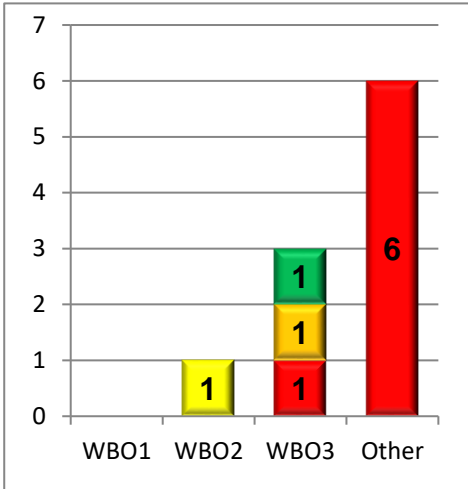
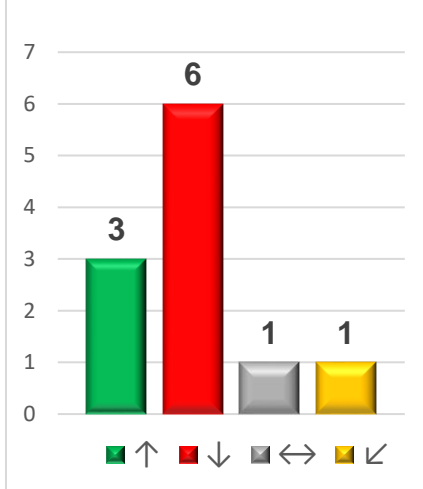

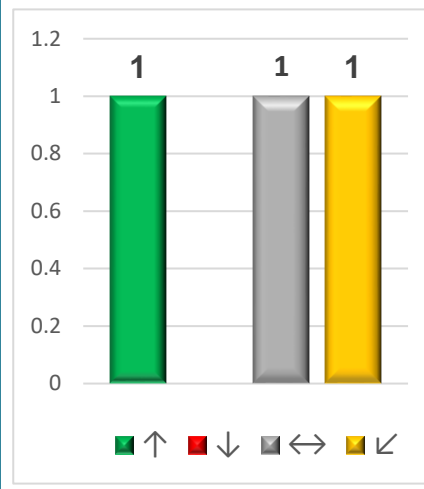


Education and Family Support - Performance Q2

Commitments 2021-22		BRAG – progress against commitment				All Indicators (incl. Finance and sickness PIs)		Corporate Plan Indicators																	
Q2 Directorate Commitments to delivering Wellbeing objectives	Total	Blue	Red	Amber	Green	Performance vs Target	Trend vs Q2 2020-21	Performance vs Target	Trend vs Q2 2020-21 (excluding Finance)																
Wellbeing Objective One – Supporting a successful sustainable economy	6	0	0	5	1																				
Wellbeing Objective Two – Helping people and communities to be more healthy and resilient	1	0	0	1	0																				
Wellbeing Objective Three – Smarter use of resources	4	0	0	3	1																				
Finance						High Corporate Risks																			
<p>Revenue Budget</p> <ul style="list-style-type: none"> The net revenue budget for the Education and Family Support Directorate for 2021-2022 is £127.137m. The current projections indicate an overspend of £1.089m at the year end. <p>Capital Budget</p> <ul style="list-style-type: none"> At Q2 the capital budget for the Directorate for 2021-2022 is £15.436m with total expenditure of £310,000 and no foreseen under or overspend to planned budget. <p>Efficiency Savings</p> <table border="1"> <thead> <tr> <th>Savings (£000)</th> <th>Savings carried forward</th> <th>2021-2022</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Savings Target</td> <td>344</td> <td>116</td> <td>100%</td> </tr> <tr> <td>Likely to be achieved</td> <td>344</td> <td>116</td> <td>100%</td> </tr> <tr> <td>Variance</td> <td>0</td> <td>0</td> <td>0%</td> </tr> </tbody> </table> <p>Additional financial information is provided in the Budget Monitoring 2021-22–Quarter 2 Revenue Forecast report presented to Cabinet on 19 October 2021.</p>						Savings (£000)	Savings carried forward	2021-2022	%	Savings Target	344	116	100%	Likely to be achieved	344	116	100%	Variance	0	0	0%	<p>Oversight of corporate risks are collectively undertaken and managed by Corporate Management Board. The Corporate risk register can be found attached (Appendix E) and should be viewed in the overall context of the performance of this dashboard to understand the risks. Some are council wide whilst others focus on specific directorates.</p> <p>The Education and Family Support Directorate (EFS) currently (as of November 2021) has 23 directorate-level risks.</p> <p>As none of these risks have a residual (ie post-mitigation) score of more than 15, they are not escalated for consideration as a corporate-level risk</p>			
Savings (£000)	Savings carried forward	2021-2022	%																						
Savings Target	344	116	100%																						
Likely to be achieved	344	116	100%																						
Variance	0	0	0%																						
Implications of Financial Reductions on Service Performance and other Key Issues/challenges																									
<p>EFS's key challenges are as follows:</p> <ul style="list-style-type: none"> Significant, continuing impact of COVID-19 Budget pressures (particularly home-to-school transport and out-of-county additional learning needs (ALN) costs) Curriculum reform Legislative changes (eg ALN reform) Capacity issues (especially in specialist and statutory areas) Performance of the Bridgend Youth Justice Service 																									

Officers continue to seek mitigation in respect of these risks by:

- focusing resources on statutory services;
- engaging with partners (such as other local authorities and Central South Consortium) to benefit from economies of scale;
- investing in in-house professional development to 'grow our own'; and
- targeting intervention where it is most required (ie Bridgend Youth Justice Service).




KEY:

Overall performance judgement	
Status	Descriptor
EXCELLENT	Very strong, sustained performance and practice
GOOD	Strong features, although minor aspects may require improvement
ADEQUATE and needs improvement	Strengths outweigh weaknesses, but important aspects require improvement
UNSATISFACTORY and needs urgent improvement	Important weaknesses outweigh strengths

Commitments		
Status	Meaning	Descriptor
BLUE	Complete	Project (or task within a project/plan) is completed and is no longer a priority.
GREEN	Progressing as planned and according to designated time, budget and desired outcomes.	Actions completed within timescales, on budget and evidence of achieving desired outcomes
AMBER	Issues that could delay progress	Task/action looks liable to go over budget Task/action agreed deadlines show slippage Task/action within 2 weeks of deadline - not started Risk or issue score increases (review required)
RED	Significant issues	Task/action over budget Task/action agreed deadline breached Risk or issue score increases to critical or catastrophic

Performance indicators	
Status	Definition
GREEN	On target or better AND Performance has improved compared to last year (or performance is at maximum and cannot be improved on)
YELLOW	On target
AMBER	Target is within 10%
RED	Target is missed by 10% or more

National indicators	
PI Quartile	Local Authority ranking
1	1 st -6 th
2	7 th -11 th
3	12 th -16 th
4	17 th -22 nd

Performance Indicators (Trend)		Performance Indicator types	
	Performance has improved compared to last year.	CP	Corporate Plan indicator
	Performance has maintained (this includes those at maximum)	PAM	Public Accountability Measure (National Indicator)
	Performance has declined BUT within 10% of the last year		
	Performance has declined by 10% or more compared to previous year		

WBO1: Supporting a successful sustainable economy

Commitment

Code	Commitment	Status	Comments	Next Steps
WBO1.1.1	Sustain the current good pupil performance at key stage 4	Amber	<p>Central South Consortium has confirmed that Welsh Government provides each local authority with the pupil level results for individual subjects for GCSE and A level results, but these files do not contain any information that relate to any of either the legacy or interim performance measures for these key stages. For example, there is no longer any 'flags' or centrally calculated data that relate to Capped 9 points score, level 2 threshold or average points for literacy."</p> <p>Therefore, the data for Capped 9 points does not exist at a Welsh Government level so therefore cannot be shared.</p>	<p>There is the possibility that schools will have submitted their own data into the ALPS system and that this will have generated some information. It is not statutory that schools upload information which, if they don't, can lead to skewed comparisons. ALPS may be able to provide us with more information but currently their system is not showing anything linked to the Capped 9 performance measure.</p>

Performance Indicators

PI Ref No, PI Type, PAM / Local link to Corp Priority	PI Description and Preferred Outcome	Year End 20-21	Target 21-22	Q2 Target 21-22	Q2 position 21-22 & RYAG	Q2 20-21 (same period last year)	Direction of Travel compared to same period last year	Comments
PAM032 CP, PAM WBO1	Average Capped 9 Score for pupils in Year 11 Higher Preferred	N/A	N/A	N/A	N/A	N/A	N/A	As the data collection is suspended by the Welsh Government, there is no target setting. Local authorities have been advised not to use pupil attainment measures for comparison purposes. Therefore, the local authority is not in a position to provide meaningful data for this area.

Commitment

Code	Commitment	Status	Comments	Next Steps
WBO1.1.2	Raise standards of literacy in primary schools	Amber	<p>The valid and reliable form for data (Welsh Government) has very little to share for internal or external use. Critically, with such massive changes in assessment type any comparison is near impossible.</p> <p>The Welsh Government Information Management System (IMS) calendar does not require schools to set formal targets linked to outcomes or levels. Furthermore, the IMS calendar doesn't require schools to perform any data collection linked to outcomes or level in the foundation phase or key stage 2. Therefore, no data related to targets or outcomes is collected.</p> <p>Also, Welsh Government no longer publishes local authority level data linked foundation phase data; this is now only published at a national level (and was last published in 2019).</p> <p>Furthermore, additional quality assurance processes linked to data collection (eg moderation processes are no longer required).</p>	<p>As we transition to the new curriculum schools will be asked to develop their own assessment procedures linked to the development of their own curriculum. It is currently unclear what data will be required from schools by Welsh Government. This is being consulted on currently and we are waiting for an outcome: https://gov.wales/assessment-arrangements-subordinate-legislation-resultant-curriculum-and-assessment-wales-act-2021</p> <p>Finally, the latest draft 'School improvement guidance: framework for evaluation, improvement and accountability' provided by the Welsh Government (Jan 2021) is quite clear about the use of narrow performance measures, stating that:</p> <p>"Councils should:</p> <ul style="list-style-type: none"> • Use a broad range of information to monitor and understand well the performance of schools in their area, rather than a narrow focus on pupil attainment measures; • build on this broad range of information to support schools and, where necessary, to identify and intervene in schools causing concern, using the full range of statutory powers;" <p>Source (p25): https://gov.wales/sites/default/files/consultations/2021-01/210126-school-improvement-guidance-framework-for-evaluation-improvement-accountability.pdf</p> <p>As the data collection is suspended by the Welsh Government, there is no target setting. Local authorities have been advised not to use pupil attainment measures for comparison purposes. Therefore, the local authority is not in a position to provide meaningful data for this area.</p>

Performance Indicators

PI Ref No, PI Type, PAM / Local link to Corp Priority	PI Description and Preferred Outcome	Year End 20-21	Target 21-22	Q2 Target 21-22	Q2 position 21-22 & RYAG	Q2 20-21 (same period last year)	Direction of Travel compared to same period last year	Comments
DCH2.1.1 CP WBO1	Percentage of pupils, at the end of the foundation phase, achieving at outcome 5 or above in teacher assessments for LLC-E and LLC-W (Language, Literacy, Communication in English and Welsh)	N/A	N/A	N/A	N/A	N/A	N/A	As the data collection is suspended by the Welsh Government, there is no target setting. Local authorities have been advised not to use pupil attainment measures for comparison purposes.
EDU003 (PAM/004) 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	N/A	N/A	N/A	N/A	N/A	N/A	Therefore, the local authority is not in a position to provide meaningful data for this area.

Commitment

Code	Commitment	Status	Comments	Next Steps
WBO1.1.3	Improve outcomes for post-16 learners in school sixth forms	Amber	Central South Consortium has confirmed that: "The Welsh Government provides each local authority with the pupil level results for individual subjects for GCSE and A level results, but these files do not contain any information that relate to any of either the legacy or interim performance measures for these key stages."	There is the possibility that schools will have submitted their own data into the ALPS system and that this will have generated some information. It is not statutory that schools upload information which, if they don't, can lead to skewed comparisons and comparisons between cohorts are pointless due to the variations in assessment methods since 2019 (with traditional examinations in 2019, centre assessed grades in 2020, centre determined grades in 2021 and a plan to return to examinations in 2022 (subject to COVID-19 context).

Performance Indicators

PI Ref No, PI Type, PAM / Local link to Corp Priority	PI Description and Preferred Outcome	Year End 20-21	Target 21-22	Q2 Target 21-22	Q2 position 21-22 & RYAG	Q2 20-21 (same period last year)	Direction of Travel compared to same period last year	Comments
DEFS114 CP WBO1	The percentage of learners gaining 3 A*-C grades at Level 3 Higher Preferred	N/A	N/A	N/A	N/A	N/A	N/A	As the data collection is suspended by the Welsh Government, there is no target setting. Local authorities have been advised not to use pupil attainment measures for comparison purposes. Therefore, the local authority is not in a position to provide meaningful data for this area.

Commitment

Code	Commitment	Status	Comments	Next Steps
WBO1.1.4	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	While there is no consistent data available to make comparisons, feedback from schools, learners and (most importantly) learners indicates that, despite ongoing Covid-related challenges, current teaching and learning is effective. There has been a lot of activity to support schools to mitigate teaching and learning as a result of the pandemic, as follows: <ul style="list-style-type: none"> • There have been three reviews of blended learning self-evaluation looking at impact on standards • Monitoring of uses of additional grant funding (eg RRRS) • Deployment of additional NQTs (Welsh Government funded) 	Planning in response to findings of reviews and schools' self-evaluation processes Ongoing support for blended learning – Hwb/Central South Consortium website/improvement partners' support of schools/Sharing good practice in Bridgend School business resilience plans and risk assessments

Commitment

Code	Commitment	Status	Comments	Next Steps
WBO1.1.5	Support schools to provide safe learning environments for all learners and staff in schools	Green	<p>The local authority has:</p> <ul style="list-style-type: none"> developed risk assessments for schools and control measures have been advised on and quality assured; developed bespoke guidance; coordinated a dynamic response to critical issues; signposted schools to relevant information; developed several frequently asked questions (FAQs) documents for schools and parents/carers; coached and mentored school staff; and created relationships with TTP/PHW and feedback to schools on pertinent issues. 	<p>The local authority will:</p> <ul style="list-style-type: none"> monitor the impact of national guidance; provide ongoing support to develop and refresh risk assessments; support the implementation for national initiatives; and provide ongoing advice and guidance.

Commitment

Code	Commitment	Status	Comments	Next Steps
WBO1.1.6	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	<p>The WESP Forum now meets on a regular basis and engages a range of key stakeholders and delivery partners. In addition, we have established several sub-groups to ensure the objectives set out in our WESP are progressed. For example, over the past two years, the following sub-groups have met:</p> <ul style="list-style-type: none"> Welsh Language Steering Sub-Group Welsh-medium Childcare Sub-Group Training and Apprenticeships Sub-Group School Modernisation Capital Investment Sub-Group Welsh-medium Secondary School Band C Provision Sub-Group <p>The schemes in the School Modernisation Programme and continue to progress which will result in increased places in Welsh-medium education.</p>	<p>The draft WESP 2022-2023 is currently out for consultation, it closes on the 19 December 2021. This will be reported to Cabinet in January 2022. This will then be sent to Welsh Government for approval.</p>

Performance Indicators

PI Ref No, PI Type, PAM / Local link to Corp Priority	PI Description and Preferred Outcome	Year End 20-21	Target 21-22	Q2 Target 21-22	Q2 position 21-22 & RYAG	Q2 20-21 (same period last year)	Direction of Travel compared to same period last year	Comments
DEFS138 CP WBO1	Percentage of Year 1 learners taught through the medium of Welsh Higher Preferred	7.61%	Not available at present	Not available at present	Not available at present	Not available at present	Not available at present	<p>Currently in our Welsh-medium schools, there are 162 pupil places available for reception-age learners. The local authority has set a target of 300 reception places being available for Welsh-medium learners by the end of the plan period, which is an additional 138 additional pupil places. The 300 reception places equate to 10 forms of entry, and the aim is to ensure those places are filled. We are increasing our Welsh-medium sessional childcare places (creating potential for 176 additional sessional sessions) by establishing four new Welsh-medium childcare hubs through the childcare offer capital grant.</p>

WBO2: Helping people and communities to be more healthy and resilient

Commitment

Code	Commitment	Status	Comments	Next Steps
WBO2.1.2	Target the use of early intervention services to reduce demand on statutory services	Amber	<p>There are a number of significant challenges to the delivery of early help support at the moment and this will inevitably impact on the ability of the service to continue to divert cases from statutory services.</p> <p>These challenges include</p> <ul style="list-style-type: none"> • staff absence due to COVID-19; • recruitment and retention of staff (often linked to short-term grant funding); and • increased number and complexity of referrals (often pandemic-related) <p>Increased demand for support from the communication and relationships team (CART) in relation to autistic spectrum disorder (ASD), support for behavioural, emotional and social difficulties (BESD).</p> <p>The need for support has increased further as a result of the pandemic.</p>	Prioritise the most complex cases and submit a pressure bid for additional resources.

Performance Indicators

PI Ref No, PI Type, PAM / Local link to Corp Priority	PI Description and Preferred Outcome	Year End 20-21	Target 21-22	Q2 Target 21-22	Q2 position 21-22 & RYAG	Q2 20-21 (same period last year)	Direction of Travel compared to same period last year	Comments
DEFS29 CP WBO2	The percentage of completed TAF (Team Around the Family) support plans that close with a successful outcome Higher Preferred	68%	67%	69%	69%	69%	↔	Waiting lists for early help services driven by increased demand and complexity of cases. Early help pressures paper recently considered by CMB and agreement in principle for additional recurring funding for this service.

WBO3: Smarter use of resources

Commitment

Code	Commitment	Status	Comments	Next Steps
WBO3.1.2	Provide sufficient school places in the right areas by delivering 21st century schools under the council's schools' modernisation programme	Amber	<p>Feasibility studies were well underway for all capital schemes ie Bridgend North East (ie Ysgol Gymraeg Bro Ogwr), Mynydd Cynffig Primary School and Heronsbridge Special School</p> <p>Outline business cases in respect of these scheme were submitted to Welsh Government for consideration.</p> <p>Feasibility had concluded on the Mutual Investment Model schemes in Bridgend West (ie replacement Ysgol Y Ferch O'r Sgêr and a two-form entry English-medium school).</p> <p>A statutory consultation process was undertaken for Bridgend West and Cabinet approval was received to proceed with both schemes.</p>	<p>Conclude the feasibility studies in respect of the capital schemes.</p> <p>Request Cabinet approval to undertake a statutory consultation process in respect of the replacement schools and commence each process.</p> <p>Receive Welsh Government's response to the Outline Business Case submissions.</p> <p>Submit the stage 1 request to the Welsh Education Partnership Co. in respect of the Mutual Investment Model schemes.</p>

Performance Indicators

PI Ref No, PI Type, PAM / Local link to Corp Priority	PI Description and Preferred Outcome	Year End 20-21	Target 21-22	Q2 Target 21-22	Q2 position 21-22 & RYAG	Q2 20-21 (same period last year)	Direction of Travel compared to same period last year	Comments
DCH2.1.11.1 CP WBO3	The percentage surplus capacity in primary schools Lower Preferred	11.9%	10%	10%	12.6%	11.9%	↙	Welsh Government recommends that local authorities should aim to retain no more than 10% surplus places. The local authority is responsible for the planning and management of school places and must secure provision efficiently to focus resources on improving educational outcomes for young people.
DCH2.1.11.2 CP WBO3	The percentage surplus capacity in secondary schools Lower Preferred	20.5%	18%	18%	18.6%	20.5%	↑	We review provision where there are excessive numbers of surplus places (ie Welsh Government considers 25% or more to be 'significant surplus'), and where feasible make proposals for reorganisation or alternative use of school premises so that the assets provide the best possible value for money. We ensure that accommodation is being used effectively, challenging schools as to the usage of rooms where appropriate, to maximise the value of the property. The local authority takes a proactive stance in this regard but works with schools to ensure the balance between some 'healthy' surplus and sufficient places is maintained. This use of space to support COVID-19-related controls may, for some time skew the actual available surplus space in schools as space is used differently. The local authority challenges schools, where for example, there is current pressure on school admissions to ensure that space is used effectively, and the published admission number (PAN) is correct and reflects the individual school's ability to support the right number of pupils.

Commitment

Code	Commitment	Status	Comments	Next Steps
WBO3.2.3	Implement the planned budget reductions identified in the MTFS, in particular for the 2021-2022 financial year, set annual balanced budgets and establish long term financially sustainable solutions	Amber	Full savings achieved for 2021-2022 (as identified in MTFS). Prior year commitments (relating to learner transport) remain challenging.	We are awaiting the outcome of the forthcoming Welsh Government guidance in respect of home-to-school transport. Subject to the findings of this review, policy changes may be made which could impact positively on MTFS pressures in this area.

Performance Indicators

PI Ref No	PI Description	Annual target 21-22 £'000	Performance as at Q2						Comments
			Red		Amber		Green		
			£'000	%	£'000	%	£'000	%	
DEF143 CP feeder WBO 3	Value of planned budget reductions achieved (Education and Family Support Directorate)	116	0	0%	0	0%	116	100%	

Commitment

Code	Commitment	Status	Comments	Next Steps
WBO3.2.4	Embrace and invest in innovation and technology including improvements in connectivity and new and replacement classroom-based, end-user devices in our schools	Green	<p>Devices</p> <ul style="list-style-type: none"> 2,645 chrome devices received in June 2021. 2021-2022 Welsh Government Hwb order (£720k) placed in June 2021, 1,372 Windows devices, 168 chrome, 196 Apple and 95 trolleys. Apple and Chromebook devices received by schools, and so far, 1 laptop scheduled for delivery on 3 November 2021. Schools have been allocated money to purchase from Lot 2 or Lot 3 of the Welsh Government catalogue. Six schools carrying money over till next year. 47 orders placed. 7 schools yet to respond. <p>Infrastructure</p> <p>All schools complete apart from Heronsbridge which is not cost effective, and we will wait for the Band B school modernisation new build.</p> <p>Hwb transition</p> <p>All schools transitioned to Hwb Office365 for emails.</p>	Meeting to be held with Welsh Government Hwb technical team before we push forward with the transition of data from our existing Citrix "cloud" solution

Commitment

Code	Commitment	Status	Comments	Next Steps
WBO3.2.5	Adapt our ways of working to make better use of our assets and build on the technological progress accelerated by COVID-19	Amber	<p>Significant progress has been made by schools and local authority teams in respect of using technology to support remote working over the past year.</p> <p>Schools, in particular (staff and learners) have been provide with appropriate IT equipment to support blended learning. A key challenge for the directorate going forward is the procurement of an effective management of information system (MIS). We hope to conclude this procurement in early 2022.</p>	EFS officers will continue to work with Procurement and Finance colleagues to ensure the new MIS system is in place as soon as possible.

Other

Performance Indicators

PI Ref No, PI Type, PAM / Local link to Corp Priority	PI Description and Preferred Outcome	Year End 20-21	Target 21-22	Q2 Target 21-22	Q2 position 21-22 & RYAG	Q2 20-21 (same period last year)	Direction of Travel compared to same period last year	Comments
CHR002iv Local Other priority	Number of working days per full-time equivalent lost due to sickness absence (Education and Family Support Directorate, excluding schools) Lower Preferred	10.32	No target set	No target set	4.83	3.89	↓	
DCH5.6.2 Local Other priority	Number of working days lost per FTE due to industrial injury (Education and Family Support Directorate staff, excluding schools) Lower Preferred	0.01	0	0	0.0026	0	↓	

PI Ref No, PI Type, PAM / Local link to Corp Priority	PI Description and Preferred Outcome	Year End 20-21	Target 21-22	Q2 Target 21-22	Q2 position 21-22 & RYAG	Q2 20-21 (same period last year)	Direction of Travel compared to same period last year	Comments
DEFS23 Local Other priority	The number of industrial injury incidences (Education and Family Support Directorate staff, excluding schools) that result in an absence Lower Preferred	1	0	0	3	0	↓	
DEFS132 Local Other priority	Number of working days per FTE lost due to sickness absence (schools) Lower Preferred	6.78	No target set	No target set	3.97	1.71	↓	
DEFS134 Local Other priority	Number of working days lost per FTE due to industrial injury (schools) Lower Preferred	0.12	0	0	0.0453	0.05	↑	
DEFS135 Local Other priority	The number of industrial injury incidents that result in an absence (schools) Lower Preferred	11	0	0	2	4	↑	
DRE5.3.13ii Local Other priority	Number of individual injury incidences (Corporate) that have resulted in an absence Lower Preferred	26	0	0	12	9	↓	
DRE5.6.8 Local Other priority	Number of days lost per FTE through industrial injury (Corporate) Lower Preferred	0.13	0	0	0.0805	0.03	↓	

Additional Sickness Information by Service Area – Education

Unit	FTE 30.09.2021	QTR2 2020-21			QTR2 2021/22			Cumulative Days per FTE 2020/21	Cumulative Days per FTE 2021/22	Target 2021/22
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE			
Business Support	25.52	20.00	2	0.84	0.00	0	0.00	3.60	0.18	No Target set
Catering Services (CAT)	106.53	228.28	82	2.03	253.28	82	2.38	5.35	5.83	
Family Support	183.88	439.15	25	2.41	405.11	34	2.20	13.71	4.52	
Learner Support	125.82	133.02	24	1.02	348.32	49	2.77	2.51	6.07	
School Modernisation	3.00	0.00	0	0.00	5.00	1	1.67	0.00	2.00	
School Support	14.77	0.00	0	0.00	0.00	0	0.00	0.00	0.00	
Education & Family Support Directorate Total	461.52	820.45	133	1.74	1011.71	166	2.19	3.89	4.83	

Additional Sickness Information by Service Area – Schools

Unit	FTE 30.09.2021	QTR2 2020-21			QTR2 2021/22			Cumulative Days per FTE 2020/21	Cumulative Days per FTE 2021/22	Target 2021/22
		Number of FTE days lost	No. of Absences	Days per FTE	Number of FTE days lost	No. of Absences	Days per FTE			
Primary Schools	1079.45	982.06	168	0.93	1563.72	297	1.45	1.93	3.93	No Target set
Secondary Schools	893.94	550.39	107	0.64	869.30	204	0.97	1.26	2.71	
Special Schools	239.74	317.35	58	1.36	809.51	96	3.38	2.34	8.74	
Schools Total	2213.13	1849.80	333	0.86	3242.53	597	1.47	1.71	3.97	

Additional Sickness Absence by Reason

Absence Reason	Education & Family Support Directorate				Schools			
	Q1 Number of FTE days lost	Q2 Number of FTE days lost	Total Number of FTE Days Lost	% of Cumulative days lost	Q1 Number of FTE days lost	Q2 Number of FTE days lost	Total Number of FTE Days Lost	% of Cumulative days lost
Cancer	0.00	13.55	13.55	0.60%	85.09	132.71	217.80	2.52%
Chest & Respiratory	21.17	28.22	49.39	2.18%	75.85	69.61	145.46	1.68%
Coronavirus COVID - 19	6.55	32.26	38.81	1.72%	402.73	171.86	574.59	6.64%
Eye/Ear/Throat/Nose/Mouth/Dental	41.95	19.96	61.91	2.74%	115.07	77.11	192.18	2.22%
Genitourinary / Gynaecological	50.87	6.76	57.63	2.55%	8.99	5.41	14.40	0.17%
Heart / Blood Pressure / Circulation	3.76	71.13	74.89	3.31%	140.53	158.22	298.75	3.45%
Infections	39.85	19.80	59.65	2.64%	536.29	384.78	921.07	10.65%
Injury	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%
MSD including Back & Neck	341.90	259.02	600.92	26.56%	953.89	694.24	1648.13	19.06%
Neurological	61.48	95.49	156.97	6.94%	348.52	203.38	551.90	6.38%
Other / Medical Certificate	62.50	27.62	90.12	3.98%	1.62	38.03	39.65	0.46%
Pregnancy related	35.22	27.41	62.63	2.77%	108.77	110.80	219.57	2.54%
Stomach / Liver / Kidney / Digestion	69.09	57.43	126.52	5.59%	504.30	270.81	775.11	8.96%
Bereavement Related	121.41	49.99	171.40	7.58%	399.05	190.76	589.81	6.82%
Other Mental illness	24.32	0.00	24.32	1.08%	0.00	0.00	0.00	0.00%
Stress/Anxiety/Depression not work related	350.59	278.18	628.77	27.80%	1489.83	618.52	2108.35	24.38%
Stress/Anxiety/Depression work related	19.73	24.89	44.62	1.97%	234.63	116.29	350.92	4.06%
Tests / Treatment / Operation	0.00	0.00	0.00	0.00%	0.00	0.00	0.00	0.00%
TOTALS	1250.39	1011.71	2262.10		5405.17	3242.53	8647.70	

