KEY:

Commitments		Performance Indicators (RAG)		Performance Indicators (Trend)		Performance Indicator types
Red	Most key milestones are missed	**Red**	Performance is worse than target by 10% or more	⬆	Performance improved vs same quarter of previous year	**NSI:** National Strategic Indicator
Amber	Most key milestones are on track, but some are at risk	**Amber**	Performance is worse than target by under 10%	⬌	No change in performance vs same quarter of previous year	**PAM:** Public Accountability Measure
Green	All key milestones are on track. No reason for concern	**Green**	Performance is equal to or better than target	⬇	Performance declined vs same quarter of previous year	**OA:** Outcome Agreement

PRIORITY TWO – Working together to raise ambitions and drive up educational achievement

Commitments for 2013-14	Q2 RAG (vs target)	Q3 RAG (vs target)	End of Year RAG	RAG Analysis (why this status?)	Proposed corrective action (red/amber only)
Raise aspirations among all young people and their families	-	Green	Green	• We have made significant progress in addressing issues around non-attendance and have put in place a new process to support the 'team around the school' approach to target poor attendance in any given school. • A draft attendance strategy has been produced and aligns to the strategy prepared by the Central South Consortium (CSC). • The Post (Estyn) Inspection Action Plan (PIAP) is continuing to focus our work on improving attendance, in particular the strengthening of our challenge mechanisms.	
Ensure that head teachers, school staff and school governing bodies act more effectively to improve their performance	-	Green	Green	• We are confident that the new structure of the CSC will support clearer mechanisms of support for schools in order to focus on improving performance. • We recently arranged training sessions for Councillors on the use of data within schools to allow for greater challenge in respect of school performance. This training is now to be delivered by the CSC to all governing bodies in BCBC schools. • Challenge advisors will focus on providing good quality information to governing bodies and head teachers on school performance.	
Ensure that we support more able children and young people who, overall, are currently underachieving	-	Red	Green	• The restructure of the Inclusion Service has now concluded with clearer identification of the roles and responsibilities of service areas and their associated leads. • This includes the support for more able and talented pupils.	
Reduce class sizes and pupil-to-teacher ratios in our primary schools	-	Green	Green	• Our 21st century school modernisation programme continues on schedule. • The opening of Coleg Cymunedol Y Dderwen highlights the strength of the programme.	

Commitments for 2013-14	Q2 RAG (vs target)	Q3 RAG (vs target)	End of Year RAG	RAG Analysis (why this status?)	Proposed corrective action (red/amber only)
Support schools to meet pupil's additional learning needs (ALN)	-			• The recent restructure of the Inclusion and Educational Psychology Service under the single Inclusion service banner has provided us with the opportunity of clearly identifying the support mechanisms in place for pupils with additional learning needs (ALN). • Furthermore there is renewed activity to develop service and department planning and self-evaluation processes to improve the focus of ALN activity within each school.	
Offer 14-19 year olds the right type of qualification for them, for example, school based or job related	-			• We are offering more opportunities for pupils aged 14-19 to gain qualifications in a wider range of subjects, with all secondary schools offering the Welsh Baccalaureate Qualification. • We are leading on the integration of regional 14-19 services within the Central South Consortium and provide 14-19 year olds with the advice they need to ensure they engage in the right type of qualification for them. • We have identified the need to utilise a specific post within the Just @sk+ service to target looked after childen and care leavers to access education, employment and training opportunities.	
Ensure that all young people feel included and that their wellbeing and sense of worth is promoted	-			• There has been significant improvement this year on our statutory obligations in respect of advocacy for children and young people. • Tros Gynnal Plant has recently been awarded a two year contract to provide both Independent Professional Advocacy and Independent Visiting services for vulnerable children and young people who are involved with Children Services in Bridgend County Borough. • Our capital build developments are supporting the needs of children and young people, including significant improvements for disabled children to access education facilities in the school of their choice.	

Performance Indicators (PIs)	2013-14 Target	Q2 Actual & RAG	Q3 Actual & RAG	End of Year RAG	Trend (vs 12-13)	Analysis – why off target? (red/amber only)	Proposed corrective action (red/amber only)
(OA) Percentage of annual school performance reports (APR) completed	100%	-	-	100%	N/A		
(OA) Percentage of schools inspected graded as good or excellent by Estyn	82%	-	-	88%	⬆ 82%		
EDU/006ii (NSI) Percentage of pupils assessed, in schools maintained by the local authority, receiving a Teacher Assessment in Welsh (first language) at the end of Key Stage 3	6.2%*	-	-	5.14%*¥	⬇ 5.9%¥	• The cohort of KS3 pupils in Welsh medium education in the county decreased by 20% in the 2011-12 academic year and by a further 15% in 2012-13, whilst decreases in the overall pupil cohorts were 7% and 3% respectively in these periods.	• Our Welsh Education Strategic Plan for 2014-17 has been submitted to Welsh Government and was considered by Cabinet on 29th March 2014. • An 8-week consultation with stakeholders is currently underway.
Theme: Educational Attainment						• Attainment levels have shown an improvement on Key Stage Two, Three and Four, however many missed their targets for the 2012-13 academic year. Are the targets realistic/attainable or does more need to be done to help pupils increase their attainment, and therefore mean that we meet the challenging targets that we set ourselves? • Preliminary results released from the WG indicate that our improvements, whilst welcome, are not enough. We remain below the Welsh average for pupils achieving the level two threshold at GCSE (national average for 2012-13 is 52.7). • In the Corporate Plan we state that by September 2015 we want at least 60% of pupils to achieve the level expected of them at GCSE. Is this still possible given the slow rate of progress being demonstrated?	
EDU/003 (NSI, PAM, OA) Percentage of pupils assessed at the end of Key Stage 2, in schools maintained by the local authority, achieving the Core Subject Indicator, as determined by Teacher Assessment	80.6%*	-	-	82.56%*¥	⬆ 80.6%¥		
EDU/004 (PAM) Percentage of pupils assessed at the end of Key Stage 3, in schools maintained by the local authority, achieving the Core Subject Indicator as determined by Teacher Assessment	74.9%*	-	-	73.54%*¥	⬆ 67.1%¥	• The Core Subject Indicator result for Key Stage 3 missed the target set by less than 2%. • The result represents an improvement on the 2011-12 academic year of 6.4% points, compared to an improvement in the Wales Average of 4% points.	• We are using performance data and individual pupil data to strengthen the rigour and consistency in the challenge to schools, set more robust targets and identify where targeted support and interventions need to be commissioned.
EDU/011 (NSI, PAM, OA) Average points score for pupils aged 15, at the preceding 31 August, in schools maintained by the local authority	425.2*	-	-	442.1*¥	⬆ 425.2¥		
EDU/017 (NSI, OA) Percentage of pupils aged 15, at the preceding 31 August, in schools maintained by the local authority who achieved the Level 2 threshold including a GCSE grade A* - C in English or Welsh first language and mathematics	55.0%*	-	-	52.3%*¥	⬆ 50.7%¥	• Results have improved in each of the last two academic years and in each of these years, the result varied only negligibly from the Wales average (50.7% last year, 52.7% this year). • Underneath the overall improvement in there was variability in outcomes between schools - in four schools performance increased and in four schools performance decreased. One school only has data for one year.	• Level 2 and Level 2 (inclusive) are the subject of school improvement strategies. • The schools that decreased in performance have been targeted with appropriate support and interventions.
EDU/002i (NSI, PAM) Percentage of: i) All pupils (including those in local authority care) in any local authority maintained school, aged 15 as at the preceding 31 August that leave compulsory education, training or work based learning without an approved external qualification	0.5%*	-	-	0.45%*¥	⬇ 0.33%¥		
Theme: Attainment of Looked After Children (LAC)						• The success story of this area is that no pupils in local authority care in this particular cohort left compulsory education, training or work based learning without an approved external qualification. This is primarily due to the LACE team (looked after children in education) working with partners to enhance	

Performance Indicators (PIs)	2013-14 Target	Q2 Actual & RAG	Q3 Actual & RAG	End of Year RAG	Trend (vs 12-13)	Analysis – why off target? (red/amber only)	Proposed corrective action (red/amber only)
						and improve educational and recreational support to looked after children (LAC), and the LAC element of the School Improvement Grant (SEG) being used effectively to support and promote educational opportunities. • However, there are widening gaps in attainment between LAC and non-LAC. Last year, the difference in external qualifications point score was 152.2 points; this widened to 240.1 for the 2012-13 academic year. The performance also represents a 26% drop in year-on-year performance.	
EDU/002ii (NSI) Percentage of: ii) pupils in local authority care in any local authority maintained school, aged 15 as at the preceding 31 August that leave compulsory education, training or work based learning without an approved external qualification	5.0%*	-	-	0%*¥ ⬆	6.25%¥		
SCC/037 (NSI) Average external qualifications point score for 16 year old Looked After Children (LAC) in any local authority maintained learning setting	300*	-	-	202*¥ ⬇	273¥	• There were 29 young people in the cohort. Of these, 20 were additional learning needs (ALN) pupils - seven having a Statement of Special Need and 13 on School Action or School Action Plus. • A small number of pupils in the cohort did not sit any examinations or sat only entry level examinations • Nine of the 29 pupils in the cohort achieved average point scores of 300+.	• In September 2013 WG provided an element of the Pupil Deprivation Grant (PDG) specifically 'to facilitate enhanced educational support for looked after children that serve to improve educational outcomes'. • The allocation was fully delegated to schools that had LAC on roll as at 3 September 2013. For this financial year the amount allocated per eligible LAC will be at the higher rate of £918. • Schools will use this additional funding to create the conditions for sufficient challenge, encouragement and opportunity, to allow these pupils to succeed at high levels.
Theme: Supporting pupils with Special Educational Needs						• The PIs show that within primary schools the gap in attainment between pupils with special educational needs (SEN) and those without is narrowing slightly, however at GCSE level the gap has widened significantly: between the 2011-12 and 2012-13 academic year there was a 26.8% decline in performance. • EDU/015 has been identified as a problem indicator and results were amended by audit in 2013. Significant work has been carried out by the directorate this year to ensure that the data collection and reporting is more robust. Improvements are expected.	
The gap between Special Educational Needs (SEN) and non-SEN pupils measured by the percentage of pupils achieving the Core Subject Indicator (level 4 or above in English/Welsh, maths and science) at the end of Key Stage 2 in mainstream schools	No target set	-	-	47.31%*¥ ⬆	48.41%¥		
The gap between special educational need (SEN) and non-SEN pupils measured by the percentage of pupils achieving the Level 2 Threshold (at least 5 GCSE's Grade A*-C or equivalent) including English or Welsh and Maths in mainstream schools	No target set	-	-	43.34%*¥ ⬇	35.14%¥	• The raw data shows the number of children classified as having special educational needs (SEN) achieving the level two threshold has increased from 35 (13.83%) in 2011-2012 to 53 (16.77%) in 2012-2013. • This improvement is not reflected in the gap result, as the number of non-SEN pupils achieving the Level 2 threshold increased at the same time. • Different SEN needs will impact on GCSE achievement. For example, a cohort including a large number of pupils with severe learning difficulties would be predicted to achieve lower results than a cohort including a large	• The effect of the Bridgend Inclusion Programme is to increase the number of children with complex learning needs who are educated in their local mainstream school rather than a special school. Their results will, therefore, be included in this PI calculation in future and this may impact on the performance result.

Performance Indicators (PIs)	2013-14 Target	Q2 Actual & RAG	Q3 Actual & RAG	End of Year RAG	Trend (vs 12-13)	Analysis – why off target? (red/amber only)	Proposed corrective action (red/amber only)
						number of children with sensory difficulties.	
EDU/015a (NSI) Percentage of final statements of special education need issued within 26 weeks (a) Including exceptions	60% (2013 calendar year)	3.8% cumulative for Jan to Sept 2013	-	6.1% cumulative for Jan to Dec 2013	⬇ 10.7%¥	• The calendar year result was significantly worse than target and the 2012 calendar year result. • Specific actions were taken during July-Dec 2013 to finalise and close historic cases, which is reflected in the rise of Final Statements issued for the calendar year of 2013 (49 compared to 28 in 2012).	• Further work is underway, which includes a new monitoring system to support achievement of these deadlines in the future.
EDU/015b (NSI) Percentage of final statements of special education need issued within 26 weeks b) excluding exceptions	100% (2013 calendar year)	12.5% cumulative for Jan to Sept 2013	-	100% cumulative for Jan to Dec 2013	⬆ 50%¥	• As many of the cases were historic, it was not possible to finalise within the 26 week deadline.	• From 1/4/14, management of SEN Statementing moved to the Business Strategy and Performance Group, under the new Children's Directorate structure. • The Draig ICT system will also be used to manage client records and processes have been leaned and refined to ensure accuracy and efficiency.
Theme: Free School Meals		• None of the four PIs under this theme achieved target. As with Special Educational Needs pupils, the results are showing an improvement at primary school level but a decline at secondary school. However uptake within secondary schools of FSM has increased on 2012-13.					
Percentage of pupils eligible for free school meals who achieve the Core Subject Indicator at KS2, compared to pupils who are not eligible for free school meals (FSM)	18% gap*	-	-	19.26% gap*¥	⬆ 22.57%¥	• The result is 7% worse than target but represents an improvement on the 2011-12 academic year result of almost 15%. • Whilst the result is above the Wales average (18.29%), the authority's rate of improvement in the last two academic years is better than the average rate of improvement for Wales for the same period (11.4%).	• Performance data for free school meals (FSM) pupils is analysed at school levels by Central South Consortium (CSC) and discussed with schools as part of the annual school performance reviews. • We will continue to support schools in the use of the Provision Mapping tool to track progress of vulnerable groups of pupils, and identify suitable intervention measures where necessary that may contribute to improving attainment.
Size of the gap in educational attainments between pupils 15+ entitled to free school meals (FSM) and those who are not (measured by Level 2 inclusive indicator)	24%*	-	-	31.7%*¥	⬇ 31.1%¥	• The result is above target and almost 2% above the previous year. • The gap increased as attainment of Level 2 inclusive by FSM pupils improved by almost 1% point, whilst attainment by non-FSM pupils improved by 1.58% points. • Overall, our result was better than the Wales average of 32.65% • In the last 4 years, the progress of FSM compared with those who do not has improved in six of our eight comprehensive schools.	• Performance data for free school meals (FSM) pupils is analysed at school levels by Central South Consortium (CSC) and discussed with schools as part of the annual school performance reviews. • We will continue to support schools in the use of the Provision Mapping tool to track progress of vulnerable groups of pupils, and identify suitable intervention measures where necessary that may contribute to improving attainment.
Percentage of half day sessions (overall absence) missed by pupils of compulsory school age attending maintained primary schools and eligible for free school meals compared to those pupils who are not eligible for free school meals	3% gap*	-	-	3.24% gap*¥	⬇ 3%¥	• The result is above target and represents 8% deterioration on the 2011-12 result. • Performance against this PI fell for	• The Education Welfare Service (EWS) is now better placed to be able to analyse attendance data in respect of FSM children.

Performance Indicators (PIs)	2013-14 Target	Q2 Actual & RAG	Q3 Actual & RAG	End of Year RAG	Trend (vs 12-13)	Analysis – why off target? (red/amber only)	Proposed corrective action (red/amber only)
						both FSM and non FSM, with the FSM deterioration being the greater of the two. • The all-Wales result was better than BCBC, with a 2.94% gap.	• The service continues to work closely with schools, families and other agencies to help reduce the attendance gap between FSM children and others
Percentage of half day sessions (overall absence) missed by pupils of compulsory school age attending maintained secondary schools and eligible for free school meals compared to those pupils who are not eligible for free school meals	4.5% gap*	-	-	5.97% gap*¥ ⬆	6%¥	• The result is above target and represents 0.5% deterioration on the 2011-12 result. • Both FSM and non-FSM attendance improved slightly, with the FSM improvement being marginally better. • We were worse that the Welsh average - 5.6% gap against the BCBC gap of 5.97%.	• The EWS is now better placed to be able to analyse attendance data in respect of FSM children. • The service continues to work closely with schools, families and other agencies to help reduce the attendance gap between FSM children and others.
Theme: School attendance and exclusions	• School attendance is known to affect academic performance and, has been identified as essential for the Council to achieve Outcome Agreement two – improving school attainment. • We have introduced a successful initiative in C.C. Y Dderwen with intensive support from the Educational Welfare Service and an action plan having been developed to support raising attendance. The attendance figures for autumn term 2013 showed a 3.7% improvement on the Autumn term 2012 at C.C. Y Dderwen. • Of particular note are the high levels of permanent and fixed term exclusions in secondary schools. However, the decision to exclude is made by headteachers, not by the local authority.						
EDU/016a (PAM, OA) Percentage of pupil attendance in primary schools	94.49%*	93.49%*¥ provisional	93.49%*¥ provisional	93.49%*¥	⬇ 93.7%¥		
EDU/016b (PAM, OA) Percentage of pupil attendance in secondary schools	92%*	92.46%*¥	92.46%*¥	92.46%*¥	⬆ 88.12%¥		
EDU/008a The number of permanent exclusions during the academic year per 1,000 pupils from a) primary schools	0.0*	0.0*¥ (provisional)	0.0*¥ (provisional)	0.0*¥	⬆ 0.3¥		
EDU/008b The number of permanent exclusions during the academic year per 1,000 pupils from b) secondary schools	0.2*	1.6*¥ (provisional)	1.6*¥ (provisional)	1.496*¥	⬇ 0.4¥	• Twelve pupils were permanently excluded from our secondary schools in this academic year, whereas in 2011-12 there were only two. • This placed Bridgend as the third highest in Wales, after RCT (16) and Newport (14). • The total number of permanent exclusions in Wales was 89, therefore, Bridgend accounted for 13.5% of the Wales total.	• Data is shared and considered termly by secondary schools behaviour network. This is being used to help identify pupils who are at risk of further exclusion and enable support to be provided to the pupil and school through the Pastoral Support Programme. • A new protocol for the consideration of transfers is in place and the Transfer Panel established. Review of transfer application procedures will be ongoing. • Managed moves, where appropriate, are considered by the Transfer Panel.
EDU/010a The percentage of school days lost due to fixed-term exclusions during the academic year, in: a) primary schools	0.01%*	0.0%*¥ (provisional)	0.0%*¥ (provisional)	0.008%*¥	⬆ 0.011%¥		
EDU/010b The percentage of school days lost due to fixed-term exclusions during the academic year, in: b) secondary schools	0.06%*	-	-	0.07%	⬆ 0.095%¥	• The result is higher than target but represents an improvement on last year's result.	• Data is shared and considered termly by secondary schools behaviour network. This is being used to help

Performance Indicators (PIs)	2013-14 Target	Q2 Actual & RAG	Q3 Actual & RAG	End of Year RAG	Trend (vs 12-13)	Analysis – why off target? (red/amber only)	Proposed corrective action (red/amber only)
				■		• 275 secondary school pupils were subject to fixed-term exclusion for a total of 486 occasions. The total school days lost was 1068.5. • Of the 486 occurrences, 450 were for between 0.5 and 5 days; 36 were for periods greater than 5 days, with the longest being for a period of 21 days.	identify pupils who are at risk of exclusion and enable support to be provided to the pupil and school through the Pastoral Support Programme. • Exclusion information is shared with colleagues in our Inclusion service, to enable them to identify those pupils who have been the subject of multiple exclusions and consider interventions.
Theme: Post-16 education and school leavers	• The percentage of leavers in the authority known to be NEET (not in education, employment or training) has fallen significantly and we have also seen an increase in students completing key stage four and remaining in education, training or work based learning. • In 2012, BCBC had the second highest NEET rate. This has improved to the 11th in Wales (joint with Anglesey) and means that we are in line with the Welsh average. • In spite of the targets, the two results will not total 100% as the survey also identifies leavers who have left the area and those who did not complete and return the survey (i.e. the unknowns). For 2013, this figure was 0.9%. Significant work was undertaken in the directorate over the last year to identify and reduce the number of 'not knowns'						
Year 11 school leavers in the Authority known not to be in education, employment or training	4%*	-	-	3.7%*	⇧ 6.4%		
Percentage of students completing Key Stage 4 and remaining in education, training or work based learning	96%*	-	-	95.4%*	⇧ 90.1%		

PRIORITY THREE – Working with children and families to tackle problems early

Commitments for 2013-14	Q2 RAG (vs target)	Q3 RAG (vs target)	End of Year RAG	RAG Analysis (why this status?)	Proposed corrective action (red/amber only)
Join up different services so that everyone knows what support is being given and is working to the same ends	N/A	🟩	🟩	• The restructure of the Children's Directorate is now complete. • The clear delineation between the roles and responsibilities/functions under each manager will significantly improve service delivery and accountability of the Directorate's services.	
Put systems in place that mean families need only tell their stories once	N/A	🟩	🟩	• We continue to maximise the use of 'DRAIG' - our social care case management system - to support the joint assessment family framework (JAFF) and team around the family (TAF) processes. • Furthermore through procurement of a new system to replace 'DRAIG' (which Bridgend is currently leading the procurement of at an all Wales level) we have positive assurances that all the systems currently being evaluated are capable of offering improved functionality to support this important work.	
Establish a Multi-Agency Community Team in each of the three localities within the Borough, so that support is closer to those who need it	N/A	🟩	🟧	• The Porthcawl Safeguarding team will move into the West locality first. This will be followed by moves for the remaining Safeguarding teams to the North and East hubs. However, work on the Eastern Hub is unlikely to commence until later in 2014. • The Health Visiting Service has different requirements and it will not be possible for a move to take place until the issues have been resolved by ABMUHB. • The Families First re-commissioning is almost complete and discussions have taken place regarding the co-location of those partners whose bids have been successful to date.	• Corrective actions are dependent on corporate accommodation project. • Plans for the moves of the Safeguarding teams are in place. • There will be ongoing communications with ABMUHB on resolution of the Health Visiting Service issues.
Work with partner agencies on sharing information, making best use of available funding and communicating effectively	N/A	🟧	🟩	• A number of information sharing protocols (ISPs) have been recently completed and are awaiting approval through the Council's Information Governance Board. • Legal have supported the development of the Data Protection training and the Directorate has led a number of good practice initiatives which have been used corporately e.g., data protection risk logs.	
Put more money towards employing family support workers and train them to help families make the decisions that are right for them	N/A	🟧	🟧	• The Families First programme has successfully been retendered. • The end of year status is amber due to uncertainty and concerns regarding future	• Four new family support workers are currently being recruited (three new and one replacing a leaver). • As an interim measure, school clusters have

Commitments for 2013-14	Q2 RAG (vs target)	Q3 RAG (vs target)	End of Year RAG	RAG Analysis (why this status?)	Proposed corrective action (red/amber only)
				funding of the service to support schools with the management of Family Engagement Officers (FEOs) and associated clusters due to delays with grant funding and pressures on school budgets.	agreed to fund the support service for three months (April 14 to June 14) to enable contracts to be extended and funding streams to be confirmed. • The number of clusters signing up to the Service will impact on the number of FEOs employed but early indications have been positive as all clusters signed up to the interim arrangements. • However, funding for the Learning Communities Co-ordinator role is still uncertain, and if this post is made redundant it will affect the capacity of the team to maintain the same level of work.
Support the extension of the Flying Start programme to benefit as many families as possible	N/A			• Some capital build issues remain at Lewistown although planning consent for the scheme has now been granted. • The project and the expansion of the service at Lewistown is therefore considered at risk given that this is now considerably delayed.	Retendering of Lewistown provision is ongoing but a funding shortfall is likely. • The scheme has already been subject to a detailed cost engineering exercise before going back out to revised tender. • The scheme has already received additional funding due to the complications with the site identified for development (which was the only site in BCBC ownership in the area) but Welsh Government has confirmed that if a robust case is made for further funding, then they will consider it favourably. • If the additional bid is not successful, we would need to consider the practicalities involved in transporting children and families to the setting in Blackmill.
Improve the way we and other agencies help families address the root cause of their problems	N/A			• There is continued emphasis on partnership working with the creation of a number of joined-up services across a range of agencies, increasing the support available from our early intervention services.	
Provide parenting support to those who ask for help	N/A			• We are putting in place parenting programmes to help parents manage their children's difficult behaviour.	
Continue our implementation of the Children and Young People's Emotional Wellbeing Strategy	N/A			• The recent restructure of the Inclusion service has provided clarity in respect of support for the wellbeing of children and young people. • A Young Carers Coordinator Post has been advertised to improve the undertaking of Young Carers Assessments. The aim is to have the post filled by the end of May 2014.	• The budget identified to support Emotional Health and Behaviour is set to remain at £1.376m annually between '14-15 & '17-18. • To support pupils with specific needs we are constructing an Emotional Behavioural and Social Difficulties (EBSD) Specialist Provision at the former Ogmore Comprehensive School Site to be ready by December 2014.

Performance Indicators (PIs)	2013-14 Target	Q2 Actual & RAG	Q3 Actual & RAG	End of Year RAG	Trend (vs 12-13)	Analysis – why off target? (red/amber only)	Proposed corrective action (red/amber only)
Theme: Multi-agency working	• The directorate is increasingly working to join up different services, avoiding duplication and making it easier for those who need it to get help. • Changes to the directorate structure and the recent completion of the business plan will support this. • More people are benefiting from the team around the family approach and, through establishing a multi-agency team in each of the three localities; support is closer to those who need it. • This is making the experience better and easier for those using it and leading to better efficiencies as there is less duplication in services and work carried out.						
The number of families benefiting from intensive family support provided by Connecting Families (CF) and Intensive Family Support Services (IFSS) that adopt a 'team around the families' (TAF) approach	140	85[†]	157[†]	184	⬆ 133		
Number of appropriate referrals to the Multi Agency Team (MAC)	300	**108[†]**	177[†]	263[†]	⬆ 226	• There was an increase in appropriate referrals but target was not achieved.	• The Families First specification requires all partners to make a joint assessment family framework (JAFF) referral when two or more additional needs are identified. • In 2014-15 we are training all MAC teams in the developments of the JAFF and team around the family (TAF) process.
Percentage of families reporting satisfaction with the service they received	100%	100%	100%	100%	⬆ 100%		
Percentage of children and young people reporting satisfaction with the service they received	100%	100%	100%	100%	⬆ 100%		
Theme: Social work	• The rising number of LAC, CPR, CiN and increasing numbers of children being referred with concerns about neglect or abuse place greater burden on our social workers and resources. • In spite of these pressures, five of the indicators in this theme achieved their target for 2013-14 and showed an improvement on the previous year including the percentage of reviews carried out within the statutory timetable and percentage of young carers assessed. • As mentioned, it could be argued that higher numbers of children referred to social services – whilst being an increased pressure on the service – can mean a better outcome for the child and is therefore a positive result.						
A reduced number of children referred to Social Services with concerns about neglect or abuse	290	**222[†]**	**371[†]**	**448[†]**	⬇ 302	• It is possible to argue that an increased number is positive. There have been campaigns to raise awareness of children who may be at risk and to increase the reporting of concerns. Ongoing awareness sessions have also been carried out.	• The latest NSPCC campaign was from Sept to Dec 2013. We are currently analysing the amount of referrals in this period compared to normal. • Early intervention and prevention activity means we are highlighting concerns earlier and then acting to prevent a family moving to higher tiers of need.
Assessment/Safeguarding teams' social workers average case-loads	18	16[†]	17[†]	16[†]	⬆ 18		
Assessment/Safeguarding teams' senior social work practitioners' average case-loads	10	**14[†]**	**14[†]**	**13[†]**	⬇ 10	• A large percentage our current social workers being either newly-qualified or in their 2nd year of post-qualifying practice. • The impact of this has been that senior practitioners within teams have had to carry higher caseloads than we would wish, which are additionally more complex.	• A joint Safeguarding and HR forum has been established • It will take forward the examination of options and the development of actions aimed at maintaining our child social care workforce.

Performance Indicators (PIs)	2013-14 Target	Q2 Actual & RAG	Q3 Actual & RAG	End of Year RAG	Trend (vs 12-13)	Analysis – why off target? (red/amber only)	Proposed corrective action (red/amber only)
SCC/030a (PAM) Percentage of young carers known to Social Services who were assessed	100%	100%	100%	100%	⬆ 100%		
SCC/045 (PAM) Percentage of reviews of Looked After Children, children on the Child Protection Register and Children In Need carried out in line with the statutory timetable	70%	83.7% (provisional)	-	91%	⬆ 85.8%		
SCC/016 Percentage of reviews carried out in accordance with the statutory timetable (children in need)	70%	60.2% (provisional)	-	82.1%	⬆ 68.7%		
SCC/034 Percentage of reviews carried out in accordance with the statutory timetable: child protection	99%	98.5%†	99%†	99%†	⬆ 98.7%		
SCC/041a (NSI) Percentage of eligible, relevant and former relevant children that have pathway plans as required	100%	-	-	86.5%	⬇ 100%	• The final result is significantly below target and the 2012-13 figure. • Whilst this result is disappointing there were only 16 exceptions. Of the 119 young people in the cohort, 103 had a current pathway plan at 31 March 14. • Pathway plans for theses are in progress as they are only just passed the age requirement of 16yrs 3mths.	• The recent restructure of the Safeguarding senior management team (SMT) will result in greater management oversight and ensure more frequent monitoring of performance at SMT.
SCC/011a (PAM) Percentage of initial assessments that were completed during the year where there is evidence that the child has been seen by the Social Worker	80%	71.2%†	73.6%†	74.2%†	⬇ 74.4%	• The final result has missed the target is below 2012-13 figure. • This indicator only includes children seen by a qualified social worker. However, a further 15.1% of children were seen by Social Work Assistants. • There were 154 children not seen at initial assessment with the main reasons given as: ○ Child not present (85 of 154) ○ Child refused to be seen (18 of 154)	• Data is current subject to being analysed at present and will be discussed at Senior Management Team with a view developing further actions.
SCC/011b (NSI) Percentage of initial assessments that were completed during the year where there is evidence that the child has been seen alone by the Social Worker	60%	47.9%†	50.3%†	51.8%	⬇ 54%	• The final result has missed the target by 13.7%. • This indicator only accounts for children seen by a qualified social worker. However, there was an additional 8.8% of children seen by Social Work Assistants. • There were 566 children not seen alone at initial assessment with the main reasons given as: ○ Child deemed to be too young/non-verbal/has limited understanding of situation/requires advocate (301/566) ○ Child refused to be seen or requested parent/care to be present (107/566)	• Data is current subject to being analysed at present and will be discussed at Senior Management Team with a view developing further actions.
Theme: Looked After Children					• The rate of LAC increase in Bridgend is higher than the Welsh average and this could have a potential long lasting impact for the children, their families and the county borough as a whole as studies show that LAC often face diminished life chances. • The council has taken an early intervention approach, working to tackle problems early and prevent the situation becoming more serious (e.g. children being taken into the care of the authority).		

Performance Indicators (PIs)	2013-14 Target	Q2 Actual & RAG	Q3 Actual & RAG	End of Year RAG	Trend (vs 12-13)	Analysis – why off target? (red/amber only)	Proposed corrective action (red/amber only)
						• In 2014-15 there is a commitment to specifically target LAC and implement the placements and permanency strategy. As a result of scrutiny feedback, the business plan also contains information on work being carried out by the fostering service. The improvements to fostering and adoption, it is hoped, will result in better outcomes for those children who are already looked after.	
Looked After Children as a percentage of children aged 0-17	1%	N/A	N/A	**1.43%**	⬇ 1.34%	• The result is 43% worse than target. • We continue to experience increasing number of looked after children (LAC). • Whilst this trend is not unique to us, the rate of increase in Bridgend is the second greatest of all our profiled statistical neighbours (NPT, Wrexham, Flintshire and Pembrokeshire), with only NPT experiencing a higher rate of increase.	• There is significant focus on early intervention and provision of support to families with a view to preventing deterioration and the need for children to be taken into care. • A LAC Placement and Permanence Board has been established, chaired by the Corporate Director - Children, which meets monthly. This board is driving forward the finalisation and implementation of the LAC Placement and Permanence Strategy.
SCC/021 Percentage of looked after children reviews carried out within statutory timetables during the year	99%	96.4%†	96.2%†	96.6%†	⬇ 97.6%	• A total of 37 out of 1,078 looked after children (LAC) reviews were held outside of compliance during the year. • There are multiple reasons for this figure which range from no report being completed by the Social Worker, sickness of the Independent Reviewing Officer (IRO) and Social Worker to parent being admitted to hospital.	• The Service Manager is visiting all Safeguarding team meetings to reinforce the importance of completing documentation three days prior to the review and that of using the correct process to cancel/rearrange reviews to ensure compliance and good practice. • Monitoring forms continue to be utilised to establish reasons for reviews being held out of compliance.
SCC/025 (PAM) Percentage of statutory visits to Looked After Children due in the year that took place in accordance with regulations	80%	**62.6%†**	**65%† (provisional)**	**64%† (provisional)**	⬇ 71.5%	• This PI result is a provisional figure as it can change on a daily basis, as Records of Visits are retrospectively written up and recorded in DRAIG.	• The DRAIG replacement will give opportunity to revise forms and improve processes
SCC/001a (PAM) Percentage of first placements of Looked After Children during the year that began with a care plan in place	96.5%	87.5%†	88.8%†	93.9%†	⬇ 95.7 %	• Of the 148 new placements during the year, nine failed to have a written and approved care plan in place before the start of the placement. • Six had not been completed by the social worker within timescales whilst a further two were completed but not approved within timescales. One was undertaken by the Emergency Duty Team but no plan was completed. • All nine children had approved plans in place shortly following the start of their placement. • Often these circumstances occur as a consequence of children and young people needing to be accommodated in an emergency and, therefore, in an unplanned manner.	• The necessary performance and actions will continue to be scrutinised at senior management team, recognising that there will always be occasions when emergency, unplanned placements will occur.

Performance Indicators (PIs)	2013-14 Target	Q2 Actual & RAG	Q3 Actual & RAG	End of Year RAG	Trend (vs 12-13)	Analysis – why off target? (red/amber only)	Proposed corrective action (red/amber only)
SCC/002 (NSI) Percentage of children looked after who have experienced one or more changes of school, during a period or periods of being looked after, which were not due to transitional arrangements, in the 12 months to 31 March	14%	-	-	11.8%	⬆ 15.2%		
SCC/004 (NSI, PAM) Percentage of children looked after on 31 March who have had three or more placements during the year	<10%	12.5%†	10.1%†	10% (provisional)	⬆ 10.6%		
Theme: Supporting former Looked After Children		• As this can relate to a small group of people, any non-compliance on the part of the identified former LAC can have a big impact on the final result regardless of the work undertaken by the service to ensure that contact is maintained; they are in suitable accommodation and are engaged in education, training or employment.					
SCC/033d (NSI) Percentage of d) young people formerly looked after with whom the authority is in contact at the age of 19;	100%	88.9%†	92.3%†	82.6%†	⬇ 100%	• During 2013-14 there were 23 care leavers in the cohort. Of these, the local authority was in contact with 19. • Despite many attempts to contact them, a small number of young people would not engage in services and despite many attempts to contact them via telephone, home visits and written correspondence, they have chosen not to respond.	• Our processes are robust but there will always be exceptional circumstances where young people do not engage, despite being an allocated Personal Advisor.
SCC/033e (NSI) Percentage of e) young people formerly looked after with whom the authority is in contact, who are known to be in suitable, non-emergency accommodation at the age of 19;	97%	100%†	100%†	89.5%†	⬇ 93.3%	• There were 19 young people in this cohort, of which a small number were deemed to be in unsuitable accommodation around the time of their 19th birthday. •	• those young people continue to receive packages of aftercare support.
SCC/033f (NSI) Percentage of f) young people formerly looked after with whom the authority is in contact, who are known to be engaged in education, training or employment at the age of 19	60%	25%†	34.3%†	31.6%†	⬇ 73.3%	• The final result was significantly worse than target and last year's performance. • The outcomes for this particular group of young people were very disappointing. This was primarily down to the individual circumstances of each young person and their complex needs. •	• There are a significant number of actions aimed at improving the engagement of all young people and identifying and supporting those who are at risk of becoming NEET (not in education, employment or training). • These are detailed in documents such as the Post Inspection Action Plan updates. • Implementation of the Youth Engagement and Progression Framework (YEPF) is key.
Theme: Improving outcomes for children in local authority care		• Each of the indicators in this theme achieved target and all but one showed an improvement on last year. • Improving work on this area will, it is hoped, improve the prospects for children in local authority care. This, in turn, will reduce the risk of diminished life chances and increased costs of high numbers of looked after children.					
Number of prospective adopters approved	16	12	16	20	⬇ 22		
Number of children adopted	16	10	19	25	⬆ 17		
Number of Residence Orders granted	7	14	16	22	⬆ 7		
Number of Special Guardianship Orders (SGOs) granted	15	10	20	29	⬆ 10		

Performance Indicators (PIs)	2013-14 Target	Q2 Actual & RAG	Q3 Actual & RAG	End of Year RAG	Trend (vs 12-13)	Analysis – why off target? (red/amber only)	Proposed corrective action (red/amber only)
Number of care orders discharged	4	7	11	17	⬆ 2		
Number of first-time entrants into the Youth Justice System	40	23†	29†	34†	⬆ 46		
Theme: Flying Start	• This is an outcome agreement area and the directorate has achieved all of its targets for 2014-15. • New Flying Start programmes have been opened in x, x and x and building works have been undertaken in x, x, and x to allow further expansion of the service and provide more children across the county borough with the best possible start to life.						
(OA) Number of children benefiting from the Flying Start programme (Flying Start Welsh Government set minimum number of children receiving FS services (CAP))	1,190 (CAP) By Mar 14	1,185†	1,178†	1,171†	⬆ 950		
(OA) Percentage of offers of Flying Start provided childcare taken up as a percentage of offers made to newly eligible children	88%	-	-	96.4%	⬆ 87.3%		
(OA) Percentage of children in the Flying Start programme that are fully immunised at 47 months	80%	-	-	80%	⬆ 76% (11-12)		
(OA) Overall childcare attendance rate at Flying Start settings is above 70%	73%	-	-	74%	⬆ 70%		
(OA) Percentage of children in the Flying Start areas reached, exceeding or within one age band of their development milestone at age two years	50%	-	-	71%	⬆ 42%		
(OA) Percentage of children in the Flying Start areas reached, exceeding or within one age band of their development milestone at age three years	70%	-	-	72%	⬆ 66%		
(OA) Percentage of children reporting that their child's skills have improved following attendance at Flying Start childcare	96%	-	-	96%	⬆ 95%		

Abbreviations

NSI   National Strategic Indicator. This type of indicator is statutory, set by the Welsh Ministers under the Local Government (Wales) Measure 2009. Local authorities have a legal duty to collect and report on these.

PAM   Public Accountability Measure. The Public Accountability Measures consist of a small set of "outcome focused" indicators. They reflect those aspects of local authority work which local authorities across Wales agree are considered to be important in terms of public accountability.

OA   Outcome Agreement. Outcome Agreements exist between each individual local authority and the Welsh Government with specific measures linked to the Councils' priorities.