

Flintshire County Council

Ongoing performance issues from 2017/18 Action Plan

THEME	MEASURES THAT DID NOT MEET TARGET	CRITERIA	EXECUTIVE RESPONSE
SUPPORTIVE COUNCIL	Annual reduction of domestic fuel bills for residents of Flintshire (£)	Is this an important performance issue?	Yes
	The number of Council homes receiving energy efficiency measures	Is it something we can control?	No, as it is based on residents taking up the offer and availability of grant funding
	IP1.3.4.1M01 Annual reduction of domestic fuel bills for residents of Flintshire (£)	If important, and within our control, what are we doing?	We need to ensure we are ready if/when funding becomes available
	IP1.3.4.6M06 The number of Council homes receiving energy efficiency measures		
SUPPORTIVE COUNCIL	The percentage of care homes that have achieved bronze standard who have also achieved silver standard for Progress for Providers	Is this an important performance issue?	Yes, there is a phased approach to the achievement of silver in place. We are already the lead Council in Wales with 10 homes achieving the bronze standard. The good progress has been recognised by Social Care Wales however we aspire to a higher level of achievement
		Is it something we can control?	Indirectly, yes, but dependent upon care homes' appetite and capacity
		If important, and within our control, what are we doing?	Phased action plan to support achievement of the silver standard by care homes
SUPPORTIVE COUNCIL	Percentage of employees who have completed the level 1 e-learning training	Is this an important performance issue?	Yes

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	package to meet the requirements of the Domestic Abuse and Sexual Violence National Training Framework	Is it something we can control?	Yes
		If important, and within our control, what are we doing?	Provide an alternative means of accessing the training; ensure we have an accurate data set to know who has done the training; ask staff to record training on iTrent and re-promote the training
	PAM/015: Average number of calendar days taken to deliver a Disabled Facilities Grant	Is this an important performance issue?	Yes
		Is it something we can control?	Yes
		If important, and within our control, what are we doing?	We have an internal Review Board to oversee remedial action following an internal audit report
LEARNING COUNCIL	Percentage of pupils who receive free school meals achieving the expected outcome at the end of key stage 4. Level 2 inclusive threshold 5 GCSE A* - C incl. English /Welsh and Maths	Is this an important performance issue?	Yes
		Is it something we can control?	Indirectly yes, but in schools' hands to manage and apply the Pupil Deprivation Grant funding to raise attainment
		If important, and within our control, what are we doing?	GWE (the regional educational improvement consortium) should be tracking pupil outcomes on visits. Estyn also monitor PDG plans. Issue also discussed at Education & Youth Scrutiny Committee
	PAM/007: Percentage of pupil attendance in primary schools	Is this an important performance issue?	Yes

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PAM/008: Percentage of pupil attendance in secondary schools	Is it something we can control?	Indirectly - schools take action to promote good attendance & set annual targets
	If important, and within our control, what are we doing?	Inclusion officers review persistent non-attendance cases with schools and work with families and in serious cases use fixed penalty notices or court procedures. GWE Support Advisors challenge schools on their attendance targets
PAM/006: Percentage of pupils achieving the expected outcome at the end of key stage 4. Level 2 inclusive threshold 5 GCSE A* - C incl E/W and Maths	Is this an important performance issue?	Yes
	Is it something we can control?	Yes, through our commissioning of GwE to deliver the school improvement function. We monitor, challenge and use statutory powers if necessary. Schools are the frontline deliverers.
PAM/009: Percentage of year 11 leavers not in education, training, or employment.	If important, and within our control, what are we doing?	This is a priority in Council & Portfolio Improvement plan to move back to benchmark position of 6 th from current position of 9 th (10 th in 2016)
	Is this an important performance issue?	Yes, as vulnerable cohort so ambitious target set of 1.1%. Achieved 1.6% which equates to 27 learners. Currently 8 th in Wales and matching Welsh average but not as positive a position as in previous years
	Is it something we can control?	Can influence by offering apprenticeships, alternative education models, training and engaging with Careers Wales. Use of specific funding streams e.g. Education Improvement Grant and TRAC (project targeting 11-19 year olds at risk of disengagement from education).

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		If important, and within our control, what are we doing?	Ongoing priority in Council Plan and Portfolio Improvement Plan
CONNECTED COUNCIL	Percentage of community benefit clauses in new procurement contracts under £1M	Is this an important performance issue?	Yes
		Is it something we can control?	Yes
		If important, and within our control, what are we doing?	The procurement team now have processes in place to check all the contracts they deal with plus work is taking place with services to ensure Community Benefits are included therefore it is proposed to retain a target of 100%. Plus this remains a measure in the Council Plan.
CONNECTED COUNCIL	PAM/017: The number of visits to local authority sport and leisure centres during the year per 1,000 population where the visitor will be participating in physical activity	Is this an important performance issue?	Yes, the Business Plan of Aura promotes a growth in participation numbers.
		Is it something we can control?	The control of this performance indicator sits with Aura and other partner ADMs.
		If important, and within our control, what are we doing?	It will continued to be monitored through the Partnership Board with Aura.
SERVING COUNCIL	Percentage of eligible employees receiving an annual appraisal (shown as	Is this an important performance issue?	Yes

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	Amber, but down-graded to Red for continued attention	Is it something we can control?	Yes
		If important, and within our control, what are we doing?	Ensure staff update iTrent and include future dates
	Percentage of Managers completing stress related programmes	Is this an important performance issue?	Yes, although aspirational target set too high
	Percentage of employees completing stress related programmes	Is it something we can control?	Yes
		If important, and within our control, what are we doing?	Ensure Managers are sign posted. The Chief Officer Team has made a recent commitment to develop an Employees Health & Well-Being Plan which will broaden interventions and support around work-based stress.
	The percentage of goods, services and works procured through purchasing arrangements established by the National Procurement Service (NPS)	Is this an important performance issue?	No
	Is it something we can control?	Evidence that NPS can be uncompetitive compared to other sources. Will monitor usage but will not set a target	
	If important, and within our control, what are we doing?		
GREEN COUNCIL	PAM/022: Percentage of non-principal (C) roads in poor condition	Is this an important performance issue?	Yes

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		Is it something we can control?	Only with funding
		If important, and within our control, what are we doing?	If funds become available, ensure we are prepared and have schemes identified for implementation