

APPENDIX A: Performance Measure	KPI
Safeguarding and Children in Need	
% of referrals received that were repeat referrals	1
Percentage of Section 47s which led to Initial CP Conference in month	2
% of CP Plans started that were repeat plans within 2 years	3
% of children subject to a CP Plan for 2 years or more	4
% of children subject to a CP Plan visited in the last 2 weeks (all ages)	5a
% of children subject to a CP Plan seen alone on at least their second-most recent visit (aged 3+)	5b
Referrals: decision and authorisation within 1 workday	6
Rate of Early Help open cases per 10,000 under-18 population	7
Number of cases that stepped up from Early Help to Children's Social Care	8
% of contacts leading to referral	9
Contacts received and completed	10
Contacts completed - ICS (social care) only	10a
Contacts completed - EHM (early help) only	10b
Referrals received	11
Number of children subject to a CP Plan	12
Number of full time Looked After Children at month end	13
% of children subject to CIN plans for over 12 months	14
% of CIN plans reviewed within 6 months	15
% of ICPCs held within statutory timescale	16
% of RCPCs held within timescale	17
Looked After Children	
% of LAC with 3 or more placements in the last year	18
% LAC at month end placed over 20 miles away	19
Looked After Children's statutory visits: seen alone	20
% of children missing from care who have an independent return interview within timescale	21
% of LAC who participated in their LAC review	22
% of LAC with a current Care Plan	23
Fostering	
Number of approved Trust foster care households	24
Care Leavers	
% of care leavers in education, employment or training	25
% of eligible looked after children with a current Pathway Plan	26
LDD and SEN	
% of statutory EHCP assessments completed within 20 weeks (including exceptions)	27
% of statements converted to EHCPs	28
% of children receiving direct payments, personal payments or short breaks as part of their EHCP	29
Workforce	
% 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	34