

Public Report

# Birmingham City Council

## Report to Cabinet

13 November 2018



**Subject:** Performance Monitoring  
Quarter Two - April to September 2018

**Report of:** Chief Operating Officer

**Relevant Cabinet Member:** Councillor Brigid Jones – Deputy Leader

**Relevant O & S Chair(s):** Coordinating – Councillor John Cotton

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Are specific wards affected?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No – All wards affected
If yes, name(s) of ward(s):		
Is this a key decision?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If relevant, add Forward Plan Reference:		
Is the decision eligible for call-in?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does the report contain confidential or exempt information?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If relevant, provide exempt information paragraph number or reason if confidential :		

### 1 Executive Summary

1.1 The purpose of this report is to:

- Provide a summary of progress against Council Plan targets for the period April to September 2018 (unless otherwise stated);
- Inform Cabinet of areas of particular success, issues requiring attention and remedial activity in place to deal with these; and
- Notify Cabinet of removal of the Council Plan measure 'The percentage of adults with an NVQ qualification, verses national'

## **2 Recommendation(s)**

- 2.1 That Cabinet considers the progress to date and the issues requiring attention; and
- 2.2 Approves the removal of the Council Plan measure 'The percentage of adults with an NVQ qualification, verses national'.

## **3 Background**

- 3.1 The Council's Quarter One (Q1) performance monitoring report (April to June 2018) reported to Cabinet in September 2018 reiterated the Council's commitment to keep Cabinet and citizens informed of progress against the Council's key performance targets for measuring success against the Council's outcomes and priorities.
- 3.2 This report summarises progress made against those targets, as at the end of Quarter Two (September 2018), with particular focus being placed on those areas that have either performed exceptionally well, or not yet achieved target.
- 3.3 The report is supported by an appendix which provides fuller details of performance against all of the Council's key targets, including actions being taken to ensure any underperformance is being tackled efficiently, and measures are in place to bring performance back on track as soon as is practicably possible.

## **4 Options considered and Recommended Proposal**

- 4.1 Overall Service Performance analysis is made up of 67 measures of which 12 relate to Birmingham's future performance around the Commonwealth Games, and as reported at Q1, the nature of these measures mean that there will be little to report on during the early stages as the main activities are likely to take place closer to, during, or after the games period.
- 4.2 Performance against the target is available for 18 of the remaining 55 measures. Of these, 61.1% (11) have either met, exceeded or were within acceptable tolerance levels of their target. 38.9% (7) have missed their target. This is a reduction of 12.6 percentage points on the position achieved last year (September 2017 – 73.7% – 14 of 19 measures), but up slightly (0.2 percentage points) on the Council's end of year performance for 2017/18 (60.9% - 14 of 23 measures).
- 4.3 For 34 Council Plan measures, results are not yet due. Progress against these measures are reported less frequently (e.g., half yearly or annually), and updates will be provided to Cabinet when results become available.
- 4.4 Against the Council's Vision and Priorities outcomes, the performance position at the end of September 2018 is summarised below:

Outcome	Total No. of Council Plan Measures	Number of Results expected (received)	% Targets met or within tolerance
An entrepreneurial city to learn, work and invest in	10	5(5) (includes 2 Trend measures)	67%
An aspirational city to grow up in	18	6(6)	33%
A fulfilling city to age well in	7	4(4)	75%
A great city to live in	20	6(6) (includes 1 Trend measure)	80%
Residents gain the maximum benefit from hosting the Commonwealth Games	12	<i>Not yet applicable</i>	
	67	21(21)	61.1%

### **Council Plan Successes**

- 4.5 This section of the report focusses on results that have significantly exceeded their targets.
- 4.6 The Council has achieved performance that exceeds its targets in the year to date in the following areas:
- 1.1.2 The number of Birmingham citizens supported into education/training & employment through employment support activity.
  - 2.1.5 The percentage of care leavers who are in employment, education and training.
  - 4.1.3 Reduced collected household waste – kg per household.

### **Other significant Birmingham highlights include:**

- 4.7 The launch of a £10million pilot project, Housing First, to support rough sleepers with complex needs by getting them off the streets and into stable and affordable accommodation. Having now officially accepted the funding, Council officials met the Minister for Homelessness, Nigel Adams MP, and showed all of the hard work that went into planning for the project implementation.

**Council Plan Measures which are below target and not within acceptable tolerance levels:**

- 4.8 In the year to date, performance is below the Council's targets and outside tolerance levels in the following areas:
- 1.2.2 Narrowing the pay gap between people living in the city and those who work in the city.
  - 2.1.1 The percentage of new Education Health Care (EHC) plans issued within 20 weeks, excluding exceptions.
  - 2.1.3 The percentage of Children's Trust performance targets that have been met or exceeded.
  - 2.2.2a The percentage of Key Stage 2 pupils reaching expected standards in reading, writing and maths.
  - 2.4.2 The number of 2 year old children accessing flexible free entitlement to early education (EEE).
  - 3.2.2 Reduced delayed transfers of care – the daily average beds per day per 100,000 of the population aged 18 years and over.
  - 4.2.4 Minimising the number and percentage of households living in temporary accommodation per 1,000 households.

**Proposed Council Plan Measure for Removal**

- 4.9 Cabinet is asked to note the removal of the Council Plan Measure 'The percentage of adults with an NVQ qualification, verses national – this indicator is no longer monitored nationally and as there are 2 other Council Plan measures which cover 16 to 24 age group qualifications, it has been deemed that a replacement indicator is not needed.

**General**

- 4.10 The attached Appendix A - Performance Monitoring April to September 2018 report provides a more detailed breakdown of performance for all available results, along with commentary which explains performance, and where relevant, summarises any remedial actions that have been taken or are planned to bring performance on track.
- 4.11 The first page of the appendix is a summary of performance against all the indicators agreed within each outcome of the Council Plan. It also provides an overview of the performance status of each indicator i.e., a symbol representing the performance status, frequency of reporting and a direction of travel against a previously defined result. The four symbol style for monitoring progress reflects the 'as at position' against targets. 'A 'Star' means performance significantly exceeded the target, the 'Tick' indicates performance met target, the 'Circle' shows performance was below target, but within acceptable tolerance levels, and

the 'Triangle' indicates that performance was off target and outside of agreed tolerance levels.

- 4.12 In addition to the above, the appendix also shows graphical representation of performance, displaying (where available), results, and historical performance, and alongside the graph, as well as the performance status, information is provided to show the preferred direction of travel (aim and demonstrated by an upward or downward triangle), performance variance (above or below the set target), a description of what performance means and what will need to be done to meet longer term targets, and benchmark information e.g., National All England average results.
- 4.13 This style of reporting enables services to better manage measures at lower risk and Members to focus on those areas that require particular attention.
- 4.14 Once approved by Cabinet, information of progress against all targets in this report will be published on the Council website: [www.birmingham.gov.uk/performance](http://www.birmingham.gov.uk/performance) in line with previous practice.

## **5 Consultation**

- 5.1 Cabinet Members, Council Management Team and directorate staff have been involved in discussions around performance against the targets contained within this report and attached appendices. Otherwise this paper is a factual report on progress and no other consultation has been required.

## **6 Risk Management**

- 6.1 This report provides progress against the council's strategic outcomes, and the measures in place to achieve them. If this report was not provided, Cabinet, in its entirety, would not have an overview of progress against the Council's key performance, or actions being taken to bring performance back on track.

## **7 Compliance Issues:**

- 7.1 **How are the recommended decisions consistent with the City Council's priorities, plans and strategies?**

This report provides a position statement about how well the council is performing against the key Council Plan targets which were set in June 2018, towards achieving the outcomes and priorities as set out in the Birmingham City Council Plan 2018-22.

- 7.2 **Legal Implications**

There are no legal implications arising from this report.

- 7.3 **Financial Implications**

7.3.1 The Council Plan 2018-22 forms a key part of the budgeting and service planning process for the City Council that takes account of existing finances and resources, and sets out the key strategic and operational outcomes that the City Council wishes to achieve. Any implications on the council's budgetary position, arising from issues highlighted in this report, will be reported in the periodic corporate budget monitoring statements received by Cabinet

**7.4 Procurement Implications (if required)**

7.4.1 None identified.

**7.5 Human Resources Implications (if required)**

7.5.1 None identified.

**7.6 Public Sector Equality Duty**

7.6.1 The 2018/19 Council Plan Measures are designed to ensure significant improvement in service quality and outcomes for the people of Birmingham towards achieving long term priorities for the period 2018-22. Some of the measures have a particular focus on particular challenges faced by Birmingham citizens e.g. unemployment, homelessness, and social care. Non-achievement may have a negative impact on external assessments of the City Council, and could put relevant funding opportunities at risk.

**8 Background Documents**

- Council Plan 2018-2022.
- Performance Monitoring Quarter Two April to September 2017.
- Performance Monitoring April 2017 to March 2018.

## **Annexe 2: Protocol – Public Sector Equality Duty**

1. The public sector equality duty drives the need for equality assessments (Initial and Full). An initial assessment should, be prepared from the outset based upon available knowledge and information.
2. If there is no adverse impact then that fact should be stated within the Report at section 4.4 and the initial assessment document appended to the Report duly signed and dated. A summary of the statutory duty is annexed to this Protocol and should be referred to in the standard section (7.6) of executive reports for decision and then attached in an appendix; the term ‘adverse impact’ refers to any decision-making by the Council which can be judged as likely to be contrary in whole or in part to the equality duty.
3. A full assessment should be prepared where necessary and consultation should then take place.
4. Consultation should address any possible adverse impact upon service users, providers and those within the scope of the report; questions need to assist to identify adverse impact which might be contrary to the equality duty and engage all such persons in a dialogue which might identify ways in which any adverse impact might be avoided or, if avoidance is not possible, reduced.
5. Responses to the consultation should be analysed in order to identify:
  - a) whether there is adverse impact upon persons within the protected categories
  - b) what is the nature of this adverse impact
  - c) whether the adverse impact can be avoided and at what cost – and if not –
  - d) what mitigating actions can be taken and at what cost
6. The impact assessment carried out at the outset will need to be amended to have due regard to the matters in (4) above.
7. Where there is adverse impact the final Report should contain:
  - a summary of the adverse impact and any possible mitigating actions (in section 7.6 or an appendix if necessary)
  - the full equality impact assessment (as an appendix)
  - the equality duty (as an appendix).

## Equality Act 2010

The Executive must have due regard to the public sector equality duty when considering Council reports for decision.

The public sector equality duty is as follows:

1. The Council must, in the exercise of its functions, have due regard to the need to:
  - a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act;
  - b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
2. Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
  - a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
  - b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
  - c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
3. The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
4. Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
  - a) tackle prejudice, and
  - b) promote understanding.
5. The relevant protected characteristics are:

a) Marriage & civil partnership	f) Race
b) Age	g) Religion or belief
c) Disability	h) Sex
d) Gender reassignment	i) Sexual orientation
e) Pregnancy and maternity	