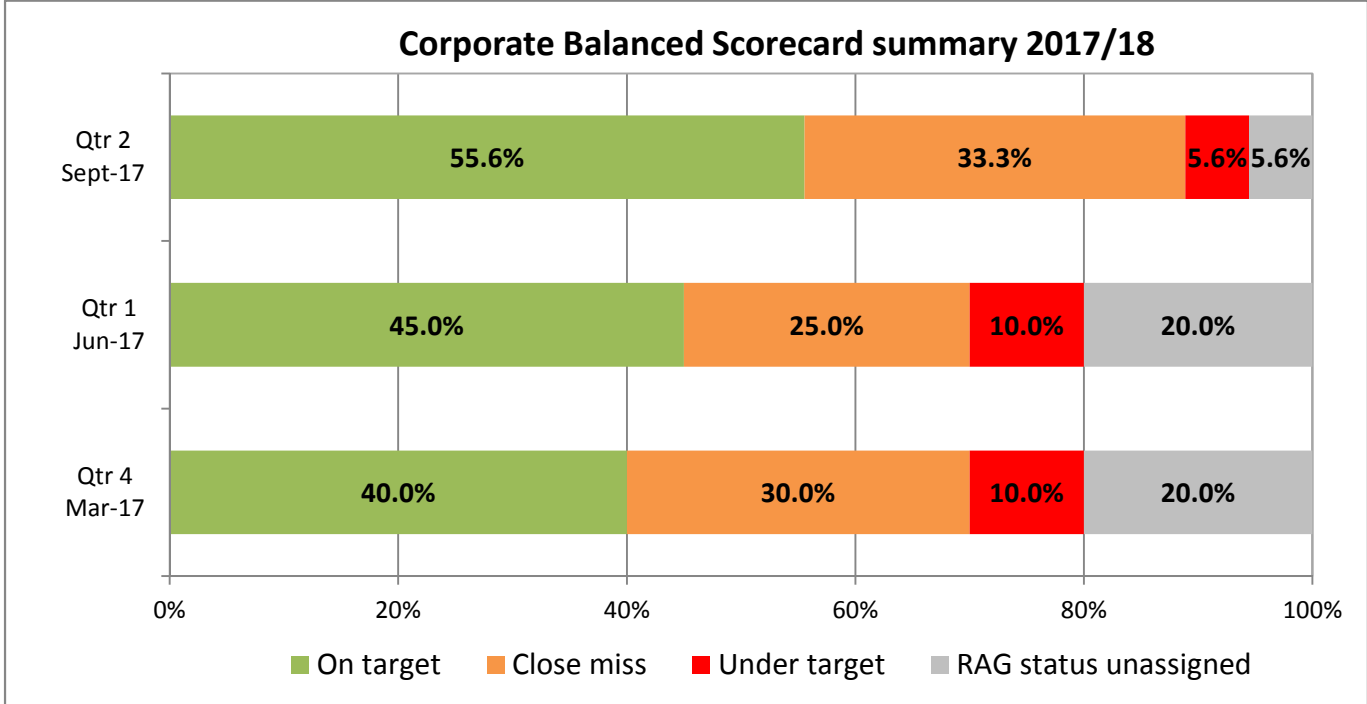
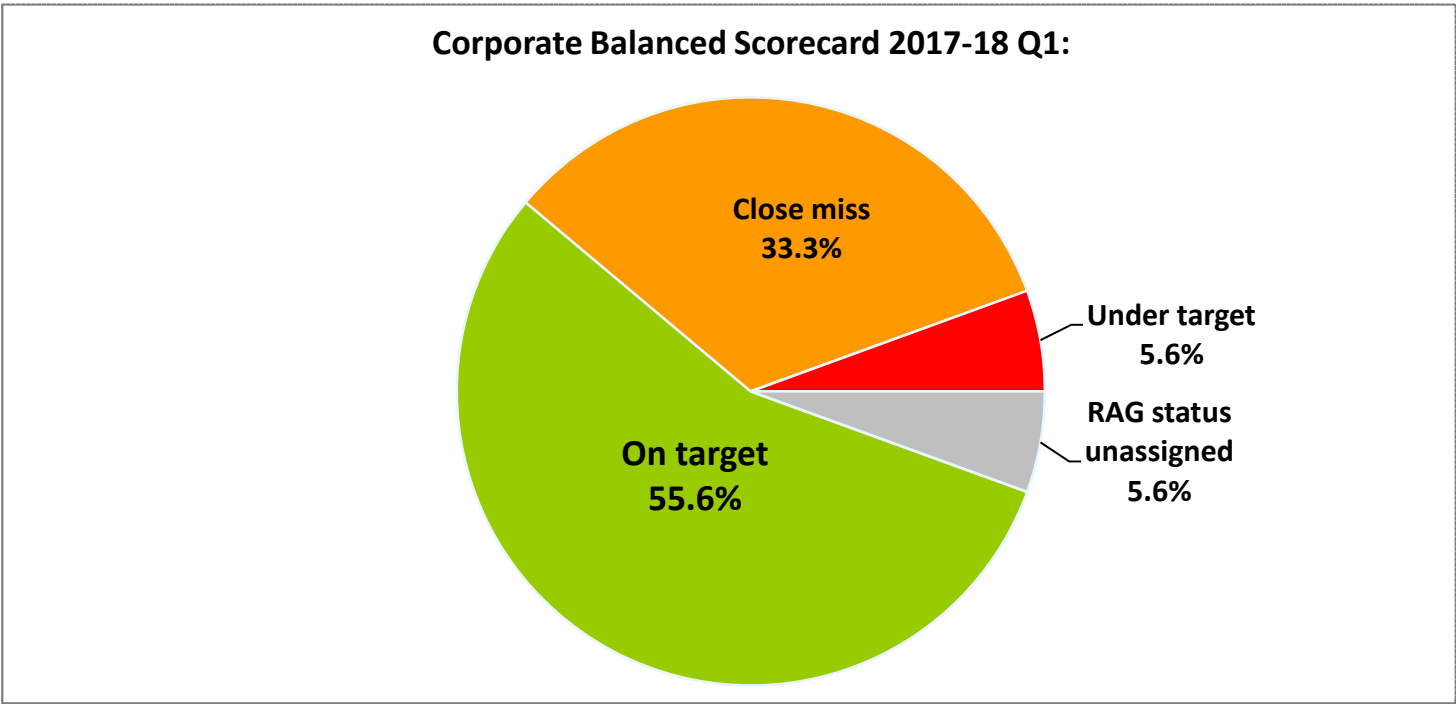


Appendix A: Slough Borough Council - Corporate Balanced Scorecard  
2017-18: to end of quarter 2 - Sept-17

The corporate balanced scorecard presents the current outturn for a selection of high priority quantitative performance indicators, under our five priority outcomes putting people first:

- 1. Our children and young people will have the best start in life and opportunities to give them positive lives.
- 2. Our people will become healthier and will manage their own health, care and support needs.
- 3. Slough will be an attractive place where people choose to live, work and visit.
- 4. Our residents will have access to good quality homes.
- 5. Slough will attract, retain and grow businesses and investment to provide jobs and opportunities for our residents.

Performance against target is recorded as either **RED** (more than 5% off target), **AMBER** (between 0% and 5% off target), **GREEN** (on target or better) or **n/a** (not applicable, because this is a volume indicator only, the value of which SBC cannot seek to directly influence or because the issue is complex).



Direction of travel indicates whether performance has improved (↑), deteriorated (↓) or remained unchanged (→↔) compared to previous performance.

Outcome 1: Our children and young people will have the best start in life and opportunities to give them positive lives								
Ref	Outcome Measure	Date Updated	Baseline	Target	Actual	Direction of Travel	RAG Rating	Actions
1.1	Increase percentage of pupils achieving a good level of development across the Early Years Foundation Stage.	Oct-17	69.1% [2015/16] 64.9% [2014/15] 58.0% [2013/14] 49.9% [2012/13]	increasing	[2016/17] Slough 71.2% SE 74.0% England 70.7%	↑	Green	Achievement in the 2016/17 academic year shows that performance in Slough Schools has improved by 2.1% from 69.1% in 2015/16 to 71.2% in 2016/17.  Slough's performance is marginally above the England average of 70.7%. Ranked 63rd nationally out of 152 LA's.

Ref	Outcome Measure	Date Updated	Baseline	Target	Actual	Direction of Travel	RAG Rating	Actions
1.2i	Reduce prevalence of children with 'excess weight' at start of primary school (Reception) as measured by the NCMP	Oct-17	23.0% [2015/16] 19.6% [2014/15] 21.9% [2013/14] 21.9% [2012/13] 22.3% [2011/12]	Closer to the national rate	[2016/17] Slough <b>21.1 %</b> SE 21.4% England 22.6%  [2,511 children measured]	↑	Green	<p>Childhood obesity is impacted by multiple factors, most of which will be outside the council's ability to control.</p> <p>In the 2016/17 dataset, the percentage of children with 'excess weight' at the start of primary school in Slough has <b>fallen below</b> both the England average and the South East average for the first time. The rates of breastfeeding initiation remain above the England and decile average. Change4life Disney campaign and Sugar Swaps programme are still promoted through early years teams. Councillors wanted assurance that the same children were being measured due to the high numbers transferring in and out. From now on data will be collected nationally by the unique pupil reference number of the child rather than at postcode level. Unpublished local data from the school nursing service suggests a much lower percentage which needs further understanding as the strategy would have to change if overweight children resident in Slough borough were attending schools outside of area as their results would only then appear when data is uploaded to the HSCIC.</p> <p>The following initiatives are in place:</p> <ul style="list-style-type: none"><li>- General promotion of the key messages via the Start 4 Life campaign (Active Play and Baby moves), including utilising the resources of the “Infant and Toddler Forum”.</li><li>- Encouraging the use of the Disney Shake ups through the Change4life programme.</li><li>- Health Visiting for health and social advice for all new parents (Forming part of the 0-19 offer recommissioning in late 2017).</li></ul>

Ref	Outcome Measure	Date Updated	Baseline	Target	Actual	Direction of Travel	RAG Rating	Actions
1.2ii	Reduce prevalence of children with 'excess weight' at end of primary school (Year 6) as measured by the NCMP	Oct-17	38.9% [2015/16] 38.8% [2014/15] 37.0% [2013/14] 34.8% [2012/13] 35.5% [2011/12]	Closer to the national rate	[2016/17] Slough 41.5% SE 30.6% England 34.2%  [2,090 children measured]	↓	Red	<p>Childhood obesity is impacted by multiple factors, most of which will be outside the council's ability to control.</p> <p>In 2016/17 the percentage of children with 'excess weight' at the end of primary school in Slough has <b>increased further</b>, with the gap widening against the England and South East averages.</p> <p>The unique pupil reference number will be used to collect data in future to identify whether transfers in and out are a factor in these results.</p> <p>The following initiatives are in place:</p> <ul style="list-style-type: none"> <li>- Commission Let's Get Going (Physical Activity and Healthy eating) courses across Slough for children aged 7-11 (3 schools and 1 community location in 2017, looking to expand based on demand) and 12-16 years (up to 6 locations in 2017, linking to the Eat 4 Health programme commissioned to Solutions for Health for age 16+).</li> <li>- YES Consortium delivering physical activity programmes across Slough for Slough Youth, directly linked to Active Slough programmes.</li> <li>- Active Slough programmes and additional pilot programmes linking to "Let's Get Going" to expand the capacity of the programme and meet demand.</li> <li>- Working with schools to ensure their PSHE offer is fit for purpose.</li> <li>- Encouraging the use of the Disney Shake ups through the Change4life programme (Now in all Primary Schools in Slough).</li> <li>- School Nursing health checks on entry to school (for monitoring, advocacy and signposting purposes).</li> <li>- Introduction and further expansion of "The Daily Mile" through Slough primary schools for ALL pupils (Currently 1 school with 900 pupils).</li> <li>- Intergenerational interventions for Physical Activity to encourage children and parents to be more active e.g. Junior parkrun or Great Run Local.</li> <li>- Link to advocating greater use of outdoor space and parks for health and wellbeing.</li> </ul>

Ref	Outcome Measure	Date Updated	Baseline	Target	Actual	Direction of Travel	RAG Rating	Actions
1.3	<p>Safeguarding measure: Number of children subject to Child Protection (CP) Plan per 10,000 local child population</p> <p><i>[snapshot position at 31st March annually, or final day of quarter throughout year]</i></p>	Oct-17	<p>2017 Q1: 37.4 (England: to be released)</p> <p><b>2017:</b> Slough 37.2 (prov) (England: to be released)</p> <p><b>2016:</b> Slough 56.7 (England: 43.1)</p> <p><b>2015:</b> Slough 28.1 (England: 42.9)</p> <p><b>2014:</b> Slough 65.5 (England: 42.1)</p>	No target has been agreed	<p>2017 Q2 not available yet</p> <p>as at end of Aug-17 <b>43.0</b> (prov)</p>	n/a	n/a	<p>The number of children subject to a CP plan will fluctuate depending on the personal needs of children known at any moment, but this measure gives an overall measure of the success (or otherwise) of all agencies and economic circumstances in providing an environment within Slough for families to prosper. The number of plans is currently rising, although from a low base; however, senior leaders report that recent decision-making to begin CP plans is sound. Historically, the trend in Slough has been extremely volatile with numbers of CP plans varying tremendously between years. Authorities with 'Good' Ofsted ratings and with strong services in the area of family intervention tend to have low, stable CP plan rates. This is the aim in Slough, and will take place when we have put in place effective prevention and early intervention services locally. This is a key aim of the Trust's reconfiguring of its early intervention services and its Innovation Bid-funded activity, which aims to further divert demand from statutory services; this will thereby reduce the number of CP plans.</p>
1.4	Reduce levels of 16-18 year olds not in education, employment or training (NEETs)	Oct-17	<p><b>2015 = 8.4%</b> NEET: 4.2% Activity not known: 4.2%</p> <p><b>2014 = 13.3%</b> NEET: 4.0% Activity not known: 9.3%</p> <p><b>2013 =13.7%</b> NEET: 6.1% Activity not known: 7.6%</p> <p><b>2012 =11.5%</b> NEET: 4.9% Activity not known: 6.6%</p>	Below 5%	<p><b>2016</b> <u><b>Slough</b></u> NEET: 2.8% Activity is not known: 0.9% <b>Combined rate: 3.7%</b></p> <p><u><b>National</b></u> NEET: 2.8% Activity is not known: 3.2% <b>Combined rate: 6.0%</b></p> <p><u><b>South East</b></u> NEET: 2.5% Activity is not known: 3.9% <b>Combined rate: 6.4%</b></p>	↑	Green	<p>The published annual NEET rate is calculated based on an average for November to January each year. These figures are based on information local authorities submit to the DfE about young people's participation in education or training in their area. Slough's 2016 combined NEET rate is <b>3.7%</b> which exceeds the target rate of 5%. This consists of 2.8% NEET rate and 0.9% for 'activity is not known'.</p> <p>The very low rate of 'not known' is due to the extremely effective identification methods used by Slough in chasing up every person in the cohort. This has been done by liaising with local schools and colleges to obtain their enrolment lists, and also by contacting our neighbouring local authorities to gather information about Slough young people in schools and colleges outside the borough. There are ongoing challenges to ensure that all young people are supported to find suitable employment, education or training opportunities.</p>

Ref	Outcome Measure	Date Updated	Baseline	Target	Actual	Direction of Travel	RAG Rating	Actions
Outcome 2: Our people will become healthier and will manage their own health, care and support needs								
Ref	Outcome Measure	Date Updated	Baseline	Target	Actual	Direction of Travel	RAG Rating	Actions
2.1	Increase number of people starting and completing a smoking cessation course (rate per 100,000 smokers). Percentage of those who successfully quit smoking.	Sep-17	<b>2015/16 Q1-Q4</b> <u>4 weeks</u> Slough 65.40% [998] SE 55.67% England 51.02%  Rate per 100,000 smokers not available	Above the national rate	<b>2016/17 Q1-Q4</b> <u>4 weeks</u> Slough 70.64% [741] SE 52.33% England 50.69%  <u>Rate per 100,000 smokers</u> Slough 3,766 SE 2,054 England 2,248	↑	Green	The methodology of this indicator has changed from rate per 100,000 population to rate per 100,000 smokers therefore previous years rates for comparison is not available. Slough continues to perform above the South East and England in terms of numbers of people who set a quit date and go on to quit for 4 weeks and longer. The conversion rates are well above benchmarking averages. In Slough, smoking in pregnancy (which is reported as smoking at time of delivery) also remains lower than regional and national averages.
2.2	Increase number of adults managing their care and support via a direct payment	Oct-17	362 [Mar-17] 235 [Mar-16] 197 [Mar-15] 188 [Mar-14]	Increasing	392 clients & carers [Sept-17]  [245 clients + 147 carers]	↑	Green	The number of service users and carers supported through a Direct Payment continues to increase. We have implemented a new system using pre-payment cards which will make Direct Payments easier to manage and use, are contracting with Enham Trust to provide a Personal Assistant Matching and Employment Support service, and have issued guidance to staff to support and seek Direct Payments as the default position when providing services. We will be reviewing the performance measure used in the 5 Year Plan report to ensure we use the most appropriate measure to evidence our primary strategy of increasing the number of service users and carers who can control their support through Direct Payments.
2.3	Increase the uptake of health checks Increase the percentage of the eligible population aged 40-74 <b>offered</b> an NHS Health Check	Sep-17	<b>2016/17 Q1-Q4</b> Slough: 9.75% [3,430] SE: 16.72% National: 17.02%	Closer to the national rate by 17/18	<b>2017/18</b> <b>cumulative to Q1</b> Appointments offered: 3,934  Slough 10.99% SE 16.51% National 16.83%	↑	Amber	Health Check rates in Slough although improving remain below south east and national rates of 16.51% and 16.83% respectively. Measures are in place to address this, including commissioning a new cardiowellness4 Slough programme. This will deliver 800 additional Health Checks, with a view to bring Slough rates in line with national rates in 2017/18 financial year. The new cardiowellness4 Slough programme launched in January 2017.

Ref	Outcome Measure	Date Updated	Baseline	Target	Actual	Direction of Travel	RAG Rating	Actions
Outcome 3: Slough will be an attractive place where people choose to live, work and visit								
Ref	Outcome Measure	Date Updated	Baseline	Target	Actual	Direction of Travel	RAG Rating	Actions
3.1	<p>Increase levels of street cleanliness:</p> <p>Average score for graded inspections of Gateway sites</p> <p>(Grade options from best to worst are: A, A-, B, B-, C, C-, D)</p>	Sep-17	<p>B (2.44) [Q1 2017/18]</p> <p>B (2.47) [Q4 2016/17]</p> <p>A- (2.52) [Q3 2016/17]</p> <p>A- (2.57) [Q2 2016/17]</p> <p>A- (2.58) [Q1 2016/17]</p> <p>A- (2.56) [Q4 2015/16]</p> <p>B (2.46) [Q3 2015/16]</p>	<p>EPA grade average of 'B' (2.00) or above</p> <p>(i.e. 'Predominantly free of litter and refuse apart from some small items')</p>	<p>B (2.44) 87 inspections [Q2 2017/18]</p>	↑	Green	<p>Throughout each quarter, SBC staff conduct a number inspections of the Gateway sites and award a score and EPA Grade based on the level of cleanliness encountered.</p> <p>This measure averages the scores of all inspections and produces an EPA Grade for that average.</p> <p>All inspected sites are subsequently cleaned and restored to grade A status ('No litter or refuse in the street') with the more heavily littered sites being cleaned with more immediate urgency.</p> <p>The latest quarter reported on here experienced a very small increase in overall grade; 6 of the 87 inspections resulted in the lowest Grade D.</p> <p>N.B. EPA Grade is a standardised grading for inspection of street cleanliness the Environmental Protection Act (1990) enshrined in the Code of Practice on Litter and Refuse.</p>
3.2	<p>Reduce crime rates per 1,000 population:</p> <p>All crime</p> <p>(cumulative from April)</p>	Aug-17	<p>87.15 [2016/17]</p> <p>81.92 [2015/16]</p> <p>74.50 [2014/15]</p> <p>81.10 [2013/14]</p> <p>86.80 [2012/13]</p> <p>100.40 [2011/12]</p>	<p>Maintain local 'all crime' level below the MSG average and move towards the upper quartile on MSG performance</p>	<p>[rolling yr to Jun-17]</p> <p>Slough: 88.06</p> <p>MSG: 92.87</p> <p>England: 82.89</p>	↓	Amber	<p>The rolling year-to-date position for "all crime" for Slough has increased by 1% (+0.91). Slough continues to show a lower increase than the national increase of 1.3% and has maintained its position in the 'Most Similar Group' at 5.5% lower than the group average with lower all-crime rates than Luton, Brighton etc. in addition to lower rates than Reading and Oxford.</p> <p>Local authorities in Slough's MSG have also seen an increase in crime from Q4 2016/17 to Q1 2017/18 by 1.3% (+1.25). Nationally, the UK saw an increase in all crime in the most recent quarter by 1.3% (+1.06). Only 16% of crime types saw an overall decrease across all Local Authorities.</p> <p>The Safer Slough Partnership is continuing to focus on reducing crimes against people; in particular, Violence Against Women and Girls (VAWG) through the VAWG group, CSE and a new Task and Finish group reviewing gangs. This focused partnership work is specifically designed to mitigate increases in crime and to stabilise our overall crime figures.</p>

Ref	Outcome Measure	Date Updated	Baseline	Target	Actual	Direction of Travel	RAG Rating	Actions
Outcome 4: Our residents will have access to good quality homes								
Ref	Outcome Measure	Date Updated	Baseline	Target	Actual	Direction of Travel	RAG Rating	Actions
4.1	Increase in the number of dwellings in the borough	Apr-17	<b>Net completions</b> 789 [2015/16] 507 [2014/15]	An average of 550 per year	[2016/17] Net completions 521	↓	Amber	<p>A total of 598 new dwellings were built in 2016/17 but 77 were lost though demolitions and changes of use. As a result net completions were 521. There are 1,251 new dwellings under construction and planning permission has been granted for a further 2,344.</p> <p>New dwellings will be provided through direct SBC / SUR developments as well as private developers, and SBC is working to incentivise developers to maximise the number of dwellings and affordable homes.</p> <p>SBC has engaged a specialist outside consultant to review developers submitted viability studies. Developers to be requested to pay consultants costs. Specialist advice will provide a more robust challenge to developers in negotiations on the level of affordable housing and Section 106 contributions for major residential development planning applications.</p> <p>The Council has a five year supply of housing (reported to September Planning Committee) - a key requirement under Government policy that prevents a Planning Authority's control being weakened when deciding housing planning applications.</p> <p>A trajectory of likely future housing sites is updated regularly, and will be used to prepare a housing capacity study as part of the preparation for the next stage of the Local Plan review. This will provide a basis to better estimate the deliverability and supply of sites and potential affordable housing and inform Asset Management regarding possible site purchase(s) to aid regeneration.</p>

Ref	Outcome Measure	Date Updated	Baseline	Target	Actual	Direction of Travel	RAG Rating	Actions
4.2	Increase number of affordable homes delivered by SBC	Apr-17	16 [2016/17] 190 [2015/16] 96 [2014/15] 63 [2013/14] 49 [2012/13] 51 [2011/12]	An <u>average</u> of 100 affordable houses each year	2016/17 16	↓	Amber	<p>Delivery of new build dwellings is a priority for the council, but the number coming to fruition each year will vary. During 2016/17, 56 scheduled completions slipped into 2017/18. There are a further 135 new build dwellings in the pipeline.</p> <p>Planning Committee (September) agreed a change to SBC implementation of its Planning policy on Affordable Housing. The existing overarching policy of 30-40% affordable housing on sites of 15 homes or more still stands. The change will :</p> <ul style="list-style-type: none"><li>• Widen the range of affordable housing requested from developers of most major sites by introducing Slough Living Rent category in addition to social rent (now called Slough Affordable Rent).</li><li>• Seek a greater proportion of shared ownership housing.</li><li>• Provide an incentive for brownfield site developers to achieve a level of affordable housing not normally achieved before due to development viability issues. They can avoid the cost of conducting a full viability assessment if within 5% of the normal target.</li><li>• Incentivising developers to propose 15 to 24 home schemes instead of schemes just below the 15 home threshold i.e. the cliff edge is reduced in terms of financial contributions sought at 15 or more units and the scale of charges has been refined.</li></ul>



Ref	Outcome Measure	Date Updated	Baseline	Target	Actual	Direction of Travel	RAG Rating	Actions
Outcome 5: Slough will attract, retain and grow businesses and investment to provide jobs and opportunities for our residents								
Ref	Outcome Measure	Date Updated	Baseline	Target	Actual	Direction of Travel	RAG Rating	Actions
5.1i	Increase business rate in year collection rate (%)	Oct-17	97.5% [2016/17] 97.1% [2015/16] 96.8% [2014/15] 96.2% [2013/14] 94.9% [2012/13]	97.00%	Jun - Sept 17 57.3%	↑	Green	The collection rate at the end of September 2017 was above target for this time in the financial year.
5.2	Reduce overall unemployment rate Reduce proportion of resident population of area aged 16-64 claiming Job Seekers Allowance (JSA) and National Insurance credits with the number of people receiving Universal Credit principally for the reason of being unemployed.	Oct-17	<b>Mar 2017</b> 1,330 people Slough 1.4; SE 1.2; GB 2.0.  <b>Mar 2016</b> 1,405 people Slough 1.5; SE 1.1; GB 1.9.  <b>Mar 2015</b> 1,605 people Slough 1.7; SE 1.2; GB 2.0.  <b>Mar 2014</b> 2,620 people Slough 2.8; SE 1.8; GB 2.9.  <b>Mar 2013</b> 3,845 people Slough 3.7; SE 2.5; GB 3.8.	maintain at low level compared to national value	<b>As at Sep-17:</b>  1,280 people Slough 1.3% SE 1.2% GB 1.9%	↑	Green	Slough's claimant rate for September 2017 of 1.3% comprising of 1,280 people, has fallen further since June. Slough's rate is lower (better) than the GB average of 1.9% but higher than the South East average of 1.2%. The council and partners seek to increase employment opportunities and improve skills to secure a reduction in overall unemployment. Local value is historically better than nationally but remains high for the South East of England. The Council has expanded its work with partners, broadening its range of activities in order to reflect local business and local priorities. Work with Job Centre Plus and Children Centres targeting lone parents, working with local businesses and ASPIRE to deliver career path way programmes, e.g. construction, and skills development workshops targeting specific areas of the labour market, incorporating soft skills. Through 'Aspire for You' the council continues to hold community based Jobs Clubs, careers information, advice and guidance, CV and interview preparation support. The Business Community Start Up project support individuals that wish to develop their business idea and set up in business. Through City Deal (Elevate Slough) the council is focusing its work in supporting the 16 to 24 year olds NEETS into employment.

Ref	Outcome Measure	Date Updated	Baseline	Target	Actual	Direction of Travel	RAG Rating	Actions
5.3	Reduce journey time Bus punctuality: Non-frequent bus services running on time	Oct-16	89.0% [2014/15] 90.0% [2013/14] 91.0% [2012/13] 83.0% [2011/12]	Increasing	[2015/16] Slough 80.0% SE 82.8% England 82.6%	↓	Amber	Data is collated and reported annually by Department for Transport. The latest reports shows a 9% reduction in punctuality in Slough between 2014/15 and 2015/16, with local punctuality for this year now below both the England value (82.6%) and South East value (82.8%). Traffic management schemes to decrease congestion and increased use of dedicated bus lanes continue. By widening the A4 at key points, and by utilising service roads as bus lanes, SMaRT aims to provide a bus service that is quicker, more frequent, and more reliable. SBC Transport & Highways Department co-ordinates road and street works to minimise any impact on public transport operations and business travel. The Tuns Lane enhancements will deliver lane widening on Tuns Lane and a roundabout with a new 'intelligent' traffic light system which senses traffic jams and adjusts the sequencing of the lights accordingly. Similarly, Windsor Road will see junction improvements, road widening and other works to improve conditions for general traffic and buses, making journeys quicker and more reliable. First Bus introduced significant changes to their bus network in Slough from the 24th September 2016 to reduce the impact of congestion on bus operations.
Enabling								
E.1	Increase council tax in year collection rate (%)	Oct-17	96.8% [2016/17] 96.5% [2015/16] 96.0% [2014/15] 94.8% [2013/14] 95.3% [2012/13]	Annual target 97.1% Profiled target for September 57.8%	Jun - Sept 17 57.5%	↔	Amber	The collection rate at the end of September 2017 of 57.5% is 0.3% below the profiled target for this time in the financial year of 57.8% and is 0.2% below where we were this time last year.
E.2	Increase proportion of council tax payments made by direct debit	Oct-17	57.4% Mar-17 55.7% Mar-16 51.9% Mar-15	Increasing	As at Sept -17 57.9%	↑	Green	As at September 2017 the percentage of accounts paying by direct debit is 57.9%; this position reflects an increase of 0.5% in the quarter.

Ref	Outcome Measure	Date Updated	Baseline	Target	Actual	Direction of Travel	RAG Rating	Actions
E.3	Increase the proportion of households signed up for self service	Oct-17	Mar-17: 16.7% 9,277 households  Dec-16: 14.5% 8,048 households  Sept-16: 12.7% 7,070 households  Jun-16: 10.9% 6,068 households  Mar-16: 8.1% 4,510 households	Increasing	As at Sept -17 20.9% 11,595 households signed up for self service	↑	Green	As at end of September 2017, approximately 21% of households had signed up for self-service (an increase of 1.99% in the quarter). Self Service gives Council Tax and Business Rates, account holders, Benefit applicants and Landlords the ability to access certain information digitally instead of needing to telephone or come into SBC offices. Council Tax and Business Rates payers can set up a direct debit, inform the Council they are changing address, check the balance on their accounts, make payments on line , check recovery documents etc. Benefit applicants can access their claim, check their application and the stats of their application as well as reviewing documents sent by the benefits service, they can check the payments made to them and the next payment due. Landlords can check the monies paid to them, any overpayments they are responsible for and their next payment as well; both can provide information on changes due to take place.