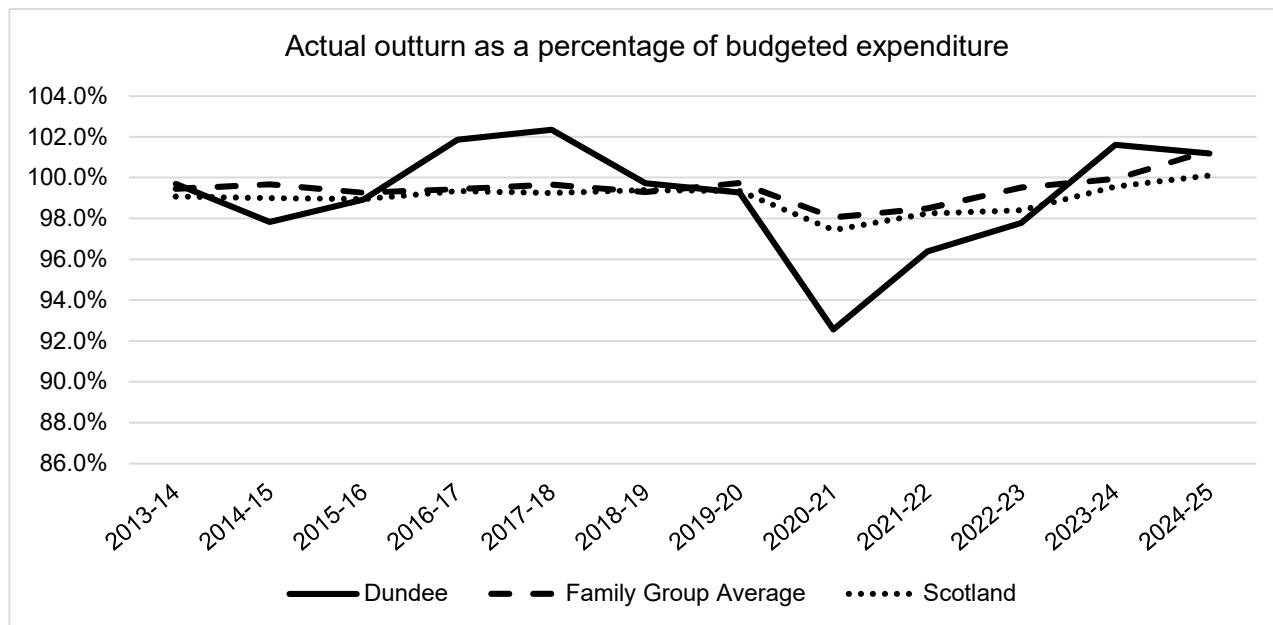
Performance Context

The aim of the gender pay gap indicator is to be as close to zero as possible. Dundee has consistently performed well for this indicator compared to the Family Group and Scottish averages, indicating that Dundee City Council is fulfilling its commitments for equal opportunities.

Dundee City Council commits in the Council Plan to firstly have adaptable and flexible structures which promote working across organisational boundaries with greater employee empowerment, integrated teams, and agile workforce and secondly to have a values-based culture that will unlock and develop the skills and potential of our workforce.

Actual outturn as a percentage of budgeted expenditure

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
✓	Actual outturn as a percentage of budgeted expenditure	101.6%	101.2%	101.3%	0%	22 (↓2)



Indicator Description

This indicator measures actual outturn as a percentage of budgeted expenditure (per Actual Outturn Report submitted to Committee).

Councils return this data direct to the Improvement Service as part of the annual LGBF Finance Collection.


This is a goldilocks indicator, with Council's being ranked on how close they are to 100%.

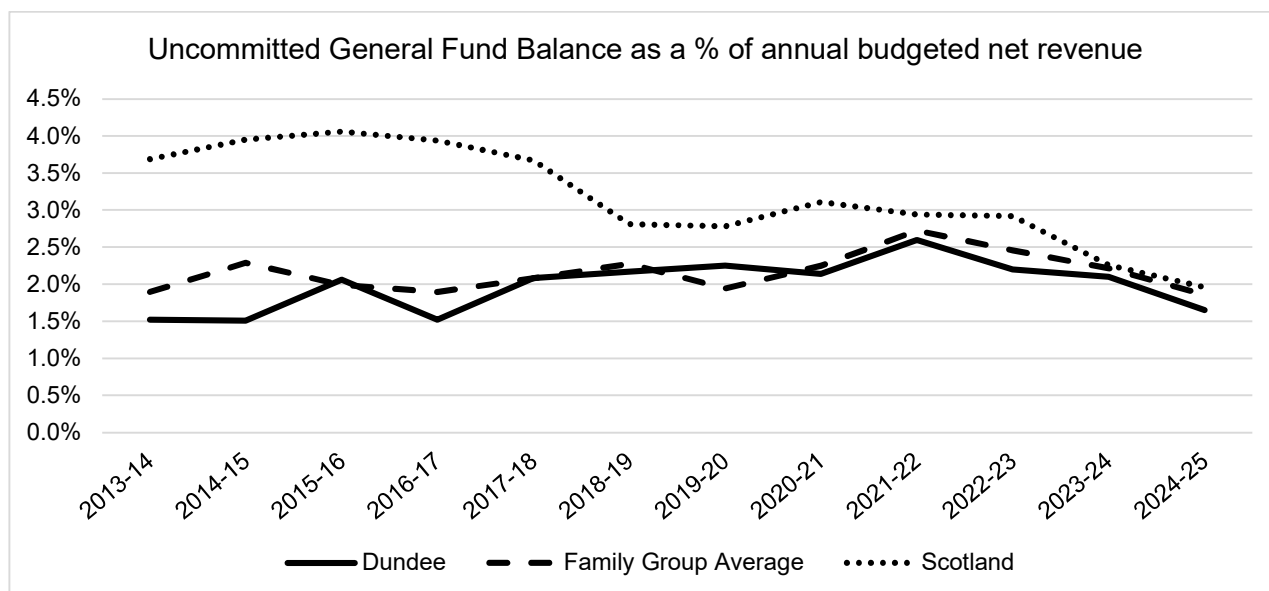
Performance Context

Dundee City Council's actual outturn as a percentage of budgeted expenditure has improved from 2023/24 to 2024/25. The actual outturn for 2024/25 reduced by 0.4% to 101.2% from 101.6% in 2023/24, and Dundee ranks 4th within the family group, although it compares less favourably with Scotland as a whole, being ranked 22nd. Although overbudget, it is within a manageable range. This is evidencing a continued commitment to sound financial management and regular budget monitoring to Elected Members.

Maintaining spend within budget over the last few years has been challenging and is evidence the Council is committed to its transformation programme to being lean and efficient with a clear set of priorities that deliver for Dundee citizens and communities, focusing resources where they can make the biggest difference.

Uncommitted General Fund Balance as a % of council annual budgeted net revenue

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	Uncommitted General Fund Balance as a % of council annual budgeted net revenue	2.1%	1.7%	1.9%	-11%	24 (↓8)



Indicator Description

This indicator is calculated as the ratio of uncommitted general fund balance to net revenue expenditure.


Councils return this data direct to the Improvement Service as part of the annual LGBF Finance Collection.

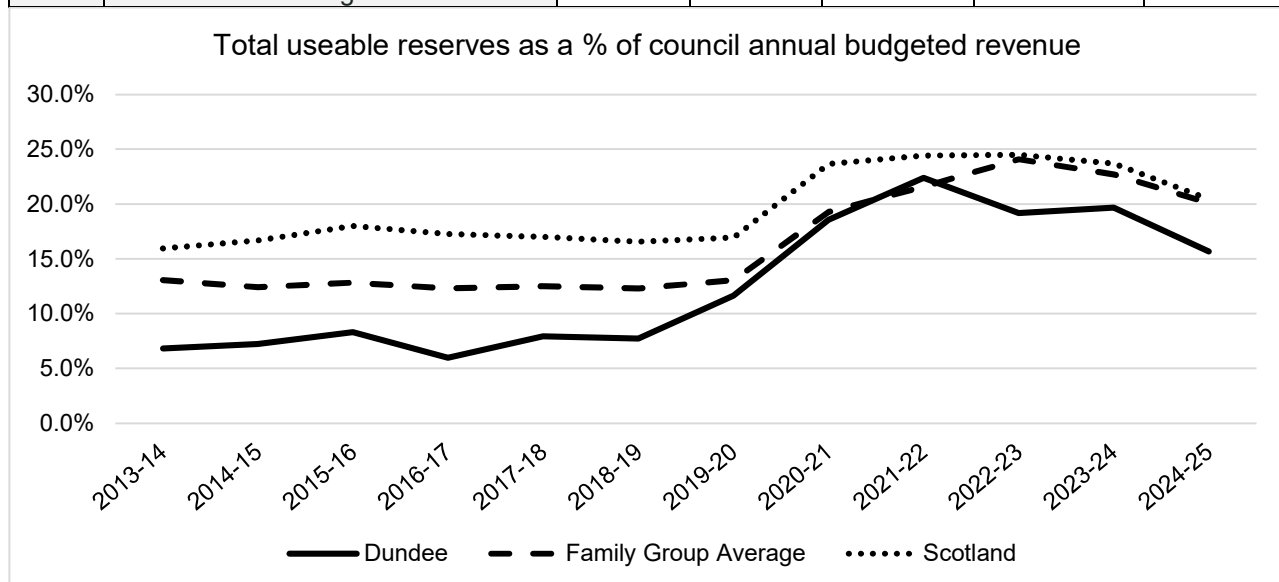
Performance Context

The Council's long-term financial strategy aims to maintain healthy reserve levels to manage financial risks and support long term sustainability. It outlines measures to manage budget shortfalls, including the use of reserves. The Council aims to retain 2% of revenue budget to ensure financial stability, provide a buffer for unexpected expenditures, revenue shortfalls and to maintain priority service delivery.

Dundee City Council's uncommitted general fund balance as a % of annual budgeted net revenue has fallen to 1.7% between 2023/24 and 2024/25, falling below 2% for the first time since reporting began in 2019/20 and significantly below the preferred minimum to ensure financial stability. Unallocated reserves have now fallen below 2 per cent for the family group average as well, reflecting financial fragility across councils similar to Dundee.

Total useable reserves as a % of Council annual budgeted revenue

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	Total useable reserves as a % of council annual budgeted revenue	19.7%	15.7%	20.1%	-22%	21 (↑1)



Indicator Description

This indicator is calculated as the ratio of total usable reserves to council annual budgeted revenue. Definitions include:

- Total usable reserves from as per Movement in Reserves Statement should be used.
- The budget is the approved budget for the start of the year.
- Total usable reserves should include Capital Grants Unapplied and Capital Fund.


Councils return this data direct to the Improvement Service as part of the annual LGBF Finance Collection.

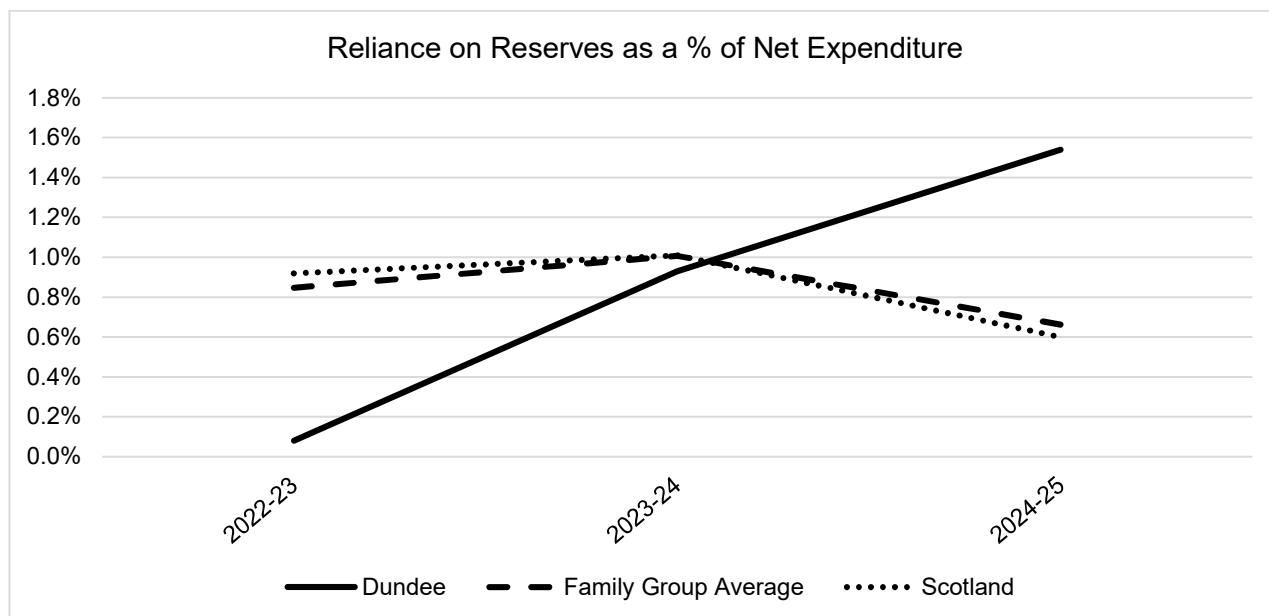
Performance Context

Dundee City Council's total useable reserves as a % of council annual budgeted revenue reduced by 4% between 2023/24 and 2024/25, moving the Council to more than 20% away from the family group benchmark. Dundee is not in an exceptional position, Audit Scotland report this is typical across all Scottish Local Authorities. The national picture shows useable reserves fell by around 7% between 2023/24 and 2024/25.

Reliance on the use of reserves is identified as a key area for improvement for the coming year (see relevant indicator below). The reduction in useable reserves provides the Council with less protection against income shortfalls, cost pressures and other unforeseen situations.

Reliance on Reserves as a % of Net Expenditure

Status	Performance Indicator	-1 Year	Current Value	Family Group Average	Difference	Scottish Relative Position
	Reliance on Reserves as a % of Net Expenditure	0.9%	1.5%	0.7%	114%	26 (↓7)



Indicator Description

This indicator shows approved use of reserves to address identified revenue budget gaps during budget setting, as defined by, and provided, to Audit Scotland in support of the Accounts Commissions 'Local Government Budgets' publication.

Performance Context

The Council's reliance on the use of reserves as a % of new expenditure has increased from 0.1% in 2022/23 to 1.5% in 2024/25. In contrast to the averages for the family group and nationally, Dundee is continuing on a deteriorating trajectory. In light of this and the commentary on the position in relation to the two indicators above, the Council will be taking this forward as a key area for improvement over next year and beyond.

With falling useable reserves, tightly constrained, reducing balances and increasing reliance on non-recurring measures to sustain services, the Council needs to take action to reduce reliance on reserves. Moving forward into 2026/27, this is a key area for improvement for the Council