

Appendix I

Contractual and Strategic Key Performance Indicators

MEASUREMENT DETAILS				TARGETS AND COMPARATORS			PERFORMANCE							
Measure Type	Measure	Reporting Frequency	Polarity	Target	Range Tolerance	Benchmarking data available	2019/20				2020/21	2020/21	Position	6 month Trend
							Qtr1	Qtr2	Qtr3	Qtr4	Qtr1	Qtr2		
Contractual Key Performance Indicators	Assessments completed within <45 days	Quarterly	Bigger is better	90%	75%	Yes	87%	91%	96%	90%	95%	92%	Better than target	Declining
	Children in need with an appropriate and current plan in place	Quarterly	Bigger is better	95%	80%	No	94%	96%	95%	95%	96%	94%	In Tolerance	Declining
	Percentage of cases where the lead social worker has seen the child/young person in accordance with the timescales specified in the child protection plan. For all children who were the subject of a child protection plan during the year	Quarterly	Bigger is better	80%	75%	No	85%	95%	83%	98%	95%	93%	Better than target	Declining
	Initial Child Protection Conferences achieved within the statutory 15 day timescale	Quarterly	Bigger is better	95%	80%	Yes	100%	96%	100%	98%	100%	100%	Better than target	Stable
	Short term stability of placements of children in care: % of children experiencing 3 or more placements in the year	Quarterly	Smaller is better	9%	15%	Yes	11%	10%	8%	9%	9%	8%	Better than target	Improving
	Statutory Looked After reviews completed in time scale	Quarterly	Bigger is better	95%	80%	No	91%	92%	94%	93%	95%	91%	In Tolerance	Declining
	Children who wait less than 14 months between entering care and moving in with their adoptive family.	Quarterly	Bigger is better	Suspended***		Yes	71%	60%	42%	56%	-	-	-	-
	Care leavers the Trust is in touch with	Quarterly	Bigger is better	95%	75%	Yes	98%	98%	98%	96%	97%	95%	Better than target	Stable
	Care Leavers with pathway plans which have been reviewed in timescale	Quarterly	Bigger is better	95%	80%	No	74%	79%	67%	89%	92%	83%	In Tolerance	Declining
	Front line staff receiving Supervision in Timescale	Quarterly	Bigger is better	90%	80%	No	84%	86%	79%	80%	85%	85%	In Tolerance	Stable
	Freedom of Information Requests responded to within timescale	Quarterly	Bigger is better	Suspended***		No	89%	94%	92%	90%	-	-	-	-
	Case file audits graded good or better	Quarterly	Bigger is better	80%	60%	No	72%	82%	83%	83%	70%	61%	In Tolerance	Declining
	Length of intervention for family support services (days)	Quarterly	Smaller is better	140 days	180 days	No	193	173	210	196	149	192	Outside Tolerance	Declining
	Families demonstrating improved outcomes at point of closure to Parenting and Family Support Team	Quarterly	Bigger is better	60%	40%	No	69%	82%	87%	83%	88%	91%	Better than target	Improving

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Strategic Partnership Indicators	Referrals that are re-referrals within 12 months	Quarterly	Smaller is better	22%	28%	Yes	27%	27%	26%	28%	26%	26%	In Tolerance	Stable
	Assessments completed within 20 days	Quarterly	Smaller is better	25%	15%	Yes	19%	18%	12%	11%	26%	19%	In Tolerance	Declining
	Percentage of Children in Need open for a) >6 months	Quarterly	In range is better	15%	20%	Yes	21%	14%	11%	13%	13%	12%	Better than target	Improving
	b) >1 year	Quarterly	In range is better	15%	20%		17%	15%	13%	12%	11%	10%	Better than target	Improving
	c) > 2 years	Quarterly	In range is better	25%	30%		32%	32%	33%	32%	31%	29%	In Tolerance	Improving
	Children becoming the subject of Child Protection Plan for a second or subsequent time	Quarterly	Smaller is better	10%	16%	Yes	24%	3%	3%	7%	6%	8%	Better than target	Declining
	Case file audits graded outstanding	Quarterly	Outstanding is better	RI+: 95% Good+ 80%	RI+: 90% Good+: 60%	No	13%	20%	17%	6%	15%	8%	In Tolerance	Volitile
	Case file audits graded good						60%	61%	66%	77%	54%	52%		Volitile
	Case file audits graded requires improvement						26%	16%	15%	15%	24%	36%		Volitile
	Case file audits graded inadequate						2%	2%	2%	2%	7%	3%		Declining
	Child Protection Plans lasting two years or more for child protection plans which have ended during the year	Quarterly	Smaller is better	3%	5%	Yes	0%	0%	0%	3%	0%	0%	Better than target	Improving
	Young offenders aged 10-17 who reoffend	Quarterly	Smaller is better	42%	50%	Yes	41%	30%	30%	36%	Not Available	Not Available	-	-
	Rate of first time entrants to youth justice (per 100,000)	Quarterly	Smaller is better	170	210	Yes	190	200	190	223	Not Available	Not Available	-	-
	Care proceedings on track to be completed within 26 weeks	Quarterly	Bigger is better	80%	70%	No	65%	66%	65%	61%	56%	52%	Outside Tolerance	Declining
	Long term stability of placement of children in care: %of long term children in care in stable placements	Quarterly	Bigger is better	70%	60%	Yes	62%	58%	55%	54%	53%	57%	Outside Tolerance	Improving

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							Qtr1	Qtr2	Qtr3	Qtr4	Qtr1	Qtr2		
	Percentage of LAC that had a missing incident in the year	Annual	Smaller is better	11%	13%	Yes	13%				Annual Measure	Annual Measure	In Tolerance	Stable
	Trust residential settings rated good or better	Quarterly	Bigger is better	100%	80%	Yes	83%	83%	80%	80%	80%	80%	In Tolerance	Stable
	Average time in days between Local Authority receiving court authority to place a child and deciding on a match to an adoptive family	Quarterly	Smaller is better	121	200	Yes	55	90	154	69	55	110	In Tolerance	Declining
	Average time in days between a child entering care and moving in with their adoptive family	Quarterly	Smaller is better	426	460	Yes	285	378	372	365	241	443	In Tolerance	Declining
	Children ceasing care to be looked after under a Special Guardianship Order (SGO)	Quarterly	Bigger is better	15%	10%	Yes	20%	11%	19%	20%	22%	12%	In Tolerance	Declining
	Children ceasing care to be looked after under a Child Arrangement Order (CAO)	Quarterly	Bigger is better	10%	7%	No	17%	17%	4%	9%	0%	0%	Outside Tolerance	Volatile
	Rate of children adopted from care	Quarterly	Bigger is better	19%	14%	Yes	17%	13%	17%	15%	12%	24%	Better than target	Improving
	Rate of 19 & 20 year olds Staying Put with their foster carers after their 18th birthday	Quarterly	Bigger is better	25%	20%	Yes	New contract measure for 2019/20	30%	30%	23%	26%	23%	In Tolerance	Declining
	Care Leavers in suitable accommodation (age 19-21)	Quarterly	Bigger is better	85%	80%	Yes	96%	94%	95%	95%	93%	92%	Better than target	Declining
	Care Leavers in Employment, Training and Education (age 19-21)	Quarterly	Bigger is better	48%	40%	Yes	52%	51%	50%	45%	51%	48%	Better than target	Declining
	Full time equivalent posts covered by agency staff	Quarterly	Smaller is better	8%	12%	Yes	6%	5%	6%	5%	5%	6%	Better than target	Stable
	Staff turnover rate	Quarterly	Smaller is better	16%	18%	No	12%	14%	12%	14%	15%	15%	Better than target	Stable
	Achieve a minimum of Bronze level rating in child friendly rating	Annual	NA**	NA**	NA**	No	Awaiting data from DMBC regarding accreditation process set up with DMBC Young Advisors				Annual Measure	Annual Measure	NA**	-

* To be determined. Currently in discussions with the Council to agree target and tolerance

** Not applicable. Measure is reported for note, but a target or tolerance will not be set

*** Suspended due to Covid-19