

**Adult Social Care**

**Key Objective 1 - Cross-cutting and Support Services – Improving delivery of social care**

<b>KST 1.3</b>	To improve our support to Carers				
	<b>Q2 Comment</b> The number of Carer Assessments appears to have levelled out at present. The continued under-reporting of Carer Services, despite all of the recent work in this area, is disappointing and remains an area of concern.				
<b>Performance Measure</b>		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
1.3a The number of informal carers receiving an assessment as a percentage of the total number of clients and carers receiving assessments is increased from 5% in 2004/05 to 10% in 2005/06. (PSA 9)		G	A		
<b>Q2 Comment - warning</b> 7.4% in second quarter. Action required to further promote the importance of carers' assessments with assessors. It is still possible that this target will be achieved by the end of the year, Quarter 3 will give a clearer indication.					
<b>Performance Measure</b>		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
1.3b Review carer assessment outcomes to ensure that Carer Services are being accurately recorded against PAF C62, Carers Services, by October 2005 (PAF C62)		A	R		
<b>Q2 Comment - warning</b> Only six outcomes recorded this quarter, staff have been informed that the recording of Carer Services in accordance with the guidance is mandatory and failure to comply will be addressed by managers. It has been established that the services to carers are being delivered (e.g. Voucher Scheme), but they are still not being correctly recorded on CareFirst. Actions are in place to ensure this target is achieved by the end of the year.					
<b>KST 1.7</b>	To increase income to be spent on services				
	<b>Q2 Comment</b> Progress against this Key Service Target is mixed. The income collection target will not be realised this financial year, whilst efficiencies in the assessment and collection processes may be exceeded through the broadened remit.				
<b>Performance Measure</b>		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
1.7a Increase Home Care income collection by 33% by 31/03/06 (£400,000)		R	R		
<b>Q2 Comment</b> The reassessment exercise is now complete. Part year effect of increase will result in full £400k target only being achieved from 2006/07. It is anticipated that this target will not be achieved due to the significant investment required and recommended that no further action be taken.					

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<b>KST 1.8</b>	Improve purchasing and contracting processes				
	<b>Q2 Comment</b> Work to support this Key Service Target is progressing well and has the potential to deliver process efficiencies and result in the negotiation of more competitive contractual arrangements.				
<b>Performance Measure</b> 1.8b Reduce mileage cost as a proportion of gross spend from 8% to 6%		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		<b>G</b>	<b>A</b>		
<b>Q2 Comment - warning</b> Reviews of existing service users include mileage renegotiation. Purchasing of new home care packages include more proactive negotiation of mileage costs. The sustainability of the reduction achieved to date will be challenged when new contracts are negotiated. Work is continuing in this area and an update will be provided at quarter 3.					

<b>KST 1.10</b>	Improve service delivery efficiency and access by maximising the use of e-business practises				
	<b>Q2 Comment</b> Progress against this Key Service Target is good with the Social Care Direct and Electronic Social Care Record (ESCR) roll outs progressing on target. The outcome from the Practice Transformation evaluation will identify the level of savings to be realised.				
<b>Performance Measure</b> 1.10b Further roll out the Electronic Social Care Record for all new files across the county by 31/12/05		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		<b>G</b>	<b>A</b>		
<b>Q2 Comment - amendment</b> The roll out of the ESCR for both Adults and children’s services has commenced. Target date to be moved.  <b>Amend to: by 31/03/06 from 31/12/05</b>					
<b>Performance Measure</b> 1.10c Roll out flexible working to ensure practice transformation savings of £150,000		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		<b>G</b>	<b>A</b>		
<b>Q2 Comment - warning</b> Detailed work with pilot teams progressing well. Full impact and new models of working being evaluated. Full savings may not be realised in 2005/06 – quarter 3 will give a clearer indication of whether the target will be achieved by 31/03/06.					

<b>KST 1.12</b>	To support continuous improvement through effective target setting processes				
	<b>Q2 Comment</b> Accurate staffing information is crucial to the success of effective target setting at a sub-county level. The lack of accurate data has the potential to seriously hamper progress.				
<b>Performance Measure</b> 1.12a Develop a target setting process to produce SMART targets for all service areas by 31/1/06		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		<b>G</b>	<b>A</b>		
<b>Q2 Comment - warning</b> A resource allocation model has been developed, based on one used in Essex which will inform the process for disaggregating targets. The inability to obtain up to date staffing information by FTE has been raised through the Executive Officer and Client Manager. This target cannot be achieved in the absence of up to date staffing information. Work continuing with Workforce Planning Team. Higher level work on locality targets will continue and the target will be met by the end of the year.					

**Key Objective 2 - Improving Services for Adults and Older People**

<b>KST 2.1</b>	Increase independence for Older People				
	<b>Q2 Comment</b> Admission rates for clients aged 18-64 and 65+ have both increased in quarter 2 but remain within the target banding. Performance against PAF C32 has slightly reduced in quarter 2 making achievement of the PSA target even less likely.				
<b>Performance Measure</b> 2.1 a The number of older people helped to live at home per 1,000 population aged 65 or over, increased from 60 in 2004/05 to 73 by 31/03/06 ( <b>PAF C32, BVPI 54, PSA 5, PSA 9</b> )		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		A	R		
<b>Q2 Comment</b> Q2 performance is 56.9 - a slight reduction on the previous year's figure. It is anticipated that this target will not be achieved due to the significant investment required, this has been highlighted during the current Reconciling Policy and Resources Process.					
<b>KST 2.2</b>	To reduce delayed discharge from hospitals				
	<b>Q2 Comment</b> The high level of delayed transfers of care and uncertainty around the future of the Risk Share agreement raise concerns about the Departments ability to achieve this Key Service Target.				
<b>Performance Measure</b> 2.2a In consultation with the Audit Commission, reach an agreement with the local NHS that defines an optimum acceptable level of delayed transfers of care, and the utilisation of reimbursement funds.		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		G	A		
<b>Q2 Comment – warning</b> The Risk Share agreement is due for review at the beginning of quarter 3 and until complete its sustainability is uncertain. Review of Risk Share in quarter 3 will inform future sustainability.					
<b>Performance Measure</b> 2.2b In partnership with the local NHS, put in place more services to prevent unnecessary hospital admission developed to ensure timely discharge		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		G	A		
<b>Q2 Comment - warning</b> Whilst the Risk Share Agreement has been implemented including the management of the 20% most complex discharges, the admission avoidance initiatives being introduced by the PCTs have not yet had an impact on activity levels. The impact of the admission avoidance initiatives is not yet known, early results are anticipated by the end of Quarter 3, when a decision can be made as to whether or not this target will be achieved.					
<b>Performance Measure</b> 2.2c Implement and monitor the outcomes of the Audit Commission plan being delivered by the Programme Manager, in order to deliver a reduction in delayed discharges from a baseline of 79 at 31/3/05 (PAF D41)		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		A	A		
<b>Q2 Comment - warning</b> Delayed Transfers of Care (DTC's) remain at a high level and above the baseline of 79. Partnership work to continue, with a view to reducing the level of DTC's.					

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<b>KST 2.3</b>	To develop, jointly with Health and Housing, more intensive support for people in their own homes				
	<b>Q2 Comment</b> Performance against the PAF indicators supporting this Key Service Target has reduced in quarter 2 as a result of budgetary pressures. However the plans to develop additional extra care units and plans are on target to be achieved.				
<b>Performance Measure</b> 2.3a Increase the number of households receiving intensive home care per 1,000 population aged 65 or over, from 6.0 in 2004/05 to 6.7 in 2005/06 (PAF C28, BVPI 53, PSA 5, PSA 9)		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		<b>G</b>	<b>A</b>		
<b>Q2 Comment - warning</b> Q2 Performance has reduced to 6.0. Supporting people in their own homes remains a top priority for the Department, however pressures on the Community care budget makes achievement of this target uncertain in Quarter 2.					
<b>Performance Measure</b> 2.3b Increase the proportion of intensive home care as a percentage of intensive home and residential care from 15.1% in 2004/05 to 18.0% in 2005/06 (PAF B11)		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		<b>G</b>	<b>A</b>		
<b>Q2 Comment - warning</b> Q2 Performance has reduced to 16.1 this quarter from 16.6 in quarter 1. Supporting people in their own homes remains a top priority for the Department, however pressures on the Community care budget makes achievement of this target uncertain in Quarter 2.					

<b>KST 2.4</b>	To improve the user and carer experience for all				
	<b>Q1 Comment</b> Performance against this Key Service Target is mixed. The anticipated improvement in the number of clients receiving a statement of needs has not been realised due to the dependence on the IT infrastructure. In addition, funding needs to be sought for an interim SAP solution. On a more positive note, the percentage of clients receiving timely assessments and services has been maintained, with possible process improvements identified.				
<b>Performance Measure</b> 2.4a Pilot the electronic Single Assessment Process by 30/9/05		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		<b>A</b>	<b>A</b>		
<b>Q2 Comment - warning</b> It has become clear that CareAssess will not be able to meet our requirements at the present time. An options appraisal exercise of potential interim SAP solutions is underway. Following on from the outcome of this appraisal, Older People Strategy Group (OPSG) and health partners will need to identify resources to fund an interim solution. Work to identify a suitable interim solution will continue.					
<b>Performance Measure</b> 2.4c Increase the number of people receiving a statement of their needs from 81% in 2004/05 to 84% in 2005/06 (PAF D39, BVPI 58)		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		<b>A</b>	<b>A</b>		
<b>Q2 Comment – warning</b> Q2 performance has reduced to 73.2% and implementation of the IT related business process has been delayed. Issues relating to the electronic production of the Care Plan have been identified and are being addressed. This should lead to improved performance by the end of the year. It has been confirmed that the recording issues have been picked up by the 'how information recording can be improved in advance of practice transformation' group, who report to the Practice Transformation Board. The capture of Mental Health client information to support D39 is being addressed through the project (MH Trust).					

### Key Objective 3 - Improving Services for People with Physical and Learning Disabilities

<b>KST 3.1</b>	To develop a range of flexible and responsive services to support people in their own homes and encourage individual choice					
	<b>Q2 Comment</b> Performance against PAF C29 has been maintained at 4.8 in quarter 2. The reconciling policy and resources work, coupled with the Performance Improvement Plan will ensure that this indicator continues to be closely monitored. The implementation of the FACE overview assessments is starting to realise process improvements and efficiencies.					
<b>Performance Measure</b> 3.1a Maintain the number of adults with physical disabilities helped to live at home aged 18-64 at 5.3 (per 1,000 population) (PAF C29)			<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
			<b>A</b>	<b>A</b>		
<b>Q2 Comment - warning</b> Quarterly PAF C29 is still at 4.8 and not on target for 5.3. Although performance is slightly below target, current performance falls within the Department of Health 'Good Performance' banding.						

### Key Objective 4 - Improving Services for People with a Mental Health Problem

<b>KST 4.2</b>	To build better partnerships with Health to provide an improved and seamless service for users					
	<b>Q2 Comment</b> Performance against this Key Service target has dropped slightly in quarter 2. The ongoing data collection issues are a significant obstacle to progress and work continues in this area. Implementation of the FACs criteria is progressing well and will now start to be rolled out across the service.					
<b>Performance Measure</b> 4.2a Joint performance Indicators updated to reflect National Service Framework targets in place by 30/9/05			<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
			<b>G</b>	<b>A</b>		
<b>Q2 Comment - amendment</b> There is slippage in achieving this target as it was agreed that joint indicators would be developed after care service strategies were produced. The strategy for Working Age Adults (WAA) was agreed in September 2005, outcomes and joint indicators to monitor these will now be agreed.  <b>Amend to:</b> 31/03/06 as a revised target date for development of the joint indicators.						
<b>Performance Measure</b> 4.2d Establish performance management arrangements to ensure that the Trust activity can be reported to East Sussex County Council			<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
			<b>G</b>	<b>R</b>		
<b>Q2 comment</b> An agreement has been made to achieve this but reporting has not been possible to date because of data collection difficulties. Work is underway to resolve this and it is intended this will be achieved by end of March 2006.						

**Children’s Services - Key Objective 3 - Meet integrated needs through integrated services**

<b>KST 3.4</b>	3.4 Development of Early Years services				
	<b>Q2 Comment:</b> Groups have been established and have met as planned. Delivery arrangements are being developed. The Early Years Strategy and rollout plan for Children's Centres has been approved by Cabinet. The Childcare Bill and Code of Practice consultation responses have been prepared. 0-5 Strategy Group has been formed as part of the Children's Trust arrangements.				
<b>Performance Measure</b> 3.4b Increase the total number of childcare places from 11,133 to 12,417		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		<b>A</b>	<b>A</b>		
<b>Q2 comment - warning</b> This information will not be available until mid October, although indications are that net gains are below target - Q1 reported that an in-depth gathering of data on closures was being carried out. A mapping exercise of closures and openers would provide better understanding of genuine need and demand. Market management and early intervention with strong business and sustainability support would help shape future and further development of new childcare places.					

**Key Objective 4 - Raise educational standards**

<b>KST 4.1</b>	Improved achievement of pupils at Key Stage (KS) 1 (age 5 – 7)				
	<p><b>Q2 Comment:</b> At KS1, results in recent years have been below national averages; the attainment gap has narrowed since 2002 at level 2 and has narrowed significantly at level 2B which is a good indicator of level 4 performance at Key Stage 2. At Key Stage 1, performance at level 3 remains in need of further improvement. Targeted support is being provided to schools that are underachieving. Tasks / actions for improvement are set out under Priority 1 in the Education Development Plan.</p> <p>All key service target 4.1 measures are reporting from a different baseline because the method of testing has now changed. At the time of writing the Council plan figures were based on unseen tests. Unseen tests are now not taken so figures are based on teacher assessment.</p> <p>Historical baseline data is available as teacher assessment has always taken place as well as unseen tests and the 2004 baseline data is included in each comment.</p>				
	<p><b>Performance Measure</b> 4.1a Increase the percentage of pupils achieving Level 2 or above in the KS1 test for reading from 83.1% to 85.0%</p>				
	Qtr 1	Qtr 2	Qtr 3	Qtr 4	
<p><b>Q1 comment - amendment</b> Testing at KS1 is now based on teacher assessment only. In 2004 and 2005, 84% of pupils achieved Level 2 or above in the KS1 testing for reading. This matches the national rate of progress. Programmes are in place to raise attainment in reading. Tasks / actions for improvement are set out under Priority 1 in the Education Development Plan.</p>					
<p><b>Performance Measure</b> 4.1b Increase the percentage of pupils achieving Level 2 or above in the KS1 test for writing from 80.7% to 82.0%</p>					
Qtr 1	Qtr 2	Qtr 3	Qtr 4		
<p><b>Q2 comment</b> Testing at KS1 is now based on teacher assessment only. In 2004, 82% of pupils achieved Level 2 or above in the KS1 testing for writing, in 2005 81% of pupils achieved Level 2 or above in the KS1 testing for writing. This 1% decline in progress locally matches the national rate of progress in writing. Comprehensive support programmes are in place for all schools where this is an issue. Schools are responsive to training and support in writing. Tasks and actions for improvement are set out under Priority 1 in the Education Development Plan.</p>					
<p><b>Performance Measure</b> 4.1d Increase the percentage of pupils achieving Level 3 or above in the KS1 test for reading from 27.6% to 28%</p>					
Qtr 1	Qtr 2	Qtr 3	Qtr 4		
<p><b>Q2 comment</b> Testing at KS1 is now based on teacher assessment only. As anticipated, due to changes to testing arrangements, the number of pupils attaining level 3 has reduced by 2% locally and nationally. 25% of pupils achieved Level 3 or above in the KS1 testing for reading, compared with 27% in 2004. Programmes are in place to raise attainment in reading. Tasks / actions for improvement are set out under Priority 1 in the Education Development Plan.</p>					
<p><b>Performance Measure</b> 4.1e Increase the percentage of pupils achieving Level 3 or above in the KS1 test for writing from 14.6% to 16%</p>					
Qtr 1	Qtr 2	Qtr 3	Qtr 4		
<p><b>Q2 comment</b> Testing at KS1 is now based on teacher assessment only. As anticipated, due to changes to testing arrangements, the number of pupils attaining level 3 has reduced; by 3% locally and 2% nationally. 12% of pupils achieved Level 3 or above in the KS1 testing for writing, compared with 15% in 2004. Programme and project in place to encourage raised attainment in writing. Tasks / actions for improvement are set out under Priority 1 in the Education Development Plan.</p>					

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Performance Measure	Qtr 1	Qtr 2	Qtr 3	Qtr 4
4.1f Increase the percentage of pupils achieving Level 3 or above in the KS1 test for mathematics from 27.3% to 29%		R		
<b>Q2 comment</b> Testing at KS1 is now based on teacher assessment only. As anticipated, due to changes to testing arrangements, the number of pupils attaining level 3 has reduced by 4% locally and 3% nationally. 20% of pupils achieved Level 3 or above in the KS1 testing for mathematics, compared with 24% in 2004. A comprehensive range of support for mathematics is in place. Tasks / actions for improvement are set out under Priority 1 in the Education Development Plan.				

<b>KST 4.2</b>	4.2 Improved achievement of pupils at KS2 (age 7 – 11)
	<b>Q2 Comment</b> The rate of improvement in achievement for East Sussex pupils is in line with or exceeds national averages and that of statistical neighbours. At Key Stage 2 the overall levels of attainment in 2004 have been sustained into 2005, with further improvement in mathematics at level 4; results continue to be in line with the national average. A third of all East Sussex primary schools have made at least 5% points improvement in attainment in mathematics and/or English. Targeted support is being provided to schools that are underachieving. Tasks / actions for improvement are set out under Priority 2 in the Education Development Plan.

Performance Measure	Qtr 1	Qtr 2	Qtr 3	Qtr 4
4.2a Increase the percentage of pupils achieving Level 4 or above in the KS2 test for mathematics from 74.0% to 82.0%		R		
<b>Q2 comment</b> 75% of pupils achieved level 4 or above. This is a 1% increase in attainment; it compares well with other most improved authorities in 2004, matches the 1% increase nationally in 2005 and exceeds progress by statistical neighbours in 2005. A comprehensive range of support for mathematics is in place. Tasks / actions for improvement are set out under Priority 2 in the Education Development Plan.				

Performance Measure	Qtr 1	Qtr 2	Qtr 3	Qtr 4
4.2b Increase the percentage of pupils achieving Level 4 or above in the KS2 test for English from 78.0% to 82.0%		R		
<b>Q2 comment</b> 78% of pupils achieved level 4 or above. This static achievement sustains the increased attainment of last year, it compares well with other most improved authorities in 2004 but less well with the 1% increase nationally and by statistical neighbours in 2005. Analysis of root causes is in place. A comprehensive programme of support has been offered to all schools where this is an issue. Tasks / actions for improvement are set out under Priority 2 in the Education Development Plan.				

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<b>KST 4.3</b>	4.3 Improved achievement of pupils at KS3 (age 11- 14)				
	<b>Q2 Comment:</b> Following a significantly improved set of Key Stage 3 results for 2004, results for 2005 (unvalidated as yet) show attainment in English and mathematics to be at the national average level, with English results improving by 2% at Level 5+. Science results, however, are 2% below the national average and the rate of improvement between 2004 and 2005 was below the national average in mathematics and science. Specific actions to raise standards for 2006 are set out in Priority 3 of the current Education Development Plan (EDP).				
<b>Performance Measure</b> 4.3a Increase the percentage of pupils achieving Level 5 or above in the KS3 tests for English from 72.0% to 77.0%		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
			R		
<b>Q2 comment</b> English results at Level 5+ KS3 improved by 2% to 74% and are in line with the national average. However the target of 77% was not met. Actions to raise standards in English further are set out under Priority 3 in the Education Development Plan (EDP).					
<b>Performance Measure</b> 4.3b Increase the percentage of pupils achieving Level 5 or above in the KS3 tests for mathematics from 76.0% to 79.0%		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
			R		
<b>Q2 comment</b> Level 5+ results in mathematics, at 74%, match the national average. However there was a drop of 2% on this measure from the good results in 2004. Actions to raise standards further in mathematics are set out under Priority 3 in the Education Development Plan (EDP).					
<b>Performance Measure</b> 4.3c Increase the percentage of pupils achieving Level 5 or above in the KS3 tests for Science from 68.0% to 74.0%		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
			R		
<b>Q2 comment</b> Science results at Level 5+ were unchanged in 2005. Considerable variation in school results across the county has, in part, resulted from difficulties recruiting retained skilled specialist teachers in some areas. Plans are in place to boost recruitment and ensure best use of existing staff.					
<b>KST 4.4</b>	4.4 Improved achievement at KS4 (age 14 – 16)				
	<b>Q2 Comment:</b> Currently East Sussex only has very provisional data, collected directly from schools. This data has yet to be validated by DfES. Neither national comparative data nor data about the performance of statistical neighbours is yet available. Tasks / actions for improvement are set out under Priorities 4 & 5 in the Education Development Plan (EDP).				
<b>Performance Measure</b> 4.4a Increase the percentage of pupils achieving five or more GCSEs at grades A*-C or equivalent from 54.2% to 58.0%		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
			R		
<b>Q2 comment</b> Initial, unvalidated data collected from schools indicates that just over 55% of East Sussex pupils [including special schools] gained 5 A* to C grades in 2005. This represents a rise in the region of 1% over 2004 which falls short of the 2005 target of 58%. A five year rising trend has now been established for this threshold indicator. Tasks / actions for improvement are set out under Priority 4 in the Education Development Plan (EDP).					

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<b>KST 4.6</b>	4.6 DfES published outcomes for gifted and talented learners met				
	<p><b>Q2 Comment</b>                  Gifted and talented strategy published.                  Interview for advisory post (to develop a programme of enrichment activities for pupils) due to take place on Sept 19th.                  Collecting and analysing baseline data for gifted and talented pupils will be part of the target-setting and data-gathering processes autumn 2005.</p>				
<b>Performance Measure</b>		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
4.6a Increase the percentage of pupils achieving Level 5 or above in the KS2 test for English from 26.0% to 30.0%			<b>R</b>		
<b>Q2 comment - amendment</b>					
Nationally results at level 5 have remained static. This is matched in East Sussex schools where 26% of pupils achieved Level 5 or above in the KS2 test for English. Tasks / actions for improvement are set out under Priority 2 in the Education Development Plan.					
<b>Performance Measure</b>		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
4.6b Increase the percentage of pupils achieving Level 5 or above in the KS2 test for mathematics from 30.0% to 32.0%			<b>R</b>		
<b>Q2 comment</b>					
Nationally results at level 5 have remained static. In East Sussex schools 29% of pupils achieved Level 5 or above in the KS2 test for mathematics. This is a 1% reduction on 2004 results. Analysis of root causes and increased training offer are in place. Tasks / actions for improvement are set out under Priority 2 in the Education Development Plan.					
<b>Performance Measure</b>		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
4.6c Increase the percentage of pupils achieving Level 7 or above in KS3 tests for English from 7.4% to 9.0%			<b>A</b>		
<b>Q2 comment – warning</b>					
Provisional data shows a figure of 6.8%. Gifted and talented strategy sets out actions for improvement.					

<b>KST 4.8</b>	Enhanced support for use of ICT			
	<p><b>Q1 Comment</b> ICT Support embedded into Schools Receiving Additional Support (SRAS) programme. Big reduction in amount of cancelled ICT courses Spring 05 to date (15% ICT vs 19% for service). Primary HOS (Hands on Support - a joint DfES, Primary National Strategy, KS3 Strategy and 14-19 project which aims to provide teachers with an opportunity to share and spread good practice in using ICT to enhance teaching and learning across all subjects and key stages) and Secondary Leading Teachers in place. Primary network groups active. ICT Strategy launched. Standards and quality of ICT provision has been monitored in every school and college through contact adviser visits.</p> <p><b>Q2 Comment</b> As Q1. In addition, from Jan 05 to Jul 05 no primary school in East Sussex has been given an unsatisfactory Ofsted judgement for ICT.</p>			

<p><b>Performance Measure</b> 4.8c Increase the percentage of pupils achieving level 5 or above in KS3 tests for ICT from 54% to 75%</p>	<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		A		

<p><b>Q2 comment - warning</b> Moderation in July suggests a figure around 67% which, although not meeting our target, is an improvement on last year and is roughly in line with the national average for 2004. ESCC and school actions for improvement are set out in the ICT Strategy</p>				
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<b>KST 4.9</b>	Improved levels of school attendance (including of looked after children)			
	<p><b>Q2 Comment</b> A priority circular re. school attendance was sent to schools 12 Sep. which included: details of changes to target setting procedures (new legalisation, registration codes &amp; allocation of Education Welfare Services), school procedures for fixed term penalty requests; Education Welfare Officer access to SIMS; taking pupils off roll; part-time timetables; Red, Amber, Green system; new primary pilot project; teenage pregnancy</p>			

<p><b>Performance Measure</b> 4.9b Decrease the percentage of unauthorised absence in primary schools from 0.47% to 0.34%</p>	<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
	A	A		

<p><b>Q2 Comment - warning</b> Provisional data suggest an outturn of 0.78%. Schools have now been sent procedures for issuing fixed term penalties.</p>				
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<p><b>Performance Measure</b> 4.9d Decrease the percentage of unauthorised absence in secondary schools from 1.45% to 1.25%</p>	<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
	A	A		

<p><b>Q2 Comment - warning</b> Provisional data suggests outturn of 1.41%, which is an improvement on last year's outturn. Schools have now been sent procedures for issuing fixed term penalties. The Cool Cats system will be evaluated in the final term of 2005/6 and a report produced for schools with a possibility of making the system available to all primary schools in 2006/7.</p>				
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**Key Objective 5 - Improve access to education**

<b>KST 5.1</b>	Development of school organisations and structures to support effective learning	<b>A</b>
	<p><b>Q2 Comment</b>                  Central Government did not endorse the LSC/ESCC proposal for post-16 education in Hastings &amp; Rother, and recommended instead that there be no new post-16 college in rural Rother; that William Parker and Helenswood schools would retain their Sixth Forms; but the other schools would not; and that HCAC be developed on 2 sites. The LSC has until 31 October to respond. The LSC has already withdrawn its planning application for a rural Rother college. The Primary Development Review Report has been considered by the Children's Services Authority SMT. The Deputy Director of Learning and School Effectiveness is to direct a project which ensures coherence between recommendations in the report and the development of extended schools and the Children's Centres strategy. Small school issues are being investigated further.</p> <p>Preparatory work continues on a forward strategy for investment in school buildings in the secondary sector. East Sussex is in the last wave of authorities to receive Building Schools for the Future (BSF) funding - funding will be received in 2012/13.</p>	
<p>The score refers to the Key Service Target as a whole rather than the associated measures</p>		

**Key Objective 6 - Improved Leadership, Management and Governance of Schools**

<b>KST 6.2</b>	Improved management of resources in and between schools				
	<p><b>Q2 Comment</b>                  Target for three year school budget plans achieved and sound progress on tackling deficits. Policy on clawing back of excessive surpluses being drafted for consultation.</p>				
<b>Performance Measure</b>		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
6.2b Reduce the percentage of schools with balances above 5% of their annual budget share to 8%		<b>A</b>	<b>A</b>		
<p><b>Q2 comment - amendment</b>                  After adjusting for advance allocation of Transitional Support Grant, 54% of schools had surplus balances in excess of 5% of budget share as at 31.3.05. It was not possible to establish this baseline until budget closedown for 2004/05 (June 2005) and the target was set before the baseline was available. The next set of figures will not be available until June 2006 but the high baseline makes it unlikely that we will achieve the target of 8% for 2005/06. Recommend amending target to 20% in light of established baseline (2004/05 outturn). A number of factors, including Planning, Preparation and Assessment (PPA) time for teachers and targeted advice to schools with surplus balance will contribute to the reduction of the number of schools with balances above 5% of their annual budget share.</p> <p><b>Amend to: 20%</b></p>					

## Community Services

### Key Objective 1 - Helping Local People Feel Safer

<b>KST 1.2</b>	To reduce Violent Crime			
<b>Performance Measure</b> 1.2a At least 475 fewer violent crimes in a public place from a 2003/04 baseline of 4057	<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
	<b>R</b>	<b>R</b>		
<b>Q2 comment</b> Eastbourne 536; Hastings 549; Lewes 265; Rother 209; Wealden 233; Total 1792 (Year to date total 3266). As has been the case since 2003/04 the formal position represents a significant increase in public Place, Violent Crime but, as reported previously, the increase has been caused primarily by a national change in the Police's recording system which has significantly increased reported but does not actually represent a real increase in violent crime e.g. breaking an Antisocial Behaviour Order by entering a banned area now counts as a violent crime. We are lobbying the Home Office with the Police and other local authorities to address the recording problem.				

### Key Objective 2 - Improving Services through Joint Working

<b>KST 2.3</b>	Work closer with Parish and Town Councils to help improve the quality of life of residents in the County			
	<b>Q2 Comment</b> Parish and Town Councils are engaged in the work to develop the Local Area Agreement and will deliver some elements. A database of work undertaken with Parish and Town Councils has been created and is updated on a regular basis. A range of information on Community Safety, Community Planning and other issues is sent to Parish and Town Councils on a regular basis. Work is underway to explore improved ways of working.			
<b>Performance Measure</b> 2.3a Develop East Sussex strategy on unauthorised encampments of Travellers by September 2005	<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
	<b>G</b>	<b>A</b>		
<b>Q2 comment - amendment</b> The Traveller strategy being developed is much wider than anticipated. It is being developed on a multi agency basis and will incorporate a strategy on unauthorised encampments. A amendment to the timescale is therefore requested.				
<b>Amend to: Development of overall East Sussex Traveller Strategy, (not just unauthorised encampments) by March 2006.</b>				

**Key Objective 3 - Improve access to services and efficiency through IT**

<b>KST 3.3</b>	All Council services that are capable of being delivered electronically are so delivered by 2005.				
	<b>Q2 Comment</b> Work is progressing to ensure compliance by end of 2005.				
<b>Performance Measure</b> 3.3a 100% of ESCC services capable of being delivered electronically to be available electronically by 31/12/05. BV157.		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		G	A		
<b>Q2 Comment - warning</b> Work is progressing to ensure compliance by the end of 2005, however there are some areas that will not be implemented. Some transactions on the list are not capable of delivery by electronic means and these have been notified to ODPM. The remaining ones involve such low volumes/value that e-enabling them would involve disproportionate expense so we have taken a pragmatic decision not to do it - this will be supported in each case by evidence of volumes/value. Our final expected percentage outturn for the BVPI is in the high 90s.					

**Key Objective 4 - Community Services**

<b>KST 4.4</b>	4.4 To provide an excellent service by improving our performance against the Public Library Standards				
	<b>Q2 Comment</b> Visitor numbers are influenced by a range of factors. Work is underway to identify the significant current determinants and any appropriate action.				
<b>Performance Measure</b> 4.4a 3% increase in visitor figures from 3,232,944 in 2004/05 to 3,329,932		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		A	A		
<b>Q2 comment - warning</b> There were 831,102 visits to libraries in Quarter 2. During this time there were closures at Lewes (before new library opened), Heathfield (temp accommodation during refurbishment) and Pevensy Bay (flooding). Estimated figures are included for Pevensy Bay. Work is underway to understand the reason for performance and in particular the impact of the launch of the virtual library on this indicator.					
<b>KST 4.5</b>	Carry out enforcement functions in an equitable, practical and consistent manner to ensure both the prevention and detection of Trading Standards offences.				
	<b>Q2 Comment</b> All enforcement activities carried out in accordance with approved prosecution policy which has recently been reviewed in conjunction with Legal Services and found 'fit for purpose'.				
<b>Performance Measure</b> 4.5c 33% Medium Risk non-food premises inspected		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		G	A		
<b>Q2 comment - warning</b> 239 of 1,446 Medium Risk non-food premises inspected between 1/4/05 and 26/9/05. Due to more reactive work than anticipated being undertaken and an inability to recruit to a vacant post, this target is at risk. Vacant post being re-advertised. Possibility of engaging Agency staff explored, but is unaffordable. The priorities of the team undertaking reactive work will be re-considered but this must be in the light of the newly developing relationship with local businesses who are being actively encouraged to seek our advice on trading standards issues through the 'Buy With Confidence' and 'Business Support Network' initiatives. Those initiatives in turn comply with the spirit of the Hampton Report on 'Reducing Burdens on Business' presently being hotly pursued by government. The Report places much less emphasis on inspections of this kind.					

<b>KST 4.12</b>	Comply with the requirements of the Freedom of Information Act				
	<b>Q2 Comment</b> 94% of formal Freedom of Information enquiries were responded to within 20 days and 100% of enquiries for which deadlines were renegotiated. The remaining 6% represent 3 enquiries for which the deadline was only just missed. The missed responses were the result of unexpected staff absences. The response rate still compares favourably with central government.				
<b>Performance Measure</b> 4.12a Respond to 100% of formal Freedom of Information enquiries within 20 working days		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		<b>R</b>	<b>R</b>		
<b>Q2 comment</b> 94% of formal Freedom of Information enquiries were responded to within 20 days and 100% of enquiries for which deadlines were renegotiated. The remaining 6% represent 3 enquiries for which the deadline was only just missed. The missed responses were the result of unexpected staff absences. The response rate still compares favourably with central government.					

## Transport and Environment

### Key Objective 2 - Making roads safer

<b>KST 2.2</b>	Reduce the number of children killed or seriously injured on the county's road network.				
	<b>Q2 comment</b> Continuing good progress. Continuing difficulties in recruiting School Crossing Patrols.				
<b>Performance Measure</b> 2.2a 85% of School Crossing patrol sites staffed at peak times (amended quarter 1 from 90%)		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		<b>A</b>	<b>A</b>		
<b>Q2 comment - warning</b> The number of School Crossing Patrol sites in the county which are currently manned is 82%. The SCP service are currently involved with a county wide recruitment campaign which it is hoped will prove successful and increase the numbers back up to the 88% level.					

### Key Objective 5 - Passenger Transport

<b>KST 5.1</b>	Meet the travel requirements of schools, social services and the public.				
	<b>Q2 comment</b> There has been some delay to the implementation of the new IT system but key stages are coming on line and adding value.				
<b>Performance Measure</b> 5.1a Bus Strategy documents revised and approved by the end of the financial year.		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		<b>G</b>	<b>A</b>		
<b>Q2 comment - warning</b> Other projects that weren't apparent in the first quarter are putting at risk our ability to achieve this target. It is intended that the ESDA (East Sussex Disability Association) bus contracts and the County Card free concessionary fares scheme which have to be implemented by the end of the financial year be prioritised.					

**Key Objective 6 - Statutory Plans**

<b>KST 6.1</b>	Develop planning policies and make decisions that help raise economic performance and enhance the environment.					
	<p><b>Q2 comment</b> Proposals for distribution of housing figures to districts agreed for consultation and consultation started. On track to advise Regional Assembly by deadline of 9 December. Waste Local Plan (WLP) work on track to report on next stages to November Cabinet. The priority that continues to be given to the WLP, efforts to fill staff vacancies and the need to bring in temporary staff, mean that other milestones in the Minerals and Waste Development Scheme will not be met. The Scheme will be amended following a report to lead Member in November 2006.</p>					
<b>Performance Measure</b> 6.1b Meet the programme identified in the Minerals and Waste Development Scheme			<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
			A	A		
<p><b>Q2 comment - warning</b> The issues related to the progress on work identified in the Minerals and Waste Development Scheme have not been overcome and two documents are still behind programme because of prioritising work on the Waste Local Plan and staff shortages. Action is being taken to identify a revised programme and appoint staff. A report to Lead Member will now be made in November 2005.</p>						

<b>KST 6.3</b>	Develop and implement local area transport strategies (LATS) to improve travel choices					
	<p><b>Q2 comment</b> Newhaven LATS was approved by lead Member for Transport and Environment on 25 July. Good progress continues to be made with the Seaford LATS and a final draft of the strategy is now with partner authorities for comment. This final consultation had been scheduled for earlier in the summer but was deferred because of local elections.</p>					
<b>Performance Measure</b> 6.3a Achieve the agreed programme for development of Bexhill and Hastings link road.			<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
			A	A		
<p><b>Q2 comment - warning</b> The programme has been amended to reflect a reprofiling of costs necessary to accommodate the lack of funding from the Department for Transport. To date the DfT have not confirmed whether or not funding will be available for this work.</p>						

<b>KST 6.3</b>	Develop and implement local area transport strategies (LATS) to improve travel choices				
	<p><b>Q2 comment</b> Newhaven LATS was approved by lead Member for Transport and Environment on 25 July. Good progress continues to be made with the Seaford LATS and a final draft of the strategy is now with partner authorities for comment. This final consultation had been scheduled for earlier in the summer but was deferred because of local elections.</p>				
<b>Performance Measure</b> 6.3b Formal adoption of LATS for Newhaven and Seaford by July 2005.		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		<b>G</b>	<b>A</b>		
<p><b>Q2 comment - amendment</b> Newhaven LATS was approved by lead Member for Transport and Environment on 25 July. Good progress continues to be made with the Seaford LATS and a final draft of the strategy is now with partner authorities for comment. This final consultation had been scheduled for earlier in the summer but was deferred because of local elections. The target date for formal approval by July 2005 has, as a result, not been met and the LATS document will now be presented to Lead Member for Transport and Environment on 5 December.</p> <p><b>Amend to: Formal adoption of LATS for Newhaven and Seaford by March 2006.</b></p>					

<b>KST 6.3</b>	Develop and implement local area transport strategies (LATS) to improve travel choices				
	<p><b>Q2 comment</b> Newhaven LATS was approved by lead Member for Transport and Environment on 25 July. Good progress continues to be made with the Seaford LATS and a final draft of the strategy is now with partner authorities for comment. This final consultation had been scheduled for earlier in the summer but was deferred because of local elections.</p>				
<b>Performance Measure</b> 6.3c Formal adoption of LATS for Hailsham by September 2005.		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		<b>G</b>	<b>A</b>		
<p><b>Q2 comment - amendment</b> The Steering Committee has approved a final draft of the strategy and this is now with partner organisations for comment. Because consultation has been rather more time consuming than originally anticipated, the target date for formal approval has slipped. Despite the slight delay, the LATS is developing well and the strategy will be presented to Lead Member for Transport and Environment on 5 December.</p> <p><b>Amend to: Formal adoption of LATS for hailsham by March 2006.</b></p>					

## Corporate Resource Planning and Management

### Key Objective 1 - Policy and Finance

<b>KST</b> <b>1.1</b>	Achieve excellence in financial and resource management across ESCC			
	<b>Q2 Comment</b> Nearly all related actions progressing successfully in line with plan			
<b>Performance Measure</b> 1.1d Revised working protocols available	<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
	<b>G</b>	<b>A</b>		
<b>Q2 comment</b> Additional resources have been made available to ensure this is achieved by end of financial year				
<b>Performance Measure</b> 1.1e At least 90% of invoices paid within agreed terms, (following the dip in performance during the replacement of the council's core financial systems).	<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
	<b>A</b>	<b>A</b>		
<b>Q2 comment – warning</b> April to August Performance is 87.12%. The trend is improving with performance during August of 90.12%				

### Key Objective 2 - Effective Property Management

<b>KST</b> <b>2.1</b>	Ensure a countywide approach to capital planning linked to priorities and key asset management drivers.			
	<b>Q2 Comment</b> Small sample for 2.1a, otherwise all targets are on track.			
<b>Performance Measure</b> 2.1a Increase the percentage of Capital building projects completed within +/- 5% of the agreed timetable from 73% in 2004/05 to 80% in 2005/06	<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
	<b>G</b>	<b>A</b>		
<b>Q1 comment – warning</b> Early days. Only three projects completed this year indicating 33% of projects meeting target. Progress will continue to be monitored.				

<b>KST</b> <b>2.2</b>	Achieve excellence in property delivery standards, including delivery of effective and efficient new property contractor arrangements.			
	<b>Q2 Comment</b> Generally on track and achieved successful restructure to create R3 Buyer team.			
<b>Performance Measure</b> 2.2c Establish Framework Agreement with contractors	<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
	<b>A</b>	<b>R</b>		
<b>Q2 comment – warning</b> The Lead Officer for this work has now left. A report will be prepared for Lead Member's approval to extend use of the approved list of contractors and progress will continue to be monitored.				

## Strategic Management and Economic Development

### Key Objective 1 - Improving economic investment in East Sussex

<b>KST 1.1</b>	Improve the economic health of the County.				
	<p><b>Q2 Comment</b> The e-skills bid was anticipated to involve Greenwich University and Malta as partners. However there have been some obstacles and we are therefore further investigating potential activity with Malta where we can facilitate the development of a joint project. The Annual Business Survey, which provides key information to update the East Sussex Economic Business Study has now been received. The Newhaven Masterplan and key priorities have been agreed. An INTERREG bid for projects in Newhaven will be considered by the Interreg Programme Steering Committee shortly and matchfunding sought from the County's EDIS fund.</p>				
<b>Performance Measure</b> 1.1b Support a partnership bid, building on the e-skills agenda, for submission to the European Union		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
		<b>G</b>	<b>A</b>		
<b>Q2 comment - warning</b> The target will be reviewed in Quarter 3.					

### Key Objective 2 - Focus on the County Council priorities and improving performance

<b>KST 2.1</b>	Ensure co-ordinated delivery of Council priorities and long-term direction				
	<p><b>Q2 Comment</b> Work on CPA shared priorities is progressing. Work continues on Reconciling Policy and Resources, with a meeting to take place with partners on 29 September. With the exception of BV12 the other 102 BVPIs were passed by audit without any cause for concern. The Authority, therefore, continues to provide high quality reports and performance management processes.</p>				
<b>Performance Measure</b> 2.1b All CPA Performance Indicators (BVPIs) and those labelled 'high risk' by the Audit Commission pass the annual audit without qualification		<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
			<b>R</b>		
<b>Q2 comment</b> As a result of the audit, a reservation was placed by the auditors on BV12 - staff absence. Despite an exemplary audit trail there were problems linked to transferring data from the absence sheets to the new staff absence management system because of a different method of recording.					

**Key Objective 3 - Make the best use of staff and skills**

<b>KST 3.1</b>	Harness the potential of ESCC staff					
	<p><b>Q2 Comment</b> Positive results have been recorded for all performance measures excepting Absence which is higher than expected (Quarter 1 results available only). Action may be required depending upon the result for Quarter 2 (available early November) and Quarter 1 results will be discussed at the October Absence Management Board.</p>					
<b>Performance Measure</b>			<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
3.1d Reduce the number of working days/shifts lost to sickness (per FTE employees) from 8.66 in 2004/05 to 8.4 (+/- 10%) in 2005/06				<b>R</b>		
<p><b>Q2 comment</b> The absence outturn for Quarter 1 is higher than expected, 2.16 instead of last year's 1.94, and is because 11% more absences have been recorded this year than last year. The increase has occurred in Children's Services and Adult Social Care. Other departments i.e. Corporate Resources, Chief Executives and Transport &amp; Environment have reduced their absence. Following recent training sessions the overall increase may be due to more rigorous recording by managers. Based on current performance the projected annual outturn is 9.63 days. Departments are considering specific actions to achieve the annual target.</p>						
<b>KST 3.2</b>	3.2 Improve the status of East Sussex as an employer of choice					
	<p><b>Q2 Comment</b> We have commissioned a consultant to begin Stage 1 of the recruitment and selection review. This involves focus groups with recruiting managers, questionnaires to new starters, examining best practice and working with Lawtonware, the Council's advertising agency, on the Council's employer brand. The consultant will then conduct a Benefits Realisation Exercise (BRE) to highlight the efficiencies and improvements that can be made to help us increase our status as an 'employer of choice' whilst also realising Gershon savings. We have also designed a recruitment pack specifically for managers that focuses on the strategy and objectives of ESCC. We are in the final stages of implementing the new web pages with Jobs Go Public. We have designed a recruitment and selection workshop which has been presented to two groups of recruiting managers. The focus is on developing recruitment and selection skills including selling the Council to potential new recruits. All performance measures are on track to achieve their targets. The Equalities Standard is currently on track but will be reassessed in November/December when progress is clearer, at which time the target may need to be adjusted.</p>					
<b>Performance Measure - warning</b>			<b>Qtr 1</b>	<b>Qtr 2</b>	<b>Qtr 3</b>	<b>Qtr 4</b>
3.2c Achievement of Level 3 of the Equality Standard for Local Government.			<b>G</b>	<b>A</b>		
<p><b>Q2 comment</b> This target is at risk. Equality Impact Assessments are being undertaken across the Council. On completion these may indicate that the target needs adjusting.</p>						