

Performance and Finance Scrutiny Sub-Committee

SUPPLEMENTAL AGENDA

DATE: Tuesday 18 February 2014

AGENDA - PART I

10. CHILDREN'S SERVICES PERFORMANCE (Pages 1 - 16)

Report of the Corporate Director of Children and Families.

Note: In accordance with the Local Government (Access to Information) Act 1985, the following agenda item has been admitted late to the agenda by virtue of the special circumstances and urgency detailed below:-

Agenda item

Special Circumstances/Grounds for Urgency

10. Children's Services
Performance

The performance data in this report was being finalised at the time the main agenda was printed and circulated. Members are requested to consider the report in order to consider the most up to date performance position.

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**REPORT FOR: PERFORMANCE AND
FINANCE SCRUTINY SUB-
COMMITTEE**

Date of Meeting:

18 February 2014

Subject:

Children and Families Performance

Responsible Officer:

Catherine Doran, Director, Children, Schools and Families

Scrutiny Lead

Member area:

Councillor Lynda Seymour, Policy Lead Member
Councillor Victoria Silver, Performance Lead Member

Exempt:

No

Enclosures:

Children's Services Scorecards

Section 1 – Summary and Recommendations

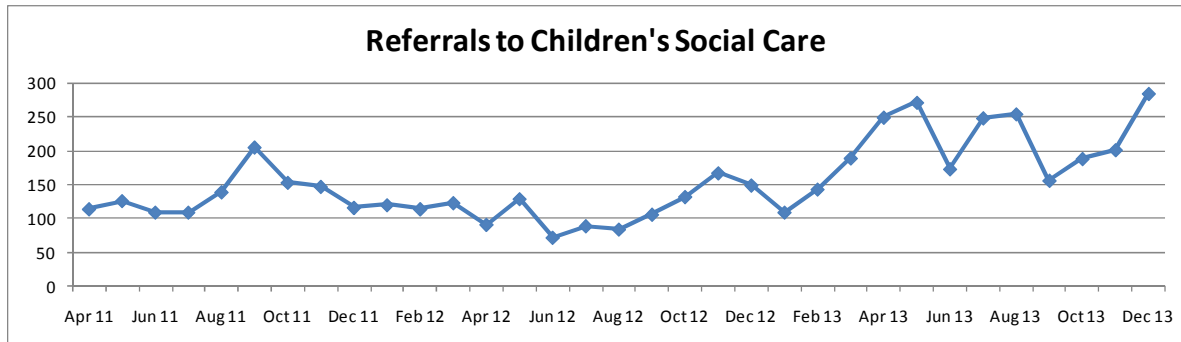
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| <p>1.1. Performance and Finance Sub Committee requested a report on Children and Families performance at the meeting in February 2014.</p> <p>1.2. This report is for information and is presented for the Committee's consideration and comment.</p> |
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Section 2 – Report

- 2.1. **Introduction**
- 2.2. The Children and Families Directorate is continuing its work to improve service quality and outcomes for children and families. A summary of important issues for the service is provided below.
- 2.3. In the report to the Committee in July 2013, information was provided on the significant increase in referrals to social care and levels of service provided following the review of thresholds. This level of

activity has been sustained and Children and Families has been given authority to increase its social care workforce to meet the identified additional needs of children and families.

Fig 1: Social care referrals April 2011 to Dec 2013:



- 2.4. There is a national shortage of qualified social workers so considerable effort has gone into recruiting and stabilising the workforce. Details of progress in meeting this major challenge are provided later in this report.
- 2.5. An update is also given on the Council’s response to the challenges facing schools in terms of the ‘raised bar’. While Harrow’s schools continue to perform comparatively well, all schools are being challenged to close the achievement gap for all pupils and to respond to the more stringent Ofsted inspection framework. Details of current support for school improvement from Education Strategy and Harrow Schools’ Improvement Partnership are provided below.
- 2.6. **Achievements of Children & Families Directorate**
- Good result from recent thematic inspection of ‘Early Help’. Ofsted comments include:

Fig 2: Comments from Ofsted inspectors:

“Strong flexibility, responsive to changing need especially in the Strategic group e.g. tracking need, re-drafting thresholds and attendance, health and school issues” and “responsive delivery e.g. LSCB Conference 21.01.14 delivered on Neglect.”

“Evidence of improved outcomes for children and families in the majority of early help work”.

“Dissemination of SCRs learning noteworthy”, including the dramatisation re Climbe was cited as memorable by one worker, “with a clear message about impact on practice”

“Professionals speak positively about training, & front line and especially appreciated the systemic training, Genograms” and felt that this “whole family system”, more holistic approach, “had more impact for the child than previously”

- Attendance Intervention Model (AIM) project progressing well and attendance improved in both primary and secondary school in Autumn Term 2013
- Progress on recruiting staff to key posts for example Children Looked After Service Manager, Quality Assurance Manager and Team Managers for Children in Need, MASH and Section 47 Team. There are currently no vacancies for Team Managers in Targeted Services.
- QA work across services including renewed audit programme, evaluation of EIS, self-evaluation in preparation for the Early Help inspection, self assessment of 12 cases picked by Ofsted. Inspectors reported that we 'knew ourselves well'.
- Progress in re-commissioning services around disability, CAMHS, tripartite support for most vulnerable
- Families First – of target 395 families, identified 327, engaged 250, claimed for 96
- The Early Intervention Teams also increased their support, engaging with 173 new families in the quarter
- School inspections – 92% judged good or above. 53% currently outstanding. Hatch End and Vaughan both retained 'good' in inspections during the quarter
- Rate of re-referrals to social care have reduced for Q2 and Q3 indicating that original intervention has been successful.
- We continue to have low rates of children subject to a child protection plan for more than 2 years, again indicating that our interventions are timely and appropriate.
- Increase in reach of Children's Centres, especially for vulnerable groups
- Virtual School now has robust data on all statutory school age children and is monitoring attainment and progress

2.7. **Current Challenges**

- Inspection of safeguarding in health partners by CQC raised issues around A&E and CLA health (report not yet published)
- CLA Health checks performance continues to be well below expectations
- Workforce permanence and stability – national shortage of key professionals.
- Commissioning around single integrated plan for health, education and social care under Children and Families Bill
- Partnership for social care and early intervention – CAF and 'team around the family' approach
- Unannounced Ofsted inspection of safeguarding is due
- Major IT problems following migration, for all teams but particularly YOT, affecting outcomes for young offenders and improvement plan
- Achieving an outcome focus across C&F – building on early work done with 'journey tool' in EIS
- 4 schools require improvement and 1 is judged inadequate
- Improving Key Stage 4 results for some ethnic groups

- First results from new EYFS measurement 2013 establishes a new baseline, improvement needed to bring results into line with other boroughs
- Virtual school has challenge in keeping older CLA engaged in education and other opportunities
- Forecasting £930k overspend

2.8. **Future Challenges**

- Meeting needs of changing population with higher level of need for both social care and early intervention
- Budgetary pressure impacting on early intervention approach
- Increasing pressure on health and other budgets threatens commissioning and partnership work
- Reliable and efficient mobile & flexible working, with remote access to confidential data for staff and appropriate partners

2.9. **Recruitment update**

2.10. The recruitment programme continues to focus on filling vacant social work posts - 132 applications were received in latest round of permanent recruitment and 16 appointments were made.

- Social worker establishment for caseholding social workers is 69
- There were 15 caseholding social worker vacancies (21%) at January 2014 compared with 28 (41%) in October 2013.
- Vacancy rate at January is 18% for the whole of Targeted Services, including Emergency Duty and Placements
- Only limited data available from other authorities to date but shows vacancy range from 11% to 44%, average 26%
- Across C&F, the highest numbers of agency workers in December were in Targeted Services and Special Needs Services
- Targeted Service use of agency is driven by difficulty in filling SW posts
- Special Needs is using temps on Special Needs Transport
- Caseload analysis shows average of 21 children for experienced social workers at end January 2014
- We currently have 17 newly qualified social workers in the CiN service, who all require a protected and reduced caseload
- Number of caseholding agency SWs in Targeted Services at end January was 22 (31%)
- Two other authorities have shared their rates of agency SWs – 35% and 21%
- 43 potential agency SWs were interviewed in November/December
- We are recruiting as at February for experienced social workers and senior practitioners

2.11. We continue to have difficulty attracting and retaining experienced social workers and senior practitioners. An example was that we recruited an excellent candidate externally in our last round, but when

she informed her current authority they immediately offered a promotion and we lost the candidate, despite reviewing our own offer.

2.12. Harrow Schools' Performance

- 2.13. The local authority, through Education Strategy, undertakes a high level analysis of performance of all Harrow schools, using national data including flagging any schools below national standards. This forms the basis of the commissioning of targeted support to specific LA schools from the Harrow Schools' Improvement Partnership. Such schools are referred to as 'schools causing concern'.
- 2.14. In addition to the LA commission, schools themselves, through their service agreements with HSIP, draw in an extensive range of school improvement support to enable them to improve on previous best and to address the challenges posed through an ever changing and more challenging Ofsted inspection framework.
- 2.15. A detailed risk assessment of all schools, especially against the new Ofsted inspection framework for schools, is carried out annually by HSIP, using nationally published and schools' own data and other information e.g. quality of teaching and leadership. This leads to the identification of specific support for schools causing concern. It also identifies areas for improvement for good and outstanding schools.
- 2.16. Rapid Improvement Partnership Plans are in place for all schools causing concern. There are 8 schools with a RIPP. Progress against these plans is reviewed termly by the local authority through Education Strategy. Termly assessment through the Schools Monitoring Group also closely monitors the performance of other schools at risk of receiving a lower judgement in their next inspection than in the previous one.
- 2.17. Recent risk assessment of primary schools, based on the hypothesis that a lead inspector would reach applying the most recent inspection framework, has identified 9 schools (8 of which already have a RIPP) at 'high risk' of not achieving a 'good' in their next inspection and a further 10 schools at 'moderate risk' of not achieving 'good' in their next inspection.
- 2.18. There are also risks for the secondary school sector. Only the one school that is currently 'requiring improvement' is identified as 'high risk' of not being judged as good in its next inspection. However the achievement gaps between free school meal pupils and those with 'Black African', 'Black Other' or 'White other' ethnicities across the secondary sector is a concern and leaves some individual schools vulnerable.
- 2.19. See attached scorecards for full details of Children and Families performance indicators as at Q3 2013-14.

Financial Implications

2.20. The Children & Families budget currently faces significant pressures due to the increase in demand for services with revised thresholds and changes in population.

Performance Issues

2.21. Integral to the report

Environmental Impact

2.22. None

Risk Management Implications

2.23. No new implications. Risks relating to poor performance and inspections are already included in the C&F risk register and are reviewed and updated each quarter.

Equalities Implications

2.24. None

Corporate Priorities

2.25. Supporting and protecting people who are most in need

Section 3 - Statutory Officer Clearance

3.1 This report is for information only. Statutory officer clearance not required.

Section 4 - Contact Details and Background Papers

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Tel : 020 8420 9248 e-mail : david.harrington@harrow.gov.uk

Background Papers: Performance Scorecards Q3 2013-14

Ref	Indicator Description	Reported	Polarity	Harrow target 2012/13	Harrow actual 2012/13	RAG Status 2012/13	SN AVG 2012/13	England 2012/13	Harrow target 2013/14	Harrow actual Q3 2013/14	Direction of Travel	Q2 RAG Status	Q3 RAG Status	Commentary
E1	Ofsted School Inspection "Overall effectiveness" Outcomes	Quarterly (Corporate Scorecard)	-	No target	-	-	-	-	No target	-	-	-	-	Harrow schools' Ofsted Inspection judgements of their 'Overall Effectiveness' as at January 2014 were as follows: Outstanding - 53% (31 schools) Good - 39% (23 schools) Required Improvement - 7% (4 schools) Inadequate - 2% (1 school) All schools are discussed at the LA's Schools' Monitoring Group Meeting (SMG) to ensure that there is appropriate support and challenge provided to them and that any risks are identified early and acted upon. Source: HSIP's Ofsted School Inspection January 2014 Update
E2	Outcomes of Ofsted inspections in Schools since 1st September 2012	Quarterly (Corporate Scorecard)	-	No target	-	-	-	-	No target	-	-	-	-	Canons High School - Outstanding St. Joseph's RC Primary School – Outstanding Whitchurch Junior School – Outstanding Alexandra School – Outstanding Park High School – Outstanding Pinner Park Infant school – Outstanding Woodlands First and Middle School - Outstanding Hatch End High - Good Whitefiars Community School – Good Norbury School – Good Elmgrove Primary School - Good Pinner Park Junior School - Good Kenmore Park Junior School – Good Camrose Primary School – Good Stanburn Junior School – Good Krishna Avanti Primary school – Good Vaughan Primary School – Good Salvatorian RC College – Requires improvement St. John's CofE – Requires improvement Grange Primary – Requires improvement Weald Infant – Requires improvement Aylward Primary School – Inadequate
E3	Percentage of Early Years providers achieving a Good or Outstanding Ofsted judgement	Quarterly (Corporate Scorecard)	▲	66%	66% (Childminders) 73% PVI setting	LG HG	-	-	66%	67% (Childminders) 79% PVI setting	↑	HG HG	LG HG	All schools are discussed at the LA's Schools' Monitoring Group Meeting (SMG) to ensure that there is appropriate support and challenge provided to them and that any risks are identified early and acted upon. The childcare development team continue to provide advice and support to childminders and this is reflected in the rising trend. All providers are invited to termly forums on Early Years strategy, leadership, SEN and EYFS workshops. Providers that are judged Satisfactory or Inadequate continue to receive targeted support from the LA. As at the end of Q3, for Childminders 67% are Good/Outstanding. (in Q2 this was 69%) Although this is a reduction since quarter 2 it is still within the target of 66% good/outstanding for 2013/2014. For PVI settings, 79% are Good/outstanding (in Q2 this was 76%) For the PVI settings they have a rigorous quality assurance system in place. Settings that go to Satisfactory get enhanced support. Settings that go to Inadequate get intense targeted support.
E4	Primary schools judged by Ofsted as having good or outstanding standards of behaviour	Quarterly (Corporate Scorecard)	▲	95%	100%	HG	98.9% (up to 31st Dec 2010)	93.8%	95%	97.7%	↓	LG	LG	Overall there have been 4 children centre inspections since 2010 with 50% of these Good/Outstanding. There was 1 Children centre inspection in Q1 which was Good. Childrens Centre Managers continue to work with HSIP and the Performance team to ensure they are prepared well for future Ofsted inspections. One primary school has received the overall judgement of requires improvement
E5	Secondary schools judged by Ofsted as having good or outstanding standards of behaviour	Quarterly (Corporate Scorecard)	▲	90%	100%	HG	88.1% (up to 31st Dec 2010)	81.6%	100%	90%	↓	LR	LR	One secondary converter academy has received the overall judgement of requires improvement

Ref	Indicator Description	Reported	Polarity	Harrow target 2012/13	Harrow actual 2012/13	RAG Status 2012/13	SN AVG 2012/13	England 2012/13	Harrow target 2013/14	Harrow actual Q3 2013/14	Direction of Travel	Q2 RAG Status	Q3 RAG Status	Commentary
E6	Termly rate of Permanent Exclusions as % of Harrow school population	Quarterly (Corporate Scorecard)	▶	0.02% (autumn 2012-13)	0.04% /12 (autumn 2012-13)	HR (autumn 2012-13)	Termly rate not published	Termly rate not published	0.02% (autumn 2013-14)	0.02% /8 (autumn 2013-14)	↑	-	LG	The number of permanent exclusions has dropped to 8 (0.02% of the school population) in the 2013-14 autumn term. This is lower than both the 2012-13 summer term (10 - 0.02%) as well as the 2012-13 autumn term (12 - 0.04%). Whilst the local authority works as closely as possible with local providers, progression for this indicator largely relies on the work of Academies and schools in order to improve outcomes. The LA seeks to improve its work to ensure that there is more regular engagement with schools on this measure and to continue to explore with schools the available options to reduce exclusions. The number of fixed term exclusions in the 2013-14 autumn term are not available and will be reported at the Q4 Improvement Board.
E7	Termly rate of Fixed Term Exclusions as % Harrow school population	Quarterly (Corporate Scorecard)	▶	0.70% (autumn 2012-13)	0.86% /278 (autumn 2012-13)	HR (autumn 2012-13)	Termly rate not published	Termly rate not published	0.70% (autumn 2013-14)	xxx% / xxx (autumn 2013-14)	-	-	-	Attendance in primary schools has improved in the 2013-14 autumn term (4.2%), falling from 4.94% in the 2012-13 autumn term. The new Attendance Intervention Model (AIM), which was piloted last year, is now being rolled out across all schools (including Academies). It is likely to have a positive impact on attendance overall. The OFSTED attendance guidance this year (2014) says: When deciding whether attendance is consistently low, inspectors should consider how it compares with the attendance figures for the lowest 10% of schools. In 2011/12, this was 94.24% in primary schools and 92.61% in secondary schools. This is a minimum requirement for the low attendance threshold and Harrow seeks to continue to promote the highest possible attendance.
E8	Termly rate of overall absence in primary schools	Quarterly (Corporate Scorecard)	▶	4.5% (autumn 2012-13)	4.94% (autumn 2012-13)	LR (autumn 2011-12)	Termly rate not published	Termly rate not published	4.5% (autumn 2013-14)	4.2% (autumn 2013-14)	↑	HG	HG	Attendance in high schools has improved in the 2013-14 autumn term (4.6%), falling from 5.17% in the 2012-13 autumn term. The new Attendance Intervention Model (AIM), which was piloted last year, is now being rolled out across all schools (including Academies). It is likely to have a positive impact on attendance overall. The OFSTED attendance guidance this year (2014) says: When deciding whether attendance is consistently low, inspectors should consider how it compares with the attendance figures for the lowest 10% of schools. In 2011/12, this was 94.24% in primary schools and 92.61% in secondary schools. This is a minimum requirement for the low attendance threshold and Harrow seeks to continue to promote the highest possible attendance.
E9	Termly rate of overall absence rate in secondary schools	Quarterly (Corporate Scorecard)	▶	5.0% (autumn 2012-13)	5.17% (autumn 2012-13)	A (autumn 2011-12)	Termly rate not published	Termly rate not published	5.0% (autumn 2012-13)	4.6% (autumn 2013-14)	↑	HR	HG	We have been successful in exceeding our target by continuing to monitor workload demands. Staffing levels have been relatively stable and we have been in a position to offer meetings in a timely manner. We have a high number of statements written in Q2 as it overlaps with the summer holidays. Our cumulative actual for April to September is 99%. Service to continue to ensure proposed statements are issued on time in order to provide the service with the full eight weeks period of time for consultation.
E10	SEN-statements issued within 26wks (excl. exceptions)	Quarterly (Children's Scorecard)	▲	95%	100%	HG	95% (2010-11)	95%	95%	100%	↑	LG	HG	The service had some particularly difficult cases in which much liaison and discussions were required before school placement could be specified. For the second year I have lowered the target from 90% to 85% as cases are becoming increasingly complicated. This is impacted upon the change in schools to academies, the pressure on special school places and changes in SEN funding. Our cumulative actual for April to September is 93.7%. Number of statements which attracted exceptions. The service worked well with parents and educational professionals to achieve conclusions to placements but due to professionals' commitments and additional meetings that had to take place we were unable to work within the 26 week period framework. The service will continue to issue proposed statements within the 18 week timescale. The managers to ensure that for complex cases, where possible, meetings are set up in advance. Officers to make telephone contact with families/schools.
E11	SEN statements issued within 26 wks (all statements)	Quarterly (Children's Scorecard)	▲	85%	92.3%	LG	84% (2010-11)	87%	85%	93.8%	↓	HG	HG	The service had some particularly difficult cases in which much liaison and discussions were required before school placement could be specified. For the second year I have lowered the target from 90% to 85% as cases are becoming increasingly complicated. This is impacted upon the change in schools to academies, the pressure on special school places and changes in SEN funding. Our cumulative actual for April to September is 93.7%. Number of statements which attracted exceptions. The service worked well with parents and educational professionals to achieve conclusions to placements but due to professionals' commitments and additional meetings that had to take place we were unable to work within the 26 week period framework. The service will continue to issue proposed statements within the 18 week timescale. The managers to ensure that for complex cases, where possible, meetings are set up in advance. Officers to make telephone contact with families/schools.

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E12	The % of children with a good level of development. Children are meeting or exceeding the Early Learning Goals in the following areas: 1. Communication & Language; 2. Literacy; 3. Maths; 4. Personal, Social & Emotional Development; 5. Physical Development	Annual (Corporate Scorecard)	▲	New indicator	New indicator	New indicator	50% (2012-13)	52% (2012-13)	New indicator	45% (2012-13)	New indicator	New indicator	New indicator	The EYFVS was changed by the DfE commencing September 2012. Therefore the 2012/13 (academic year) result is the baseline data for this indicator. ESSO has undertaken an analysis of school data, and put the attainment of individual schools into the broader context of EAL, gender and poverty and are working jointly with HSIP during the Autumn term to share that analysis with individual schools and explore the implications for leadership, provision and practice in the light of the recent changes to the Ofsted inspection schedule. Specific targets have been set to reduce the deficit with national data for 2014 and to be above national data in 2015. HSIP has been commissioned to deliver these improved outcomes for children at the age of five and the commission has a clear focus on building the capacity of specific schools to deliver provision and practice compliant with the national statutory framework and at the same time improve outcomes for all children, including those most at risk of exclusion and/or underachievement.
E13 - Equalities	The percentage inequality gap in achievement across all the Early Learning Goals at EYFS	Annual (Corporate Scorecard)	▼	New indicator	New indicator	New indicator	35.7% (2012-13)	36.6% (2012-13)	New indicator	37.9% (2012-13)	New indicator	New indicator	New indicator	The EYFVS was changed by the DfE commencing September 2012. Therefore the 2012/13 (academic year) result is the baseline data for this indicator.
E14	Percentage of pupils achieving Level 4 or above in both Reading test, Writing TA and maths test at Key Stage 2	Annual (Corporate Scorecard)	▲	New indicator	79% (2011-12)	New indicator	77% (2012-13)	76% (2012-13)	New indicator	79% (2012-13)	New indicator	New indicator	New indicator	The Key Stage 2 assessment was changed by the DfE commencing September 2013. Therefore the 2012/13 (academic year) result is the baseline data for this indicator.
E15	Progression by 2 levels in Reading between Key Stage 1 and Key Stage 2	Annual (Children's Scorecard)	▲	New indicator	91% (2011-12)	New indicator	90% (2012-13)	88% (2012-13)	New indicator	90% (2012-13)	New indicator	New indicator	New indicator	The Key Stage 2 assessment was changed by the DfE commencing September 2013. Therefore the 2012/13 (academic year) result is the baseline data for this indicator.
E16	Progression by 2 levels in Writing between Key Stage 1 and Key Stage 2	Annual (Children's Scorecard)	▲	New indicator	93% (2011-12)	New indicator	93% (2012-13)	92% (2012-13)	New indicator	92% (2012-13)	New indicator	New indicator	New indicator	The Key Stage 2 assessment was changed by the DfE commencing September 2013. Therefore the 2012/13 (academic year) result is the baseline data for this indicator.
E17	Progression by 2 levels in mathematics between Key Stage 1 and Key Stage 2	Annual (Children's Scorecard)	▲	88% (2011-12)	90% (2011-12)	LG	90% (2012-13)	88% (2012-13)	91% (2012-13)	92% (2012-13)	↑	LG	LG	Harrow's 2012-13 outcome (92%) is its highest result so far, continuing to increase year on year from 84% in 2008. Harrow ranked top amongst its statistical neighbours. One primary school's 2013 KS2 results fell below the DfE's national 'floor standard'.
E18	Number of primary schools not reaching the KS2 floor standard and therefore underperforming A school is below the primary school floor standard if (i) less than 60% of pupils achieve level 4 or above in Reading & Writing & mathematics, (ii) less than the median percentage make expected progress in Reading (2013 national median = 91%), (iii) less than the median percentage make expected progress in Writing (2013 national median = 95%) and (iii) less than the median percentage make expected progress in mathematics (2013 national median = 92%).	Annual (Corporate Scorecard)	▼	New indicator	New indicator	New indicator	3% (2012-13)	6% (2012-13)	0 (2012-13)	1 - 3% (2012-13)	↓	New indicator	New indicator	
E19 - Equalities	Achievement gap between pupils eligible for free school meals and their peers, based on pupils achieving level 4 or above in Reading & Writing and mathematics at Key Stage 2	Annual (Children's Scorecard)	▼	New indicator	New indicator	New indicator	17% (2012-13)	19% (2012-13)	New indicator	17% (2012-13)	New indicator	New indicator	New indicator	66% of pupils with FSM attained level 4 or above in Reading & Writing and mathematics at KS2 compared to 83% of their peers who were not eligible for FSM.
E20 - Equalities	Achievement gap between pupils with special educational needs and their peers, based on pupils achieving level 4 or above in Reading & Writing and mathematics at Key Stage 2	Annual (Children's Scorecard)	▼	New indicator	New indicator	New indicator	50.3% (2012-13)	53.3% (2012-13)	New indicator	48.8% (2012-13)	New indicator	New indicator	New indicator	41.2% of pupils with SEN provision School Action, School Action Plus or Statement attained level 4 or above in Reading & Writing and mathematics at KS2 compared to 90% of their peers with no SEN.
E21 - Equalities	% Black African minority ethnic group (containing more than 30 pupils) achieving level 4+ in Reading & Writing and mathematics at Key Stage 2	Annual	▲	New indicator	New indicator	New indicator	Not published	75% (2012-13)	New indicator	71.7% (2012-13)	New indicator	New indicator	New indicator	71.7% of Black African pupils attained level 4 or above in Reading & Writing & mathematics at KS2 compared to 80.1% of their peers, and 75% of Black African pupils nationally. Narrowing the Gap for underachieving pupil groups remains a Local Authority and school priority. Despite significant work by schools, this decrease is disappointing. Individual schools where the achievement gap is wide continue to be a focus. Work to support schools will be commissioned by the Local Authority and will be delivered by the Harrow School Improvement Partnership (HSIP). The EPT and ESSO are working closely on a data based rationale for commissioning to address this aspect.
E22 - Equalities	% Black Caribbean minority ethnic group (containing more than 30 pupils) achieving level 4+ in Reading & Writing and mathematics at Key Stage 2	Annual	▲	New indicator	New indicator	New indicator	Not published	70% (2012-13)	New indicator	74.5% (2012-13)	New indicator	New indicator	New indicator	74.5% of Black Caribbean pupils attained level 4 or above in Reading & Writing & mathematics at KS2 compared to 79.6% of their peers, and 70% of Black Caribbean pupils nationally.
E23 - Equalities	% Any Other Black Background minority ethnic group (containing more than 30 pupils) achieving level 4+ in Reading & Writing and mathematics at Key Stage 2	Annual	▲	New indicator	New indicator	New indicator	Not published	70% (2012-13)	New indicator	73.3% (2012-13)	New indicator	New indicator	New indicator	73.3% of Black other pupils attained level 4 or above in Reading & Writing & mathematics at KS2 compared to 79.5% of their peers, and 70% of Black other pupils nationally.
E24 - Equalities	% Any Other White Background minority ethnic group (containing more than 30 pupils) achieving level 4+ in Reading & Writing and mathematics at Key Stage 2	Annual	▲	New indicator	New indicator	New indicator	Not published	68% (2012-13)	New indicator	68.8% (2012-13)	New indicator	New indicator	New indicator	68.8% of White other pupils attained level 4 or above in Reading & Writing & mathematics at KS2 compared to 80.2% of their peers, and 68% of White other pupils nationally.
E25	Percentage of pupils at the end of KS4 achieving 5+ A*-C inc. English & mathematics GCSEs at GCSE or equivalent	Annual (Corporate Scorecard)	▲	65% (2011-12)	63.6% (2011-12)	A	66.3% (2012-13)	60.8% (2012-13)	66% (2012-13)	65.4% (2012-13)	↑	A	A	The drop in this result from last year is the effect of a few schools, now all of which are reporting improvement trends.
E26	Expected progression in English between Key Stage 2 and Key Stage 4	Annual (Children's Scorecard)	▲	82% (2011-12)	81.2% (2011-12)	A	79.4% (2012-13)	71.7% (2012-13)	83% (2012-13)	79.7% (2012-13)	↓	LR	A	

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E27	Expected progression in maths between Key Stage 2 and Key Stage 4	Annual (Children's Scorecard)	▲	79% (2011-12)	79.4% (2011-12)	LG	79.9% (2012-13)	72.0% (2012-13)	79% (2012-13)	83.3% (2012-13)	↑	LG	HG	
E28	Number of secondary schools not reaching the KS4 floor standard and therefore underperforming A school is below the floor standard if: less than 40% of pupils achieve 5+A*-C including English and mathematics and the expected progress between key stage 2 and key stage 4 is less than the median of 73% in English and less than the median of 73% in mathematics.	Annual (Corporate Scorecard)	▼	0 (2011-12)	1 (2011-12)	HR	1.3% (2012-13)	5.3% (2012-13)	0 (2012-13)	0 (2012-13)	↑	-	HG	
E29	Percentage of pupils at the end of KS4 achieving the English Baccalaureate (GCSEs/GCSE at grades A*-C in English, mathematics, sciences, a language and a humanities subject.)	Annual (Corporate Scorecard)	▲	25% (2011-12)	21.8% (2011-12)	HR	31.0% (2012-13)	22.9% (2012-13)	33% (2012-13)	32.2% (2012-13)	↑	-	A	There is no legal requirement for this qualification but there is an expectation from the government. This qualification does not really reflect the ability of all children.
E30 - Equalities	Achievement gap between pupils eligible for free school meals and their peers, based on pupils achieving 5 or more A* to C grade GCSEs including English and mathematics GCSEs	Annual	▼	21% (2011-12)	28.8% (2011-12)	HR	22.6% (2012-13)	26.7% (2012-13)	22% (2012-13)	19.9% (2012-13)	↑	-	HG	49.4% of pupils with FSM attained 5 or more A* to C grade GCSEs including English and mathematics GCSEs compared to 69.3% of their peers who were not eligible for FSM.
E31 - Equalities	The Special Educational Needs (SEN)/non-SEN gap – achieving 5 A* - C GCSE inc. English and Maths GCSEs	Annual	▼	45% (2011-12)	46.5% (2011-12)	A	45.2% (2012-13)	47.2% (2012-13)	45% (2012-13)	49.1% (2012-13)	↓	-	LR	28.6% of pupils with the SEN provision School Action, School Action plus or Statement attained 5+ A*-C GCSEs incl English & Maths, compared to 77.7% of their peers who had no SEN provision. Narrowing the Gap for underachieving pupil groups remains a Local Authority and school priority. Despite significant work by schools, this decrease is disappointing. Individual schools where the achievement gap is wide continue to be a focus. Work to support schools will be commissioned by the Local Authority. The EPT and ESSO are working closely on a data based rationale for commissioning to address this aspect.
E32 - Equalities	% Black African minority ethnic group (containing more than 30 pupils) achieving 5+ A*-C including English & mathematics GCSEs at Key Stage 4	Annual	▲	59% (2011-12)	55.3% (2011-12)	LR	Not published	61.2% (2012-13)	58% (2012-13)	56.1% (2012-13)	↑	-	A	56.1% of Black African pupils attained 5+ A*-C GCSEs incl English & Maths, compared to 66.5% of their peers, and 61.2% Black African pupils nationally. Narrowing the Gap for underachieving pupil groups remains a Local Authority and school priority. Despite significant work by schools, this decrease is disappointing. Individual schools where the achievement gap is wide continue to be a focus. Work to support schools will be commissioned by the Local Authority. The EPT and ESSO are working closely on a data based rationale for commissioning to address this aspect.
E33 - Equalities	% Black Caribbean minority ethnic group (containing more than 30 pupils) achieving 5+ A*-C including English & mathematics GCSEs at Key Stage 4	Annual	▲	63% (2011-12)	49.6% (2011-12)	HR	Not published	53.3% (2012-13)	63% (2012-13)	47.6% (2012-13)	↓	-	HR	47.6% of Black Caribbean pupils attained 5+ A*-C GCSEs incl English & Maths, compared to 66.5% of their peers, and 53.3% Black Caribbean pupils nationally.
E34 - Equalities	% Any Other Black Background minority ethnic group (containing more than 30 pupils) achieving 5+ A*-C including English & mathematics GCSEs at Key Stage 4	Annual	▲	53% (2011-12)	44.7% (2011-12)	HR	Not published	54.6% (2012-13)	59% (2012-13)	31.3% (2012-13)	↓	-	HR	31.3% of Black other pupils attained 5+ A*-C GCSEs incl English & Maths, compared to 65.9% of their peers, and 54.6% of Black Other pupils nationally.
E35 - Equalities	% Any Other White Background minority ethnic group (containing more than 30 pupils) achieving 5+ A*-C including English & mathematics GCSEs at Key Stage 4	Annual	▲	68% (2011-12)	59.4% (2011-12)	HR	Not published	55.4% (2012-13)	72% (2012-13)	58.2% (2012-13)	↓	-	HR	58.2% of White other pupils attained 5+ A*-C GCSEs incl English & Maths, compared to 65.9% of their peers, and 55.4% of White Other pupils nationally.
E36 - Equalities	The percentage of 16 – 18 years olds who are in education, training or employment at 97% by March 2014	Annual	▲	97%	98%	LG	-	-	97%	98.3%	↔	LG	LG	Harrow's NEET outcome remains one of the lowest in the country.
E37	Annual rate of Permanent Exclusions as % of Harrow school population	Annual (Corporate Scorecard)	▼	0.15% (2011-12)	0.10% / 33 (2011-12)	HR	0.07% (2011-12)	0.07% (2011-12)	0.10% (2012-13)	0.09% / 30 (2012-13)	↑	HG	HG	Permanent exclusions dropped in 2012-13 to 0.09% (30) from 0.10% (33) in 2011-12
E38	Annual rate of Fixed Term Exclusions as % Harrow school population	Annual (Corporate Scorecard)	▼	3.85% (2011-12)	3.24% / 1,020 (2011-12)	HG	3.40% (2011-12)	4.05% (2011-12)	3.06% (2012-13)	2.43% / 790 (2012-13)	↑	HG	HG	Fixed term exclusions dropped significantly from 969 - 3.06% in 2011-12 to 790 - 2.43% in 2012-13 - they are the lowest they have been in the last 5 years.
E39	Annual rate of overall absence in primary schools	Annual (Corporate Scorecard)	▼	5.4% (2011-12)	4.57% (2011-12)	HG	4.3% (2012-13)	4.4% (2012-13)	4.3% (2012-13)	4.57% (2012-13)	↔	LR	LR	The new Attendance Intervention Model (AIM), which was piloted last year, is now being rolled out across all schools (including Academies). It is likely to have a positive impact on attendance overall.
E40	Annual rate of overall absence rate in secondary schools	Annual (Corporate Scorecard)	▼	6% (2011-12)	5.32% (2011-12)	HG	5.3% (2012-13)	5.9% (2012-13)	5.3% (2012-13)	5.50% (2012-13)	↓	A	A	The new Attendance Intervention Model (AIM), which was piloted last year, is now being rolled out across all schools (including Academies). It is likely to have a positive impact on attendance overall.

Direction of travel: This is a judgement on the actual data in each quarter.	RAG STATUS
↑ performance has improved	HR
↓ performance has deteriorated	LR
↔ performance remains the same	A
	LG
	HG
	Needs prompt attention
	Poor
	Adequate
	Good
	Excellent

Ref No	Indicator Description	Reported	Polarity	Harrow actual Q4 2012/13	England average 2012/13	Statistical Neighbour average 2012/13	Target 2013-14	Harrow actual Q1 2013-14	Harrow actual Q2 2013-14	Harrow actual Q3 2013-14	RAG status Q2 2013-14	RAG status Q3 2013-14	Direction of Travel	Commentary Q2
TS1	% of Re-referrals that are repeat within 12 months (YTD)	Quarterly (Corporate Scorecard)	▼	14.2	24.9	17.5	15% (prov)	14.1	11.5	11.9	HG	HG	↑	Significant improvement in Q2 and Q3. YTD 237 of the 1994 referrals are repeat referrals. This indicator has been improving year on year. Statistical Neighbour averages for 2012-13 was 18.2% Harrow was 14% and currently 11.9%
TS2	Timeliness of Assessments (% complete in 45 working days) - YTD	Quarterly (Corporate Scorecard)	▲	New Indicator	New Indicator	New Indicator	90%	87.7	84	79.8	LR	HR	↓	Continues to be a priority area for improvement as workforce issues are addressed. In December, 90% of assessment were completed in timescale which is a major improvement. 1515 of 1898 Assessments were completed within 45 working days YTD.
TS3	Percentage of children with an Initial CP conference within 15 working days of strategy discussion. YTD	Quarterly	▲	77.50	70.4	63.2	tbc	66.3	78.6%	to be confirmed	HG	HG	↔	187 of 246 ICPCs show on frameworki within 15 working days of strategy discussion. There is evidence that some strategy discussions & decisions have not been recorded which is making conferences look out of time when they were not - work is taking place to correct this and a verbal update will be given at the IB
TS4	(BV 162 PAF C20) Reviews of Child Protection cases	Quarterly	▲	100.0	96.2	99	100	100	100	100	HG	HG	↔	All Child Protection Plans have been reviewed within timescales
TS5	% of children with CPP for 2 years or more (snapshot)	Quarterly (Corporate Scorecard)	▼	4.9	3.2	4.4	6%	4%	4.5	1.1	HG	HG	↑	2 out of 181 children have had a child protection plan for 2 years or more
TS6	Child Protection Plan for 2nd or subsequent time (within 2 yrs of last plan) (%) (This indicator has been revised and looks at repeat plans within 2 years of the previous plan)	Quarterly (Corporate Scorecard)	▼	8.2 (previous definition)	New Indicator	New Indicator	6% (prov)	4.2	2	2.5	HG	HG	↑	This indicator has been revised, previously this indicator looked at all children who had a repeat child protection plans (CPP), the new indicator looks at repeat plans within 2 years. Year to date 5 out of 202 children with a new CPP have had a CPP within 24 months of last CPP
TS7	(PAF C68) Timeliness of Reviews of Looked After Children	Quarterly	▲	91.3	not published	not published	95% (prov)	92.2	98.1	95.8	HG	HG	↑	This indicator is under review by DfE, this indicator is monitored locally in line with the previous definition. 7 children had a review that has been out of timescale
TS8	(BV49) PAF A1 Stability of Placements of CLA	Quarterly (Corporate Scorecard)	▼	16.6	11	10.8	11% (Prov)	0.5	3	4.2	HG	HG	↔	7 out of 168 CLA have had 2+ placement moves YTD Action continues to be taken to improve both short and long term placement stability. The Access to Resource Panel meets weekly to gate keep & scrutinize all placement moves for authorisation before they are implemented. The service is focusing on providing improved placement options and improved support / early intervention.

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TS9	PAF D78 Long term stability of CLA (2.5 years) (NI 63)	Quarterly	▲	52.9	67.2	63.6	71% (prov)	50	55.6	52.9	HR	HR	↓	This is a small cohort and small changes can have a big impact. The drop in performance is due to 1 YP turning 16 and no longer in the cohort. 9 out of 18 children who have been looked after for 2.5 years have been in the same placement for 2 years. 3 children had a placement move due to a child protection investigation in the placement, 2 children had historical instability, their current placement for over 12 months has been one of stability, 2 children with special needs moved to a more suitable placements, 1 young person was in a secure in unit and is now in a residential unit. Action continues to be taken to improve both short and long term placement stability. See TS8
TS10	% of Care Leavers in suitable accommodation (19 - 21 year olds)	Quarterly	▲	New Measure	New Measure	New Measure	Baseline to be established	76.9	86	87.7			↑	This is a new measure and DfE are collecting data for care leavers and their accommodation status at their 19th, 20th and 21st Birthday, the indicator is yet to be defined, the previous definition only looked at 19 year olds - Harrow performance for 19 year olds was 80%, SN 87% and England 88%. Harrow performance for 19 year olds only at Q3 is 91.7%
TS11	% of Care Leavers not in education, employment or training (19 - 21 year olds)	Quarterly (Corporate Scorecard)	▲	New Measure	New Measure	New Measure	Baseline to be established	34.6	31.8	35.6			↓	This is a new measure and DfE are collecting data for care leavers education, employment or training activity at their 19th, 20th and 21st Birthday, the indicator is yet to be defined, the previous definition only looked at 19 year olds - Harrow performance for 19 year olds was 53%, SN 40% and England 42%. Harrow performance for 19 year olds only at Q3 is 30.6%
TS12	% of CLA who are looked after 1 yr + with up to date Dental Checks (rolling year)	Quarterly	▲	95.1	Local Indicator	Local Indicator	95 (prov)	82.2	86.6	76.1	LR	HR	↓	Relevant CLA with no recorded dental check have been identified and action is being taken to improve this position. 71 of 90 CLA dental checks have been completed YTD
TS13	% of CLA who are looked after 1 yr + with up to date Health Checks (rolling year)	Quarterly	▲	92.6	Local Indicator	Local Indicator	95 (prov)	91.1	78.3	85.9	HR	HR	↑	79 of 90 health checks have been completed YTD.
TS14	Initial Health Assessment Plans completed within 28 days of children becoming looked after (YTD)	Quarterly	▲	25.8	Local Indicator	Local Indicator	75 (prov)	39%		19.73	HR	HR	↓	YTD 76 new CLA have been looked after 28 days+ .10 CLA had a health assessment within 28 days
TS15	% of children who ceased to be looked after who were adopted	Quarterly	↔	5.0	14	8.8	8	4.5	5	4.8	HG	HG	↓	YTD 90 children ceased to be looked after, 4 children have been adopted & 9 had a special guardianship order granted. We have 44 CLA under the age of 5, 27 of whom have been looked after for 6 months plus. There are 12 children with a decision made for adoption as best interest, of these 9 are in adoptive placements, 1 child moving to an adoptive placement & 1 adoption hearing is planned for January . 3 childrens adoption hearing has been delayed due to court proceedings and hence it is unlikely that we will meet our target. Our performance for 2012/13 was 6% but due to rounding methodology by DfE the published figure comes to 5%
TS16	Overall absence from school of all children who are looked after (% of sessions missed - measured in line with academic year)	Quarterly (Corporate Scorecard)	▼	8.4			10	9.5	6.1	10.25	LG	HR	↓	Dec. data relates to the end of term 1 of new academic year. End of year performance was 8.3%. Please note DfE monitors attendance for children who have been looked after 1 year plus however Harrow monitors attendance of the whole CLA cohort, which can be more volatile with new CLA

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TS17	% of CLA (all CLA) classified as persistent absentees (Measured in line with academic year)	Quarterly	▶	14.4			12% target for academic yr (prov)	18.3	6	16.45	-		↑	This indicator is measured in line with the academic year. End of year performance - 15.5%. Start of new academic year, 13 out of 79 statutory school aged CLA are classified as persistent absentees (missing more than 15% of available school days). - See commentary for TS19
TS18	Percentage of all Children Looked After with permanent exclusions amongst school age Children Looked After, (Measured in line with academic year)	Quarterly (Corporate Scorecard)	▶	0.0			0	0	0	0	-		↔	There were two permanent exclusions in July. End of year performance was 2%.
TS19	Percentage of all CLA with fixed term exclusions amongst school age CLA, (Measured in line with academic year)	Quarterly (Corporate Scorecard)	▶	8.5			12% target for academic yr (prov)	10	2	13.92	-	HR		This indicator is measured in line with the academic year, end of year performance was 12%. The data for Q3 relates to the end of term 1 of the new academic year. 11 out of 79 school aged children have had at least 1 fixed term exclusion, Of the 11 CLA 3 have been looked after 1 Year+ Harrow School Improvement Partnership has been commissioned to support improvements in the CLA virtual school. This project, involving a range of Council and school staff began during Q4 to drive improvements in attendance, achievement and educational experience for CLA.
TS20	% of CLA placed more than 20 miles away from home (snapshot)	Quarterly	▶	13.0			13 (prov)	9.2		18.9			↑	This indicator was recalculated at Q3 This is improving but a number of children in specialist residential schools placed in 52 week placements are considered looked after and therefore impact on this indicator.
TS21 Equalities	Numbers of families who receive direct payments	Quarterly (Corporate Scorecard)	▶	133			tbc	149	160	154	-		↓	113 families are receiving Core Offer Direct Payments, while 47 families are receiving care package Direct Payments as at June 2013.
TS22	First time entrants to the Youth Justice System 10-17 (rolling 12 month period) (Rate per 100,00, 10-17 population)	Quarterly (Corporate Scorecard)	▶	114 (Jul 11 - Jun 12) (471)			Reduction	106 (Oct 11 - Sept 12) (436)	62 (Apr 12 - Mar 13) (262)	70 (Jul 12 - Jun 13) (296)	-		↓	Latest Available Figure: Q3 figures shows a slight increase in the number of first time entrants for Harrow, Harrow's FTE rate per 100,000 population is 296 compared to 480 Nationally and 370 for comparator YOT's. The National trend is a downward trajectory. Changes in the criminal justice system now put a greater emphasis on keeping young people out of the system by using alternative interventions for those committing minor offences or identified as at risk of offending. Despite the slight increase for Q3 quarter, overall, Harrow's FTE rate has dropped faster than comparator authorities & national rates due to joint work between Youth Offending Team, Police & Early Intervention Teams as well as our successful Triage system's initiatives & early interventions.

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TS23	% of Young people within the YJS receiving a conviction who are sentenced to custody (denotes no of young people). (Rate per 1000, 10-17 population - Rolling 12 month period)	Quarterly	▶	17/165 (10.3%) (April 12- Mar 13) (0.80) (Jan 12-Dec 12)			Reduction	0/44 (0%) (April 13- Jun 13) (0.84) (Apr 12 - Mar 13)	4/108 (3.7%) (Apr 13 - Sep 13) (0.46) (July 12-Jun 13)	(Provisional) 9 (Apr 13 - Dec 13) (0.55) (Oct 12-Sept 13)	-		↘	Latest Available Figure: This indicator measures the percentage of custodial sentences issued to young people as proportion of all young people's convictions in court (not pre-court disposals). By end of Q2, 4 out of 108 disposals resulted in a custodial sentence. The YOT team are seeking alternatives to custodial sentences wherever this is appropriate. Official data for total number of court disposals for Q3 is not yet available, however local data suggests that 5 young people were sentenced to custody in Q3, which will give a total year to date figure of 9. YJB publish rates for a rolling 12 month period - our rate of 0.55 is slightly higher than the national rate of 0.50 but in line with the comparator YOT's rate of 0.55.
TS24	% of Reoffenders after 12 months (number) (data provided to the YJB by Police)	Quarterly	▶	33.0% (95/288) (Jan 10 - Dec 10)			Reduction	33.5% (88/263) (Apr 10 - Mar 11)	44% (92/209) (Oct 10 - Sep 11)	39.4% (85/215) (Jan 11 - Dec 11)	-		↕	Latest Available Figure: The measure represents a rolling 12 month cohort of all young people who received a disposal or were released from custody. The cohort is then tracked for 12 months. Overall the number of disposals has dropped due to reduced first time entrants (TS22) however the number of reoffenders has remained stable meaning that they now make a larger proportion of the offending population)
TS25	Percentage of Children Looked After for 1 year plus achieving Level 4+ at KS2 in both English and Maths	Annual	▶	0%			tbc		66.70%	Annual Indicator				2 out of a cohort of 3 children achieved level 4+ in both English & Maths, one child attends a school for special educational needs.
TS26	Percentage of Children Looked After for 1 year plus achieving 5+ A*-C GCSEs including English and Maths GCSEs at KS4	Annual	▶	0%			tbc		8.30%	Annual Indicator				Out of a cohort of 12 young people, only 4 sat for GCSE exams and 1 young person achieved 5+ A*-C GCSEs including English and Maths
TS27 Equalities	We have reduced the proportion of NEET to no more than 20% for young people who have offended and to no more than 50% for children leaving care by March 2014	Quarterly	▶	YOT (26%) LC (48.2%)			YOT (20%) LC (48.2%)		YOT (33%) LC (50%)	YOT (29.3%) LC (22.6%)			↕	Data for Q2 at the end of Sept may appear higher as some young people are in transition from High school

Direction of travel: This is a judgement on the actual data

↕	performance has improved
↘	performance has deteriorated
↔	performance remains the same

RAG STATUS

HR	Needs prompt attention
LR	Poor
A	Adequate
LG	Good
HG	Excellent

Early Intervention Services Data at Q3 2013/14

New families referred to EIS		
Q1	Q2	Q3
98	158	173

Children's Centres - services provided	
Q2: Overall Reach As at Sept 2013 (worked out over a 2 year period since Sept 2011)	Q3: Provisional Reach as at Dec 2013 (worked out over a 2 year period since Dec 2011)
<u>Cedars Hub</u>	
• 85% of children in area reached	• 88% of children in area reached
• 80% of target groups reached	• 80% of target groups reached
<u>Kenmore Hub</u>	
• 85% of children in area reached	• 85% of children in area reached
• 78% of target groups reached	• 78% of target groups reached
<u>Hillview Hub</u>	
• 76% of children in area reached	• 79% of children in area reached
• 69% of target groups reached	• 69% of target groups reached
<u>Whitefriars</u>	
• 93% of children in area reached	• 93% of children in area reached
• 90% of target groups reached	• 88% of target groups reached
<u>St Josephs</u>	
• 89% of children in area reached	• 92% of children in area reached
• 78% of target groups reached	• 79% of target groups reached

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