

Appendix 1 - Quarter 3 2015/16 Corporate Performance Report

RAG Rating		Direction of Travel (DOT)	Description
Green	On, above or within the 'target tolerance' of the quarter target	↑	Short Term: Performance is better than the previous quarter Long Term: Performance is better than at the same point last year
Amber	More than the 'target tolerance' off the quarter target but where performance has improved or been maintained.	→	Short Term: Performance is the same as the previous quarter Long Term: Performance is the same as at the same point last year
Red	More than the 'target tolerance' off the quarter target and where performance is worsening	↓	Short Term: Performance is worse than the previous quarter Long Term: Performance is worse than at the same point last year

Description	Indicator	Value	2015/16 Annual Target	2015/16 Quarter 2 Target	Variable Tolerance	2015/16 Quarter 3 Performance		Short Term DOT against 2015/16 (Q2)		Long Term DOT against 2014/15 (Q3)		Comments	Service	O&S Sub-Committee
SAFE: Supporting our community														
(C)	Percentage of children who wait less than 14 months between entering care and moving in with their adopting family	Bigger is Better	70%	70%	±10%	33% (4 of 12) AMBER	↑	22%	↓	41%		Of the 7 children that have had their adoption orders granted this period and the 5 currently placed with their adoptive families awaiting orders, 4 (33.3%) waited less than 14 months between starting to be looked after and moving in with their adoptive families. This is a marked improvement our Q2 performance, but significantly below both our 2015/16 annual target and last year's figure. It should be noted that last year this measure referred to 16 months rather than 14. Corrective Action: The service continues to ensure that Family Group Conferences are arranged at an early stage in order to speed up timescales. This indicator is also impacted by a external factors, most particularly the courts. A review of the permanency tracking processes is underway.	Children's Services <i>Reported to Department for Education (DfE)</i>	Children & Learning
	Percentage of young people leaving care who are in education, employment or training at age 19 and at age 21	Bigger is Better	80%	80%	±10%	54% (27 of 50) AMBER	↑	47.8% of 69)	(33 ↑	42.0%		The proportion of young people (19-21) leaving care in education, employment or training (54%) is significantly below target (80%) but an improvement on the previous quarter (47.8%) and our performance at the same point last year (42%). Of the 27 care leavers not in education employment or training (NEET), 5 are due to illness of disability and 9 are due to pregnancy or parenting. It is important to note that, for the purposes of reporting against this indicator, if the LA is not in touch with a care leaver, they are presumed not to be in education, employment or training. Only 1 of the 50 care leavers fell into this category for Q3. Corrective Action: Remaining in touch with care leavers is critical to strong performance against this indicator. Regular reporting has been put into place to assist the service with performance around this measure and improvements have been seen in the last month. We continue to work with children in care to raise aspirations and encourage more young people to access higher education.	Children's Services <i>Reported to Department for Education (DfE)</i>	Children & Learning
	Percentage of looked after children (LAC) placed in LBH foster care	Bigger is Better	40%	40%	±5%	33.6% (77 of 229) AMBER	↑	31%	—	NEW		The proportion of looked after children (LAC) in LBH foster care (33.6%) is below target (40%). However, the balance between Independent Fostering Agencies (29.2%) and in-house provision has improved. This is a new corporate indicator for 2015/16, so a DOT cannot be provided for 2014/15. Corrective Action: This indicator is linked to the number of new in-house foster carers, which is on track to meet target. This in turn will assist with performance for LAC placed in LBH foster care. There is a new panel in place to review young people placed in residential settings, with a view to transfer young people to in-house carers where appropriate.	Children's Services <i>Local performance indicator</i>	Children & Learning
(S)	Percentage of looked after children (LAC) placements lasting at least 2 years	Bigger is Better	70%	70%	±10%	70% (35 of 50) GREEN	↓	72.3% (34 of 47)	↓	84.9%		At the 31st December 2015, 70% of our eligible LAC aged under 16 years had been in the same placement for at least 2 years. Although this is below our quarter 2 outturn and quarter 3 of 2014/15, we are still on course to meet our 2015/16 target of 70%. We should also still be performing in line with, if not exceeding the England and our statistical neighbours performance in relation to this KPI.	Children's Services <i>Reported to Department for Education (DfE)</i>	Children & Learning

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(C)	Percentage of Child Protection (CP) Plans lasting more than 24 months	Smaller is Better	5%	5%	±10%	0% (0 of 211) GREEN	➡	0% (0 of 127)	⬆	4.0%	Child protection plans lasting more than 24 months continues to perform better than our 2015/16 target and the performance of Q3 2014/15.	Children's Services <i>Reported to Department for Education (DfE)</i>	Children & Learning
	Percentage of children and families reporting that Early Help services made a positive and quantifiable difference to assessed needs	Bigger is Better	80%	80%	±5%	83.3% 5 of 6 GREEN	—	NEW	—	NEW	A pilot took place in December to monitor the impact of Early Help through the use of a Viewpoint survey. Eight respondents completed the survey and six responded to the specific question "Based on the needs/actions in your Early Help Assessment, have the Early Help service made things better, same or worse?" with five reporting a positive impact. The sixth respondent felt that there was no change. The pilot will continue into quarter four with a higher number of surveys expected to be completed.	Children's Services <i>Local performance indicator</i>	Children & Learning
SAFE: Using our influence													
	Percentage of referrals to Children's Social Care progressing to assessment	Bigger is Better	90%	90%	±10%	73% RED	⬇	77%	⬇	96%	<p>The proportion of referrals progressing to assessment (73%) is outside target tolerance and significantly lower than the same period last year (96%). For December only, the percentage was 76%, which is back in line with the Q2 average figure. Between April 2014 and May 2015 levels had remained consistently above 92% but over the past 7 months numbers have dropped back to an average of 73%</p> <p>Corrective Action: Regular meetings take place between the Multi-Agency Safeguarding Hub (MASH) and Assessment Team ensuring that thresholds are being considered. This has resulted in the Early Help service experiencing increased activity. A review of 'front-door' processes took place in Q3 to ensure the threshold for referral is appropriate which should have an impact on this measure.</p>	Children's Service <i>Local performance indicator</i>	Children & Learning
SAFE: Leading by example													
(C)	Percentage of children becoming the subject of a Child Protection Plan for a second or subsequent time within 2 years	Smaller is Better	5%	5%	±10%	6.1% (19 of 313) RED	⬇	5.1% (12 of 235)	⬇	2.4% (4 of 165)	<p>By the end of quarter 3, 313 children had become the subject of a new CP Plan, 19 of these children for the second time within two years, which has pushed us over target. At this point last year there were 4 children in this position with 165 new CP Plans having been started. The current position still compares favourably with the most recently available national data for this KPI (2013/14) with our statistical neighbours at 13% and England at 15.8%.</p> <p>Corrective Action: With the increases that have been seen in our child protection plan figures (313 new plans in the first 9 months of 2015/16 vs 165 during the same period last year), the likelihood of this measure worsening increases. Any cases that fall within this measure are audited by the senior management team to ensure both that the decision to cease the original CP Plan was correct and that the commencement of the subsequent plan is appropriate. Further work is taking place looking at the increase in CP plans generally, including further scrutiny of cases sent for Initial Child Protection Conference (ICPC).</p>	Children's Services <i>Local performance indicator</i>	Children & Learning
PROUD: Using our influence													
(C)	Number of apprentices (aged 16-18) recruited in the borough	Bigger is Better	660 AY 2014/15	514	±10%	570 GREEN	⬆	560	⬆	530	Haverling has seen an increase in Apprenticeship starts against this time last year and over achieved against target for Q3. The Raising the Participation Age (RPA) strategy is now in full force whereby we have an increase in the cohort size of young learners required to participate. Apprenticeships have seen a big push from local schools where learners are opting for a more practical route. The local Apprenticeship offer also provides flexible entry points for starts.	Learning & Achievement <i>Local performance indicator</i>	Children & Learning
(S)	Percentage of Early Years providers judged Good or Outstanding by Ofsted	Bigger is Better	80%	80%	±10%	79% GREEN	⬇	80%	⬆	74%	In quarter 3 of 2015/16 there were 25 inspections in total. Performance is in line with that of quarter 2 and within the target tolerance for 2015/16 and is an improvement on quarter 3 of 2014/15.	Learning & Achievement <i>Reported to Department for Education (DfE)</i>	Children & Learning
(S)	Percentage of 16 to 19 year olds (school years 12-14) who are not in education, employment or training (NEET)	Smaller is Better	4%	4%	±10%	3.4% GREEN	⬇	2%	⬆	4.2%	Haverling is performing better than that East London average of 3.8%. This has been achieved by continuing to track young learners using the targeting toolkit to identify potential people who are NEET and ensure early intervention.	Learning & Achievement <i>Reported to Department for Education (DfE)</i>	Children & Learning

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	Percentage of schools judged to be Good or Outstanding	Bigger is Better	76%	76%	±10%	73% GREEN	↑	71%	↓	75.0%	Havering has improved this quarter however there have been far fewer inspections by Ofsted compared to the same period last year due to a new framework rollout and accompanying training for Her Majesty's Inspectors (HMIs).	Learning & Achievement	Children & Learning
PROUD: Leading by example													
(C)	Number of new in-house foster carers	Bigger is Better	15	12	±10%	12 GREEN	↑	10	↑	9	So far this year there have been 12 new households registered - we continue to be on target for 15 new carers by the end of the year. This is also an improvement on this point last year when there had been 9 new carers approved.	Children's Services <i>Local performance indicator</i>	Children & Learning