

Briefing Paper to the Early Support and Lifelong Learning Overview and Scrutiny Commission

Wards: All

8th December 2025

Service Based Performance Measures – 2025/2026 Quarter 2

Briefing Paper of the Strategic Lead for Improvement, Performance and Quality Children, Young People and Family Services.

1. Purpose of the Paper and Summary

To report the latest available service-based performance measures – 2025/2026 quarter 2, to the Commission.

2. Background

The Commission has previously expressed a wish to receive a detailed report to allow closer scrutiny of service-based measures.

3. Issues for Consideration

Full quarterly returns are appended to this paper. The following offers a summary of each measure:

3.1 Referrals to Children’s Social Care (including percentage re-referral rate and top referral concerns)

This measure provides information on the demand for statutory services and the type of issues for children and families in the city underpinning the referral. Referrals are threshold based, and an increase can be an indication of children's needs that have met the threshold for service intervention.

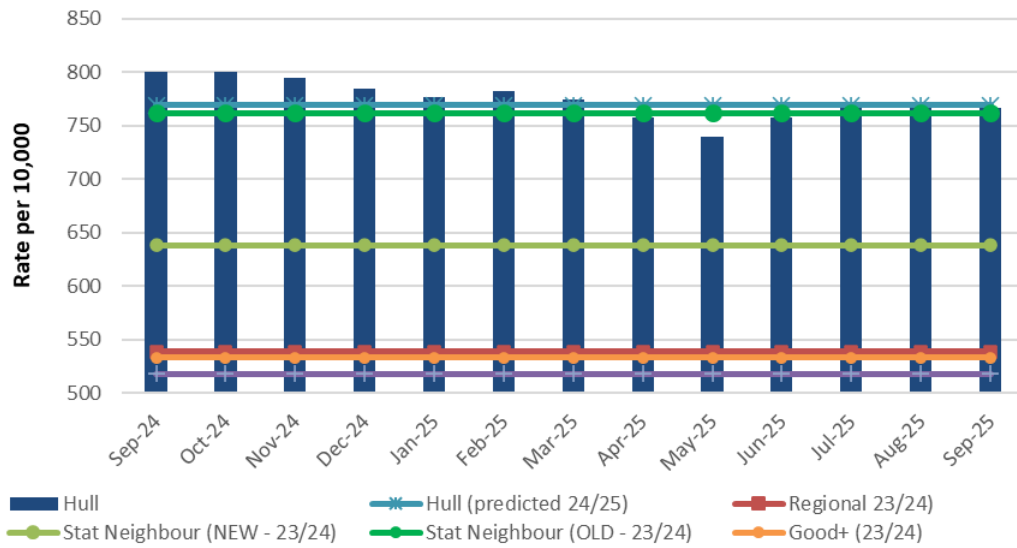
The annual referral rate for quarter 2 at 766.6 per 10,000, reflects a reduction of 6.7 per cent when compared to the 2023/24 outturn (822 per 10,000).

2024/25 predicted outturns for Hull demonstrate a rate of 769, 53 per 10,000 lower than the previous year, reducing from 822 per 10,000 in 2023/24.

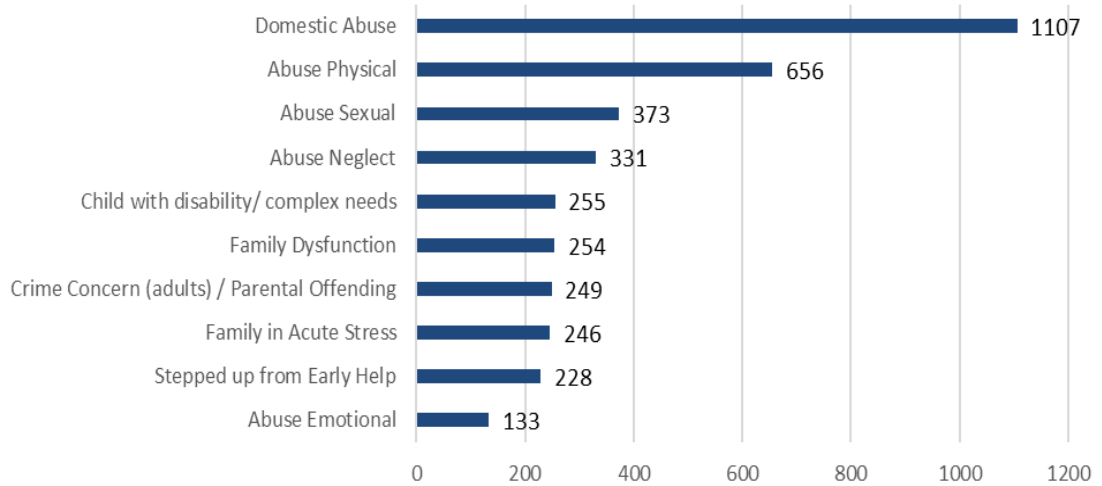
The main referral concern shows that 29 per cent of all referrals received in the last twelve months had a presenting need of Domestic Abuse, followed by

Physical Abuse at 17%. The main sources of referral were the police at 29%, followed by education services at 17%.

Rate of referrals per 10,000

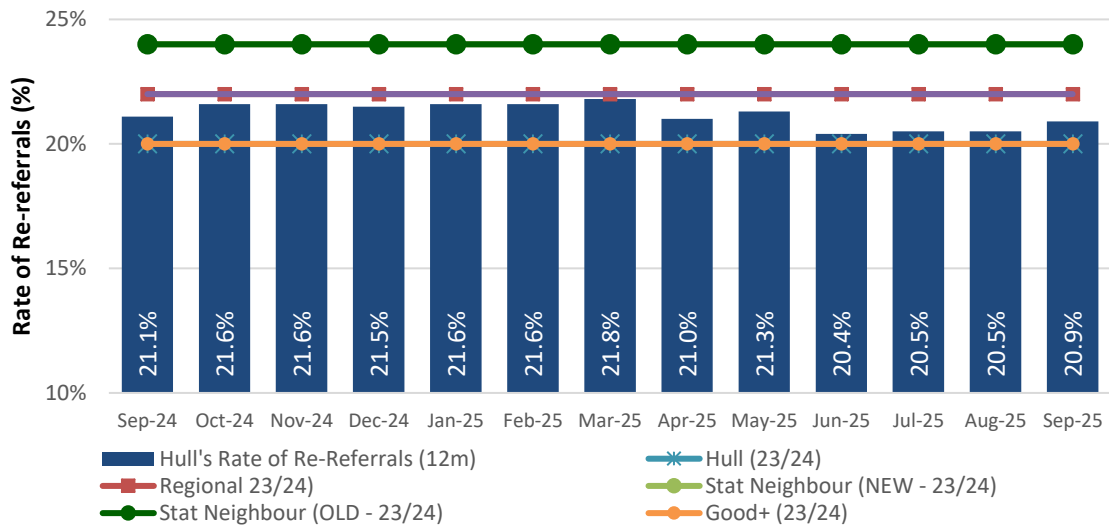


Top 10 Presenting Issues - Referrals



Re-referrals over the last twelve months have reduced to 20.9% at the end of quarter 2.

Re-Referrals - Rolling Year



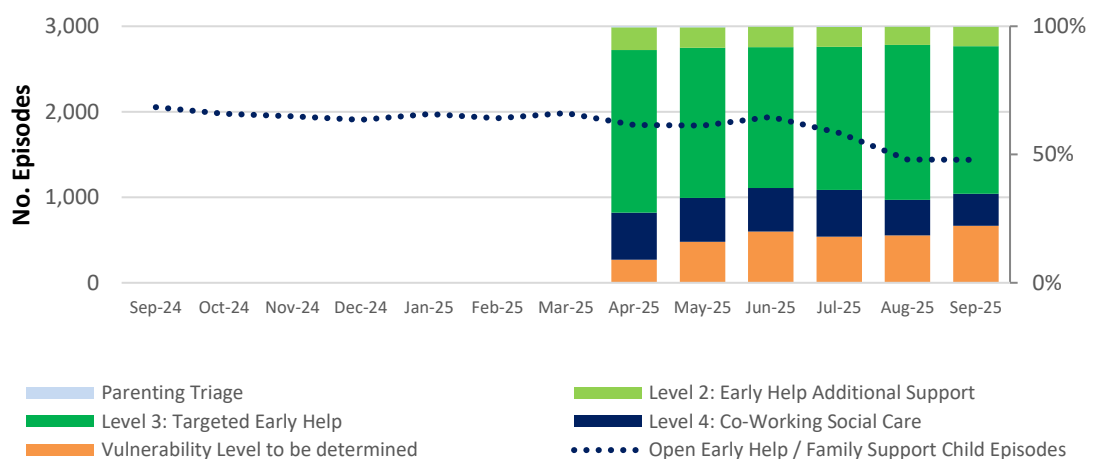
3.2 Open Targeted Family Support episodes (number and type of service)

This measure provides information on the demand for Early Help Targeted Family Support services in the city and the services being accessed by Hull City Council practitioners.

A Targeted Family Support Episode is where all case work is captured following a contact into Early Help. The episode will remain in an open state until either a decision has been made as to the next steps or where all Assessments, Plans and Meetings are completed, and the episode is either Closed or Stepped-Up to Children's Social Care for further intervention.

At the end of quarter 2 there were 1,438 open Targeted Family Support episodes equating to a rate of 235.45 per 10,000. 58% of these cases (828) are receiving a level 3 targeted response and a further 12% are being co-worked with Children's Social Care. Please note the number of open cases has reduced significantly in quarter 2 due to separating out Targeted Youth Support and Transition to Partners cases in readiness for the Social Care Reform.

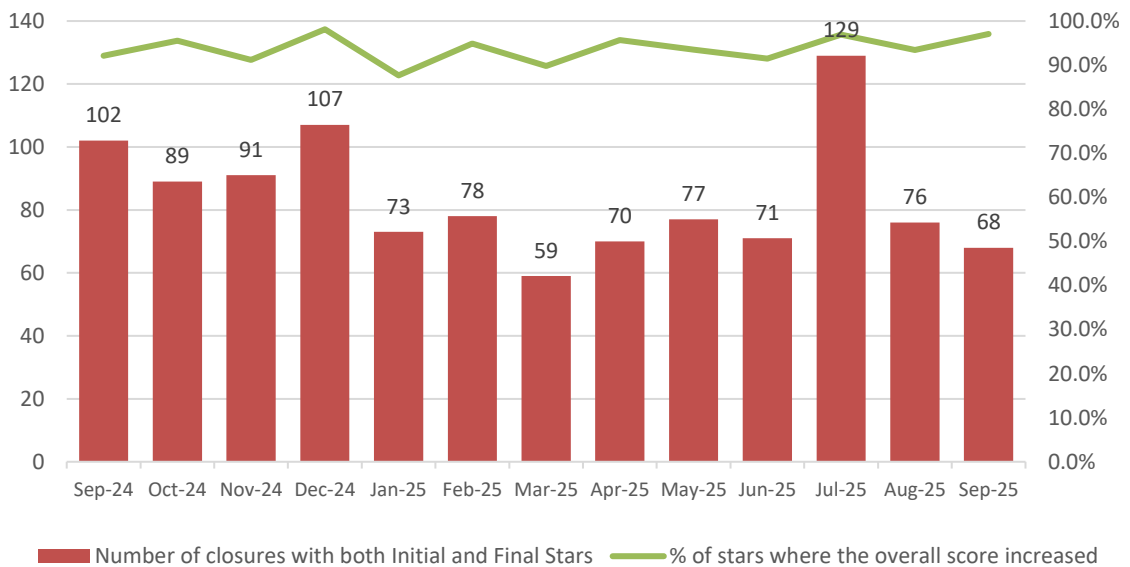
Targeted Family Support Open Cases



Over 4,900 Early Help and Family Support episodes have been closed over the last twelve months, 34% with a completed action plan and no further action, 5% were referred on to an external agency and 6% were stepped up for statutory intervention.

Throughout qtr 2 the episode closures where the outcome was Action Plan completed, the family star tool within the ‘Signs of Wellbeing’ assessment showed a strong improvement from initial to the final star, with 94% showing improvement from initial to final star prior to closure. This demonstrates the positive impact of family support work.

Outcome Stars: IMPACT

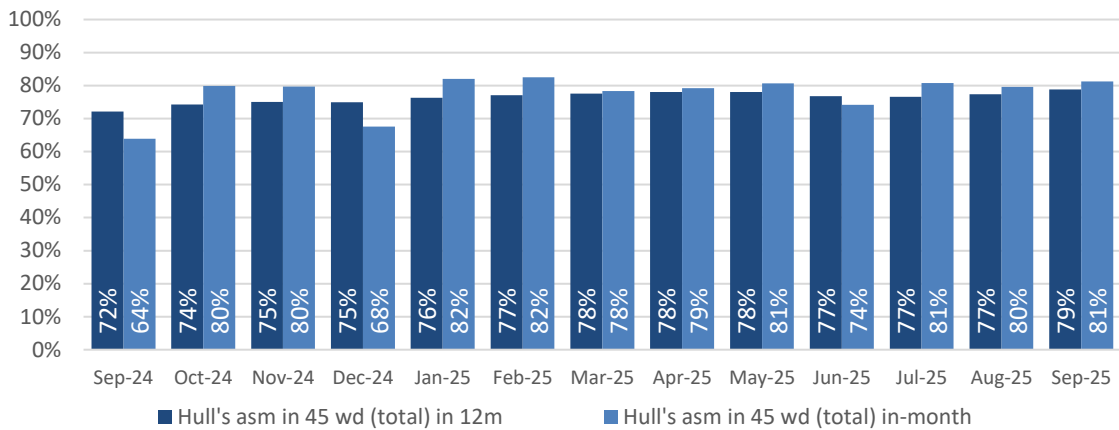


3.3 Percentage of CSC Assessments in 45 days

This measure provides information on the timeliness of assessments against national and local measures how quickly we are responding to concerns and what the main concerns are.

Children’s Social Care Assessment timeliness is reported on the first assessment undertaken in a referral period over a rolling a year; Over the last twelve months 79% of assessments were completed within the 45 working day timescale increasing slightly from 77% at the end of quarter 1.

Assessments Completed in 45 Working Days



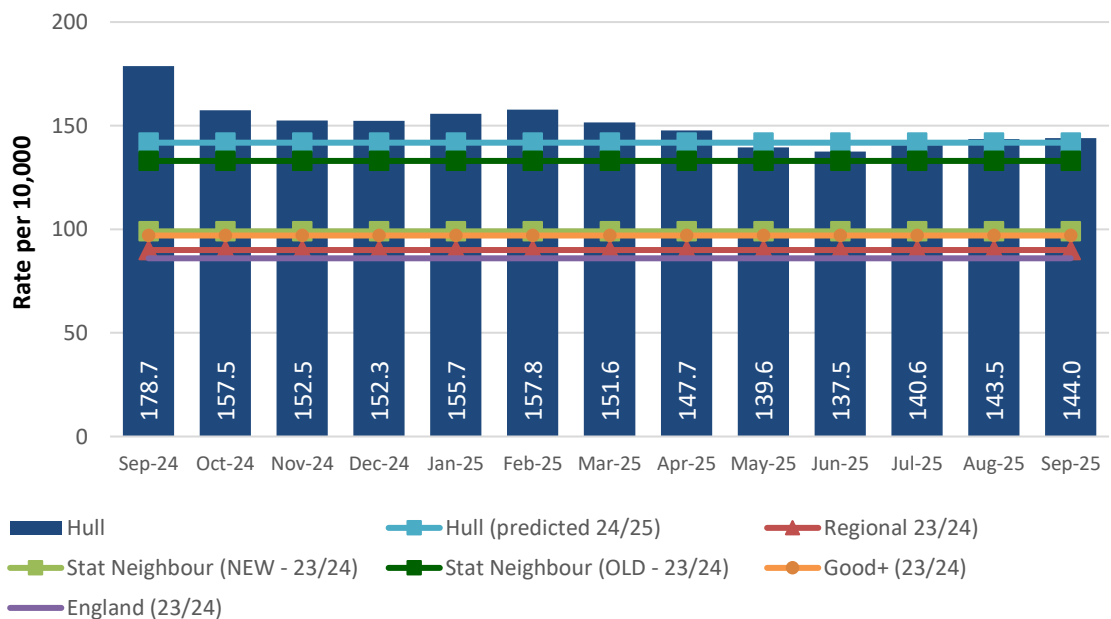
Citywide assessment performance improved steadily this quarter, reaching 81%.

3.4 Child in Need Plans – CIN Plan rate

This measure provides information of the number of children subject to a child protection plan.

At the end of quarter 2 there were 813 children with a child in need plan, 196 fewer than the same period last year. In the month of September 125 children started to be on a CIN plan with 122 CIN plans ending.

Rate fo children subject to CIN Plan per 10,000



The number of children with a child in need plan has increased since quarter 1, now standing at 813 compared with 778 at the end of June. This reflects both

the step-down of children from child protection and increased demand during the summer period. Despite this, overall, CIN numbers remain lower than at the same point last year.

3.5 Child Protection Plan- CPP rate (including a percentage split of concern category)

This measure provides information of the number of children subject to a child protection plan and the reason for the protection plan.

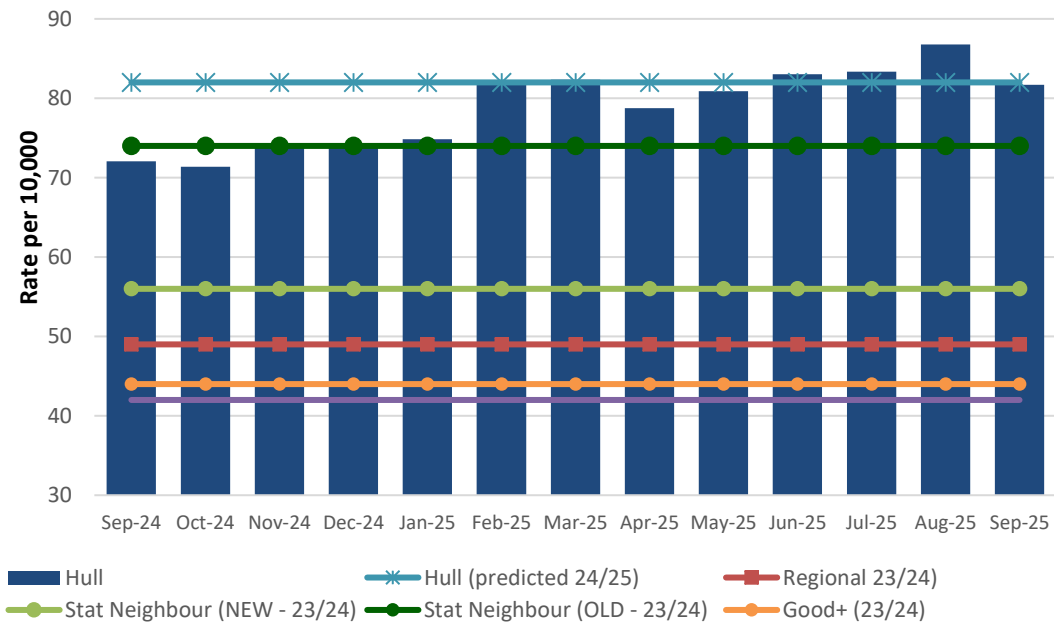
At the end of quarter 2 there were 499 children subject to a child protection plan, a rate of 81.7 per 10,000. 2024/25 outturns for the city are predicted at 82, 7 per 10,000 higher than the previous year.

The number of children who remain subject of child protection plans for longer than 9 months is now 76, decreasing from 89 at the end of quarter 1.

At the end of quarter 2 there were no children who were the subject of a child protection plan for more than two years.

Child Protection categories for the for the 499 children subject to a CP Plan demonstrate that 38% are due to neglect, 9% physical abuse, 3% sexual abuse, 50% emotional abuse and 1% for multiple categories.

Rate of children subject to a Child Protection Plan per 10,000

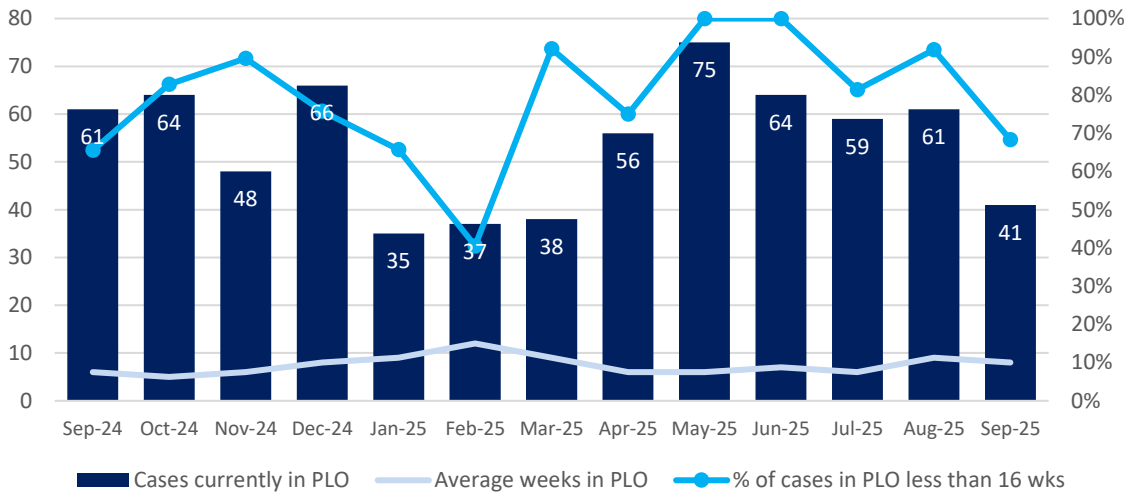


3.6 Number of children subject to pre-proceedings

This measure provides information of the number of children subject to pre-proceedings.

At the end of quarter 2 there were 41 children in pre-proceedings decreasing from 64 at the end of quarter 1.

Children subject to pre-proceedings

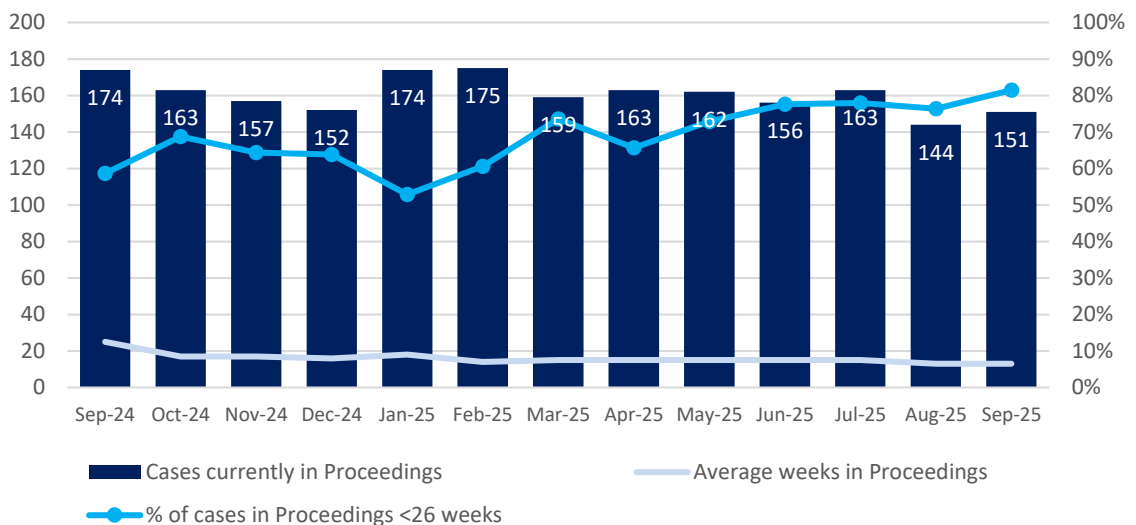


3.7 Number of children subject to proceedings

This measure provides information of the number of children subject to proceedings.

At the end of quarter 2 there were 151 children in proceedings decreasing slightly from 156 at the end of quarter 1. Of these children, 81% have been in proceedings for less than 26 weeks. 78% at the end of quarter 1. The average weeks children have been in proceedings is 13.

Children subject to proceedings



In this quarter, care proceedings concluded for 40 families, slightly fewer families than last quarter. The average number of weeks in proceedings for these families was 26 weeks with 70% concluding in 26 weeks. This is an improved picture from the previous quarter when the average number of weeks was 32, with 58% concluding in 26 weeks.

At the conclusion of proceedings for the 76 children, from the above 40 families, the court endorsed plans of adoption for 16% of the children (Care & Placement Orders granted). 17% of those children remained with relatives on Special Guardianship Orders (SGOs) or Child Arrangements Order (CAO). For 30% of children a Care Order was granted and additional 4% (one sibling group of 3 children) on Care Order placement with parent. A further 25 children, 33%, remained with parents on a Child Arrangements Order (Child Arrangements Order (CAO)) and / or Supervision Order or no order at all.

Of the 30% of children for whom proceedings concluded on a care order, 12 of the 23 children were living with, or had plans for permanent arrangements with, relatives or connected people in the future. Management oversight and permanence planning is an area of continued focus ensuring wherever possible we end proceedings with our permanence plan.

This means that during the quarter 70% of children concluded proceedings living with parents, relatives, connected carers or foster carers with orders in place, or plans for permanent orders to be sought in the future. This figure has increased since the previous quarter when it was 59%.

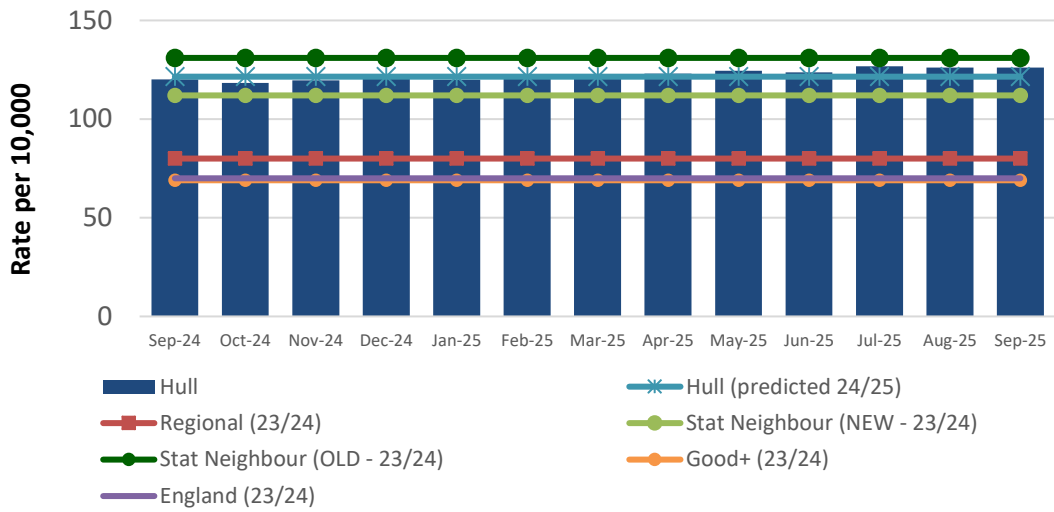
3.8 Children Looked After: CLA rate (including in-house / IFA split)

This measure provides information on the numbers of Children Looked After in Hull and the type of accommodation in which they reside.

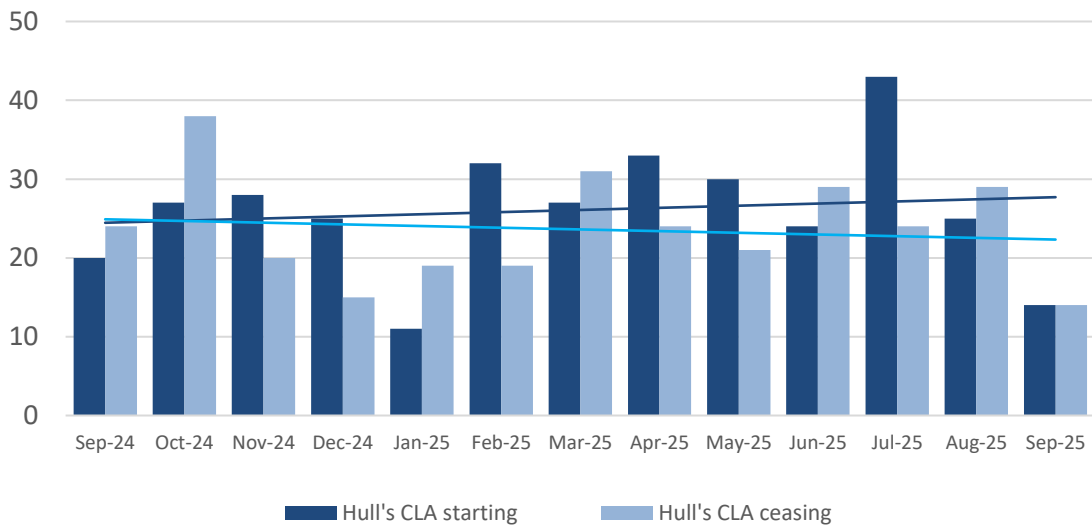
The number of children looked after at the end of quarter 2 has seen an increase in comparison to the end of quarter 1: equating to a rate of 126.1 per 10,000. Higher than the published 2023/24 outturn of 122 per 10,000.

Over the last 12 months, 36 more children have entered than have ceased. The rate currently equates to 55.9 children starting care per 10,000. This is higher than the 24/25 predicted outturns for the city which demonstrate a rate of 46 per 10,000, which also increased from 43.0 in 2023/24.

Rate of children looked after per 10,000



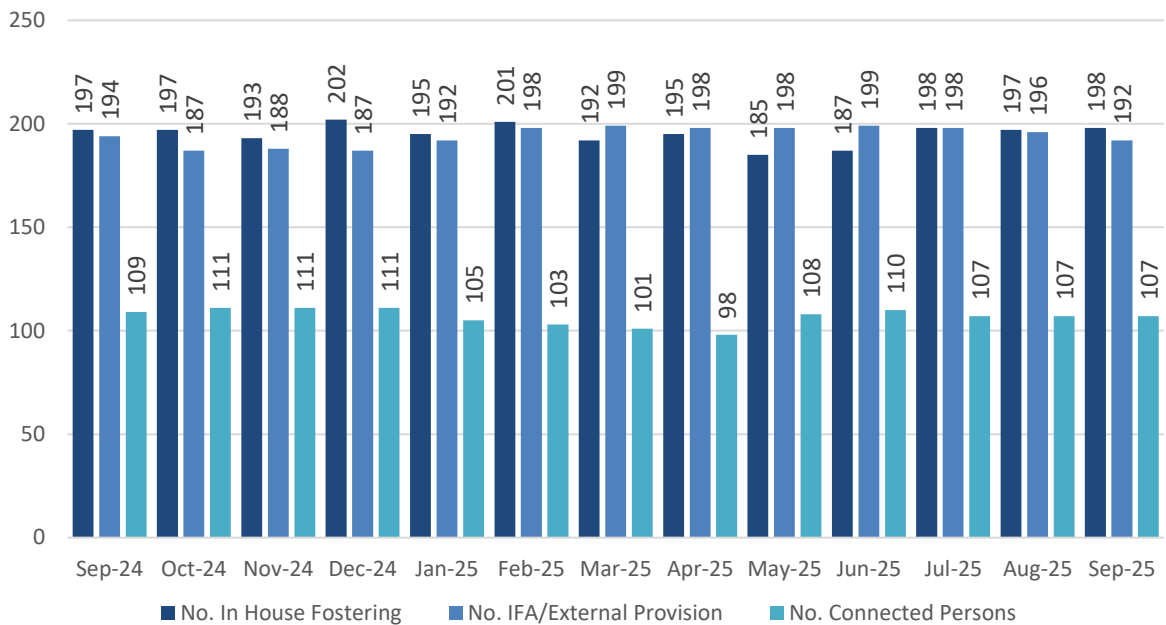
Children looked after starting and ceasing



Most looked after children are living with foster carers (65%). Over the last three months the number of children (198) living with mainstream local authority foster carers has increased and children living in a kinship arrangement have remained constant at 107 children.

There continues to be a steady number of people coming forward to express an interest in becoming foster carers for Hull City Council. 106 people have enquired since April 2025. This is due to focused work with local communities, and revisiting families who previously didn't feel it was the right time to become foster carers.

Children Looked After by Fostering Placement Type



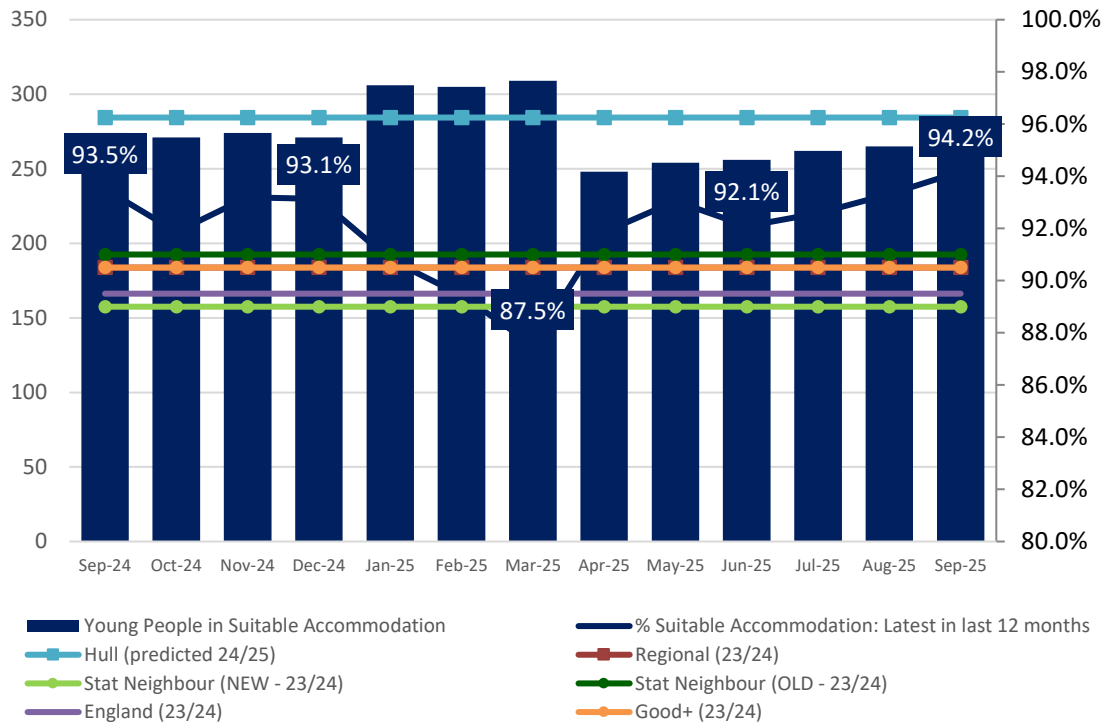
3.9 Care Leaver Suitable accommodation (with type including UASC)

This measure provides information on the suitability of accommodation provided for our Care Leavers (17-25) including our Unaccompanied Asylum-Seeking Children.

The number of care leavers in suitable accommodation has increased for 17 to 21 years olds in comparison to the end of the last quarter. For 17 to 21 year olds performance is currently at 94.2% For 22 to 25 year olds 89.8%.

There are currently 8 young people not in suitable accommodation. All 8 of these young people are currently in custody, which is a decrease of 3 young people from the end of the previous quarter. Work is undertaken to ensure preparation for the young people takes place prior to their release focusing on accommodation and other areas of need. Monthly meetings take place with the young person, TYS, PA and probation to discuss plans especially around accommodation.

17 to 21 year old cohort living in Suitable Accommodation



3.10 Care Leaver Suitable in education, employment and Training (with type including UASC)

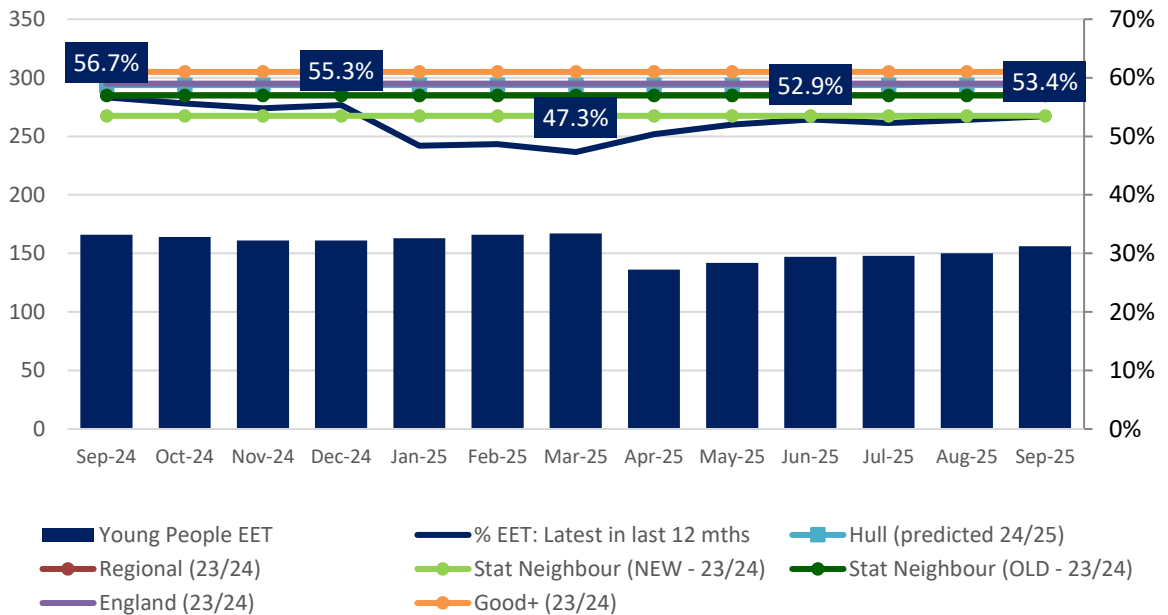
This measure provides information on the education, employment and training for our Care Leavers (17-21) including our Unaccompanied Asylum-Seeking Children.

There has been a further increase for those age 17 -21 in education, employment or training across the quarter from 52.9% at the end of June to 53.4% at the end of September, with the biggest increase being in the 17 and 18 year olds from 50% in June to 53.3% and the end of September, there has also been a steady increase in the 19-21 cohort from 53.1% in June to 53.4% in September. There are now three regeneration Champions who are currently working with 45 care leavers.

The leaving care service are also working closely with the Recruitables project at the Warren looking at pathways into education and working closely with businesses across Hull to offer work experience and opportunities to care leavers.

Work is also being undertaken around the Family Business and supporting young people to apply for opportunities within the council and work to enhance the offer for apprenticeships for care leavers.

17 to 21 year old cohort in Education, Employment or Training

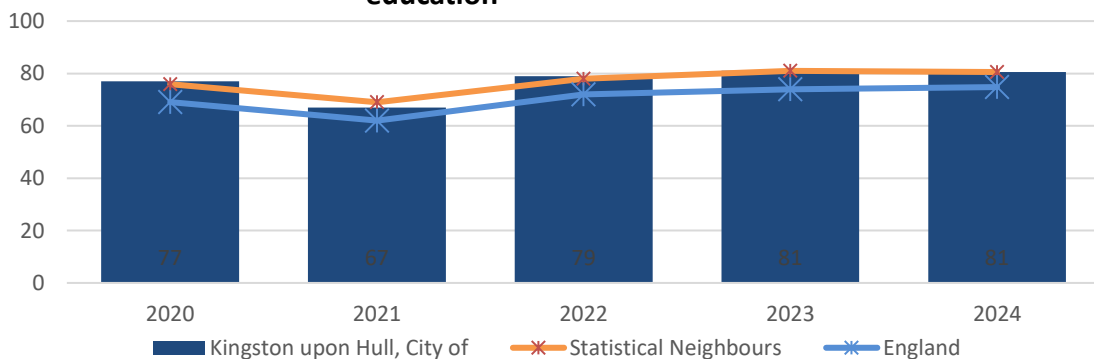


3.11 Percentage of 2-year-old children benefitting from funded early education

The measure provides information on the number and percentage of two-year-old children accessing free nursery provision in Hull. The measure provides an indication of early engagement with education and early years provision. The city has performed above or line with the England average for this measure for the last five years.

The chart below shows the local take up rates for the past 5 years.

Percentage of 2 year old children benefitting from funded early education



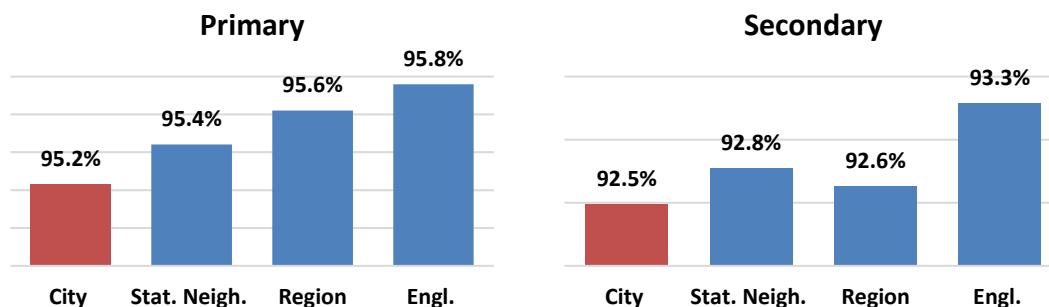
The latest information released from the DfE suggests Hull is performing exceptionally well against national and regional comparators.

Take up for the Summer Term 2025 was 70%, compared to 84% in Summer 2024. There are some positive factors which will have impacted in the reduced

take up (and eligibility). Some families may now be in work, some may be in receipt of benefits which exceed the financial threshold limit, and some families may have applied for the 2-year-old working parent offer.

3.12 School attendance

This measure provides information on school attendance rates.



The attendance data for Primary and Secondary schools at the end of September shows that for primary attendance was 95.2% and for secondary it was 92.5%. Gaps between local and national averages across both phases of learning are wider than they were at the end of the 2024/2025 academic year (July) but broadly in line with what was seen at the end of September 2024.

Improving school attendance is a priority for the city, with several initiatives underway to improve the position, including the adoption of the Attend Framework and revision of the penalty notice process.

Additional support is being provided to vulnerable pupils, with the Virtual School extending its remit to cover all children with a social worker. Extra oversight and support are being provided by the service for pupils who are absent due to long term health concerns or who are absent due to frequent illness.

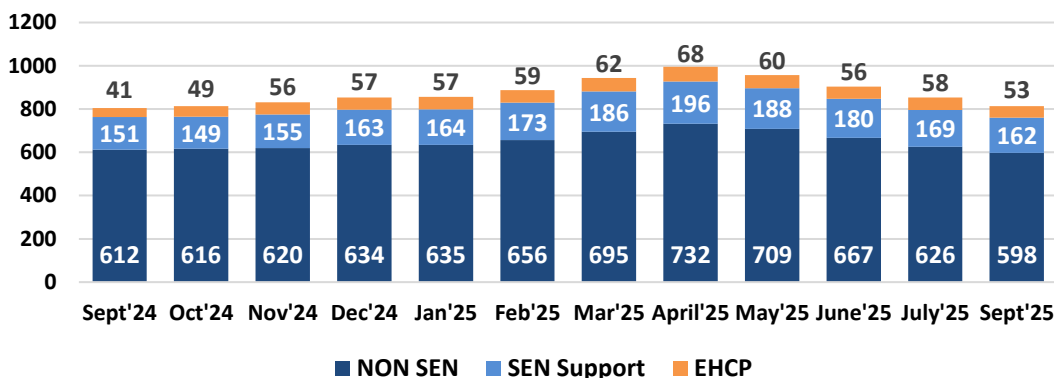
Whilst it is recognised further work is needed to improve attendance across the city, particularly within the secondary phase, the service has been praised by the Department of Education (DfE) for work carried out to support positive school attendance.

Children’s Services Senior Leadership Team review school attendance information every month.

3.13 Elective Home Education

Elective Home Education (EHE) is when a parent chooses not to send their child to school full-time but assumes responsibility for making sure their child receives a full-time education other than at school. For some children this may be an appropriate and safe option, for others it may not be.

Elective Home Education Cumulative Numbers, including SEN



The service is engaged with 813 children who are EHE, a slight increase on the 804 children who were EHE a year ago. The majority of those new children are secondary school age pupils. Many of the new referrals have been for families with multiple layers of vulnerability.

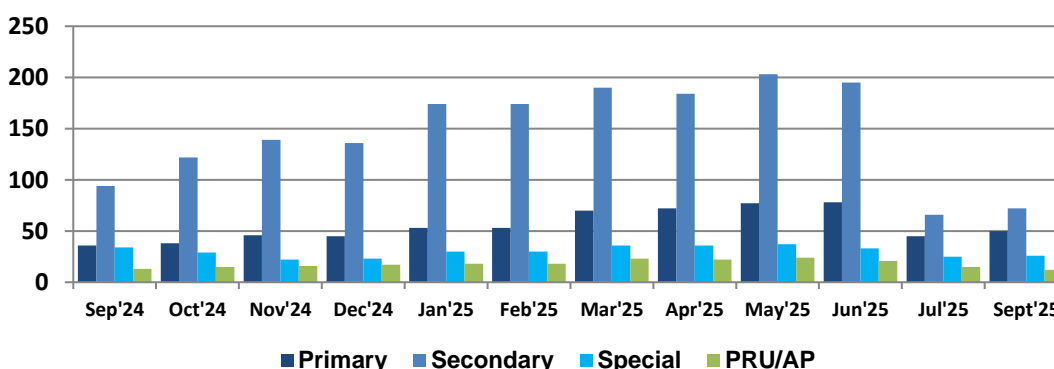
Up to the end of September 2025 in the current, 2025/2026, academic year there have been 61 new EHE cases in the city, the comparative number last year was 149.

Officers continue to carry out effective and well-planned visits to all children who are EHE. Officers are providing clear, specific, and accurate feedback to families on the work completed, ensuring children do not miss out on their education.

3.14 Reduced Provision

All schools have a statutory duty to provide full time education for all pupils according to their age, aptitude, and ability, considering any additional needs. Although there is no statutory basis upon which to establish reduced educational provision for pupils, DfE guidance states that in very exceptional circumstances there may be a need for a temporary reduction in educational provision to meet a pupil's individual need, for example, where a medical condition prevents a pupil from attending full-time education and a reduced package is considered as part of a reintegration programme.

Reduced Provision Numbers: Provider Type



The number of pupils in receipt of reduced provision at the end of September 2025 was 160, a decrease on the 177 seen at the same time last year.

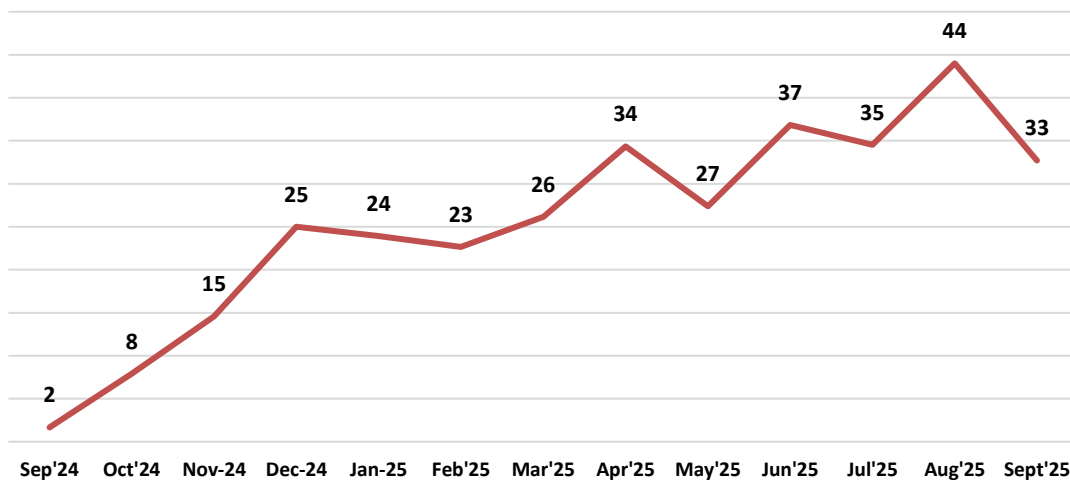
Half of the current active caseload are secondary school pupils and the remaining caseload is spread across primary, special and Pupil Referral Unit/Alternative Provision. Almost two thirds of the caseload have some level of special educational needs.

The service works with all pupils in reduced provision and their respective schools to increase the offer.

3.15 Education Health Care Plans

This measure provides information on the percentage of Education, Health and Care plans completed with the required 20-week time limit.

Monthly Rate (%): EHC plans issued within 20 weeks

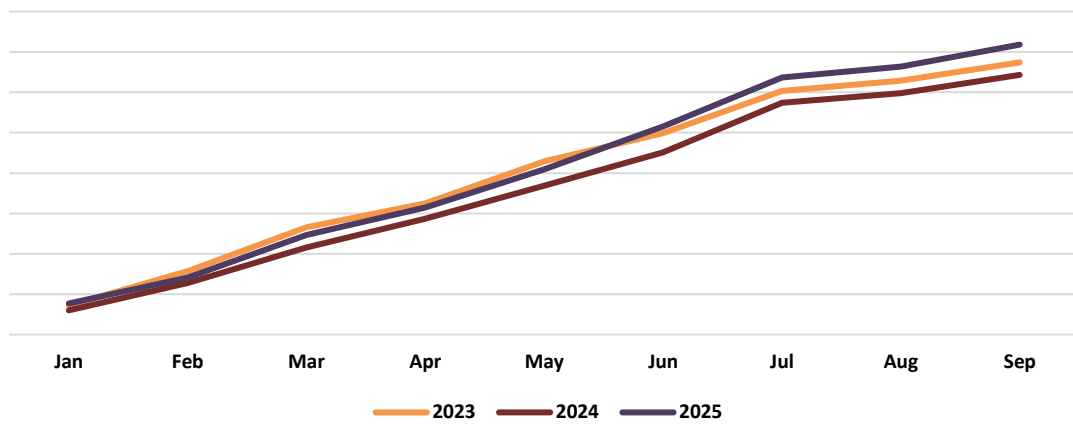


The graph provides monthly data for EHC plan completion in timescale for the last 13 months. The data shows that after 12 months of improvements there has been a reduction in the % of plans issued within the 20 week time limit. Demand for plans and staff capacity can impact on timeliness.

3.16 Demand for Education Health Care Needs Assessments (EHCNA)

This measure provides information on the numbers of children requesting Education Health and Care Needs Assessments.

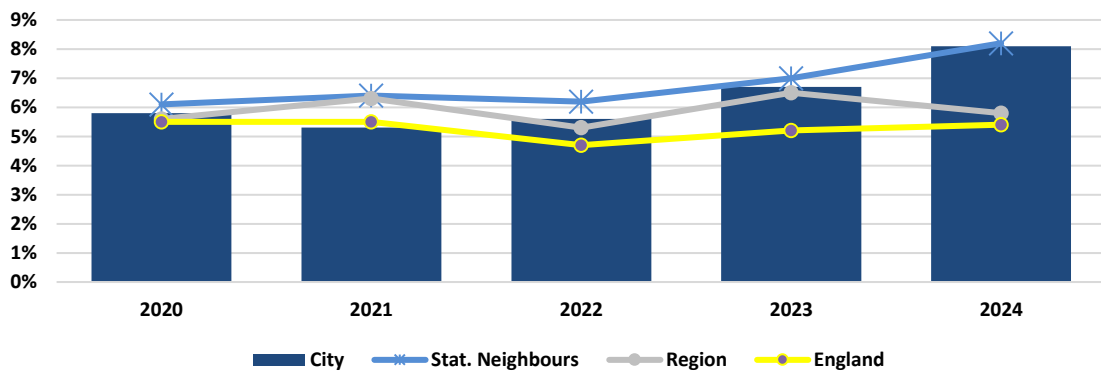
Cumulative Demand



Over the last five years the city has seen an average of 16% year on year growth in the number of requests for Education, Health and Care Needs Assessments. Across the 2023 calendar year the service received an average of 76 request per month, in 2024 the monthly average dropped to 70. So far in the 2025 calendar year the average number of requests received per month is 80.

3.17 NEET and Not Knowns - Three Monthly Average

The Department for Education monitors the participation of young people in employment, education, or training in all Local Authorities in England. This data is collected and supplied by each Local Authority, all of whom have a statutory duty to do so on a monthly basis, using a local CCIS database (Client Caseload Information System). This database provides Local Authorities with the information they need to support young people to engage in education and training, to identify those not participating and to plan services that meet young people’s needs. Performance is measured using a combined monthly average NEET (Not in Education, Employment or Training) and Not Known percentage from December to February each year of all Hull resident young people in year groups 12 and 13. These figures are then compared against our statistical neighbours, and every other Local Authority in England.



Hull's combined NEET & Not Known percentage for the 2024-25 target period (Dec-Feb Average) was 7.4%. This was made up of 7.0% NEET and 0.4% Not Known. This was significantly higher than the England average (5.6%), the regional average (5.7%), and higher than our statistical neighbours' average (6.6%). On a positive note, this total was 0.7% lower than Hull's 2023-24 target period average of 8.1%. While the England average has again increased (for the 4th year running) and our statistical neighbours and the region have fallen.

The latest validated data (August 2025) shows Hull is reporting 7.1% NEET and 1.4% Not Known with a combined figure of 8.5%. This is an increase of 0.4% on the July 2025 data and a significant decrease of 3.7% compared with August

3.18 Audit quality outcomes (CSC/TFS/EHC plans)

This measure provides information on the quality of social work delivered to children and families. It will include information on the quality of Education, Health Care Plans. Can include other audited activity include course (youth justice, Personal Education Plans)

The proportion of children social care audits graded as Requires Improvement or better has increased slightly to 94% over the last twelve months. 302 audits have been completed in total, 6% (17) rated as Outstanding, 46% (138) as Good, 26% (80) as Requires Improvement with elements of Good Practice, 16% (48) Requires Improvement and 6% (19) rated as Inadequate.

Across quarter 2, a total of 63 audits were returned across Children's Services alongside 6 from the Fostering Service. This is a reduction in the number of audit returns comparison to the previous quarter. This is however due to auditors being given an exemption month in August 2025, following the Osted Focused Visit and therefore returns are based upon two allocation months, as opposed to three.

Out of the audits returned for Children's Social Care Teams 40% were graded as 'Good' or 'Outstanding', 97% were graded as Requires Improvement or above and 3% were graded as Inadequate. This quarter, two of the service area targets have been achieved, which is an improvement in comparison to the previous quarter.

In respect of Fostering outcomes across the quarter, 33% have been graded as Good and 100% graded as Requires Improvement or above.

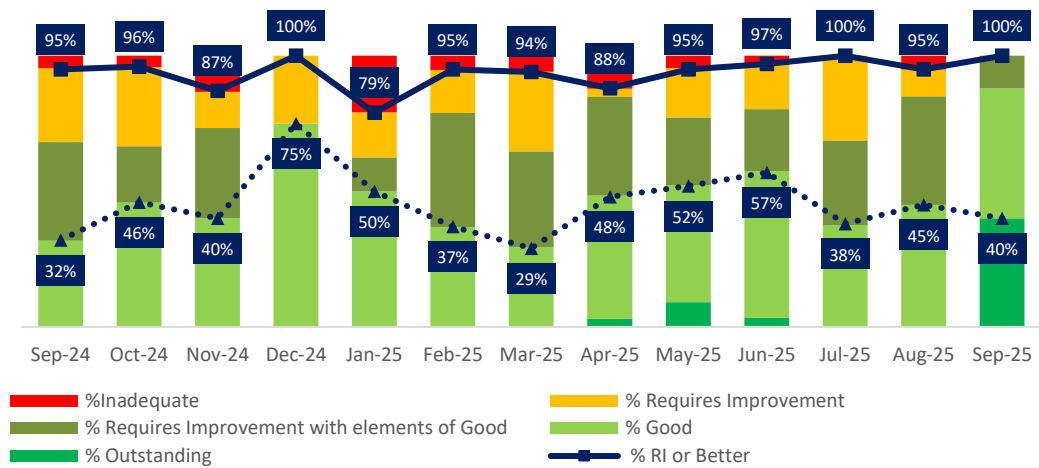
Of the Children's Social Care audits returned across the quarter, 26 of those have been thematic allocations which have focused on; 16/17 Homeless Protocol, Children Looked After (CLA) 14+, 3+ Placements & the Impact of Public Law Outline (PLO). Of those returns, 27% have been graded as Good & 100% have been graded as Requires Improvement or above.

In addition, 9 moderation allocations have been returned from Children's Social Care Audits and Fostering Audits. Of those, 67% (6) remained the same

grading, 22% (2) were downgraded by one grade and 11% (1) was upgraded by one grade. The continued moderation activity is highlighting both consistency across gradings, as well as appropriate challenge to gradings where applicable.

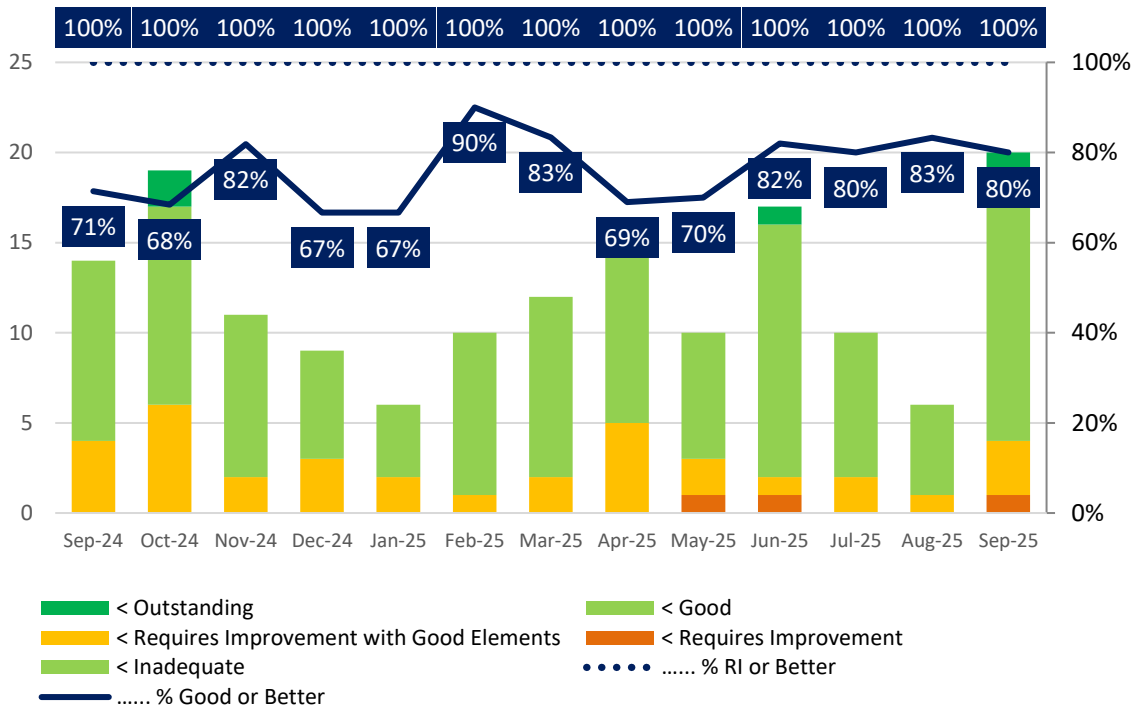
Areas for development within individual audit sections continue to be around 'Planning and Reviewing' and 'Assessment' and therefore future thematic allocations will be focused upon these areas and the application of the Signs of Safety (SofS) model and approach.

Social Care Audit Outcomes



The proportion of Early Help audits graded as Requires Improvement or better has been sustained at 100% over the last twelve months. 146 audits have been completed in total; 6 (4%) audits were rated as Outstanding, 107 (73%) as Good, 30 (21%) as Requires Improvement with elements of Good Practice, 3 (2%) as Requires Improvement and no audit was rated as Inadequate.

Early Help Audit Outcomes



3.19 SW complement / vacancy (type and average caseloads)

This measure provides information on the numbers of Social Workers in the workforce, vacancy rates and caseloads. These measures have been aligned to the Regional in Year Dataset and are collected one quarter in arrears to allow comparison across the region throughout the year.

The average caseload at the end of the period equates to 15.8 per child and family social worker, decreasing slightly from 17 at the end of quarter 1.

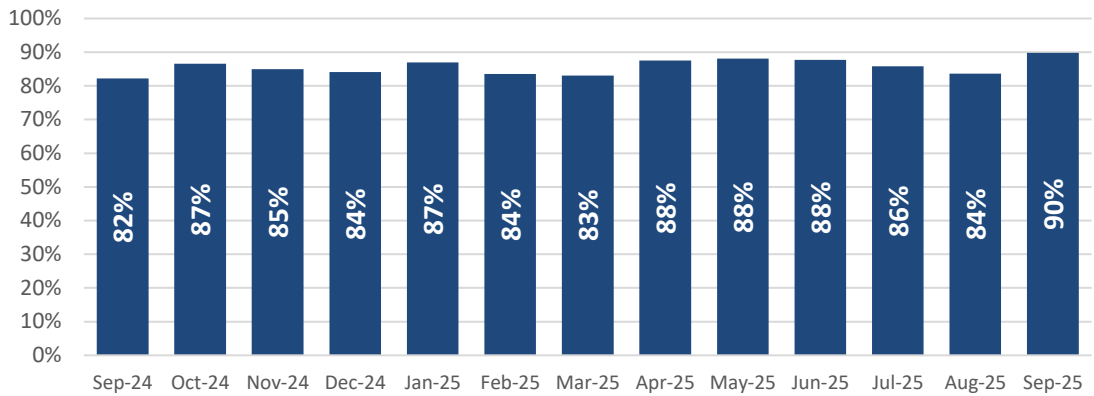
The establishment Social Worker FTE at the end of quarter 1 was 220. 14% of Social Workers were agency workers. Throughout the period there was a vacancy rate of 7% and 9% of working days were lost due to sickness and absence, equating to 734 days.

3.20 CSC Case File Supervisions

This measure provides information on the number of Case Supervisions undertaken at the end of the period. Performance measures were amended in June 2023 to demonstrate monthly supervision for children who have been subject to CP planning for 10+ months and amended further in June 2025 for children who have been subject to a CIN Plan for 12+ months.

At the end of quarter 2 3,228 case supervisions had been undertaken, cumulating in 90% (2,899) within timescale.

Case Supervisions in timescale

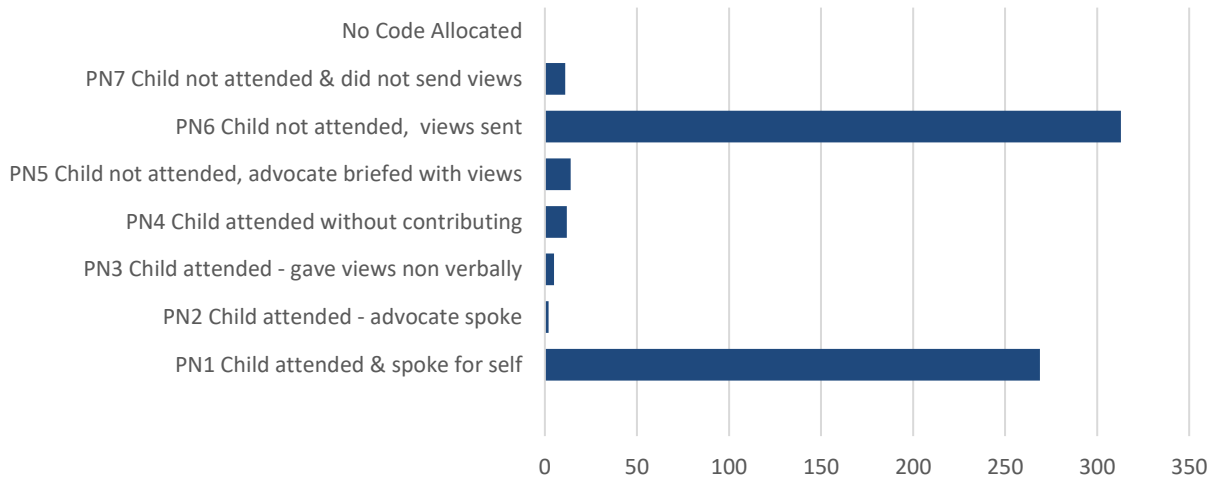


3.21 Voice of the child / Participation (% in CLA reviews, MoMo, Plans, Audits, Assessments, SoS Parent Feedback)

Provides information on levels of Children’s participation in the work of the service and their views of how the service is supporting them and their families.

At the end of quarter 2, 98% of children aged 4+ contributed or participated in their CLA Review over the past 12 months. Work continues with the IRO service to ensure these reviews are recorded correctly on the case management system.

Participation at child's most recent CLA review

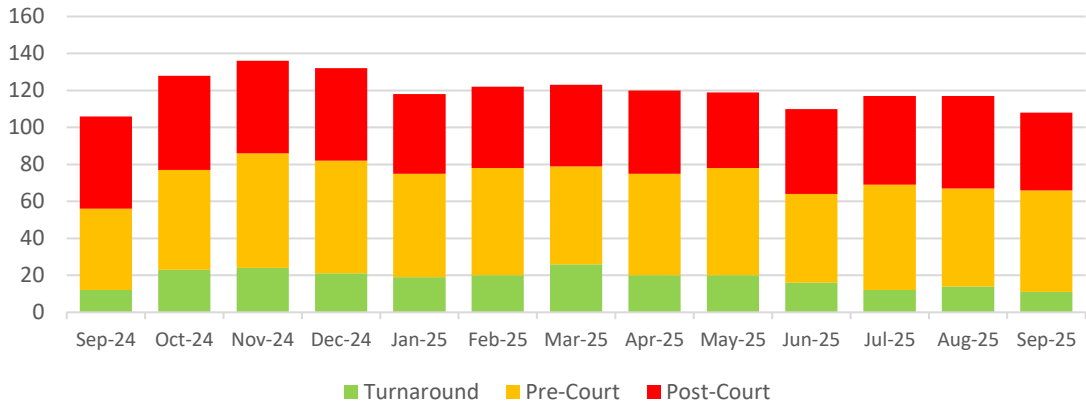


3.22 HYJS interventions by pre-court and court interventions

This measure provides information on the number of pre and post interventions undertaken by the Hull Youth Justice Service.

HYJS currently have 55 young people open at Pre Court and 42 open at Post Court. There are a further 11 young people open for Turnaround prevention. 34% of the HYJS Caseload are open to Children's Social Care.

HYJS Open Interventions



Of the young people open to Turnaround (11); 4 have a CIN Status, none are subject to a CP Plan and no young people are currently looked after. 36% overall are open to Children's Social Care.

Of the young people open Pre-Court (55); 8 have a CIN Status, 7 are on a CP Plan and 4 children are currently looked after. 35% overall are open to Children's Social Care.

Of the young people open Post-Court (42); 3 have a CIN Status, 3 young people are subject to a CP Plan and 8 are currently looked after. 3 young people are on remand to LA/Youth Detention Accommodation.

4. Next Steps

- 4.1 The Commission should note the information provided and determine whether it would wish to make any recommendations.

**Paul Brownlee Head of Performance and Quality
Children, Young People and Family Services**

Contact Officer: Jon Ashbridge
Officer Interests: None
Background Documents: None

Telephone No: 07812658751



Appendix A - Corporate Performance Summary Report - Q2 2025/26
Create Inclusive, resilient and safe communities

Headline Measure	Measure	2023/24 Published Outturns	2025/26 Qtr1	2025/26 Qtr2	Direction of Travel	Target (measure against latest published outturn)	Latest Hull 2023/24 (Published Statistical Returns)	Latest Stat Neighbours 2023/24 NEW (Published Statistical Returns)	Latest Stat Neighbours 2023/24 OLD (Published Statistical Returns)	Latest Regional 2023/24 (Published Statistical Returns)	Latest National 2023/24 (Published Statistical Returns)
Referrals to CSC (with re-referral % rate with top referral concerns)	Rate of Referrals in period	822	750.7	766.6	▼	Reduce by 10%	822	638	702	539	518
	% of Re-Referrals in period	20.0%	20.0%	21%	▲		20%	24%	24%	22%	22%
Open Targeted Family Support episodes (number and type of service)	Open child Early Help and Family Support episodes at the end of period	2211	1938	1438	▼	Increase by 10%	-	-	-	-	-
% of Assessments in 45 days (split for CSC and TFS with main causes of concern)	% of Child Social Care Assessments completed within 45 working days in period	69%	77%	79%	▲	80%	69%	85%	85%	81%	84%
	% of Child Targeted Family Support Assessments completed within 45 working days in period	-	-	-	-	80%	-	-	-	-	-
Child in Need Plans - CN rate	Child in Need rate per 10,000 at end of period	146	137.81	144.01	▼	TBC	146	133	133	90	86
Child Protection Plan- CPP rate (with concern category split %)	Child Protection Plan rate per 10,000 at end of period	75	83.2	81.7	▲	Reduce by 10%	75	74	74	49	42
Number of children in Pre-Proceedings with % less than 16 weeks	Number of children in pre-proceedings	50	64	41	▼	TBC	-	-	-	-	-
	% in pre-proceedings for less than 16 weeks	70%	100%	68%	▼	TBC	-	-	-	-	-
Number and % of children in proceedings less than 26 weeks	Number of children in proceedings	169	156	151	▼	TBC	-	-	-	-	-
	% in proceedings for less than 26 weeks	57%	78%	81%	▲	TBC	-	-	-	-	-
Children Looked After: CLA rate (including in-house / IFA split)	Children Looked After rate per 10,000 at end of period	122	124.4	126.1	▲	Reduce by 10%	122	131	131	80	70
Care Leaver Suitable accommodation (with type including UASC)	% of Care Leavers at end of period aged 17 to 21 living in suitable accommodation	83%	92.1%	94.2%	▲	98%	83%	91%	91%	91%	90%
Care Leaver in Education, Employment and Training (with type including UASC)	% of Care Leavers at end of period aged 17 to 21 who are EET	52%	52.9%	53.4%	▲	TBC	52%	57%	57%	57%	59%
% 2 yr olds free nursery provision	% 2 yr olds accessing free nursery provision	81%	70%	70%	▼	80%	81%	80%	80%	76%	75%
School attendance / absence (by provision and including Elective Home Education and Reduced Provision)	% School Attendance	92.2%	92.9%	93.9%	▲	TBC	92.2%	91.9%	91.9%	92.3%	92.6%
Education Health Care Plan (plans and requests - number and % completion)	% of EHC Plans completed within 20 weeks	28.5%	37%		▼	95%	28.5%	55.7%	55.7%	55.2%	50.3%
NEET and Not Knows - Three Monthly Average	NEET and Not Knows - Three Monthly Average (Dec - Feb)	8.1%	7.3%	7.6%	▼	7%	8.5% (August 2025)	12.5% (August 2025 - new stat data used)	10.5% (August 2025 - old stat data used)	9.6% (August 2025)	7.5% (August 2025)
Audit quality outcomes (CSC / TFS / ECHP)	% of CSC Audits completed and graded as Requires Improvement or better	93%	93%	94%	▲	80%	-	-	-	-	-
	% of Early Help Audits completed and graded as Requires Improvement or better	99%	100%	100%	▲	80%	-	-	-	-	-
	% of ECHP Audits completed and graded as Requires Improvement or better					-	-	-	-	-	-
SW complement / vacancy (type and average caseloads)	Establishment Social Worker FTE inc. Agency	230.6	220.0	220.0	▼	TBC	297	171	171	246	210
	Vacancy Rate	17%	7%	7%	▼	TBC	11%	14%	14%	16%	17%
	Sickness / Absence Rate	3%	7%	9%	▲	TBC	5%	3%	3%	4%	3%
	Agency Rate	17%	14%	14%	▼	TBC	16%	15%	15%	13%	16%
	Average FTE Social Worker Caseload	17.2	17.0	15.8	▼	TBC	18	19	19	17	16
CSC Case file Supervisions	Total number of Case Supervisions completed	3421	3259	3228	▼	TBC	-	-	-	-	-
	% of case supervisions in timescale	86%	88%	90%	▲	TBC	-	-	-	-	-
Voice of the child / Participation (% in CLA reviews, Mollo, Plans, Audits, Assessments, SoS Parent Feedback)	Number of Children Looked After Reviews in the last 12 months (children aged 4+)	608	610	615	▲	TBC	-	-	-	-	-
	% of children attended or contributed or participated in their review	92%	97%	98%	▲	TBC	-	-	-	-	-
HYJS interventions by pre-court and court interventions	HYJS Open Interventions: Pre Court	61	48	55	▼	TBC	-	-	-	-	-
	HYJS Open Interventions: Post Court	47	46	42	▼	TBC	-	-	-	-	-