



7 September 2022

To the Members of the Cabinet

Performance Challenge of Doncaster Children's Services Trust: Quarter 1, 2022/23

Relevant Cabinet Member(s)	Wards Affected	Key Decision
Councillor Rachael Blake Children's Social Care, Communities and Equalities	All	None

EXECUTIVE SUMMARY

1. As part of the Management Agreement and governance arrangements for Doncaster Children's Services Trust (DCST) the Trust provides a quarterly report of operational and financial performance.
2. This report provides an opportunity to feedback on performance successes and issues against the key performance indicators that have been agreed as part of the contractual process.
3. Recognising the transitional arrangements to the Council modifications have been made to the style and content of this report. The Council and DCST finance and performance team are currently developing the performance management framework to support the leadership governance and operational grip from Q2 onwards.

EXEMPT INFORMATION

4. Not exempt.

RECOMMENDATIONS

5. Cabinet to note Doncaster Children's Services Trust performance outcomes, finances and the contribution that the Trust makes to support the Council's strategic priorities relating to safeguarding children in the borough.

WHAT DOES THIS MEAN FOR THE CITIZENS OF DONCASTER?

6. This report includes current position of Doncaster Children's Services Trust performance in relation to safeguarding children within the Borough but taken steps to manage and mitigate risks relating to children and families by working closely with Doncaster Council and Doncaster Council's Director of Children's Services.

BACKGROUND AND CURRENT POSITION

7. As indicated in previous reports the use of Mosaic has introduced challenges in our ability to produce reliable performance management information. Work to address the factors contributing to this, of which data quality is the key issue, has continued. The key achievement in Q1 was that the three statutory returns¹ have been uploaded to the

¹ Fostering data set, 903, which focusses on a particular cohort of children in care and the CIN census, which focuses on a broader range of social work performance measures.

government portal.

8. Following the transfer of DCST staff on the 1st Sept the performance reporting on Children's Services will be incorporated into the Council's finance and Performance report. Consequently the report in this format will be the final one to be produced.

Performance against targets

9. Performance in the Trust is monitored through a number of Contractual Performance Targets and Strategic Partnership Targets. An overview of these measures is provided as an appendix to this report.
10. Performance against Contractual indicators as follows:
 - 3 indicators performing better than or within tolerance against target
 - 3 indicators are below target
 - Data is not available for 5 targets
11. Of the Strategic Partnership performance indicators
 - 12 indicators performing better than or within tolerance against target
 - 4 are below target
 - Data is not available for 9 targets
12. There are more areas where data is not available or there are concerns regarding its validity at the end of Q1 than was the case at the end of Q4. This reflects the fact that the Q4 data had been subject to considerable cleansing prior to being reported in order to prepare for the submission of statutory returns. Data cleansing and remedial activity continues as indicated in previous reports. We are beginning to see the impact of this activity however know that there is still much work to be done.
13. Child related performance is extracted from Mosaic other than
 - Information relating to performance in the Inspiring Futures team, where information from a locally held data source has been used. This is the same source as information used in performance reports since the transition to MOSAIC.
 - Information regarding supervision, which is taken from locally held data sheets. This was the position prior to, and since, the transition to MOSAIC.

Current Demand and activity levels

Referrals

14. In Quarter 1 there were 1,182 referrals (Q4 position 1,257 referrals). The most significant source of referrals in Doncaster continues to be the Police, who made 498 (42%) of referrals in Q1. This position is what would be seen in most authorities and relates to a large extent to reports regarding domestic abuse. This approach, which is consistent with Police guidance, has wider impacts than simply volume. We know that contacts from the Police contribute to the position with regard to multiple contacts about the same child as we have, until recently, received more than one report about the same incident. This has been addressed with Police colleagues who have agreed to change their practice. Further work is planned to look at the wider impact of reporting of domestic abuse incidents.

Assessments

15. In the six months to the end of Q1 2,699² assessments were started, 90% of which were completed within 45 days or less. Of those assessments 58% were not judged to require further support from children's social care. In Q1 1,155 assessments were started compared to 1,560 in Q4.
16. A daily report is produced highlighting open single assessments, i.e. excluding re-assessments of cases that have been open for longer than six months, and the number of days these have been open to allow this work to be monitored.
17. 668 (58%) of assessments undertaken in Q1 resulted in further work being identified as necessary. This is not to suggest that these assessments were unnecessary however as the assessment is designed to be an intervention in its own right with further work only being required in relation to those children with the highest levels of need.

Child in Need Activity

18. In the 6 months to the end of Q1 there were 4,581 children in need in total. This figure includes children in care, those subject to a protection plan, open assessments and those with a closed episode. 1,281 of these (28%) were children subject to a child in need plan.

Child Protection Activity.

19. In the six months to the end of June 751 Section 47 enquiries were undertaken. The rate per 10,000 children figure (223) is lower than the most recent comparator information for statutory neighbours (229) and the 2020/21 outturn position for Doncaster (249). This is significant as Doncaster's rate per 10,000 increased significantly during 2020/21 and was above the rate for statutory neighbours for the first time since 2015. Focussed action was taken to address this in order to ensure that only those children who needed to come into child protection processes were subject to sa47 enquiries.
20. In Q1 265 children were subject to enquiries under Section 47 (Q4 position 456 children). The data currently indicates that of those cases 52 Section 47 enquiries led to an Initial Child Protection Conference being convened however further validation of this data is required as there are a large number of unknown values in the report.
21. The number of children subject to a protection plan at the end of Q1 was 348, which is a small reduction from the position at the end of Q4 (366). The Q1 position equates to a rate per 10,000 of 52, which is a significant reduction from the 2021 outturn position of 64. This means that Doncaster is below the most recently reported rate per 10,000 level for statutory neighbours (59.4).
22. Of those children subject to a protection plan at the end of Q1 the majority (53%) were boys with 45 % being girls (there will be a small number of unborn children subject to a protection plan), the system does not currently consider other identified genders, current measures are boys and girls. Emotional Abuse continues to be the most significant category of abuse (55%), Neglect was the second highest category (35%) and Physical abuse was the third highest category (6%). Sexual abuse was the lowest

² Data is reported in this way to reflect the position in the Children's Assessment Tool (ChAT). This draws on the data set used by Ofsted during inspection.

category (3%) This pattern is consistent with the previously reported. Domestic abuse is the most significant contributory factor in those cases where children are made subject to a plan under the category of emotional abuse.

Children in Care

23. The number of children in care at the end of Q4 2021/22 was 563, compared to 592 at the end of Q4 the previous year. In the six months to the end of Q1 93 children came into care and 114 children left care.
24. Of those still in care as at 30.6.22 391 had been in care for 12 months or longer. 165 children are placed with Independent Fostering Agency (IFA) carers with a further 55 children were in external placements. 18 children were placed with parents.

Adoption

25. As reported in the Q4 report Doncaster's position in January 2022 was below target but better than the position elsewhere according to available comparator data only one child was adopted in Q1. Reporting on other measures given this figure would be very misleading.
26. Previous reports have highlighted that adoption plans in Doncaster were very low. The nature of adoption work means that the impact of the corrective actions taken will not be seen in this, or other measures included for a number of months. What will provide a better indicator is activity earlier in the system, e.g. number of children matched or placed. These figures are currently being collated and will be provided in the next report.

Care Leavers

27. The number of care leavers that fall within the DfE cohort for statutory report was 197 (Q4 was 223).

Staffing related Measures

Supervision

28. Data in relation to supervision is extracted from a spreadsheet that individual managers have to add supervision dates in. This is then collated to Service area and Trust levels. There is the model that was operational prior to the transition to Liquid Logic. The weakness in the model is obviously that where managers are not in work, either for sickness or annual leave there will be issues with the accuracy of the reported data. On 18.7.21 the position at the end of Q1 was that 66.5% of supervisions had taken place. There are however seven Teams that need to add additional data so this figure will increase.

Caseloads

29. As previously highlighted there is an issue with the current report which sets out caseloads as this does not provide a useful insight into the local practice context there are issues with the current caseload report. It does not correct for part time workers and also does not differentiate between role, e.g., Advanced Practitioners are supposed to carry a reduced caseload to reflect the work they do to support less experienced colleagues.
30. A further issue with Caseload averages can also be impacted by a range of other

factors, e.g. workers stating or leaving a post, workers returning from sick leave. For this reason it is perhaps more helpful to look at caseloads in excess of key levels. On 12.7.22

- 65 workers had a case load of 20 or higher. Of those 24 had a caseload of had a caseload of 25 or higher, with the highest caseload being 48
- 92 staff had a caseload of 16 or higher

31. The position at the same point on 7.4.22 was

- 49 workers had a case load of 20 or higher. Of those 15 had a caseload of had a caseload of 25 or higher, with the highest caseload being 31
- 81 staff had a caseload of 16 or higher

32. A further issue is Team Manager span of control, which we believe should be circa 100 cases per manager. ACPS has the biggest challenge in this regard with the position in July 2022 being:

- 196 – ACPS South 1
- 182 – ACPS Central 1
- 178 – ACPS East 1
- 172 – ACPS North 2
- 165 – ACPS Central 2
- 151 – ACPS East 2
- 134 – ACPS South 2

33. As previously reported an investment plan has been developed to address the capacity challenges. This forms part of the wider Ofsted improvement plan. Our aim is to move to average caseloads around 16 with management spans of control are closer to 100 cases. Work is already in train to increase Team Management capacity.

Strategic developments

34. Following both Cabinet and Trust Board decisions in March 2022, the services provide by Doncaster Children's Services Trust Ltd are transitioning back to Doncaster Council on 1 September 2022. This will mean that all staff, contracts, assets, liabilities and risks will transfer at this date. The Company will cease being operational from the same date.

35. There is specific governance oversight provided by the Council and Trust overseeing the process. At present, there are significant risks associated with the effect of the HR implications associated with the transfer that have been raised by the Trust with the Council that may impact on the improvement journey, finance and reputation of children's services.

Financial Summary

36. The Doncaster Children's Services Trust (DCST) forecast outturn at month 3 is an overspend of £4.93m to the 2022/23 contract value. The main elements are £4.04m on the Care Ladder from additional demand and increased package costs for external placements, and £2.81m on agency worker costs; offset by staffing underspends of -£2.16m.

37. Care Ladder cost-pressures, in particular in Out of Authority (OOA) and Fostering placements, were brought forward into 2022/23. The Care Ladder overspend of £4.04m includes: OOA placements £3.59m, Fostering placements £0.62m, 16+

placements £0.76m, and Unaccompanied Asylum Seeking Children (UASC) placements £0.34m, offset by additional funding of £1.37m from the Dedicated Schools Grant (DSG) High Needs Block (note: this increases the budgetary pressure to the High Needs Block).

38. The significant overspend on OOA is due to the expectation that the pressure carried forward from 2021/22 will continue throughout 2022/23 and an increase in the average placement cost. The number of OOA placements, including Parent & Child placements, at 1st April 2022 were 57, the projection assumes that numbers reduce to 40 at 31st March 2023. The MTF budget assumed placement numbers would be 43 at 1st April 2022 and 29 at 31st March 2023. Therefore an additional 14 OOA placements at the beginning of the year, projected to reduce to 11 additional at the end of the year. The current average cost of packages at the end of June 2022 is £35k more per annum per placement than budget, comparing £254k budget to an average placement cost of £289k, with the most expensive packages costing between £10.5k and £13.1k per week.
39. The fostering overspend projection of £0.62m is due to increased activity carried forward from 2021/22, additional 26 placements, expected to continue throughout 2022/23, ending the year at 22 placements above budget. In addition, the budget is based on reducing the number of Independent Fostering Agency placements and increasing In-house Fostering, achieving a split of 37.5%/62.5% at year-end. However, this is not expected to be achieved and based on current information a split of 42.5%/57.5% if forecast at year-end.
40. The overspend on the 16+ CiC placement budget is due to increased activity, the budget was based on there being an average of 24 placements; however at the end of June there are 31 placements, with an average 30 placements forecast for 2022/23. There are currently 20 16+ packages ranging from £2,170 to £4,618 per week, plus one package costing £6,772 per week.
41. Between August and June there have been an additional 33 UASC placements; including 6 more in June. In 2021/22 the funding from the Home Office covered the cost of the placements; however in 2022/23 the projected spend on UASC placements is £1.49m offset by grant funding of only £1.15m. Due to the increase in the number of UASC, capacity in the market is stretched and therefore some of the UASC have had to be placed with expensive providers leading to the costs being greater than the grant received from the Home Office. The contribution rates from the Home Office have yet to be announced for 2022/23 and therefore if the rates increase this will reduce the funding gap.
42. The reason for the overspend on staffing is due to increased agency cover for vacancies, maternity leave and the retention of some agency SWs for longer (based upon demand / caseloads). Caseloads, particularly in Assessments and the Area Child Protection Service (ACPS), have continued to be high resulting in additional resource being required via agency placements. The Trust implemented a Social Worker Academy from April 2021 and made changes to Social Worker pay in January 2021 with the intention to recruit and retain permanent social workers and reduce agency social workers. To-date, 17 ASYEs have been appointed. Since the increase in agency pay in 2021/22 there has been a greater attraction and retention of agency numbers to cover vacancies / caseloads. The number of agency workers for June was 38 FTE, 9.4 FTE more than the target for this stage of the year, attributable to increased caseloads and complexity of cases. There are an additional 5 included in the figures for one of the project teams in the front door.

Future Placements Strategy Update

43. There are properties in various stages of development, but noting due diligence is ongoing. These are as follows:

- Skylarks estate, Brodsworth. 2 new build properties; purchase has been completed and expected to be ready for habitation in October 2022. Planning Committee on 26th July approved the properties can be used as a Children's Home. These 2 properties will provide 4 beds in total with a single Registered Manager (still to be appointed) overseeing both homes
- Cambourne Close, Adwick (2 beds). This is an internal Asset transfer. The use of this property as a Children's Home was approved at Planning Committee on 26th July. The property will require c.£150k of works carrying out; therefore expected date for opening is spring 2023.
- Tickhill Sq, Denaby; an internal Asset transfer. It has been agreed to no longer go forward with this proposal due to the costs of the works required. Alternative solutions will be considered to replace the 4 internal beds that would have been available from opening Tickhill.
- The bid has been accepted to purchase Askern Court (6 beds); a property recently vacated by a provider for 16+ provision who have left the Doncaster market. The Council are in the process of completing the purchase of the property which will require c.£100k of works carrying out; expected date for opening is winter 2022

44. In total the above provision creates a total of 11-12 new in-Borough places for children plus an alternative to be found for Tickhill. The current risks associated with the project are largely centred around the recruitment of Registered Managers and appropriately qualified residential staff, based upon recent children's homes recruitment exercises. The totality of this activity remains within the designated budget for purchases, design and adaptations; however there are risks that the costs may exceed original estimates due to inflationary increases in building materials such as timber. For all the above properties, engagement events with elected members has already happened and community engagement event dates have been coordinated by the project management group.

45. **IMPACT ON COUNCIL'S KEY OBJECTIVES**

Outcomes	Implications
All people in Doncaster benefit from a thriving and resilient economy: Mayoral priority – creating jobs and Housing Mayoral priority: Be a strong voice for our veterans Mayoral priority: protecting Doncaster's vital services	The Council and The Trust as major partners in the Children and Families Partnership Board share the Children's plan outcome that all children should achieve their potential – in removing barriers and developing good quality service delivery children will be able to access the benefits of a thriving economy and will themselves be participants in creating and sustaining the strength of the economy.
People live safe, healthy, active and independent lives: Mayoral priority: Safeguarding our Communities Mayoral priority: Bringing down the cost of living	Ensuring children and young people are free and feel from harm are key ambitions of both the Council and The Trust.
People in Doncaster benefit from a high quality built and natural	Delivering against the service delivery contract between the Council and The

Outcomes	Implications
environment: Mayoral priority: creating jobs and Housing Mayoral priority: Safeguarding our communities Mayoral priority: bringing down the cost of living	Trust has clear implications for safeguarding communities, in reducing risk and exposure of risk to children; improved early help and thus better outcomes for families.
Working with our partners we will provide strong leadership and governance	Ofsted, in its inspection report commented favourably on the relationship and governance arrangements between the Council and The Trust, recognising that formal arrangements for monitoring and challenge exceed the requirements set out in the contract between the two organisations.

RECOMMENDED OPTIONS

46. To note the report.

RISKS AND ASSUMPTIONS [RM 16/08/2022]

47. Risks and assumptions specific to the key performance indicator set, operational and financial context are identified in the body of this report. Specific risks relating to the transition are included in the body of the report.

LEGAL IMPLICATIONS [RM 16/08/2022]

48. Specific legal implications relating to the transition are included in the body of the report. There are no other legal implications directly arising from this report.

EQUALITY IMPLICATIONS [LE 16/08/2022]

49. There are no equality implications directly arising from this report.

HUMAN RESOURCE IMPLICATIONS [LE 16/08/2022]

50. Specific HR implications relating to the transition are included in the body of the report.

TECHNOLOGY IMPLICATIONS [RM 16/08/2022]

51. There are no information technology implications directly arising from this report.

HEALTH IMPLICATIONS [RW 16/08/2022]

52. Health and social care services are inextricably linked and are working in robust partnership to improve health and wellbeing outcomes for children and families. The move towards integrated health and social care delivery models supports these partnerships and create shared outcome objectives. Health colleagues are keen to support the Trust to achieve the quality and performance levels they aspire to as this will impact on the wider health and wellbeing outcomes for Doncaster families.

FINANCIAL IMPLICATIONS [RM 16/08/2022]

53. Included within the body of the report.

CONSULTATION

54. Consultation has taken place with key managers and Directors.

ACRONYMS

ACPS	Area Child Protection Service
ASYE	Assessed and supported year in employment
BAU	Business as Usual
CAFCASS	Children and Family Court Advisory and Support Service
C&F	Child and Family
ChAT	Children's Assessment Tool
CiC	Children in Care
CiN	Children in Need
CP	Child Protection
CPP	Child Protection Plan
DCST	Doncaster Children's Services Trust
DfE	Department for Education
DMBC	Doncaster Metropolitan Borough Council
DSG	Dedicated School's Grant
EH	Early Help
IFA	Independent Foster Agency
IRO	Independent Reviewing Officer
KPI	Key Performance Indicator
LA	Local Authority
MASH	Multi-Agency Safeguarding Hub
MTFS	Medium Term Financial Strategy
OOA	Out of Authority
OSMC	Overview & Scrutiny Management Committee
PAFSS	Parenting and Family Support Service
PLO	Public Law Outline
PNC	Police National Computer
Q	Quarter
RAG	Red Amber Green
SGO	Special Guardianship Order
SILS	Semi-Independent Living Service

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Appendix 1

Contract Key Performance Indicators					
Measure	Target ³	Comp ⁴	Q4	Q1	Commentary
Assessment's completed within 45 days or less	90% (75%)	84.8%	85%	90%	This is above national and local comparator data.
% of Initial Child Protection Conference which are held that were achieved within the statutory 15 day	95% (80%)	83.3%	99%	97%	97% of ICPCs have been held within 15 days over the last 6 months. Although this is a deterioration performance is above comparator authorities and above the target.
% of cases where the lead social worker has seen the child/young person in accordance with the timescales specified in the child protection plan where the child/young person has been subject of a child protection plan during the year	90% (80%)		93%		Further data validation underway.
% of children in need with an appropriate and current plan in place	95% (80%)		100%		Data subject to further validation.

³ Figure in brackets is the tolerance figure. Not all measures have an agreed tolerance measure

⁴ Comparator information for most measures is the most recent performance by statutory near neighbours, March 2021. The exception to this is figures relating to adoption where data re other authorities in the Regional adoption Agency is used. Not all performance measures have comparator data.

Contract Key Performance Indicators					
Measure	Target ₃	Comp ⁴	Q4	Q1	Commentary
Percentage of LAC reviews completed in timescale.	95% (80%)		.		This data is not reportable. Unlike Child Protection Reviews the timescale for CiC reviews is dependent on a range of factors and so much more complicated to calculate
Short term stability of placement of Children in Care (CiC): Percentage of 3+ moves in last 12 months (lower the better)	9% (15%)	8%	6%		Data subject to further validation
% of care leavers with pathway plans which have been reviewed within timescale	95% (80%)		80%	78%	There are a number of plans that have been reviewed which require sign off by the Team Manager. If these were included in the performance figure then the position would be 80%
% of care leavers that the Local Authority is in touch with	95% (75%)	94.5%	94%	85%	This data is subject to further validation
Percentage of Children who wait less 14 months between entering care and move in with adoptive family.	60%				Only one child was adopted during Q1 (4 children were adopted in Q4). Given this reporting against this measure is not helpful. See report for further commentary.
% of cases audited graded as 'good' or better	80%		56%	58%	In Q1 there were <ul style="list-style-type: none"> • 92 Social care audits, of which 53 were judged to be good or better • 26 PAFSS audits of which 16 were judged to be good or better

Contract Key Performance Indicators					
Measure	Target ₃	Comp ⁴	Q4	Q1	Commentary
Front line staff receiving supervisions in timescale	90%		.	62.7%	See commentary in the main report
Partnership Performance Measures					
% re referrals within the last 12 months	22% (28%)	21.8%	16%	19.4%	Initial data for Q4 indicated a re-referral rate of 5%, which we believed was inaccurate. Further work has been undertaken to validate this data, hence the updated figure. As anticipated there was an increased outturn as a consequence. It should be noted this position does still demonstrate a positive trajectory as previously in Doncaster re-referral rates were over 25%
Improved outcomes for families that have received Family Support on closure	60% (40%)				This data is currently not reportable. Family Star, the tool which is used to evaluate this, was introduced into Mosaic in April 2022
Length of intervention from Family Support Services (days)	140 (180)				This data is currently not reportable. The system takes the start date for intervention as the earliest point that a case was open. A case stepped down from social care would use the referral to social care as the start date.
Timeliness of single assessment (less than 20 days)	25% (15%)				Data is currently not available
% Children in Need open between 6 -12 months	15% (20%)	13.7%	22.3%	27%	NB the figures are taken from ChAT and therefore include children subject to a protection plan, in care, open for assessment and with closed episode. This accounts for the variation in reporting
% Children in Need open over 12 – 24 months	15% (20%)	15.9%	14.7%	13%	See above

Contract Key Performance Indicators					
Measure	Target ³	Comp ⁴	Q4	Q1	Commentary
% Children in Need over 2 years	25% (30%)	33.1%	6.6%	18%	
% becoming subject to Child Protection Plan for second time within 2 years	10% (16%)				This data is not reportable. The % of children subject a protection for the second time ever at the end of Q4 was 23%. The most recent comparator data for stat neighbours was 21.19%. In the six months to the end of Q1 27% of children had been subject to a protection previously. This represents all children subject to CP planning in the period rather than an as at figure.
% of Child Protection Plans lasting 2 years or more for child protection plans which have ended during the year	3% (5%)	3.6%	<1%	1.6%	At the end of Q1 there were 348 children subject to a protection plan. Of these five children from four families had been subject to a plan for two years or longer. A dip sampling exercise in relation to these families is underway.
% of Trust residential settings rated good or better	100% (80%)		80%	60%	Two of the Trusts homes are graded as requires improvement. One of these homes is expected to be re-inspected shortly
Long term stability of placement of children in care: % length of placement more than 2 years	70% (60%)	67.2%			Further data validation work taking place
% of care proceedings on track to be completed within 26 weeks	80% (70%)		55%	50%	At the end of Q1 there were 258 children from 154 families subject to proceedings. The Q4 report highlights that performance up to the end of March was not available and the information provided was up to the end of January 2022. At that point there were 252 children from 139 families subject to proceedings.

Contract Key Performance Indicators

Measure	Target ³	Comp ⁴	Q4	Q1	Commentary
					<p>At a meeting of the Local Family Justice Board in June 2022 the reported position with regard to timeliness was that:</p> <ul style="list-style-type: none"> • Cases which conclude at 26 weeks – National target of 65 -75%. Year to date – South Yorkshire is at 12.5%, National – 15.6% • Cases which conclude at 52 weeks – National Target – 95%. Year – South Yorkshire is at 54.2% National – 60.9%
% of children in care adopted	19% (14%)	14%	4 children	1 child	In the 6 months leading up to the end of Q1 5% of children who left care were adopted.
Average time in days between a child entering care and moving in with their adoptive family	426 (460)	420	463		See above
Average time in days between Local Authority receiving court authority to place a child and deciding on a match to an adoptive family.	121 (200)		121		See above
% of children ceasing to be looked after because of an special guardianship order	15%		13%	20%	Of those children who left care during the six months to the end of Q1 20% were made subject to an SGO which is higher than the most recently reported position for statutory neighbours (18%) and the England average(14%).

Contract Key Performance Indicators					
Measure	Target ₃	Comp ⁴	Q4	Q1	Commentary
					At the end of Q1 29 children in care were expected to be discharged through the granting of an SGO
% of children ceasing to be looked after because of a child arrangement order	10%		17%		This data is currently subject to further validation.
% of care leavers in suitable accommodation	85% (80%)	91.4%	93%	93%	Performance is above statistical comparators
% of care leavers in employment, education or training	48% (40%)	52.1%	58%	69%	Performance is above statistical comparators and is improving
% of 19 and 20 year olds on a Staying Put placement with former foster carers after their 18 th birthday	25% (20%)	34.5%	15%	28%	The Q4 position reflects the number as a percentage of the total DfE cohort. Q1 figure has been corrected to reflect the specific measure. For the purpose of comparison the total cohort figure at the end of Q1 was 14.2%
% of monthly case file audits rated as 'requires improvement or better	95%		96%	96%	In Q1 there were <ul style="list-style-type: none"> • 92 Social care audits, of which 87 were judged to be good or better • 26 PAFSS audits all of which were judged to be good or better
% number of full time equivalent posts covered by agency staff	8% (12%)	14.2%	10%	9.1%	This includes staff brought in to bring increased capacity so expressing the number as a % is to some extent misleading. At the end of q4 there were 44 Agency workers covering front line positions. At the end of Q1 there were 40 agency workers. Although from a financial point of view this may

Contract Key Performance Indicators

Measure	Target₃	Comp⁴	Q4	Q1	Commentary
					appear positive it should be noted that caseloads ranges have increased during this period. The reduction in agency usage in front line posts is a consequence of the challenge in recruiting and retaining agency staff.
Staff turnover (leavers in month in a rolling 12 month as % of full time equivalents)	16% (18%)	15.9%	8%	13.9%	Although the position has deteriorated it remains within target
Children entering the criminal justice system for the first time	194 per 100,000 of 10-17 year olds	162	124 per 100,000 of 10-17 year olds	138	Although this represents a small increase that relates to a very small number of children performance remains within target. Performance is still better than the Regional average (180), Police and Crime Commissioner area (168), YJS comparator authority group (162) and England Average (146)
Re-offending rates	25	26.7	25.7	16.27%	This performance is in the top ten best figures in the Country. It better than the Regional average (33.7), Police and Crime Commissioner area (19.5), YJS comparator authority group (26.7) and England Average (32.3)