# Key measures of success - Appendix 1

Adults maintain their independence and live healthy lives  Ensure older people and disabled adults are safe & supported	Status	Trend	Page
Client satisfaction with services for older and disabled people		4	2
Number of people receiving support from adult social care	<u> </u>	N/A	2
Delayed discharges - average weekly rate per 100,000 pop 18+	<b>*</b>	1	3
Delayed discharges - number	<b>*</b>	1	3
Ne will support carers in the valuable work they do			
Carers receiving needs assessment or review and a specific carer's service, or advice and info		•	4
Client satisfaction - Carers satisfaction with services		N/A	5
Personalised services to meet older and disabled adults needs			
Social Care clients receiving Self Directed Support in the year to 31st March	<b>&gt;</b>	1	6
mpact of personalised budgets - % of people in receipt of a personal budget who feel they are more	<b>&gt;</b>	N/A	
n control of their care provision			6
We will promote and encourage healthy lifestyles for adults			
Number of people receiving support from Mental Health Social Work team	<b>4</b>	N/A	7
Number of households living in temporary accommodation	•	-	7
Rate of self-reported 4 week smoking quitters aged 16 or over	N/A	N/A	8
Number of Medway Businesses taking part in the healthy workplace initiatives		N/A	8
Number of people receiving support from a Health and Lifestyle Trainer		N/A	9
Number of adults taking part in healthy weight and exercise referral interventions	<b>②</b>	1	9
Children and young people in Medway have the best start in life			
Ensure the most vulnerable children and young people are safe			
	•	1	
% of initial assessments for children's social care carried out within 10 working days of referral		_	10
% of core assessments for children's social care carried out within 35 working days of their		1	
commencement			10
Child Protection Plans lasting 2 years or more		•	11
LAC cases which reviewed within required timescales (PAF-CF/C68)		1	11
% of child protection cases which were reviewed within required timescales	_	1	12
Care leavers in suitable accommodation		1	12
Average time between a child entering care and moving in with adoptive family		N/A	13
LAC Participation in Reviews	Ā	1	13
Children's participation in child protection conferences		•	14
% of children becoming subject of CPP for a second or subsequent time within 2 years	<u> </u>	N/A	15
Champion high standards in schools			
Achievement at level 4 or above in both English and Maths at Key Stage 2		1	15
Achievement of 5 or more A*-C grades at GCSE or equivalent inc English and Maths (LAA)	<u> </u>	N/A	16
Narrow gap between lowest achieving 20% in Early Years Foundation Stage and the rest (LAA)	<u> </u>	N/A	16
AC achieving 5 A*-C GCSEs (or equivalent) at KS4 (including English and mathematics)	•	1	16
SEN: (SEN)/non-SEN gap – achieving 5 A*- C GCSE inc. English and Maths	<b>*</b>		17
Number of children missing from education (inc children of statutory school age not on a school roll		N/A	17
% of young people absent from school for 15% or more days		N/A	17
% of governors attending governor training		N/A	18
% of those attending governor training who reported that the training was good or better	<b></b>	N/A	18
% of newly statemented children placed in out of area maintained special schools	<u>***</u>	N/A	18
% of newly statemented children placed in INMS (Independent Non-Maintained Special provision)	***	N/A	19
Number of tribunal appeals contesting a named Medway provision	<u>**</u>	N/A	19
% of appeals withdrawn, upheld or refused	<b>*</b>	N/A	19
Of appears withdrawn, upried of refused  Ofsted trend of improvement - % schools judged good or better in Medway	<b>9</b>	N/A	20
Ofsted trend of improvement - % scribors judged good of better in Medway  Ofsted trend of improvement - Leadership & Management - % schools judged good or better	<u> </u>	N/A	20
Ofsted trend of improvement - Leadership & Management - % schools judged good or better  Ofsted trend of improvement - Quality of Teaching - % schools judged good or better	<b>3</b>	N/A	20
Difference made to schools by LA support - Schools in Special Measures	•	N/A	21
Difference made to schools by LA support - Schools with a Notice to Improve	<u> </u>	N/A	21
Difference made to schools by LA support - Schools with a Notice to improve  Sifference made to schools by LA support - Schools below floor threshold (LA maintained only)	_	N/A	21
Promote and encourage healthy lifestyles	_	14/74	۷۱
% of children in Medway aged 0-4 attending local Sure Start Children's Centre	<b>&gt;</b>	<b></b>	22
Fotal attendances at Sure Start Centres by families with children 0-4 years	<u> </u>	1	22
Smoking quits from pregnant women	_	- 10 m	23
		4	23
Numbers completing the MEND programme		7	23
Promote and encourage healthy lifestyles for people with SEN	I <sub>A</sub>	_	24
ncrease in breastfeeding rate at initiation at birth		NI/A	24
ncrease in breastfeeding rate at 6-8 weeks	_	N/A	24
norease in breastreeding rate at 0.0 weeks			
·			
<u> </u>	<u> </u>		
Everybody travelling easily around Medway  We will secure reliable & efficient local transport network			

Appendix 1

Satisfaction with road maintenance	_	4	26
Satisfaction with pavement maintenance	<b>S</b>	3	26
Satisfaction with the bus station	-	N/A	27
% of people who think Medway Council helps people travel easily around Medway	-	1	27
Number of notices received to carry out works on the highway	***	N/A	27
Everyone benefiting from the area's regeneration			
Decent new homes quality of existing housing  Net additional homes provided	N/A	N/A	28
Number of affordable homes delivered	ĬN/∧	1 N/A	29
Average length of stay in B&B of households with dependent children or pregnant women (weeks)	5	1	29
People have the skills they need to take up job opportunities			
16 to 18 year olds who are not in education, employment or training (NEET)		-	30
Care leavers in education, employment or training	_	1	30
The number of intensive assists to local businesses	~	•	31
Number of jobs created and safeguarded through intensive assists		<b>3</b>	31
New registrations by local people accessing employment support services  Employment that has lasted 26 weeks	<u> </u>	1	32 32
Medway as a destination for culture, heritage, sport and tourism			
Leisure - Level of user satisfaction (% satisfied)	<b>9</b>	1	33
Number of visitors to tourist attractions in Medway	<b>*</b>	1	34
Jser satisfaction with events	<b>3</b>	1	34
	<b>*</b>	1	
Jser satisfaction with museums and galleries	<b>~</b>	NI/A	34
Satisfaction with libraries		N/A	25
Satisfaction with libraries	<b>ॐ</b>	1	35 35
Jser satisfaction with theatres			35
Safe, clean and green Medway			
Ne will improve public confidence and feelings of safety			
Jser satisfaction with trading standards	<b>2</b>	- ♣	36
Jser satisfaction with environmental health	<b>&gt;</b>	4	36
Council attendance at PACTS and SACTS where notified a fortnight in advance	<b>9</b>	N/A	37
Percentage of people who feel Medway is safe	N/A	N/A	37
Ne will help to prevent and reduce domestic abuse			
Number of incidents of domestic abuse	<u>~</u>	₩.	38
% of repeat victims of domestic abuse	<b>②</b>	1	39
mpact of domestic abuse on children's safety	N/A	N/A	39
We will increase recycling reducing waste going to landfill sites			40
Residual household waste - kg per household	<u> </u>		40
Percentage of household waste sent for reuse, recycling and composting	-		40
Satisfaction with refuse collection Satisfaction with recycling facilities	<u></u>		41 41
Ve will work with the community to keep Medway's streets clean			41
mproved street and environmental cleanliness: Litter	<b>&gt;</b>	4	42
mproved street and environmental cleanliness: Detritus	<b>9</b>	-	42
mproved street and environmental cleanliness: Graffiti	<b>&gt;</b>		42
mproved street and environmental cleanliness: Flyposting	<b>&gt;</b>	-	43
Satisfaction with street cleaning	_	4	43
Ve will reduce our own carbon footprint			
CO2 reduction from local authority operations	N/A	N/A	44
Capital receipts from property rationalisation		4	44
Ne will work with local people to maintain parks and open spaces	<b>~</b>		45
Citizen participation hours	<u> </u>	1	45
No of people involved in practical volunteer tasks through membership of Friends groups	<u> </u>	- 13- - 13-	45 45
Satisfaction with parks and open spaces Satisfaction with play areas	<u> </u>	1	45 46
Number of green flags	<u> </u>		46
We will support the building of strong communities			70
% of people who believe people from different backgrounds get on well together	<u> </u>	4	47
% of people who feel they can influence decisions in their locality		1	47
Better for Less	,	1	
Norking days lost due to sickness absence	<b>&gt;</b>		48
Key			
Farget achieved			

Key	
Target achieved	<b>②</b>
Target not achieved (< 5%)met	_
Target not achieved (> 5%)met	
Data only. No target has been set.	
Trend from last year shows an improvement in performance	•
Trend from last year shows a decrease in performance	4
Trend from last year shows performance has remained static	=
Data is not available	N/A

# Council Plan Monitoring – 2012/13

PI Status	Trend Arrows	Success is
<ul><li>This PI is significantly below target</li></ul>	The performance of this PI has improved since 2011/12	Higher figures are better
This PI is slightly below target	The performance of this PI has worsened since 2011/12	Lower figures are better
This PI has met or exceeded the target	The performance of this PI is similar to 2011/12 data	N/A - Desired performance is neither too high nor too low
This PI is data only. There is no target and is provided for reference only.  N/A – Rating not appropriate / possible		

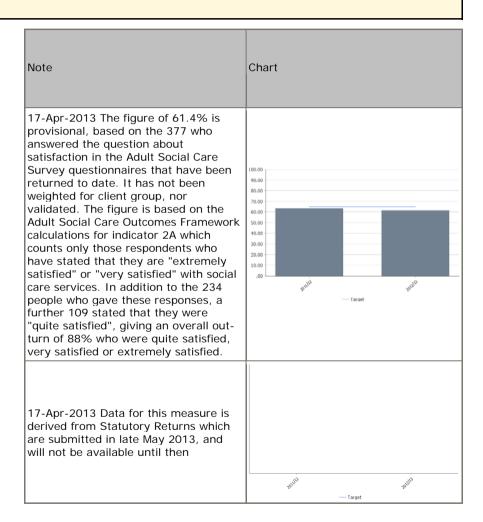


#### 1.0 Adults maintain their independence and live healthy lives

#### 1.1 Ensure older people and disabled adults are safe & supported

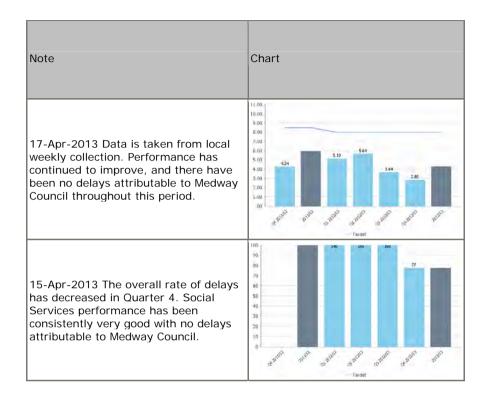
Short Name	Success
Client satisfaction with services for older and disabled people	•
Number of people receiving support from adult social care	N/A

2011/	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
63.50 %	Not me	asured	for Qua	rters	61.40 %	65.00 %		•
	Not me	easured	for Qua	rters		N/A		N/A



Short Name	Success
Delayed discharges - average weekly rate per 100,000 pop 18+	
Delayed discharges - number	

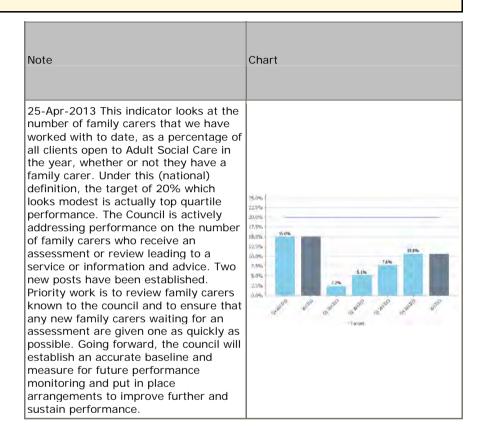
2011/	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
5.91	5.10	5.64	3.64	2.80	4.30	8.00		•
113	140	155	100	77	77	N/A		•



#### 1.2 We will support carers in the valuable work they do

Short Name	Success
Carers receiving needs assessment or review and a specific carer's service, or advice and information	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
15.0%	2.2%	5.1%	7.6%	10.5%	10.5%	20.0%		



Short Name	Success
Client satisfaction - Carers satisfaction with services	•

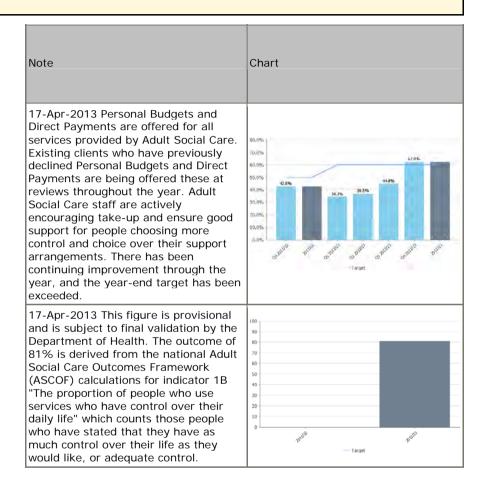
2011/	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	2012/13		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
	Not me	easured	for Qual	rters	44.00 %	60.00 %		N/A

Note	Chart
17-Apr-2013 This figure is provisional and is subject to validation by the Department of Health. The outcome of 44% is derived from the national Adult Social Care Outcomes Framework (ASCOF) calculations for indicator 3B "Overall satisfaction of carers with social services" which counts only those carers who have ticked that they are "extremely satisfied" or "very satisfied" with services (20 people and 63 people respectively). In addition to these 83 carers, a further 60 carers ticked that they were "quite satisfied", giving an out-turn of 75%. The pool of carers surveyed was significantly limited by Government guidance and excluded many of the carers who had received carer assessments and support e.g. carers for people supported at end of life. Medway Council also expressed concerns regarding the wording mandated in the carers survey and cover letter prior to the survey being issued but we were instructed that the wording could not be changed - we have given our feedback to the national team leading this work.	Against white disputing the state of the sta

#### 1.3 Personalised services to meet older & disabled adults needs

Short Name	Success
Social care clients receiving Self Directed Support in the year to 31st March	•
Impact of personalised budgets - % of people in receipt of a personal budget who feel they are more in control of their care provision	•

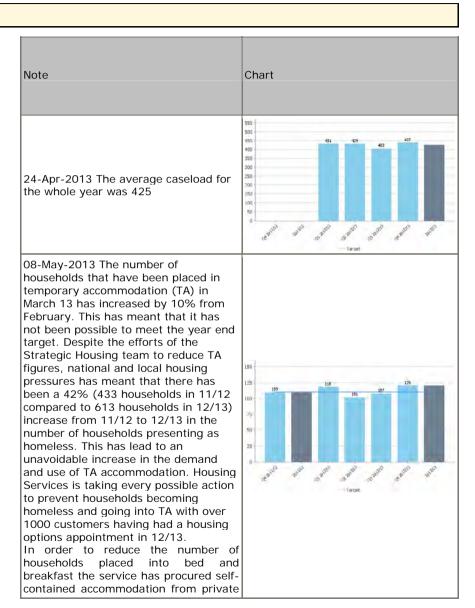
2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
42.5%	34.3%	36.5%	44.8%	62.0%	62.0%	60.0%	<b>②</b>	•
	Not me	lot measured for Quarters			81%	73%	<b>②</b>	N/A



#### 1.4 We will promote and encourage healthy lifestyles for adults

Short Name	Success
Number of people receiving support from Mental Health Social Work team	•
Number of households living in temporary accommodation	

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
	431	429	403	437	425	N/A		N/A
109	118	101	107	120	120	110		•



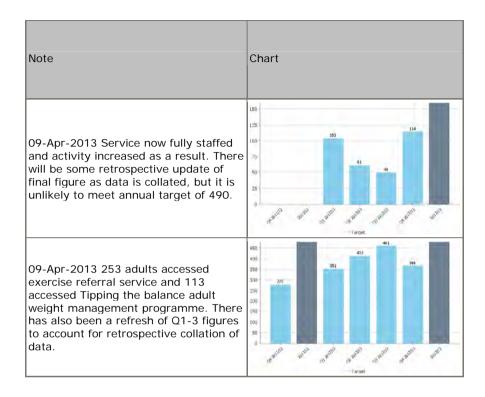
Short Name	Success
Rate of self-reported 4 week smoking quitters aged 16 or over	•
Number of Medway Businesses taking part in the healthy workplace initiatives	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
2662	618	467	524	N/A	1609	2265	N/A	N/A
	12	18	0	0	30	36		N/A

Note	Chart
landlords as an alternative. The service is also hoping to address the number of households placed in temporary accommodation via a review of the Homebond scheme. The scheme, in certain circumstances, can help with the rent in advance in the form of a returnable grant or loan. It is hoped that the review will help make the scheme more accessible to customers and in turn lead to a reduction in the number of households placed in temporary accommodation.	
11-Apr-2013 Medway is one of the top performing authorities in the region for this indicator. Q4 data due 17/6/13 and it is anticipated that we will meet or exceed the target. 3 major 'No Smoking Day' events were held across Medway which resulted in 300-350 interactions with the public. We have supported the implementation of a CQUIN (Commissioning for Quality and Innovation) target for Medway Foundation trust, which will be targeted to refer 1200 smokers to the Stop Smoking Service.	2500 2250 3000 1599 1590 1590 1590 1590 1590 1590 1
09-Apr-2013 Workplace Health Co- ordinator has been recruited, following restructure of public health, but successful applicant found alternative employment before taking up post. New recruit in post from 1st April, programme currently under review with a view to developing clear action plan.	45 40 25 30 25 20 15 10 5 10 5 7 7 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8

Short Name	Success
Number of people receiving support from a Health and Lifestyle Trainer	•
Number of adults taking part in healthy weight and exercise referral interventions	•

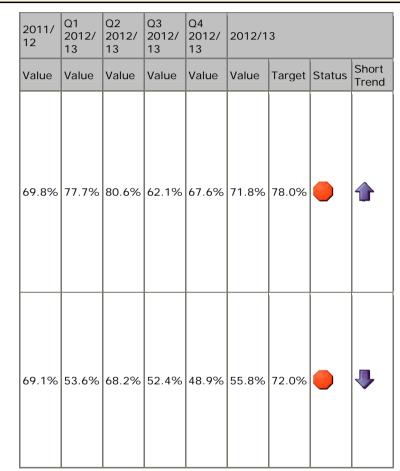
2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
	103	61	49	114	327	490		N/A
1030	351	413	461	366	1591	1000		•



#### 2.0 Children and young people have the best start in life in Medway

#### 2.1 Ensure the most vulnerable children & young people are safe

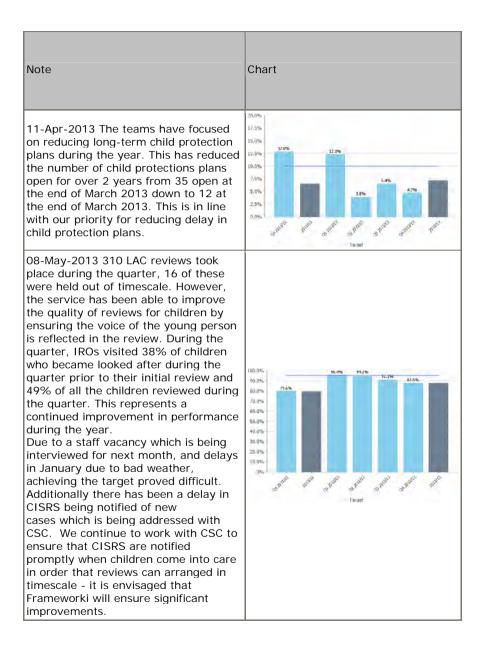
Short Name	Success
Percentage of initial assessments for children's social care carried out within 10 working days of referral	•
Percentage of core assessments for children's social care that were carried out within 35 working days of their commencement	•





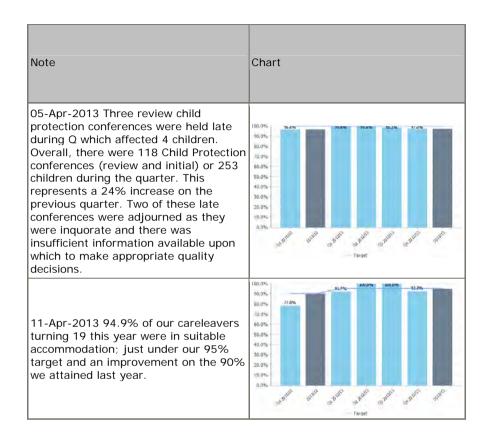
Short Name	Success
Child Protection Plans lasting 2 years or more	
Looked after children cases which were reviewed within required timescales	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
6.5%	12.3%	3.8%	6.4%	4.7%	7.1%	10.0%		•
79.4%	95.4%	94.2%	91.1%	87.5%	87.5%	95.0%		



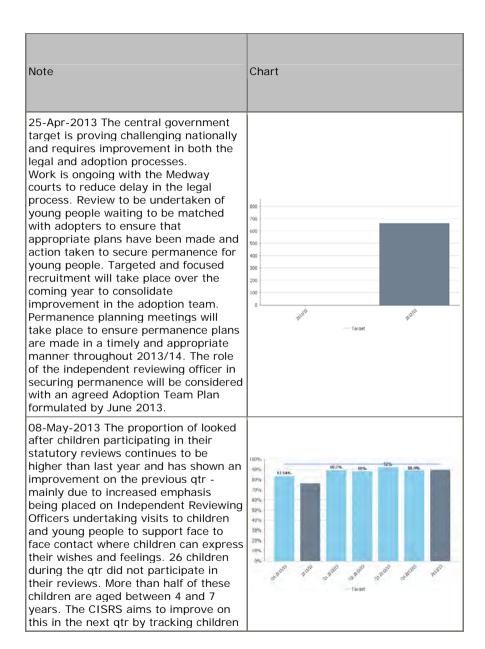
Short Name	Success
Percentage of child protection cases which were reviewed within required timescales	•
Care leavers in suitable accommodation	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
96.6%	99.6%	99.5%	98.3%	97.0%	97.0%	100.0 %		•
90.0%	91.7%	100.0	100.0	92.3%	94.9%	95.0%		•



Short Name	Success
Average time between a child entering care and moving in with adoptive family	
LAC Participation in Reviews	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
	Not me	asured	for Quai	rters	660	625		N/A
76%	88.7%	88%	92%	88.4%	89.28	95%		•



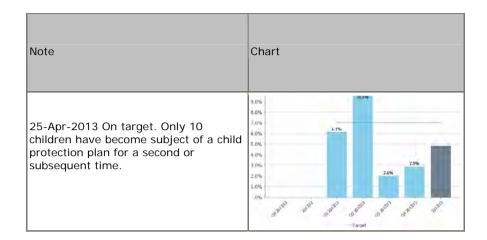
Short Name	Success
Children's participation in child protection conferences	•

12	Q1 2012/ 13 Value	Q2 2012/ 13 Value	Q3 2012/ 13 Value	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value					
			value	Value	Value	Target	Status	Short Trend
60%	44%	11%	50%	100%	51.25 %	80%		••

Note	Chart
who have not been visited by their IRO and ensuring that these children are monitored by the Principal Reviewing Officer. Frameworki will allow us to monitor this more effectively than with the previous system.	
O8-May-2013 During Q4, there were 34 children over the age of 12 (the age at which it is felt that children are Fraser competent) who were the subject of a CPC. Of these, 9 were invited to attend their conference and all attended, equating to 100%. This is an improvement, partly due to CISRS automatically inviting children to their conferences unless specifically instructed not to by the social worker Children can participate in other ways in their conference. 33% of children aged over 12 who were invited to attend their conference met with their social worker to discuss the report with them. The wishes and feelings of the child were explicitly recorded in 63% of all social worker reports.  CISRS are working with Young Lives Foundations to develop other formats for young people to express their wishes and feelings.  The current performance indicator measures attendance at conference only, however for 2013/14 this indicator will be replaced by one which measures all forms of participation.	100% 100% 100% 100% 100% 100% 100% 100%

Short Name	Success
% of children becoming the subject of a child protection plan for a second or subsequent time within 2 years	

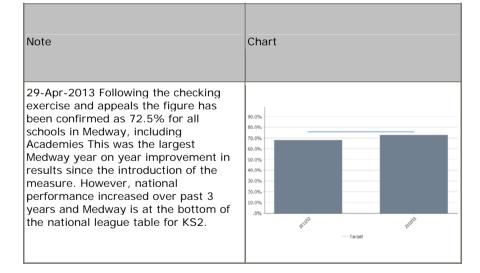
2011/	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
	6.1%	10.5%	2.0%	2.9%	4.8%	7.0%	<b>②</b>	N/A



### 2.2 Champion high standards in schools

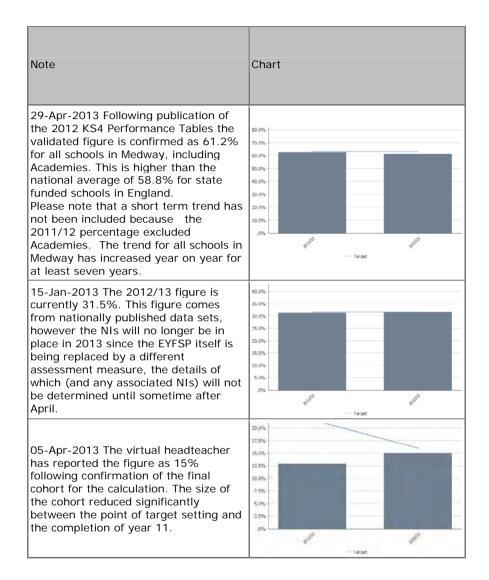
Short Name	Success
Achievement at level 4 or above in both English and Maths at Key Stage 2	•

2011/	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
68.0%	Not me	easured	for Qual	rters	72.5%	76.0%		•



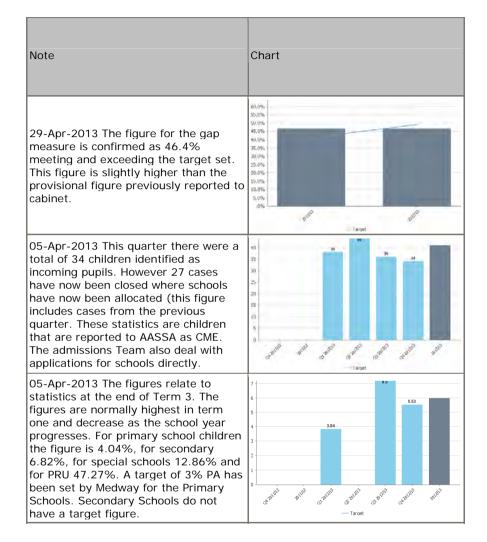
Short Name	Success
Achievement of 5 or more A*- C grades at GCSE or equivalent including English and Maths (LAA)	•
Narrowing the gap between the lowest achieving 20% in the Early Years Foundation Stage Profile and the rest (LAA)	
Looked after children achieving 5 A*-C GCSEs (or equivalent) at Key Stage 4 (including English and mathematics) (LAA)	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2/ 2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
62.5%	Not me	easured	for Qual	rters	61.2%	63.0%	<u> </u>	N/A
31.2%	Not me	easured	for Qua	rters	31.5%	31.5%		N/A
12.9%	Not me	easured	for Qua	rters	15.0%	16.0%		•



Short Name	Success
The Special Educational Needs (SEN)/non-SEN gap – achieving 5 A*- C GCSE inc. English and Maths	
The number of children who are missing from education (including all children who are of statutory school age who are not on a school roll or in alternative provision).	
% of young people who are absent from school for 15% or more days in the school year.	

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
46.4%	Not measured for Quarters				46.4%	49.0%	<b>②</b>	
	38	56	36	34	41	N/A		N/A
	3.84%		8.5%	5.53%	5.96%	N/A		N/A



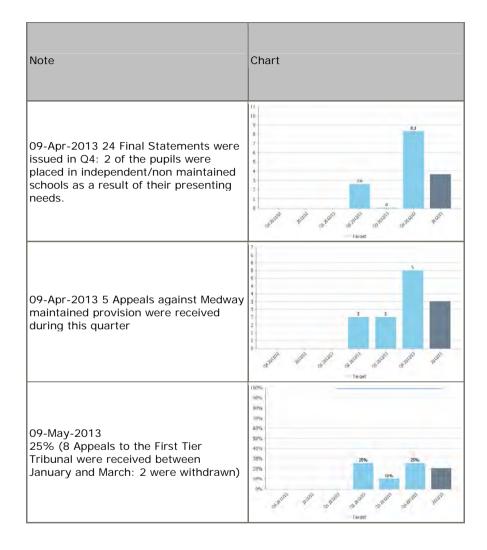
Short Name	Success
% of governors attending governor training	•
% of those attending governor training who reported that the training was good or better	•
% of newly statemented children placed in out of area maintained special schools	

2011/	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
	17%	22%	31%	41%	41%	43%	<u></u>	N/A
	100%	100%	100%	100%	100%	85%		N/A
		N/A	0%	0%	0%	N/A		N/A



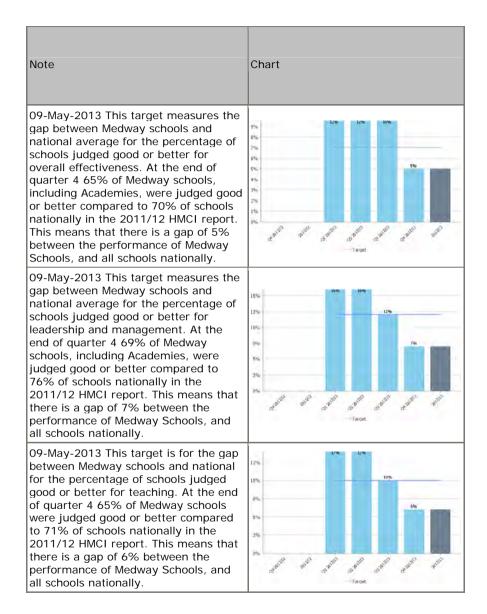
Short Name	Success
% of newly statemented children placed in INMS (Independent Non-Maintained Special provision)	
Number of tribunal appeals contesting a named Medway provision	
% of appeals withdrawn, upheld or refused	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
		2.6%	0%	8.3%	3.6%	N/A		N/A
		2	2	5	3	N/A		N/A
		25%	10%	25%	20%	N/A		N/A



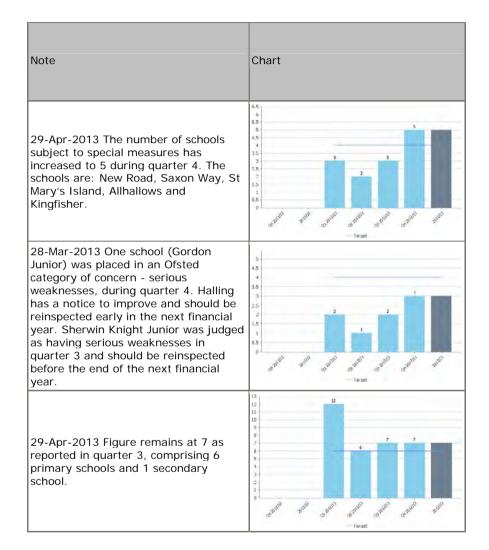
Short Name	Success
Ofsted school judgements showing trend of improvement - % schools judged good or better in Medway	
Ofsted school judgements showing trend of improvement - Leadership & Management - % schools judged good or better in Medway	
Ofsted school judgements showing trend of improvement - Quality of Teaching - % schools judged good or better in Medway	

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
	12%	12%	10%	5%	5%	7%		N/A
	16%	16%	12%	7%	7%	12%	<b>②</b>	N/A
	17%	17%	10%	6%	6%	10%		N/A



Short Name	Success
Difference made to schools by Local Authority support - Schools in Special Measures	
Difference made to schools by Local Authority support - Schools with a Notice to Improve	
Difference made to schools by Local Authority support - Schools below floor threshold (LA maintained schools only)	

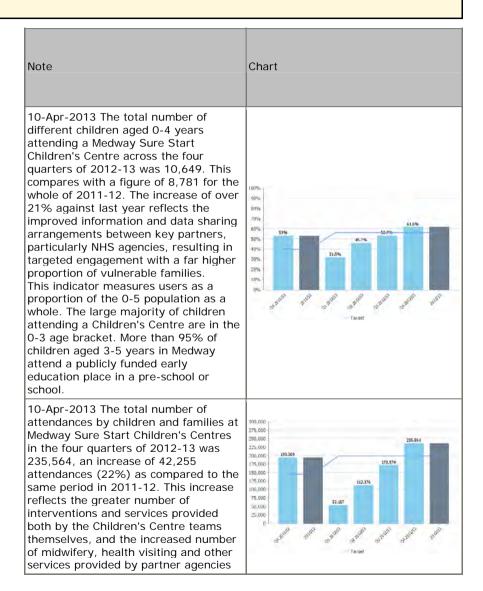
2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
	3	2	3	5	5	4		N/A
	2	1	2	3	3	4		N/A
	12	6	7	7	7	6		N/A



#### 2.3 Promote and encourage healthy lifestyles

Short Name	Success
Percentage of children in Medway aged 0-4 attending a local Sure Start Children's Centre	•
Total number of attendances at Sure Start Children's Centres by families with children 0-4 years	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
53%	31.5%	45.7%	52.7%	61.6%	61.6%	56%		
193,3 09	53,15 7	112,3 76	170,9 74	235,5 64	235,5 64	199,0 00		•



Short Name	Success
Smoking quits from pregnant women	•
Numbers completing the MEND programme	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
43	12	7	12	N/A	31	70		•
87	13	17	32	19	81	90		•

Note	Chart
using the Children's Centre infrastructure. Increasingly the focus is on ensuring that the most vulnerable families within each local community receive the greatest support in a carefully targeted manner, so it is anticipated that the raw number of attendances will plateau, and will not continue to increase at the current rate.	
09-Apr-2013 Data for Q4 due 17/6/13. An action plan has been agreed with Medway Foundation Trust (midwifery) to reduce the number of women smoking during pregnancy - this includes introducing routine CO testing of all pregnant women at 12 week scan and other clinics, improving accuracy of data collection relating to pregnant women smoking at the time of delivery, and to train 98% of all community midwives in stop smoking interventions.	70 50 50 50 10 12 7 11 10 10 10 10 10 10 10 10 10 10 10 10
01-May-2013 5 completing MEND 5-7; 6 completing MEND 2-4; 8 completing MEND 7-13 for Q4. Outcomes, adherence and success rates for the MEND programme are consistent with last year, with children achieving results through attending the programme, although recruiting families to the programme is proving challenging. As a result we are trying a new approach for marketing the service, using proactive follow up calls to parents of children identified as obese on the National Child Measurement Programme. Early	90 100 70 70 100 70 100 70 100 70 100 70 100 70 100 70 100 70 70 70 70 70 70 70 70 70 70 70 70 7

Short Name	Success is

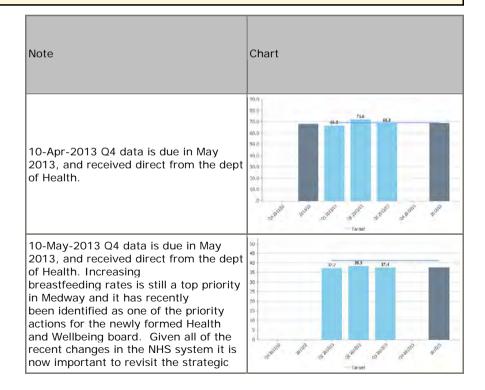
2011/	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend

Note	Chart
indication is suggesting that this is proving successful, so this should result in higher numbers for the May programmes. In addition to this, we will be conducting a full review of the MEND programme during 2013, to assess uptake and outcomes, compared to other similar programmes.	

# 2.4 Promote and encourage healthy lifestyles (for people with SEN)

Short Name	Success
Increase in breastfeeding rate at initiation at birth	•
Increase in breastfeeding rate at 6-8 weeks	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
68.0	66.3	71.6	68.3	N/A	68.8	69.0		•
	37.2	38.3	37.4	N/A	37.6	41		N/A



Short Name	Success

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend

Note	Chart
objectives of the infant feeding strategy and ensure the action plan remains a priority for all key stakeholders. The Director of Public Health will be hosting a summit in June 2013 to address this.	

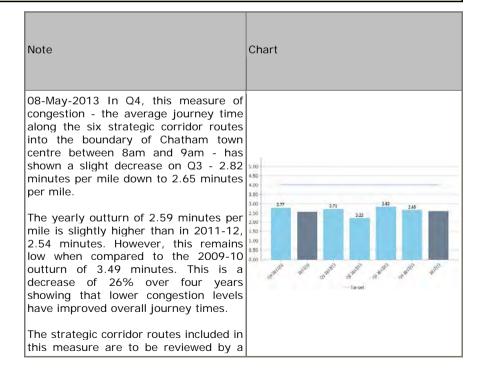
# 3.0 Everybody travelling easily around Medway

#### 3.1 We will secure a reliable and efficient local transport network

01 02 03 04

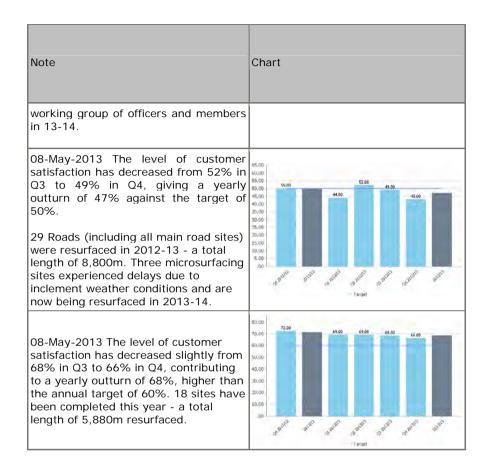
Short Name	Success
Average journey time along 6 primary transport corridors into Chatham (mins per mile)	

2011/ 12	2012/ 13	2012/ 13	2012/ 13	2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
2.54	2.71	2.22	2.82	2.65	2.59	4.00		•



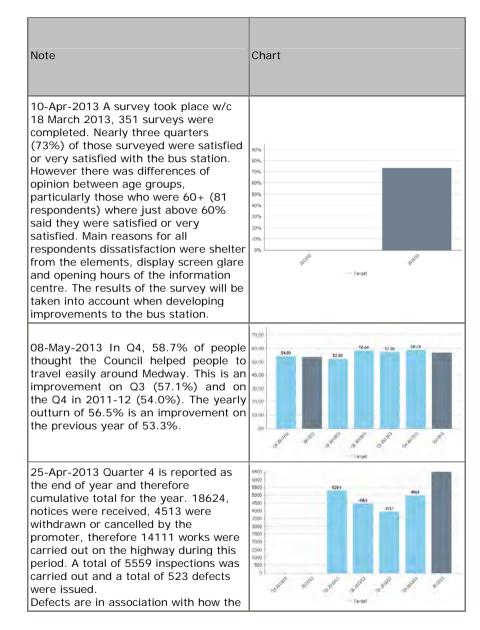
Short Name	Success
Satisfaction with road maintenance	•
Satisfaction with pavement maintenance	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
49.75	44.00	52.00	49.00	43.00	47.00	50.00		•
71.00	69.00	69.00	68.00	66.00	68.00	60.00		•



Short Name	Success
Satisfaction with the bus station	•
Percentage of people who think Medway Council helps people travel easily around Medway	•
Number of notices received to carry out works on the highway	N/A

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
	Not me	easured	for Quai	rters	73%	N/A		N/A
53.25	52.00	58.00	57.06	58.74	56.45	N/A		•
	5284	4454	3917	4969	18624	N/A		N/A



Short Name	Success

2011/ 12	Q1 2012/ 13	Q2 2012/ 13		Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend

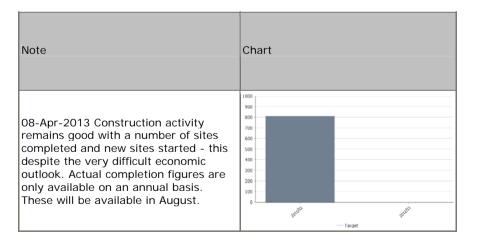
Note	Chart
works are being carried out or how they have been reinstated i.e. the highway not being in a satisfactory condition following the works. Over the final quarter Medway has continued to see a significant amount of works associated with Southern Water i.e. installation of water meters and mains replacement, Southern Gas Networks Main Replacement and BT Open Reach High Speed Broad, and also major works such as the Darnley Arch bridge replacement.	

### 4.0 Everyone benefiting from the area's regeneration

# 4.1 Decent new homes and quality of existing housing

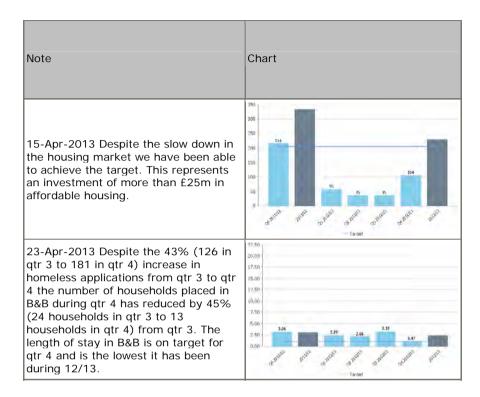
Short Name	Success
Net additional homes provided	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13				
Value	Value	Value	Value	Value	Value Target Status Short				
809	Not me	easured	for Qua	rters		815	N/A	N/A	



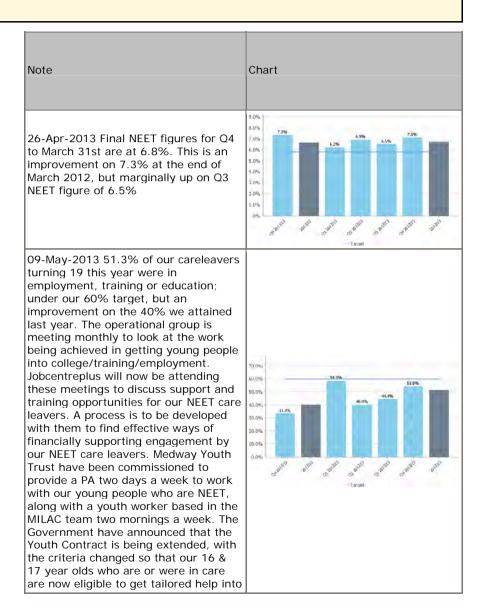
Short Name	Success
Number of affordable homes delivered	•
Average length of stay in B&B accommodation of households with dependent children or pregnant woman (weeks)	

2011/	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
333	55	35	35	104	229	204		•
2.96	2.39	2.06	3.18	0.97	2.32	1.00		•



#### 4.2 People have the skills to take up job opportunities

4.2 reopic have the skins to take up job opportunities									
Short Name	Success	2011/	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3	
		Value	Value	Value	Value	Value	Value	Target	Stat
16 to 18 year olds who are not in education, employment or training (NEET)		6.6%	6.2%	6.9%	6.5%	6.8%	6.6%	5.8%	
Care leavers in education, employment or training	•	40.0%	58.3%	40.0%	44.4%	53.8%	51.3%	60.0%	



Short Trend

Short Name	Success
The number of intensive assists to local businesses	•
Number of jobs created and safeguarded through intensive assists	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
514	73	50	66	314	503	160		•
530	16	153	63	43	275	360		•

Note	Chart
work, education and employment and a number of our careleavers are now signed up for this.	
09-May-2013 In Q4, 83 intensive assists were delivered to local businesses. This includes two Masterclasses at Innovation Centre Medway and one workshop regarding trading with Russia. In addition, 20 businesses attended a workforce development event in January and 42 businesses attended the TIGER (Thames Gateway Innovation, Growth and Enterprise) funding launch in March.  For Quarters 1-3 we omitted to include 1-2-1 advice surgeries and workshops supplied through Business Support Kent (231). These have been added to Q4 (83).	500 450 450 250 250 250 250 150 150 150 150 150 150 150 1
09-May-2013 The numbers of enquiries from companies to us about new premises in the Medway area actually increased by 39% in 2012-13 compared to the previous year. On research and follow up to these enquiries a number have been from companies that are seeking to expand and create jobs. As part of a partnership consortium with Kent County Council and North Kent boroughs plus Thurrock, we have recently secured £20 million of funds from the government's Regional Growth Fund. These finances provide an opportunity for local companies to bid	550 500 600 600 600 600 500 500

Short Name	Success
New registrations by local people accessing employment support services	•
Employment that has lasted 26 weeks	•

2011/	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13				
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend	
1,193	300	306	290	315	1,211	400	<b>&gt;</b>	•	
159	36	66	70	56	228	100		•	

Note	Chart
for interest free loans to support their growth and job expansion. We believe that this new programme - called TIGER - alongside the Council's existing business finance schemes - offers an excellent opportunity for Medway businesses to create more jobs and for new business investors to come into Medway.	
This figure does not include apprenticeships that the council has assisted businesses with, a total of 85 (5 internships) this year. If these had been included in the original definition we would have achieved the target.	
26-Apr-2013 Employ Medway continues to exceed targets for the number of people accessing employment support services. In 2012-13, a total of 1,211 customers registered for our services, consistent with 2011-12.	1,100 1,100 1,100 1,000
26-Apr-2013 In Q4, Employ Medway helped 56 customers sustain employment beyond 6 months, a total of 228 for 2012-13. This represents an increase of 43% on 2011-12.  The Work Programme Partnership helped 46 long term unemployed customers to sustain in employment beyond 6 months. This demonstrates a 74% retention rate at the 6 month stage for all customers who find work,	70 44 48 50 50 50 50 50 50 50 50 50 50 50 50 50

Short Name	Success

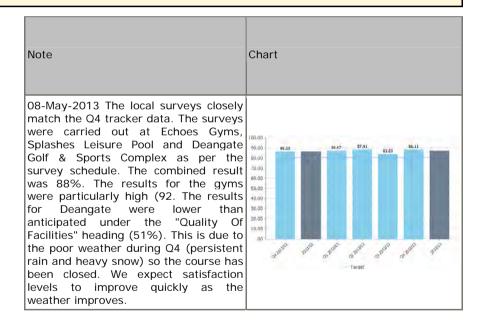
2011/	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value Target Status Short Trend			

Note	Chart
up 4% on Q3. In addition, through our GAPS apprenticeship programme a further 10 customers have sustained employment beyond 6 months.	

# 4.3 Medway as destination for culture, heritage, sport and tourism

Short Name	Success
Leisure - Level of user satisfaction (% satisfied)	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
85.95	86.67	87.91	83.53	88.11	86.97	80.00	<b>②</b>	•



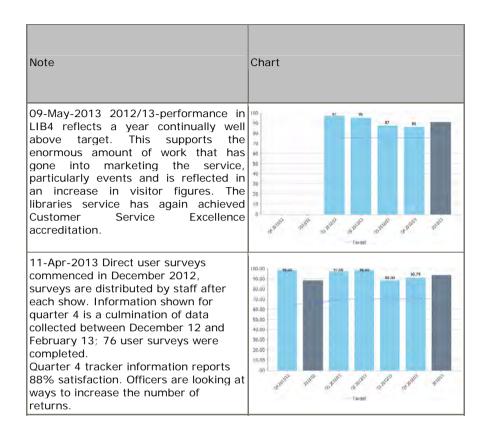
Short Name	Success
Number of visitors to tourist attractions in Medway	•
User satisfaction with events	•
User satisfaction with museums and galleries	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
73411 4	21909 8	50154 5	63549 0	74095 6	74095 6	70000 0		•
85.00	93.00	95.00	88.19	N/A	92.06	80.00		•
82.63	96.00	94.00	82.00	93.00	91.25	70.00	<b>⊘</b>	•



Short Name	Success
Satisfaction with libraries	•
User satisfaction with theatres	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
	97	95	87	86	91	75		N/A
88.00	97.00	98.00	88.00	90.79	93.45	70.00	<b>②</b>	•

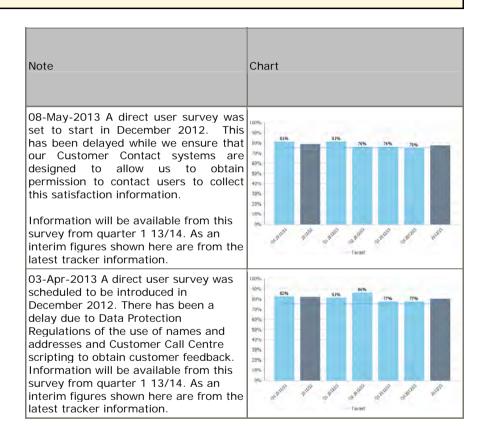


#### 5.0 Safe, clean and green Medway

## 5.1 We will improve public confidence and feelings of safety

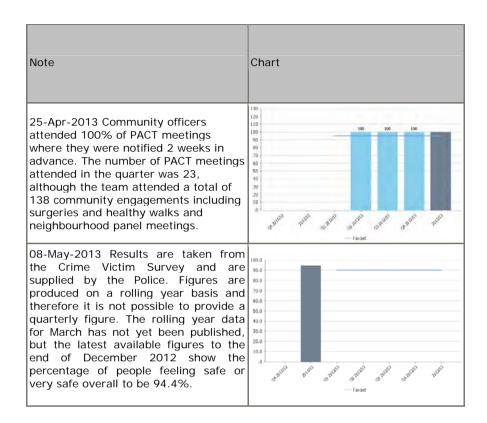
Short Name	Success
User satisfaction with trading standards	•
User satisfaction with environmental health	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
78.25 %	81%	76%	76%	75%	77%	75%		•
81.75 %	81%	86%	77%	77%	80.25 %	75%		•



Short Name	Success
Council attendance at PACTS and SACTS where notified a fortnight in advance	•
Percentage of people who feel Medway is safe	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
		100%	100%	100%	100%	95%	<b>②</b>	N/A
94.3%						90.0%		N/A



## 5.2 We will help to prevent and reduce domestic abuse

Short Name	Success
Number of incidents of domestic abuse	

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
4248	1126	1221	1123	1135	4605	N/A		

Note	Chart
23-Apr-2013 Medway Council has entered into joint commissioning arrangements with KCC, Kent district councils, Kent Fire and Rescue, Kent Police, health and criminal justice to provide IDVA support for high-risk victims of domestic violence across Kent and Medway, to provide support for those at high risk of domestic violence. The new provider, Kent Domestic Abuse Consortium, will provide risk-managed focussed support for MARAC and IDVA support at the specialist domestic violence Courts across the area. This will ensure continuity of provision, resilience from a funding stream that is both sustainable and equitable. The new Police and Crime Commissioner has signalled her support by agreeing to fund the police contribution. The commissioning will be facilitated through Kent Probation.  In 2012/13, 115 professionals attended multi-agency domestic abuse training.  The Kent and Medway Domestic Abuse Website was launched in November 2012. The website has received 3,735 hits since its launch.  Kent and Medway were the recipients of a Home Office-funded benchmark review of domestic abuse arrangements in February. The feedback report identified good partnership arrangements that were well linked	

Short Name	Success
% of repeat victims of domestic abuse	
Impact of domestic abuse on children's safety	•

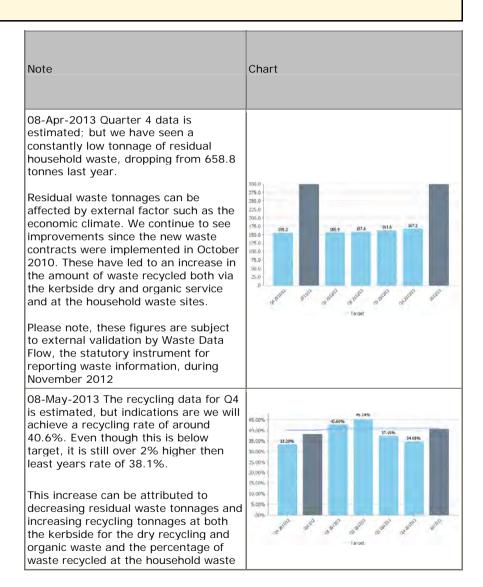
2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
24.2%	3/1 3%	22.3%	21 3%	17.3%	24.0%	25.0%		<u> </u>
24.270	34.370	23.370	21.370	17.370	24.070	23.070		

Note	Chart
across boundaries, with real strategic commitment.	
23-Apr-2013 While the number of reported incidents of domestic abuse is remaining fairly constant, quarter on quarter, the repeat rate has been steadily falling from the start of the year. While this is to be welcomed, the reasons behind the reducing trend are not immediately apparent, though Kent Police's policy stance on dealing with offenders has toughened, and better support arrangements are in place for victims. National research indicates that effective IDVA support reduces offending behaviour.	25.0% 20.0% 21.3%
02-May-2013 In Q3 a pilot was launched that involves the police sending notifications of medium domestic abuse incidents to health colleagues and to the Council's System Support team to check which school the children in question attend in order to inform the school. Initially, the pilot focused on five wards with high number of domestic abuse incidents. The pilot has now been expanded to include more schools over a wider area of Medway so that outcomes can be demonstrated sufficiently. The progress of the pilot will be closely monitored by the MSCB and statutory partners in 2013-14.	C. Target Market C. Against C. Ag

## 5.3 We will increase recycling, reducing waste to landfill sites

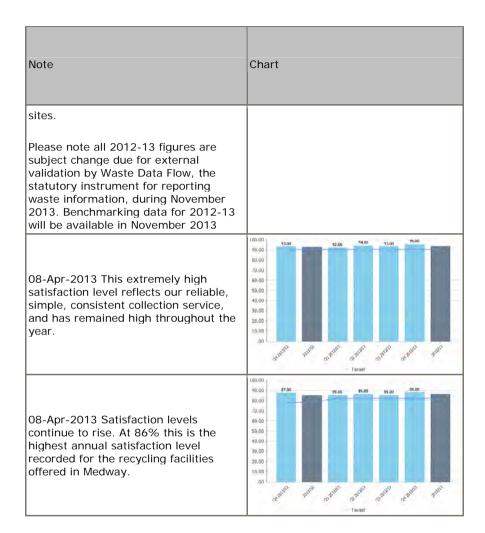
Short Name	Success
Residual household waste - kg per household	
Percentage of household waste sent for reuse, recycling and composting	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
658.8	155.9	157.6	161.6	167.2	647.8	792.0		<b></b>
38.10 %	42.60 %	45.14 %	37.15 %	34.68 %	40.61 %	41.00 %		•



Short Name	Success
Satisfaction with refuse collection	•
Satisfaction with recycling facilities	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
92.75	92.00	94.00	93.00	95.00	93.50	90.00	<b>&gt;</b>	
84.50	85.00	86.00	85.00	88.00	86.00	82.00		1



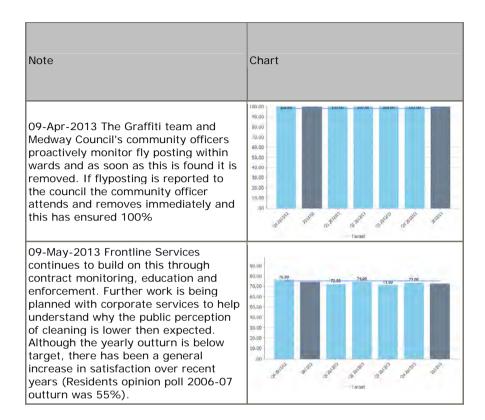
# 5.4 We will work with the community to keep Medway's streets clean

			<i></i>	•						
Short Name	Success	2011/	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
		Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
Improved street and environmental cleanliness: Litter	•	96.63	96.33	95.50	96.33	97.33	96.37	95.00	<b>&gt;</b>	•
Improved street and environmental cleanliness: Detritus	•	95.00	96.00	94.67	93.00	92.00	93.92	92.00	<b>&gt;</b>	•
Improved street and environmental cleanliness: Graffiti	•	99.58	100.0 0	100.0 0	100.0 0	100.0 0	100.0 0	96.00		•

Note	Chart
08-May-2013 The contract monitoring team carry out regular street cleansing inspections across Medway to ensure the contractor is meeting their contractual obligations.  During Q4, 97% of locations were at a	100.00 99.05 99.05 99.05 96.05 97.03 90.00 96.05 97.00
grade B (predominantly free of litter and refuse except for some small items) or above, providing a positive result that is within target.	13.00 and the state of the stat
29-Apr-2013 The contract monitoring team carry out regular street cleansing inspections across Medway to ensure the contractor is meeting their contractual obligations During quarter 4 92% of locations were at a grade B or above providing a result that is within the set target. This was a seasonal variance in performance due to prolonged cold weather and associated road gritting during which the sweeping of the streets was suspended and hence more detritus accumulated.	100.00 79.44 79.40 79.44 11.00 19.40
09-Apr-2013 Graffiti is removed by our in house team who carry out regular inspections of the borough so that we can remove in a proactive way during quarter 4 100 % of all locations inspected were free from graffiti	100.00 2003re 1003re 1000re 2000re 20000re 2000re 2000re 2000re 2000re 2000re 2000re 2000re 2000re 20000re 200000re 20000re 20000re 20000re 200000re 200000re 200000re 200000re 20000000000

Short Name	Success
Improved street and environmental cleanliness: Flyposting	•
Satisfaction with street cleaning	•

2011/	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
100.0	100.0	100.0	100.0	100.0	100.0	98.00		
74.00	72.00	74.00	71.00	73.00	72.50	75.00	_	•



## 5.5 We will reduce our own carbon footprint

Short Name	Success
CO2 reduction from local authority operations	
Capital receipts from property rationalisation	•

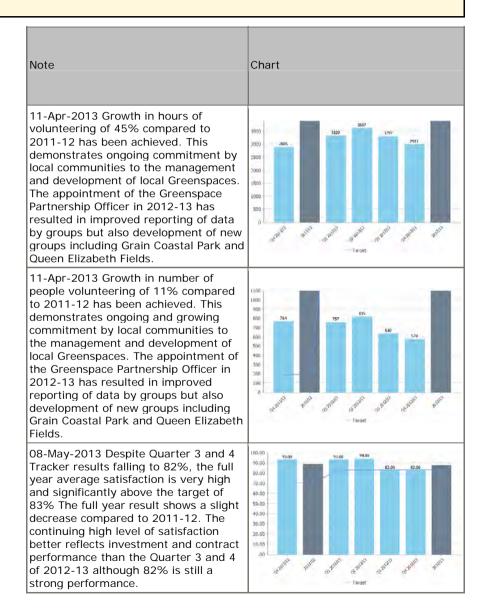
2011/	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
- 15.0%	Not me	easured	for Qua	rters		-5.0%		
35889 40	Not me	easured	for Qua	rters	17620 75	40000 00		•

Note	Chart
10-Apr-2013 Data is unavailable until July 2013, as this the energy data is provided by Laser Energy Buying Group in the form of our Annual Carbon Reduction Commitment report and transport data is provided from a variety of sources. The indicator measures the annual reduction in CO2 footprint compared to the previous year. Targets reflect our Sustainability Strategy target of 10% total reduction over a 5 year period from the 2008/09 baseline. Since 11/12 some properties have been sold which will reduce the total energy consumption, however the prolonged cold winter will have increased energy usage across the portfolio. Energy saving projects have been implemented at some sites during 12/13 though the savings will not be reflected until 2013/14.	gg/str. — Target
09-May-2013 Receipts below target in 2012/13 due to a combination of the current economic climate and the unexpected withdrawal of a purchaser from a high value transaction. Improved performance is planned in 2013/14 as the level of capital receipts is currently predicted to exceed £4m. Progress is monitored monthly.	5000000 4000000 2000000 2000000 2000000 1500000 1500000 0 400000 150000 15000 1500

### 5.6 We will work with local people to maintain parks and open spaces

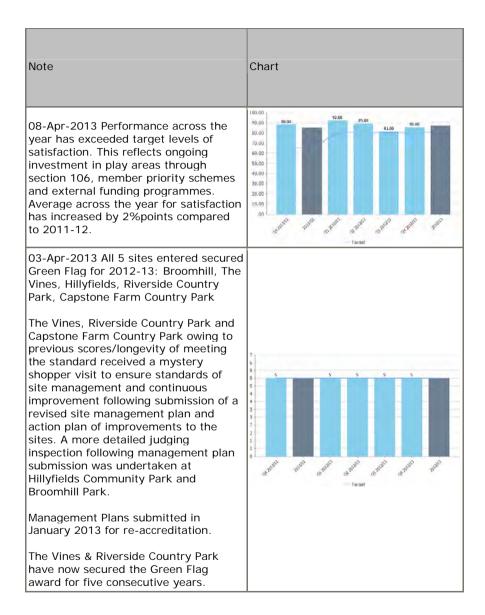
Short Name	Success
Citizen participation hours	•
Number of people involved in practical volunteer tasks through membership of Friends groups	•
Satisfaction with parks and open spaces	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
9182	3320	3607	3297	2991	13215	9698		•
2509	757	815	630	570	2772	2617	<b>②</b>	•
88.50	93.00	94.00	82.00	82.00	87.75	83.00		•



Short Name	Success
Satisfaction with play areas	•
Number of green flags	•

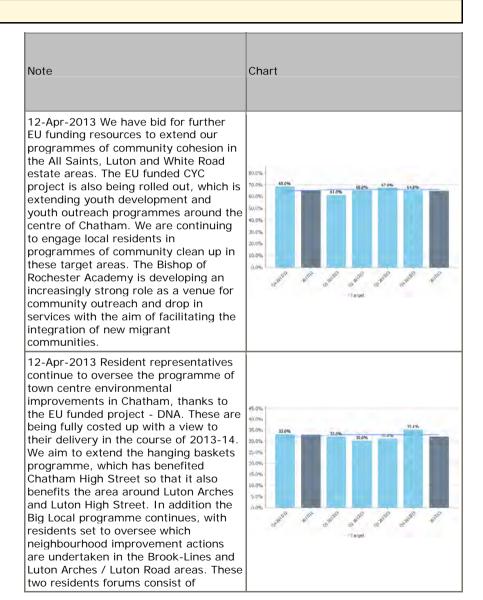
2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
84.75	92.00	89.00	81.00	85.00	86.75	80.00		•
5	5	5	5	5	5	5		



### 5.7 We will support the building of strong communities

Short Name	Success
% of people who believe people from different backgrounds get on well together in their local area	•
% of people who feel they can influence decisions in their locality	•

2011/ 12	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
65.3%	61.0%	65.0%	67.0%	64.8%	64.5%	66.0%		•
32.8%	32.0%	30.0%	31.0%	35.1%	32.0%	33.0%	<u></u>	•



Short Name	Success

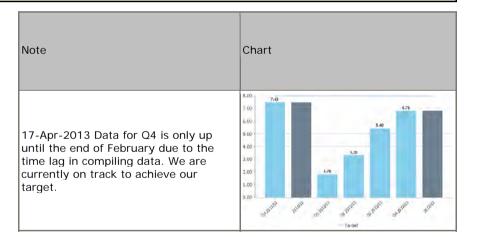
2011/		Q2 2012/ 13		Q4 2012/ 13	2012/13			
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend

Note	Chart
representatives from more localised resident associations in and around the Chatham town centre area, ensuring that residents from these areas are also engaged.	

## 6.0 Better for less

Short Name	Success
Working days lost due to sickness absence	

2011/	Q1 2012/ 13	Q2 2012/ 13	Q3 2012/ 13	Q4 2012/ 13	2012/1	3		
Value	Value	Value	Value	Value	Value	Target	Status	Short Trend
7.43	1.78	3.28	5.40	6.76	6.76	7.33	<b>②</b>	•



# Delivering fair and responsive services

Priority	Key achievements 2012-2013
Narrowing the gap in educational achievement	1:1 tuitions across key stages 2, 3 and 4 so that children eligible for free school meals, looked after children (LAC) & children who are under performing, received ten sessions of individual teacher led tuition in either English &/or mathematics.
Reduce repeat incidences of domestic abuse	<ul> <li>Kent &amp; Medway Domestic Abuse Support website launched <a href="https://www.domesticabuseservices.org.uk">www.domesticabuseservices.org.uk</a></li> <li>£120,000 invested in preventative services for DV/DA</li> </ul>
Reduce incidences of hate crime	Delivered Anti-bullying training in schools
Increase the independence of older and vulnerable people receiving adult social care services	Introduced Personalised Budget scheme for adults receiving social care, which continues to expand.
Increase the independence of carers of older and vulnerable people receiving adult social care services	Introduced one-off payments to enable carers to have a break
Increase the representation of disabled people in the council's workforce	<ul> <li>Produced an easy-read document advising people with learning difficulties how to apply for jobs with Medway council</li> <li>Disabled Worker Forum highlighting relevant issues</li> </ul>
Improve the collection and analysis of equality information (customer profiling)	Created three Performance and Intelligence Teams to improve the collection and analysis of all data including customer profile data

Performance indicators 2012 - 2013	Target	Performance	Target achieved?
Priority 1: Narrow the gap in educational achievement (Summer 2012 Exan	n Outturn)		
Reduce the gap between lowest achieving 20% of children in the early years foundation stage (5 years old) and all other children	31.5%	31.5%	
Children looked after achieving 5 GCSEs including English and mathematics grade A*- C at stage 4	16%	15%	
Gap between special educational needs children and other children achieving 5 GCES grade A*- C at stage 4	49%	46.4%	
Care leavers in education, employment or training (40% 2011/12)	60%	51.3%	
Priority 2 Reduce repeat incidences of domestic abuse			
Number of incidents of domestic abuse 4248 (2011/12)	4248	4605	
Percentage of repeat victims of domestic abuse	25%	24%	
Impact of domestic abuse on children's safety (information sharing pilot completed Mar 2013)			
Priority 3 Reduce incidences of hate crime			
% of people who believe people from different backgrounds get on well together	66%	64.5%	
Number of hate crime incidents reported	<130	117	
Priority 4 Increase the independence of older and vulnerable people re	ceiving a	dult social car	e services
The percentage of Personalisation schemes received by adults receiving social care	60%	62%	
Increase the independence of carers of older and vulnerable services	people re	eceiving adult s	social care
To complete 20% of carers' assessment of needs during 2012 – 2013	20%	10%	
Priority 6 Increase the representation of disabled people in the	council's	workforce	
Employees declaring a disability 3.30% (2011/12)	>3.30%	3.56%	
Priority 7 Improve the collection and analysis of equality information	n		
Appoint Corporate Intelligence Analyst to Corporate Performance & Intelligence Team			
Develop Ward profiles			
<b>Key:</b> green - in target amber – out of target (5%) red – significantly out of target	Overall	performance	