

**CHILDREN, YOUNG PEOPLE & EDUCATION COMMITTEE**

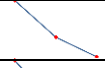
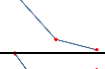




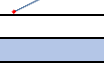
Tuesday 7th March 2023

REPORT TITLE:	CHILDREN'S SERVICES PERFORMANCE REPORT
REPORT OF:	DIRECTOR FOR CHILDREN, FAMILIES AND EDUCATION

Children, Young People & Education Committee - indicator sets

Demand	Keeping children safe	Looking after children well	Schools
Education	SEND	Workforce	Budget (under development)

Demand

	Year-End			2022/23			National (21/22)	North West (21/22)	Stat Neighbours (21/22)	Trend
	2019/20	2020/21	2021/22	Q1	Q2	Q3				
Social care contacts	15086	10149	10732	3231	3056	2963	-	-	-	
Early Help contacts	9973	12199	11128	2290	2104	2062	-	-	-	
Referrals to social care	3997	3030	3254	882	737	839	-	-	-	
% of domestic abuse referrals to children's social care	23.2%	23.5%	27.3%	26.2%	26.7%	27.7%	-	-	-	
Child In Need rate per 10,000 population	369.0	379.9	380.8	389.3	378.5	390.6	334.3	384.3	440.7	
Child Protection rate per 10,000 population	41.9	47.0	56.9	55.6	56.7	56.4	42.1	48.5	55.4	
Children Looked After rate per 10,000 population	120.0	122.0	120.0	114.2	116.3	120.0	70.0	97.0	104.7	

Supporting narrative
Contacts

During the first two months of Q3 contact numbers remained fairly stable until December where there was a marked reduction (19%) in the number of contacts received into social care. A third of all contacts received during this period were generated by Merseyside Police with just over a quarter of the contacts involving domestic abuse concerns.

Referrals

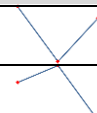
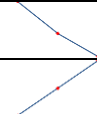
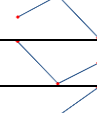
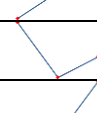
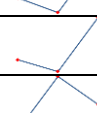


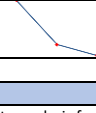
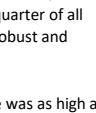
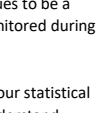
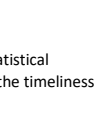
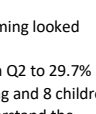
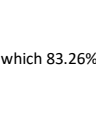
Despite a slight dip in the number of contacts this quarter a higher conversion rate from contact to referral (28%) has resulted in an increase in referral rates at the end of quarter 3. However, our rate of referrals per 10, 000 (486) remains below our target range of 515 – 588 per 10,000. Further analysis through dip sample audits will support our understanding of the conversion rate for this period.

The rate of Children In Need (CIN) at the end of Q3 per 10,000 was 390.6 which places us in line with our target range.

Child Protection

Our rate of children subject of a Child Protection Plan per 10,000 0- 17 population remains slightly above our target range of 47.7 - 54.7 at 56.4. However, this is a slight reduction from our 21/22 year end figures.

Keeping children safe

	Year-End			2022/23			National (21/22)	North West (21/22)	Stat Neighbours (21/22)	Trend
	2019/20	2020/21	2021/22	Q1	Q2	Q3				
% of Early Help cases closed with outcomes met	80.3%	91.6%	83.6%	85.3%	77.3%	83.6%	-	-	-	
% Repeat referrals within 12 months period	27.6%	23.5%	21.5%	24.9%	25.8%	22.9%	21.5%	22.0%	19.9%	
% Assessments completed within timescale	82.6%	78.8%	81.1%	83.0%	76.0%	71.0%	84.5%	81.2%	83.9%	
Children who were subject to a section 47 enquiry Rate per 10,000 YTD	182.2	179.7	201.2	51.6	105.0	159.1	180.1	189.0	245.1	
% of children who were subject to a section 47 enquiry that led to an Initial Child Protection Conference (ICPC)	31.8%	35.7%	37.4%	31.9%	42.8%	21.6%	-	-	-	
% Initial Child Protection Conference (ICPC) taking place in the month and within timescales	76.4%	57.6%	75.6%	76.5%	50.8%	63.3%	79.2%	78.9%	79.9%	
Child Protection Plans ceased Rate per 10,000 YTD	75.8	51.3	61.7	15.7	31	47.5	52.2	57.5	68.7	
% of children on second or subsequent Child Protection Plan	19.4%	28.7%	23.0%	32.7%	27.9%	29.7%	23.3%	23.7%	22.5%	
% of visits completed within statutory timescale - Child in Need (CIN)	-	-	82.8%	77.0%	76.0%	79.7%	-	-	-	
% of visits completed within statutory timescale - Child Protection (CP)	-	-	81.4%	84.0%	82.2%	90.5%	-	-	-	
% of visits completed within statutory timescale - Children Looked After (CLA)	-	-	90.5%	90.6%	93.5%	92.0%	-	-	-	
Reduce first time entrants into the criminal justice system	254	219	114	82	79	Not available	-	-	-	-
Reduce young people re-offending (%)	50	40	41.9	Not published	37.5%	Not available	-	-	-	-
Reduce the use of Custody (rate per 100,000)	0.30	0.07	0.16	0.10	0.16	Not available	-	-	-	-
Children currently open to MACE (Multi-Agency Child Exploitation)				49	53	53				
Children removed from MACE due to lowered risk				17	13	12				

Repeat referrals - Q3 stands at 22.9%. Despite a marked reduction in repeat referrals in December (13%) the YTD figure remains above target range of 19.1 – 21.5. Data analysis from performance in relation to repeat referrals identifies a high proportion have domestic abuse concerns as the referral reason. Domestic abuse also accounts for over a quarter of all repeat referrals for the same reason during this quarter. Whilst developments at the IFD that include the engagement of the domestic abuse hub will enable a more robust and proportionate response to victims of DA it is too early to measure the impact in reducing repeat incidents.

Assessments - The percentage of assessments completed within timescales during Q3 was 71% which highlights a 5% decline in performance from Q2. Completion rate was as high as 88.8% in March this year, but rates have gradually fallen since then. RAG rated red and low compared to stat neighbours (target range of 84.1% - 86.7%). There continues to be a number of vacancies across the social work teams which will impact upon capacity to work within defined timescales. This area of performance will continue to be monitored during regular service performance meetings.

S47 enquiries - Q3 saw a significant increase in the number of S47 investigations in comparison with Q1 and Q2. However, we remain below the national average and our statistical neighbours. Of these approximately 23.47% progressed to ICPC and 55% of S47 enquiries have an outcome of continue with assessment. Further work is needed to understand decision making during strategy meetings to ensure all appropriate risk management strategies are being considered.

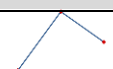
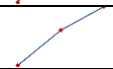
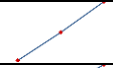
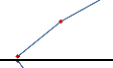


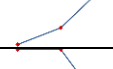
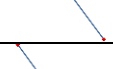
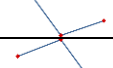

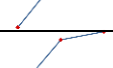

Initial Child Protection conferences - The percentage of ICPCs completed in timescales has improved during Q3 to 63.3% but remains below national, northwest and statistical neighbours. There is a correlation with the staffing challenges in the operational teams resulting in late notifications to the safeguarding unit which ultimately impacts the timeliness of the initial conferences (ICPC). Performance will be reviewed at monthly PMQA meetings.

Child Protection (CP) Plans ceased, repeats and rate per 10,000 - During Q3 119 children had their CP plan ended. Of these 24 children ended their CP plan due to becoming looked after. The majority of CP plans ended during Q3 evidenced a reduction of risk that could be supported through the provision of a child in need plan. During this quarter 113 children have become subject to a child protection plan. The percentage of children subject to repeat plans has increased slightly from 27.9% in Q2 to 29.7% in Q3 (equating to 38 children). The number of repeat CP ever for December is 58.3%, 15 out of the 25 new CP were previously on a plan (7 within 2yrs of their plan ending and 8 children who had previously been on a plan over 2 years ago), which is the highest rate so far this year. A dip sample review will be undertaken by the safeguarding unit to understand the circumstances for these children.

Statutory Visits - There has been a significant improvement children being seen, with Q3 performance for CP being 90.50%. There are currently 371 children in need of which 83.26% have had their plan reviewed within timescales.

Youth Offending - There has been a reduction in the rate of Child First Time Entrants into the Justice System. Wirral saw the largest % reduction across Merseyside. The % of our Youth Justice cohort that went on to re-offend with 12 months has also reduced. The use of custody shows an increase on last quarters rolling 12 month rate per 1,000 head of 10-17 population has increased to 0.16, this equates to 5 young people. The number of exploited young people supported by partners at MACE Panel remains static, as does the amount removed last quarter, due to reduced levels of risk.

Looking after children well

	Year-End			2022/23			National (21/22)	North West (21/22)	Stat Neighbours (21/22)	Trend
	2019/20	2020/21	2021/22	Q1	Q2	Q3				
% CLA visits completed within timescale	-	-	90.5%	90.6%	93.5%	92.0%	-	-	-	
% Completed health assessment reviews YTD	87.0%	87.0%	91.0%	50.6%	67.2%	78.2%	89.0%	92.0%	93.7%	
% Completed dental checks YTD	88.0%	31.0%	86.0%	17.8%	37.2%	58.2%	70.0%	74.0%	73.8%	
% Completed Strengths & Difficulties Questionnaire (SDQ) YTD	97.0%	98.0%	96.0%	67.1%	82.5%	92.9%	77.0%	82.0%	84.0%	
% of CLA adopted in year	17.0%	15.0%	8.0%	17.7%	10.4%	13.2%	10.0%	10.0%	11.9%	
% of CLA placed with Foster carers	71.0%	71.0%	71.0%	70.3%	70.3%	67.5%	70.0%	66.0%	69.0%	
Timeliness of Adoption process A10 (426 days national target) Average days	486	363	809	496	519	575	not published	not published	not published	
% Care leavers in suitable accommodation (Age 19-21)	95.0%	92.0%	94.0%	98.0%	98.0%	97.0%	88.0%	90.0%	90.3%	
% Care leavers in Education, Employment or Training (EET) (Age 19-21)	48.0%	56.0%	54.0%	61.9%	60.7%	61.0%	55.0%	52.0%	52.6%	
Missing Episodes	1477	918	1385	341	360	293	-	-	-	
CAMHS referrals seen within 6 weeks	43.7%	67.6%	67.6%	15.7%	67.8%	73.3%	-	-	-	
CAMHS referrals seen within 18 weeks	64.9%	96.4%	96.4%	50.3%	85.1%	90.8%	-	-	-	

Supporting narrative

The numbers of children receiving statutory visits on time remains high, currently at 92%, although we would like to achieve above 95%. Staffing vacancies are contributing to less than optimum performance.

Health assessment reviews as well as initial health assessments are a work in progress. Positive progress has been made in the past couple of years on this, but recently particularly in relation to initial health assessments performance has dipped significantly. There is also a technical issue relating to SDQ information not being transferred to health colleagues via the computer database which is in the process of being resolved. However the number of review health assessment has increased and currently showing at 78%. Dental checks are moving in the right direction but again needs some improvement to reach national and statistical averages.

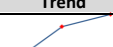

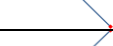
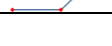
Numbers of children placed with foster carers has reduced potentially highlighting an increase in children looked after, with some of the increase in children being placed in residential care or with parents at home rather than in foster care, reflecting extremely low vacancy rates in independent fostering agencies, as well as extremely low capacity within our in-house fostering service to meet demand. Recruitment is effectively matching people leaving the service.





The timeliness of adoption is too slow, and although there is an adoption tracking meeting, work transfers out much earlier stage to permanence now, court timetables and scheduling are contributing to increased delay for children, as well as some difficulties in matching children with appropriate carers due to reduction in the number of potential adopters available. The Adoption In Merseyside operational group is due to meet week commencing 13th February and these issues will be discussed aiming for effective solutions across Wirral and other local authorities.









Care Leavers and Employment, Education and Training. Statistically positive outcomes for care leavers have remained higher than local and national averages. Work has been undertaken to secure apprenticeship opportunities for care leavers from a range of partner organisations including construction and the new local childrens museum, Eureka! A further round of the Get Real employability intervention also concluded at the end of quarter 3 with a number of care leavers accessing employment and / or reintegrating back in to further education.

No CAMHS data was provided for December so the data reported is the end of November position.

Education

	Year-End				2022/23			Trend
	2018/19	2019/20	2020/21	2021/22	Q1	Q2	Q3	
% of under 5's who are engaged with the Early Years Service	68	76	45	51.11	40.25	42.53	43.34	
% of under 5's who have sustained engagement the Early Years Service (3 of more)	60	62	58	60.5	50.6	47.66	46.44	
% of 2 year olds benefitting from funded early education	78	78	76	83	87.05	87.05	85.4	
% of 3 year olds benefitting from funded early education	86	86	90	91	89.42	89.42	91.13	

	2017/18	2018/19	2019/20	2020/21	2021/22	Current National	Trend
% of schools rated 'good' or 'outstanding' by Ofsted	84%	85%	83%	83%	81.60	88.0%	
% of children in good or better schools as rated by Ofsted	84%	86%	84%	84%	Available Q4	86%	
% of early years settings good or better	94%	96%	98%	98%	97%	97%	
% of young people aged 16 and 17 who are Not in Employment, Education or Training (NEET) or Not Known		4.90%	5.00%	5.10%	4.10%	4.70%	

	2017/18	2018/19	2021/22	Current National	Trend
Foundation Stage - % achieving a good level of development	70.5%	69.3%	62.9%	65.2%	
Foundation Stage - % of children who are looked after achieving a good level of development	52.2%	59.5%	48.10%	41%	
The gap in progress between disadvantaged pupils and their peers achieving good level of development in early years foundation stage profile	17.7	23.5	20.2	18.7	
% Achievement gap between pupils eligible for free school meals and their peers achieving a Good Level of Development in the Early Years Foundation Stage Profile	18%	23%	21.5%	20%	
% achieving expected standard in reading, writing and maths at Key Stage 2	60%	60%	52%	59%	
% Achievement gap between pupils eligible for free school meals and their peers achieving the 'expected standard' in English, reading, English writing and mathematics at the end of key stage 2	23%	22%	24.1%	23%	
The gap in progress between disadvantaged pupils and their peers at Key Stage 4	0.73	0.84	0.92	0.7	
Progress 8 Score for Wirral	0.03	0.01	-0.03	-0.06	

Supporting narrative

Two year funding has dipped due to the reduced time parents have to choose and set up a placement prior to headcount as it is so early in this short term following the Christmas break. This dip was anticipated and continued assertive outreach and promotion work continues to ensure an increase for the summer term.

Three year funding continues to increase as the year progresses with ongoing promotion work.









Early years providers receiving good or above inspection judgements has dipped, recruitment and retention of staff is a big factor and the quality team are using a variety of methods to engage providers, particularly the seldom heard from.







Attainment across all age ranges has fallen at both a national and Wirral level compared to 2019 outcomes - for this reason outcomes between 2022 and 2019 should not be compared.





In relation to GLD, the gap to national has narrowed to 2.3% compared to the 2019 gap to national. Further work is being supported across schools where GLD outcomes have been identified as needing support.

In relation to KS2 outcomes, the gap to national in 2022 has widened to 7% compared to the 2019 gap. Focused work is taking place in relation to writing across schools where outcomes for this area is significantly below the national figure. In relation to Maths at both KS1 and KS2, outcomes are below the national figure. Working with the Maths Hub, in depth analysis at the question level is being undertaken to understand the key strands that need further support in relation to numeracy.

Special Educational Needs & Disabilities (SEND)

	Year-End			2022/23			Current National	Current North West	Current Stat neighbours	Trend
	2019/20	2020/21	2021/22	Q1	Q2	Q3				
% Education and Health Care Plans (EHCP) issued within 20 week timescale (Excluding Exceptions)	37	58	24	40	39	38	58	62.5	80.44	
% of requests that went to tribunal	7.63	9.47	8.23	-	-	6.11	-	-	-	-
% of Children Looked After with (EHCP) Education and Health Care Plan	6.93	8.68	9.26	17.7	18.3	19.3	-	-	-	
% of Children In Need with (EHCP) Education and Health Care Plan	14.12	17.59	16.45	21.7	22.1	20.8	-	-	-	
% of Child Protection with (EHCP) Education and Health Care Plan	5.93	5.93	6.45	7.8	8.9	10.3	-	-	-	
% of Early Help Episodes with (SEND) Special Educational needs and disabilities	25.77	25.82	26.44	28.98	29.8	29.4	-	-	-	
% of Children Looked After with (SEN) Special Educational Need support	18.29	18.22	19.29	18.2	17.6	16.2	-	-	-	
% of Children In Need with (SEN) Special Educational Need support	11.66	15.83	16.2	14.3	13.7	15.6	-	-	-	
% of Child Protection with (SEN) Special Educational Need support	23.32	19.88	21.51	21.6	18.3	17.9	-	-	-	

	Year-End			Term		Current National	Current North West	Current Stat neighbours	Trend
	2019/20	2020/21	2021/22	2021/22 Summer	2022/23 Autumn				
(EHCP) Education and Health Care Plan- Overall School Attendance %	88.9	90.6	88.9	88	87	-	-	-	
(EHCP) Education and Health Care Plan Overall Persistent absence %	31.2	25.6	37.1	38.2	40.3	-	-	-	
Number of pupils with (EHCP) Education and Health Care Plan who are electively home educated	10	18	12	12	8	-	-	-	
(SEN) Special Educational Need support - Overall School Attendance %	92.3	93.4	91	89.3	89	-	-	-	
(SEN) Special Educational Need support - Overall Persistent absence %	23.8	19.3	28.6	33.8	37	-	-	-	
Number of pupils with (SEN) Special Educational Need support who are electively home educated	2	39	54	54	54	-	-	-	

	2016/17	2017/18	2018/19	2021/22	Current National	Current North West	Current Stat neighbours	Trend
Key Stage 2 (RWM) Reading, Writing, Maths EHCP - % at Expected Level	2.9	6	2.2	2.5	7.2	6.4	Available Q3	
Key Stage 4 Overall Progress 8 Score - (EHCP) Education and Health Care Plan	-1.08	-0.85	-1.12	-1.33	-1.33	-1.44	-1.52	
Key Stage 2 Reading, Writing, Maths (SEN) Special Educational Need support - % at Expected Level	18	21	23	20.7	21.1	20.3	Available Q3	
Key Stage 4 Overall Progress 8 Score - (SEN) Special Educational Need support	-0.36	-0.29	-0.42	-0.46	-0.47	-0.58	-0.57	

Supporting narrative

The Q3 cumulative 20 week compliance rate remains in line with that of Q2.

The SEND team have continued to focus on completing assessments for those cases that have surpassed the 20 week completion time. With a separate team identified to focus on this piece of work, the historic back log figure has reduced from 247 to 71. There has also been a concerted effort to resolve cases over 70 weeks with only four cases remaining above this number. Parents/carers and schools have given positive feedback about how these cases have been managed with particular praise for the coproduction approach of these plans being finalised.






Monthly output in regard to the number of overall plans being finalised remains significantly higher than Q3 from the previous year. Finalised Education, Health and Care Plans figures for October, November and December 2022 were 50, 60, 43 respectively compared to 25, 31, 15 for 2021.





Case management and performance meetings, as well as one to one check ins continue to provide an opportunity to identify 'stuck cases' and the barriers that prevent these moving at the correct pace. The lack of educational psychology advice continues to present an issue and by introducing more coproduction meetings at an earlier stage in the process and gaining a quick turn around on advice from our EPs, it is hoped improvement will show.

Our data for tribunals continues to show steady improvement. The number of appeals that were settled by consent order has increased. This correlates directly with the team working in a more coproductive way with families trying to resolve disputes before tribunal deadlines.

A SEND Assessment Team Action Plan has been drafted which clearly identifies priorities for the next six to nine months. Focus areas are: the timeliness and quality of EHC Plans, Training, and Working to Understand the Daily Lived Experience of Families.

Schools

	Year-end			2022/23			Current National	Trend
	2019/20	2020/21	2021/22	Q1	Q2	Q3		
% School capacity - places available vs pupil numbers (school)	89.8	89.6	90.1	-	-	-	-	
% Exclusions - suspensions	3.31	4.06	8.60	1.36	0.97	1.95	4.25	
% Exclusions - permanent	0.04	0.04	0.12	0.019	0.017	0.035	0.05	
Number of children known to be electively home educated	171	275	254	258	266	283	-	
Number of Pupils who are not in receipt of full-time education and subject of an agreed part time timetable (Indicator once named - Pupils who are missing more than 25hrs of education a week (CME25)	-	171	254	253	62	86	-	

	Year-end			Term		Current National	Trend
	2019/20	2020/21	2021/22	2021/22 Summer Term	2022/23 Autumn Term		
% of school age pupils eligible for (FSM) Free school meal	21.5	24	27.59	27.59	27.74	20.8	
Overall School Attendance %	94.3	94.9	93.3	91.4	91.6	92.2	
Overall Unauthorised Absence %	1.4	1.5	1.9	2.8	2.1	2.5	
Overall Persistent Absence %	15.9	14.0	20.1	26.2	28.5	-	
Overall School Attendance Open to Social Care %	-	-	-	-	82.6	-	-

Supporting narrative

EHE monitoring teachers continue to complete annual reviews of the work being undertaken by EHE cohort to ensure that they are receiving suitable education. EHE Lead and the monitoring teachers continue to link in with EHCP Co-ordinators/Reviewing Officers, family support workers and social workers as and when appropriate. At the end of Q3 2022, there was a total of 283 children known to be in receipt of EHE arrangements: 96 primary aged children & 187 secondary aged children with one of the main contributing factors being mental health.

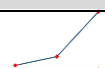
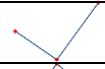





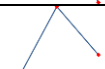
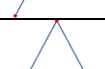

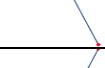
Wirral Attendance Service continues to create a culture where EHE is only a positive choice and benefits the needs of the child and not a solution for poor school attendance or behaviour. EHE advisory teachers have worked to strengthen relationships with difficult to reach parents, changing the mindset has led to positive communication.

There is a growing need for Part Time Timetables to be constantly reviewed and monitored to ensure CYP can access their right to a full time education. The current figure for Part Time Timetables at the end of Q3 is 86. We encourage schools to use these as a short term measure and for them to be reviewed a maximum of 6 weekly.

Overall Attendance. Autumn Term 2022/23. Wirral data is from Capita One. The information provided for the National data is from the new DfE Daily Collections. Whilst nationally there is a 78% sign up to this, locally we have 95% of schools signed up and we continue to encourage others to do so. In line with the new DfE guidance relating to school attendance, we are beginning the process of establishing working relationships with our independent schools. This will also include encouraging them to sign up to the new DfE Daily Data Collections. The new guidance also introduced a new category of severely absent young people. These are young people with attendance below 50% and schools are required to have a plan for these young people.

Illness was identified as the main reason for absence when the Attendance Service was formed in Autumn 2019. The three year trend shows, the schools are tackling this area through a combination of whole school approach, including support and challenge to parents and where appropriate, enforcement measures. The evidence for this can be seen in our 360 degree reviews. We will continue to work with and coach our schools to challenge absence. This approach ties in with the DfE guidance for school attendance. The DfE have recently published guidance for schools to support children who are absent due to mental health. Part of this guidance covers requesting medical evidence from GPs etc., we may need to do some work with health colleagues on this.

Workforce

	Year-End			2022/23			National	North West	Statistical Neighbours	Trend
	2019/20	2020/21	2021/22	Q1	Q2	Q3				
Vacancy rate – number of posts currently vacant / total no of posts Social Workers	31%	31%	30%	20%	21%	26%	-	-	-	
Agency rate – positions filled by agency staff Social Workers	15%	11%	22%	15%	13%	17%	-	-	-	
New starters - Social Workers	19	29	20	5	13	8	-	-	-	
Retention of staff – number of leavers - Social Workers	8	16	33	6	15	10	-	-	-	
Average FTE days lost to sickness absence - Social Workers	16.75	10.88	16.46	3.56	3.47	3.62		-	-	
Average caseload for social worker	14.6	14.2	15.5	16	16.2	15	16.3	17.9	17	
Vacancy rate – number of posts currently vacant / total no of posts Children's Services Directorate	25%	17%	20%	16%	15%	14%	-	-	-	
Agency rate – positions filled by agency staff Children's Services Directorate	6.80%	5.30%	6.29%	6.00%	6.80%	6.30%	-	-	-	
New starters - Children's Services Directorate	112	88	98	20	27	20	-	-	-	
Retention of staff – number of leavers - Children's Services Directorate	95	57.5	102	22	26	15.5	-	-	-	
Average FTE days lost to sickness absence Children's Services Directorate	14.54	10.92	12.55	2.86	2.75	3.28	-	-	-	

Supporting narrative

In terms of retention of staff, we have had a lot of social worker leavers in Q3, 10 in total, however we have managed to balance that somewhat with the new starter figure of 8. The agency rate has gone up slightly which will compensate for this shortfall. The qualitative data around that figure is that staff are either leaving to go to LA's who pay a higher agency rate or are moving to agency in another LA, or have been attracted by other LA's offering golden hellos etc. Sickness seems to have gone up a little, but this is usually a trend of the winter and Christmas period.

Budget
Supporting narrative

Under development - further work required to align performance and financial reporting.