

North Lanarkshire Council Report

Policy and Strategy Committee

Does this report require to be approved? Yes No

Ref DM/SL Date 19/03/26

The latest North Lanarkshire context, challenges, and next steps

From Des Murray, Chief Executive

E-mail murraydes@northlan.gov.uk

Executive Summary

The Plan for North Lanarkshire is supported by a suite of high-level Health Check Indicators that collectively provide the context for North Lanarkshire as a place.

By providing a clear demographic, social, and economic profile of the area, this collective set of indicators underpinned development of the long-term vision for The Plan for North Lanarkshire when it was established in 2019. The indicators are designed to be interpreted together, offering a comprehensive view of how different factors affecting the people and communities of North Lanarkshire are connected. Taken as a whole, they continue to provide a robust, consistent, and independent assessment of progress over time.

Appendix 1 summarises the latest results for the 28 Health Check Indicators highlighting encouraging progress across several important economic and social measures. In the 2024-25 reporting periods, 50% of the indicators showed improvement over the period of delivering The Plan for North Lanarkshire. This rose to 57% in the September 2025 update, with the latest position now showing 68% (two thirds) improving over the lifetime of The Plan. Key highlights include:

- A significant increase in breastfeeding rates - after a flat trend in the previous year, the latest results show that 35.6% of babies are being breastfed at the 6-8-week review - up from the previous high of 30.4% and well above The Plan for North Lanarkshire baseline of 23.1%. This improvement supports healthier early development and helps give more babies the best start in life.
- Gains in life expectancy - both male and female life expectancy in North Lanarkshire shown a modest but encouraging rise, marking the first clear improvement since the national decline seen during and following the pandemic.
- An increase in net migration - the latest rise in net migration (7.6%) signals increasing confidence in the area, underlining its attractiveness as a place to live, work, and invest.
- Strong economic growth - North Lanarkshire continues to perform well, with sustained year-on-year growth above national trends. This helps to attract further inward investment, supports more job opportunities, and strengthens the area's finance base, expanding the resources available to improve services and quality of life for local people.
- Sustained annual growth in the average gross weekly pay - with average resident earnings now reaching £775.10 per week. This is a 42% increase from The Plan for North Lanarkshire baseline, outperforming both the national increase (38%) and the increase across the group of comparable councils (36%) over the same period.
- More economic activity - economic activity has improved for the last six consecutive

quarters and now stands at 77.1%, close to both the pre-pandemic rate (77.2%) and The Plan for North Lanarkshire baseline (77.9%).

- Less benefits claimants - the proportion of working age residents claiming employment related benefits continues to fall, a trend first seen in 2020. At 2.8% as at December 2025, it's now at its lowest point in eight years and lower than the national average (2.9%). This suggests more people are managing to stay in work or move into jobs, helping to improve household budgets and contribute to greater stability in family life.
- Lower school exclusion rates - both overall exclusion rates and those for looked-after children continue to show significant improvement. The most recent results remain below the national average and lower than comparator councils. This means more children are staying connected to learning, facing fewer disruptions to their education, and receiving support that helps them remain in school and make steady progress.
- More recycling - North Lanarkshire's waste recycling rates have reached an all-time high (47.9%) and are now above the national average (44.3%). This means more household waste is being reused rather than sent to landfill, helping to reduce environmental impact, lower disposal costs, and support cleaner, greener, communities for local residents.
- Less children living in poverty - after increases in the period following the pandemic, the figures reported in September 2025 showed an improving picture nationally and locally. In North Lanarkshire, the proportion of children living in poverty has fallen from 26.9% to 24.9%, bringing the rate below The Plan for North Lanarkshire baseline of 25.2%. This means more families are experiencing improved financial stability, with fewer children facing the pressures that come from low income. However, despite this progress, child poverty needs a continued focus to sustain and build on these improvements.

Appendix 1 provides a high-level summary of the latest results, including the associated RAG status, while Appendix 2 offers detailed analysis for each of the 28 Health Check Indicators and provides the broader context for North Lanarkshire.

The suite of 28 Health Check Indicators also plays a vital role in evidencing transformation across North Lanarkshire and in identifying priority areas for targeted strategic planning through the Programme of Work. This approach continues to highlight economic, social, and health trends that are unstable or persist despite sustained intervention, thus enabling a more focused and informed policy response. To this end Policy and Strategy Committee will recall a report in March 2025 advising of a mid-term review of the Programme of Work to ensure it remains current, relevant, and deliverable.

This report provides an interim update on that review, framed by the latest Health Check Indicator results, the challenges facing the wider local government environment, and the implications for delivering North Lanarkshire's priorities. Next steps over the spring of 2026 include a programme of engagement to further enhance Elected Member involvement in the strategic planning process, ahead of a follow-up report to Policy and Strategy Committee in June 2026.

Recommendations

It is recommended that the Policy and Strategy Committee:

- (1) Note the key role which the Health Check Indicators play in providing the evidence base through which progress in delivering The Plan for North Lanarkshire can be regularly assessed,
- (2) Take cognisance of the latest results set out in this report and the appendices, including the successes and challenges noted in paragraphs 2.4 and 2.5,

- (3) Note that more detail on the outcome and next steps following the review of the Programme of Work will be presented to the Policy and Strategy Committee in June 2026, following a period of Elected Member and stakeholder engagement.

The Plan for North Lanarkshire

Priority	All priorities
Ambition statement	All ambition statements
Programme of Work	Statutory / corporate / service requirement

1. Background

- 1.1 Since The Plan for North Lanarkshire was established in 2019, it has been supported by a suite of 28 Health Check Indicators from the Strategic Performance Framework which aim to collectively provide the context for North Lanarkshire as a place.
- 1.2 This suite of measures has been used constantly to provide a robust, consistent, and independent evidence base to (a) demonstrate progress in delivering the Programme of Work and achieving the vision of inclusive growth and prosperity for all as set out in The Plan for North Lanarkshire, and (b) inform strategic planning and delivery priorities.
- 1.3 In practice, these measures:
- Represent long-term outcomes that assess the overall state of a nation, i.e. North Lanarkshire. As outcome-focused planning takes time to show meaningful change for people and communities, maintaining a consistent approach to measuring, reviewing, and reporting progress ensures a sustained focus on the long-term ambitions of The Plan for North Lanarkshire. This avoids over-reliance on short-term measures that do not support long-term transformation.
 - Provide a high-level impact assessment of the work of the council and its partners on the area's economy, people, and communities. It is recognised that long-term investments, the time lag between investment and measurable impact, and the need to consider how outcomes might have differed in the absence of council activity must all be taken into account when interpreting the results.
 - Comprise a small number of wider landscape measures that focus, where possible, on outcomes rather than outputs. In doing so it is acknowledged that outcomes are inherently challenging to measure and improvements in people's lives are influenced by many factors beyond the direct control of the council.
 - Are sourced from externally produced statistics, ensuring that the data used is objective and independently verified.
 - Are available nationally, enabling comparison of North Lanarkshire's performance against other local authorities in the same comparative group and the national average.
- 1.4 This report continues the approach introduced in 2023 in terms of a standalone assessment of the North Lanarkshire context. It shows changes in performance from the baseline established when The Plan for North Lanarkshire was approved and provides deeper analysis of the data and trends underpinning the 28 Health Check Indicators. This supports reporting on progress, enhances understanding of the latest context, and informs next steps delivery for the Programme of Work and its priorities.
- 1.5 This year's approach reflects improvements identified by Audit Scotland in their thematic Best Value Transformation audit (reported to Policy and Strategy Committee in September 2025) which recommended that *"the council should ensure that the*

reporting of progress against its 28 Health Check Indicators is more accessible to the public". The changes made in response are referenced in paragraph 2.2 and captured in Appendix 2. This information will also be used to update and enhance the relevant content on the council's website.

- 1.6 Paragraphs 2.6 to 2.10 provide an update on the mid-term review of the Programme of Work, set within the latest North Lanarkshire context and the wider local government environment. The background to this review was first reported to the Policy and Strategy Committee in March 2025.

2. Latest results

- 2.1 Appendix 1 presents the latest position for the 28 Health Check Indicators used to monitor the impact of The Plan for North Lanarkshire. Across each six monthly report in 2024 and 2025, the results consistently showed that 50% of the indicators had improved over the period of The Plan for North Lanarkshire. The subsequent update in September 2025 reported further progress, with the proportion of improving indicators rising to 57%. The latest position, as set out in this report, shows further change, with 68% (two thirds) of indicators now demonstrating positive movement over the period of The Plan for North Lanarkshire.

- 2.2 Previously, an appendix to this report set out detailed analysis of all 28 Health Check Indicators, including trends and comparisons with national figures and similar councils. While recognising the important role this plays in monitoring the impact of The Plan for North Lanarkshire, Audit Scotland recommended that reporting on progress against the 28 Health Check Indicators should be more accessible to the public. In response, the deep dive in Appendix 2 adopts a less technical approach, presenting the information in a clearer and more meaningful way with focused sections as noted below:

- What this means - this section provides a brief description of what is being measured, ensuring the indicator is clearly defined and can be consistently understood.
- Why this matters - this section explains why measuring this indicator is important, particularly in demonstrating progress towards achieving inclusive growth and prosperity for all as set out in The Plan for North Lanarkshire.
- Latest performance - this section includes a table showing baseline data for The Plan for North Lanarkshire, supported by graphs with longer-term time series data (where available). These visuals illustrate trends over time, as well as the position before, during, and after the pandemic. Where national data sources recalibrate their historical data at each publication, the Appendix reflects the most recent data. The table also provides Scotland-level figures and benchmarks showing the comparative average for similar councils (where available and relevant).
- How North Lanarkshire has performed - this section provides narrative that summarises the latest results, incorporating supplementary measures, commentary, and analysis, to support interpretation within the North Lanarkshire context. This also reflects changes compared to the baseline position for The Plan for North Lanarkshire which was established using the most up to date data available at the time when it was approved and monitoring began.
- Impact of delivering The Plan for North Lanarkshire - this section highlights how changes in an indicator's results over the lifetime of The Plan for North Lanarkshire can be interpreted alongside delivery activity, offering insight into potential impact and the wider economic, social, educational, and health trends shaping the lives of the people and communities of North Lanarkshire.

- 2.3 Despite some time lags in national data, the latest results for all indicators now fully

cover the post-pandemic period. This allows a clearer understanding of how the pandemic affected progress in delivering The Plan for North Lanarkshire. In the main, the impact is visible in the data from 2020 to 2022 when compared with results from 2019 and from 2022 onwards.

2.4 The latest data for each of the 28 Health Check Indicators continues to show a number of significant and positive trends that are encouraging. The following represents a high-level summary of key successes where new data has been available to provide an updated position in this year's report.

- After little change in the previous year's breastfeeding rates, the latest figures show a marked increase with 35.6% of babies in North Lanarkshire being breastfed at the 6-8 week review and getting the best start in life. This is an improvement from the previous high of 30.4% and The Plan for North Lanarkshire baseline of 23.1%.
- Life expectancy in North Lanarkshire for both males and females show a small positive gain, the first significant change since a decline experienced nationally over the period of the pandemic.
- The latest increase in net migration (7.6%) reflects a strong and growing confidence in the area, highlighting its attractiveness as a place to live, work, and invest. The latest population projections show the key role that inward migration has in growing the local population.
- Gross weekly pay continues to show positive year-on-year growth, with the average wage for North Lanarkshire residents now £775.10, compared with a national average of £775.60. This represents a 42% increase (£229.40) from The Plan for North Lanarkshire baseline, outperforming both the national increase of 38% (£212.90) and the 36% (£195.80) average rise across comparable councils. Across the eight councils with the areas with the highest levels of deprivation, average gross weekly pay is £745.50.
- Prior to the pandemic, North Lanarkshire had one of the strongest and fastest-growing economies in Scotland, with consistent year-on-year expansion, increasing numbers of businesses per head of population, and jobs safeguarded through business support. Recent figures show the local economy continues to grow, with a 12.5% increase on the previous year - above the national average of 9.1%.
- Prior to The Plan for North Lanarkshire baseline of 3.5% in December 2018, employment-related benefit claims had remained relatively low, rising modestly to 3.7% by March 2020. The immediate impact of the pandemic saw this increase to 7.2% by August 2020, in line with national trends. Since then, rates have followed a steady downward trajectory, with the figure as at December 2025 now at 2.8% (around 6,170 people). This represents the lowest level ever recorded in North Lanarkshire and is slightly below the latest national average of 2.9%.
- School exclusion rates continue to show significant improvement for both all pupils and looked after children with the latest figures now below the national average and the comparator figure for similar councils. Exclusion rates in North Lanarkshire are now the sixth lowest in Scotland for looked after children.
- North Lanarkshire's waste recycling rates have reached an all-time high for the second year in a row (49.7%) and are now above the national average (44.3%). This is also reflected in the tonnage of waste recycled which also has reached an all-time high of 72,401 tonnes (an increase of 6,000 tonnes over the period of The Plan for North Lanarkshire).
- Economic activity has now seen improvement for the last six quarters in a row and at 77.1% is close to the pre-pandemic level (77.2%) and The Plan for North Lanarkshire baseline (77.9%).
- Following the post-pandemic rise in child poverty rates across the country, the figures reported in September 2025 show an improving national and local picture.

In North Lanarkshire, rates have fallen from 26.9% to 24.9%, now below The Plan for North Lanarkshire baseline of 25.2%.

2.5 Annual performance reports to the Policy and Strategy Committee have previously highlighted the lasting social and economic impacts of the pandemic, particularly on vulnerable people and communities. While some indicators still show residual effects, there are now clear signs of improvement. However, analysis of the data in Appendix 2 shows that these improvements are not consistent across all economic, social, educational, and health aspects of North Lanarkshire. Some areas are benefiting more than others, leaving the overall position fragile and vulnerable to wider economic or environmental pressures. As a result, significant challenges remain.

- As the proportion of the working-age population who are economically active has increased, economic inactivity has fallen to 22.9%. Of those who are economically inactive, around 78% (around 39,200 people) do not want a job - a decrease from the previous high of 90.9% (around 50,600 people). However, long-term sickness - which has shown a small decrease - remains a significant challenge, accounting for 43% of this group, while the remainder of those economically inactive refers to students (21%), those looking after family or home (16%), and those who are retired (10%). This means that 22.9% (around 11,200 people) are economically inactive but would like a job.
- Three-year business survival rates in North Lanarkshire have shown some variation, moving from 54.1% to 51.5% before rising to 53.4%, broadly in line with national trends. Although the pandemic influenced earlier results, a strong base of active businesses has been maintained throughout the lifetime of The Plan for North Lanarkshire, reflecting ongoing resilience in a gradually recovering business environment.
- National health and care experience survey results show some ongoing challenges during The Plan for North Lanarkshire period. The proportion of adults supported at home who feel able to live independently has moved from 75.4% to 67.7%, and those reporting that their support improved or maintained their quality of life shifted from 75.6% to 67.7%. The proportion of carers who feel supported has also decreased from 33.2% to 28.5%.
- Life expectancy for both males and females has shown a small but welcome increase for the first time since the pandemic. However, healthy life expectancy (the number of years a person can expected to live in good/very good health) has declined to 53.2 years for males and 52.5 for females. Although this follows the national trend, the decline is more pronounced in North Lanarkshire.
- A deeper analysis of breastfeeding rates shows variation across review points. At the first review (when babies are 10-14 days old), 53.3% of babies in North Lanarkshire are being breastfed. Although rates remain positive at the 6-8-week review (35.6%), they fall to 14.7% at the 13-15-month review point, indicating ongoing challenges in sustaining breastfeeding over the longer term.

Next steps

2.6 Since 2019, the Programme of Work has provided a dynamic framework for delivering The Plan for North Lanarkshire, stabilising strategic direction while allowing operational flexibility. Ongoing commitment from the Policy and Strategy Committee has enabled major achievements and helped drive transformation across North Lanarkshire.

2.7 Progress in transforming North Lanarkshire through the Programme of Work was highlighted by the Accounts Commission in the Best Value Controller of Audit report (December 2025). The report also confirmed that the council maintains effective and appropriate arrangements for financial management and sustainability, demonstrating

resilience and holding a stronger reserves position than many other councils. In addition, an Internal Audit on financial sustainability, reported to the Audit and Scrutiny Panel in March 2026, provided substantial assurance regarding the council's robust long-term financial planning.

2.8 However, the Accounts Commission (February 2026) has identified growing financial pressures across local government, with rising demand, increasing costs, and a widening budget gap as funding is expected to fall in real terms to 2028/29. Despite positive audit findings, the Commission (December 2025) recommended a strategic shift to secure long-term sustainability. The council has responded by incorporating these considerations into the mid-term review of the Programme of Work, first outlined to the Policy and Strategy Committee in March 2025.

2.9 The review identified a mix of immediate and long-term pressures that, while challenging, create opportunities to reshape services and deliver lasting improvements. This offers a solid basis to target the economic, social, health, and educational trends most resistant to change, helping ensure sustained and wide-reaching progress.

- Financial pressures and funding uncertainties - although local government faces ongoing financial pressures from inflation, rising costs, and increasing demand, these challenges emphasise the importance of targeted investment and service innovation. This gives North Lanarkshire the opportunity to make clear decisions about resource use, supporting long-term financial sustainability, and directing investment where it will have the greatest impact.
- Policy pressures - while ring-fenced national funding restricts local flexibility, the council can still reshape day-to-day service delivery. Strengthening the one-council integrated approach, streamlining processes, and aligning supports locally will help ensure services remain responsive to community needs within these policy constraints.
- Rising demand for services is creating pressures across several areas:
 - Health and social care - an ageing population and more people living longer with complex conditions are increasing demand for intensive care. This reinforces the need to strengthen prevention, enhance community-based support, and modernise care pathways so people receive timely, effective help and can remain independent at home.
 - Education and additional support needs - with more pupils requiring support linked to neurodiversity, mental health, communication needs, and the impacts of poverty, there is increasing scope to further develop inclusive practices, expand early-help models, and enhance partnerships with families and specialised services.
 - Housing and homelessness - increasing numbers of households experiencing financial hardship alongside long waiting lists for affordable housing highlights growing pressures on the local housing system. Reassessing current and future needs will help ensure the right mix of housing and support to attract and retain residents as well as sustain and grow the local tax base.
 - Long-term population decline - reductions in the working-age population create financial, social, workforce, and policy pressures. At the same time, uneven demand across communities highlights opportunities to redesign services and adopt more flexible, targeted approaches that use resources more effectively and support long-term service sustainability.
- Workforce challenges - while recruiting and retaining staff, particularly for specialist roles, remains difficult, these pressures also highlight the importance of developing new approaches to workforce planning, skills development, and career pathways. Developing more flexible and enabling workforce arrangements will be key to building a more resilient and adaptable workforce capable of meeting future

demands.

- The position of central and local government - governance, funding, and accountability arrangements are often shared or split across levels and not always fully aligned. While this can create complexity, it also reinforces the value of improving internal co-ordination, clarifying responsibilities, and streamlining processes. Strengthening these connections can support clearer decision-making, reduce administrative burdens, and accelerate progress on shared priorities.
- Creating the capacity to shift focus - as national priorities broaden, the council has the opportunity to balance essential day-to-day delivery with the transformation needed to modernise systems and reduce routine, low-value activity. Better digital connectivity and appropriate use of AI can streamline processes and free up staff time. This will allow staff to focus more on supporting vulnerable individuals who would benefit most from personalised, preventative support.
- Leading place-based regeneration - the council continues to lead place-based regeneration and improve local communities while reshaping delivery models to prioritise prevention and long-term outcomes. Enhanced digital infrastructure can support more proactive responses and better collaboration across services. Although day-to-day operational demands remain high, strengthening digital capability and prevention-focused approaches will help shift resources towards long-term improvement.

2.10 Within the context set out in this report in relation to the latest results for the 28 Health Check Indicators, and in relation to the wider local government context and pressures set out in paragraph 2.9, the council is finalising the next steps following the mid-term review of the Programme of Work. This will include a programme of Elected Member and stakeholder engagement over the spring of 2026, ahead of a follow-up report to Policy and Strategy Committee in June 2026.

2.11 Latest results for each of the 28 Health Check Indicators will continue to be monitored and reported to provide a consistent basis for assessing progress in short-term change while maintaining a focus on long-term outcomes. To support this, six-monthly interim updates will continue to be included within Programme of Work reporting to the Policy and Strategy Committee, alongside the annual report and cycle 1 deep dive each year.

3. Measures of success

3.1 Measures of success will be demonstrated through progress in delivering the Programme of Work and in ensuring that the council's portfolio of programmes, projects, plans, and activities contributes positively to the North Lanarkshire context, (as reflected in the 28 Health Check Indicators) and to the achievement of inclusive growth and prosperity for all (as set out in The Plan for North Lanarkshire).

4. Supporting documentation

4.1 Appendix 1: 28 Health Check Indicators - summary of latest results and RAG status.

Appendix 2: 28 Health Check Indicators - deep dive into the latest results and the North Lanarkshire context.



5. Impacts

5.1 Public Sector Equality Duty and Fairer Scotland Duty Does the report contain information that has an impact as a result of the Public Sector Equality Duty and/or Fairer Scotland Duty? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, please provide a brief summary of the impact? If Yes, has an assessment been carried out and published on the council's website? https://www.northlanarkshire.gov.uk/your-community/equalities/equality-and-fairer-scotland-duty-impact-assessments Yes <input type="checkbox"/> No <input type="checkbox"/>
5.2 Financial impact Does the report contain any financial impacts? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, have all relevant financial impacts been discussed and agreed with Finance? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?
5.3 HR policy impact Does the report contain any HR policy or procedure impacts? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, have all relevant HR impacts been discussed and agreed with People Resources? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, please provide a brief summary of the impact?
5.4 Legal impact Does the report contain any legal impacts (such as general legal matters, statutory considerations (including employment law considerations), or new legislation)? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> If Yes, have all relevant legal impacts been discussed and agreed with Legal and Democratic? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, please provide a brief summary of the impact? The legal impact in this report is only in relation to supporting demonstration of the council's compliance with the relevant legislation listed below. It does not introduce new legal duties or changes to the council's statutory duty in this respect. <ul style="list-style-type: none">• The Local Government Act 1992 established the role of the Statutory Direction to direct the "<i>publication of information as to standards of performance</i>".• The Local Government in Scotland Act 2003 which introduced the duty of Best Value; this requires that councils "<i>make arrangements to secure continuous improvement in performance</i>".
5.5 Data protection impact Does the report / project / practice contain or involve the processing of personal data? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> If Yes, is the processing of this personal data likely to result in a high risk to the data subject? Yes <input type="checkbox"/> No <input type="checkbox"/> If Yes, has a Data Protection Impact Assessment (DPIA) been carried out and e-mailed to dataprotection@northlan.gov.uk

	Yes <input type="checkbox"/>	No <input type="checkbox"/>
5.6 Technology / Digital impact	Does the report contain information that has an impact on either technology, digital transformation, service redesign / business change processes, data management, or connectivity / broadband / Wi-Fi?	
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	If Yes, please provide a brief summary of the impact?	
	Where the impact identifies a requirement for significant technology change, has an assessment been carried out (or is scheduled to be carried out) by the Enterprise Architecture Governance Group (EAGG)?	
	Yes <input type="checkbox"/>	No <input type="checkbox"/>
5.7 Environmental / Carbon impact	Does the report / project / practice contain information that has an impact on any environmental or carbon matters?	
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	If Yes, please provide a brief summary of the impact?	
5.8 Communications impact	Does the report contain any information that has an impact on the council's communications activities?	
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	If Yes, please provide a brief summary of the impact?	
5.9 Risk impact	Is there a risk impact?	
	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
	If Yes, please provide a brief summary of the key risks and potential impacts, highlighting where the risk(s) are assessed and recorded (e.g. Corporate or Service or Project Risk Registers), and how they are managed?	
	Ensuring an evidence based approach to strategic planning, performance monitoring, and stakeholder reporting contributes towards mitigating the risks on the Corporate Risk Register for the <i>governance, leadership, and decision making</i> risk and the managing strategic change risk which was reframed to reflect the risk in relation to <i>delivery of the approved programme of work</i> .	
5.10 Armed Forces Covenant Duty	Does the report require to take due regard of the Armed Forces Covenant Duty (i.e. does it relate to healthcare, housing, or education services for in-Service or ex-Service personnel, or their families, or widow(er)s)?	
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	If Yes, please provide a brief summary of the provision which has been made to ensure there has been appropriate consideration of the particular needs of the Armed Forces community to make sure that they do not face disadvantage compared to other citizens in the provision of public services.	
5.11 Children's rights and wellbeing impact	Does the report contain any information regarding any council activity, service delivery, policy, or plan that has an impact on children and young people up to the age of 18, or on a specific group of these?	
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
	If Yes, please provide a brief summary of the impact and the provision that has been made to ensure there has been appropriate consideration of the relevant Articles from the United Nations Convention on the Rights of the Child (UNCRC).	
	If Yes, has a Children's Rights and Wellbeing Impact Assessment (CRWIA) been carried out?	
	Yes <input type="checkbox"/>	No <input type="checkbox"/>

Key to diagram

Indicator title

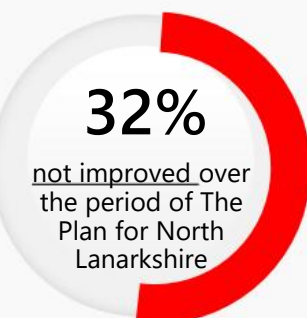
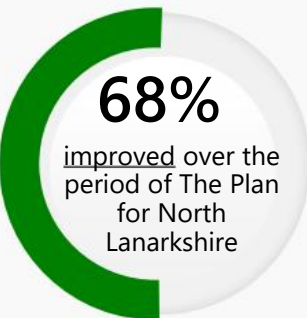
latest results

% change from baseline

The Plan for North Lanarkshire baseline figure

The Plan for North Lanarkshire - 28 health check indicators

Appendix 1



Gross weekly pay

£775.10
+ 42%
£545.70

Benefits claimants

2.8%
- 20%
3.5%

Growth in GVA per head

£30,394
+ 43.4%
£21,198

Employment in sustainable tourism

29%
+ 15.1%
25.2%

Pupils gaining 5+ awards at level 6

39%
+14.7%
34%

Pupils gaining 5+ awards at level 6 (SIMD)

25%
+ 25%
20%

Positive destinations

93.9%
+ 2.3%
91.8%

School exclusion rate, all pupils

9.7 per 1,000 pupils
- 72.4%
35.1

School exclusion rate, looked after

26.7 per 1,000 pupils
- 91.6%
317.9

Breastfeeding

35.6%
+54.1%
23.1%

Household waste recycled

47.9%
+ 16.5%
41.1%

Population estimates

344,540
+1.2%
340,310

Est housing by tenure

160,073
+ 4.1%
153,837

Children with no concerns at 27-30 month review

81.8%
+ 1%
81%

Population projections

-0.1%
-200%
+ 0.1%

Economically active

77.1%
- 1%
77.9%

Supported at home to live independently

67.7%
- 10.2%
75.4%

Supported at home to improve / maintain quality of life

67.7%
- 10.4%
75.6%

Neighbourhood rating as place to live (SIMD)

91.7%
+ 4%
88.2%

No formal qualifications

12.8%
- 5.9%
13.6%

Children in poverty

24.9%
- 1.2%
25.2%

Businesses 3-year survival rate

53.4%
- 9%
58.7%

Neighbourhood rating as a place to live - all

91.9%
- 2.9%
94.6%

Life expectancy at birth: male / female

75.2 / 78.9
- 0.1% / - 0.6%
75.3 / 79.4

GVA per head sustainable tourism

£13,469
- 13.9%
£15,635

Carers supported to continue in caring role

28.5%
- 14.2%
33.2%

Net migration

7.6 per 1,000 population
+ 228%
2.3

Change in recorded crime

-0.6%
-118.2%
+3.3%

as at March 2026



LIVE
LEARN
WORK
INVEST
VISIT

**Strategic Performance Framework:
the North Lanarkshire context**

**Latest results
for the 28 Health Check Indicators
as at March 2026**

Contents

c01:	Population projections - % projected change in North Lanarkshire's population in the future
c02:	Population - estimated number of residents in North Lanarkshire
c03:	Net migration - rate per 1,000 population
c04:	Housing - estimated housing by tenure
c05:	Recycling - % household waste collected during the year that is recycled
c06:	Crime - % change from the previous year in the number of crimes recorded
c07:	Rating of neighbourhood as a place to live (all neighbourhoods) - % good / very good ratings
c08:	Rating of neighbourhood as a place to live (20% most deprived neighbourhoods, as defined by the SIMD) - % good / very good ratings
c09:	Breastfeeding - % of babies breastfed at 6-8 week review
c10:	Child wellbeing - % of children reviewed at 27 to 30 months with no concerns recorded
c11:	Educational attainment - % of pupils achieving 5 or more awards at level 6
c12:	Educational attainment - % of pupils living in 20% most deprived areas (as defined by the SIMD) achieving 5 or more awards at level 6
c13:	Post school destinations - % of pupils entering positive post school destinations
c14:	School exclusion rate per 1,000 pupils - all children
c15:	School exclusion rate per 1,000 pupils - looked after children
c16:	Gross Value Added (GVA) - economic growth per head of population
c17:	Average gross weekly pay - for North Lanarkshire's residents
c18:	Economically active - % of the working age population who are economically active
c19:	Businesses - % of the VAT / PAYE registered businesses that survive for at least three years
c20:	Benefits - % of the working age population claiming one or more of the key employment related benefits
c21:	Qualifications - % of the working age population that have no formal qualifications
c22:	Poverty - % of children living in poverty after housing costs
c23:	Life expectancy at birth - estimates
c24:	Rating of health and care experience - % of adults supported at home who agreed that they are supported to live as independently as possible
c25:	Rating of health and care experience - % of adults supported at home who agree their services and support had an impact on improving or maintaining their quality of life
c26:	Rating of health and care experience - % of carers who feel supported to continue in their caring role
c27:	Employment in sustainable tourism - as a % of employment across all six of the growth sectors
c28:	Gross Value Added (GVA) - growth per head in sustainable tourism employment

Population projections - % projected change in North Lanarkshire’s population in the future (c01)

What this means

- This measures the projected future size, age structure, and gender composition of the population for an area.
- Population projections are based on the estimated population with past trends of fertility, mortality, and migration analysed to project future births, deaths, migration, and population.
- Population projections are intended to provide information on possible changes in population size and structure for future years with calculations based on population estimates as at a point in time. Annual mid-year population estimates published by the National Records of Scotland should continue to be used to provide the most up to date / latest population count and structure as at the point it is published each year.
- The most recent population projections at a local authority level were released by the National Records of Scotland in September 2025. These are 2022 based population projections which have been rebased to reflect the 2022 Census data.

Why this matters

- Measuring population projections is important because it provides an evidence-based understanding of how population size and structure may change over time. These scenario-based models help organisations anticipate future service needs by highlighting trends in births, deaths, migration, and shifts in age distribution.
- This insight supports long-term planning by identifying emerging pressures and ensuring that policies, investments, and strategies remain aligned with expected demographic change.

Latest performance

Table 1: Projected number of people - by gender - and % change from 2022 to 2027, 2032, and 2047

	population baseline	projected number of people				change					
						2022-27		2022-32		2022-47	
		2022	2027	2032	2047	number	%	number	%	number	%
all persons	340,920	342,297	342,387	349,419	+1,377	0.40%	+1,447	0.42%	-501	-0.15%	
females	175,186	175,932	176,137	175,072	+746	0.43%	+951	0.54%	-114	-0.07%	
males	165,734	166,365	166,230	165,347	+631	0.38%	+496	0.30%	-387	-0.23%	

Table 2: Projected number of people - and % change from 2027 to 2032 and from 2032 to 2047

	change			
	2027-32		2032-47	
	number	%	number	%
all persons	+70	0.02%	-1,948	-0.57%
females	+205	0.12%	-1,065	-0.60%
males	-135	-0.08%	-883	-0.53%

The National Records of Scotland (NRS) have produced a summary of the 2022 based population projections (published in September 2025). This includes:

- Comparisons across all 32 local authorities in Scotland: <https://www.nrscotland.gov.uk/publications/subnational-population-projections-2022-based/>
- A profile for each local authority: <https://www.nrscotland.gov.uk/statistics-and-data/council-area-profiles/north-lanarkshire/>

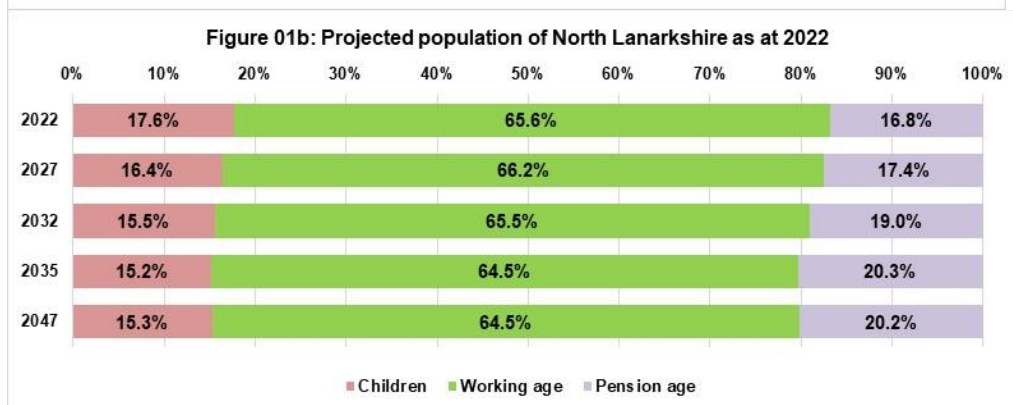
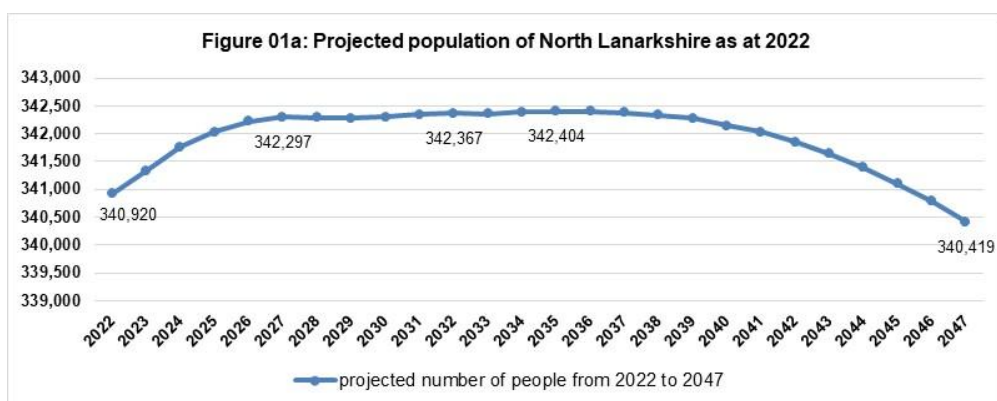


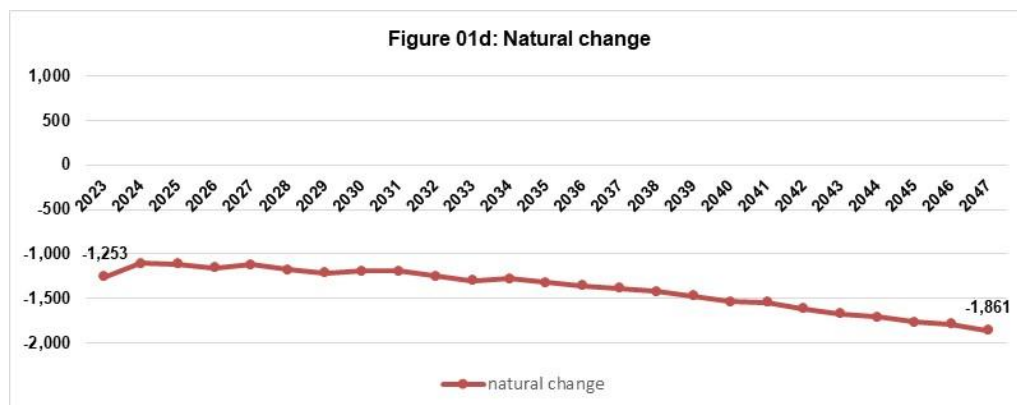
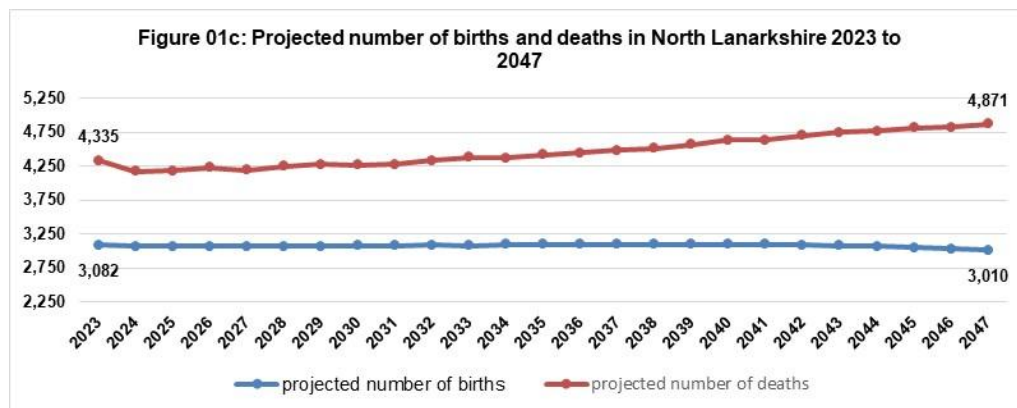
Table 3: Projected number of people - by age group - and % change from 2022 to 2027, 2032, and 2047

Age group	population baseline	projected number of people				change					
						2022-27		2022-32		2022-47	
	2022	2027	2032	2047	number	%	number	%	number	%	
Children (0-15)	60,081	56,116	53,107	51,957	-3,965	-6.6%	-6,974	-11.6%	-8,124	-13.5%	
Pre-school (0-4)	16,729	15,746	15,811	15,691	-983	-5.9%	-918	-5.5%	-1,038	-6.2%	
Primary school (5-11)	26,782	24,563	22,841	23,014	-2,219	-8.3%	-3,941	-14.7%	-3,768	-14.1%	
Secondary school (12-15)	16,570	15,789	14,455	13,252	-781	-4.7%	-2,115	-12.8%	-3,318	-20.0%	
Working age (16-64)	219,473	218,979	214,252	207,336	-494	-0.2%	-5,221	-2.4%	-12,137	-5.5%	
16-17	7,715	8,295	7,623	6,594	580	7.5%	-92	-1.2%	-1,121	-14.5%	
18-29	47,879	48,320	47,859	40,204	441	0.9%	-20	0.0%	-7,675	-16.0%	
30-44	66,326	66,828	68,158	67,996	502	0.8%	1,832	2.8%	1,670	2.5%	
45-64	97,553	95,536	90,612	92,542	-2,017	-2.1%	-6,941	-7.1%	-5,011	-5.1%	
Pensionable (65+)	61,366	67,202	75,008	81,126	5,836	9.5%	13,642	22.2%	19,760	32.2%	
65-74	35,073	38,352	43,044	36,918	3,279	9.3%	7,971	22.7%	1,845	5.3%	
75-84	20,201	22,530	24,627	32,933	2,329	11.5%	4,426	21.9%	12,732	63.0%	
85+	6,092	6,320	7,337	11,275	228	3.7%	1,245	20.4%	5,183	85.1%	
Total	340,920	342,297	342,367	340,419	1,377	0.4%	1,447	0.4%	-501	-0.1%	

Table 4: Projected number of people - by age group - and % change from 2027 to 2032 and from 2032 to 2047

change

Age group	2027-32		2032-47	
	number	%	number	%
Children (0-15)	-3,009	-5.4%	-1,150	-2.2%
Pre-school (0-4)	47	0.3%	-120	-0.8%
Primary school (5-11)	-1,722	-7.0%	173	0.8%
Secondary school (12-15)	-1,334	-8.4%	-1,203	-8.3%
Working age (16-64)	-4,727	-2.2%	-6,916	-3.2%
16-17	-672	-8.1%	-1,029	-13.5%
18-29	-461	-1.0%	-7,655	-16.0%
30-44	1,330	2.0%	-162	-0.2%
45-64	-4,924	-5.2%	1,930	2.1%
Pensionable (65+)	7,806	11.6%	6,118	8.2%
65-74	4,692	12.2%	-6,126	-14.2%
75-84	2,097	9.3%	8,306	33.7%
85+	1,017	16.1%	3,938	53.7%
Total	70	0.0%	-1,948	-0.6%



How North Lanarkshire has performed

North Lanarkshire's population is projected to decrease by an estimated 501 people in the 25 year projection period from 2022 to 2047. However, change over this time varies across the intervening years as can be seen from Figure 01a and Tables 1 and 2.

Overall population

- The population is expected to grow by an estimated +1,377 people from 2022 to 2027 and by an estimated +1,447 people from 2022 to 2032.

- This growth is expected to hit a peak of 342,404 in 2035, an estimated increase of +1,484 people from 2022 to 2035.
- From 2035 population projections show a year on year decline which signify an estimated reduction of -1,985 people overall from 2035 to 2047.
- This culminates in gradual population growth of +0.44% from 2022 to 2035, followed by a small -0.58% population decline in North Lanarkshire from 2035 to 2047. It should be noted though that the reliability of projections decreases over time so the change from 2035 to 2047 is a more general indication of the future population.

Age structure

- Figure 01b and Tables 3 and 4 show the projected change over time in relation to the age structure of this population. This shows a declining population age 0 to 15 and also a declining population of working age, with the population age 65+ continuing to grow.
- Figure 01c shows that the projected number of births is expected to decline over the years, with a corresponding increase in the number of deaths. As shown in Figure 01d, this means that the net change in the population will decrease over time.
- Any population gains are therefore expected to come from an increase in net migration over the years.

Impact of delivering The Plan for North Lanarkshire

Population projections help organisations understand the scale and pace of population growth, allowing them to better anticipate rising demand for services and infrastructure. More accurate projections reveal where growth will place the greatest pressure on housing, healthcare, education, transport, and the labour market, enabling earlier and more targeted investment.

By clarifying which areas are expanding fastest, projections ensure resources are allocated fairly and strategically, helping to prevent service pressures or shortages as demand increases. This supports better decision-making and enables sustainable, inclusive growth as areas plan ahead to accommodate a larger and more diverse population.

Population - estimated number of residents in North Lanarkshire (c02)

What this means

- This measure shows the population of North Lanarkshire as at a defined point in time.
- It is an estimate count as at 30th June each year of residents in an area. It captures the main components of population change from year to year in respect of births, deaths, and net migration as well as changes in the armed forces and prison population.
- Following the publication of the 2022 Census results, and a national review of international and internal migration for Scotland, local authority and national population estimates were re-based from 2011 onwards to ensure a more accurate and up to date position moving forward.

Why this matters

- Measuring the population on an ongoing basis is important as it provides the evidence needed to understand changing demographic needs and plan services effectively. By grounding decisions in reliable and consistent data on how many people live in an area and what their characteristics are, population estimates help identify where demand is growing, and where targeted support is required.

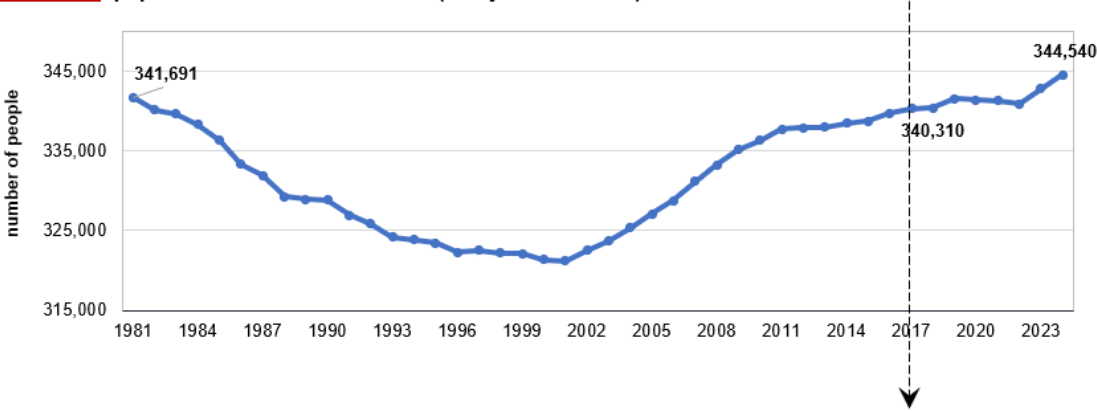
Latest performance

Performance indicator	2017	2018	2019	2020	2021	2022	2023	2024
Estimated mid-year population - North Lanarkshire	340,310	340,350	341,570	341,400	341,280	340,920	342,780	344,540
Estimated mid-year population - Scotland	5.39m	5.39m	5.41m	5.41m	5.41m	5.45m	5.51m	5.55m

The National Records of Scotland (NRS) have produced a summary of the findings from the 2024 mid-year estimates. This includes:

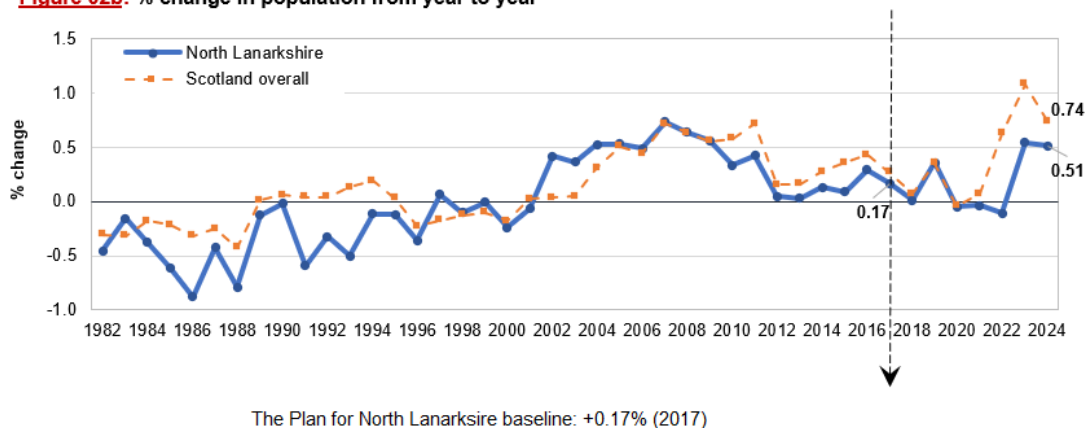
- Comparisons across all 32 local authorities in Scotland: <https://www.nrscotland.gov.uk/publications/mid-2024-population-estimates/#>
- A profile for each local authority: <https://www.nrscotland.gov.uk/statistics-and-data/council-area-profiles/north-lanarkshire/>

Figure 02a: population in North Lanarkshire (mid-year estimates)



The Plan for North Lanarkshire baseline: 340,310 (2017)

Figure 02b: % change in population from year to year



The Plan for North Lanarkshire baseline: +0.17% (2017)

How North Lanarkshire has performed

North Lanarkshire has the 4th highest population in 2024, out of all 32 council areas in Scotland. The latest estimated population of North Lanarkshire as at June 2024 is 344,540 (Figure 02a). This continues an increasing trend from the previous year.

- The latest estimates for the population of North Lanarkshire (344,540) are an increase of 0.51% from 342,780 in 2023. Over the same period, the population of Scotland increased by 0.74% (Figure 02b).
- Between 2001 and 2024, the population of North Lanarkshire has increased by 7.3%. This is the 19th highest percentage change out of the 32 local authority areas in Scotland. Over the same period, Scotland's population rose by 9.5%.
- Over the period of The Plan for North Lanarkshire the population has increased by 1.2%, compared to growth of 3% nationally.
- In 2024, there were more females (51.3%) than males (48.7%) living in North Lanarkshire. There were also more females (51.4%) than males (48.6%) living in Scotland overall.

The increasing trend in North Lanarkshire's population from 2023 to 2024 mirrors the increase in the national average and 26 other local authority areas in Scotland. Only five local authority areas (i.e. Argyll and Bute, Angus, Dundee City, Western Isles, and Dumfries and Galloway) saw a population decrease over the same period.

Impact of delivering The Plan for North Lanarkshire

An increasing population can support growth by expanding the workforce, boosting economic activity, and increasing demand for goods and services, which can stimulate investment and create jobs.

It also contributes to long-term prosperity by helping maintain a balanced demographic profile, ensuring there are enough working-aged people to sustain public services and support an ageing population. When well planned for, population growth enables services, infrastructure, and opportunities to develop in ways that benefit all communities.

Net migration - rate per 1,000 population (c03)

What this means

- This measures the number of people coming into North Lanarkshire minus the number of people leaving.
- Figures are published by the National Records of Scotland and relate to total net migration, i.e. the difference between immigration (people moving into a country or area to live, work, or study) and emigration (people moving out of a country or area to live somewhere else). This includes asylum seekers, refugees, and rounding adjustments.
- Following the publication of the 2022 Census results, and a national review of international and internal migration for Scotland, local authority and national population estimates were re-based from 2011 onwards to ensure a more accurate and up to date position moving forward.

Why this matters

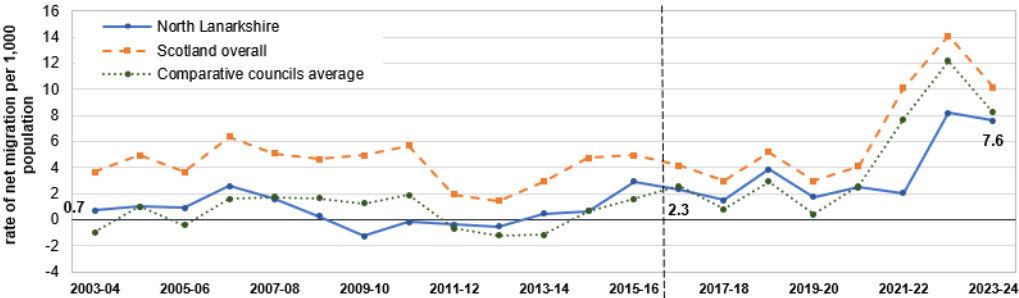
- Measuring net migration shows whether an area is attracting people for opportunities or losing them due to limited prospects. Positive net migration suggests people see opportunities in an area - such as jobs, safety, and quality of life - while negative net migration can highlight underlying challenges.
- Monitoring migration trends also help identify key labour-market gaps. The statistics also highlight demand for housing, schools, health and social care, and transport. Understanding these patterns strengthens community cohesion by supporting effective integration and enabling proactive planning for services and support.

Latest performance

Performance indicator	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
Net migration rate per 1,000 population - North Lanarkshire	2.3	1.5	3.9	1.8	2.5	2.1	8.2	7.6
Net migration rate per 1,000 population - Scotland	4.2	3.0	5.2	3.0	4.1	10.1	14.1	10.2
Comparative average for the group of similar councils*	2.6	0.8	2.9	0.4	2.6	7.7	12.2	8.2

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 03a: rate of net migration per 1,000 population



The Plan for North Lanarkshire baseline: 2.3 (2016-17)

Figure 03b: net migration in terms of number of people migrating into North Lanarkshire each year

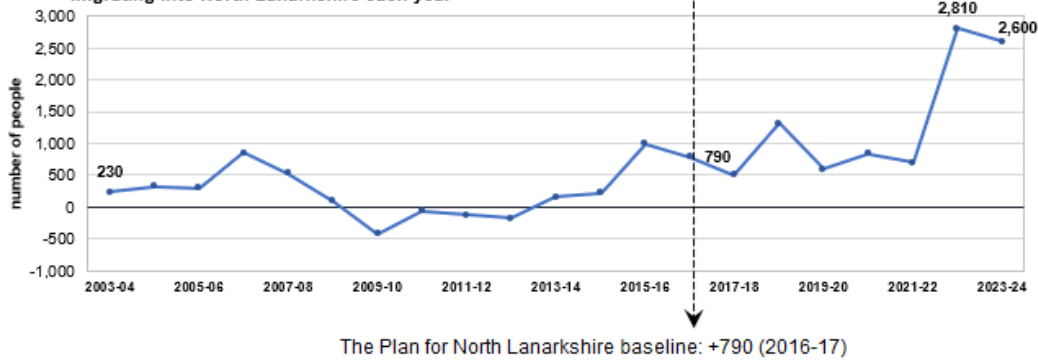
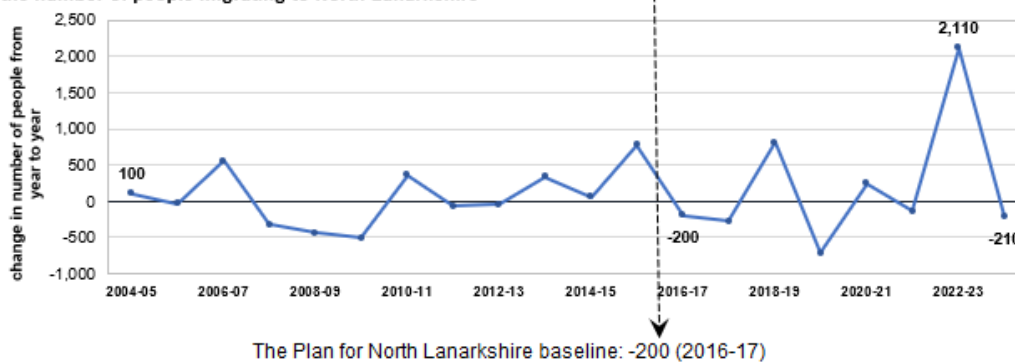


Figure 03c: net migration - change from year to year in the number of people migrating to North Lanarkshire



How North Lanarkshire has performed

Net migration in North Lanarkshire has generally been positive in recent years, with more people moving into the area than moving out. This can be seen in Figure 03b in terms of the number of people migrating into the area.

- Recent figures show a positive change with an increase of +8.2 per 1,000 population in 2023-24 and +7.6 in 2022-23, which although a small decrease from the previous year it still shows significant growth in North Lanarkshire’s population in the year.
- Over the period of The Plan for North Lanarkshire migration growth now sits at +7.6 per 1,000 population compared to the baseline of +2.3, an estimated increase over the period of around 10,000 people (Figure 03b).

Figure 03a shows that historically the trend in North Lanarkshire has mirrored that of the national position (which currently sits at 10.2 per 1,000 population) - and also the comparative average for the group of similar councils (which currently sits at 8.2 per population) - albeit migration in North Lanarkshire has remained at a slightly lower growth rate than the national position.

The National Records of Scotland (NRS) report that net migration was positive in all of Scotland’s 32 local authority areas over the latest year, with migration into Scotland - both international and from the rest of the UK - being heavily concentrated in urban areas, particularly Glasgow and Edinburgh.

Impact of delivering The Plan for North Lanarkshire

Improving net migration rates means more people, skills, and spending power are coming into an area. A growing population supports local businesses, fills labour shortages, and boosts productivity, while also increasing demand for housing, schools, transport and services - stimulating further job creation.

Improving net migration helps stabilise areas experiencing demographic decline, protecting the sustainability of schools, health services, and local businesses. Attracting people of working age expands the tax base, enabling greater investment in infrastructure and community programmes.

Housing - estimated housing by tenure (c04)

What this means

- This measures the estimated number of dwellings in North Lanarkshire by tenure (i.e. owner occupied, private rented, vacant or second home, housing association, and local authority).
- Data is updated each year using information from Housing Statistics Annual Returns, stock figures from the Scottish Housing Regulator and National Records of Scotland dwelling counts, and the Scottish Household Survey.
- Estimates for owner occupier and rented privately categories for 2020 are not directly comparable to previous years, due to the change in the methodology of the Scottish Household Survey in 2020 due to the pandemic.

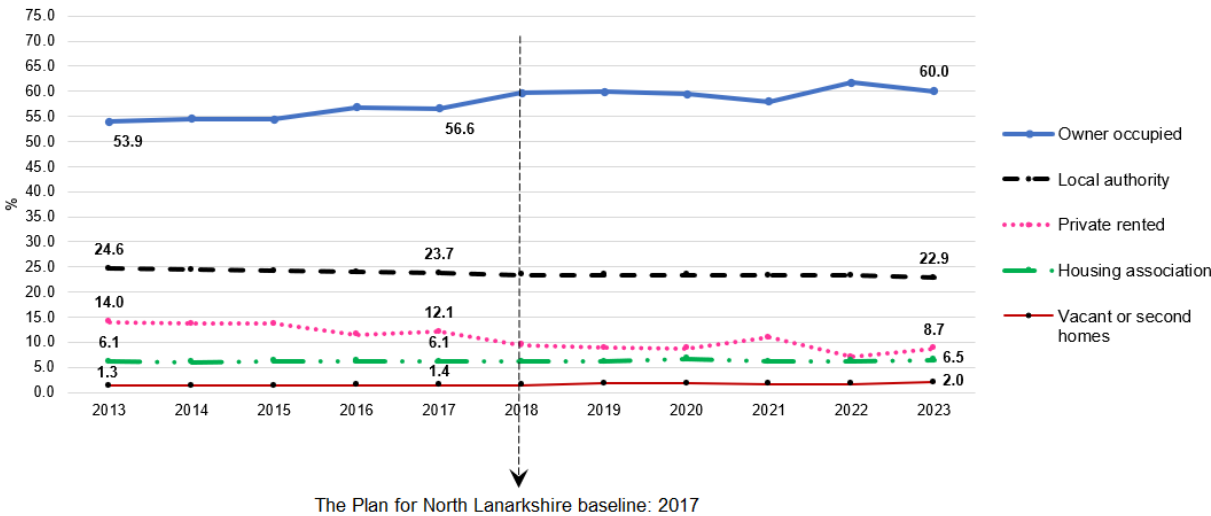
Why this matters

- Measuring tenure patterns highlight where housing is affordable and secure - and where it is not - helping identify areas facing limited housing options so that investment and regeneration can be targeted where they will have the greatest impact.
- It also shows whether people have genuine choice in the types of homes available to them, ensuring that different needs, life stages, and incomes can be supported.

Latest performance

Performance indicator	2017	2018	2019	2020	2021	2022	2023
estimated number of dwellings - North Lanarkshire	153,837	154,825	156,028	157,355	158,041	159,021	160,073
housing tenure - % owner occupied	56.6	59.6	59.9	59.4	57.9	61.7	60.0
housing tenure - % local authority	23.7	23.5	23.4	23.4	23.3	23.2	22.9
housing tenure - % privately rented	12.1	9.4	8.9	8.8	11.0	7.1	8.7
housing tenure - % housing associations	6.1	6.1	6.1	6.7	6.1	6.3	6.5
housing tenure - % vacant or second homes	1.4	1.4	1.7	1.8	1.7	1.7	2.0

Figure 04a: % housing tenure in North Lanarkshire



How North Lanarkshire has performed

Estimated number of dwellings

- In terms of overall dwellings, there were an estimated 160,073 households in North Lanarkshire in 2023 - which is an increase of 4.1% over the period of The Plan for North Lanarkshire, compared to a 4.8% increase in Scotland overall.

Housing tenure

- Figures 04a shows dwellings in North Lanarkshire by tenure, with the largest proportion being owner occupied which has seen a 10.2% increase over the period of The Plan for North Lanarkshire (compared to an 8.2% increase in this tenure in Scotland overall).
- Other significant changes of note in tenure in North Lanarkshire over the period of The Plan for North Lanarkshire are in housing association tenure (an increase of 10.6%), and private rented (a decrease of 25%) compared to an 8.9% increase in housing association tenure and 8.9% decrease in private rented in Scotland overall

There is a time lag in this data at a local authority level, with the 2023 update published in May 2025 being the most up to date position available.

Impact of delivering The Plan for North Lanarkshire

Improving housing tenures increases affordability, security, quality, and choice, helping to create more stable, resilient, and prosperous communities. A better tenure balance reduces pressures associated with insecure or unaffordable housing, leading to improved health and wellbeing, stronger educational outcomes, and greater household stability. It also broadens the range of homes available, giving people real choice that matches their needs, life stage, and income.

At a community level, a healthier mix of housing options reduces concentrations of deprivation and strengthens community cohesion. Economically, improved housing tenures support access to employment, increased disposable income (by reducing housing cost burdens), and helps attract investment into places that are seen as stable and vibrant.

Recycling - % household waste collected during the year that is recycled (c05)

What this means

- This measures the proportion of household waste collected each year that is recycled.
- Recycling figures are calculated according to Scotland’s national recycling rate methodology. Over the years there have been changes to the methodology in terms of what is counted as recycled, although these have been relatively minor and are not considered to have any significant bearing on the reported figures.
- Data is submitted by all 32 Scottish local authorities to Scottish Environment Protection Agency (SEPA) using a web-based reporting tool. While the data presented here is the most up to date available as at the time of producing this report; figures are subject to change following SEPAs annual verification process.

Why this matters

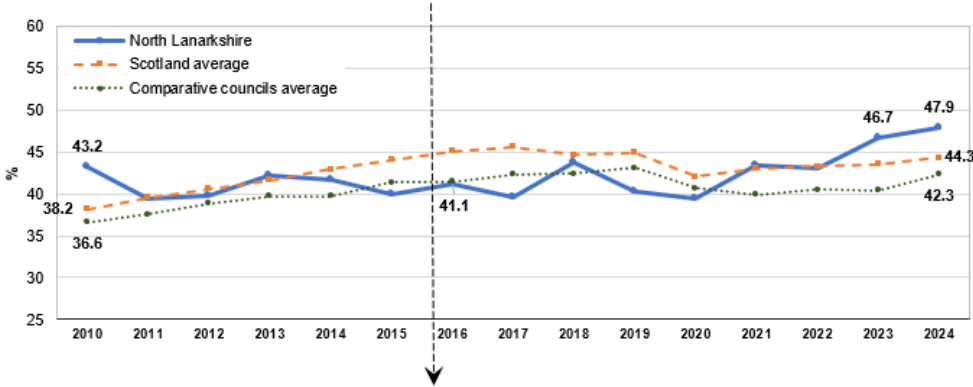
- Measuring recycling can help to support a cleaner, stronger local economy.
- Measuring recycling rates can help inform reductions in waste going to landfill, cut disposal costs, and free up resources that can be reinvested in local services.

Latest performance

Performance indicator	2016	2017	2018	2019	2020	2021	2022	2023	2024
Recycling - % of household waste collected that is recycled - North Lanarkshire	41.1	39.6	43.7	40.3	39.4	43.4	43.0	46.7	47.9
Recycling - % of household waste collected that is recycled - Scotland	45.1	45.6	44.7	44.9	42.1	43.0	43.3	43.5	44.3
Comparative average for the group of similar councils*	41.5	42.3	42.4	43.1	40.7	39.9	40.5	40.4	42.3

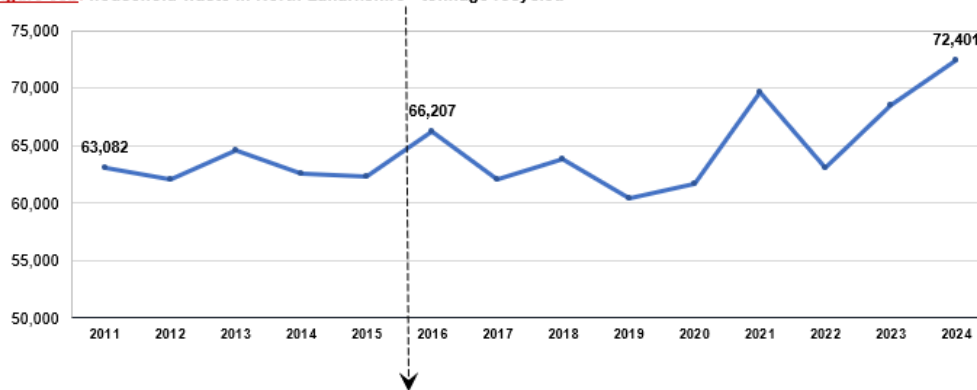
* Based on the eight councils that are the most densely populated areas in Scotland (based on the number of people per square mile, i.e. Aberdeen City, City of Edinburgh, Dundee City, Glasgow City, Falkirk, East Dunbartonshire, West Dunbartonshire, and North Lanarkshire).

Figure 05a: recycling - % household waste collected during the year recycled



The Plan for North Lanarkshire baseline: 41.1 (2016)

Figure 05b: household waste in North Lanarkshire - tonnage recycled



The Plan for North Lanarkshire baseline: 66,207 (2016)

How North Lanarkshire has performed

Latest results show that recycling rates in North Lanarkshire are now the highest over the recorded data with 47.9% of household waste collected during the year being recycled.

- The latest results in Figure 05a (47.9%) show an increase on the previous year (46.7%).
- Over the period of The Plan for North Lanarkshire recycling rates have increased from 41.1% to 47.9%.
- This improvement is also reflected in Figure 05b and an almost 10% increase in the tonnage of waste recycled over the same period (from 66,207 to 72,401). This is over 6,000 tonnes which, for illustrative purposes, roughly equates to the same weight as 4,000 cars.

The latest results for North Lanarkshire show a positive improving position that mirrors the trend in both the national average and the comparative average for the group of similar councils.

Figure 05a shows that North Lanarkshire has now moved to performing better than the latest national average (44.3%) and the comparative average for the group of similar councils (42.3%).

Impact of delivering The Plan for North Lanarkshire

Recycling helps local communities look cleaner, tidier, and better cared for by reducing litter, overflowing bins, and fly-tipping. It helps to protect local environments, and build local pride and trust. People can see how their actions are helping their area improve and understand that progress is being shared across neighbourhoods. It also creates healthier places to live, making neighbourhoods more attractive for residents, visitors, and businesses.

Improving recycling rates can support local jobs and businesses linked to waste management, recycling, repair, reuse, and the circular economy, helping money stay within the local economy and supporting the people who live there.

Crime - % change from the previous year in the number of crimes recorded (c06)

What this means

- This measures the percentage change in the number of crimes recorded from one year to the next.
- This includes all crime recorded in six categories - damage and reckless behaviour, crimes of dishonesty, crimes against society, sexual crimes, non-sexual crimes of violence, and coronavirus restrictions.
- Statistics on recorded crimes provide a measure of volume of criminal activity which the police face. This does not reveal the incidence of all crime committed as not all crimes are reported to the police.

Why this matters

- Measuring changes in recorded crime matters because crime directly affects people’s ability to work, learn, run businesses, and feel safe in their neighbourhoods. Understanding these trends helps support vulnerable groups, target regeneration, and invest in preventative approaches that make places safer.
- Monitoring crime rates also show which local interventions are driving real change. Whether it’s youth services, CCTV, improved lighting, or community safety partnerships, trends in recorded crime help identify what works and where investment has the greatest impact in communities.

Latest performance

Performance indicator	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
% change in the number of crimes recorded from previous year - North Lanarkshire	3.3	5.8	3.6	-2.9	-14.2	0.6	4.0	-0.6
% change in the number of crimes recorded from previous year - Scotland	2.0	0.5	-0.2	-1.9	-4.3	1.0	3.6	-0.2
Comparative average for the group of similar councils*	0.1	2.2	1.0	-0.2	-9.0	1.9	3.1	0.1

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 06a: % change in total recorded crime from one year to the next

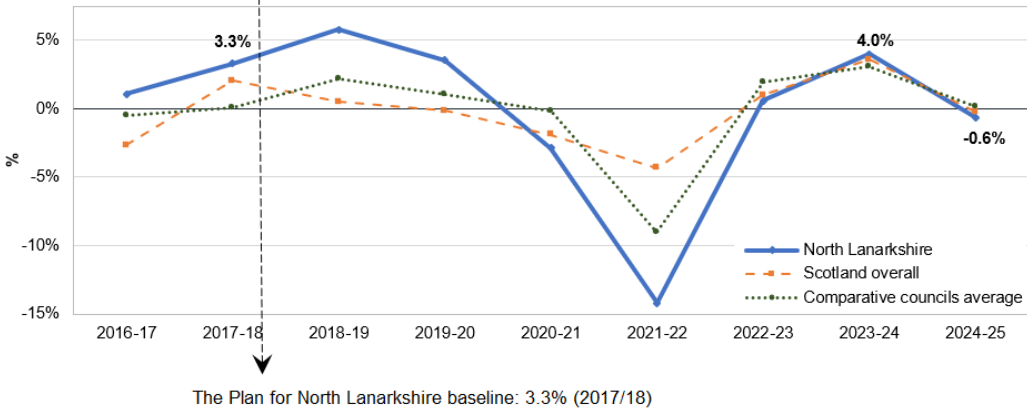


Figure 06b: number of crimes in North Lanarkshire recorded by the police each year

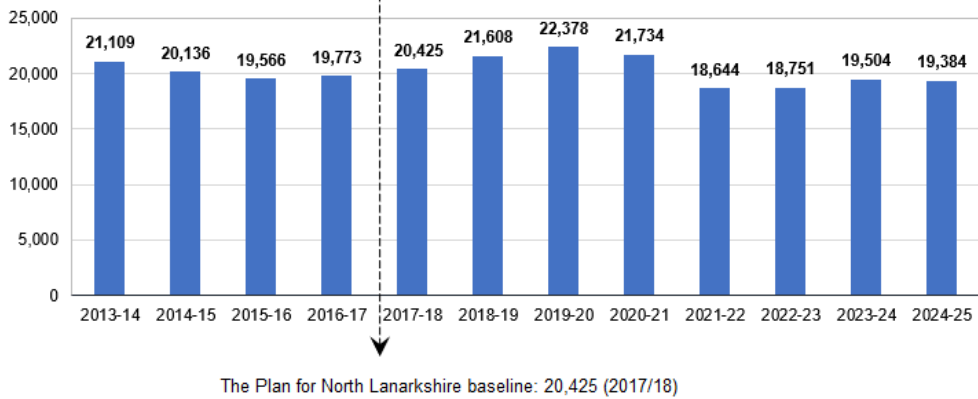
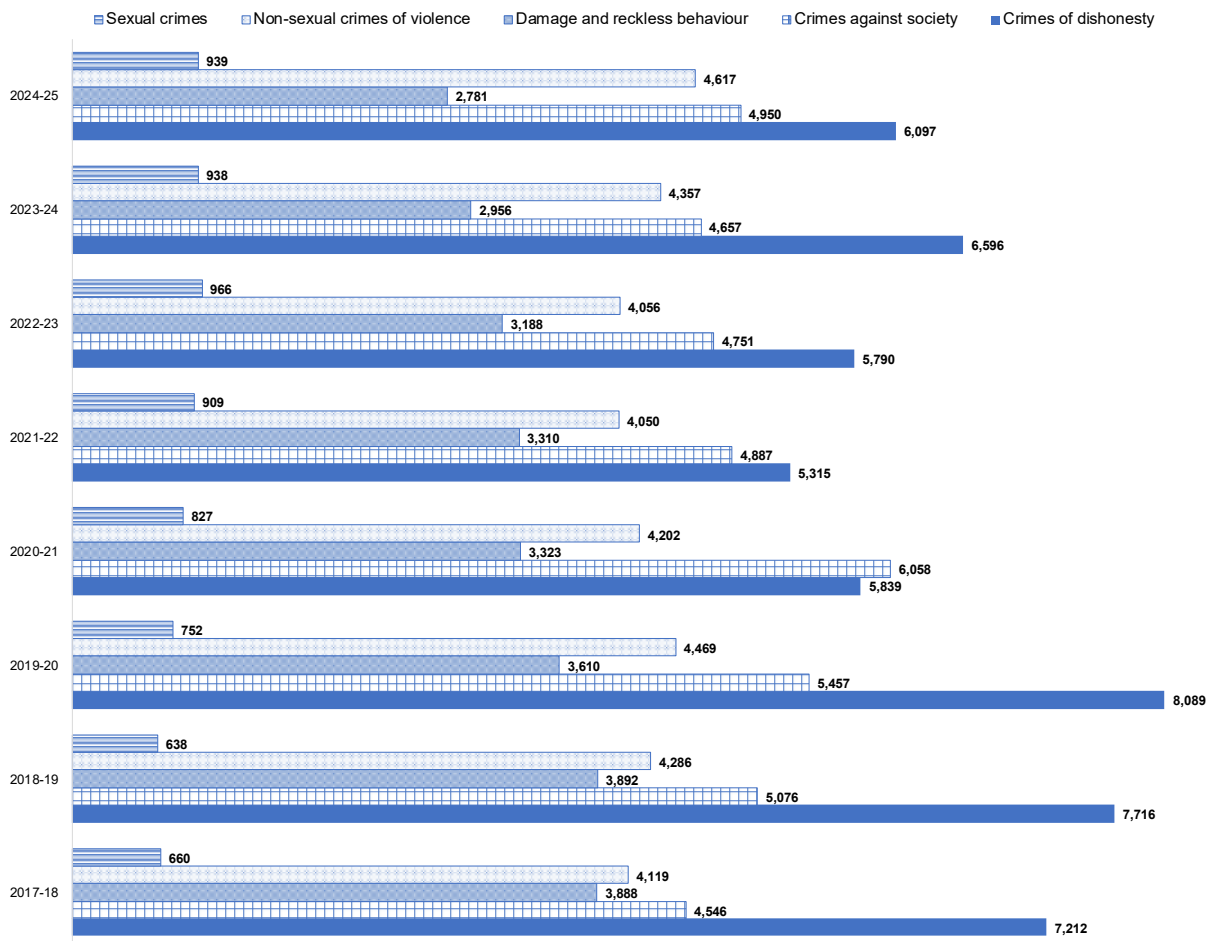


Figure 06c: number of crimes in NL by category



How North Lanarkshire has performed

Latest results show a decrease in recorded crime in North Lanarkshire (-0.6%) from the previous year.

- The latest results (Figure 06a) show a decrease in the number of crimes recorded in North Lanarkshire from 2023/24 to 2024/25 of -0.6% (from 19,504 to 19,384).
- This is an improvement from the position reported last year where there had been an increase of 4% recorded (from 18,751 to 19,504).
- The latest results (-0.6%) show improvement from The Plan for North Lanarkshire the baseline (+3.3%) in terms of the change in recorded crime from the previous year.
- Since The Plan for North Lanarkshire baseline recorded crime has dropped 5% overall from

20,425 to 19,384 (Figure 06b), compared to a drop of 1.7% nationally and 1.4% for the group of similar councils.

- Figure 6c provides a breakdown of the crimes recorded by category with crimes of dishonesty remaining at the highest level albeit showing reductions over the years. As there is only data for 2020 to 2022 for coronavirus restrictions, Figure 6c doesn't show this category.

The trend in recorded crime in North Lanarkshire is mirrored in the comparison with the national average, although numbers have decreased to a greater extent in North Lanarkshire over the period. The position in North Lanarkshire is also better than the comparative average for the group of similar councils which conversely experienced an increase of 0.1% from last year's figures.

The pandemic, and associated measures to limit social contact, had an impact on both the type and volume of crime recorded between March 2020 and the lifting of final legal restrictions in April 2022.

Impact of delivering The Plan for North Lanarkshire

When recorded crime decreases, communities feel safer and more confident visiting and using local spaces. This increased footfall supports small businesses and makes neighbourhoods more vibrant. Safer places become more attractive to live in, work in, and invest in - encouraging employers, developers, and new enterprises to choose the area. Lower crime helps sustain stable jobs, creates new economic opportunities, and builds a stronger sense of pride and belonging across all communities.

Falling crime reduces pressure on public services, boosts community wellbeing, and increases the attractiveness of local areas for inward investment and jobs.

Rating of neighbourhood as a place to live (c07 and c08)

What this means

- This measures how people who have responded to the national Scottish Household Survey rate their neighbourhood as a place to live. The survey responses include the following two measures:
 - Very good or fairly rating of neighbourhood as a place to live by all respondents.
 - Very good or fairly rating of neighbourhood as a place to live by respondents living in the most 20% deprived areas (as per the Scottish Index of Multiple Deprivation (SIMD)).
- The Scottish Household Survey is an annual survey of adults living in households in Scotland, carried out since 1999. It aims to collect reliable and up-to-date information on a range of topics, through a random sample of around 10,000 people across Scotland. It is a voluntary and interviewer-led survey, usually carried out face-to-face in people’s homes

Why this matters

- Measuring how residents feel about their neighbourhood shows how people experience where they live and the surrounding environment. This offers valuable insight into the overall wellbeing, cohesion, and resilience of a community.
- People’s perceptions are often one of the strongest indicators of whether a place is functioning well. How residents rate their neighbourhood captures key aspects of daily life, including safety, cleanliness, access to services, social connections, and overall satisfaction.
- Comparing satisfaction between areas, for example, all respondents in North Lanarkshire compared to those living in the most 20% deprived areas helps identify where differences in the local environment exist and where improvements are working.

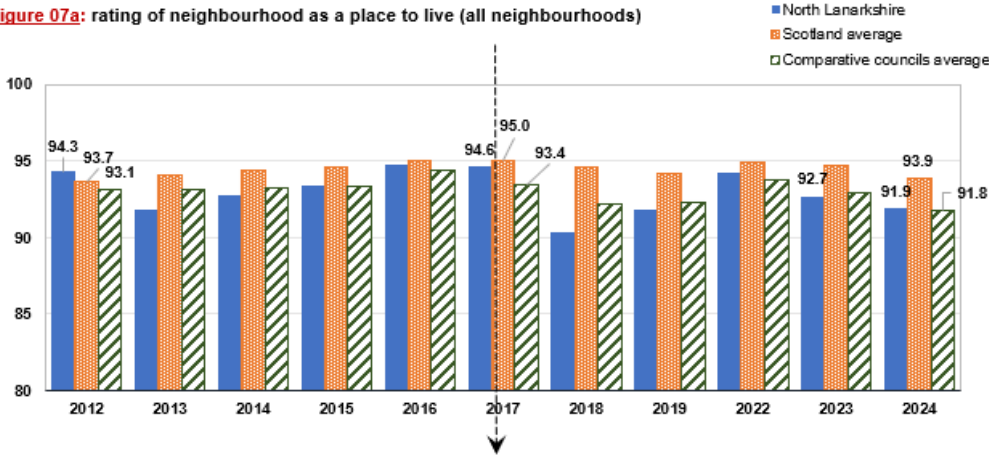
Latest performance

% of respondents who rated their neighbourhood very good or fairly good as a place to live - all respondents

Performance indicator	2017	2018	2019	2022	2023	2024
% of respondents who rated their neighbourhood very good or fairly good as a place to live by all respondents - North Lanarkshire	94.6	90.3	91.8	94.2	92.7	91.9
% of respondents who rated their neighbourhood very good or fairly good as a place to live by all respondents - Scotland	95.0	94.6	94.2	94.9	94.7	93.9
Comparative average for the group of similar councils*	93.4	92.2	92.3	93.8	92.9	91.8

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 07a: rating of neighbourhood as a place to live (all neighbourhoods)



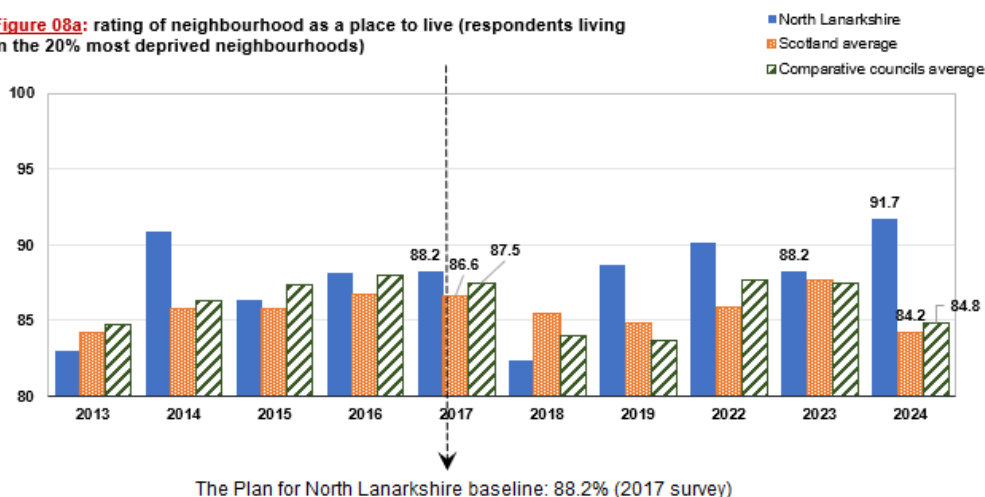
The Plan for North Lanarkshire baseline: 94.6% (2017 survey)

% of respondents who rated their neighbourhood very good or fairly good as a place to live - respondents living in the 20% most deprived areas (as per the Scottish Index of Multiple Deprivation(SIMD))

Performance indicator	2017	2018	2019	2022	2023	2024
% of respondents who rated their neighbourhood very good or fairly good as a place to live by respondents living in the 20% most deprived areas - North Lanarkshire	88.2	82.3	88.7	90.1	88.2	91.7
% of respondents who rated their neighbourhood very good or fairly good as a place to live by respondents living in the 20% most deprived areas - Scotland	86.6	85.4	84.8	85.9	87.7	84.2
Comparative average for the group of similar councils*	87.5	84.0	83.7	87.7	87.4	84.8

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 08a: rating of neighbourhood as a place to live (respondents living in the 20% most deprived neighbourhoods)



How North Lanarkshire has performed

The Scottish Household Survey obtains its data from a small sample of the population - around 10,000 people across Scotland responded to the survey in 2024. An approximate 5% sample of responses were from residents living in North Lanarkshire.

The latest results show that from the sample surveyed 91.9% of residents rate North Lanarkshire as a very good / fairly good place to live. The response from those living in the 20% most deprived areas shows a similar rating of 91.7%.

% of respondents who rated their neighbourhood very good or fairly good as a place to live - all respondents

- Residents' perceptions of their neighbourhood in North Lanarkshire shows some fluctuation over the recorded data (Figure 07a).
- While the latest results for North Lanarkshire show a slight decline from the previous year - from 92.7% to 91.9% - this decreasing trend is also reflected in the national average and the comparative average for the group of similar councils.
- This indicator shows a decline immediately following the baseline of The Plan for North Lanarkshire, and while this has increased since, the latest results (91.9%) remain below the baseline (94.6%).

% of respondents who rated their neighbourhood very good or fairly good as a place to live - respondents living in the 20% most deprived areas (as per the Scottish Index of Multiple Deprivation(SIMD))

- A small increase (from 88.2% who rated their neighbourhood as very good or fairly good to 91.7%) can be noted in ratings over the recorded data for neighbourhood as a place to live in the 20% most deprived areas (Figure 08a) compared to all neighbourhoods which experienced a slight decline (from 92.7% to 91.9%) over the same period.

- Conversely the national picture shows a decrease from 87.7% to 84.2% over the same period. Over the recorded data, figures for the national average shows ratings generally to be the same or at a lower level than North Lanarkshire.
- This indicator showed a decline immediately following the baseline of The Plan for North Lanarkshire but has now increased, with the latest results (91.7%) higher than the baseline (88.2%).

The latest North Lanarkshire results show an improving picture in respect of the response from those living in the 20% most deprived areas (Figure 08a), while for all areas there remains little change (Figure 07a).

Figure 08a shows that North Lanarkshire (91.7%) continues to perform better than the comparative average for the group of similar councils (84.8%).

The methodology used for surveys undertaken during the pandemic significantly differed to previous years, and therefore the results for 2020 and 2021 are not included in this analysis as they are not directly comparable with other years.

The national survey results report shows that overall, between 2018 and 2022 there were national-level improvements in neighbourhood connections following the pandemic - particularly in relation to an increase in trust and a sense belonging to a community. There were also improvements in relation to local people taking action to improve their neighbourhoods. However, the 2024 figures suggest that these improvements have not been sustained, with many measures now similar to their pre-pandemic levels.

Impact of delivering The Plan for North Lanarkshire

Improvements in public feedback reflects improvements in services, for example in terms of services becoming more accessible and responsive. If more residents - especially those who often face barriers - feel listened to and supported, confidence in local services grow. As trust builds, people are more likely to take part in community activities, share their views, and work with local organisations to solve problems. This helps improve day-to-day issues such as neighbourhood safety and enhancements to community spaces.

When more people can get involved, contribute, and benefit from local opportunities, communities become stronger, more resilient, and better able to cope with challenges and any wider (and often uncontrollable) economical or environmental impacts on society.

Breastfeeding - % of babies breastfed at 6-8 week review (c09)

What this means

- This measure shows the proportion of babies that are being breastfed at the 6-8 week review stage (this includes mixed feeding, which means receiving both breast and formula milk).
- Data is collected at routine child health reviews at around 6 to 8 weeks of age and recorded on the Child Health Systems Programme (CHSP) pre-school system.
- The number of children eligible for review is defined as the number of children who turned the appropriate age (i.e. 6 weeks for 6-8 week review) during the year of interest and who were active on the Scottish Immunisation and Recall System (SIRS).
- As reviews also take place at 10-14 days old and 13-15 months, this analysis includes data for these periods to give added context relating to the short and longer-term position.

Why this matters

- Tracking this information helps assess whether babies in North Lanarkshire are getting the healthiest start in life. Breastfeeding provides optimal nutrition for infants and young children, supports their short and long-term health (including reducing the risk of infections), and offers important health benefits for mothers.
- Current guidance recommends exclusive breastfeeding for the first six months of life, followed by continued breastfeeding alongside solid foods up to at least a child's second birthday.

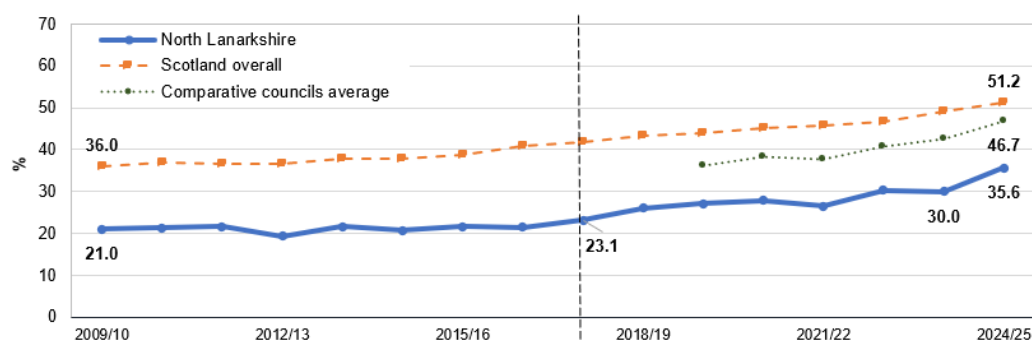
Latest performance

% of babies breastfed at 6-8 week review

Performance indicator	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
% of babies breastfed at 6-8 week review - North Lanarkshire	23.1	26.1	27.2	27.8	26.6	30.4	30.0	35.6
% of babies breastfed at 6-8 week review - Scotland	41.7	43.2	43.9	45.2	45.7	46.8	49.0	51.2
Comparative average for the group of similar councils*	not available		36.3	38.2	37.8	40.7	42.7	46.7

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 09a: % of babies breastfed at 6-8 weeks review



The Plan for North Lanarkshire baseline: 23.1% (2017/18)

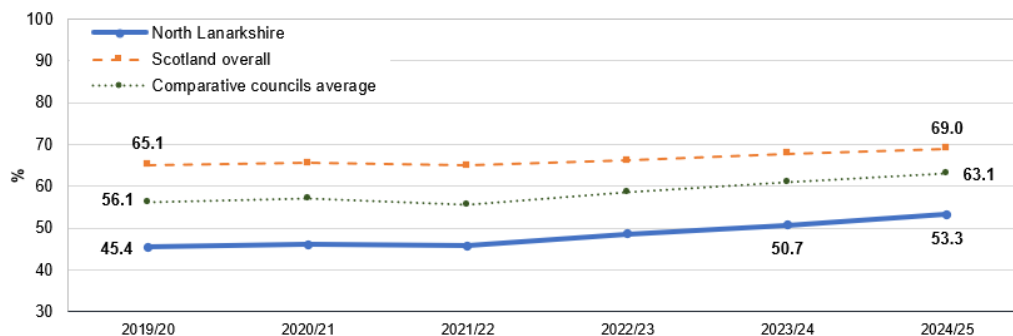
% of babies breastfed at the first review (around 10-14 days old)

Performance indicator	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
% of babies breastfed at the first review (around 10-14 days old) - North Lanarkshire	45.4	46.1	45.8	48.6	50.7	53.3

% of babies breastfed at the first review (around 10-14 days old) - Scotland	65.1	65.6	65.0	66.1	67.8	69.0
Comparative average for the group of similar councils*	56.1	57.1	55.7	58.6	61.0	63.1

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 09b: % of babies breastfed at the first review (around 10-14 days old)

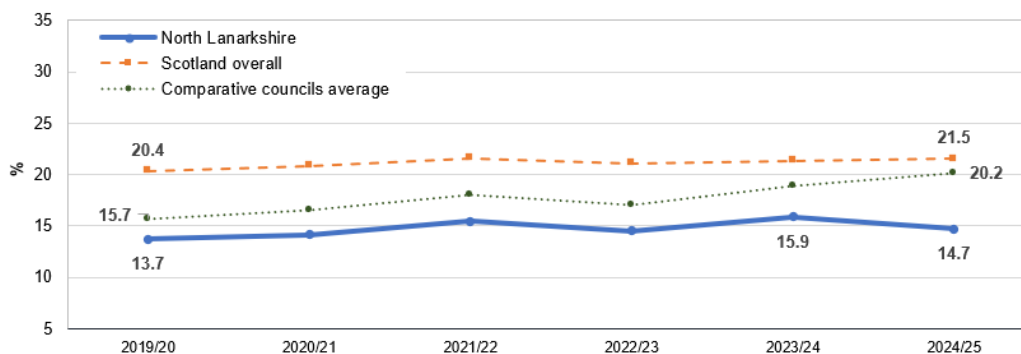


% of babies breastfed at 13-15 month review

Performance indicator	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
% of babies breastfed at 13-15 month review - North Lanarkshire	13.7	14.2	15.5	14.5	15.9	14.7
% of babies breastfed at 13-15 month review - Scotland	20.4	20.9	21.6	21.1	21.4	21.5
Comparative average for the group of similar councils*	15.7	16.6	18.0	17.1	18.9	20.2

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 09c: % of babies breastfed at 13-15 months review



How North Lanarkshire has performed

After a flat trend in the previous year, the latest figures in Figure 09a show a significant increase, with 35.6% of babies breastfed at the 6-8-week review - up from the previous high of 30.4%.

% of babies breastfed at 6-8 week review

- Figure 09a shows that the improving trends for breastfeeding in North Lanarkshire have followed the level of improvement seen nationally.
- This also shows that the latest figure of 35.6% is a significant improvement from The Plan for North Lanarkshire baseline of 23.1% in 2017/18 (this equates to 225 more babies).
- This shows an improvement in babies in NL who are not breastfed at their 6-8 week review

from 76.9% to 64.4% over the period of The Plan for North Lanarkshire.

% of babies breastfed at the first review (around 10-14 days old)

- Figure 09b shows that North Lanarkshire has experienced a small year on year improvement in the proportion of babies breastfed at the first review (around 10-14 days old), which follows the trend in the level of improvement seen nationally.
- The latest figures show that 53.3% of babies in North Lanarkshire are breastfed at the first review (around 10-14 days old), compared to a national average of 69%. Other local authority comparisons are not available earlier than 2019/20 for this measure.

% of babies breastfed at 13-15 month review

- Figure 09c shows that North Lanarkshire had experienced a small year on year improvement in the proportion of babies breastfed at the 13-15 month review, which had been on a par with the level of improvement seen nationally.
- However, the latest figures show that this had dipped slightly from 15.9% to 14.7% of babies in NL are breastfed at the 13-15 month review (compared to a national average of 21.5% which had remained relatively steady from the previous year).
- This is in contrast to the comparative average for the group of similar councils where babies breastfed at the 13-15 month review had increased over the same period (from 18.9% to 20.2%). Other local authority comparisons are not available earlier than 2019/20 for this measure.

North Lanarkshire's figures for review at 10-14 days old and 6-8 weeks show a positive improving position that mirrors the trend in both the national average and the comparative average for the group of similar councils (Figures 09a and 09b).

Latest results show that over half of all new babies in North Lanarkshire are breastfed at the first review (around 10-14 days old), but the ability to sustain this can be shown to drop by time of the 6-8 week review and by the time of the 13-15 month review where the results show a decrease from the previous to the current year (15.9% to 14.7%).

Figures 09a, 09b, and 09c show that North Lanarkshire is performing below the national average and the comparative averages for the group of similar councils, but is generally following the same trend.

On average around 3,000 children in North Lanarkshire are eligible for a review at each of the three stages. Only Glasgow and Edinburgh have a higher number of eligible children to be reviewed.

Impact of delivering The Plan for North Lanarkshire

Improving breastfeeding rates means better health for babies and mothers. For babies, it means better nutrition, stronger immunity, and healthier development in the early months of life. Mothers also benefit, with reduced risks of certain cancers and improved wellbeing.

Higher breastfeeding rates contribute to a healthier population overall and ease pressure on health services by reducing preventable illnesses. Together, these outcomes help create a place where families feel supported, children get the best start in life, and long-term health and resilience can be improved.

Child wellbeing - % of children reviewed at 27-30 months with no concerns recorded (c10)

What this means

- This measures the proportion of all children receiving a 27-30 month review that had no concerns across all of the nine developmental domains (i.e. social, emotional, behavioural, attention, speech language and communication, gross motor skills (large body movements), fine motor skills (small muscle movements and hand-eye co-ordination), vision, and hearing).
- During a child’s 27-30 month review, a health professional (normally a health visitor) assesses a child’s developmental status and records the outcome (e.g. no concern, concern newly suspected as a result of the review, or concern or disorder already known prior to the review) against each of the nine developmental domains.
- All available records for children turning 27 months in the period are included in the assessment as long as a review takes place before a child turns 3 years.

Why this matters

- Measuring the proportion of children with no concerns at their 27-30 month review shows how well children are being supported at a critical developmental stage, as strong early progress provides the foundation for future learning, employment, and wellbeing.
- The 27-30 month review captures a crucial stage in a child’s growth, including speech and language, social skills, physical development, and emotional wellbeing. Strong early development is linked to better educational outcomes, stronger family stability, and fairer life chances throughout childhood and beyond.

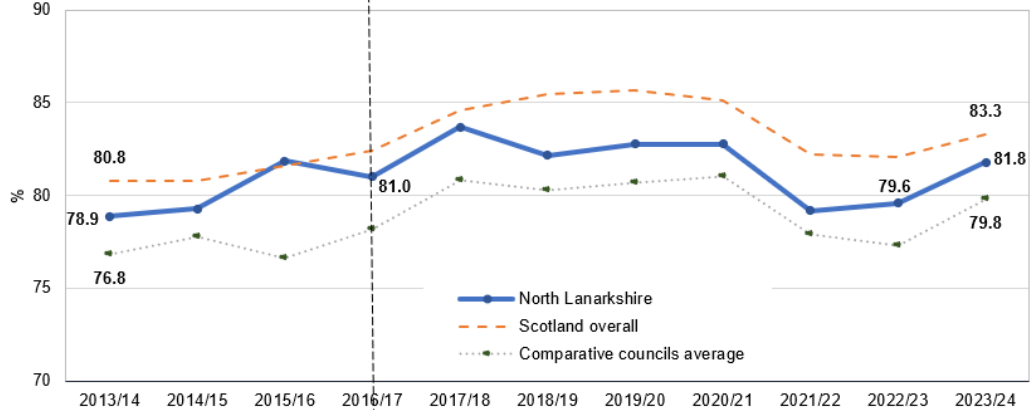
Latest performance

% of children reviewed at 27-30 months with no concerns recorded

Performance indicator	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
% of children reviewed at 27-30 months with no concerns recorded - North Lanarkshire	81.0	83.7	82.2	82.8	82.8	79.2	79.6	81.8
% of children reviewed at 27-30 months with no concerns recorded - Scotland	82.4	84.6	85.5	85.7	85.1	82.2	82.1	83.3
Comparative average for the group of similar councils*	78.2	80.8	80.3	80.7	81.0	77.9	77.3	79.8

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 10a: % of children reviewed at 27 to 30 months with no concerns recorded



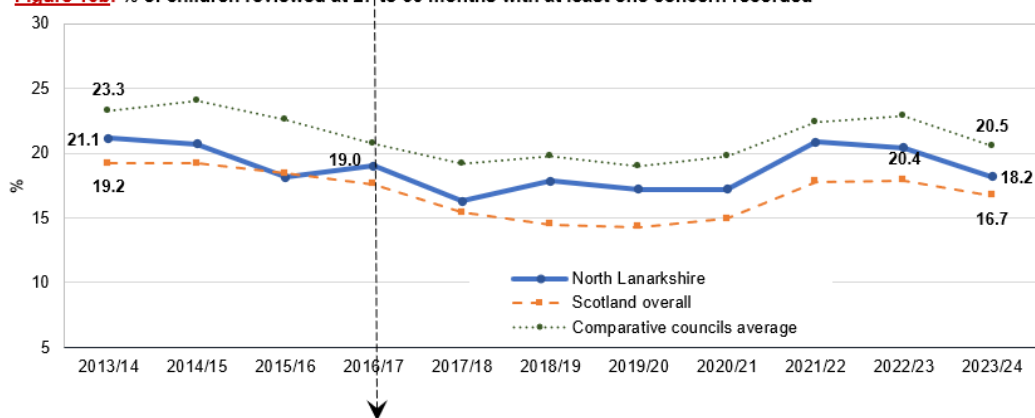
The Plan for North Lanarkshire baseline: 81% (2016/17)

% of children reviewed at 27-30 months with at least one concern recorded

Performance indicator	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
% of children reviewed at 27-30 months with at least one concern recorded - North Lanarkshire	19.0	16.3	17.8	17.2	17.2	20.8	20.4	18.2
% of children reviewed at 27-30 months with at least one concern recorded - Scotland	17.6	15.4	14.5	14.3	14.9	17.8	17.9	16.7
Comparative average for the group of similar councils*	20.7	19.2	19.8	19.0	19.8	22.4	22.9	20.5

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 10b: % of children reviewed at 27 to 30 months with at least one concern recorded



The Plan for North Lanarkshire baseline: 19% (2016/17)

How North Lanarkshire has performed

Latest results show 81.8% of children in North Lanarkshire have no concerns in any developmental domain at their 27-30 month review.

- The latest results for North Lanarkshire (81.8%) are an improvement from the previous year (79.6%) in terms of the number of children who have no concerns in any developmental domain (Figure 10a).
- The trend in the proportion of children with no concerns in any domain remains less than the highest level recorded in 2017/18 (83.7%), but higher than The Plan for North Lanarkshire baseline of 81%.
- Along with the improvement in the proportion of no concerns recorded, there is a corresponding decrease in the proportion where one or more concerns have been recorded which is a positive movement.
- Figure 10b shows where one or more concerns have been recorded - this has decreased to 18.2% in the latest results from 20.4% the previous year.

North Lanarkshire's results for both indicators show a positive improving position that mirrors the trend in both the national average and the comparative average for the group of similar councils.

Figure 10a and Figure 10b also show that North Lanarkshire is performing better than the comparative average for the group of similar councils (81.8% and 18.2% compared to 79.8% and 20.5% respectively).

This indicator records the average number of concerns identified at case conferences / planning meetings of children who are on the child protection register. The pandemic led to changes in how reviews were delivered as well as the circumstances of daily life for many children in 2020/21 and 2021/22. As such, factors related to assessment, recording, and genuine changes in developmental issues may have impacted on the data for these years.

Impact of delivering The Plan for North Lanarkshire

Improvements in this indicator means that more children are developing well at the 27-30 months review point. It means they are more likely to start nursery and school ready to learn, giving them a stronger platform for good educational outcomes. This early readiness increases the likelihood of progressing into positive destinations such as training, employment, and productive adulthood, contributing to a more skilled and resilient future workforce.

Strong early development also supports a families' ability to participate in the local economy. When children are healthy, confident, and meeting developmental milestones, parents face fewer childcare challenges, fewer health appointments, and less stress. This reduces barriers to employment and training, enabling more parents - particularly mothers and carers - to enter or remain in work.

Educational attainment - % of pupils achieving 5 or more awards at level 6 (c11 / c12)

What this means

- This indicator provides a measure of achievement for secondary school pupils (in the senior phase 4 to 6, typically 15 to 18 year olds) who appear on the pupil census for local authority schools. It represents the percentage of pupils gaining 5 or more awards at Scottish Credit and Qualifications Framework (SCQF) level 6.
- A SCQF Level 6 is essentially a higher in the Scottish education system (however not all SCQF Level 6 qualifications are traditional Highers as the level represents the difficulty of the learning, not just the type of qualification).
- Measuring attainment in this manner for all pupils - as well as for those living in the 20% most deprived areas (as per the Scottish Index of Multiple Deprivation (SIMD)) - provides one way to carry out a high level assessment of the attainment gap.

Why this matters

- Tracking this information provides a clear picture of how well education systems are performing and whether young people are developing the skills needed for employment and life. Because education is closely linked to employment, income, and health, and wellbeing, tracking attainment supports evidence-based decisions that improve both individual life chances and wider social and economic outcomes.
- Educational attainment helps shape people’s opportunities in the labour market and the level at which they can participate. Higher levels of attainment typically open up access to a wider range of jobs and support better long-term outcomes, allowing individuals to progress based on their skills and efforts rather than their circumstances.

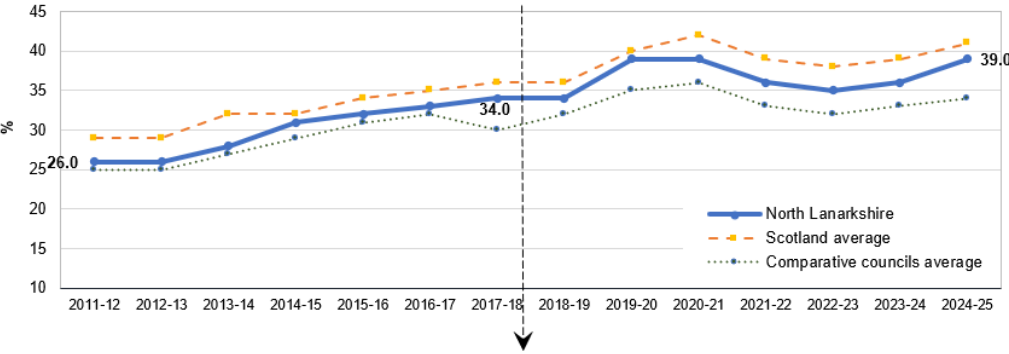
Latest performance

All pupils

Performance indicator	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
% of pupils achieving 5 or more awards at level 6 - North Lanarkshire	34.0	34.0	39.0	39.0	36.0	35.0	36.0	39.0
% of pupils achieving 5 or more awards at level 6 - Scotland	36.0	36.0	40.0	42.0	39.0	38.0	39.0	41.0
Comparative average for the group of similar councils*	30.0	32.0	35.0	36.0	33.0	32.0	33.0	34.0

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 11a: % of pupils achieving 5 or more awards at level 6



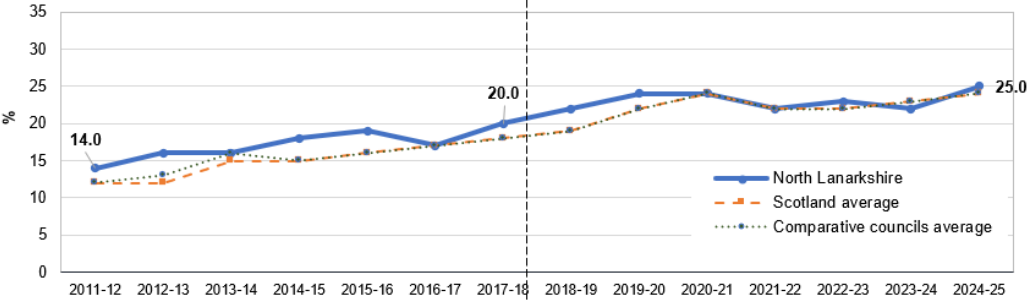
The Plan for North Lanarkshire baseline: 34% (2017/18)

Pupils living in the 20% most deprived areas (as per the Scottish Index of Multiple Deprivation (SIMD)).

Performance indicator	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
% of pupils achieving 5 or more awards at level 6 - North Lanarkshire	20.0	22.0	24.0	24.0	22.0	23.0	22.0	25.0
% of pupils achieving 5 or more awards at level 6 - Scotland	18.0	19.0	22.0	24.0	22.0	22.0	23.0	24.0
Comparative average for the group of similar councils*	18.0	19.0	22.0	23.0	22.0	22.0	22.0	23.0

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 12a: % of pupils - living in the 20% most deprived areas (as per the SIMD) - achieving 5 or more awards at level 6



The Plan for North Lanarkshire baseline: 20% (2017/18)

How North Lanarkshire has performed

Due to the pandemic, the time period covered by the data reflects four distinct approaches to assessment and certification of SQA attainment. This includes a longstanding use of exams and externally assessed coursework (pre-pandemic), the use of estimates as a basis for awards in 2020, an Alternative Certification model in 2021, and the return of formal exams in 2022 with adjustments in place to mitigate the ongoing effects of the pandemic.

The different circumstances and awarding processes of 2019, 2020, 2021, and 2022 do not therefore allow for a wholly accurate comparison across the years and therefore this context needs to be taken into account when reviewing the data and trends for this indicator.

All pupils

- Latest results for educational attainment in North Lanarkshire (39%) show an increasing trend that is in line with the national average and the comparative average for the group of similar councils.
- The latest results (39%) show an improvement from the previous year (36%) and The Plan for North Lanarkshire baseline (34%).

North Lanarkshire’s latest results (39%) are lower than the national average (41%) but higher than the comparative average for the group of similar councils (34%).

Pupils living in the 20% most deprived areas (as per the Scottish Index of Multiple Deprivation (SIMD)).

- Latest results for educational attainment in North Lanarkshire (25%) show improvement from the previous year at a slightly greater rate than the national average and the comparative average for the group of similar councils.
- The latest results (25%) show an improvement from the previous year (22%) and The Plan for North Lanarkshire baseline (20%).

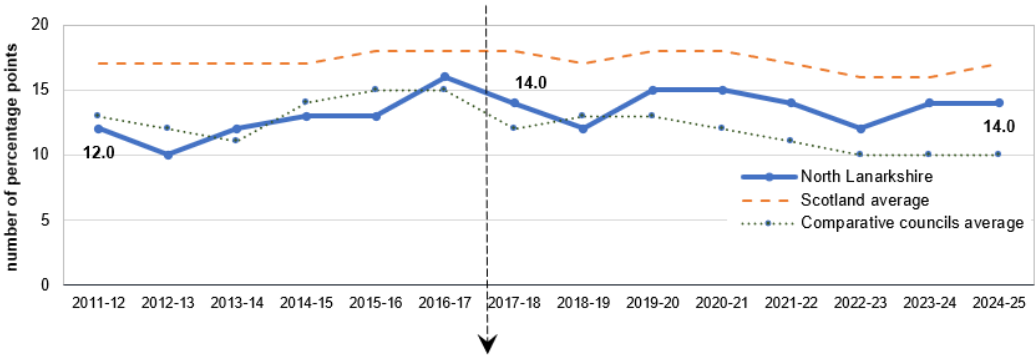
North Lanarkshire’s latest results (25%) are higher than the national average (24%) and the

comparative average for the group of similar councils (23%).

Gap in percentage points between C11 (all pupils) and C12 (pupils living in the 20% most deprived areas (as per the Scottish Index of Multiple Deprivation (SIMD))).

Performance indicator	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Gap in percentage points between C11 and C12 - North Lanarkshire	14	12	15	15	14	12	14	14
Gap in percentage points between C11 and C12 - Scotland	18	17	18	18	17	16	16	17
Comparative average for the group of similar councils*	12	13	13	12	11	10	10	10

Figure 12b: gap in percentage points between C11 and C12



The Plan for North Lanarkshire baseline: 14 (2017/18)

Figures 11a and 12a show a difference in attainment at this level between those pupils living in the 20% most deprived areas, compared to the overall student population.

- Between the overall figure (c11), and that for those living in the most deprived areas (c12), the gap in North Lanarkshire is smaller than it is nationally - there is a 14 percentage point difference in attainment in respect of 5 or more awards at level 6 or above in North Lanarkshire compared to a 17 percentage point gap nationally. The comparative average gap for the group of similar councils is lower at 10 percentage points.
- Over the period of The Plan for North Lanarkshire the gap in North Lanarkshire has remained the same. However, care should be taken when interpreting this result as the approach to assessing attainment has changed over the years and this is only one high level way of assessing the attainment gap, there are a range of other measures used in the education sector specifically for this purpose.

Impact of delivering The Plan for North Lanarkshire

Educational attainment plays a central role in delivering inclusive growth and prosperity for all because it shapes people’s ability to participate fully in the economy and in society. Higher levels of education are strongly linked to better employment prospects, higher earnings, and greater job security. When more people gain relevant qualifications and skills, productivity increases, businesses can grow, and economic benefits are spread more widely rather than concentrated among a small group.

Higher educational attainment can widen opportunities for people living in deprived areas. Reducing attainment gaps supports social mobility by improving access to further learning, training, and employment and helps break cycles of disadvantage. Over time, this helps reduce poverty, strengthens community resilience, and reduces demand pressures on services.

Post school destinations - % of pupils entering positive post school destinations (c13)

What this means

- This measure counts school leavers from publicly funded mainstream schools and reports initial destinations approximately three months after the end of the school year.
- Positive destinations include higher education, further education, employment, training, voluntary work, and personal skills development.

Why this matters

- Measuring positive post-school destinations is important because it shows whether young people are accessing meaningful education, training, or employment that leads to long-term opportunity. Tracking these measures also helps to target support to groups who may be at risk of being left behind.

Latest performance

Performance indicator	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
% of pupils entering positive post school destinations - North Lanarkshire	91.8	93.4	94.3	92.2	94.5	94.2	94.7	94.2	93.9
% of pupils entering positive post school destinations - Scotland	93.9	94.6	95.0	93.3	95.5	95.7	95.9	95.7	95.7
Comparative average for the group of similar councils*	93.8	93.7	95.0	92.5	94.5	95.3	96.2	95.6	94.6

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 13a: % of pupils entering positive post school destinations

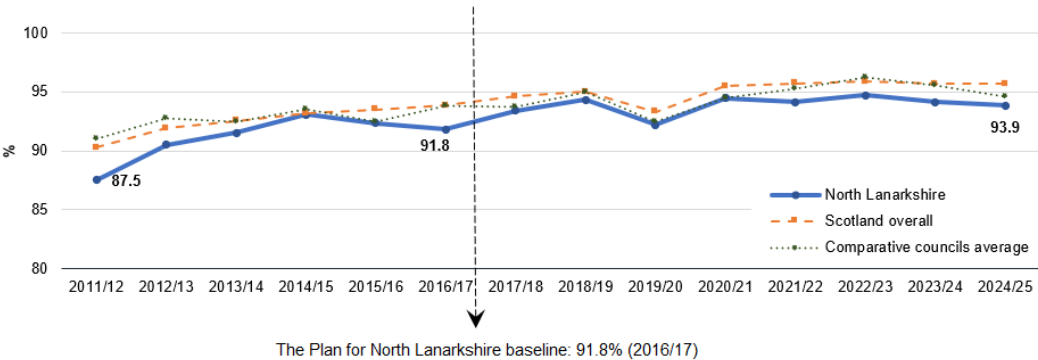


Figure 13b: number of pupils in NL achieving a positive destination / not achieving a positive destination

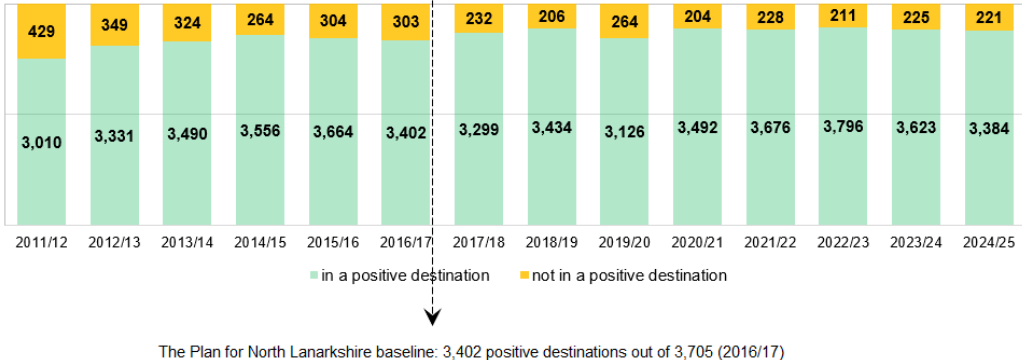
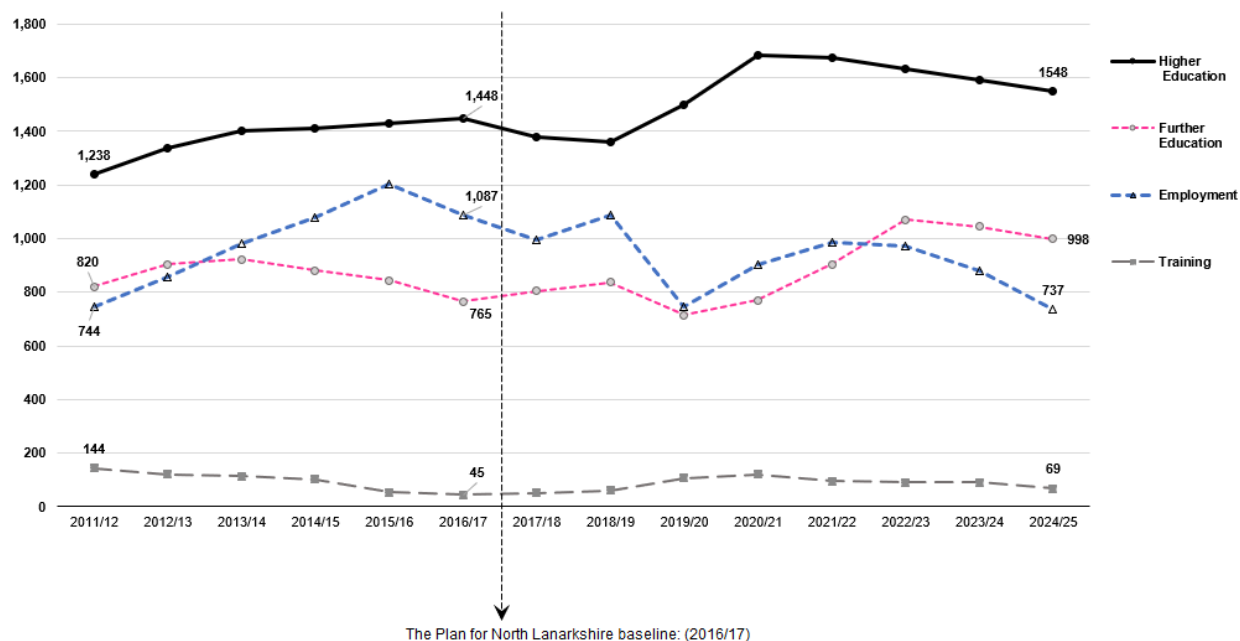


Figure 13c: number positive destinations for pupils in North Lanarkshire for the 4 main destinations



How North Lanarkshire has performed

The latest results show that 93.9% of young people in North Lanarkshire (3,384 out of 3,605) achieved a position destination.

- The latest results (93.9%) show a small decrease from the previous year when 94.2% (3,623 out of 3,848) achieved a position destination but show improvement from The Plan for North Lanarkshire baseline of 91.8% (Figure 13a).
- The latest result of 93.9% equates to 3,623 leavers achieving a positive destination out of 3,884 meaning 221 leavers did not achieve a positive destination (Figure 13b).
- Reviewing the % result for this indicator does not necessarily show the full position in terms of the number of leavers achieving a positive destination. A more meaningful result is the number of pupils not achieving a positive destination over the years. As shown in Figure 13b this showed considerable improvement immediately following The Plan for North Lanarkshire baseline (from 303 to 232) and has remained above 200 since.
- Figure 13c shows the main destinations for leavers (higher education, further education, employment, and training) where the data reflects the change in numbers over the period of The Plan for North Lanarkshire.

Figure 13c only reflects the four main positive destinations (i.e. higher education, further education, employment, training) so figures will not add up to the totals in Figure 13b.

The trend in achieving positive post-school destinations in North Lanarkshire over the years has mirrored that of both the national position and the comparative average for the group of similar councils, although figures remain slightly lower.

Impact of delivering The Plan for North Lanarkshire

Improving positive destinations ensures more young people progress into education, training, or employment that builds their skills, confidence, and long-term prospects. Strong destination outcomes develop a skilled local workforce, reduce future unemployment, and raise earning potential - all of which strengthen the local economy.

A more resilient workforce helps employers fill skills gaps and supports higher productivity, which in turn creates a stronger labour market and a broader, more sustainable tax base. Ultimately, improving post-school destinations ensures every young person can participate fully in the economy, enabling people and communities to thrive.

School exclusion rate per 1,000 pupils - all children (indicator c14) / looked after children (c15)

What this means

- This measures the number of exclusion cases in terms of (a) both primary and secondary school pupils and (b) looked after children.
- As pupils can be excluded more than once in a year, a single pupil may be counted more than once in the figures - for this reason this measures the number of cases of exclusion, not the number of pupils.
- For looked after children, figures are for the local authority responsible for the looked after child as looked after children may attend school in a different local authority to the one that is responsible for them.
- Data in respect of school exclusions is only published nationally every second year.

Why this matters

- Measuring this will show if interventions have reduced the number of children not in education.
- Research shows that lower levels of attendance can negatively impact a young person's participation, attainment, and future opportunities. Missing even 10% of schooling over a year can significantly affect academic performance.

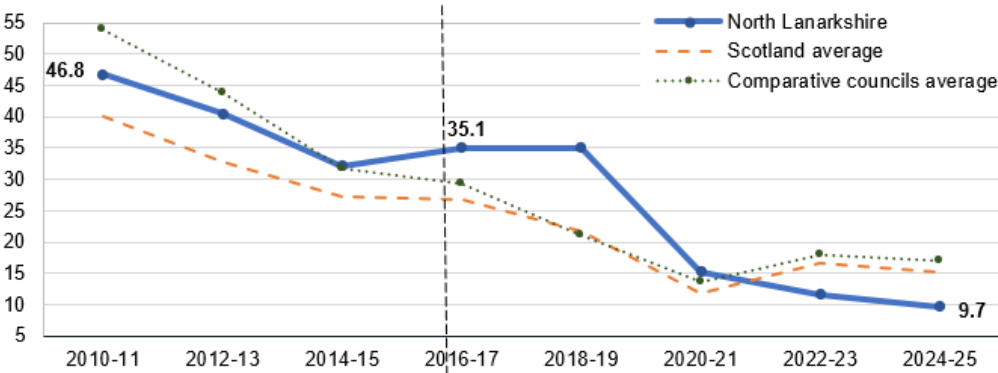
Latest performance

All children

Performance indicator	2016-17	2018-19	2020-21	2022-23	2024-25
Rate of exclusion per 1,000 pupils - North Lanarkshire	35.1	35.0	15.3	11.6	9.7
Rate of exclusion per 1,000 pupils – Scotland	26.8	21.7	11.9	16.6	15.2
Comparative average for the group of similar councils*	29.3	21.0	13.7	17.9	17.1

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 14a: school exclusion rate per 1,000 pupils - all children



The Plan for North Lanarkshire baseline: 35.1 (2016-17)

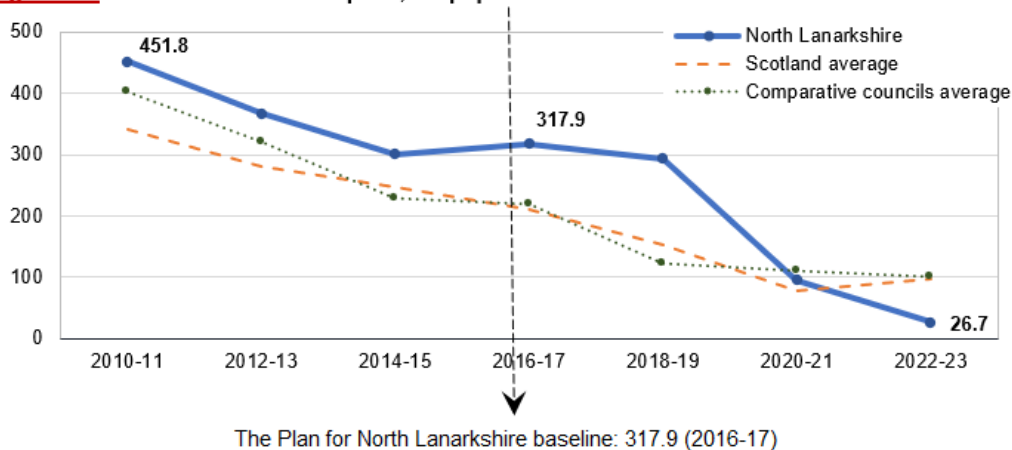
Looked after children

Performance indicator	2016-17	2018-19	2020-21	2022-23
Exclusions case rate per 1,000 pupils who were looked after - North Lanarkshire	317.9	293.3	95.7	26.7
Exclusions case rate per 1,000 pupils who were looked after - Scotland	210.2	152.2	77.8	96.9

Comparative average for the group of similar councils*	218.2	122.5	111.3	100.2
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* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 15a: school exclusion rate per 1,000 pupils - looked after children



How North Lanarkshire has performed

North Lanarkshire's schools have seen a positive decrease in exclusion rates for both all children and looked after children over the period of the reported data.

All children

- The latest figures reflect the lowest rate for North Lanarkshire over the reported data (9.7 per 1,000 pupils) which is lower than both the national average (15.2) and comparative average for the group of similar councils (17.1).
- Over the period of The Plan for North Lanarkshire overall exclusion rates have improved by 72% from 35.1 per 1,000 pupils to 9.7.
- This is a significant improvement in North Lanarkshire compared to lower improvements over the same period in both the national average (43%) and the comparative average for the group of similar councils (42%).

Looked after children

- The latest figures reflect the lowest rate for North Lanarkshire over the reported data (26.7 per 1,000 pupils) which is lower than both the national average (96.9) and comparative average for the group of similar councils (100.2).
- Over the period of The Plan for North Lanarkshire exclusion rates for looked after children have improved by 92% from 317.9 per 1,000 pupils to 26.7.
- This is a significant improvement in North Lanarkshire compared to lower improvements over the same period in both the national average and the comparative average for the group of similar councils (both 54%).

The trend in school exclusions in North Lanarkshire is mirrored in the comparison with the exclusion rates in the group of similar councils for both all children and looked after children. Although in both instances the trend in North Lanarkshire has improved from being above the national and comparative group averages to below the averages, a significant improvement.

Impact of delivering The Plan for North Lanarkshire

Good attendance fosters a strong sense of school connectedness, which is associated with better outcomes in attainment, wellbeing, and reduced involvement in offending behaviours. Regular attendance also serves as a protective factor for children experiencing adversity or trauma, supporting early intervention and positive development.

Reducing the number of children excluded from school which will have a positive impact on a child's participation, attainment, and future opportunities.

Gross value added (GVA) - economic growth per head of population (c16)

What this means

- GVA (Gross Value Added) measures the value of goods and services an area produces - essentially, how much the local economy creates. Per head divides that total by the number of people living in the area.
- GVA growth per head shows whether the economic output per person is rising or falling.
- This measure uses the income approach which allocates income to the region in which the economic activity takes place. The data in this time series is rebased and recalculated each year at current basic prices when new results are produced.

Why this matters

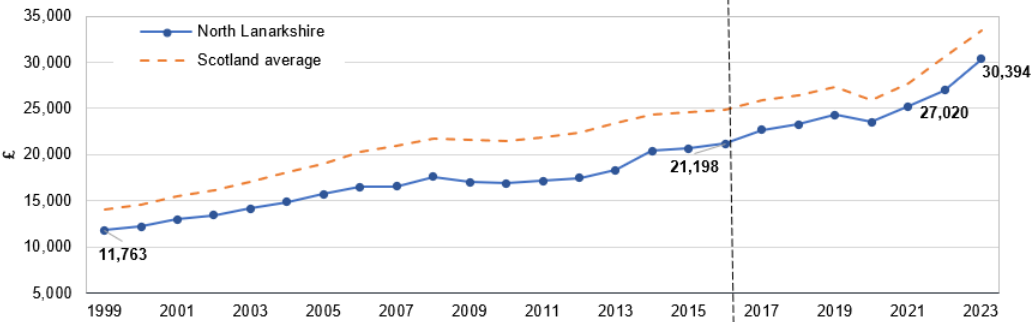
- Measuring GVA growth per head is important because it shows whether economic output is increasing faster than the population, giving a clearer picture of how prosperity is changing for each person. Rising GVA per head indicates stronger productivity, higher earnings potential, and a more resilient local economy, while flat or falling GVA per head can signal that growth isn't translating into improved living standards.
- GVA is widely used as a core indicator of local economic performance because it reflects the value available to share between workers and businesses.

Latest performance

Performance indicator	2016	2017	2018	2019	2020	2021	2022	2023
GVA per head of population at current basic prices - North Lanarkshire	£21,198	£22,712	£23,262	£24,291	£23,533	£25,260	£27,020	£30,394
GVA per head of population at current basic prices - Scotland	£24,822	£25,970	£26,386	£27,319	£25,869	£27,722	£30,634	£33,419

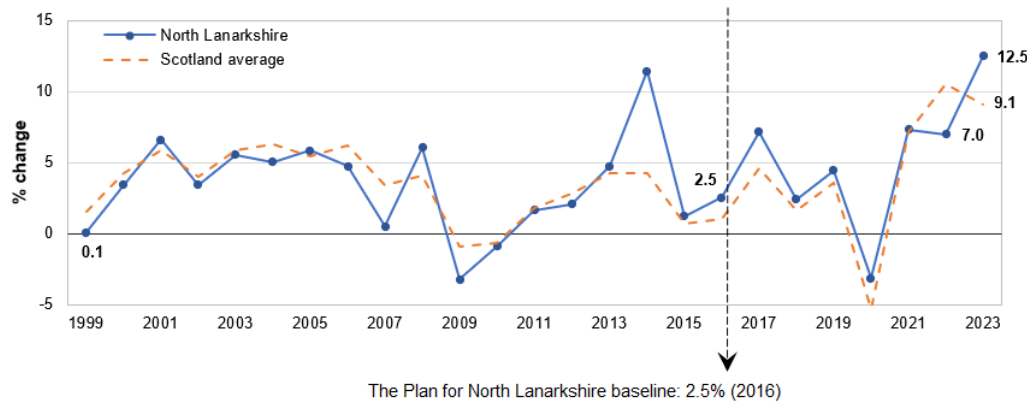
* A comparative average for the group of similar councils is not possible for this measure as GVA is recorded by regional areas which means for some areas several local authorities have the same combined figure. This also means that local authority areas are combined on a geographical basis rather than based on deprivation or population density, so calculating an average of other areas does not provide a meaningful comparison in this instance.

Figure 16a: GVA per head of population at current basic prices



The Plan for North Lanarkshire baseline: £21,198 (2016)

Figure 16b: % change in GVA from year to year



How North Lanarkshire has performed

The latest results shows that GVA growth in North Lanarkshire remains positive suggesting the local economy continues to grow, and does so at a greater rate than the national average.

- The latest results show a 12.5% increase in GVA per head in North Lanarkshire from 2022 to 2023 which is an improving trend following year on year growth of 7% recorded in the previous year (Figure 16b). The 12.5% growth in the latest results is the highest growth level over the recorded data.
- Looking at the baseline for The Plan for North Lanarkshire, GVA per head of population at current prices shows that North Lanarkshire has seen a rise of 43.4% from £21,198 in 2016 to £30,394 in 2023 (Figure 16a), compared to an increase of 34.6% nationally over the same period.
- The extent of growth in North Lanarkshire shows significant movement from a position of -3.1% during the pandemic to the latest results of +12.5% in three years (nationally this position moved from -5.3% to +9.1% over the same period).
- Figure 16b displays the % change in economic growth from one year to the next - the historical trends for the last 10 years and beyond not only show positive movement (which has continued over the period of The Plan for North Lanarkshire), it also shows economic growth in North Lanarkshire has steadily remained in line with, or above, the national average.

There is a time lag in the availability of these results with the most recent for 2023 being published in April 2025. However, the period covered by the most recent results clearly reflects the impact of the pandemic - with the dip in North Lanarkshire in 2020 (which mirrored the national position) followed by successive years of growth.

Impact of delivering The Plan for North Lanarkshire

Increasing GVA per head means that the economy is generating more value for each person, signalling rising productivity and higher potential incomes. This strengthens the local labour market, attracts investment, and supports better-quality jobs.

As GVA per head adjusts for population size, higher GVA also shows that growth is translating into improved living standards rather than being diluted by demographic change. As output per person rises, the tax base grows, giving public services more capacity to invest in local priorities.

Average gross weekly pay - for North Lanarkshire's residents (c17)

What this means

- This measures the average earnings in pounds for employees living in the area who work full-time and are on adult rates of pay and whose pay was not affected by absence.
- Earnings information collected relates to gross pay before tax, national insurance or other deductions, and excludes payments in kind.
- The data for this indicator is derived from a national survey (the national Annual Survey of Hours and Earnings); it therefore represents a sample of the population relating to a pay period in April each year. The survey does not cover those who are self-employed.

Why this matters

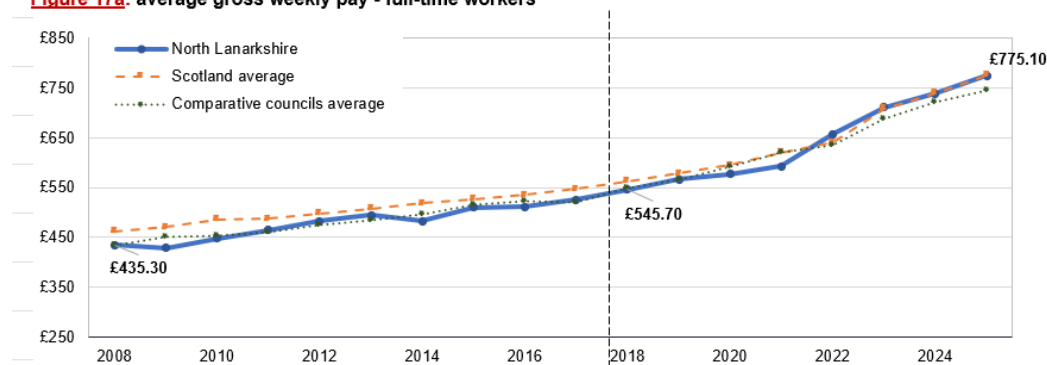
- Measuring gross weekly pay for local residents is important because it shows whether people are earning enough to support a decent standard of living, including everyday costs like rent, food, transport, and childcare. It highlights whether local jobs are mainly low-paid or if residents are having to rely on overtime, multiple jobs, or in-work benefits to get by.
- Understanding earnings levels also helps assess job quality, not just job quantity. It shows whether local employers are offering competitive pay, which influences whether people stay in an area or commute elsewhere for better-paid work. It also provides a clearer picture of whether economic growth is genuinely improving people's lives.

Latest performance

Performance indicator	2018	2019	2020	2021	2022	2023	2024	2025
Gross weekly pay - North Lanarkshire	£545.70	£567.20	£576.90	£592.70	£657.90	£711.00	£739.00	£775.10
Gross weekly pay - Scotland	£562.70	£578.30	£595.00	£619.90	£641.30	£709.40	£740.10	£775.60
Comparative average for the group of similar councils*	£549.70	£566.90	£592.50	£620.40	£635.70	£689.00	£721.50	£745.50

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 17a: average gross weekly pay - full-time workers



The Plan for North Lanarkshire baseline: £545.70 (2018)

Figure 17b: average gross weekly pay - gap between North Lanarkshire and Scotland

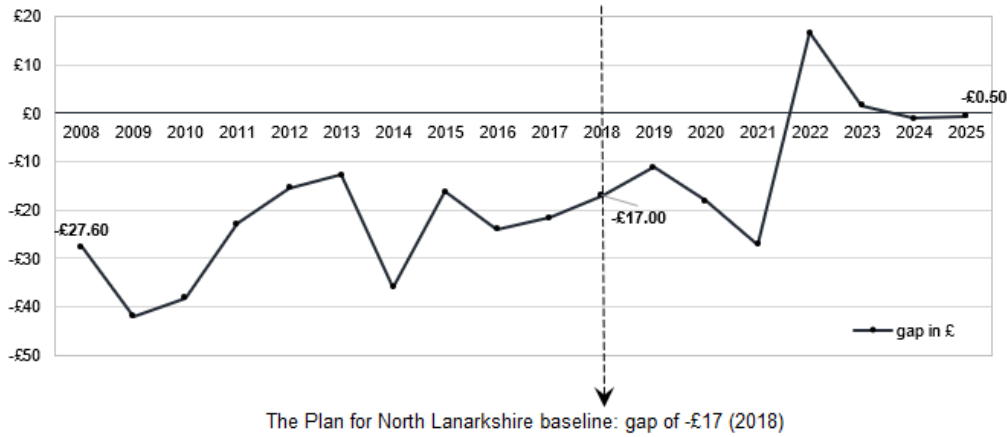
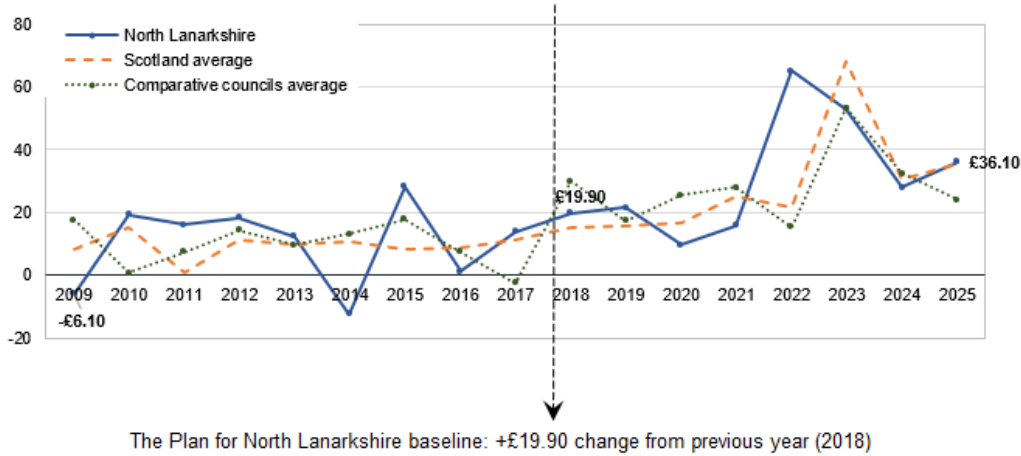


Figure 17c: £ change in gross weekly pay from year to year



How North Lanarkshire has performed

Gross weekly pay for North Lanarkshire’s residents became higher than the average earnings nationally for the first time ever in 2022. Results each year show gross weekly pay has continued to increase positively year on year since.

- The latest results for gross weekly pay in North Lanarkshire show this to be £775.10 (Figure 17a) - an increase of £36.10 from the previous year (Figure 17c), this is higher than the average increase of £35.50 nationally over the same period.
- The Plan for North Lanarkshire baseline set in 2018 saw gross weekly earnings to be £545.70; at the time this was £17 lower than the national average of £562.70. Prior to this the widest gap in average earnings for North Lanarkshire compared to Scotland was £42 in 2009 before the gap reduced to its narrowest point in 2019 (£11.10) just before the pandemic.
- Since 2018, this gap has seen year on year improvement and reached a point in 2022 where North Lanarkshire’s gross weekly wage was £16.60 higher than the national average. This position has remained steady, with year on year gross weekly pay increases in North Lanarkshire tracking the national average.
- Figure 17b shows the difference between the average gross weekly pay in North Lanarkshire compared to Scotland, which has improved over the period of The Plan for North Lanarkshire from £17 lower to a 50p difference per week.
- Figure 17c shows at the time of The Plan for North Lanarkshire baseline wages had increased by £19.90 from the previous year, the latest results show the increase from the previous year now £36.10.

The trend in gross weekly pay in North Lanarkshire is mirrored in the comparison with the national average. The comparative average gross weekly pay for the group of similar councils (£745.50) is lower than North Lanarkshire, and has experienced a lower year on year increase (£24.00) compared to £36.10 in North Lanarkshire and £35.50 nationally.

Impact of delivering The Plan for North Lanarkshire

Improving gross weekly pay rates for residents increases household income and helps people meet their essential needs. When wages rise, residents typically have more stability, can plan ahead, and are better able to support the local economy by having more disposable income, boosting spending in local shops, services, and businesses. By reducing in-work poverty, better pay supports a higher quality of life for lower-income households.

As earnings rise, so too does the local tax base, enabling greater investment in public services and community priorities. Overall, improving pay levels strengthens the resilience of the labour market and ensures that economic growth benefits more people and places.

Economically active - % of the working age population who are economically active (c18)

What this means

- This measures the proportion of the working age population who are economically active.
- A person's economic activity is derived from their activity last week; people who are economically active are those who are either in employment or unemployed (but actively looking for work, waiting to start a new job, or available to start a new job).
- This data comes from the Annual Population Survey (APS), the largest regular household survey in the UK. It includes data from the Labour Force Survey, plus further sample boosts.
- As the survey includes data from a sample, figures are therefore estimates which are subject to sampling variability.
- Economically inactive people are those who are neither employed nor unemployed; they're not in paid work, but they're also not looking for a job or available to start work. A person might be economically inactive for a number of reasons, such as being retired, a student, or too ill to work.

Why this matters

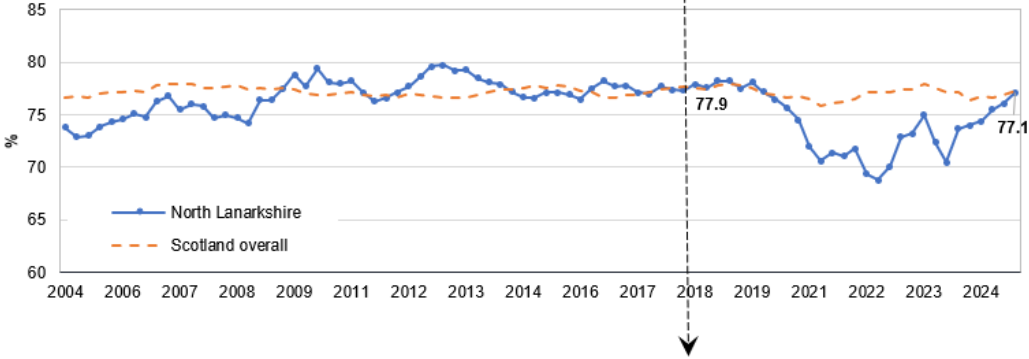
- Measuring economic activity is important because it shows not just how fast the economy is growing, but who is benefiting from that growth. It helps identify barriers that limit participation, particularly for disadvantaged groups, and provides evidence to design policies that support wider access to jobs, skills, and opportunities.

Latest performance

Performance indicator	September 2018	September 2019	September 2020	September 2021	September 2022	September 2023	September 2024	September 2025
% economically active - North Lanarkshire	77.9	77.5	75.7	71.4	68.8	75.0	74.0	77.1
% economically active - Scotland	77.6	77.8	76.7	76.1	77.2	77.9	76.4	77.3
Comparative average for the group of similar councils*	74.9	76.1	75.3	75.5	75.6	74.4	72.7	73.1

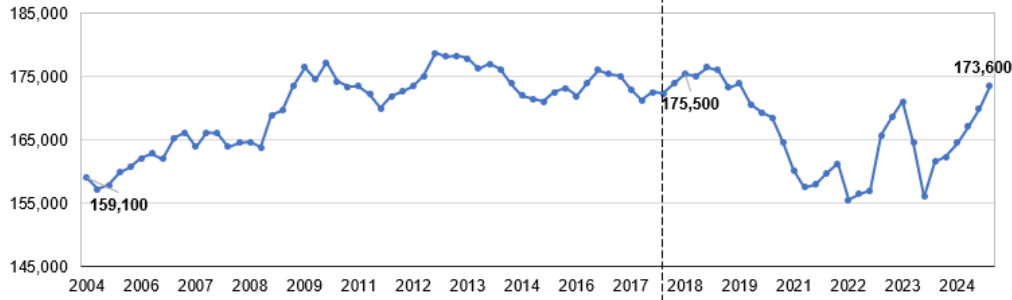
* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 18a: % of people economically active



The Plan for North Lanarkshire baseline: 77.9% (September 2018)

Figure 18b: number of people in North Lanarkshire economically active



The Plan for North Lanarkshire baseline: 175,500 (September 2018)

How North Lanarkshire has performed

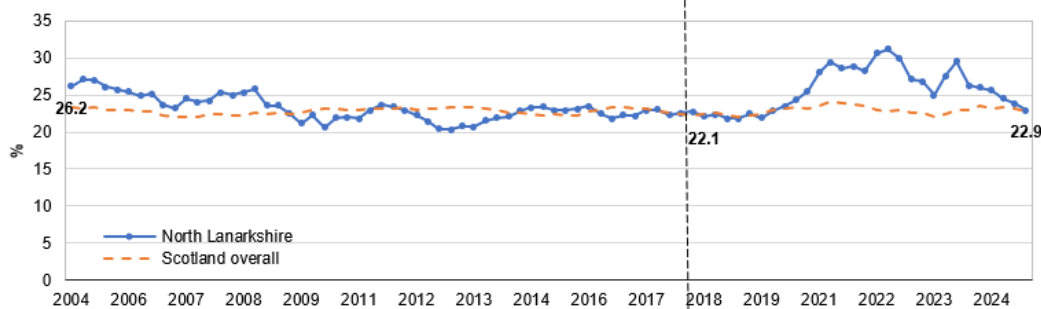
Economically active

- Figure 18a shows not only a period of relative stability over the 10 years prior to 2020, but also that the % of people economically active in NL exceeded the national average at times. This period included the 2018 baseline for The Plan for North Lanarkshire and shows that North Lanarkshire figures continued to follow the national average throughout 2019 and into early 2020.
- In 2020 this indicator started to show a decline and remained unsteady before reaching its lowest point to date as at September 2022 (68.8%); the timing of this suggests figures were impacted by the pandemic. Small gains have been recorded periodically thereafter, with the most recent showing an increase for the last six consecutive quarters from 70.5% as at March 2024 to 77.1% as at September 2025.
- In North Lanarkshire, this equates to around 173,600 people economically active (Figure 18b) with figures almost returning to the pre-pandemic level in 2019 (174,000).
- The latest results (77.1%) are now only slightly below The Plan for North Lanarkshire baseline (77.9%).

Figure 18a shows that the trend in North Lanarkshire did not follow that of the national average during and after the period of the pandemic, however the latest results show figures returning to a similar position with 77.1% economically active in North Lanarkshire compared to 77.3% in Scotland overall.

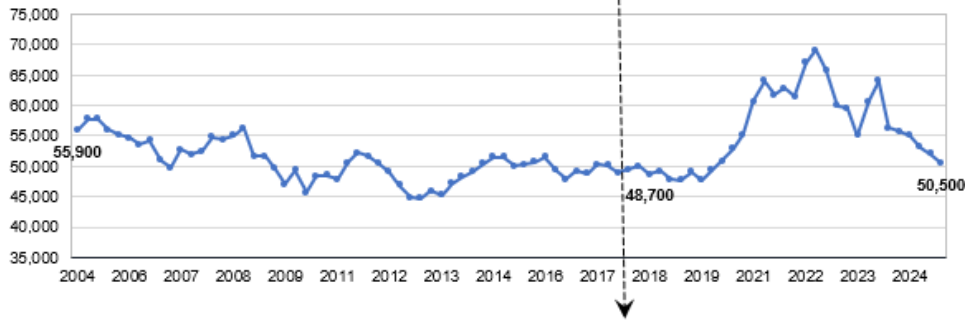
Economically inactive

Figure 18c: % of people economically inactive



The Plan for North Lanarkshire baseline: 22.1% (September 2018)

Figure 18d: number of people in North Lanarkshire economically inactive



The Plan for North Lanarkshire baseline: 48,700 (September 2018)

- Figure 18c shows not only a period of relative stability over the 10 years prior to 2020, but also that the % of people economically inactive in North Lanarkshire was below the national average at times. This period included the 2018 baseline for The Plan for North Lanarkshire and shows that North Lanarkshire figures continued to follow the national average throughout 2019 and into early 2020.
- In 2020 this indicator started to show an increase and remained unsteady before reaching its highest point to date as at September 2022 (31.2%); the timing of this suggesting figures were impacted by the pandemic. Small gains have been recorded periodically thereafter, with the most recent showing a decrease for the last six consecutive quarters from 29.5% as at March 2024 to 22.9% as at September 2025.
- In North Lanarkshire, this equates to around 50,500 people economically active (Figure 18d) with figures almost returning to the pre-pandemic level in 2019 (48,700).
- The latest results (22.9%) are now only slightly below The Plan for North Lanarkshire baseline (22.1%).

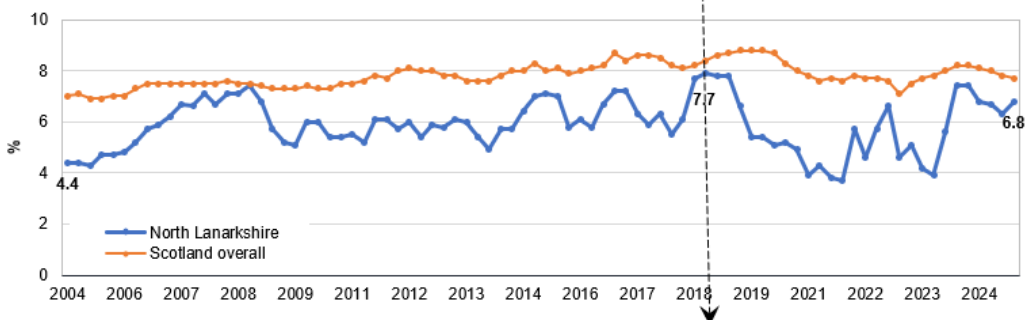
Figure 18c shows that the trend in North Lanarkshire did not follow that of the national average during and after the period of the pandemic, however the latest results show figures returning to a similar position with 22.9% economically inactive in North Lanarkshire compared to 22.7% in Scotland overall.

The latest results show consistent trends in the make up of those who are economically inactive, with the highest proportion remaining long-term sick (43%), students (21%), looking after family / home (16%), retired (10%), and other (10%).

Since 2020, the lowest recorded level of economic inactivity due to long-term sick was in early 2020 (31.5%, around 17,400 people). This fluctuated over the following years, rising to a high of 51.1% at December 2024 before dropping the latest figure of 42.9% (around 21,700).

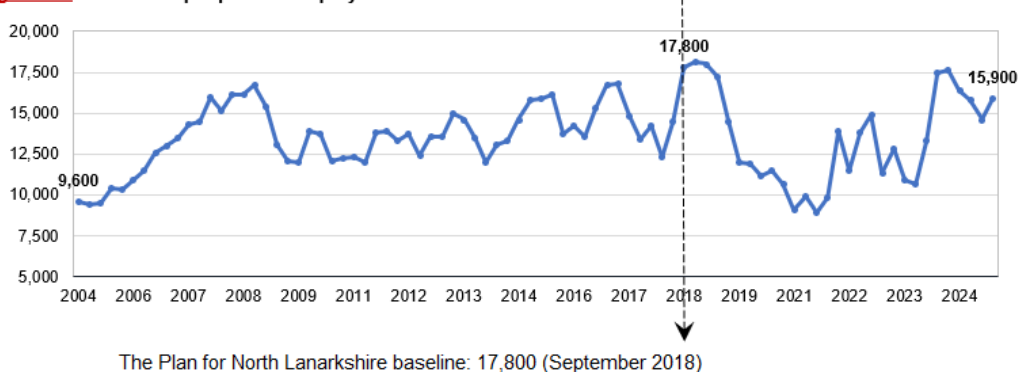
Self-employed

Figure 18e: % self-employed rate



The Plan for North Lanarkshire baseline: 7.7% (September 2018)

Figure 18f: number of people self-employed in North Lanarkshire



- Figure 18e shows that, prior to the pandemic, the number of people who were self-employed in North Lanarkshire as a proportion of the working age population was 7.8% in 2019.
- Self-employed rates then experienced an almost continual downward trend to 3.7% as at December 2021. Since December 2021 figures have fluctuated over the years, reaching a high of 7.4% as at September 2024 which has dropped slightly to 6.8% as at September 2025.
- These latest rates account for around 15,900 people as at September 2025.
- The latest rates account for 17,500 people self-employed as at September 2024 - a significant increase that returns self-employment levels in North Lanarkshire to pre-pandemic figures.
- As shown in Figure 18e, over the period of The Plan for North Lanarkshire self-employed rates have decreased slightly from 7.7% to 6.8% (from around 17,800 to 15,900), with significant fluctuations over that time.

Figure 18e shows that self-employed trends in North Lanarkshire over the years have not wholly followed that of the national average, and the latest results (6.8%) while showing a small increase, are below the position for Scotland overall (7.7%).

Impact of delivering The Plan for North Lanarkshire

Increasing the number of people in work supports local economic growth by widening participation in the labour market, reducing poverty, and improving living standards. More people earning a stable income can better support themselves and their families, leading to improved financial security, health, and overall wellbeing.

At a community level, higher employment strengthens the local economy through increased spending in local businesses, a broader tax base, and reduced demand for public services. Over time, this helps create more resilient places, with households better able to improve their circumstances (through income, education, occupation, and quality of life) and a more stable economic foundation.

Businesses - % of the VAT / PAYE registered businesses that survive for at least three years (c19)

What this means

- This measures the number of VAT / PAYE registered businesses who have survived three years after being created.
- Business sustainability data comes from the Businesses Demography 2024 publication (published in November 2025) and produced by the Office for National Statistics (ONS) using data from the Inter-Departmental Business Register (IDBR). The main administrative sources for the IDBR are VAT trader and PAYE employer information passed to the ONS by HM Revenue and Customs under the Value Added Tax Act 1994. For VAT traders and the Finance Act 1969 for PAYE employers, details of incorporated businesses are also passed to ONS by Companies House.
- It is worth noting the time lag in measuring business sustainability over three years as this requires three years' worth of data from when a business was established, e.g. for a business established in 2021, 2024 is the latest data available.

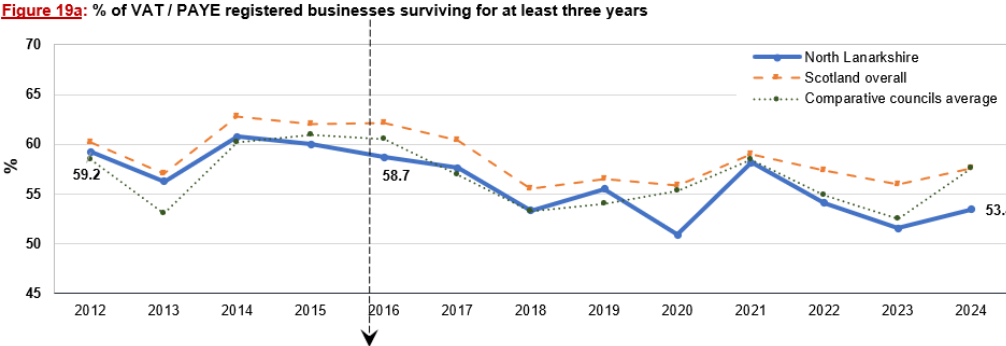
Why this matters

- Measuring business sustainability over three years is important because it shows how resilient local businesses are beyond their start-up phase. Higher survival rates mean more stable jobs, stronger local supply chains, and consistent contributions to the local economy.
- Tracking this measure also highlights whether businesses - especially small and medium sized firms - are receiving the support they need to thrive.

Latest performance

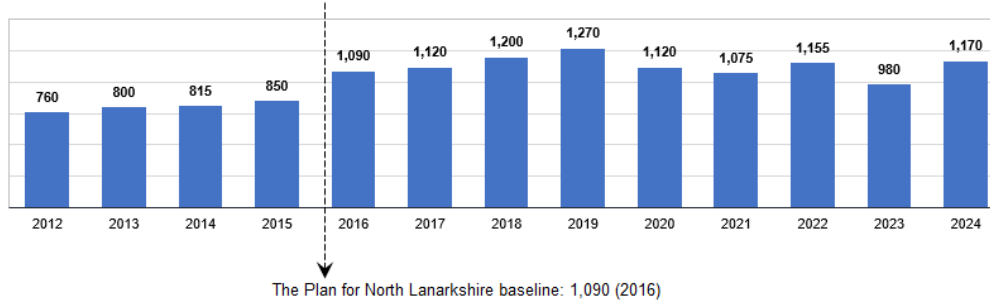
Performance indicator	2016	2017	2018	2019	2020	2021	2022	2023	2024
% of the VAT / PAYE registered businesses that survive for at least three years - North Lanarkshire	58.7	57.6	53.3	55.5	50.9	58.1	54.1	51.5	53.4
% of the VAT / PAYE registered businesses that survive for at least three years - Scotland	62.1	60.4	55.6	56.5	55.9	59.0	57.4	56.0	57.6
Comparative average for the group of similar councils*	60.5	56.9	53.2	54.0	55.3	58.5	54.9	52.5	57.6

* Based on the 8 councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).



The Plan for North Lanarkshire baseline: % businesses registered in 2013 and surviving for 3 years to 2016 = 58.7% (published 2018)

Figure 19b: number of new VAT / PAYE businesses registered in North Lanarkshire each year



How North Lanarkshire has performed

3 year survival rates for businesses in North Lanarkshire shows a varying position over the years, with the latest results for 2024 (published in November 2025) showing that 53.4% of businesses registered in 2021 have survived for 3 years.

- The latest results for North Lanarkshire of 53.4% (Figure 19a) are higher than the previous year 51.5%.
- To review this in more context Figure 19b shows the number of new VAT/PAYE businesses registered each year, this shows there were 1,170 businesses registered in 2024, the highest number for the last five years.
- Over the period of The Plan for North Lanarkshire, 3-year business survival rates have decreased from 58.7% to 53.4%.
- Figure 19a shows that trends in North Lanarkshire has followed the changes in the national position, although to a lesser extent.
- The data shows that business survival rates in North Lanarkshire do reduce over time, for example based on 1,155 businesses registered in 2019, 94.8% survived for 1 year (i.e. to 2020), 74% for 2 years (i.e. to 2021), 54.1% for 3 years (i.e. to 2022), 42.4% for 4 years (i.e. 2023), and 35.5% for 5 years (i.e. to 2024, as published in November 2025). The national picture shows a similar picture with corresponding survival rates being 94.7% (1 year), 75.9% (2 years), 57.4% (3 years), 46.5% (4 years), and 39.3% (5 years).

The trend in business survival rates in North Lanarkshire over the years does mirror the position both nationally and with the comparative average for the group of similar councils, although North Lanarkshire tracks slightly below.

Impact of delivering The Plan for North Lanarkshire

Improving business sustainability rates means more local businesses are surviving beyond their early years, creating stable jobs and reliable services that contribute consistently to the local economy. When businesses survive and grow, they spend more locally, support nearby suppliers and help keep local places and spaces active. This builds a stronger local economy that attracts further investment and gives residents more job and training opportunities.

As businesses become more stable, they contribute more in taxes, helping fund local priorities. Overall, higher business survival rates lead to a healthier economy and ensure more people and communities benefit from local economic growth.

Benefits - % of the working age population claiming one or more of the key employment related benefits (c20)

What this means

- This measures claimant count which is the number of people claiming benefit principally for the reason of being unemployed.
- This is measured by combining the number of people claiming Jobseeker's Allowance (JSA) and National Insurance credits with the number of people receiving Universal Credit principally for the reason of being unemployed. During the week in which the claim is made this measures claimants who declare that they are out of work, capable of, available for and actively seeking work.

Why this matters

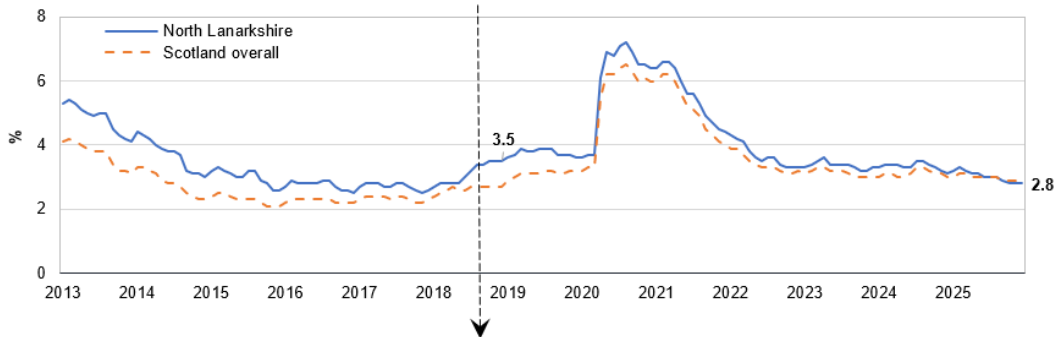
- Measuring the number of working-aged people claiming benefits is important because it shows how many residents are unable to access or sustain work, and how well the local economy is supporting people into secure, sustainable employment.
- High claimant numbers can signal practical issues such as a shortage of local jobs, health conditions, low skills, or barriers like childcare or transport. Tracking this helps identify where support is needed to help people move into, and stay in, work.

Latest performance

Performance indicator	December 2018	December 2019	December 2020	December 2021	December 2022	December 2023	December 2024	December 2025
% of working age people claiming one or more of the key employment related benefits - North Lanarkshire	3.5	3.6	6.4	4.4	3.3	3.3	3.1	2.8
% of working age people claiming one or more of the key employment related benefits - Scotland	2.7	3.2	6.0	4.0	3.2	3.0	3.0	2.9
Comparative average for the group of similar councils*	3.9	4.3	7.0	5.0	3.9	3.7	3.6	3.4

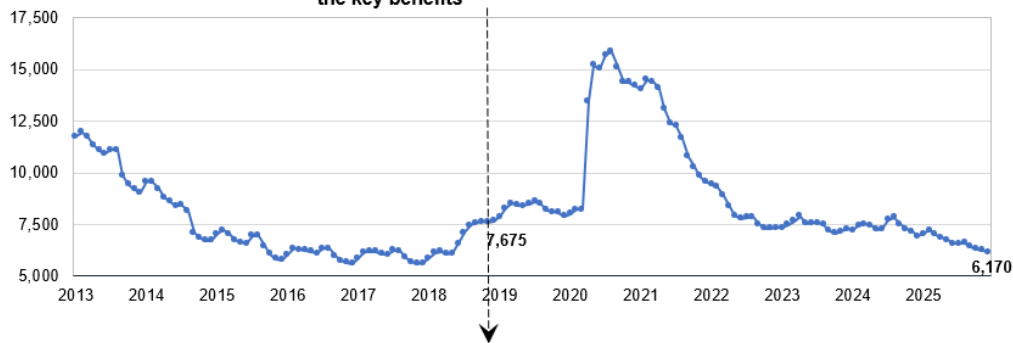
* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 20a: % of working age people claiming one or more of the key benefits



The Plan for North Lanarkshire baseline: 3.5% (December 2018)

Figure 20b: number of working age people in North Lanarkshire claiming one or more of the key benefits



The Plan for North Lanarkshire baseline: 7,675 (December 2018)

How North Lanarkshire has performed

The proportion of working age residents claiming employment related benefits continues to fall, a trend first seen in 2020. At 2.8%, this is now the lowest point in the last eight years and lower than the national average (2.9%).

- In the years prior to The Plan for North Lanarkshire baseline of 3.5% in December 2018, claimant count for North Lanarkshire had remained relatively low, increasing only to 3.7% in March 2020. April 2020 figures clearly showed the immediate impact of the pandemic with a rise to 6.1% in North Lanarkshire compared to 5.5% nationally. At this time, figures continued to increase to a high of 7.2% in August 2020 which was in line with trends nationally.
- After August 2020 figures started on a relatively downward trend (albeit more gradual towards the end of 2022 and into 2023), with figures as at December 2023 showing 3.3% of the working age people now claiming one or more of the key benefits in North Lanarkshire, compared to a national average of 3%.
- This improvement has continued over the last two years with figures as at December 2024 showing 3.1% and as at December 2025 showing 2.8% (Figure 20a).
- The latest claimant count rate for North Lanarkshire (2.8%) is now lower than The Plan for North Lanarkshire baseline of 3.5%, with the number of people now claiming one or more of the key benefits 6,170 compared to the baseline of 7,675 (Figure 20b).
- The figure as at December 2025 of 6,170 people claiming work related benefits in North Lanarkshire has decreased over the last year from 6,935 as at December 2024 and is the lowest figure recorded since mid-2018.

The trend in North Lanarkshire over the years mirrors that of the national average. The comparative average for the group of similar councils also shows a similar trend over the years, albeit this shows an average of 3.4% of working age residents claiming employment related benefits, which is higher than North Lanarkshire.

Impact of delivering The Plan for North Lanarkshire

Reducing the number of working-aged people who rely on employment-related benefits means more residents are moving into, and sustaining, work. This strengthens the local workforce, increases household income, and boosts spending in the local economy, helping businesses grow and creating further job opportunities.

It also reduces pressure on public services and allows more resources to be directed towards community priorities. Most importantly, when people facing barriers are supported into good-quality jobs, more residents can participate fully in the local economy. Overall, this leads to a more resilient labour market and stronger communities.

Qualifications - % of the working age population that have no formal qualifications (c21)

What this means

- This indicator measures the proportion of the working age population with no formal qualifications, using data from the national Annual Population Survey (APS), which provided high-quality, large-sample data for local area analysis on employment, education, and health at local levels.
- **The Office for National Statistics (ONS) has recently identified issues with how the APS is operating. While the survey remains reliable for national and broad regional estimates, the quality of data for smaller population groups - such as individual local authorities - is considered less robust. In addition, the weighting method used for the APS has not been updated in line with the Labour Force Survey, meaning it is less representative of the current population. As a result, these figures are classed as statistics in development, and should be used with caution. Work is ongoing within the council to monitor national developments and determine whether this indicator can continue to be reliably reported, or whether a suitable alternative measure will be needed.

Why this matters

- Measuring how many residents have no formal qualifications is important because it highlights where people may face barriers to getting secure, well-paid work and where it restricts their ability to access current or developing employment opportunities.
- It helps identify skills gaps in the local workforce and shows where education, training, or employability support is most needed. Tracking this over time also indicates whether local programmes are helping people gain skills and access better job opportunities.

Latest performance

Performance indicator	2017	2018	2019	2020	2021	2022	2023	2024
% of the working age population that have no formal qualifications - North Lanarkshire	13.6	15.4	15.1	12.8	18.6	14.4	14.3	12.8
% of the working age population that have no formal qualifications - Scotland	8.7	9.7	9.8	8.1	7.7	8.0	8.2	8.2

* A comparative average for the group of similar councils is not possible for the historical data for this has been removed from the source website.

Figure 21a: % of the working age population that have no formal qualifications

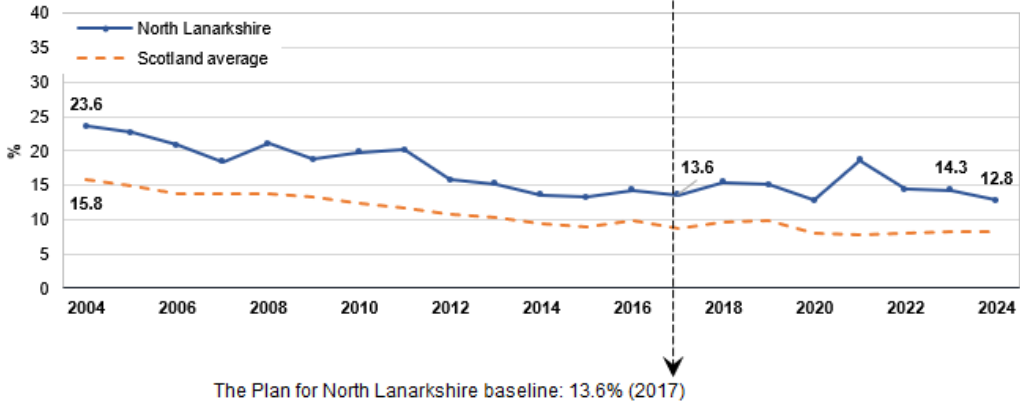
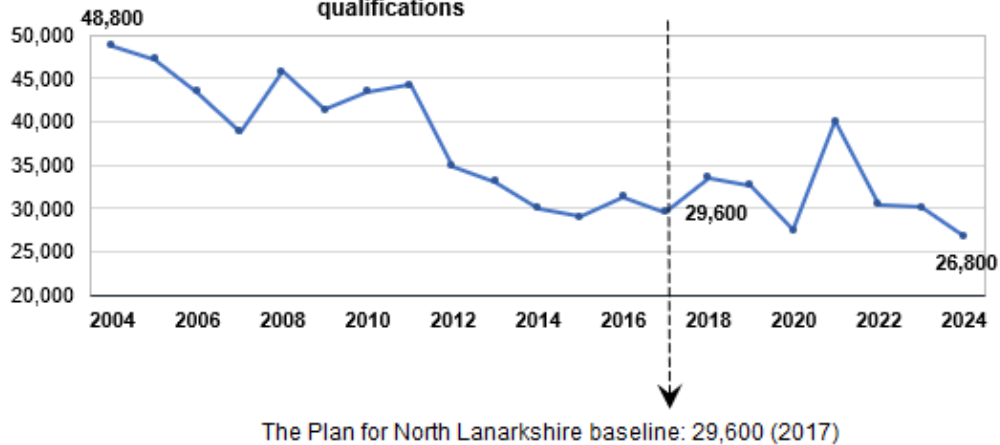


Figure 21b: number of the working age population that have no formal qualifications



How North Lanarkshire has performed

Data sourced from the Annual Population Survey (to be considered in line with the aforementioned caveat**)

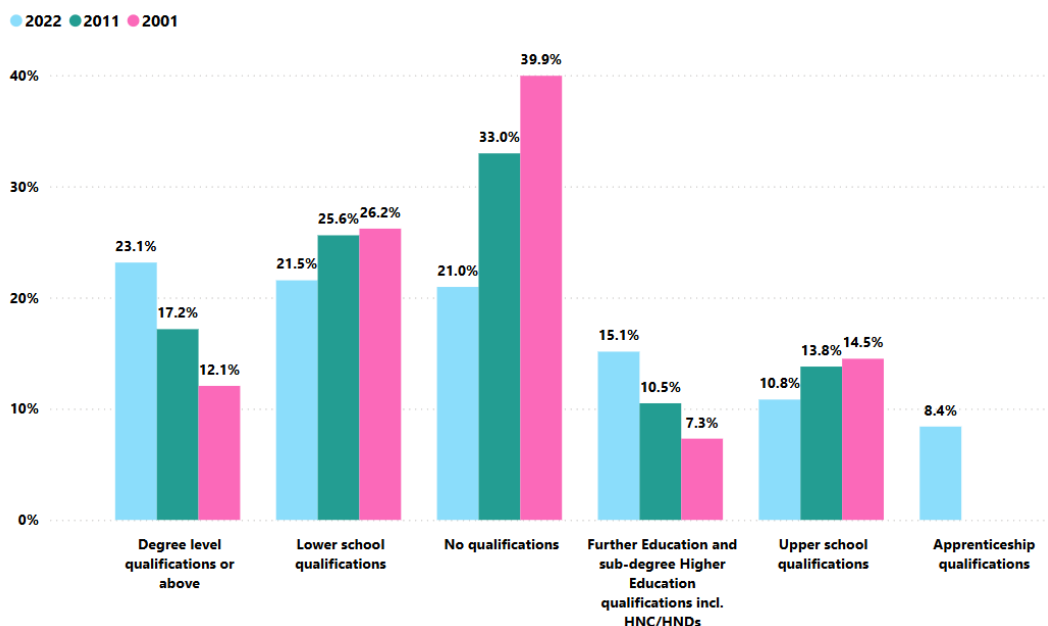
Figure 21a shows a general downward trend over the years which shows ongoing improvement in terms of the proportion of North Lanarkshire’s working age population that have no formal qualifications.

- Latest results in 2024 show a decrease to 12.8% from 14.3% in the previous year. This is an improvement from The Plan for North Lanarkshire baseline of 13.6%.
- The latest results show there are around 26,800 of North Lanarkshire’s population with no formal qualifications (Figure 21b) - a decrease from The Plan’s baseline of 29,600.

Data sourced from the Census

- Given the aforementioned caveat** regarding the data for this measure, some additional context can be provided through the recent Census results for which data has been captured in respect of the percentage of the population with the highest level of qualifications, although it should be noted that Census data is only available every 10 years, and it reflects a moment in time.
- Figure 21c shows the proportion of North Lanarkshire’s population with no formal qualifications as at the 2022 Census was 21.0% - a decrease from 33% in 2011 and 39.9% in 2001.

Figure 21c: % of the working age population by highest level of qualifications



Impact of delivering The Plan for North Lanarkshire

Improving the number of people who achieve formal qualifications has a wide range of positive impacts for individuals, employers, and the local economy. When more residents gain qualifications, they have better access to secure, higher-paid jobs and are more likely to progress in work rather than remain in low-paid or unstable employment. This strengthens financial stability for households, reduces the risk of poverty, and helps people manage rising living costs.

A more qualified workforce also makes the area more attractive to employers, supports business growth, and helps fill skills gaps in key sectors. This can lead to new job opportunities, higher productivity, and stronger local competitiveness. Higher skills levels are linked with better health, improved confidence, and increased participation in the community, all of which contribute to stronger, more resilient neighbourhoods.

Poverty - % of children living in poverty after housing costs (c22)

What this means

- This indicator shows the percentage of children who are in households with incomes - after housing costs are removed - that are below 60% of the average (using the median).
- This data is obtained from the End Child Poverty publication which uses data from Scottish Government: Children in Low-income Families: Local area statistics and the mid-year Population Estimates published by the National Records of Scotland (NRS).
- The data uses the Department for Work and Pensions (DWP) / HM Revenue and Customs (HMRC) local indicators combined with information about housing costs at a local level to estimate poverty rates after housing costs.

Why this matters

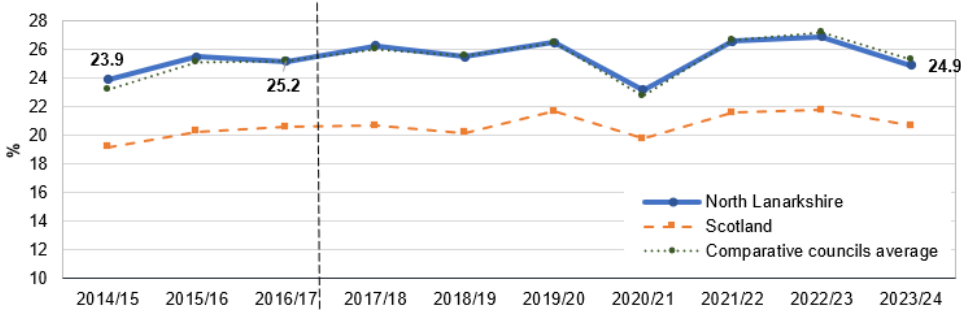
- This measure uses an indication of how much money families have left after housing costs, as these costs vary hugely, so they change the real level of disposable income. This gives an indication of what is left for food, clothing, heating, transport, and social activities and, by doing so and by using the 60% threshold and population estimates by age, provides an indication of the proportion of children living in poverty.
- A household income below 60% of the median is considered the poverty level in the UK and many other nations because it serves as an international, relative standard for measuring who is excluded from the minimum, acceptable standard of living in modern society.
- The 60% threshold is designed to capture relative poverty, which tracks how low-income households are doing compared to the rest of the population, rather than simply measuring who can afford basic survival (absolute poverty).

Latest performance

Performance indicator	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24
% of children living in poverty (after housing costs) - North Lanarkshire	25.2	26.3	25.5	26.5	23.2	26.6	26.9	24.9
% of children living in poverty (after housing costs) - Scotland	20.6	20.7	20.2	21.7	19.8	21.6	21.8	20.7
Comparative average for the group of similar councils*	25.2	26.0	25.6	26.5	22.8	26.7	27.2	25.3

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 22a: % of children in poverty after housing costs



The Plan for North Lanarkshire baseline: 25.2% (2016/17)

How North Lanarkshire has performed

With the vision of inclusive growth and prosperity for all in The Plan for North Lanarkshire, this indicator is of particular relevance to ensure that all of North Lanarkshire's children get the best start in life.

The latest results show that 24.9% of children are living in poverty (after housing costs) in North Lanarkshire, while this is an improvement from the previous year it's still reflects approximately one in four children.

- Significant improvements were noted in the proportion of children in poverty over the initial period of The Plan for North Lanarkshire - from a baseline of 25.2% to 23.2% in 2020/21 (Figure 22a).
- After 2020, figures increased to 26.6% and then to 26.9%. This trend was experienced nationally across all of Scotland with rates having been impacted by the pandemic and subsequent increased living costs.
- The latest results show a reversal nationally and locally with improvement recorded in terms of the proportion of children in poverty. This includes improvement in North Lanarkshire where rates have dropped from 26.6% to 24.9% which is lower than The Plan for North Lanarkshire baseline (25.2%). Factors such as economic growth and investment in social policies and initiatives are considered to have contributed to the recent positive change in this respect.

While the latest results for North Lanarkshire (24.9%) show improvement from the previous year and are lower than the comparative average for the group of similar councils (25.3%), figures remain above the national average of 20.7% which reflect approximately one in five children.

% of children living in poverty (after housing costs) - North Lanarkshire	25.2	26.3	25.5	26.5	23.2	26.6	26.9	24.9
% of children living in poverty (after housing costs) - Scotland	20.6	20.7	20.2	21.7	19.8	21.6	21.8	20.7
Comparative average for the group of similar councils*	25.2	26.0	25.6	26.5	22.8	26.7	27.2	25.3

The data in Figure 22a, which looks at poverty levels after housing costs, is not available at a level below North Lanarkshire.

Impact of delivering The Plan for North Lanarkshire

Reducing the proportion of children living in poverty delivers wide-ranging benefits - it improves early health and reduces risks such as infant mortality, nutritional anaemia, and emergency hospital admissions by ensuring families can afford the essentials that support healthy development. Because poverty is strongly linked to poorer mental health, developmental delays, and chronic illness across the life course, reducing child poverty strengthens children's emotional wellbeing and long-term health, while also boosting educational readiness and future economic prospects through increased family income.

Reducing the proportion of children living in poverty also reduces pressure on public services by lowering the number of children entering care and decreasing the health-related demand that stems from deprivation.

Life expectancy at birth - estimates (c23)

What this means

- This measure represents the average number of years that a person - from being a newborn baby - is expected to live if they experience the area's age-specific mortality rates for the given time period. It reflects mortality among people living in the area, rather than those born there.

Why this matters

- Tracking this information enables an assessment of whether life expectancy outcomes for residents have improved over the lifetime of delivering The Plan for North Lanarkshire.
- Investment in a wide range of early intervention and prevention activities, alongside the creation of healthy environments and the provision of personalised supports, helps influence the social, environmental, and behavioural factors that shape long-term health outcomes for residents.
- Longer, healthier lives enable people to participate in education, work, and community life for longer, boosting productivity and economic contribution across the life span. When life expectancy is high and equitably distributed, it signals access to quality healthcare, decent living conditions, and social wellbeing.

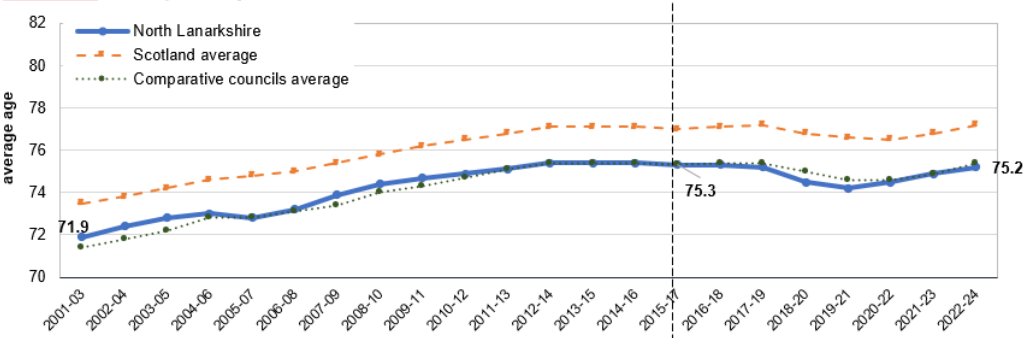
Latest performance

Males at birth

Performance indicator	2015-17	2016-18	2017-19	2018-20	2019-21	2020-22	2021-23	2022-24
Average life expectancy at birth for males - North Lanarkshire	75.3	75.3	75.2	74.5	74.2	74.5	74.9	75.2
Average life expectancy at birth for males - Scotland	77.0	77.1	77.2	76.8	76.6	76.5	76.8	77.2
Comparative average for the group of similar councils*	75.3	75.4	75.4	75.0	74.6	74.6	74.9	75.4

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 23a: life expectancy for males at birth



The Plan for North Lanarkshire baseline: males 75.3 (2015-17)

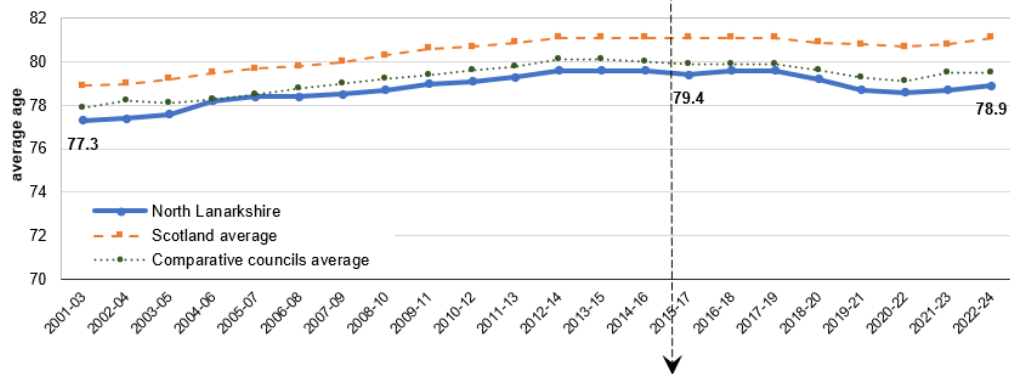
Females at birth

Performance indicator	2015-17	2016-18	2017-19	2018-20	2019-21	2020-22	2021-23	2022-24
Average life expectancy at birth for females - North Lanarkshire	79.4	79.6	79.6	79.2	78.7	78.6	78.7	78.9
Average life expectancy at birth for females - Scotland	81.1	81.1	81.1	80.9	80.8	80.7	80.8	81.1

Comparative average for the group of similar councils*	79.9	79.9	79.9	79.6	79.3	79.1	79.3	79.5
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* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 23b: life expectancy for females at birth



The Plan for North Lanarkshire baseline: females 79.4 (2015-17)

How North Lanarkshire has performed

Latest life expectancy estimates in North Lanarkshire show from a newborn age males are expected to life to an average of 75.2 years and females an average of 78.9 years.

For males at birth - this is an increase in life expectancy to 75.2 years following lower figures from 2018-20 to 2020-22 (which was at the time of the pandemic).

- The latest figures show that life expectancy for males at birth is now closer to the baseline position of 75.3 years when The Plan for North Lanarkshire was established.
- Figures for Scotland overall show a similar increasing trend recently and life expectancy is now an average of 77.2 nationally for males at birth.

For females at birth - this is an increase in life expectancy to 78.9 years following slightly lower figures from 2018-20 to 2020-22 (which was at the time of the pandemic).

- The latest figures show that life expectancy for females at birth has now almost returned to the baseline position of 79.4 years when The Plan for North Lanarkshire was established.
- Figures for Scotland overall show a similar increasing trend recently and life expectancy is now an average of 81.1 nationally for females at birth.

The trend in life expectancy in North Lanarkshire is mirrored in the comparison with the average life expectancy in the group of similar councils. Although the latest position for North Lanarkshire is slightly lower than this average by a few months.

It should be noted that the calculations for life expectancy includes death registrations which would have been impacted by the pandemic. It is expected that the latest figures for 2022-24 are currently still being impacted in this respect, however national context reports state that it is possible life expectancy will return to an improving trend in the future.

Impact of delivering The Plan for North Lanarkshire

Life expectancy can be positively influenced by a wide range of factors, including:

- Health behaviours - diet, physical activity, smoking, alcohol and drug use, and obesity all influence overall mortality risk.
- Health care - access to quality primary and acute care, early diagnosis, emergency response, and effective treatment reduce premature death.
- Biological and genetic factors - inherited diseases, family history, and gender differences affect mortality rates.
- Social conditions - income, employment security, education, housing, and exposure to harm affect the risk of early death.

- Local environment - air quality, pollution, and workplace safety risk of chronic illness or death.
- Mental health and wellbeing - access to support services, risk of suicide, stress, and long-term conditions impact mortality.

Healthy life expectancy at birth

What this means

- This measure represents the average number of years that a person - from being a newborn baby - is expected to live in a state of self-assessed good or very good health, based on the current mortality rates of the area and prevalence of good or very good health.
- These figures are estimates of healthy life expectancy which are based on how people rate their own health in the UK wide Annual Population Survey (APS).

Why this matters

- Tracking this information adds a quality-of-life dimension to estimates of life expectancy. Considering healthy life expectancy alongside life expectancy brings in aspects around health and care and the importance of active and healthy lifestyles.
- Acting early reduces the accumulation of risk factors, prevents avoidable illness, delays the onset of long-term conditions, and enables people to live independently for longer. Creating healthy environments makes healthier choices easier for everyone, while personalised support helps those with complex needs maintain independence and wellbeing. Together, these approaches improve quality of life, reduce avoidable and limiting illnesses and premature death, and contribute to life expectancy - meaning more of North Lanarkshire's residents remain healthy for longer.

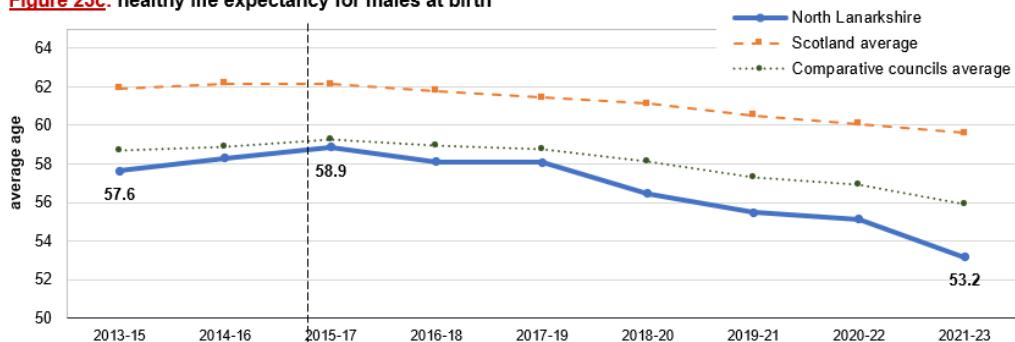
Latest performance

Males at birth

Performance indicator	2015 -17	2016 -18	2017 -19	2018 -20	2019 -21	2020 -22	2021 -23
Average healthy life expectancy at birth for males - North Lanarkshire	58.9	58.1	58.1	56.5	55.5	55.1	53.2
Average healthy life expectancy at birth for males - Scotland	62.2	61.8	61.5	61.1	60.5	60.1	59.6
Comparative average for the group of similar councils*	59.3	59.0	58.8	58.1	57.3	56.9	55.9

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 23c: healthy life expectancy for males at birth



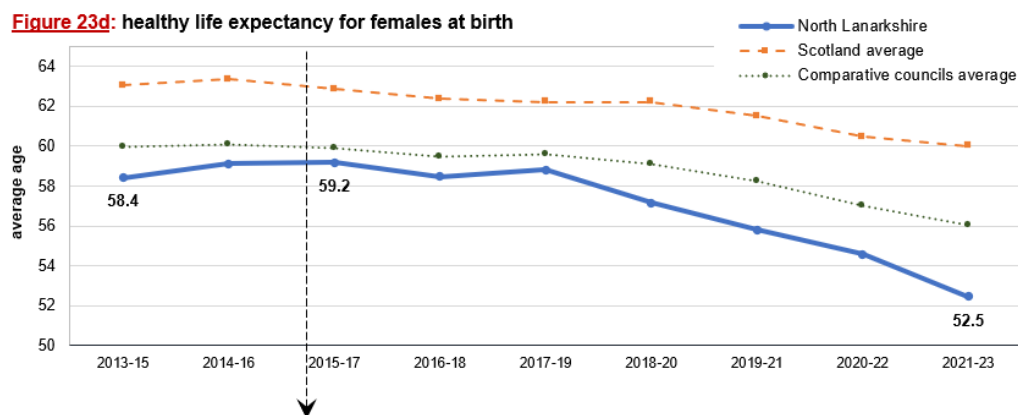
The Plan for North Lanarkshire baseline: males 58.9 (2015-17)

Females at birth

Performance indicator	2015 -17	2016 -18	2017 -19	2018 -20	2019 -21	2020 -22	2021 -23
Average healthy life expectancy at birth for females - North Lanarkshire	59.2	58.5	58.8	57.1	55.8	54.6	52.5
Average healthy life expectancy at birth for females - Scotland	62.8	62.4	62.2	62.2	61.5	60.5	60.0
Comparative average for the group of similar councils*	59.9	59.5	59.6	59.1	58.3	57.0	56.0

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 23d: healthy life expectancy for females at birth



The Plan for North Lanarkshire baseline: females 59.2 (2015-17)

How North Lanarkshire has performed

Latest healthy life expectancy estimates in North Lanarkshire show from a newborn age males are expected to live in a state of self-assessed good or very good health to an average of 53.2 years and females an average of 52.5 years.

For males at birth - this is a decrease in healthy life expectancy to 53.2 years that has followed the same trend in recent years.

- Figures for Scotland overall show a similar decreasing trend albeit to a lesser extent, with healthy life expectancy showing an average of 59.6 for males across Scotland.

For females at birth - this is a decrease in healthy life expectancy to 52.5 years that has followed the same trend in recent years albeit with a slightly greater dip in the recent figures compared to males.

- Figures for Scotland overall show a similar decreasing trend albeit to a lesser extent, with healthy life expectancy showing an average of 60.0 for females across Scotland.

The trend in healthy life expectancy in North Lanarkshire is mirrored in the comparison with the average life expectancy in the group of similar councils. Although the latest position for North Lanarkshire is lower than this average for both males and females.

Impact of delivering The Plan for North Lanarkshire

Healthy life expectancy can be positively influenced by a wide range of factors, including:

- Health behaviours - balanced diet, regular activity, reduced smoking/alcohol/drug use, and effective weight management help maintain good health for longer.
- Health care - preventive and primary care services, routine screening, and timely treatment help avoid illness, disability, or long-term conditions.
- Biological and genetic factors - genetics influence susceptibility to long-term conditions and

overall health status over the life course.

- Social conditions - secure income, quality employment, regular education, safe housing, strong social networks, and reduced exposure to trauma support long-term good health.
- Local environment - clean air, access to green space, and environments that promote active living support prolonged good health.
- Mental health and wellbeing - positive mental health, low stress, social connections, and access to supports help maintain quality of life and functional ability across the life course.

Rating of health and care experiences in terms of independent living, quality of life, and carers support (c24, c25, c26)

What this means

- This measures how people who have responded to the national Health and Care Experience survey rated their health and care experience in terms of independent living, quality of life, and carers support. The survey responses include the following three measures:
 - Independent living - % of adults supported at home who agreed they are supported to live as independently as possible.
 - Quality of life - % of adults supported at home who agree their services and support had an impact on improving or maintaining their quality of life.
 - Carers - total combined % of carers who feel supported to continue in their caring role.
- The Health and Care Experience survey is undertaken every two years. It asks about people's experiences (during the previous 12 months) of accessing and using their GP practice and other local healthcare services, as well as receiving care, support, and help with everyday living, and caring responsibilities.
- The figures used in this analysis are based on a subset of the survey which includes only those respondents whose care was funded by a council or health board. This may differ from figures included in the national report, which includes all respondents regardless of how their care is funded.

Why this matters

Measuring these indicators shows how effectively local services are supporting people's everyday wellbeing, future resilience, and longer-term life chances.

- Measuring rates of independent living provides evidence on whether support enables people with health or care needs to manage at home and retain autonomy. This helps reveal strengths and gaps in provision, guides more targeted resource allocation, and acts as an early warning for rising demand or avoidable long-term costs.
- Tracking quality-of-life indicators confirms whether services improve everyday experiences rather than only addressing clinical needs. Without this evidence, it becomes difficult to determine whether people are genuinely enabled to thrive or to direct interventions where they will have the greatest benefit.
- Monitoring how supported unpaid carers feel provides an important gauge of system resilience. This helps to identify burnout and associated health risks early, quantify pressures on employment and household income, and inform timely action to prevent breakdowns in care that would otherwise escalate system costs.

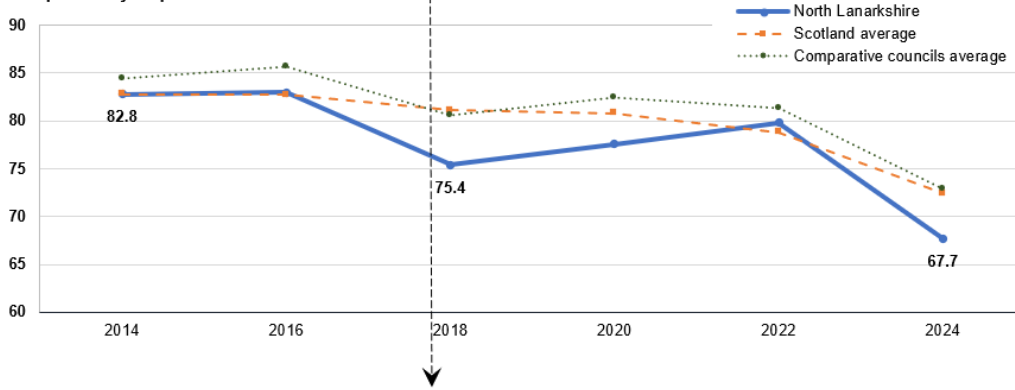
Latest performance

Independent living - % of adults supported at home who agreed that they are supported to live as independently as possible

Performance indicator	2018	2020	2022	2024
% of adults supported at home who agreed that they are supported to live as independently as possible - North Lanarkshire	75.4	77.6	79.8	67.7
% of adults supported at home who agreed that they are supported to live as independently as possible - Scotland	81.1	80.8	78.8	72.4
Comparative average for the group of similar councils*	80.6	82.4	81.3	72.9

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 24a: % of adults supported at home who agreed that they are supported to live as independently as possible



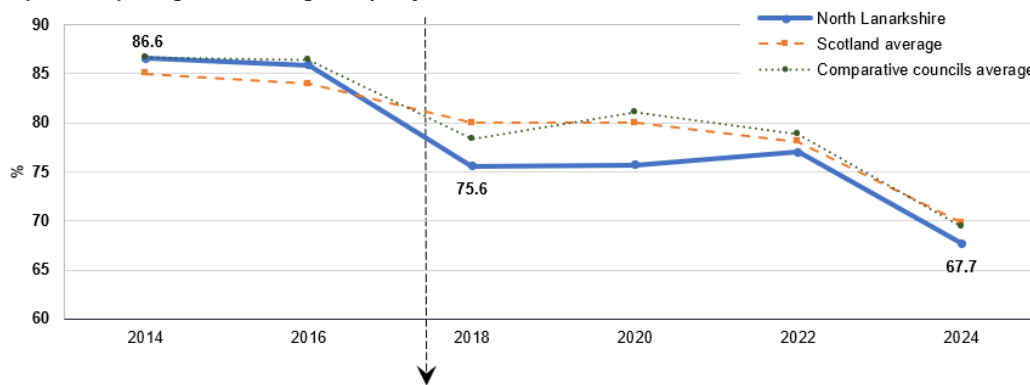
The Plan for North Lanarkshire baseline: 75.4% (2018)

Quality of life - % of adults supported at home who agree their services and support had an impact on improving or maintaining their quality of life

Performance	2018	2020	2022	2024
% of adults supported at home who agree their services and support had an impact on improving or maintaining their quality of life - North Lanarkshire	75.6	75.7	77.0	67.7
% of adults supported at home who agree their services and support had an impact on improving or maintaining their quality of life - Scotland	80.0	80.0	78.1	69.8
Comparative average for the group of similar councils*	78.3	81.1	78.9	69.4

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 25a: % of adults supported at home who agree that their services and support had an impact on improving or maintaining their quality of life



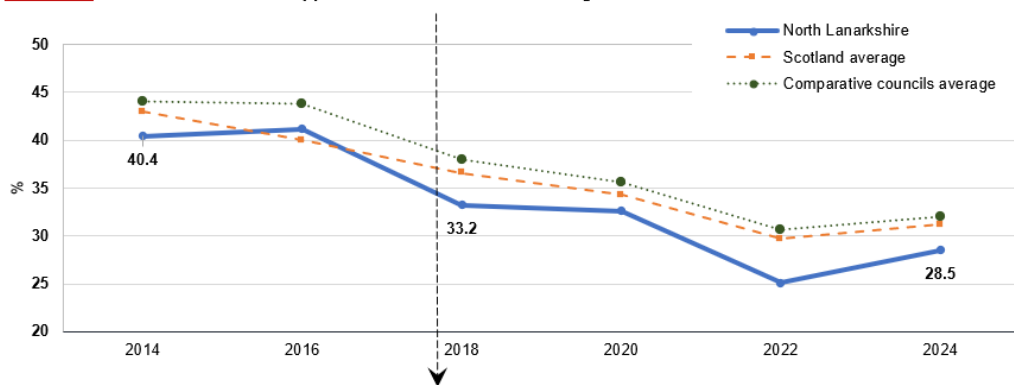
The Plan for North Lanarkshire baseline: 75.6% (2018)

Carers - % of carers who feel supported to continue in their caring role

Performance	2018	2020	2022	2024
% of carers who feel supported to continue in their caring role - North Lanarkshire	33.2	32.6	25.1	28.5
% of carers who feel supported to continue in their caring role - Scotland	36.6	34.3	29.7	31.2
Comparative average for the group of similar councils*	38.0	35.6	30.7	32.0

* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 26a: % of carers who feel supported to continue in their caring role



The Plan for North Lanarkshire baseline: 33.2% (2018)

How North Lanarkshire has performed

107,538 (out of 526,758) individuals registered with a GP practice in Scotland responded to the 2024 national survey, an overall response rate of 20% - a decrease from 24% in the 2022 survey.

The response rate in 2024 in North Lanarkshire was 18% (6,429 out of a sample of 36,443), a decrease from 20% in the 2022 survey.

Independent living - % of adults supported at home who agreed that they are supported to live as independently as possible

- The results from the 2024 perception survey showed that 67.7% of people surveyed in North Lanarkshire agreed they were supported to live independently.
- The latest results show a decline compared to the previous survey in 2022 (79.8%) and are lower than The Plan for North Lanarkshire baseline (75.4%).

North Lanarkshire's results over the years mirror the trends that can be seen in both the national average and the comparative average for the group of similar councils.

Figure 24a shows that North Lanarkshire's latest results are lower than the comparative average for the group of similar councils (72.9%), which is closer to the latest national average (72.4%).

Quality of life - % of adults supported at home who agree their services and support had an impact on improving or maintaining their quality of life

- The results from the 2024 perception survey showed that 67.7% of people surveyed in North Lanarkshire agree that their services and supports improves or maintains their quality of life.
- The latest results show a decline compared to the previous survey in 2022 (77.0%) and are lower than The Plan for North Lanarkshire baseline (75.6%).

North Lanarkshire's results over the years mirror the trends that can be seen in both the national average and the comparative average for the group of similar councils.

Figure 25a shows that North Lanarkshire's latest results are lower than the comparative average for the group of similar councils (69.4%), which is closer to the latest national average (69.8%).

Carers - % of carers who feel supported to continue in their caring role

- The results from the 2024 perception survey showed that 28.5% of carers surveyed in North Lanarkshire agreed that they feel supported to continue in their caring role.
- The latest results show an increase compared to the previous survey in 2022 (25.1%), but are lower than The Plan for North Lanarkshire baseline (33.2%).

North Lanarkshire's results over the years mirror the trends that can be seen in both the national average and the comparative average for the group of similar councils.

Figure 26a shows North Lanarkshire's latest results are lower than the comparative average for the group of similar councils (32%), which is slightly above the latest national average (31.2%).

Changes in the calculations nationally in 2018 for all three indicators mean the data before this date is not necessarily directly comparable with the data for 2020, 2022, or 2024 so care should be taken when assessing the trends.

It is expected that the 2022 results will reflect, to some extent, individual perceptions that were acquired during the pandemic, making comparisons with this particular year less able to be made on a similar basis.

Impact of delivering The Plan for North Lanarkshire

Improving these indicators would signal that more people are benefiting from support that strengthens their independence, participation, and everyday stability.

- Independent living - when more people live independently, they are able to maintain routines, avoid unnecessary admissions, and stay active in family, work, and community life. This reduces pressure on formal services and supports longer social and economic contributions.
- Quality of life - when services genuinely improve people's day-to-day experiences, they are better able to stay in work, continue education, manage their homes, and take part in everyday activities. This reduces absence from work, delays the need for higher-intensity support, and strengthens social connectedness and financial stability.
- Carer support - when unpaid carers are well supported, households become more resilient, financial security improves, and more carers can remain in work. This reduces disadvantage for carers and supports a sustainable care system, with long-term benefits for wellbeing and productivity.

Employment in sustainable tourism - as a % of employment across all six of the growth sectors (c27)

What this means

- Sustainable tourism** is one of six sectors used to assess growth in employment in an area. The six sectors are food and drink, creative industries (including digital), energy, financial and business services, life sciences, and sustainable tourism.
- This indicator reflects the proportion of employment across the six sectors that is due to sustainable tourism.

**Sustainable tourism relates to hotels and similar accommodation, holiday and other short-stay accommodation, camping grounds, and recreational vehicle parks and trailer parks. It includes restaurants and mobile food service activities, beverage serving activities, tour operator activities, other reservation service and related activities. It also includes museum activities, operation of historical sites and buildings and similar visitor attractions, botanical and zoological gardens and nature reserve activities, operation of sports facilities, other sports activities (not including activities of racehorse owners), as well as activities of amusement parks and theme parks, and other amusement and recreation activities.

Why this matters

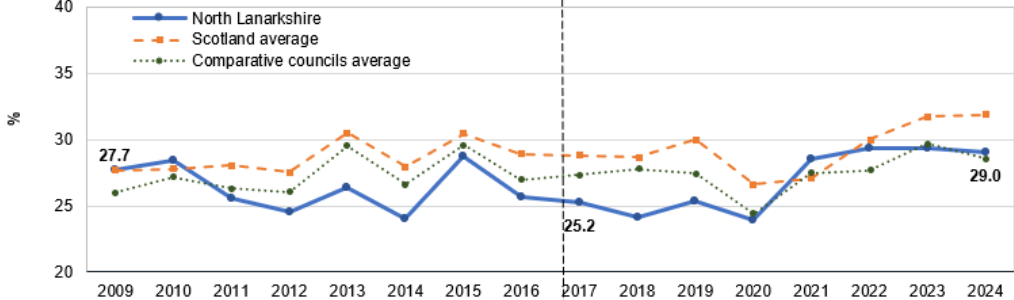
- Tracking employment and activity within sustainable tourism is essential to understanding whether the sector is genuinely contributing to long-term economic growth, rather than simply increasing visitor numbers or generating short-term spending. By measuring the quality, stability, and accessibility of tourism jobs, an assessment can be made of whether the benefits of the sector are reaching local people and supporting a resilient, inclusive economy.
- Understanding where the benefits of tourism employment are having an impact - and where gaps remain - helps to target policy, investment, and workforce development accordingly.

Latest performance

Performance indicator	2017	2018	2019	2020	2021	2022	2023	2024
Employment in sustainable tourism as a % of employment across all six of the growth sectors - North Lanarkshire	25.2	24.1	25.3	23.9	28.6	29.4	29.4	29.0
Employment in sustainable tourism as a % of employment across all six of the growth sectors - Scotland	28.8	28.7	30.0	26.6	27.1	30.0	31.7	31.9
Comparative average for the group of similar councils*	27.3	27.8	27.5	24.4	27.5	27.7	29.7	28.6

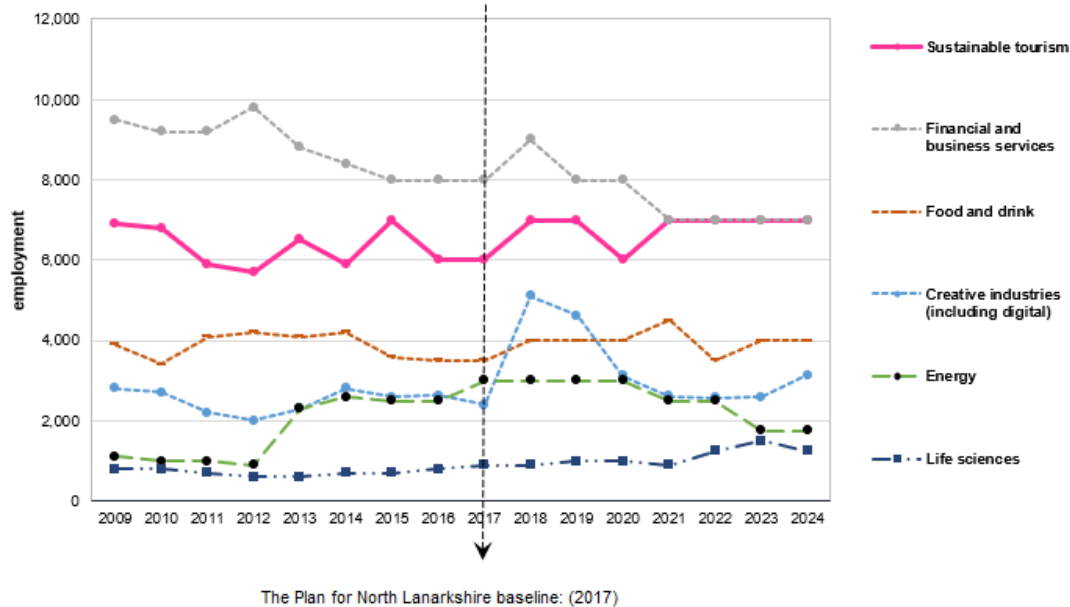
* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 27b: total employment in sustainable tourism as a % of employment in all six growth sectors



The Plan for North Lanarkshire baseline: 25.2% (2017)

Figure 27a: employment in NL across all six growth sectors



How North Lanarkshire has performed

Figure 27a reflects employment in North Lanarkshire in each of the six growth sectors. This shows that employment in sustainable tourism has remained the second highest growth sector in North Lanarkshire over the reported data and performance has remained relatively stable.

As shown in Figure 27b, employment in sustainable tourism sector in North Lanarkshire as a proportion of employment in all six sectors combined has also remained at a relatively steady level in recent years and the trend has generally followed the national average.

- Figures for the latest growth rate in North Lanarkshire (Figure 27b) show a positive increase of 29% from the previous year (similar to an increase of 29.4% the previous year).
- Having performed above the national average previously, this is now lower than the latest national average (31.9%).
- The latest results represent an increase from The Plan for North Lanarkshire baseline (25.2% in 2017).

The latest results for North Lanarkshire show a positive improving position that is similar to both the national average and comparative average for the group of similar councils, albeit North Lanarkshire's position has shown a more stable picture in recent years.

Figure 27b shows that at 29% North Lanarkshire is performing slightly above the comparative average for the group of similar councils (28.6%).

Employment in sustainable tourism remains high in North Lanarkshire due to a strategy that grows the tourism offer, promotes local attractions, and supports businesses. This co-ordinated approach sustains visitor numbers and underpins jobs across accommodation and hospitality.

Financial and business services have long been a major growth sector, but employment has declined as automation, digitalisation, and sector consolidation reduce the need for traditional roles and shift specialised jobs to larger cities. Remote working and outsourcing have further lowered demand for locally based positions, contributing to the drop in employment in this sector.

Impact of delivering The Plan for North Lanarkshire

Increasing the share of employment in sustainable tourism is crucial to ensuring tourism growth genuinely benefits local people. It supports the development of fair, secure, good-quality jobs, broadens access to opportunities, and strengthens community resilience.

Gross Value Added (GVA) - growth per head in sustainable tourism employment (c28)

What this means

- Sustainable tourism** is one of six sectors used to assess growth in employment in an area. The six sectors are food and drink, creative industries (including digital), energy, financial and business services, life sciences, and sustainable tourism.
- This indicator reflects the Gross Value Added (GVA), i.e. economic value, generated by each person employed in the sustainable tourism sector.

**Sustainable tourism relates to hotels and similar accommodation, holiday and other short-stay accommodation, camping grounds, and recreational vehicle parks and trailer parks. It includes restaurants and mobile food service activities, beverage serving activities, tour operator activities, other reservation service and related activities. It also includes museum activities, operation of historical sites and buildings and similar visitor attractions, botanical and zoological gardens and nature reserve activities, operation of sports facilities, other sports activities (not including activities of racehorse owners), as well as activities of amusement parks and theme parks, and other amusement and recreation activities.

Why this matters

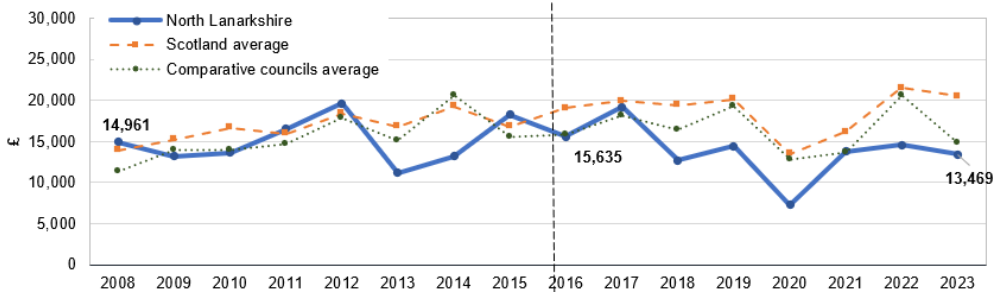
- Measuring GVA per head in sustainable tourism indicates how much economic value the sector generates per person, helping to show whether growth is genuinely boosting local economic growth.
- It shows whether tourism jobs and activity are contributing to higher-value employment, how productive the sector is (the amount of economic output created per employee), how much value tourism work contributes to the local economy, and whether jobs in the sector support higher economic returns, rather than relying on low-value or seasonal activity.

Latest performance

Performance indicator	2016	2017	2018	2019	2020	2021	2022	2023
GVA per head in sustainable tourism - North Lanarkshire	£15,635	£19,239	£12,686	£14,461	£7,284	£13,772	£14,558	£13,469
GVA per head in sustainable tourism - Scotland	£19,086	£19,946	£19,404	£20,141	£13,516	£16,208	£21,532	£20,490
Comparative average for the group of similar councils*	£15,804	£18,119	£16,493	£19,256	£12,832	£13,698	£20,630	£14,849

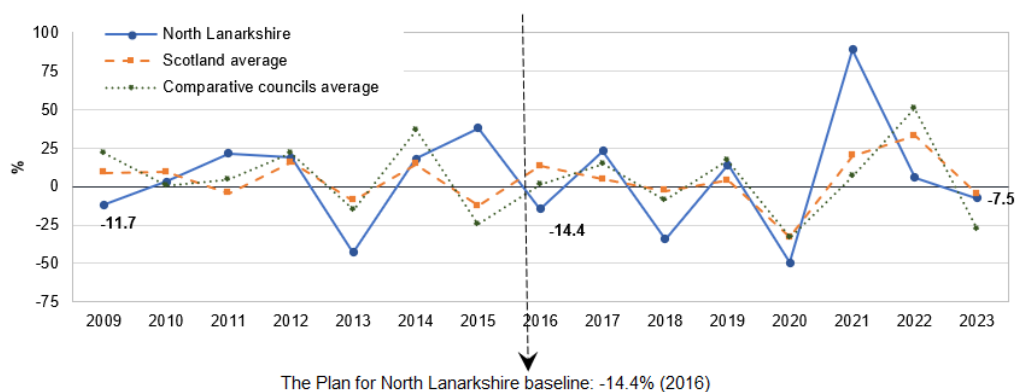
* Based on the eight councils containing the most deprived areas in Scotland (according to the Scottish Index of Multiple Deprivation (SIMD), i.e. Dundee City, East Ayrshire, Glasgow City, Inverclyde, North Ayrshire, West Dunbartonshire, Western Isles, and North Lanarkshire).

Figure 28a: GVA (£) per head in sustainable tourism employment



The Plan for North Lanarkshire baseline: £15,635 (2016)

Figure 28b: % change year to year in GVA per head in sustainable tourism employment



How North Lanarkshire has performed

GVA (£) per head in sustainable tourism has fluctuated slightly in North Lanarkshire over the period of the reported data and from The Plan for North Lanarkshire baseline (as depicted in Figure 28a and also reflected in Figure 28b which shows the percentage year to year change in GVA per head).

- The effects of the pandemic can be seen in 2020 figures - with a 33% decrease in sustainable tourism employment in the national average (and also the comparative figure for the group of similar councils) compared to a 50% decrease in North Lanarkshire. However, subsequent years show recovery that has remained more stable.
- The latest results for 2023 show a small -7.5% decrease in North Lanarkshire following a +5.7% increase the previous year. This follows a significant 89% increase in 2021.
- The latest results show a decline from The Plan for North Lanarkshire baseline in terms of the GVA per head (£13,469 compared to £15,635). But improvement in respect of the change from the previous year as at the baseline (-7.5% compared to -14.4%).

The latest results for North Lanarkshire in Figure 28a show a more stable position than both the national average and comparative average for the group of similar councils, which both show slightly more fluctuation from the previous year.

Figure 28a shows that North Lanarkshire is performing below the comparative average for the group of similar councils (£14,849), however there is a greater decline in the comparative average (-28%) from the previous year compared to North Lanarkshire (-7.5%).

It should be noted that the group of similar councils includes a number of cities, e.g. Glasgow and Dundee.

There is a time lag in the availability of these results with the most recent for 2023 being published in December 2025.

Impact of delivering The Plan for North Lanarkshire

Increasing GVA per head in sustainable tourism helps to boost local economic value - tourism drives economic activity, income generation, and regional development, increasing overall prosperity when value added per person rises. Sustainable and community-focused tourism ensures that increased GVA is shared across income groups, supporting inclusive growth across all communities.