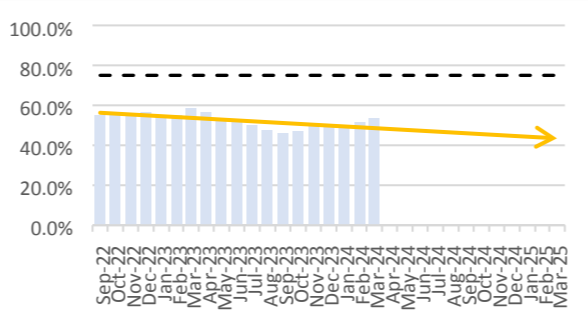
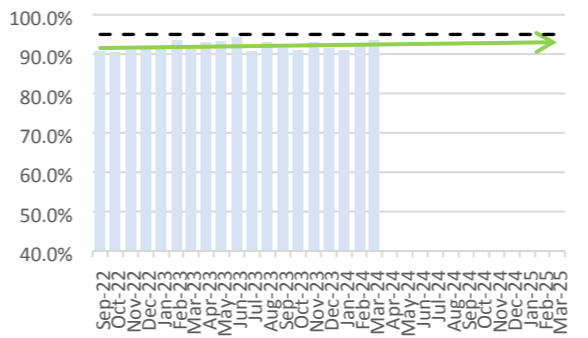
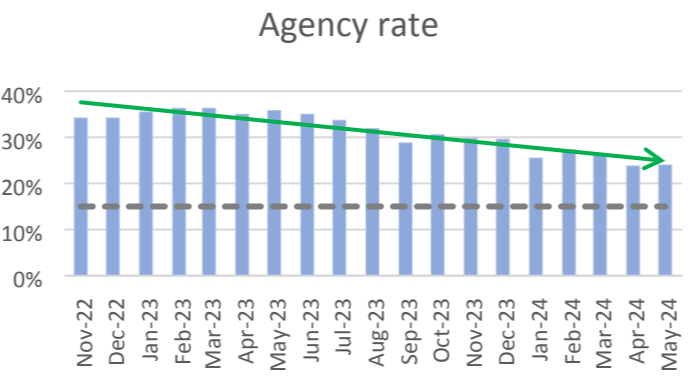


Ambition	Metric	Good is	Target	Latest performance Worst than target Better than target	Trend / Direction of Travel	Latest benchmarking		Narrative
						England	Stat neigh	
1	Re-referrals within 12 months of a previous referral (%)	Low	21.5%	20.9% (March 24)		21%	20%	Performance has remained better than target for the seventh consecutive month. There is ongoing focus in this area across the spectrum of need, with the development of a quarterly meeting to review repeat work within the system and the learning that can be shared. Ongoing dip sampling across the localities to bring independence and challenge to oversight and learning from the pattern of referrals.
1	% of Children becoming subject of CP plans for a second or subsequent time	Low	25%	32.3% (March 24)		24%	24%	Repeat work was the subject of a deep dive and on agenda of the Board (22 Nov 23). A further piece of work was undertaken by the Head of Quality, exploring the reasons behind repeat plans for children. This identified issues around threshold decision making that will be addressed through the Team Manager Development Programme. Group Managers and CP chairs have implemented a process to ensure every child referred for a repeat plan is reviewed by the area team and CP chair to ensure this is appropriate and that the intervention is at the right level.
1	% of Children becoming subject of CP plans for a second or subsequent time within 2 years	Low		3.2% (March 24)				The most recent South West Benchmarking report demonstrates in Q3 our performance in this area was better than the 2 outstanding local authorities in the region.
1	% of Single Assessments completed within 45 w.days	High	85%	75.2% (March 24)		82%	81%	Performance has been better (75.2%) this month compared to the last 6 month (71% /73%) but this remains below target. The Head of Quality has been working through Annex A list to ensure data accuracy and this has addressed some issues with long-standing overdue assessments. Under our new practice framework, we are making adjustments to expectations in respect of assessments for children in care to ensure proportionality. A piece of work will be undertaken by Head of Quality and Head of Service for the Front Door to review the high number of assessments being undertaken in Gloucestershire compared to statistical neighbours.

1	% of Children in Need on a plan for less than 12 months (excl CIN on short breaks)	High	95%	93.7% (March 24)		Not published	Not published	Performance in this area is in line with target. We aim for the majority of children to be open for a service for less than 12 months. This should ensure they receive a timely service that prevents drift and delay. Case tracking guidance is being developed which will support management oversight of work in this area.
2	Outstanding / good audit	High	65%	41% (March 24)		Not published	Not published	The rate of inadequate audit remained since July around the 5% target. Rates of good and outstanding practice continue to be variable, though here has been an improvement in the April audit round.
2	% of children open to Social Care who have an up-to-date case supervision	High	90%	93% (April 24)		Not published	Not published	Performance is good in this area – specific issues remain in particular areas of the county, which are being addressed by Group Managers.
3	Percentage of children who cease to be looked after due to Special Guardianship Order in the month	High		31% (March 24)		12%	11%	Our performance in this area is better than the English average and statistical neighbours.

4	Rate of children in care (per 10,000 children)	Lower	59.8	65.4 (March24)		70	60	We have seen a steady and consistent reduction in our children in care numbers (down around 6% in the last 6 months), led in particular by reducing the numbers of 16 and 17 year olds entering care. This is taking place in the context of increasing care numbers nationally.
4	% children being cared for by in house foster carers. (quarterly data)	High	80%	68% (Dec 23)		68%	69%	Our performance in this area is in line with the England average and only 1% below statistical neighbours. We continue to aspire towards our target of 80% and work is ongoing to recruit additional carers through a range of activity focused on marketing and recruitment.
4	% of children in care Out-of-County more than 20 miles from home	Low	22%	17.1% (March 24)		Not published	22.1% (March 23)	Whilst performance has remained better than target, there is further work to be done to improve the bring children in care closer to home. This includes work to develop in-house residential homes as well a fostering campaigns.
4	% of children in care experiencing 3 or more placements in 12 months (All PoCs)	Low	12%	14% (March 24)		Not published	9.6% (comparator average – March 23)	Performance in this area has remained largely consistent over the last quarter and close to target although above statistical neighbours. We continue to prioritise stability for children and our new corporate parenting strategy has a focus on creating stable homes for children.
4	% of children aged in care for at least 2.5 yrs who have been in the same placement for at least 2 yrs	High	68%	64.9% (March 24)		Not published	71.1% (comparator average)	We remain close to target on this indicator although our target is set below the average performance of our statistical neighbours which suggests we may want to be more ambitious as we move forwards.

4	% of care experienced people 19-21 who were looked after age 16 who are in education, employment or training	High	75%	53.4% (March 24)		56%	54%	<p>An ETE working group has been created to focus on increasing the number of care leavers who not only enter employment or post 16 education but also maintain this and achieve positive outcomes as a result. Strategies to improvement include</p> <ul style="list-style-type: none"> • Recruiting 3 new Staying Close Resilience and Wellbeing coaches specifically to work with Care leavers. • Targeting young people that are pregnant or parents and young people that are not available for work due to ill health to improve outcomes. • Making this a priority for the corporate parenting strategy. • Ensuring ETE is featured within every Care Plan and Care Review. • A Care leaver ETE summit is to be organised and led by colleagues and Ambassadors to understand what Care Leavers need to be able to sustain ETE and promote ETE opportunities. Care Leavers , Local businesses and colleges will be invited to showcase opportunities • ETE Champions will be identified across the Teams and be responsible for driving this metric forward and increasing the number of Care Leavers that are 0
4	% of care experienced people 19-21 who were looked after age 16 who were in suitable accommodation	High	95%	93.5% (March 24)		88%	87%	<p>We have set ourselves ambitious target in respect of our care experienced young people having a suitable home and are close to our target, already exceeding the performance of the England average and statistical neighbours.</p>
4	CYP LT matched (fostering)	High			<p>IN DEVELOPMENT</p>			
5	Agency rate	Low	15%	24% (May 24)	<p style="text-align: center;">Agency rate</p> 	17.6%	19.5% (SW) 18% (West Midland)	<p>Agency staff remain a crucial part of our workforce. We expect to see this figure continue to decline as we progress with embedding the remodel. The large majority of staff (Team Managers and above) are permanent .</p>

5	% of children with 2 or fewer Social Workers in 6 months	High	90%	86.5% (March 24)		Not published	Not published	Performance in this area remains close to target and with a positive trajectory. The activities defined within ambition 5 will seek to further understand areas as outliers and target these to see an increase in the performance in this area.
5	ASYE completion	High				Not published	Not published	Performance in this area is good – demonstrating the good quality of support provided to our NQSWs via the SWA.
5	Number of staff completing Systemic training /fully qualified	High	52 Practitioner & 37 supervisor by April 24			N/A	N/A	<p>March 23: 33 practitioners and 10 supervisors have completed the programme</p> <p>23/24 cohorts:</p> <ul style="list-style-type: none"> 1 supervisor programme started in May 23 3 practitioner programme (1 started in May and 2 in September) <p>The May cohorts have completed all 15 teaching days, 53% of staff met the minimum attendance requirement and 32% have submitted at least one of the two assignments. have 2 months from the end of the programme to submit their final essay and portfolio</p> <p>The September are at Day 13 of their programme, 73% of staff have met the minimum attendance requirement and 77% have submitted their first assignment.</p>
5	Turnover rate	Low	13%	13.2% (April 24)		17.1%	18% (SW region) 16.4% (West midland)	We continue to see this moving in the right direction and are very close to target this month again.

6	% of Strategy Discussions that took place within 5 w.days	High	90%	97.8% (March 24)		Not published	Not published	Within the front door, we can consistently demonstrate a timely response to all RED rag rated contacts – decisions made within 4 hours which leads to a timely strategy discussion being held. Timeliness of Strategy Discussions has consistently performed within tolerance of, or better than target over the last 12 months.
6	Attendance at strategy discussions	High		Police : 99.6% Health: 94.5% Social Care : 100% Education: 94.8% (March 24)		Not published	Not published	Performance in this area is positive
6	% of EHCPs issued within statutory 20 week timescale (quarterly data)	High		22.9% (March 24)		Not published	49.6% (Peer group average)	There are clear plans in place to address this indicator via the SEND improvement work outlined in the recent SEND inspection. There is now an established multi-agency group working on Ambition 6 and contributions to EHCPs is being considered – the performance indicators for this ambition may change but the group is still working on agreeing the priorities which will have been achieved by the end of June.
6	% of school aged children in care with good attendance (90% or more school days attended)	High	85%	74.4% (March 24)		Not published	79.2% (Peer group average – July 22)	This is a key ambition in the new corporate parenting strategy. This is an area that needs focus as 74.4% is below the target that we want to achieve for our children in care. This will need to link with the corporate parenting group to understand and agree what actions are required to ensure focus and improvement in this area.
7	% of children known to Early Help identified as living in households where neglect				IN DEVELOPMENT	Not published	Not published	

	is an identified feature.							
7	Number of Quality of Care Profiles completed by partner agencies on LCS	High			IN DEVELOPMENT		Not published	Not published
7	Percentage of CP Plans starting in-month where neglect is the initial category of abuse.			58% (March 24)			Not published	Not published
8	percentage of Early Help Assessments where domestic abuse is an identified factor				IN DEVELOPMENT		Not published	Not published
8	% second and subsequent CP plans starting in-month where Physical Abuse if the initial category of abuse			0% (March 24)			Not published	Not published
9	% of children in care with a missing incident in the last 12 months	Low	10%	11% (March 24)			10.1% (Peer group)	

9	Percentage of children <i>offered</i> a Return Interview (RI)	High		67.8% (March 24)		Not published	Not published	We are seeing an improving figure of the number of return interviews being offered which is positive, the challenge and area for improvement is in the timeliness of those conversations either being had or being recorded. We do see a lag in this improvement being captured within the data. We have a set of actions in place to target this.
9	Percentage of children <i>accepted</i> Return Interview	High			IN DEVELOPMENT	Not published	Not published	
9	Percentage of RI completed	High	85%	66.1% (March 24)		Not published	Not published	Performance in this area can be volatile month on month. Figures can be impacted by young people with repeat missing episodes and work is in place to address this indicator. But we expect to see improving performance.
9	Percentage of RI completed within 3 working days	High	80%	71.8% (March 24)		Not published	Not published	
9	% age children permanently excluded from school that are open to social care	Low			IN DEVELOPMENT			