

Appendix 2

Suggested new contractual key performance indicators for Slough Children First

N o.	Indicator	Measure	Comments	Link to DfE commissioner priorities	New/ Existing KPIs
1	Effectiveness of corporate parenting panel	Satisfactory progress made against LGA review recommendations and Ofsted feedback	SCF is key to ensuring CPP is more effective, including via work programming, sharing of best practice and officer reports.	Political ownership	New
2	Effectiveness of Council's scrutiny function	Contribute to at least one scrutiny topic per year leading to evidence-based recommendations or improvements	SCF contributing to scrutiny programme, leading to purposeful scrutiny recommendations to drive improvements in services for children	Political ownership	New
3	Effective governance	Compliance with contractual requirements, including timely submission of annual report, business plan, performance reports and contributing to contract monitoring processes.	Compliance with contractual requirements leading to good collaboration and compromise, prioritising outcomes	Governance and accountability	New
4	Effective statutory partnerships	Implementation of recommendations from LGA peer review for youth justice service. Review of outcomes in annual safeguarding report. Attendance at key partnership boards.	Active engagement of partners in statutory partnerships managed by SCF, leading to evidence based improvements in outcomes. Effective contribution by SCF in partnership boards.	Effectiveness of partnership working	New

		Feedback from partners.			
5	Effective commissioning strategies	Published commissioning strategies with detailed action plans and systems for monitoring progress.	Focus is on single commissioning, but this may move to joint commissioning strategies in the future.	Effectiveness of business and improvement arrangements	New
6	Effective inter-agency working	Evidence of embedding local priorities across wider partnership. Deliver clear improvements in working with VCS and faith leaders/groups. Strengthen MASH.	Evidence may include co-location, joint training, work shadowing, participation in strategy meetings, core groups and CP conferences. Feedback from external inspections and reviews will provide further assurance.	Effectiveness of partnership working	New
7	Business improvement	Evidence of: supporting children to stay at home, family led decision-making, strengthening of oversight of children missing from home and vulnerable to exploitation.	This is covered in business and improvement plan, but the detail will be in action planning beneath this. This should focus on better outcomes withing financial budget. Progress should be covered in annual report.	Effectiveness of business and improvement arrangements	New
8	Effective risk management system	Embed audit programme to drive improvements in quality of service. Improved management oversight. Evidence of LADO providing scrutiny and oversight where	Evidence of data informing risk registers and team, directorate and corporate risk register systems leading to effective mitigation of risk - measured by reporting to SCF A&CG Committee.	Effectiveness of business and improvement arrangements	New

		professional issues raised.			
9	Culture leading to outcomes focused improvements	Positive feedback from staff surveys. Feedback from children, young people and families. Complaints data reporting system embedding listening and learning culture.	Evidence to be presented in annual report and stand alone reports updating on progress against children and young people's participation strategy.	Cultural shift, change management and communications	New
10	Improved participation of children and young people at strategic level	Evidence that the aspirations and priorities in the children and young people's participation strategy are delivering improved outcomes and positive feedback from children and young people. Feedback from surveys and capturing ad hoc feedback. Evidence of involvement from harder to reach groups. Effective consultation on new and amended strategies.	Breadth of opportunity for children and young people to drive and influence practice and strategy.	Participation, voice and influence	New
11	Financial sustainability - annually - SCF will live within its means	Production of regular financial forecasting reports to SCF board and in contract monitoring meetings.	SCF producing evidence based contract sum request and containing resources within this.	Sufficiency, sustainability and management of resources	New

		Evidence of actions being taken to mitigate pressures where identified. Appropriate use of in-year change mechanism where required.			
1 2	Evidence of value for money.	Effectively manage all external placements. Reduce overall spend on legal costs Reduce cost of independent assessments in PLO cases. Robust arrangements for determining unit costings, value for money comparisons across comparators	Priorities are set out in business and improvement plan. This will require effective action planning and assurance data to the board and in contract monitoring meetings. This also links to a culture / doctrine across the organisation in relation to best value.	Sufficiency, sustainability and management of resources	New
1 3	Financial sustainability - medium term	To deliver a MTFS which aligns with Council's MTFS and to ensure plans to repay loan at end of contract.	Delivery of longer term priorities that deliver improvements within medium term funding envelope	Sufficiency, sustainability and management of resources	New
1 4	Quality of practice	QA reports demonstrating robust RAG rating linked to need to drive improvements and showing improvement over time. % of re-referrals at 22% or below. CLA placed over 20 miles away at 20% or below.	Added in quality assurance measures.	Quality of Practice	Amended

15	Participation in CLA reviews	92.0% or above participating. QA identifying that participation is effective and leading to individualised plans.	Add in quality standard in addition to number participating.	Participation Voice and Influence	Existing
16	CLA placed over 20 miles away	20%	To keep under review target and whether this should benchmark to England or South East.	Quality of Practice	Existing
17	Care experienced young people in employment, education or training	52% in EET. 85% with pathway plan (18+). QA process demonstrating quality of plan and evidence of effective participation.	Added in quality standard.	Participation Voice and Influence	Amended
18	Workforce supervision	Evidence of appraisals being undertaken and learning and development captured. Staff survey feedback. Turnover data and exit interview data.		Workforce planning and staff engagement	Amended
19	Workforce diversity	Workforce strategy with priorities and targets for workforce diversity. Evidence of effective staff networks representing staff with protected characteristics. Mentoring and support	Aligned with Council's equality objectives.	Workforce planning and staff engagement	Amended

		programme to increase diversity at management and leadership levels.			
20	Children with disabilities	Ensure disability assessments are undertaken and care needs met to enable children with disabilities to engage in social activities on an equal footing to their peers	Improvement can be measured via external assessment by Ofsted and feedback from DfE from monitoring visits.	Quality of practice	New