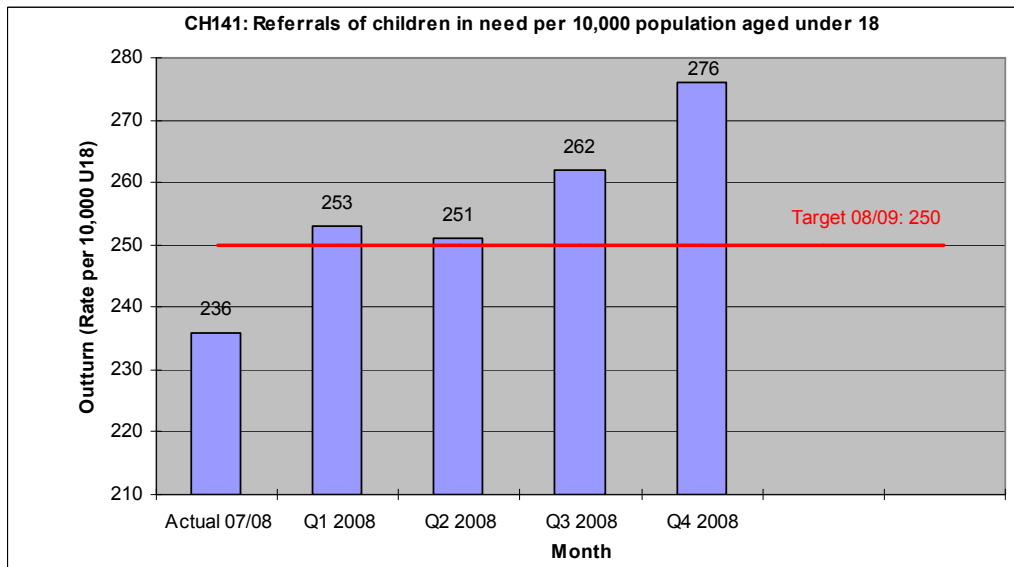


Appendix 1: Performance analysis

The following performance information focuses on referrals, initial assessments, core assessments, child protection and children in care. Please note that the comparative information provided is for 2007-2008 for the Herefordshire's statistical neighbour group and the England average – comparative information for 2008-2009 will not be available until July 2009.

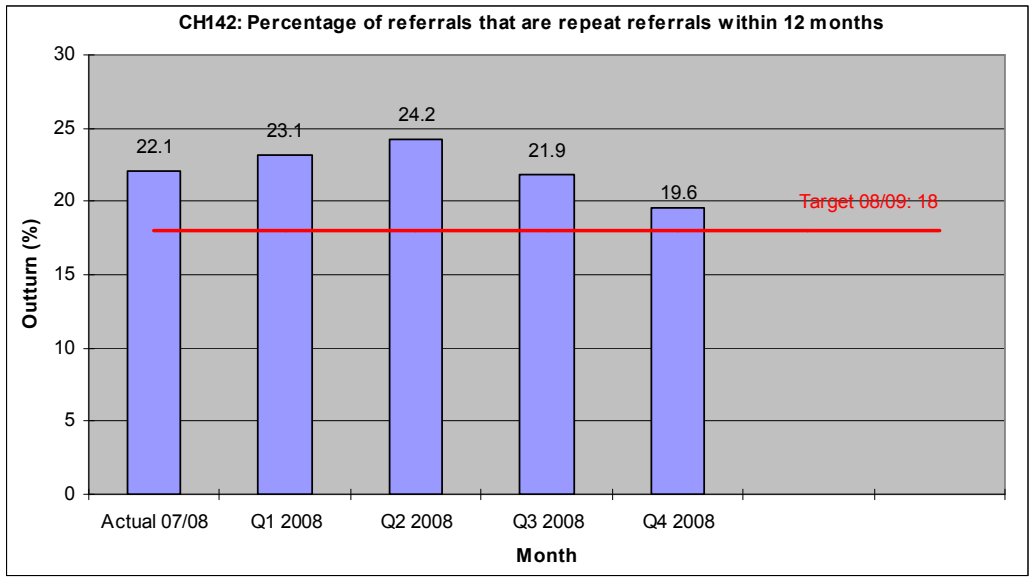
Referrals of children in need per 10,000 population aged under 18

The outturn for 2008/2009 is 276 referrals per 10,000 population aged under 18, significantly ahead of the target for the year of 250. Herefordshire's rate of referrals still remains below that of statistical neighbours (at 369 per 10,000 population). The quarterly analysis shows a large number of referrals in quarter 4. This is largely due to the implementation of Frameworki – under the old system, a sibling group would be classed as one referral; under Frameworki, each member of the sibling group has a separate referral.



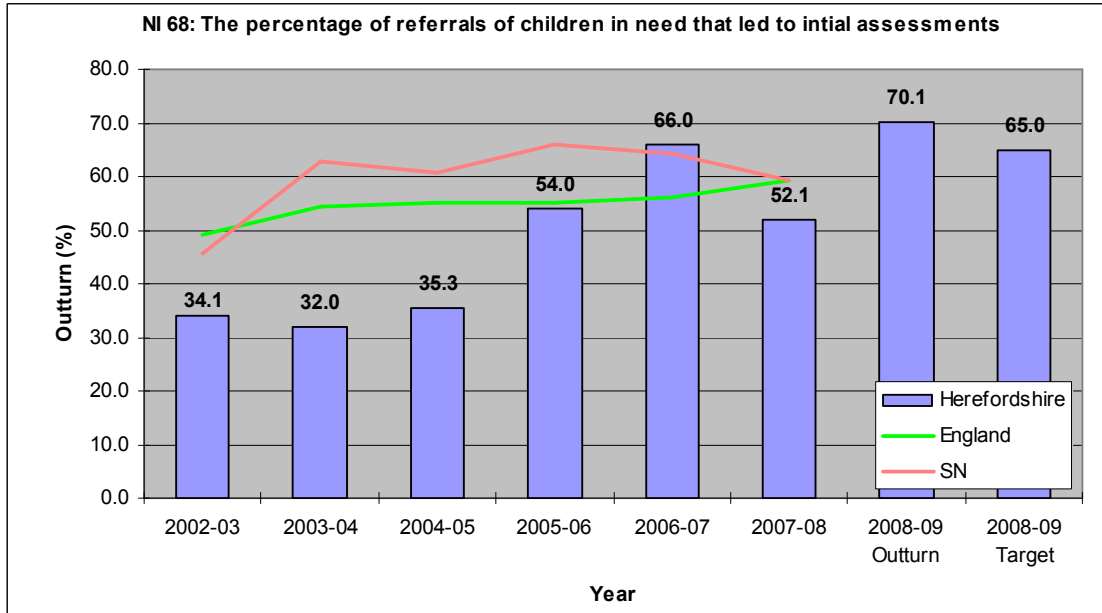
For the first two months of 2009/2010, there were a total of 131 referrals to children's social care.

The percentage of referrals that are *repeat referrals* fell during 2008/2009 and although not achieving the target of 18% is below the outturn for 2007/2008. It is also well below the 2007-2008 outturn for statistical neighbours of 24.5% and England average of 24.3%.



Referrals of children in need going on to initial assessment

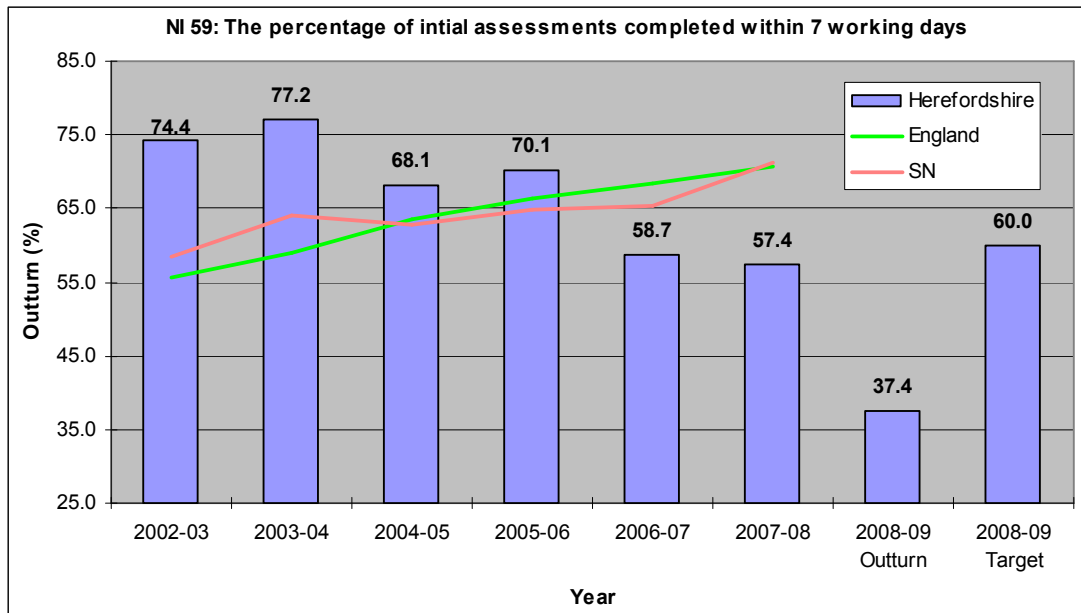
The percentage of referrals going on to initial assessment significantly improved during 2008-2009 and well ahead of the target for the year. It compares favourably with statistical neighbours and England average for 2007-2008. The first two months of 2009/2010 show that the percentage of referrals going on to initial assessment is around 85%.



Percentage of initial assessments completed within 7 working days

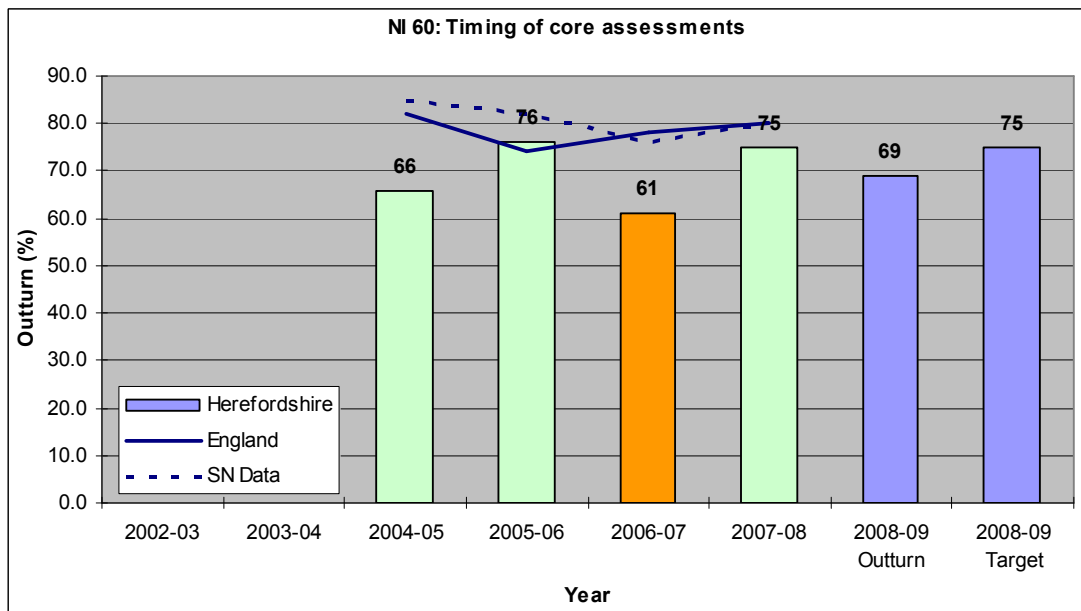
This remains a key area of concern. Ongoing recruitment and retention issues, coupled with the introduction of a new workflow system (Frameworki), impacted on performance during the year. The outturn for 2008-2009 was significantly below last year's outturn and the target set for the year.

Progress has been made in allocating all referrals immediately so there is no delay in the assessment process and assessing risk to children but the effect of eliminating a waiting list has been that our performance on completing all initial assessments within 7 days has fallen. We are urgently addressing this and have an action plan in place. The percentage of initial assessments completed within 7 working days is currently running at 46% after the first two months of 2009/2010.



Percentage of core assessments completed within 35 working days

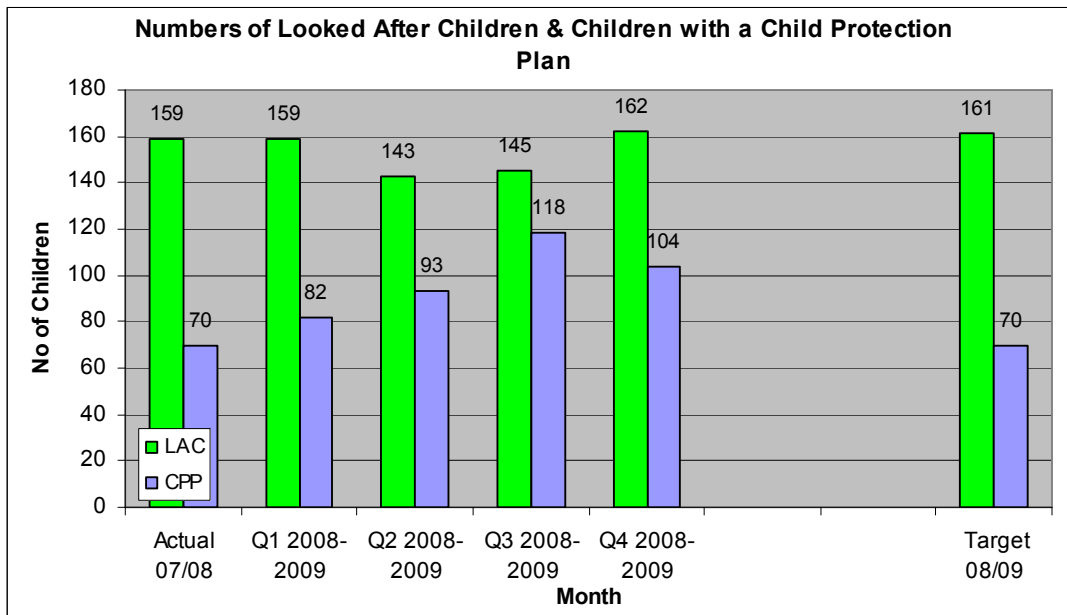
Performance against this indicator has remained fairly constant during the year and the final outturn was slightly below the target set.



Child protection and children in care

The number of children subject to a child protection plan at 31 March 2009 was 104. This equates to 28.7 per 10,000 population aged under 18 and is ahead of statistical neighbour figure for 2007-2008 of 22.5 per 10,000 population aged under 18. As at 31 May 2009, the number of children subject to a child protection plan has dropped slightly to 100.

The number of children in care at 31 March 2009 was 162. This equates to 44.8 per 10,000 population aged under 18 and is ahead of statistical neighbour figure for 2007-2008 of 39.6 per 10,000 population aged under 18. As at 31 May 2009, the number of children in care has dropped slightly to 155.



As at 31 March 2009, all children subject to a child protection plan were allocated to a named, qualified social worker.

As at 31 March 2009, 98.1% of children in care were allocated to a named, qualified social worker. This equates to 3 children not allocated to a named social worker. This was due to a social worker leaving and the children being managed by the team until the new social worker took up post.