

**REPORT TO: CHILDREN & YOUNG PEOPLE'S SERVICE COMMITTEE ON  
9 JUNE 2010**

**SUBJECT: PERFORMANCE TARGETS FOR THE CHILDREN & FAMILIES  
SOCIAL WORK SERVICE**

**BY: DIRECTOR OF COMMUNITY SERVICES**

**1. REASON FOR REPORT**

- 1.1 This report is provided to seek approval of members to targets in relation to key performance indicators for the Children and Families Social Work Service
- 1.2 This report is submitted to Committee in terms of Section D(23) of the Council's Administrative Scheme relating to developing and monitoring the Council's Performance Management Framework for Children & Young People's Services.

**2. RECOMMENDATION**

- 2.1 It is recommended that Committee approve the Performance Targets for Children & Families Social Work Services as set out in APPENDIX 1.**

**3. BACKGROUND**

- 3.1 Within the Moray Performs framework revised requirements in terms of performance indicators lead to the introduction of revised indicators, which were approved by the Moray Council on 30 September 2009 (para 6 refers).
- 3.2 Several of the agreed indicators were new and since their approval baseline and trend data has been captured, to the point at which we are now able to recommend appropriate targets.
- 3.3 A few indicators (CSCF001, CSCF012, CSCF013) enable comparisons with national averages, generally published 6-9 months after each financial year.
- 3.4 We would wish to benchmark the service's performance with two other Scottish local authorities, Angus and East Lothian, and will seek to compare performance specifically in relation to these indicators.
- 3.5 We have made an assumption that, on the basis of comparisons between Moray and Scotland as a whole in the Scottish Index of Multiple Deprivation, we should expect to be doing better than the average for Scotland as a whole. In relation to indicator CSCF001 this means that we should aim to increase the proportion of family type placements and reduce those for residential, out-of-area and secure placements.
- 3.6 Our ability to measure outcomes for service users with outcome measures validated as reliable within the Realist Evaluation methodology enables us to measure the extent to which we are meeting the needs of children and young people in Moray looked after at home or accommodated by the local authority

in various different types of placement, on either a voluntary or compulsory basis, or subject to child protection registration. As yet we do not know of other UK local authorities with this capability, although arrangements to enable this were built into the English Every Child Matters programme, which preceded the Scottish Getting it Right for Every Child programme.

- 3.7 As previously, the specific approaches being taken to present reliable data for each indicator are indicated in italics in the final column of the tables in **APPENDIX 1**.

#### **4. SUMMARY OF IMPLICATIONS**

**(a) Single Outcome Agreement/Service Improvement Plan**

- (i) The subject of this report has direct relevance to the reporting of our performance in relation to Outcome 8 in the Single Outcome Agreement.
- (ii) The revision of our performance indicators and targets was an action for our Service Delivery Group in the Department's Service Improvement Plan, relating to the Service Priority 4.5 'Increase our capacity for self-evaluation'.

**(b) Policy and Legal**

The recommendations of this report fit with the corporate Moray Performs Framework.

**(c) Resources (Financial, Risks, Staffing and Property)**

No resource implications.

**(d) Consultations –**

Katrina McGillivray, Senior Personnel Adviser, Deborah Brands, Principal Accountant, Rhona Gunn, Acting Principal Solicitor (Litigation and Licensing), Louise Marshall (Performance Management and Quality Assurance Officer), Service and Team Managers have been consulted in the preparation of this report and are in agreement with the content relating to their areas of responsibility.

#### **5. CONCLUSION**

- 5.1 **Members are asked to approve the Performance Targets set out in APPENDIX 1.**

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Background Papers: with author  
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