

Appendix I
Contractual and Strategic Key Performance Indicators

MEASUREMENT DETAILS			TARGETS AND COMPARATORS					
TYPE	Measure	Polarity	Target Range		Covid19 Tolerance	2019/20	2020/21	2021/22
			Target	Tolerance		Average	Average	Qtr1
Contractual Key Performance Indicators	Assessments completed within <45 days	Bigger is better	90%	75%	>=75%	91%	89%	89%
	Children in need with an appropriate and current plan in place	Bigger is better	95%	80%	>=80%	95%	93%	97%
	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	Bigger is better	80%	75%	>=75%	90%	93%	88%
	Initial Child Protection Conferences acheived within the statutory 15 day timescale	Bigger is better	95%	80%	>=80%	99%	100%	98%
	Short term stability of placements of children in care: % of children experiencing 3 or more placements in the year	Smaller is better	9%	15%	<=15%	10%	8%	7%
	Statutory Looked After reviews completed in time scale	Bigger is better	95%	80%	>=80%	93%	93%	93%
	Children who wait less than 14 months between entering care and moving in with their adoptive family.	Bigger is better	Suspended***		Suspend	57%	45%	45%
	Care leavers the Trust is in touch with	Bigger is better	95%	75%	>=75%	98%	96%	100%
	Care Leavers with pathway plans which have been reviewed in timescale	Bigger is better	95%	80%	>=80%	77%	91%	82%
	Front line staff receiving Supervision in Timescale	Bigger is better	90%	80%	>=70%	82%	84%	88%
	Freedom of Information Requests responded to within timescale	Bigger is better	Suspended***		Suspend	91%	97%	92%
	Case file audits graded good or better	Bigger is better	Suspended***		Suspend	80%	62%	56%

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Strategic Partnership Indicators	Length of intervention for family support services (days)	Smaller is better	140 days	180 days	-	193	173.75	188
	Families demonstrating improved outcomes at point of closure to Parenting and Family Support Team	Bigger is better	60%	40%	-	80%	87%	86%
	Referrals that are re-referrals within 12 months	Smaller is better	22%	28%	-	27%	26%	27%
	Assessments completed within 20 days	Smaller is better	25%	15%	-	15%	24%	30%
	Percentage of Children in Need open for a) >6 months < 1 year	In range is better Smaller is better	15%	20%	-	15%	13%	16%
	b) >1 year < 2 years	In range is better Smaller is better	15%	20%	-	14%	11%	12%
	c) > 2 years	In range is better Smaller is better	25%	30%	-	32%	30%	33%
	Children becoming the subject of Child Protection Plan for a second or subsequent time	Smaller is better	10%	16%	-	9%	8%	9%
	Case file audits graded outstanding	Outstanding is better	Suspended***		Suspend	14%	10%	7%
	Case file audits graded good					66%	52%	49%
	Case file audits graded requires improvement					18%	33%	39%
	Case file audits graded inadequate					2%	6%	5%
	Child Protection Plans lasting two years or more for child protection plans which have ended during the year	Smaller is better	3%	5%	-	1%	1%	10%

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			Target	Tolerance		Average	Average	Qtr1
Strategic Partnership Indicators	Young offenders aged 10-17 who reoffend	Smaller is better	37%	50%	-	34%	26%	Not Available
	Rate of first time entrants to youth justice (per 100,000)	Smaller is better	212	252	-	201	225	Not Available
	Care proceedings on track to be completed within 26 weeks	Bigger is better	80%	70%	-	64%	57%	58%
	Long term stability of placement of children in care: %of long term children in care in stable placements	Bigger is better	70%	60%	-	57%	59%	70%
	Trust residential settings rated good or better	Bigger is better	100%	80%	-	82%	80%	80%
	Average time in days between Local Authority receiving court authority to place a child and deciding on a match to an adoptive family	Smaller is better	121	200	-	92	152.5	220
	Average time in days between a child entering care and moving in with their adoptive family	Smaller is better	426	460	-	350	397	437
	Children ceasing care to be looked after under a Special Guardianship Order (SGO)	Bigger is better	15%	10%	-	18%	15%	29%
	Children ceasing care to be looked after under a Child Arrangement Order (CAO)	Bigger is better	10%	7%	-	12%	1%	7%
	Rate of children adopted from care	Bigger is better	19%	14%	-	16%	17%	45%
	Rate of 19 & 20 year olds Staying Put with their foster carers after their 18th birthday	Bigger is better	25%	20%	-	28%	25%	23%
	Care Leavers in suitable accommodation (age 19-21)	Bigger is better	85%	80%	-	95%	93%	95%
	Care Leavers in Employment, Training and Education (age 19-21)	Bigger is better	48%	40%	-	50%	50%	56%
	Full time equivalent posts covered by agency staff	Smaller is better	8%	12%	-	6%	6%	8%
	Staff turnover rate	Smaller is better	16%	18%	-	13%	15%	14%