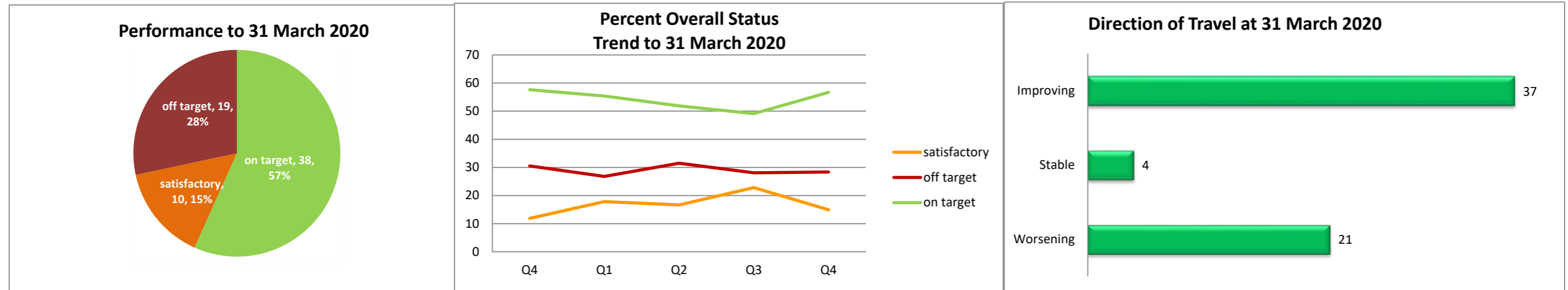
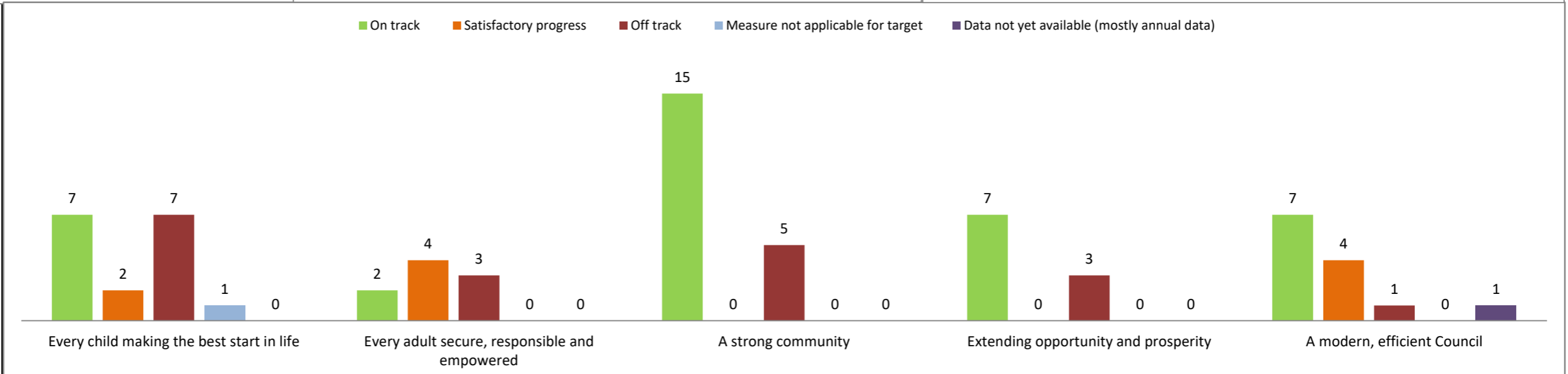


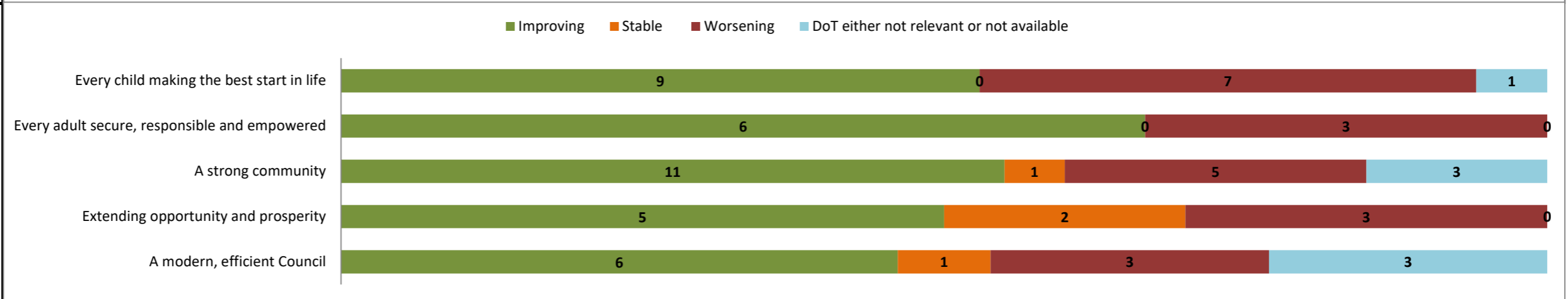
Council Plan 2019/20 Performance Report Dashboard at March 2020



Performance by Priority Area



Direction of Travel



Corporate Priority 1 – Every child making the best start in life

Key	Overall status (relevant to target)			
	✔	Measure progressing above or in line with target set	✘	Measure under development (e.g. awaiting data collection or target-setting)
	●	Measure progress has been satisfactory but is not fully reaching target set	□	Measure not applicable for target (e.g. baseline year, or not appropriate to set a specific target)
	✘	Measure has not progressed in accordance with target set	■	Measure information not yet available (e.g. due to infrequency or timing of information/data)

Outcome	Lead Accountability (Strategic Director)	Ref No.	Action	Measure	Lead officer	Good performance	Frequency of reporting	Target	Overall status	DOT	Annual					Quarterly					Monthly			Data notes (where measure has not progressed in accordance with the target set provide details of what is being done to improve performance)
											Year end 2015/16	Year end 2016/17	Year end 2017/18	Year end 2018/19	Year end 2019/20	Q4 Jan- Mar 2019	Q1 Apr - June 2019	Q2 Jul - Sep 2019	Q3 Oct - Dec 2019	Q4 Jan - Mar 2020	Jan-20	Feb-20	Mar-20	
A. Children, young people and families are protected and safeguarded from all forms of abuse, violence and neglect	Sally Hodges, Interim Strategic Director Children and Young People's Services	1.A1	Early Help – Supporting Children, young people and families at the right time with the right care	Children in Need rate (rate per 10K population under 18)	Ailsa Barr - CYPS	low	Monthly	375.5	✔	🔄	320	359.8	411.0	331.7	300.1	331.7	317.7	292.6	283.6	300.1	295.5	305.7	300.1	The overall Children in Need (CIN) population reduced during 2019/20 but saw an increase in quarter 4. However, year on year we can still see the downward trend for the last two years bringing performance within the target set.
		1.A2		The number of children subject to a CP plan (rate per 10K population under 18)	Ailsa Barr - CYPS	low	Monthly	90	✔	🔄	65.4	65.6	114.5	88.9	78.8	88.9	95.5	86.4	82.0	78.8	81.7	81.8	78.8	The trend for the number of children per 10K population with a Child Protection Plan (CPP) has seen a reduction throughout 2019/20 however it remains significantly higher (78.8) than that of statistical neighbours (57.7) and the national average (43.7). The numbers of children becoming subject to a plan each month has also been steadily reducing overall since June 2019.
		1.A3		The number of Looked After Children (rate per 10k population under 18)	Ailsa Barr - CYPS	low	Monthly	106	✔	🔄	76.6	86.6	110.8	112.9	104.5	112.9	111.2	109.4	106.8	104.5	106.8	106.2	104.5	Although the rate per 10k of population (104.5) remains significantly above the statistical neighbour average (87.8) and national average (64.0); the trend remains an improving one with both the Council Plan local target being met at year end as well as the target set for the Demand Management Strategy of 600.
		1.A4		The proportion of families who rate the Early Help service as Good or Excellent.	David McWilliams - CYPS	high	Monthly	95%	●	🔄	Not Available	Not Available	Not Available	97.2%	94.3%	97.7%	97.7%	84.3%	97.3%	97.9%	100.0%	93.8%	100.0%	97.9% of respondents who responded to the question 'How would you rate your overall experience of the help and support you received from the worker(s) within the Early Help Team' rated their overall experience as "Good or Excellent" during quarter 4. 94.3% in total for 2019/20. 47 Exit Surveys were returned during quarter 4 from families who had been supported by the Early Help Service. 193 were received during 2019/20.
		1.A5	Children's Social Care Improvement – Ensure that all Child Protection Plan work is managed robustly and that appropriate decisions and actions are agreed with partner agencies	Ailsa Barr - CYPS	low	Monthly	7%	✘	🔄	4.7%	9.2%	9.5%	6.5%	8.6%	6.5%	8.5%	9.4%	9.7%	8.6%	9.0%	9.3%	8.6%	Trend data for the proportion of children subject to repeat plans within 24 months has shown fluctuations throughout 2019/20 but ended with a decrease in quarter 4 (8.6%). However, this did not reduce enough to meet the target set. For a small number of families, support under CP planning may have assisted some level of stability and safety but the struggle is around maintaining this. The repeat plans 'ever' measure has remained settled in recent months and is an indicator that we are starting to make progress addressing our legacy cases.	
		1.A6	Child Sexual Exploitation - an increased awareness of CSE and an increase in the number of police prosecutions as a result of joint working	Ailsa Barr - CYPS	Not applicable	Monthly	No target - not applicable	□	🔄	Not Available	64	85	63	50	63	53	46	44	50	41	48	50	The numbers of young people currently assessed as medium/high risk of CSE through quarter 4 has seen an increase which follows the previous downward trend in 2019/20. However, year on year this measure is seeing a significant decrease from 85 in 2017/18 to 50 at the end of 2019/20.	
		1.A7	Placements - Improve Quality of Care for looked after children	The proportion of LAC experiencing disrupted placements (Definition: % of LAC who have had 3 or more placements - rolling 12 months)	Ailsa Barr - CYPS	Low	Monthly	11.0%	✔	🔄	13.0%	11.9%	13.4%	12.7%	10.9%	12.7%	13.1%	12.8%	11.8%	10.9%	10.5%	10.6%	10.9%	The number of children with 3 or more placement moves in the previous 12 months has reduced both in percentage and in real terms during 2019/20. There are now 20 less children with 3 or more placement moves than there were 12 months ago, bringing RMBC closer to the statistical neighbour (10.0%) and national averages (10.0%).
		1.A8		The proportion of LAC placed within a Family Based setting	Ailsa Barr - CYPS	high	Monthly	85.0%	✘	🔄	Not Available	81.1%	81.0%	82.3%	81.2%	82.3%	78.5%	77.5%	80.3%	81.2%	81.1%	81.3%	81.2%	The number of children in family-based setting has showed a worsening trend in 2019/20 following the improvement in 2018/19. Market management work continues through the recruitment of in-house foster carers, and work to enable step-down from residential care to a family based setting wherever possible and appropriate.

Outcome	Lead Accountability (Strategic Director)	Ref No.	Action	Measure	Lead officer	Good performance	Frequency of reporting	Target	Overall status	DOT	Annual										Monthly			Data notes (where measure has not progressed in accordance with the target set provide details of what is being done to improve performance)			
											Year end 2015/16	Year end 2016/17	Year end 2017/18	Year end 2018/19	Year end 2019/20	Q4 Jan- Mar 2019	Q1 Apr - June 2019	Q2 Jul - Sep 2019	Q3 Oct - Dec 2019	Q4 Jan - Mar 2020	Jan-20	Feb-20	Mar-20				
B. Children and young people are supported to reach their potential	Sally Hodges, Interim Strategic Director Children and Young People's Services	1.B1	Sustainable Education and Skills	The proportion of pupils reaching the expected standard in reading, writing and mathematics combined at the end of Key Stage 2	Pepe Diasio Assistant Director Education and Skills	high	Academic Year	65%	✗	🕒	53.9%	60.8%	62.0%	61.0% (Final)	n/a (Academic Year End - July 20)											Final academic year data shows that the Rotherham LA average has declined by 1% to 61% in 2019 compared to a national improvement of 1% to 65%. The gap to the national average is 4%.	
		1.B2		The average attainment 8 score at the end of Key Stage 4 .	Pepe Diasio Assistant Director Education and Skills	High	Academic Year	46	✗	🕒	48.8	45.0	43.3	44.4 (Final)	n/a (Academic Year End - July 20)												The final academic year average Attainment 8 score per pupil has increased by 1.1 point to 44.4. - 2.2 points below the national average (state-funded schools). - 0.1 points below the national average (all schools). Rotherham Education Strategic Partnership (RESP) have identified this area as a priority, key area for improvement and have agreed that Leadership and Management will form a key part of the RESP strategic plan for 2019/20.
		1.B3		The progress 8 measure from the end of primary school (KS2) to the end of secondary school (KS4)	Pepe Diasio Assistant Director Education and Skills	high	Academic Year	Above National Average	✗	🕒	0.04	0.06	-0.11	-0.14 (Final)	n/a (Academic Year End - July 20)												
		1.B4 (a)	Sustainable Education and Skills – Reduce the number of school days lost to exclusion	The number of permanent exclusions in secondary schools	Jenny Lingrell, Joint Assistant Director of Commissioning, Performance and Inclusion	low	Monthly	38	✗	🕒	43	30	41	38	n/a (Academic Year End - July 20)	10	6	7 (5 Academic YTD)	24 (29 Academic YTD)	10 (39 Academic YTD)	7	1	2				Quarter 4 2020 performance compares well to the same period in 2019, however the targets set remain challenging. The direction of travel is positive when compared to quarter 3. The secondary exclusions cumulative figure is already showing above the targets set with this academic year and is therefore rated as red. Primary school exclusions is rated as amber as the year to date figure is currently on track to achieve the year end target.
		1.B4 (b)		The number of permanent exclusions in primary schools				8	🟡	🕒	9	8	3	14	n/a (Academic Year End - July 20)	5	5	3 (2 Academic YTD)	2 (4 Academic YTD)	2 (6 Academic YTD)	0	0	2				
		1.B5	Sustainable Education and Skills – Enable hard to reach young people to achieve their full potential through education employment or training	The proportion of 16-17 year olds Not in Education, Employment or Training (NEET) or whose activity is Not Known (NK) i) % 16-17 year old NEET ii) % 16-17 year olds whose activity is Not Known	David McWilliams-CYPS	low	Monthly	5.8% combined i) 3.3% (NEET) ii) 2.5% (Not Known)	🟢	🕒	Not Available		5.7% combined i) 2.6% (NEET) ii) 3.1% (Not Known)	5.8% combined i) 3.3% (NEET) ii) 2.5% (Not Known)	5.8% combined i) 3.3% (NEET) ii) 2.5% (Not Known)	5.7% combined i) 3.3% (NEET) ii) 2.5% (Not Known)	5.4% combined i) 3.3% (NEET) ii) 2.1% (Not Known)	6.1% combined i) 3.6% (NEET) ii) 2.5% (Not Known)	10.2% combined i) 3.1% (NEET) ii) 7.1% (Not Known)	7.9% combined i) 3.8% (NEET) ii) 4.1% (Not Known)	5.5% combined i) 3.4% (NEET) ii) 2.1% (Not Known)	6.0% combined i) 4.0% (NEET) ii) 2.0% (Not Known)	4.7% combined i) 2.9% (NEET) ii) 1.8% (Not Known)	5.8% combined i) 3.3% (NEET) ii) 2.5% (Not Known)		The combined NEET/Not Known percentage at the end of 2019/20 is 5.7% against a target of 5.8%. This figure is made up of the Not in Education, Employment or Training (NEET) and the Not Known figures. (Annual % is based on Dec 19, Jan 20, Feb 20 average) Monthly comparison data based on the March 20 return shows that in most cases Rotherham's performance is either in line or stronger than Regional, Statistical Neighbours and National.	
1.B6	Special Educational Needs and Disabilities (SEND) – Improve personal outcomes for our young people with SEND to enable them to make choices that lead to successful adult lives	The proportion of Education and Health Care Plans (EHCPs) that are completed in statutory timescales	Jenny Lingrell, Joint Assistant Director of Commissioning, Performance and Inclusion	high	Monthly	Qtr 1 - 55% Qtr 2 - 70% Qtr 3 - 85% Qtr 4 - 90% (cumulative)	✗	🕒	58.30%	52%	57.0%	57.1%	69.5%	64.0%	82.4%	65.1% (Cumulative - 71.6%)	63.1% (Cumulative - 67.8%)	75.7% (Cumulative - 69.5%)	65.0%	81.0%	79.3%				Progress is has been made towards all children and young people having an Education, Health and Care plan issued within statutory timescales. Year on year this has improved with 2019/20 increasing by 12.4% but this is not enough to meet the target set. An increase in requests for statutory assessments significantly impacted on the service in terms of capacity due to the assessment timescales.		
C. Children, young people and families are enabled to live healthier lives	Terri Roche, Director Public Health	1.C1	Deliver services for the 0-19 year olds – to support children and families to achieve and maintain healthier lifestyles	Smoking status at time of delivery (women smoking during pregnancy)	Gilly Brenner, Consultant in Public Health	Low	Quarterly	18%	🟢	🕒	18.1%	17.1%	19.9%	17.9%	16.2%	19.6%	17.7%	15.8%	15.9%	15.5%						Data for Quarter 1 and 2 checked and found to be incorrect. Therefore, revised and re-submitted for the nationally published data.	
		1.C2		Childhood immunisation - % of eligible children who received 3 doses of DTaP / IPV / Hib vaccine at any time by their 2nd birthday (diphtheria, tetanus and pertussis/polio/Haemophilus influenza type b)	Gilly Brenner, Consultant in Public Health	High	Quarterly	95%	🟢	🕒	96.7%	96.7%	97.2%	96.6%	n/a Expected September 2020.	97.1%	97.6%	97.0%	97.2%	96.9%							Rating and DOT based on Q4 data. Year end data expected September 2020.

Corporate Priority 2 – Every adult secure, responsible and empowered

Overall status (relevant to target)			
✓	Measure progressing above or in line with target set	✘	Measure under development (e.g. awaiting data collection or target-setting)
●	Measure progress has been satisfactory but is not fully reaching target set	□	Measure not applicable for target (e.g. baseline year, or not appropriate to set a specific target)
✘	Measure has not progressed in accordance with target set	■	Measure information not yet available (e.g. due to infrequency or timing of information/data)

Outcome	Lead Accountability (Strategic Director)	Ref No.	Action	Measure	Lead officer	Good performance	Frequency of reporting	Target	Overall status	DOT	Annual					Quarterly					Monthly			Data notes (where measure has not progressed in accordance with the target set provide details of what is being done to improve performance)		
											Year end 2015/16	Year end 2016/17	Year end 2017/18	Year end 2018/19	Year end 2019/20	Q4 Jan - Mar 2019	Q1 Apr - Jun 2019	Q2 Jul - Sep 2019	Q3 Oct - Dec 2019	Q4 Jan - Mar 2020	Jan-20	Feb-20	Mar-20			
																										Jan-20
A. Adults are enabled to live healthier lives	Terri Roche, Director of Public Health	2.A1	Implement Health and Wellbeing Strategy to improve the health of people in the borough	Successful completion of drug treatment – a) opiate users (aged 18-75)	Gilly Brenner, Consultant in Public Health	High	Quarterly	1.5% absolute increase on the value at new provider starting point in April 2018 (Target = 5.8%)	●	🕒	6.3% (2015)	3.9% (2016)	4.2% (2017)	4.1% (2018)	n/a Expected end-September 2020	3.1%	4.1%	4.6%	5.2%	5.6%				Status and DOT based on Q4 data. Year end data expected September 2020.		
B. Individuals and carers are supported to be safe, independent and resilient within a personalised model of care and support	Anne Marie Lubanski, Strategic Director Adult Social Care and Housing	2.B1	Make safeguarding personal	The proportion of Safeguarding Adults at risk who felt their outcomes were met.	Ian Spicer - Assistant Director of Independent Living and Support	High	Monthly	98% (Cumulative)	●	🕒	72%	85%	98.3%	97.13%	97.90% (Cumulative)	95.74%	96.0%	96.2% (Cumulative)	97.8% (Cumulative)	100% (Cumulative)	100.0%	100.0%	100.0%	The five year trend for this measure has seen considerable improvement to rise from a 2015/16 low of 72% to an established performance of over 90%. Whilst 2019/20 target of 98% was challenging the measure has performed well and has just missed target by 1 person or 0.1%. Improvement each quarter has been achieved and the outturn performance is better than last year. This measure's % is impacted due to low numbers. In real terms, during the current year, only six adult's outcomes were not met. The Service is confident that QA processes are effective and note that for some adults their preferred outcome may have not been realistic or achievable (e.g. prosecution), meeting all people's preferred outcomes is therefore unlikely and not necessarily due to Service underperforming. Recording quality assurance checks and case level investigation continue to be monitored to maximise performance and learning.		
		2.B2	Ensure that information, advice and guidance is readily available (e.g. b increasing self assessment) and there are a wide range of community assets which are accessible	The proportion of people contacting adult social care who are provided with information and advice at first point of contact, (to prevent service need).	Ian Spicer - Assistant Director of Independent Living and Support	High	Monthly	40%	✘	🕒	N/A	N/A	N/A	38.80%	36.40%	38.80%	39.30%	38.30%	37.60%	97.8% (Cumulative)	32.60%	31.90%	28.40%	38.00%	Q4 has seen a significant fall from previous quarter activity at 32.6%, which in turn has reduced the overall year's performance to 36.4%. This downward DOT trend missed it's target and also this performance fell below last year's outturn of 38.8%. This is not a national indicator and we may have seen a combination of both 'local' changes in contact activity since new pathways have been implemented during Q3 and Q4 and also possible downward impact at year end due to a slowing of contact rates due to Covid-19. Which in some cases will have diverted initial council contacts to be dealt with by the Adult Social Care First Contact Team or the Council's new 'hub' response to Covid-19 requests, thus some people would have had information and advice provided by other pathways or had their needs met without formal ASC intervention. Further investigation and assurance checks are to be undertaken prior to final submission of signed-off national data returns. If final outturn does not change significantly, then it may be that a 're-basing' of the cohort data would be required for future target setting.	
		2.B3	Improved approach to personalised services – always putting users and carers at the centre of everything we do	The proportion of Adults receiving long term community support who received a direct payment (excludes managed accounts)	Ian Spicer - Assistant Director of Independent Living and Support	High	Monthly	25%	●	🕒	17.5%	19.2%	20.30%	23.28%	24.30%	23.28%	23.50%	23.30%	23.40%	24.30%	23.6%	23.6%	24.3%	Q4 has seen a continued upward rise in Direct payments (DPs) performance to 24.3%, which is 1% better than the 2018/19 outturn of 23.3%. Whilst the 25% target has not yet been reached, the measure has posted improvement for 5 years running since 2015/16. In order to narrow the gap between current performance and national and regional averages further (approx. 28.5%) the Service recognises that more longer term changes, switching from current 'commissioned care packages' to more individualised 'customer choice' Direct Payment packages are needed. Activities that are estimated to lead to more DP's being taken up in 2020/21 include switching packages from community based care packages and also a reduction of new and existing customers being offered 'Managed' Direct Payments, both actions will positively improve this measure.		
		2.B4		Number of carers assessments	Ian Spicer - Assistant Director of Independent Living and Support	High	Quarterly	567	✓	🕒	2,420	771	2,051	556	583	173	149	300	384	583	58	66	73	During Q4 there was an upward trend in the number of Carer assessments being completed exceeding the target of 567, with a final outturn of 583 being achieved. The Service has acknowledged current performance actions to ensure that all qualifying Carer assessments are recorded individually rather than via previous 'pathway' practice of 'joint' assessments, as these numbers do not count for this measure. The data in 2019/20 showed higher numbers of joint assessments were recorded than expected and practice is to be monitored throughout 2020/21 to ensure we embed individual Carer assessments good practice.		
		2.B5	Modernise Enablement Services to maximise independence, including: • Intermediate care • Enabling • Prevention agenda • Developing community assets	The proportion of people (65+) offered the reablement service after discharge from hospital	Ian Spicer - Assistant Director of Independent Living and Support	High	Annual	2.6%	✘	🕒	1.7%	1.8%	2.24%	1.70%	2.24%											The broadening of access to reablement has meant a greater number of people (some with more complex needs) have benefited from the service offer and this can be seen in the rise in performance from 1.7% to 2.2%. Although the stretch target of 2.6% was not achieved, the performance improvement matched the 2018/19 benchmark average for the Y&H region. This will act as a new baseline year, from which achievable future improvement targets can be set. The annual data became available during the Q4 period.
		2.B6		Proportion of new clients who receive short term (enablement) service in year with an outcome of no further requests made for support	Ian Spicer - Assistant Director of Independent Living and Support	High	Monthly	90% (Cumulative)	●	🕒	86.1%	81.9%	88.50%	93.50%	87.80%	93.5% (Cumulative)	89.35%	86.8% (Cumulative)	87.3% (Cumulative)	87.96% (Cumulative)	89.90%	93.70%	82.80%	Since Q3 reporting, more robust quality assurance and reporting has been applied; in preparation for year-end national return processing and submission. This has resulted in a downward reduction in scores across all previous three quarters of approx. 2% and this has also seen the measure fall below target by 2.2%, when previously reported as above or on-target. Service had previously recognised the risk that the higher reporting level of performance was maybe too high when compared to latest benchmarked averages. The over reporting may have been due to service transformational changes and the wider cohort profile of adults now accessing the service. As the pathway embeds and the service supports a wider range of needs, there is an accepted risk within the service that performance against this indicator may reduce and be more aligned to the latest 2018/19 national and regional averages of approximately 80% and 74% respectively. Would expect an outturn of 87.8% to be seen as good performance and remain above comparator averages.		
		2.B7	Commission services effectively, working in partnership and co-producing with users and carers; use resources effectively.	All age numbers of New permanent admissions to residential nursing care for adults	Ian Spicer - Assistant Director of Independent Living and Support	Low	Monthly	280 (Cumulative)	✘	🕒	432	356	334	303	327	305 (Cumulative)	81	154 (cumulative)	229 (Cumulative)	327 (Cumulative)	27	24	27	First cut national SALT submission data has indicated that the overall target has been missed with 327 admissions recorded compared to target of 280. The Service has recognised and reported that the stretch 2019/20 target would be challenging. However, if a closer look at the individual components of the totals is undertaken, this shows that: Adults aged 18-64 saw a significant rise to 33 new admissions this year, this is three times greater than eleven admitted last year and 5 above the 16-sub target. The longer-term trend shows that last year had a very low number of admissions approximately half the rate of the previous two years. Further analysis of the increase is to be undertaken, re-visiting in-year assessments to identify any forecasting or lessons learned. Performance is expected to fall just below comparator averages. Adults over 65 recorded 294 admissions, which although above the sub target of 264 was only 2 more than the number of new admissions recorded in 2018/19. This element was seen as particularly challenging to make further step improvements in performance unless more long term alternatives are available and thus delay the need for residential admissions. The rate of admissions is still expected to be better than comparator averages. Previous practice of high levels of new admissions transferring to permanent status from short stay pathways has also been significantly tackled, by in-year reviews and the 30 admissions above target recorded could be accounted through this 'front-loading' extra activity. This will not impact to same extent in future years as short stay levels at risk of becoming permanent have positively halved during 2019/20 and the service is monitoring practice via Wellbeing Forum.		
		2.B8		All age total number of people supported in residential/nursing care for adults	Ian Spicer - Assistant Director of Independent Living and Support	Low	Monthly	900	✓	🕒	1,288	1,111	1,023	933	885	933	931	946	909	885	912	895	916	Performance has improved during Qtr 4 and the total number supported has reduced from 909 to 885, which has achieved target. This is a fifth successive year reduction in levels of people needing 24 hour care support. The service acknowledges that the impact of the coronavirus pandemic Covid-19, resulting in higher incidences of deaths and a slowing in numbers of assessed new admissions of people requiring 24 hour care support in care homes, future levels of demand and respective target projections will need to be reviewed in year.		

Corporate Priority 3 – A strong community in a clean safe environment

Key	Overall status (relevant to target)			
	✔	Measure progressing above or in line with target set	✘	Measure under development (e.g. awaiting data collection or target-setting)
	○	Measure progress has been satisfactory but is not fully reaching target set	□	Measure not applicable for target (e.g. baseline year, or not appropriate to set a specific target)
	✘	Measure has not progressed in accordance with target set	■	Measure information not yet available (e.g. due to infrequency or timing of information/data)

Outcome	Lead Accountability (Strategic Director)	Ref No.	Action	Measure	Lead officer	Good performance	Frequency of reporting	Target	Overall status	DOT	Annual												Quarterly			Monthly			Data notes (where measure has not progressed in accordance with the target set provide details of what is being done to improve performance)
											Year end 2015/16	Year end 2016/17	Year end 2017/18	Year end 2018/19	Year end 2019/20	Q4 Jan - March 2019	Q1 Apr - June 2019	Q2 Jul - Sep 2019	Q3 Oct - Dec 2019	Q4 Jan - Mar 2020	Jan-20	Feb-20	Mar-20						
																Q4	Q1	Q2	Q3	Q4	Jan-20	Feb-20	Mar-20						
A. Communities are strong and help people to feel safe	Paul Woodcock, Strategic Director Regeneration and Environment	3.A1(a)	Ensure that the Safer Rotherham Partnership is robust and fit for purpose. Develop an effective Community Safety Strategy and Performance Management Framework	Public perception of ASB (via the "Your Voice Counts" quarterly survey)	Tom Smith - Regeneration and Environment	Low	Quarterly	43% or lower	✔	🔄	30%	32%	34%	44%	39% (based on average of the 3 quarters where data is available)	44%	39%	39%	38%	Survey not conducted, see data notes							There are no survey results for Q4 as the survey was stopped due to Covid-19, the year-end figure is therefore based on an average across the 3 quarters where data is available. The survey has now been restarted and is currently live. The latest survey will end the first week in August 2020. Due to new scanning software installed the normal report may not be available, however the results should hopefully be available within the next week or two.		
		3.A1(b)		Reduce the number of repeat victims of ASB	Tom Smith - Regeneration and Environment	Low	Quarterly	50 or fewer repeat callers per quarter	✔	🔄			309 (total for year)	138 (total for year)	125 (total for year)	28	46	32	17	30 (total for year 125)							Target achieved for 19-20, by 75		
		3.A2	Ensure an robust, effective and efficient licensing service	The proportion of positive outcomes over the year, for reported Hate Crime cases	Tom Smith - Regeneration and Environment	High	Quarterly	20%	✘	🔄	38%	22%	Currently not available, see data notes	15%	18.95%	All Investigations - : 13.3% Investigations completed - : 13.5%	All Investigations - : 13.7% Investigations completed - : 14.3%	All Investigations - : 12.2% Investigations completed - : 12.4%	All Investigations - : 18.3% Investigations completed - : 22.2%	26.9% Investigations completed							An improvement over the last 2 quarters of the financial year helped in making the target of 20% closer to being achieved than had looked achievable in the first 2 Quarters of 19-20. The average outcomes for 19-20 works out at 18.95% per quarter. Data provided by SYP for Q4 only includes completed Investigations.		
		3.A3(a)		Total number of referrals to Domestic Abuse support services	Tom Smith - Regeneration and Environment	High	Quarterly	700 per quarter	✔	🔄				2,855	3,046	727	710	864	709	763							Target for 19-20 achieved. Data from Rotherham Rise on Black Minority Ethnic and Refugee referrals is available for Q4: BMER Outreach: Jan 12 Feb 10 March 10 These figures to be incorporated in main returns from Q1		
		3.A3(b)		The proportion of people receiving Domestic Abuse support who are satisfied with the service	Tom Smith - Regeneration and Environment	High	Annual	80%	✔	🔄					71% (further 20% partly satisfied)	80% (Further 16% agreed)												80% refers to those who strongly agree that the service has made a positive difference in their lives. The data is available each year during the Q4 period.	
		3.A4(a)		The number of on the spot inspections of taxis	Tom Smith - Regeneration and Environment	High	Quarterly	10% of licensed vehicles and drivers annually (110 and 80 respectively)	✔	🔄				127	121 cumulative	54 (127 cumulative)	22	25 (47 cumulative)	5 (52 cumulative)	69 (121 cumulative)								Targets for Inspections achieved despite challenging conditions in Q4. Quarterly averages for compliance rates over the year were, 70% for vehicles and 83% for drivers, therefore both compliance rates were slightly off target, although it should be noted that through the year most compliance issues were remedied immediately. The low number of inspections carried out in Q3 which was beyond the services control also impacted the yearly average per quarter.	
		3.A4(b)	The proportion of a) licensed vehicles b) drivers found to be compliant with licensing requirements during in the spot inspections	Tom Smith - Regeneration and Environment	High	Quarterly	85% (Vehicles and drivers)	✘	🔄				75%	Rolling Average Vehicles = 70% Drivers = 83%	76% (Vehicles)	a) 73% (Vehicles) b) 77% (Drivers)	a) 76% (Vehicles) b) 80% (Drivers)	a) 20% (Vehicles) b) 100% (Drivers)	a) 70.2% (Vehicles) b) 88.4% (Drivers) Rolling Average Vehicles = 70% Drivers = 83%										
		3.A5 a)	Rotherham residents are satisfied with their local area and borough as a place to live	a) How satisfied or dissatisfied are you with your local area as a place to live	Christopher Burton, Assistant Chief Executive's office	High - very or fairly satisfied	6 monthly	Equal to or >79%	✔	🔄	79% June 2015 82% December 2015 satisfied or fairly satisfied	80% June 2016 81% December 2016 satisfied or fairly satisfied	79% June 2017 75% February 2018 Very or fairly satisfied	79% (Wave 8 December 2018) Very or fairly satisfied	79% (Wave 9 June 2019) Very or fairly satisfied		79% (Wave 9 June 2019) Very or fairly satisfied											The status and DOT are based on the latest survey results conducted in June 2019.	
		3.A5 b)		b) Overall, all things considered, how satisfied or dissatisfied are you with Rotherham Borough as a place to live	Christopher Burton, Assistant Chief Executive's office	High - very or fairly satisfied	6 monthly	>69%	✘	🔄	69% June 2015 61% December 2015 very or fairly satisfied	62% June 2016 66% December 2016 very or fairly satisfied	56% February 2018 Very or Fairly Satisfied	61% (Wave 8 December 2018) Very or Fairly Satisfied	58% (Wave 9 June 2019) Very or Fairly Satisfied		58% (Wave 9 June 2019) Very or Fairly Satisfied											A survey was conducted in June 2020, following a decision to move from twice-yearly to annual surveys. This brings the survey more closely in line with local authorities across the country, against whom the Council benchmarks.	
		Paul Woodcock, Strategic Director Regeneration and Environment	3.A6	Create a rich and diverse cultural offer and thriving Town Centre	Number of engagements with the Council's Culture and Leisure facilities which help adults and children learn, develop their skills or get a job.	Polly Hamilton - Regeneration and Environment	High	Quarterly	>350,000 cumulative annual target.	✔	🔄			400,228	465,734	483,267	122,115 (465,734 cumulative)	118,936	108,709 (227,645 cumulative)	132,269 (359,914 cumulative)	123,353 (Cumulative 483,267)							The cumulative target for the year was exceeded by over 133,000 engagements. Despite the impact of Covid-19 Q4 engagements this financial year were 1,238 up on the same quarter 18-19. The decommissioning of the Qmatic system to count Library engagements has also produced more accurate figures for engagements. NB- This data does not include Rotherham Active engagements due to system issues.	
3.A7	Customer satisfaction with culture, sport and tourism services		Polly Hamilton - Regeneration and Environment		High	Quarterly	>80% across all Culture, Sport and Leisure Services	✔	🔄					92.32%	90.90%	92.12%	92.92%	93.33%								Target for 19-20 has been achieved. This is based on a cumulative satisfaction rate over the 4 quarters - 92.32%. Surveys for Parks and Open Spaces and Sport & Leisure facilities take place bi-annually, leaving the service with a time gap between receiving their latest rating and implementing initiatives to improve rating should they be required. Therefore the analysis of whether CST facilities are meeting their target for customer satisfaction is based on an amalgamated average over the 4 services.			
3.A8	Number of visits to the Councils, Culture and Leisure facilities a - Libraries b - Clifton Park Museum, archives and other heritage sites c - Civic Theatre d - Country Parks (Rother Valley, Thyrbergh and Clifton Park) e - Visitor Information Centre f - Events g - Engagement and Outreach Activities h - Leisure Centres i - Other activities delivered by Third Parties		Polly Hamilton - Regeneration and Environment	High	Quarterly	3,500,000 cumulative annual target	✔	🔄					a: 538,851 b: 110,217 c: 86,981 d: 1,034,416 e: 47,326 f: 69,660 g: 31,205 h: 1,296,570 i: 1,320 Total no. of visits = 3,216,546	a: 616,179 b: 111,154 c: 80,578 d: 1,838,798 e: 0 f: 68,460 g: 6,996 h: 1,307,965 i: 0 Total no. of visits = 4,030,130	a: 146,679 b: 13,065 c: 16,521 d: 281,779 e: 0 f: 0 g: 108 h: 329,000 i: 0 Total no. of visits = 787,152 cumulative = 4,249,130	a: 155,254 b: 15,224 c: 20,947 d: 317,437 e: 0 f: 0 g: 1,712 h: 337,671 i: 0 Total no. of visits = 848,245 cumulative = 4,030,130 cumulative	a: 138,333 b: 39,683 c: 16,511 d: 775,677 e: 0 f: 8,000 g: 2,086 h: 328,309 i: 0 Total no. of visits = 1,308,599	a: 149,004 b: 42,959 c: 11,569 d: 794,581 e: 0 f: 80,700 g: 3,076 h: 331,491 i: 0 Total no. of visits = 1,413,380 cumulative = 2,721,979	a: 155,183 b: 14,692 c: 35,115 d: 227,477 e: 0 f: 0 g: 2,338 h: 305,194 i: 0 Total no. of visits = 739,999 cumulative = 3,461,978	a: 146,679 b: 13,065 c: 16,521 d: 281,779 e: 0 f: 0 g: 108 h: 329,000 i: 0 Total no. of visits = 787,152 cumulative = 4,249,130							The target for visitor numbers for 19-20 has exceeded the annual target by 749,130. As expected Q4 this year saw lower visitor numbers than 18-19, by 61,903. This decrease included 35,658 fewer visits to Country Parks, accounted for by a problem with door counters at Clifton Park Museum, and the impact of a forced shutdown due to Covid-19. Leisure Centres also saw over 8,000 fewer visitors due to the impact of Coronavirus towards the end of March 20.		

Corporate Priority 4 – Extending opportunity. Prosperity and planning for the future

Key	Overall status (relevant to target)			
	✓	Measure progressing above or in line with target set	✘	Measure under development (e.g. awaiting data collection or target-setting)
	●	Measure progress has been satisfactory but is not fully reaching target set	□	Measure not applicable for target (e.g. baseline year, or not appropriate to set a specific target)
	✘	Measure has not progressed in accordance with target set	■	Measure information not yet available (e.g. due to infrequency or timing of information/data)

Outcome	Lead Accountability (Strategic Director)	Ref No.	Action	Measure	Lead officer	Good performance	Frequency of reporting	Target	Overall status	DOT	Annual																			Data notes (where measure has not progressed in accordance with the target set provide details of what is being done to improve performance)
											Annual					Quarterly					Monthly									
											Year end 2015/16	Year end 2016/17	Year end 2017/18	Year end 2018/19	Year end 2019/20	Q4 Jan- March 19	Q1 Apr - Jun 2019	Q2 Jul - Sep 2019	Q3 Oct - Dec 2019	Q4 Jan - Mar 2020	Jan-20	Feb-20	Mar-20							
A. Businesses supported to grow and employment opportunities expanded across the borough	Paul Woodcock, Strategic Director Regeneration and Environment	4.A1	Deliver economic growth (via the Economic Growth Plan, Business Growth Board and Sheffield City Region)	Number of new businesses started with help from the Council	Simon Moss - Regeneration and Environment	High	Quarterly	15	✘	🔄			13.75	14.5 (average for the year)	14.25 (average for the year)	7	15	16	19	7				The Business Centres had 5 early stage businesses move in and the Launchpad saw 2 clients start up during the Q4 period.						
		4.A2		Survival rate of new businesses (3 years)	Simon Moss - Regeneration and Environment	High	Annual	60%	✘	🔄	60%	60.5%	62.9%	57.70%	Next data due Q3, 2020/21.											The status and DOT is based on the latest available data for 2018/19 published in Q3 2019/20. Data for 2019/20 will be published in Q3 2020/21.				
		4.A3		The proportion of vacant floor space in the Town Centre area	Simon Moss - Regeneration and Environment	Low	Quarterly	18%	✓	🔄			22.0%	24.5% Yearly average	17.3% Yearly average based on 3 quarters.	27.40%	17.0%	17.8%	17.0%	Q4 Data Not Available - survey not conducted							Normally quarterly vacancy surveys of the town centre are conducted, however due to other work priorities the January 2020 survey did not take place, and the survey due to take place in April this year won't take place either due to the Covid-19 situation. The year-end figure has therefore been calculated using an average across Q1, Q2, Q3 and the status and DOT are based on this.			
		4.A4		Number of jobs in the Borough	Simon Moss - Regeneration and Environment	High	Annual	1,000 new jobs p.a. (10,000 over 10 years).	✓	🔄	101,000	105,000	98,000 (Annual Data to Dec 17)	99,000 (Annual data to Dec 18)	Next data due Q3, 20/21.												The rating and DOT are based on the latest data available for 2018/19 which was published in Q2 2019/20. The next available data for 2019/20 will be published in October 2020.			
		4.A5		Narrow the gap to the UK average on the rate of the working age population economically active in the borough	Simon Moss - Regeneration and Environment	Low	Quarterly	0% - achieve the National Average	✘	🔄	1% gap	4.3%	3.23%	-0.40%	4.20%	-0.40%	1.80%	1.00%	3.30%	4.20%							Economic activity rate in Rotherham at the end of Dec19 had declined to 74.9%, 4.2% lower than the National Average of 79.1% and 2.4% lower than the Yorkshire and Humber rate of 77.3%. This is also before any potential further decline caused by Coronavirus although that will also impact on the National average.			
		4.A6		Number of Planning Applications determined within specified Period: a) Major 13 weeks b) Minor 8 weeks c) Other 8 weeks	Simon Moss - Regeneration and Environment	High	Quarterly	All at 95%	✓	🔄	89.9%	99.9%	a) 100% b) 100% c) 100%	a) 100% b) 100% c) 100%	a) 100% b) 100% c) 100%	a) 100% b) 100% c) 100%	a) 100% b) 100% c) 100%	a) 100% b) 100% c) 100%	a) 100% b) 100% c) 100%							The Planning service completed another financial year by maintaining its 100% return for determination of all Planning queries within the specified period. This return was 100% for each category in each of the 4 quarters.				
B. People live in high quality accommodation which meets their need, whether in the social rented, private rented or home ownership sector	Anne Marie Lubanski, Strategic Director Adult Social Care and Housing.	4.B1(a)	Implement the Housing Strategy 2019-2022 to provide high quality accommodation	Number of new homes delivered during the year via direct Council intervention	Tom Bell - Adult Social Care and Housing	High	Quarterly	175	✓	🔄				112	177	19	8	59	24	86 (Cumulative 177)					Following on from an outturn of 112 in 2018/19, a total of 177 new homes have been delivered through direct Council intervention in 2019/20 which represents a significant increase from the previous year. This means that the Council has contributed to approximately one third of all development which has taken place in the Borough over the period, and of this number 150 have specifically resulted from Council-led new build construction. The Covid-19 pandemic has impacted on the construction industry however and most new build schemes have suffered some degree of delay. For this reason, the 2020/21 target is proposed to remain static at 175. The overall status of this measure at year-end is that the target has been achieved.					
		4.B1(b)		Number of new homes delivered during the year	Tom Bell - Adult Social Care and Housing	High	Quarterly	550	✓	🔄	663	593	479	427	551	79	116	142	61	232 (Cumulative 551)						The outturn of 551 marks a notable uplift in borough-wide delivery from the 2018/19 outturn of 427. The Local Plan is continuing to support delivery through the release of land and planning permission for over 1,900 new homes has been granted since the plan was adopted, whilst applications for a further 1,200 new homes are expected to be determined in the coming months. However, the progress of housing construction sites has stalled or been delayed due to Covid-19 in most cases and the longer term outlook remains cautious at this time. The overall status of this measure at year-end is that the target has been achieved.				
		4.B2		The proportion of council housing stock that is classed as "decent"	Tom Bell - Adult Social Care and Housing	High	Quarterly	99.5%	✓	🔄	100%	100%	100%	100%	100%	100%	99.77%	99.83%	99.89%	100%							The overall status of this measure at year-end is that the target has been achieved.			
		4.B3		Private rented housing – improving standards through selective licensing	Tom Smith - Regeneration and Environment	High	Monthly	95%	✓	🔄			85%	94.2%	95.7%	97.10%	95.70%	97.0%	96.2%	96.4%	97.10%	96.6%	97.4%	97.20%			The overall picture of compliance was assisted by a reduction in housing related complaints received by tenants into the authority around privately rented property in social landlord areas. In addition, elements of the pro-active work previously carried out (mainly around re-visits of properties previously subject to enforcement work) was a lower-priority due to the resource needed to carry out full initial property inspections. These two factors combined uplifted the performance year-end out-turn. The overall status of this measure is that the year-end target has been achieved.			

Corporate Priority 5 – A modern, efficient Council

Key	Overall status (relevant to target)			
	✔	Measure progressing above or in line with target set	✘	Measure under development (e.g. awaiting data collection or target-setting)
	●	Measure progress has been satisfactory but is not fully reaching target set	□	Measure not applicable for target (e.g. baseline year, or not appropriate to set a specific target)
	✘	Measure has not progressed in accordance with target set	■	Measure information not yet available (e.g. due to infrequency or timing of information/data)

Outcome	Lead Accountability (Strategic Director)	Ref No.	Action	Measure	Lead officer	Good performance	Frequency of reporting	Target	Overall status	DOT	Annual					Monthly				Data notes (where measure has not progressed in accordance with the target set provide details of what is being done to improve performance)					
											Year end 2015/16	Year end 2016/17	Year end 2017/18	Year end 2018/19	Year end 2019/20	Q4 Jan - Mar 2019	Q1 Apr - June 2019	Q2 Jul - Sep 2019	Q3 Oct - Dec 2019		Q4 Jan - Mar 2020	Jan-20	Feb-20	Mar-20	
																								96.8% (cumulative)	27.2%
A. Maximised use of assets and resources and services demonstrate value for money	Judith Badger, Strategic Director Finance and Customer Services	5.A1	Maximising the local revenues available to fund council services	The proportion of Council Tax collected in the current financial year	Graham Saxton - Finance and Customer Services	High	Monthly	97% (Top Quartile Met Authorities)	●	🔄	97.3%	97.3%	97.0%	96.8%	96.4%	96.8% (cumulative)	27.2%	53.4%	79.62%	96.41%	88.5%	92.7%	96.4%	Although the collection percentage was 0.4% down on last year, the actual amount of Council Tax collected so far this year (including precepts) is £5.9million up on the amount collected at this time in 2018/19. Rotherham's final collection performance in 19/20 of 96.4% reduced from 96.8% in 18/19 but still maintained its position as top quartile performance for Metropolitan Councils. The Council also had the highest performance of all 9 South and West Yorkshire Metropolitan Councils. In-year collection has been impacted in recent years by higher than inflation increases in Council Tax, in part due to the Government introducing an adult social care precept on council tax as a means of councils raising some additional funding for adult social care. Collection rates in 19/20 were also negatively impacted in March by Coronavirus.	
		5.A2		The proportion of non-domestic (business) rates collected in the current financial year	Graham Saxton - Finance and Customer Services	High	Monthly	98% (Top Quartile Metropolitan Authorities)	●	🔄	98.1%	98.3%	98.5%	98.5%	97.9%	98.5% (cumulative)	28.0%	54.4%	79.96%	97.89%	89.2%	94.3%	97.9%	The collection percentage is 0.58% down on last year. Performance as at the end of February was only 0.05% down on the same time the previous year but was negatively affected by the Coronavirus with many final payments due in March not being made. Rotherham's final collection performance in 19/20 of 97.9% was not top quartile performance for Metropolitan councils but was the 4th highest performance of all 9 South and West Yorkshire Metropolitan Councils.	
B. Effective Governance Arrangements and decision making processes are in place	Shokat Lal, Assistant Chief Executive	5.B1	The Scrutiny function is effective; engages members and improve outcomes for Rotherham residents and communities	Number of pre-scrutiny recommendations adopted	James McLaughlin, Assistant Chief Executive's Directorate	High	Quarterly	90%	✔	🔄	Not available - not previously been required	100%	96%	95%	99%	100%	100%	100%	96%	100%				All recommendations from OSMB were accepted in the final quarter of the year by Cabinet. Performance at year end is above target.	
C. Staff listen and are responsive to customers to understand and relate to their needs	Shokat Lal, Assistant Chief Executive	5.C1	Treating customer complaints with respect and dealing with them in an efficient and outcome-focussed way	The proportion of complaints closed and within timescale	Jackie Mould, Assistant Chief Executive's Directorate	High	Monthly	85% (Cumulative)	✔	🔄	80%	89%	79%	87%	89%	87% (cumulative)	95%	92% (cumulative)	90% (cumulative)	89% (cumulative)				The performance at year end ended with a best ever 89% performance. All Directorates apart from Adult Social Services at target for the year. It should also be noted that at 551 Housing Service received the most number of complaints and this is the highest ever number received. Work will be completed in both Adults and Housing to fully understand these returns. It should also be noted the obvious effect the pandemic and lockdown had on performance - performance dropped to below target 76% in March from 90% and 93% in the previous months. Unfortunately this drop in performance has carried on into Q1 2020 and will have a negative impact on the over performance in 2020/21.	
		5.C2	Resident satisfaction - Assessing overall public opinion on the way the council is working and responding to customers	The proportion of residents who feel that the Council keeps them informed	Christopher Burton, Assistant Chief Executive's Directorate	High - very or fairly satisfied	6 monthly	Equal to or >50%	✔	🔄	44% June 2015 49% December 2015	43% June 2016 48% December 2016	49% June 2017 53% February 2018 very or fairly well informed	53% (Wave 8 December 2018) very or fairly well informed	51% (Wave 9 June 2019) very or fairly well informed										The status and DOT are based on the latest survey results conducted in June 2019. A survey was conducted in June 2020, following a decision to move from twice-yearly to annual surveys. This brings the survey more closely in line with local authorities across the country, against whom the Council benchmarks.
	Judith Badger, Strategic Director Finance and Customer Services	5.C3	Enable customers to be active and interact with the Council in an efficient way, accessing more services online	The proportion of transactions a) online	Luke Sayers - Finance and Customer Services	High	Quarterly	28%	✔	🔄	36%	21%	25% (average total for the year)	37% (average total for the year)	29% (average total for the year)	24%	28%	28%	30%	29%				Figures for 19/20 were measured in a different and more accurate way to previous years, therefore a DOT comparison is not possible. Overall annual performance for 19/20 demonstrates that the target has been met and performance has improved in comparison to previous years.	
D. Effective members, workforce and organisational culture	Shokat Lal, Assistant Chief Executive	5.D1	Staff and managers have an opportunity to reflect on performance, agree future objectives and are aware of how they contribute to the overall vision	The proportion of PDR completion	Lee Mann, Assistant Director HR and OD	High	Quarterly	95%	✔	🔄	96%	96%	93%	96% (cumulative)	96% (cumulative)	96% (cumulative)	NK	NK	85%	96%				PDR completion checks were completed manually for 19/20 as the new PDR module on Manage HR was delayed. From 20/21, PDR completion rates and quality audits will be available via system reporting.	
		5.D2	Sickness is managed and staff wellbeing supported	The number of days lost per FTE	Lee Mann, Assistant Director HR and OD	Low	Monthly	10.3	●	🔄	10.43 Days (excluding schools)	10.97 Days (excluding schools)	10.26	11.40 days (excluding schools)	10.55 days	11.40 days (excluding schools)	11.02 days (excluding schools)	11.48 days (excluding schools)	11.01 days (excluding schools)	10.55 days	10.80	10.56	10.55	Although exceeded target sickness levels reduced almost a day from previous year. With COVID 19 sickness levels increased towards the end of the financial year. Continued monitoring and management focus is taking place to ensure appropriate actions are being undertaken by management on a timely basis.	
		5.D3	Reduced use of interims, temporary and agency staff through effective and efficient recruitment	Reduction in Agency cost	Lee Mann, Assistant Director HR and OD	Low	Monthly	10% reduction	✔	🔄	£6.8m	£10.2m	£8.33m	£6.831m	£3.63m	£6.831m (-18%)	£3.5m (-49% annual forecast)	£3.5m (-49% annual forecast)	£3.37m (-50% annual forecast)	£3.63m	£3.37m	£3.65m	£3.63m	47% decrease on previous year	
		5.D4		The proportion of the children's social care establishment (social workers and team managers) who are agency staff.	Sally Hodges, Interim Strategic Director CYPS	Low	Monthly	10%	✔	🔄		22.8% (67.5)	18.6% (60)	4.93% (14)	1.60% (4)	4.93% (14)	2.2% (6)	2.2% (6)	2.69% (7)	1.60% (4)	2.71% (7)	2.34% (6)	1.60% (4)	The percentage of agency staff within CYPS at the end of 2019/20 (1.60%) remains significantly below the national average of 16%.	
		5.D5	Members are able to fulfil their roles as effective community leaders	The proportion of members receive a personal development interview leading to a structured learning and development plan	James McLaughlin, Assistant Chief Executive's Directorate	High	Annual	95%	■	🔄	80%	87%	100%	Not available - see data notes	Not available - see data notes										Personal development plan interviews have not taken place with the election being planned to take place in May 2020, which was then postponed after Covid-19
		5.D6	The Council complies with good practice in equalities	The proportion of Cabinet reports where an Equality Analysis Screening Assessment has been completed	Jackie Mould, Assistant Chief Executive's Directorate	High	Quarterly	100%	✘	🔄						84%		44.4%	95.8%	100%	96%				There were 25 Cabinet reports during the Q4 period in total. Of these 5 had a full Equality Analysis attached and therefore did not require a screening, 19 had screening assessments completed and one was not completed. Work will continue to strengthen people's understanding of how to complete the relevant documentation and to review the quality. Year end performance is 84% based on average across all 4 quarters.
		5.D7		The proportion of Council Staff who have completed the mandatory Equality Training	Jackie Mould, Assistant Chief Executive's Directorate	High	Quarterly	Q1 - 75% Q2 - 85% Q3 & Q4 - 95%	●	🔄						94.3%		72%	68%	82%	94.3%				Directorates have worked hard to increase the training figures which is reflected in the positive DOT. The target has only just been missed by 0.7%. The total number for employees currently off sick, on maternity leave or full time secondment to the Trade Unions have been excluded from the data. The total number of employees is 3,610 of which 3,404 have completed the training. 206 employees were yet to complete at year end.