

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

Ref.	Indicator	Value	2015/16 Annual Target	VariableTarget Tolerance	2015/16 Annual Performance		Short Term DOT against 2015/16 (Q3)		Long Term DOT against 2014/15 (Annual)	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%	±10%	33% (4 of 12) RED	➡	33% (4 of 12)	🔴	33% (6 of 17)	<p>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 no change on our Q3 performance, and in line with the 2014/15 year end figure, but significantly below the 2015/16 annual target. It should be noted that last year this measure referred to 16 months rather than 14.</p> <p>Corrective Action: Changes have now been applied to the tracking and monitoring processes which have strengthened oversight mechanisms in this area to ensure that potential delay is anticipated, understood and immediately addressed. The service also continues to ensure that family Group Conferences are arranged at an early stage in order to speed up timescales, and is working on a regional and pan London basis to ensure that experiences and best practice from other authorities is regularly reviewed and applied within the service. This indicator is also impacted by external factors, most particularly the courts.</p>	Children's Services <i>Reported to Department for Education (DfE)</i>	Children & Learning
(C)	Percentage of young people leaving care who are in education, employment or training at age 19 and at age 21	Bigger is Better	80%	±10%	58.6% (41 of 70) AMBER	⬆️	54% (27 of 50)	⬆️	52.0%	<p>The proportion of young people (19-21) leaving care in education, employment or training (58.6%) is below the 2015/16 target (80%), but an improvement on the previous quarter (54%). It should also be noted that our 2015/16 outturn exceeds the 2014/15 outturns for Havering (52%), England (48%), London (53%), and our statistical neighbours (46.1%). Of the 29 care leavers not in education employment or training (NEET), 10 (14.3%) are due to illness or disability, 8 (11.4%) are due to pregnancy or parenting, and 11 (15.7%) due to other circumstances.</p> <p>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.</p>	Children's Services <i>Reported to Department for Education (DfE)</i>	Children & Learning
(S)	Percentage of looked after children (LAC) placed in LBH foster care	Bigger is Better	40%	±5%	33.6% (77 of 229) AMBER	➡	33.6% (77 of 229)	—	NEW	<p>The proportion of looked after children (LAC) in LBH foster care (33.6%) is below target (40%) but has been maintained from Q3. The balance between Independent Fostering Agencies (30.1%) and in-house provision has remained consistent during quarter 4. This is a new corporate indicator for 2015/16, so a long term DOT cannot be provided.</p> <p>This indicator is linked to the number of new in-house foster carers, which has met its 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 transferring young people to in-house carers where appropriate.</p>	Children's Services <i>Local performance indicator</i>	Children & Learning

Ref.	Indicator	Value	2015/16 Annual Target	VariableTarget Tolerance	2015/16 Annual Performance	Short Term DOT against 2015/16 (Q3)		Long Term DOT against 2014/15 (Annual)		Comments	Service	O&S Sub-Committee
(S)	Percentage of looked after children (LAC) placements lasting at least 2 years	Bigger is Better	70%	±10%	70.6% (36 of 51) GREEN	↑	70% (35 of 50)	↓	83% (44 of 53)	At the 31st March 2016, 70.6% of our eligible LAC aged under 16 years had been in the same placement for at least 2 years, which means that we have exceeded our 2015/16 target of 70% (where bigger is better). This also means that we should continue to perform in line with, if not exceed the England average and our statistical neighbours' performance in relation to this PI. One of the reasons for the end of year figure being worse than the previous year is due to a large sibling group of 5 children who have recently hit the 2.5 years trigger, but have not been in the same placements continuously for at least 2 years.	Children's Services <i>Reported to Department for Education (DfE)</i>	Children & Learning
(C)	Percentage of Child Protection (CP) Plans lasting more than 24 months	Smaller is Better	5%	±10%	0% (0 of 298) GREEN	→	0% (0 of 211)	↑	4% (7 of 173)	By the end of March, 298 children had come off a CP Plan, none of whom had remained on their Plan for more than 24 months. At this point last year there had been 7 cases lasting over 24 months. The current position compares favourably with the most recently available national data, with our statistical neighbours at 6% and England at 4.5%.	Children's Services <i>Reported to Department for Education (DfE)</i>	Children & Learning
(C)	Percentage of children and families reporting that Early Help services made a positive and quantifiable difference to assessed needs	Bigger is Better	80%	±5%	93.1% (27 of 29) GREEN	↑	83.3% (5 of 6)	–	NEW	A pilot took place to monitor the impact of Early Help through the use of a Viewpoint survey. Overall 31 respondents completed the survey and 29 responded to the specific question "Based on the needs/actions in your Early Help Assessment, has the Early Help service made things better, same or worse?" with 27 reporting a positive impact. Two respondents felt that there was no change.	Children's Services <i>Local performance indicator</i>	Children & Learning
SAFE: Using our influence												
(C)	Percentage of referrals to Children's Social Care progressing to assessment	Bigger is Better	90%	±10%	81% GREEN	↑	73%	↓	95%	<p>The proportion of referrals progressing to assessment (81%) is within the target tolerance but lower than the same period last year (95%). Between April 2014 and May 2015 levels had remained above 92% but over the past 10 months numbers have dropped back to an average of 81%.</p> <p>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 has had a positive 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%	±10%	5% (20 of 397) GREEN	↑	6.1% (19 of 313)	↓	1.6% (4 of 251)	By the end of March, 397 children had become the subject of a new CP Plan, 20 of these children for the second time within two years. At this point last year there were 4 children in this position with 251 new CP Plans having been started. The current position compares favourably with the most recently available national data for this KPI with our statistical neighbours at 13% and England at 15.8%.	Children's Services <i>Local performance indicator</i>	Children & Learning
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PROUD: Using our influence												
(C)	Number of apprentices (aged 16-18) recruited in the borough	Bigger is Better	660 AY 2014/15	±10%	710 GREEN	↑	570	↑	680	Havering has seen an increase in apprenticeship starts against this time last year and has exceeded the annual target. 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%	±10%	79% GREEN	→	79%	↑	76%	Quarter 4 performance is in line with that of quarter 3; an improvement on quarter 4 of 2014/15, and within the target tolerance for 2015/16.	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%	±10%	3% GREEN	↑	3.4%	↑	3.5%	Benchmarking information for March 2016 is not available at the moment, however Havering continues to perform well and has ended the year below our 2015/16 target (where lower is better). 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
(S)	Percentage of schools judged to be Good or Outstanding	Bigger is Better	76%	±10%	74% GREEN	↑	73%	↑	73%	Havering's performance has improved slightly in Q4 compared to both Q3 and Q4 of the previous year. There have been far fewer inspections by Ofsted during 2015/16 compared to the previous year due to a new framework rollout and accompanying training for Her Majesty's Inspectors (HMIs).	Learning & Achievement	Children & Learning

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PROUD: Leading by example												
(C)	Number of new in-house foster carers	Bigger is Better	15	±10%	19 GREEN	⬆️	12	⬆️	12	This year there have been 19 new households registered - which means we have exceeded our target of 15 new foster carers by the end of the year. This is also an improvement on this point last year when there had been 12 new carers approved.	Children's Services <i>Local performance indicator</i>	Children & Learning