

Appendix H

Appendix H: Draft Key performance Indicators and Performance Indicators

No	Measure
Contractual KPIs	
Safeguarding and child in need	
1	% of re-referrals to CSC within 12 months
2	% of section 47s that led to ICPC in month
3	% of children subject to a CP for a second or subsequent time within 2 years
4	% of children subject to CP Plans for 2+ years
5	% of children subject to CP Plan visited in the last 10 working days and seen alone
6	% of referrals with decision and authorisation within 1 workday
7	Rate of Early Help open cases per 10,000 under 18 population
8	% of Early Help Assessments that resulted in a service place where outcomes were achieved
9	% of contacts to referral
10	Number of contacts
11	Number of referrals
12	Number of children subject to a CP Plan
13	Number of full time LAC at month end
14	% of children subject to child in need plans for over 12 months
15	% of child in need plans reviewed within timescales (6 months?)
16	% of ICPCs held within statutory timescale
17	% of RCPCs held within timescale

Looked after children	
18	% of looked after children with 3 or more placements within 1 year
19	% of looked after children placed 20+ miles from home (excluding those placed for adoption)
20	% of looked after children who have received a statutory visit in the last 6 weeks and seen alone
21	% of children missing from care who have an independent return interview within timescale
22	% of LAC reviews where the IRO has met with the child and their views represented within the meeting
23	% of LAC with a current Care Plan that includes a permanency plan (where appropriate)
Fostering	
24	Number of approved Trust foster care households
Care Leavers	
25	% of care leavers in education, employment or training (age 19-21)
26	% of eligible looked after children with current Pathway Plan
LDD and SEN	
27	% of statutory EHCP assessments completed within 20 weeks (including exceptions)
28	Number of Direct Payment packages and personal budgets
Workforce	
29	% of permanent fieldwork staff
30	Average number of cases allocated per social worker
31	% of staff absenteeism
32	% of staff in post 2 years+
33	% of staff 2 years post qualifying
Still for discussion	
LDD and SEN	
34	% of statutory EHCP assessments completed within 20 weeks (excluding exceptions)
35	Number of conversions to EHCP completed [establish timetable]
36	Number of new requests for EHCPs by age phase
37	% of new requests for EHCPs refused by age phase
38	% of new requests for EHCPs approved by age phase
39	% of children with EHCP/statement by school type and age phase
40	Number of young people (post-16) with EHCP/statement by destination

41	Number of tribunals
42	% of tribunals won
43	% of tribunals lost
44	% of tribunals conceded
Non-Contractual Performance Indicators	
Financial Performance Indicators (monitored quarterly)	
Fostering	
1	Total cost and average cost per secure unit placement
2	Total cost and average cost per residential placement
3	Total cost and average cost per external residential placement
4	Total cost and average cost per non-Trust foster placement
5	Total cost and average cost per Trust foster care placement
Workforce	
6	Total cost and average cost per fieldwork agency staff
Compliance Performance Indicators (monitored quarterly)	
Other	
7	% of FOI requests responded to within statutory timescales (20 working days)
8	% of SAR requests responded to within timescales (40 working days)
9	Number of formal complaints received by Trust in month
10	Outcomes of complaints
11	% of formal complaints responded to within timescales
Performance Indicators monitored through the LSCB	
Safeguarding and child in need	
12	% of contacts received in month that received 'no further action'
13	Section 47 enquiries completed in month
14	Rate of section 47s per 10,000 under 18 population

15	% of ICPC where CP Plan was not commenced
16	Number of children subject to a CP Plan
17	Rate of CP Plans per 10,000 under 18 population
18	% of CP Plans due to Neglect
19	% of CP Plans due to Physical abuse
20	% of CP Plans due to Sexual Abuse
21	% of CP Plans due to Emotional Abuse
22	% of CP Plans due to multiple components
23	% of children subject to CP Plan visited in the last 10 working days
24	Annual % of children consistently visited to target timescales
25	Number of CP Plans ended in year to date
Other - Domestic Violence	
26	% of CSC cases involving domestic violence as parental factor (victim and perpetrator)
27	% of EH cases involving domestic violence as parental factor (victim and perpetrator)
Other - Alcohol and Substance Misuse	
28	% of CSC open cases involving alcohol or substance misuse as parental factor
Other - Parental Mental Health	
29	% of CSC open cases involving mental ill health as parental factor
Other - CSE	
30	% of cases open to CSC with CSE identified
31	% of cases open to CSC with CSE identified with disruption strategies in place
Other - FGM	
32	% of cases open to CSC with FGM identified
Other - Radicalisation	
33	% of referrals where radicalisation/extremism is a factor
34	% of cases open to CSC with radicalisation/extremism an identified factor
Performance Indicators monitored through the Corporate Parenting Panel	
Looked after children	
35	Number of looked after children (excluding respite)
36	Rate of looked after children (excluding respite) per 10,000 under 18 population
37	% of looked after children (excluding respite) who have been in care for at least 12 months

38	% of looked after children <16 years of age who have been in care for >2.5 years and in the same placement for 2+ years
39	% of looked after children who have received a statutory visit in the last 6 weeks
40	% of looked after children who are up to date with their health and dental checks
41	Immunisation data
42	SDQ scores
43	Number of children and number of episodes per child that are looked after who went missing from placement
44	Number of children and number of episodes per child that went missing from home
45	% of looked after children statutory review held within timescale in year to date (April - March)
46	School absence levels for LAC
47	Speed at which LAC are placed in school
48	% of eligible looked after children achieving level 4 at Key Stage 2 in English
49	% of eligible looked after children achieving level 4 at Key Stage 2 in maths
50	% of eligible looked after children achieving 5 A*-C at Key Stage 4 (GCSE) including English and maths
Care Leavers	
51	Number of care leavers (eligible, relevant and former relevant)
52	% of care leavers in contact with LA
53	% of care leavers in suitable accommodation (age 19-21)
Performance Indicators monitored through statutory Adoption Returns	
Adoption	
54	Number of looked after children adopted

55	Number of looked after children issued with SGO
56	Number of potential adoptors available to LA
57	% of looked after children adopted in year to date who were placed in their adoptive placements within a year of best interests
58	% of looked after children who wait less than 18 months from entering care to moving in with adoptive family
Performance Indicators monitored through Youth Justice Board Returns	
YOT	
59	Rate of proven re-offending by young offenders
60	Number of first time entrants into Youth Justice System aged 10-17
61	Ethnicity breakdown of young offenders
Performance Indicators monitored through the Trust's Quality Assurance Framework	
Workforce	
62	Number of casework audits completed
63	% of casework judged to be 'good' or better
64	% of case work judged to be 'inadequate'