

Progress in delivery of strategic outcomes

Service Priority 03: Ensure children have the best start in life by focusing on prevention and early intervention to address barriers to progress and deliver effective outcomes

The Children & Young People's (Scotland) Act 2014 (CYP Act) is one of the main strategic drivers in ensuring that we continue to improve our service delivery so that the children, young people and their families receive the best possible service from us. The CYP Act has a number of areas which will directly impact on Children and Families Service, for example;

- . 600 Hours Education and Childcare for vulnerable and entitled two year olds
- . The extension of the provision of care for young people up to the age of 21 and advice and financial support up to the age of 25
- . The introduction of the 'named person' by August 2016

Are just some of the parts of the CYP Act which are impacting upon and reshaping how we all work. The GIRFEC Board and a multi-agency shortlife working group are working to ensure that we are on track to deliver the legislative outcomes on time.

The Public Protection Office in Musselburgh had its official opening week commencing 20th April. The office is now ready for Police colleagues to join the rest of the team which will bring about a different and improved way of working. The Public Protection Committee is well established, as is the Performance and Quality Improvement sub group who have now devised an East & Midlothian Public Protection Performance Framework which has an overview of child protection, adult support & protection, violence against women & children and offender management improvement plans. The Committee members and those from the sub group will shortly be undertaking an evaluation session to identify any gaps in our planning and to assist us in our planning for going forward.

Over the past year we have been relentless in our pursuit to stabilize and better understand our fluctuating child protection (CP) statistics. The last twelve months have brought around a significant reduction in our CP statistics with only 16 families (21 children) on the register in March 2015. This compares with 45 families (79 children) at the same period last year and a high of 51 families (93 children) during the year. This reduction is as a result of collaborative working with health and police to ensure that only children who are at risk of significant harm are brought into the child protection arena. We are ensuring that other systems such as the Children's Reporter or intensive support from our own staff or Children 1st are being utilised so as to reduce the risks faced by some of the families. The Child Protection Register is only one way to manage risk and we are encouraging staff to be more creative in finding solutions to high risk cases. The sections below outline other areas of work which support children and their families.

The Family Resilience Project will continue to run for another year until such times that a larger review of all of children's services can be completed which will influence how we take 'this approach' forward into the wider working environment. The approach taken by the team within Family Resilience is around intensive support when required but also around 'sticking by' families regardless and offering a mentoring role which focuses on positive behaviours. The external evaluation has shown that this work ensured better outcomes for the **3 families and 17 children** involved in the initial project.

Residential Services. The review of residential services is well underway and the management team have regular meetings and discussions with staff to look at how we can improve and shape the service so that it best meets the needs of young people and their families. Over the years our residential service has changed and in order to take the service forward we need to ensure that all our staff are knowledgeable and have the necessary skills and experience required to support our young people who can have very complex and demanding needs. The outcome of this review will help us to develop other services within children and families. At our most recent inspection of residential services in October 2014 we were advised that the quality of care and support, the quality of environment the young people live in and the quality of staffing were rated as 'very good' and we will build on this in the coming years.

We are also supporting more children to remain at home with intensive support from our staff at Dalkeith House. Earlier identification of issues and concerns by family support staff through forums or stage 2 meetings is beginning to have an impact on the number of cases escalating to stage 3 forms of intervention. In the last year we have worked with 145 families involving 170 children at stage 2 and this has prevented the cases escalating to higher levels of need.

Hawthorn Children's Centre received an unannounced visit from the Care Inspectorate in January 2015 their report rated them with three 'very goods' and one 'excellent' rating for the quality of care and support offered to service users. The Centre has opened up a 3 bedroom flat nearby which has been furnished to a high standard with support from staff at IKEA and McSense and is a fantastic environment for children and parent contact and undertaking parenting capacity assessments in a 'homely' situation.

Midlothian fostering and adoption services were also inspected in the course of the last year with a significant improvement in the adoption service in particular (from 'weak' to 'good' for Quality of Care and Support and from 'adequate' to 'good' for Quality of Management and Leadership. Quality of Staffing was unchanged at 'good'). This has been the result of ongoing training to all staff to better understand the impact of good permanence planning. We now have a permanence framework which is clear and easy to use and helps workers to track what stage they are at and what needs to be done prior to attending adoption and permanence panels. Coupled with this, the Family Placement Team has an ongoing recruitment campaign to recruit foster carers, respite carers and adopters to assist us in meeting the extra requirements placed upon the local authority under the new Children & Young People's (Scotland) Act 2014, whereby we have a duty to offer a care placement to young people up until the age of 21. We have recruited 4 new foster carers since April last year.

Midlothian's LAC/LAAC statistics have reduced with children who are looked after at home (LAC) having reduced quite significantly over the past 12 months from **102 in March 2014 to 62 in March 2015**. Children looked after away from home (LAAC) have reduced by 10 from 230 to 220 over the past year, however external foster placement have increased by 6 placements since March 2014 to March 2015 from 19 to 25. The balance of care ie: those in kinship places vs residential and foster placements has improved by 9% over the past year to 39%. To better understand the above statistics we need to be mindful that kinship care is a growing provision and one that should always be explored when we are contemplating accommodating any child or young person

The Self Directed Support Act (Scotland) 2013 is another piece of significant legislation which continues to be promoted within children and families with the new 'stage 2' outcome focused assessment becoming more embedded in our practice. have worked with 145 families this year (at stage 2). There is still work to do in taking this approach forward in our more complex social work cases however ongoing support and training is continuing to be rolled out over both Adult and Children's Services.

Work is ongoing in relation to the Integration of Children's Services into Adult Health & Social Care. From the events we have already held it is very clear that Children's Services have long and established good working relationships with our health colleagues. Further discussions are required regarding the direction of travel in this area.

Emerging Challenges and Risks

Reducing unplanned overspend remains our biggest challenge. We are in the process of reviewing all areas within children and families services to look at how we can do things differently and by working in partnership with our key agencies we can improve outcomes for children and young people.

Managing risk within our communities is a challenge as our vision is to maintain where possible all children and young people within their own homes and communities. This requires buy in from all services such as education, police, community safety, voluntary agencies and health colleagues to commit to do everything possible to manage risk rather than export the risk to another agency or area. This requires strong leadership and a commitment to ensure that the vision and ethos we work to 'A Midlothian child is a Midlothian child' is owned and understood by all agencies and professionals.

A key challenge continues to be the higher than average numbers of young people in secure care. Whilst our Child Protection figures have reduced considerably over the last 6 months, this is offset with increased risk taking behaviour within the community by some of our young people. Currently we have 2 young people in secure care.

The implementation of the Named Person in 2016 is a challenge around how we share sensitive information and ensure that our health and education colleagues have the support and IT provisions to make this possible.

Sickness absence – We are addressing sickness absence across the service and have arranged for all first line managers to have training from our HR colleagues so that they are confident in implementing the policy in addition to ensuring that we have a consistent approach to managing all staff.

Children's Services PI summary

Outcomes and Customer Feedback

Priority	Indicator	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Feeder Data	Value
		Value	Value	Value	Value	Value	Status	Note	Short Trend			
01. Provide an efficient complaints service	Number of complaints received (cumulative)	30	2	3	6	8		Data only				
	Average time in working days to respond to complaints at stage 1	8.08	0	0	0	11.5		14/15: Off Target. Outstanding complaints are being dealt with by relevant officers.		5	Number of complaints complete at Stage 1	2
											Number of working days for Stage 1 complaints to be Completed	23
	Average time in working days to respond to complaints at stage 2	15.21	10	8	10	10.83		14/15: On Target.		20	Number of complaints complete at Stage 2	6
											Number of working days for Stage 2 complaints to be Completed	65
	Percentage of complaints at stage 1 complete within 5 working days	53.85%	0%	100%	0%	50%		14/15: Off Target. One stage 1 complaint took longer than 5 days and is being addressed by the relevant officer.		95%	Number of complaints complete at Stage 1	2
										Number of complaints at stage 1 responded to within 5 working days	1	
	Percentage of complaints at stage 2 complete within 20 working days	92.86%	100%	100%	60%	83.33%		14/15: Off Target. One stage 2 complaint took longer than 20 days and is being addressed by the relevant officer.		95%	Number of complaints complete at Stage 2	6
										Number of complaints at stage 2 responded to within 20 working days	5	

Making the Best Use of our Resources

Priority	Indicator	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Feeder Data	Value
		Value	Value	Value	Value	Value	Status	Note	Short Trend			
02. Manage budget effectively	Performance against revenue budget	N/A	£ 16.392 m	N/A	£ 14.901 m	N/A		14/15: Budget information will be presented to the Council in June 2015.				
04. Manage stress and absence	Average number of working days lost due to sickness absence (cumulative)	11.90	3.60	7.13	9.04	12.44		14/15: Off Target. We are working with our HR colleagues to address short and long term absence within Children's Services, in particular to ensure that there is a consistent approach taken across the		8.50	Number of days lost (cumulative)	2,190.04
											Average number of FTE in service (year to date)	176.02

									service in supporting and managing this issue.				
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Corporate Health





Priority	Indicator	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15			Annual Target 2014/15	Feeder Data	Value	
		Value	Value	Value	Value	Value	Status	Note				Short Trend
05. Complete all service priorities	% of service priorities on target / completed, of the total number	96%	100%	90.48%	100%	95.24%		14/15: On Target.		90%	Number of service & corporate priority actions	21
												Number of service & corporate priority actions on tgt/completed
06. Process invoices efficiently	% of invoices paid within 30 days of invoice receipt (cumulative)	96.6%	97.26%	96.94%	96.25%	96.06%		14/15: On Target.		95%	Number received (cumulative)	2,743
												Number paid within 30 days (cumulative)
08. Improve PI performance	% of PIs that are on target/ have reached their target.	64.71%	80%	80%	70%	75%		14/15: Off Target.		90%	Number on tgt/ tgt achieved	9
												Number of PI's
09. Control risk	% of high risks that have been reviewed in the last quarter	100%	100%	100%	100%	100%		14/15: On Target. No risks are graded as high.		100%	Number of high risks reviewed in the last quarter	0
												Number of high risks







Improving for the Future







Priority	Indicator	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15			Annual Target 2014/15	Feeder Data	Value	
		Value	Value	Value	Value	Value	Status	Note				Short Trend
10. Implement improvement plans	% of internal/external audit/BVR actions on target/ completed, of the total.	0%	0%	0%	100%	87.5%		14/15: Off Target.		90%	Number of on tgt/ completed actions	14
												Number of outstanding actions






Children's Services Action report

Service Priorities Actions

Code	Priority	Action	Due Date	Icon	Progress	Comment & Planned Improvement Action
C.S.1.1	01. SMP GIRFEC - Focus on prevention and early intervention to ensure children and young people are safe, healthy, achieving, nurtured, respected, responsible and included	Implement the findings from the review of Locality Forums and Mapping exercise /Examine existing Stage 2 processes to explore and review	31-Mar-2015		100%	14/15 Complete: We are continuing to strengthen Stage 2 processes within schools. This is leading to a reduction in referrals to Forums. We have identified the Penicuik locality as a starting place to implement stage 2 meetings for under 5s and are making plans for implementation.
C.S.1.2		Ensure that children requiring permanence options are identified at an early stage and that appropriate plans are in place	31-Mar-2015		100%	14/15 Complete. Foster Care Recruitment Strategy targets wider pool of carers on a regular basis as opposed to bi-annually. 41 (from 18.11.14 to 31.03.15) Fostering prep group held Feb/March 2015 – 5 Fostering prep group 29th/30th May 2015 - Total units already invited : 5
C.S.1.4		Ensure that Midlothian Residential Services provides good quality care and support for young people	31-Mar-2015		100%	14/15 Complete: Residential Service review is almost complete with dates agreed to consult with unions and staff week commencing 27th April. The review will further support staff to prevent young people to remain in their own homes & communities
C.S.1.5		Review Integrated Children's Services Plan (ICSP) priorities to ensure that they meet current requirements	31-Mar-2015		100%	14/15 Complete: 15/16 GIRFEMC Thematic plan finalised and submitted to Community Planning Partnership Board for adoption. Authorisation gained to continue Integrated Children's Services Plan for a further year to align three year cycle with Single Midlothian Plan medium term priority review cycle.







Code	Priority	Action	Due Date	Icon	Progress	Comment & Planned Improvement Action
C.S.1.6	01. SMP GIRFEC - Focus on prevention and early intervention to ensure children and young people are safe, healthy, achieving, nurtured, respected, responsible and included	Ensure that new Self directed Support Worker engages with children, young people and their families	31-Mar-2015		100%	14/15 Complete: Ongoing work for service. Now undertaken self directed support approach as part of stage 2 working with families.
C.S.1.7		Provide a range of opportunities to involve children, young people and their families in the Integrated Children's Services Plan	31-Mar-2015		100%	14/15 Complete: Young people are offered the opportunity to contribute to improving the service via an informal meeting with access to senior managers who can help take action on some of the ideas they have.
C.S.1.8		Through the ICSP (Integrated Children's Service Plan) identify opportunities to tackle inequalities through building Community, workforce and partners	31-Mar-2015		100%	14/15 Complete: The Equality Outcome and Mainstreaming Report details priorities that have impacted on areas of need.
C.S.1.9		Support the GIRFEMC sub-groups delivery of priorities as outlined in the Integrated Children's Service Plan	31-Mar-2015		100%	14/15 Complete: Subgroup structure revised to align with GIRFEMC key activities for 15/16, actions under previous subgroups complete, taken forward into new subgroups or no longer appropriate.
C.S.2.2	02. SMP GIRFEC - Improve outcomes for children and young people by continuing to implement 'Getting it Right for Every Child' and putting in place changes required by the laws which go with it.	Ensure that appropriate staff fulfil obligations as named persons and lead professionals	31-Mar-2016		100%	14/15 Complete: No change in terms of Lead Person role. Work has been started with schools and managers of Health Visitors to begin to prepare for implementation of Named Person in 2016, we are looking at how our service can support this change.
C.S.3.1	03. SMP GIRFEC - Support children and young people to manage risk taking behaviour	Ensure that all young people, where alcohol or drugs has been identified as an issue, have a Stage 3 plan	31-Mar-2015		100%	14/15 Complete: We continue to work closely with partner agencies to raise awareness of the impact of substance misuse and to support young people to address their substance misuse. This latter task is done through individual care planning and through partnership work at the screening group for young people referred by the Police, this meeting allows for multi-agency review of plans.









Code	Priority	Action	Due Date	Icon	Progress	Comment & Planned Improvement Action
C.S.3.2	03. SMP GIRFEC - Support children and young people to manage risk taking behaviour	Support children affected by parental substance misuse through inter-agency working	31-Mar-2015		100%	14/15 Complete: The Substance Misuse Screening Group continues to meet and we are working on extending the range of referral agencies. The Group works together to identify services to support the adults in families to reduce their substance misuse and to support children affected by parental substance misuse. Training sessions have been held to introduce the new guidance to support children affected by parental substance misuse.
C.S.5.1	05. SMP GIRFEC - Improve outcomes for vulnerable or at risk children and young people	Work with schools and colleges to improve attainment for Looked After Children and young people.	31-Mar-2015		100%	14/15 Complete: Corporate Parenting Strategy complete. Young People do not want child friendly strategy- they require direct contact with senior officers so that they can raise issues as appropriate. Through Care After Care (TCAC) –Will continue to monitor new children’s legislation, this will include a review of commissioning and LAC nurse impact.
C.S.5.2		Continue to deliver the Corporate Parenting programme	31-Mar-2015		100%	14/15 Complete: We will soon review the impact of Who Cares? Scotland regards the KICK group. Young people have led on changing the emphasis of their involvement. They requested that the Board meet with them to listen to their issues and report back on themes.
C.S.5.3		Ensure that all Looked After and Accommodated Children (LAAC) are linked with appropriate transition supports	31-Mar-2015		100%	14/15 Complete: The MARG budget continues to decrease as a result of robust scrutiny of all referrals & a commitment to keep where possible all children & Young people in Midlothian.
C.S.6.1	06. Protecting Midlothian's Children	Ensure that all children & young people at stage 3 support have an assessment and care plan appropriate to their needs	31-Mar-2015		100%	14/15 Complete: All children & young people in this category have an assessment and care plan which is subject to regular review. We are actively working with Team Leaders and later with Core Groups on making child protection plans SMARTer. We are also developing training to continuously improve the quality of our assessment reports.
C.S.6.2		Ensure that we provide robust stage 3 supports to prevent young people being accommodated in secure provision	31-Mar-2015		100%	14/15 Complete:

Code	Priority	Action	Due Date	Icon	Progress	Comment & Planned Improvement Action
C.S.7.1	07. Develop and implement a programme of continuous improvement and efficiency to develop additional capacity	Ensure that services commissioned by Children's Services have block contract or Service Level Agreement (SLA) in place	31-Mar-2015		75%	14/15 Off Target: We have national agreement contracts with most of our external fostering agencies, residential schools, and secure units. In addition we also now have SLAs in place for recruitment agencies thereby paying an agreed amount for locum workers. Previously many SLAs for Surestart and other voluntary agencies came under Children's Services, however these have been moved to Education.
C.S.7.2		Continue to improve in all inspection areas	31-Mar-2015		100%	14/15 Complete: Staff development programme and plan in place regarding recent Integrated Children's Services inspection.
C.S.7.3		Co-ordinate preparation for internal and external inspections and audits	31-Mar-2015		100%	14/15 Complete: The Performance & Planning team has continued to link with the inspector from the multi-agency inspection of children's services and are continuing to implement the action plan agreed from the inspection report.
C.S.7.5		Continue to raise qualification levels of staff	31-Mar-2015		100%	14/15 Complete: We continue to offer appropriate training to residential staff to ensure they have the appropriate skills and experience to work in this challenging environment.
C.S.7.6		Deliver ongoing staff training and development to target specific areas as identified by the care inspectorate	31-Mar-2015		100%	14/15 Complete.













Children's Services PI Report









Service Priority Indicators

PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15			Annual Target 2014/15	Benchmark	
			Value	Value	Value	Value	Value	Status	Short Trend			Note
C.S.1.2b	01. SMP GIRFEC - Focus on prevention and early intervention to ensure children and young people are safe, healthy, achieving, nurtured, respected, responsible and included	The length of time from a child becoming Looked After to recommendation for permanence	N/A	N/A	N/A	6.8	6.8			14/15 On Target: Average time to recommendation to permanence was 6.8 months for 6 children (4 families) ranging from 5 to 9 months. The target has been reviewed and changed to 10.5 months, as the previous target of 24 was set as the time to actual placement rather than to a recommendation.	10.5	
C.S.1.4a		Number of children and young people that staff from Residential Services support that prevents them being accommodated	2	0	24	45	45			14/15 On Target: Residential Service review is almost complete with dates agreed to consult with unions and staff week commencing 27th April. The review will further support staff to enable young people to remain in their own homes & communities	40	No formal benchmark available.
C.S.1.7a		No of children and young people directly involved in the Partnership (through attendance at meetings or through subgroup activity with children and young people)	2	6	6	9	9			14/15 On Target: Young people are offered the opportunity to contribute to improving the service via an informal meeting with access to senior managers who can help take action on some of the ideas they have.	4	

PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Benchma rk
			Value	Value	Value	Value	Value	Status	Short Trend	Note		
C.S.1.9a	01. SMP GIRFEC - Focus on prevention and early intervention to ensure children and young people are safe, healthy, achieving, nurtured, respected, responsible and included	Percentage of outcomes in the GIRFEMC plan that have been delivered or are on target to be delivered	100%	N/A	100%	N/A	100%			14/15: On Target: Subgroup structure revised to align with GIRFEMC key activities for 15/16, actions under previous subgroups either complete, taken forward into new subgroups or no longer appropriate.	80%	No formal benchma rk available.
SMP.G.C.5. 2a		Increase the number of self directed support service users	19.75	19	24	25	30			14/15 On Target: Self Directed Support is fast becoming a way of working rather than a specific form of intervention for designated service users. It is being rolled out across all of family support and will in time become part of staged 3 forms of intervention.	25	
C.S.3.1a	03. SMP GIRFEC - Support children and young people to manage risk taking behaviour	Percentage of young people with serious substance misuse that have a stage 3 plan	100%	100%	100%	100%	100%			14/15: On Target.	100%	No formal benchma rk available.
C.S.5.1a	05. SMP GIRFEC - Improve outcomes for vulnerable or at risk children and young people	Percentage of young people ceasing to be looked after at home, who achieved at least one SCQF level 3 or better (English or Maths)	75%	N/A	N/A	N/A	76.9%			14/15: Data quoted (76.9%) is the % S4 pupils who were looked after at home (at the time of the schools census in Sept) who achieved English and Maths at SCQF level 3 or better (any subject). This compares to 88.4% for all S4 pupils. This data is not directly comparable to previous years. Going forward, the wording of this indicator needs to be reviewed as these SQA results will not be available in this format.		

PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Benchma rk
			Value	Value	Value	Value	Value	Status	Short Trend	Note		
C.S.5.1b	05. SMP GIRFEC - Improve outcomes for vulnerable or at risk children and young people	Percentage of young people ceasing to be looked after away from home, who achieved at least one SCQF level 3 or better (any subject)	65%	N/A	N/A	N/A	85.7%	■	↑	14/15: Data quoted (85.7%) is the % S4 pupils who were looked after away from home (at the time of the schools census in Sept) who achieved at least one SCQF level 3 or better (any subject). This compares to 99.3% for all S4 pupils. This data is not directly comparable to previous years. Going forward, the wording of this indicator needs to be reviewed as these SQA results won't be available in this format.		
C.S.5.1c		Percentage of young people ceasing to be looked after at home, who achieved at least one SCQF level 3 or better (any subject)	75%	N/A	N/A	N/A	92.3%	■	↑	14/15: Data quoted (92.3%) is the % S4 pupils who were looked after at home (at the time of the schools census in Sept) who achieved at least one SCQF level 3 or better (any subject). This compares to 99.3% for all S4 pupils. This data is not directly comparable to previous years. Going forward, the wording of this indicator needs to be reviewed as these SQA results won't be available in this format.		
C.S.5.1d		Percentage of young people ceasing to be looked after away from home, who achieved at least one SCQF level 3 or better (English or Maths)	65%	N/A	N/A	N/A	64.3%	■	↓	14/15: Data quoted (64.3%) is the % S4 pupils who were looked after away from home (at the time of the schools census in Sept) who achieved English and Maths at SCQF level 3 or better (any subject). This compares to 88.4% for all S4 pupils. This data is not directly comparable to previous years. Going forward, the wording of this indicator needs to be reviewed as these SQA results won't be available in this format.		

PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15			Annual Target 2014/15	Benchma rk	
			Value	Value	Value	Value	Value	Status	Short Trend			Note
C.S.5.3a	05. SMP GIRFEC - Improve outcomes for vulnerable or at risk children and young people	Number of new referrals to MARG (Multi Agency Review Group)	1	0	0	5	N/A			14/15: The MARG budget continues to decrease as a result of robust scrutiny of all referrals & a commitment to keep where possible all children & Young people in Midlothian.	6	No formal benchma rk available.
CF.LPI.02	06. Protecting Midlothian's Children	Child Protection: % of Initial Case Conferences held within 21 days of date of referral (cumulative)	76.75%	94.1%	96%	91.2%	84.4%			14/15: Off Target, but only slightly lower than the 85% target. 38 out of 45 ICCs were on time; with these small numbers just one more on time would have brought the figure above target.	85%	Benchma rk 100%
CF.LPI.03		Child Protection: % of Review Case Conferences held within 3 months of previous Initial or Review Case Conference (cumulative)	98.9%	93.9%	87%	85.9%	87.9%			14/15 Off Target: 94 out of 107 on time. Some delays were due to staff bereavement or miscalculation of date pertaining to newborns.	100%	Benchma rk 100%
CF.LPI.05		Child Protection: % of Core Group meetings held within 15 days for Initial (cumulative)	63%	40.6%	53.7%	65.5%	63%			14/15 Off Target: 46 out of 73 on target (63%). During Q2 and Q3 targets were met (100%), however, there were far fewer Core Group meetings during these quarters.	100%	
C.S.7.1c	07. Develop and implement a programme of continuous improvement and efficiency to develop additional capacity	Percentage of commissioned services with SLAs	N/A	N/A	N/A	N/A	N/A			14/15: A review of services is ongoing and we are beginning to introduce SLA's as we progress with the review.	80%	
C.S.7.2a		Percentage of the HMle Main Areas for Improvement addressed to a satisfactory level	N/A	N/A	N/A	N/A	N/A			14/15: No longer relevant. Inspection and follow through of Psychological Services were signed off in March 2014.	100%	No formal benchma rk available.

PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Benchma rk
			Value	Value	Value	Value	Value	Status	Short Trend	Note		
C.S.7.4a	07. Develop and implement a programme of continuous improvement and efficiency to develop additional capacity	Percentage of Children's Hearing system reports submitted within target time	N/A	N/A	N/A	N/A	N/A			14/15: SCRA are no longer able to produce this data following a change to their systems.	85%	
C.S.7.4b		Percentage of children seen by a supervising officer within 15 days	82.75%	64%	72%	84%	80%			14/15: On Target, with steady improvement seen each quarter through the 2014/15 year.	75%	
C.S.7.5a		EC7: % of care staff with appropriate qualifications in local authority residential children's homes	90%	N/A	N/A	N/A	99%			14/15 On Target: We continue to offer appropriate training to residential staff to ensure they have the appropriate skills and experience to work in this challenging environment.	90%	58.9% - National Figure taken from 2007/08 PI results
C.S.7.5b		Percentage of newly qualified staff who complete their Year 1 training	N/A	N/A	N/A	N/A	100%			14/15 On Target: Midlothian Council is a learning organisation that ensures all newly qualified staff undertake the Year 1 training to consolidate their first year of work experience.	100%	

Local Government Benchmarking Framework (LGBF). Data for 14/15 will be published in November/December 2015 by the Improvement Service

PI Code	Priority	PI	2013/14	Q1 2014/15	Q2 2014/15	Q3 2014/15	2014/15				Annual Target 2014/15	Benchma rk	
			Value	Value	Value	Value	Value	Status	Short Trend	Note			
CHN8a	Local Government Benchmarking Framework	The Gross Cost of "Children Looked After" in Residential Based Services per Child per Week	£4,402.47	LGBF data for 14/15 will be published in November/December 2015 by the Improvement Service.									2013/14 Rank 27
CHN8b		The Gross Cost of "Children Looked After" in a Community Setting per Child per Week	£254.59	LGBF data for 14/15 will be published in November/December 2015 by the Improvement Service.									2013/14 Rank 20
CHN9		Balance of Care for looked after children: % of children being looked after in the Community	92%	LGBF data for 14/15 will be published in November/December 2015 by the Improvement Service.									2013/14 Rank 6