

Appendix 2 – Education and Family Support Directorate Q2 Performance 2020-21

					All Indicators (incl. Finance and sickness performance indicators (PIs))				Corporate Plan Indicators																																	
RAG – current progress against commitment					Performance vs Target		Trend vs Q2 2018-2019		Performance vs Target		Trend vs Q2 2019-20																															
Year end 2020-2021 Directorate Commitments to delivering Wellbeing Objectives	Total	Red	Amber	Green																																						
Wellbeing Objective One – Supporting a successful economy	7	0	4	3																																						
Wellbeing Objective Two – Helping people to be more self reliant	2	0	2	0																																						
Wellbeing Objective Three – Smarter use of resources	4	0	2	2																																						
<b>Finance</b>					<b>High Corporate Risks</b>																																					
<b>Revenue Budget</b> <ul style="list-style-type: none"> <li>The net revenue budget for the Directorate for 2020-21 is <b>£120.968m</b>.</li> <li>The current projections indicate an over spend of <b>£1.494m</b> at the year end.</li> </ul> <b>Capital Budget</b> <ul style="list-style-type: none"> <li>The Directorate’s projected capital expenditure for the year end for 2020-21 is <b>£7.429m</b> with no foreseen under or over spend to planned budget.</li> </ul> <b>Efficiency Savings</b> <table border="1"> <thead> <tr> <th>Savings (£000)</th> <th>2019-2020 outstanding</th> <th>2020-2021</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Savings Target</td> <td>269</td> <td>239</td> <td>100%</td> </tr> <tr> <td>Likely to be achieved</td> <td>0</td> <td>139</td> <td>58%</td> </tr> <tr> <td>Variance</td> <td>269</td> <td>100</td> <td>42%</td> </tr> </tbody> </table> <p>Additional financial information is provided in the Budget Monitoring 2020-21 – Quarter 2 Revenue Forecast report presented to Cabinet on 20 October 2020.</p>					Savings (£000)	2019-2020 outstanding	2020-2021	%	Savings Target	269	239	100%	Likely to be achieved	0	139	58%	Variance	269	100	42%	<table border="1"> <thead> <tr> <th>Residual Risk</th> <th>Wellbeing Objective</th> <th>Likelihood</th> <th>Impact</th> <th>Overall</th> </tr> </thead> <tbody> <tr> <td>The council is unable to make robust medium to long term decisions requiring service change</td> <td>3</td> <td>3</td> <td>5</td> <td>15</td> </tr> <tr> <td>The council is unable to identify and deliver infrastructure required in the medium to longer term</td> <td>1 and 3</td> <td>3</td> <td>5</td> <td>15</td> </tr> </tbody> </table>							Residual Risk	Wellbeing Objective	Likelihood	Impact	Overall	The council is unable to make robust medium to long term decisions requiring service change	3	3	5	15	The council is unable to identify and deliver infrastructure required in the medium to longer term	1 and 3	3	5	15
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<b>Implications of Financial Reductions on Service Performance and other Key Issues/challenges</b>																																										
<p>It is extremely difficult to determine what the implications of financial reductions will be on service delivery. Certain areas of the directorate’s service delivery model are reflecting current and projected budget pressures (e.g. home-to-school transport, schools catering and out-of-county recoupment). Clearly, the current pandemic has had a significant effect on service delivery. The narrative contained in this report refers.</p>																																										

## Head of Education and Family Support

### Performance indicators

Ref No, PI Type, Link to WBO	PI Description and Preferred Outcome	Annual Actual 18-19	Annual Target 19-20	Annual Actual 19-20 & RAG	Annual Target 20-21	Q2 Cum Target	Q2 Cum Actual & RAG	Trend Q2 vs 19-20	Comments
<a href="#">DEFS105</a> Local WBO1	The number of fixed-term exclusions during the academic year per 1,000 pupils from primary schools. <b>Lower Preferred</b>	16.80	13.80	<b>19.60</b>	13.80	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target reflects the aim to improve on last year's performance. <b>Performance:</b> (Performance will be reported in Q3)
<a href="#">DEFS106</a> Local WBO1	The number of fixed-term exclusions during the academic year per 1,000 pupils from secondary schools. <b>Lower Preferred</b>	60.70	60.70	<b>69.80</b>	60.70	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Targets reflects the aim to improve on last year's performance. <b>Performance:</b> (Performance will be reported in Q3)
<a href="#">DEFS139</a> Local WBO1	The additional number of early years Welsh-medium childcare settings. Higher Preferred	N/A	4	<b>N/A</b>	N/A	N/A	N/A	N/A	Annual Indicator Target Setting: Based on secured Welsh Government funding. TARGET FOR 2020-2021 IS TBC. Performance: (Performance will be reported in Q4)
<a href="#">EDU010a</a> Local WBO1	The percentage of school days lost due to fixed-term exclusions during the academic year, in primary schools. Lower Preferred	0.020%	0.02%	<b>0.021%</b>	0.02%	N/A	N/A	N/A	Annual Indicator Target Setting: Target based on previous year's performance. Performance: (Performance will be reported in Q3)
<a href="#">EDU010b</a> Local WBO1	The percentage of school days lost due to fixed-term exclusions during the academic year, in secondary schools. Lower Preferred	0.077%	0.077%	<b>0.08%</b>	0.077%	N/A	N/A	N/A	Annual Indicator Target Setting: Target based on previous year's performance. Performance: (Performance will be reported in Q3)

### Wellbeing Objective Two: Helping people and communities to be more healthy and resilient

Code	Action Planned	Status	Comments	Next Steps (for amber and red only)
<a href="#">WBO2.1.2</a>	Target the use of early intervention services to reduce demand on statutory services	<b>AMBER</b>	We are currently waiting for the Welsh Government (WG) indicative grant offer for 2020-21. This will inform whether we have sufficient grant to meet current early help service delivery arrangements moving forward. The percentage of completed Team Around the Family (TAF) support plans that closed in the half year to 30 September 2020 with a positive outcome was above target. The consultation with headteachers on the new graduated response to pupils with emotional, social and behavioural difficulties (ESBD) and autistic spectrum disorder (ASD) has been completed. The new graduated response for pupils with additional learning needs has been launched. Existing data collections in respect of pupils with a statement of special educational needs are continuing. An extended monitoring dashboard is planned. It was not possible to fully implement the Bridgend Youth Justice service post-inspection action plan due to a delay in the agreement of the funding to restructure the service and challenges presented by long-term sickness in the social work function. However, good governance and strong management oversight are delivering improvements. Currently, there are a number of barriers to delivering secondary school breakfast's clubs across Wales by the deadline set by WG for the new daily allowance for Year 7 pupils of January 2021. It is anticipated that senior policy officers at WG may liaise with directorate of education regarding the feasibility of achievement.	
<a href="#">WBO2.3.3</a>	Work with partners to develop a mental health strategy and action plan to support children, young people and all adults particularly with the added and often acute pressures from COVID-19 and lockdown	<b>AMBER</b>	Cross directorate work has commenced to scope out the issues and begin to agree a strategy for Bridgend. The current pandemic has meant that the Education and Family Support Directorate has been unable to progress the joint development of this strategy as originally planned.	

## Performance indicators

Ref No, PI Type, Link to WBO	PI Description and Preferred Outcome	Annual Actual 18-19	Annual Target 19-20	Annual Actual 19-20 & RAG	Annual Target 20-21	Q2 Cum Target	Q2 Cum Actual & RAG	Trend Q2 vs 19-20	Comments
<a href="#">DEFS29</a> CP WBO2	The percentage of completed TAF (Team Around the Family) support plans that close with a successful outcome. <b>Higher Preferred</b>	69.0%	72%	<b>70%</b>	68.0%	68%	<b>69%</b>	76.00% ↓	Quarterly Indicator <b>Target Setting:</b> There has been a marked drop in referrals during the COVID-19 pandemic period. An increase is expected in coming months with cases anticipated to be far more complex in nature, requiring longer-term interventions. <b>Performance:</b> The cumulative performance as at the end of Q2 is slightly above target...

## Wellbeing Objective Three: Smarter use of resources

Code	Action Planned	Status	Comments	Next Steps (for amber and red only)
<a href="#">WBO3.1.2</a>	Provide sufficient school places in the right areas by delivering 21 <sup>st</sup> Century Schools' under the council's schools' modernisation programme	<b>AMBER</b>	A process for the ongoing monitoring of the number of pupils on roll compared to the total capacity, for every school, is in place. A prototype admissions dashboard was developed and published but further development has been impacted by the need to resource activities associated with the COVID-19 pandemic, coupled with a significant and sustained reduction in capacity. A group restructure is in progress, which should deliver the necessary resources to enable the dashboard development and integral new data collections to be completed by March 2021. Completion of the school catchment review has also been impacted by the pandemic.	

## Performance indicators

Ref No, PI Type, Link to WBO	PI Description and Preferred Outcome	Annual Actual 18-19	Annual Target 19-20	Annual Actual 19-20 & RAG	Annual Target 20-21	Q2 Cum Target	Q2 Cum Actual & RAG	Trend Q2 vs 19-20	Comments
<a href="#">DEFS144</a> Local WBO3	The percentage of 'in-catchment' applicants in the reception year statutory school admission round who do not achieve their first preference primary school. <b>Lower Preferred</b>	New 20-21	New 20-21	New 20-21	0%	N/A	<b>1% Annual Actual</b>	N/A	Annual Indicator <b>Target Setting:</b> The local authority aspires to meet all expressed preferences for a place at the local (catchment) school. <b>Performance:</b> For the reception year admission round for September 2020, there were 1,186 applications received before the closing date to be included in the allocation of places on national offer day. Of these, only 809 applicants (68.2%) had expressed a first preference for their local (catchment) school. On national offer day, 1,174 (99%) were offered a place at the first preference school and 12 were refused their first preference school. Of the 12 refusals, a place was offered at the second preference school for 11 (0.9%). For the remaining 1 application it was not possible to offer any school, as the applicant did not record a second preference school. These figures do not include: 1. the number of late applications received (i.e. those received after the closing date for the admission round but on or before 31 August 2020), and the outcomes for those applications; nor 2. applications submitted to the voluntary aided primary schools, for which the local authority is not the admitting body.
<a href="#">DEFS145</a> Local WBO3	The percentage of 'in-catchment' applicants in the secondary (Year 7) statutory school admission round who do not achieve their first preference secondary school. <b>Lower Preferred</b>	New 20-21	New 20-21	New 20-21	0%	N/A	<b>0.9% Annual Actual</b>	N/A	Annual Indicator <b>Target Setting:</b> The local authority aspires to meet all expressed preferences for a place at the local (catchment) school. <b>Performance:</b> For the Year 7 secondary school admission round for September 2020, there were 1,334 applications received before the closing date to be included in the allocation of places on national offer day. Of these, 1,124 applicants (84.3%) had expressed a first preference for their local (catchment) school. On national offer day, 1,322 (99.1%) were offered a place at the first preference school and 12 were refused their first preference school. Of the 12 refusals, 5 were offered a place at the second preference school. For the remaining 7 it was not possible to offer any school, as the applicant did not record a second preference school. These figures do not include: 1. the number of late applications received (i.e. those received after the closing date for the admission round but on or before 31 August 2020), and the outcomes for those applications; nor 2. applications submitted to Archbishop McGrath Catholic High School, for which the local authority is not the admitting body.
<a href="#">DEFS147</a> Local WBO3	Percentage of in-year admission/school transfer applications submitted via the online system Higher Preferred	New 20-21	New 20-21	New 20-21	80%	N/A	<b>0% Annual Actual</b>	N/A	Annual Indicator <b>Target Setting:</b> New PI for 2020-2021. Target takes account of the experience gained from developments implemented to date. <b>Performance:</b> A new platform for the BCBC website and My Account is to be implemented in March 2021. As the new platform will provide advanced functionality, it has been determined that the implementation of this new online facility should be deferred until the new platform is operational. Accordingly, in-year admission/transfer applications will not go online until April 2021.

Ref No, PI Type, Link to WBO	PI Description and Preferred Outcome	Annual Actual 18-19	Annual Target 19-20	Annual Actual 19-20 & RAG	Annual Target 20-21	Q2 Cum Target	Q2 Cum Actual & RAG	Trend Q2 vs 19-20	Comments
<a href="#">DEFS148</a> Local WBO3	Percentage of school admission appeal registrations submitted via the online system. Higher Preferred	New 20-21	New 20-21	New 20-21	80%	N/A	<b>0% Annual Actual</b>	N/A	Annual Indicator Target Setting: New PI for 2020-2021. Target takes account of the experience gained from developments implemented to date. Performance: A new platform for the BCBC website and My Account is to be implemented in March 2021. As the new platform will provide advanced functionality, it has been determined that the implementation of this new online facility should be deferred until the new platform is operational. Accordingly, school admission appeal registrations will not go online until April 2021.

## CORPORATE DIRECTOR

### Wellbeing Objective One: Supporting a successful sustainable economy

Code	Action Planned	Status	Comments	Next Steps (for amber and red only)
<a href="#">WBO1.1.1</a>	Sustain the current good pupil performance at key stage 4	AMBER	Progression of associated activities continues but has been impacted by COVID-19. Relevant measures were not applied in the 2019-2020 academic year, reflecting the national steer.	
<a href="#">WBO1.1.2</a>	Raise standards of literacy in primary schools	AMBER	All schools are aware of the Central South Consortium's Professional Learning Offer with regards to literacy, and how to access the offer. The level of progress on other literacy and oracy initiatives being led by the Central South Consortium has been impacted by COVID-19. As at the end of Q2, the Inclusion Service had delivered literacy training to 32 schools and activity to capture the impact on outcomes for identified pupils will begin later in the academic year, allowing time for the strategies to be embedded. The Early Childhood Education and Care (ECEC) pilot lead has been appointed and activity is currently on track against WG targets. Data on fixed-term exclusions for the 2019-2020 academic year is being collated and will be reported in Q3. However, the data will clearly show a reduction in exclusions in consequence of the prolonged closure of schools in the year.	
<a href="#">WBO1.1.3</a>	Improve outcomes for post-16 learners in school sixth forms	GREEN	The decision of Cabinet in July 2020 was to retain sixth forms in all secondary schools, which represents a maintenance of the existing structures and provision. Schools will continue to work together to deliver on a range of associated provision improvements. Measures for post-16 attainment in 2019-2020 were not applied, reflecting the national steer.	
<a href="#">WBO1.1.4</a>	Assess the impact of the COVID-19 school closures on outcomes for learners and support schools to mitigate teaching and learning issues as a result of the pandemic	AMBER	The Central South Consortium is undertaking the assessment of blended learning but progress has been impacted by the COVID-19 pandemic.	
<a href="#">WBO1.1.5</a>	Support schools to provide safe learning environments for all learners and staff in schools	GREEN	Schools has been assisted with PPE provision and full guidance and support on protecting the health, safety and well-being of pupils and staff, reflecting all Public Health Wales guidance.	
<a href="#">WBO1.1.6</a>	Identify the impact of blended learning and further its development and implementation	GREEN	The introduction of 'check-in, catch up and prepare' sessions in the 2019/20 summer term has already started our process of addressing impacts arising from the COVID-19 pandemic restrictions introduced in March. Learning and teaching will continue to be affected by the COVID-19 pandemic during the 2020/21 school year. The approaches taken by schools and settings will continue to evolve to provide learning both in school and elsewhere if the needs arises. The balance between learning in schools and settings and time spent learning elsewhere may well change at particular points in response to the pandemic. This challenge requires schools to adapt their curriculum planning to be flexible and responsive to changing circumstances.	
<a href="#">WBO1.1.7</a>	Deliver the priorities in the Welsh in Education Strategic Plan (WESP) to promote Welsh medium education and increase the number of Welsh speakers to support Cymraeg 2050.	AMBER	Funding via the Cymraeg 2050 capital programme has been secured from Welsh Government. Planning permission is in place for the two projects at Betws and Ogmere Vale with completion of the projects planned for September 2021. The remaining projects for Bridgend Town and Porthcawl are outlined for delivery in 2022. The percentage of Year 1 learners being taught through the medium of Welsh increased at the point of measure in January 2020, compared to January 2019. Promotional work is ongoing within Mudiad Meithrin, Flying Start and primary schools to advance the benefits of bilingualism to parents and there is ongoing work designed to recruit more pupils to Welsh-medium education and to retain them through to completion of their formal education.	

## Performance indicators

Ref No, PI Type, Link to WBO	PI Description and Preferred Outcome	Annual Actual 18-19	Annual Target 19-20	Annual Actual 19-20 & RAG	Annual Target 20-21	Q2 Cum Target	Q2 Cum Actual & RAG	Trend Q2 vs 19-20	Comments
<a href="#">DEFS114</a> CP WBO1	The percentage of learners gaining 3 A*-C grades at Level 3. <b>Higher Preferred</b>	56.5%	Set baseline	55.4%	55.6%	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Target has been set to be in line with all-Wales averages. <b>Performance:</b> In the 2020-2021 PI year we report the performance for the 2019-2020 academic year. Due to the COVID-19 pandemic and the altered arrangements for the determination of grades, this measure has not been applied, reflecting the national steer.
<a href="#">DEFS136</a> CP WBO1	Percentage of pupils assessed at the end of key stage 2, in schools maintained by the local authority, achieving the expected outcome in English/Welsh first language, as determined by teacher assessment <b>Higher Preferred</b>	90.0%	90.0%	N/A	90.2%	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> New PI for 2020-2021. Links to LA PIAP Recommendation 1 - Raise standards of literacy in primary schools. <b>Performance:</b> In the 2020-2021 PI year we report the performance for the 2019-2020 year. Due to the COVID-19 pandemic this measure was not applied, reflecting the national steer.
<a href="#">DEFS138</a> CP WBO1	Percentage of Year 1 learners taught through the medium of Welsh. <b>Higher Preferred</b>	8.7%	8.7%	7.58%	8.7%	N/A	7.61% Annual Actual	7.58% ↑	Annual Indicator <b>Target Setting:</b> Reflects the local authority's ability to provide places in the timescale of the plan. <b>Performance:</b> Given the small numbers involved, any difference year on year needs to be interpreted cautiously because a small change can impact on the proportions e.g. one family move in/out of the area; e.g. a new school opens. The figures related to year 1 pupils in Welsh-medium education show a similar pattern over the years with little variation. As part of our aspiration to meet ambitious targets set by Welsh Government, there has been a significant amount of promotion work designed to encourage more families to consider Welsh-medium education for their children. Given that these are pitched at mothers from the birth of their child/ren, we anticipate that the increase in numbers should begin to feed through to Year 1 in 3-4 years' time.
<a href="#">DEFS150</a> CP WBO1	The percentage of pupils, at end of Foundation Phase, achieving Outcome 5 or above in teacher assessments for LLC-E and LLC-W (Language Literacy and Communication in English and Welsh). <b>Higher Preferred</b>	84.67%	New 20-21	New 20-21	85.1%	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> This is a new PI for 2020-2021. Links to the LA PIAP Recommendation 1 - 'Raise standards of literacy in primary schools'. <b>Performance:</b> In the 2020-2021 PI year we report the performance for the 2019-2020 year. Due to the COVID-19 pandemic this measure was not applied, reflecting the national steer.
<a href="#">PAM032</a> CP, PAM WBO1	Average Capped 9 Score for pupils in Year 11. <b>Higher Preferred</b>	357.20	357.20	362	363.00	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Linked to national interim performance measures. <b>Performance:</b> In the 2020-2021 PI year we report the performance for the 2019-2020 academic year. Due to the COVID-19 pandemic and the altered arrangements for the determination of grades, this measure has not been applied, reflecting the national steer.

## Wellbeing Objective Three: Smarter use of resources

Code	Action Planned	Status	Comments	Next Steps (for amber and red only)
<a href="#">WBO3.2.3</a>	Implement the planned budget reductions identified in the MTFS, in particular for the 2020-21 financial year, set annual balanced budgets and establish long term financially sustainable solutions.	AMBER	The review of the directorate senior management structures has been completed and will be operational from 1 January 2021. The Independent Review for learner travel is supporting the determination of the most suitable approach to procure school transport services in the future. The outcome of the review was presented to Cabinet in September 2020 together with the outcome of the public consultation on the proposals to change the Learner Travel Policy. At Q2, we are projecting that the directorate savings target for this financial year will not be achieved. £75,000 of savings linked to the phased implementation of the Learner Transport policy are projected not to be achieved in this financial year, combined with a projected shortfall of £25,000 in relation to a review of staffing structures across the directorate.	
<a href="#">WBO3.2.4</a>	Embrace and invest in innovation and technology including improvements in connectivity and new and replacement classroom-based, end-user devices in our schools.	GREEN	All schools are benefiting from the national HWB Education Technology (EdTech) grant with improvements to connectivity and end-user devices planned or ongoing. There have been some delays to infrastructure improvements due to the pandemic and some end-user devices have been delayed due to manufacturing difficulties brought about by the pandemic. Functional specifications have been developed for online in-year school admissions applications and admission appeal registrations. However, it has been determined that these developments should not go live until the new platform for the BCBC website and My Account is implemented around March 2021. The functional specifications will be further developed in the meantime to reflect the advanced functions that the new platform will deliver.	
<a href="#">WBO3.2.5</a>	Identify opportunities for new ways of working and for service delivery	GREEN	The business case for the procurement of Capita One is in development and will be submitted to CMB for consideration in mid-December 2020.	

## Performance Indicators

PI Ref No	PI Description	Annual target 20-21 £'000	Performance as at Q2						Comments
			Red		Amber		Green		
			£'000	%	£'000	%	£'000	%	
<a href="#">CP feeder WBO 3</a>	Value of planned budget reductions achieved ( Education and Family Support Directorate)	239	75	31.3%	25	10.5%	139	58.2%	At Q2, we are reporting that £139,000 of the target saving will be achieved. £75,000 of savings linked to the phased implementation of the Learner Transport policy are projected not to be achieved in this financial year, combined with a projected shortfall of £25,000 in relation to a review of staffing structures across the directorate

Ref No, PI Type, Link to WBO	PI Description and Preferred Outcome	Annual Actual 18-19	Annual Target 19-20	Ann Actual 19-20 & RAG	Annual Target 20-21	Q2 Cum Target	Q2 Cum Actual & Rag	Trend Q2 vs 19-20	Comments
<a href="#">DCH2.1.11.1</a> CP WBO3	The percentage surplus capacity in primary schools. <b>Lower Preferred</b>	4.89%	10%	9.36%	10.0%	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> National guidance indicates a minimum 5% surplus for primary schools. <b>Performance:</b> (Performance will be reported in Q3)
<a href="#">DCH2.1.11.2</a> CP WBO3	The percentage surplus capacity in secondary schools. <b>Lower Preferred</b>	22.01%	18%	20.65%	18.0%	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> National guidance indicates a minimum 10% surplus for secondary schools. <b>Performance:</b> (Performance will be reported in Q3)
<a href="#">DEFS36</a> Local WBO3	The percentage of paperwork for formal/absence review sickness meetings not received. <b>Lower Preferred</b>	2.6%	3.0%	N/A	3.0%	N/A	Data unavailable	0%	Quarterly Indicator <b>Target Setting:</b> Reflects the significant improvement in the directorate's administrative sickness processes. <b>Performance:</b> Unfortunately due to the sudden resignation of the senior data officer, the directorate has been unable to analyse the sickness data in accordance with this PI and this post is yet to be filled until after the ongoing restructure of Business Support has concluded...
<a href="#">DEFS146</a> Local WBO3	Percentage of schools committed to the enhanced ICT Service Level Agreement (including Hwb element). <b>Lower Preferred</b>	New 20-21	New 20-21	New 20-21	100%	N/A	100% Annual Actual	N/A	Annual Indicator <b>Target Setting:</b> New PI for 2020-2021. Target takes account of the experience gained from developments implemented to date. <b>Performance:</b> No Performance Comments

## Other

## Performance Indicators

Ref No, PI Type, Link to WBO	PI Description and Preferred Outcome	Annual Actual 18-19	Annual Target 19-20	Annual Actual 19-20 & RAG	Annual Target 20-21	Q2 Cum Target	Q2 Cum Actual & RAG	Trend Q2 vs 19-20	Comments
<a href="#">CHR002iv</a> Local Other priority	Number of working days per full time equivalent lost due to sickness absence (Education and Family Support Directorate, excluding schools). <b>Lower Preferred</b>	13.40 days	13.39 days	13.13 days	13.12 days	6.56 days	3.89 Days	6 days ↑	Quarterly Indicator <b>Target Setting:</b> Directorate sickness targets are set corporately. <b>Performance:</b> The cumulative figure of the period 01.04.20 to 30.09.20 is 3.89, compared to 5.99 for the same period last year, with reductions for both long and short-term sickness. .
<a href="#">DCH5.6.2</a> Local Other priority	Number of working days lost per FTE due to industrial injury (Education and Family Support Directorate staff, excl schools) <b>Lower Preferred</b>	0.03 days	0 days	0.04 days	0 days	0 days	0 Days	0 days ↔	Quarterly Indicator <b>Target Setting:</b> Annual targets set at Corporate Steering H&S Group for all directorates. <b>Performance:</b> No industrial injury absences, therefore, no FTE days lost...
<a href="#">DEFS23</a> Local Other priority	The number of industrial injury incidences (Education and Family Support Directorate staff, excluding schools) that result in an absence. <b>Lower Preferred</b>	5	0	3	0	0	0	0 ↔	Quarterly Indicator <b>Target Setting:</b> Annual targets set at Corporate Steering H&S Group for all directorates. <b>Performance:</b> No absences due to industrial injuries...
<a href="#">DEFS128</a> Local Other priority	Percentage of appraisals completed within required timescales. <b>Higher Preferred</b>	N/A	80.0%	N/A	80.0%	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> Corporate target. <b>Performance:</b> (Performance will be reported at Q3)
<a href="#">DEFS132</a> Local Other priority	Number of working days per full time equivalent lost due to sickness absence (schools). <b>Lower Preferred</b>	9.35 days	9.34 days	9.47 days	9.46 days	4.73 days	1.71 Days	3.52	Quarterly Indicator <b>Target Setting:</b> Directorate sickness targets are set corporately. Notification of the target for 2020-2021 is awaited. <b>Performance:</b> The cumulative figure for the period 1.3.20 to 30.09.20 is 1.71, compared to 3.51 for the same period last year, with reductions in the figures for both long and short-term sickness . Individual schools are responsible for

Ref No, PI Type, Link to WBO	PI Description and Preferred Outcome	Annual Actual 18-19	Annual Target 19-20	Annual Actual 19-20 & RAG	Annual Target 20-21	Q2 Cum Target	Q2 Cum Actual & RAG	Trend Q2 vs 19-20	Comments
								days ↑	managing staff sickness. Each school has its own policy, based on the BCBC corporate policy and sickness triggers. However, for those schools where the staff are employed by the church board, the sickness triggers may be different to the BCBC policy triggers. Schools have service level agreements with the BCBC Employee Relations Business Team, in HR, for the provision of assistance and support in managing staff sickness. HR collates the sickness data for schools and provides termly reports to schools. .
<a href="#">DEFS134</a> Local Other priority	Number of working days lost per FTE due to industrial injury (schools) <b>Lower Preferred</b>	0.08 days	0 days	<b>0.18 days</b>	0 days	0 days	<b>0.05 Days</b>	0.06 days ↑	Quarterly Indicator <b>Target Setting:</b> Annual target set at Corporate H&S Steering Group. <b>Performance:</b> As at the half year, there has been a reduction in the number of FTE days lost in respect of absences due to industrial injuries when compared to last year.
<a href="#">DEFS135</a> Local Other priority	The number of industrial injury incidents that result in an absence (schools). <b>Lower Preferred</b>	16	0	<b>19</b>	0	0	<b>4</b>	5 ↑	Quarterly Indicator <b>Target Setting:</b> Annual target set at Corporate H&S Steering Group. <b>Performance:</b> Three absences due to industrial injury in Q2 compared to one in the same period last year. The cumulative position for the half year is, therefore, four absences compared to five for the same period last year. All industrial injury accidents are investigated within the school and reported to Corporate Management Board in a monthly health and safety update. .
<a href="#">DEFS149</a> Local Other priority	The percentage of audit reports that have been subject to structured follow-up by the Corporate Health and Safety Team. <b>Higher Preferred</b>	New 20-21	New 20-21	New 20-21	40.0%	N/A	N/A	N/A	Annual Indicator <b>Target Setting:</b> New PI for 2020-2021. Target reflects the ability of the team to deliver in light of recent recruitment issues. <b>Performance:</b> (Performance will be reported in Q4)
<a href="#">DRE5.3.13ii</a> Local Other priority	Number of individual injury incidences (Corporate) that have resulted in an absence. <b>Lower Preferred</b>	31	0	<b>33</b>	0	0	<b>9</b>	10 ↑	Quarterly Indicator <b>Target Setting:</b> Target set at Corporate Health and Safety Steering Group. <b>Performance:</b> There were six industrial injury absences in Q2 compared to two in the same period last year. The cumulative position for the half year shows a small reduction on the same period last year. All industrial injury accidents are investigated by the line manager and reported to Corporate Management Board in their monthly health and safety updates.
<a href="#">DRE5.6.8</a> Local Other priority	Number of days lost per FTE through industrial injury (Corporate). <b>Lower Preferred</b>	0.09 days	0 days	<b>0.24 days</b>	0 days	0 days	<b>0.03 Days</b>	0.11 days ↑	Quarterly Indicator <b>Target Setting:</b> Target set at Corporate Health and Safety Steering Group. <b>Performance:</b> The cumulative position for the half year represents a reduction of just under 70% when compared to the same period last year. .

## Additional Sickness Information by Service Area - Education

Unit	FTE 30.09.2020	QTR2 2019/20			QTR2 2020/21			Cum Days per FTE 2019/20	Cum Days per FTE 2020/21	Target 2020/21
		No of FTE days lost	No. of Absences	Days per FTE	No of FTE days lost	No. of Absences	Days per FTE			
Business Strategy and Performance (BSP)	17.68	76.00	6	3.29	2.00	1	0.11	11.55	0.60	13.12
Catering Services (CAT)	112.43	214.28	90	1.90	228.28	82	2.03	4.24	5.35	
Community Learning and Engagement	5.32	129.00	2	21.03	0.00	0	0.00	39.78	0.00	
Health and Safety (BE)	6.00	25.00	1	6.25	18.00	1	3.00	6.75	3.00	
Inclusion Service (INC)	125.62	235.45	49	1.92	133.02	24	1.06	5.11	2.51	
Integrated Working and Family Support (IWO)	167.93	426.89	56	2.81	289.91	21	1.73	5.67	3.22	
School Improvement (SCI)	16.37	20.93	2	1.41	0.00	0	0.00	7.30	0.00	
School Modernisation	4.00	10.00	1	2.00	0.00	0	0.00	2.40	0.00	
Youth Justice	14.22	134.34	9	7.29	149.24	4	10.50	9.53	10.50	
<b>Education &amp; Family Support Directorate Total</b>	<b>471.57</b>	<b>1323.89</b>	<b>223</b>	<b>2.68</b>	<b>820.45</b>	<b>133</b>	<b>1.74</b>	<b>5.99</b>	<b>3.89</b>	

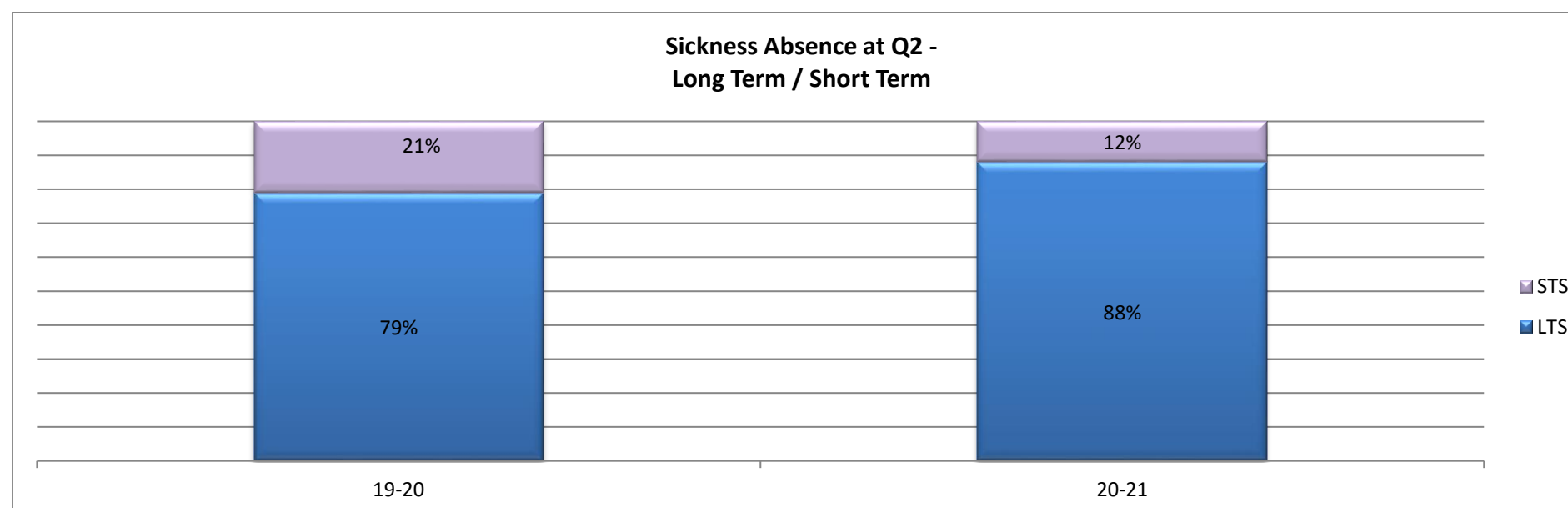
## Additional Sickness Information by Service Area – Schools

Unit	FTE 30.09.2020	QTR2 2019/20			QTR2 2020/21			Cum Days per FTE 2019/20	Cum Days per FTE 2020/21	Target 2020/21
		No of FTE days lost	No. of Absences	Days per FTE	No of FTE days lost	No. of Absences	Days per FTE			
Primary Schools	1051.57	1478.53	295	1.37	982.06	168	0.93	3.88	1.93	9.46
Secondary Schools	856.38	677.30	178	0.80	550.39	107	0.64	2.40	1.26	
Special Schools	233.03	506.18	117	2.23	317.35	58	1.36	5.86	2.34	
<b>Schools Total</b>	<b>2140.98</b>	<b>2662.00</b>	<b>590</b>	<b>1.24</b>	<b>1849.80</b>	<b>333</b>	<b>0.86</b>	<b>3.51</b>	<b>1.71</b>	



### Additional Sickness Absence by Reason

Absence Reason	Education & Family Support Directorate				Schools			
	Q1 No of FTE days lost	Q2 No of FTE days lost	Q3 No of FTE days lost	Total No of FTE Days Lost	Q1 No of FTE days lost	Q2 No of FTE days lost	Q3 No of FTE days lost	Total No of FTE Days Lost
Cancer	15.81	0.00	15.81	0.85%	84.05	45.14	129.19	3.50%
Chest & Respiratory	49.72	9.39	59.11	3.20%	29.68	102.39	132.07	3.58%
Coronavirus COVID- 19	0.00	11.19	11.19	0.60%	0.00	11.58	11.58	0.31%
Eye/Ear/Throat/Nose/Mouth/Dental	28.11	4.38	32.49	1.76%	96.00	60.66	156.66	4.25%
Genitourinary / Gynaecological	1.11	21.29	22.40	1.21%	19.49	17.22	36.71	1.00%
Heart / Blood Pressure / Circulation	51.79	10.68	62.47	3.38%	2.09	0.14	2.23	0.06%
Infections	91.18	45.48	136.66	7.39%	58.97	158.10	217.07	5.89%
Injury	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%
MSD including Back & Neck	156.55	91.83	248.38	13.43%	287.35	352.73	640.08	17.36%
Neurological	36.38	11.22	47.60	2.57%	96.53	66.25	162.78	4.41%
Other / Medical Certificate	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%
Pregnancy related	51.00	3.10	54.10	2.92%	35.91	17.14	53.05	1.44%
Return to Work Form Not Received	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%
Stomach / Liver / Kidney / Digestion	72.77	79.88	152.65	8.25%	177.19	103.69	280.88	7.62%
Stress / Anxiety / Depression / Mental Health	474.95	532.00	1006.95	54.44%	950.25	914.78	1865.03	50.58%
Tests / Treatment / Operation	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%
<b>TOTALS</b>	<b>1029.37</b>	<b>820.44</b>	<b>1849.81</b>		<b>1837.51</b>	<b>1849.82</b>	<b>3687.33</b>	



## KEY:

Commitments		Action	
Red	<p><b>A RED status usually means one or more of the following:</b></p> <ul style="list-style-type: none"> <li>A significant negative variance against the budget or savings of more than 10%.</li> <li>Delays against key milestone/s of more than 10% of the total length of the planned action.</li> <li>Problems with quality that lead to significant additional costs/work.</li> <li>Significant lack of resources which cannot be resolved by the directorate.</li> <li>PIs identified to measure success of the commitment are mostly red.</li> <li>Dissatisfaction or resistance from stakeholders that mean acceptance may be delayed all the benefits not achieved.</li> </ul>	CPA/Scrutiny committee should ask the pertinent chief officer/s to provide an explanation or conduct a review to identify the root causes of the red status and put in place an action plan to prevent further deterioration and minimise the damage caused to the overall organisation.	
		<p><b>Performance Indicators (RAG)</b></p> <p><b>Red (alert)</b> Performance is worse than target by 10% or more</p>	
Amber	<p><b>An AMBER status usually means one or more of the following:</b></p> <ul style="list-style-type: none"> <li>A negative variance against the budget or savings of less than 10%.</li> <li>Delays against critical milestones less than 10% of the total length of the planned action.</li> <li>Problems with quality but not causing delay.</li> <li>Lack of resources which can be resolved by the pertinent chief officer/s (e.g. via virement within the budget or managing vacancies).</li> <li>PIs identified to measure success of the commitment are a mixture of red, amber and green.</li> <li>Dissatisfaction or resistance from stakeholders addressed by the pertinent chief officer/s.</li> </ul>	CPA/Scrutiny Committee should maintain a watching brief over Amber projects/commitments but not necessarily intervening. They may ask chief officers to provide mitigation actions to prevent amber from moving into the red.	
		<p><b>Performance Indicators (RAG)</b></p> <p><b>Amber (caution)</b> Performance is worse than target by under 10%</p>	
Green	<p><b>A GREEN status usually means one or more of the following:</b></p> <ul style="list-style-type: none"> <li>The forecast expenditure is on budget.</li> <li>Milestone/s on track to complete on time.</li> <li>Quality at expected levels.</li> <li>No resource problems.</li> <li>PIs identified to measure success of the commitment are mostly green.</li> <li>Stakeholders satisfied with the outcome.</li> </ul>	CPA/Scrutiny Committee can let officers progress with the delivery of the planned actions. Assurance from the underlying data should indicate that the milestone is truly green.	
		<p><b>Performance Indicators (RAG)</b></p> <p><b>Green (clear)</b> Performance is equal to or better than target</p>	
<b>Performance Indicators (Trend)</b>		<b>Performance Indicator types</b>	
↑	Performance improved vs same quarter of previous year	CP	Corporate Plan indicator
↔	No change in performance vs same quarter of previous year	PAM	Public Accountability Measure (National Indicator)
↓	Performance declined vs same quarter of previous year		