

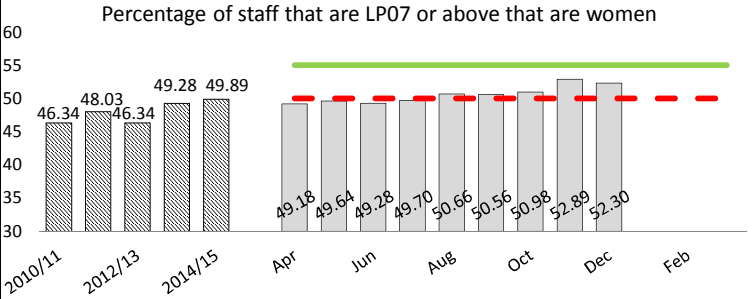
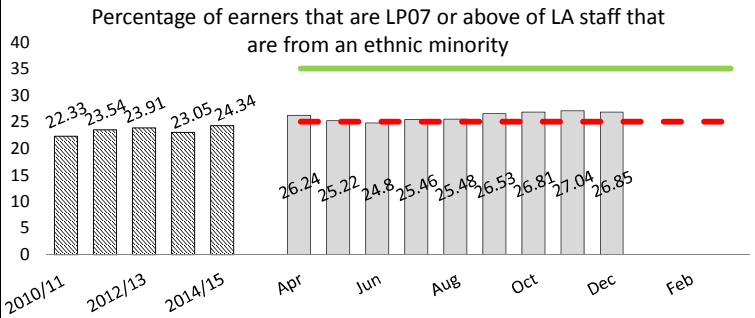

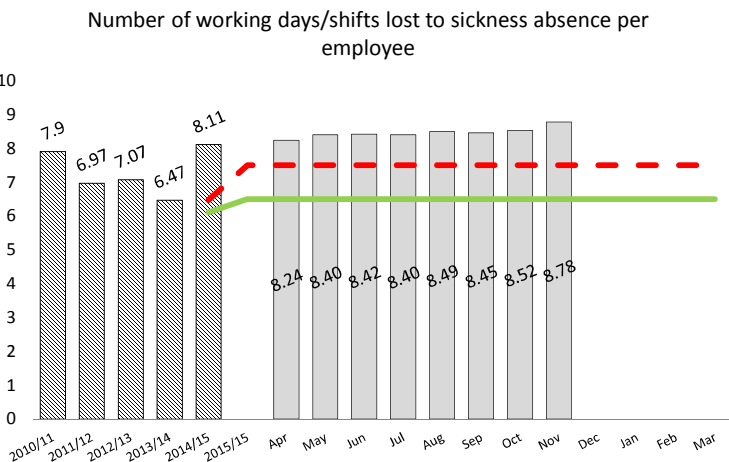
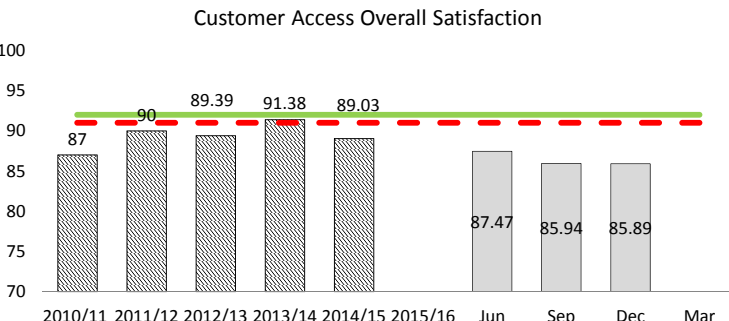
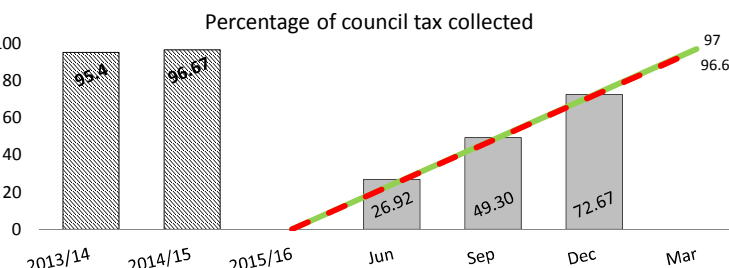

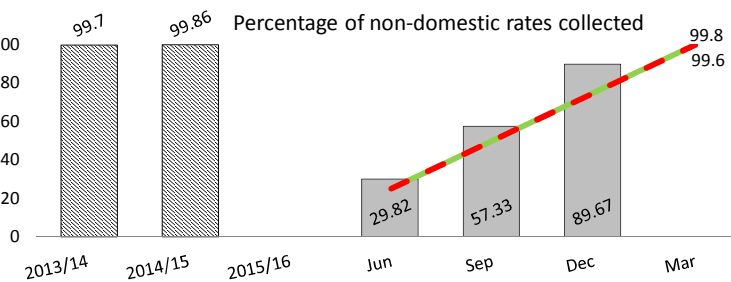
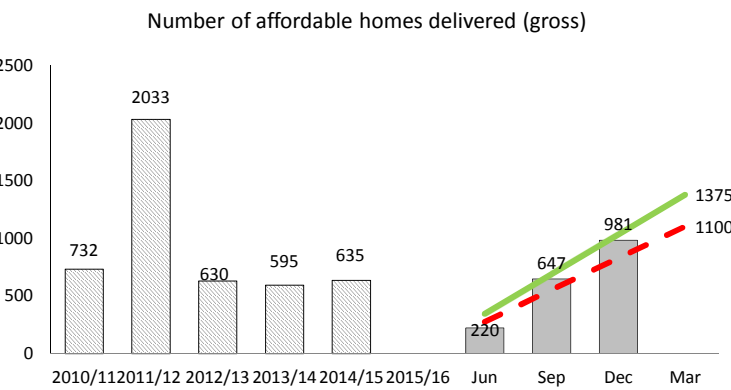
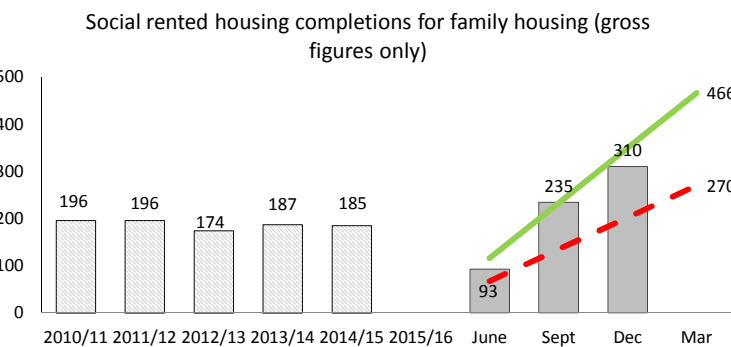

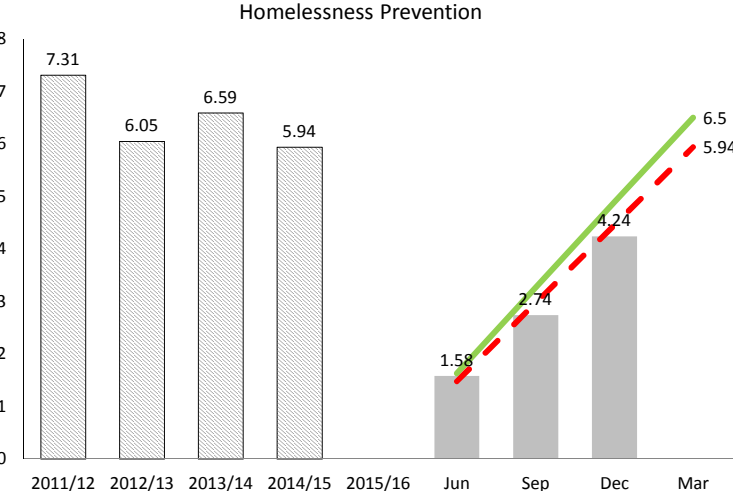

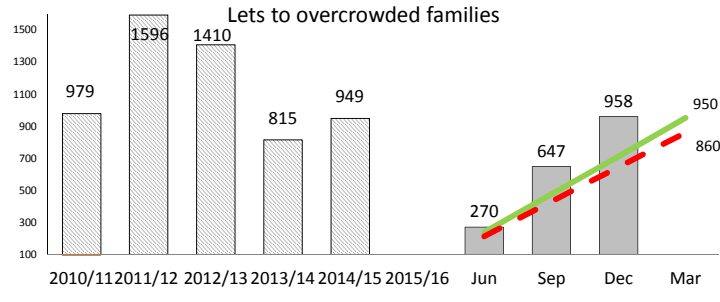
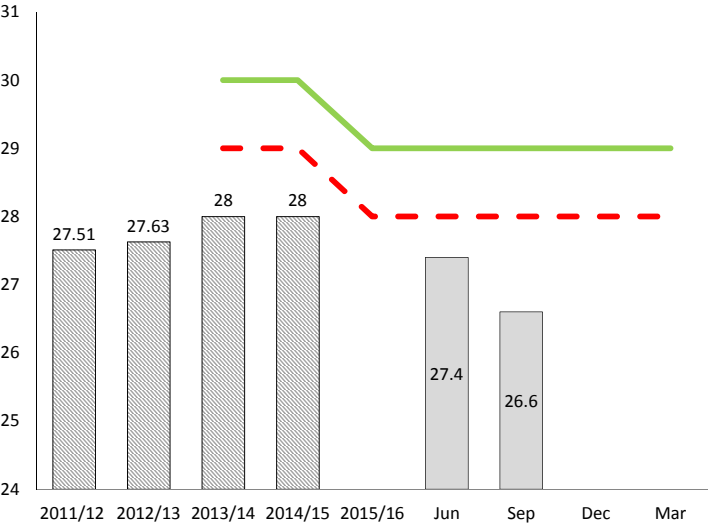


Description	 Minimum  Target	Annual Actual (2014/15)	Minimum Expectation	Target	Actual	Variance (performance against target)	Direction of Travel (comparing current outturn with this time last year)																														
One Tower Hamlets																																					
Percentage of LP07 or above Local Authority staff that are women (%) Measured in: % Good Performance: Higher	<p>Percentage of staff that are LP07 or above that are women</p>  <table border="1"> <caption>Percentage of staff that are LP07 or above that are women</caption> <thead> <tr><th>Year/Quarter</th><th>Value (%)</th></tr> </thead> <tbody> <tr><td>2010/11</td><td>46.34</td></tr> <tr><td>2012/13</td><td>48.03</td></tr> <tr><td>2014/15</td><td>49.28</td></tr> <tr><td>2014/15</td><td>49.89</td></tr> <tr><td>Apr</td><td>49.18</td></tr> <tr><td>Jun</td><td>49.64</td></tr> <tr><td>Aug</td><td>49.28</td></tr> <tr><td>Oct</td><td>49.70</td></tr> <tr><td>Dec</td><td>50.66</td></tr> <tr><td>Feb</td><td>50.56</td></tr> <tr><td>Apr</td><td>50.98</td></tr> <tr><td>Jun</td><td>52.89</td></tr> <tr><td>Aug</td><td>52.30</td></tr> </tbody> </table>	Year/Quarter	Value (%)	2010/11	46.34	2012/13	48.03	2014/15	49.28	2014/15	49.89	Apr	49.18	Jun	49.64	Aug	49.28	Oct	49.70	Dec	50.66	Feb	50.56	Apr	50.98	Jun	52.89	Aug	52.30	49.89	50.00	55.00	52.30	AMBER	↑		
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This quarter there are 239.13 FTE staff who are graded at LPO7 or above and 125.07 of those are women. Following the recruitment of a number of women at senior positions the outturn has improved compared both to last quarter's outturn and to the position in December 2014.																																					
Percentage of LP07 or above Local Authority staff that are from an ethnic minority (%) Measured in: % Good Performance: Higher	<p>Percentage of earners that are LP07 or above of LA staff that are from an ethnic minority</p>  <table border="1"> <caption>Percentage of earners that are LP07 or above of LA staff that are from an ethnic minority</caption> <thead> <tr><th>Year/Quarter</th><th>Value (%)</th></tr> </thead> <tbody> <tr><td>2010/11</td><td>22.33</td></tr> <tr><td>2012/13</td><td>23.54</td></tr> <tr><td>2014/15</td><td>23.91</td></tr> <tr><td>2014/15</td><td>23.05</td></tr> <tr><td>2014/15</td><td>24.34</td></tr> <tr><td>Apr</td><td>26.24</td></tr> <tr><td>Jun</td><td>25.22</td></tr> <tr><td>Aug</td><td>24.8</td></tr> <tr><td>Oct</td><td>25.46</td></tr> <tr><td>Dec</td><td>25.48</td></tr> <tr><td>Feb</td><td>26.53</td></tr> <tr><td>Apr</td><td>26.81</td></tr> <tr><td>Jun</td><td>27.04</td></tr> <tr><td>Aug</td><td>26.85</td></tr> </tbody> </table>	Year/Quarter	Value (%)	2010/11	22.33	2012/13	23.54	2014/15	23.91	2014/15	23.05	2014/15	24.34	Apr	26.24	Jun	25.22	Aug	24.8	Oct	25.46	Dec	25.48	Feb	26.53	Apr	26.81	Jun	27.04	Aug	26.85	23.34	25.00	35.00	26.85	AMBER	↑
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The total FTE of all staff at LPO7 and above in this quarter is 239.13. The total FTE of minority ethnic staff at LPO7 and above is 64.20. There has been a small improvement in the proportion of senior BME managers who are from an ethnic minority since last quarter.																																					
Percentage of LP07 or above Local Authority staff who have a disability (excluding those in maintained schools) (%) Measured in: % Good Performance: Higher	<p>Percentage of earners that are LP07 or above of LA staff that have a disability</p>  <table border="1"> <caption>Percentage of earners that are LP07 or above of LA staff that have a disability</caption> <thead> <tr><th>Year/Quarter</th><th>Value (%)</th></tr> </thead> <tbody> <tr><td>2010/11</td><td>2</td></tr> <tr><td>2012/13</td><td>2.6</td></tr> <tr><td>2014/15</td><td>5.49</td></tr> <tr><td>2014/15</td><td>6.34</td></tr> <tr><td>2014/15</td><td>9.29</td></tr> <tr><td>Apr</td><td>8.99</td></tr> <tr><td>Jun</td><td>8.93</td></tr> <tr><td>Aug</td><td>8.78</td></tr> <tr><td>Oct</td><td>8.59</td></tr> <tr><td>Dec</td><td>8.68</td></tr> <tr><td>Feb</td><td>8.38</td></tr> <tr><td>Apr</td><td>8.08</td></tr> <tr><td>Jun</td><td>8.06</td></tr> <tr><td>Aug</td><td>8.17</td></tr> </tbody> </table>	Year/Quarter	Value (%)	2010/11	2	2012/13	2.6	2014/15	5.49	2014/15	6.34	2014/15	9.29	Apr	8.99	Jun	8.93	Aug	8.78	Oct	8.59	Dec	8.68	Feb	8.38	Apr	8.08	Jun	8.06	Aug	8.17	9.29	10.00	11.80	8.17	RED	↔
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The total FTE of all staff at LPO7 and above to make a declaration as to whether they do or don't have a disability in this quarter is 208.01. The total FTE of disabled staff at LPO7 and above is 17. Whilst there has been a slight improvement compared to December 2014, it is within the 5 percent tolerance level so the direction of travel arrow shows the position as unchanged.																																					
The proportion of managers LP07 and above who have declared a disability is always likely to be affected more due to the relatively small numbers. Later on in the year HR will again ask all employees to update their personal records to ensure this information is accurate and current.																																					


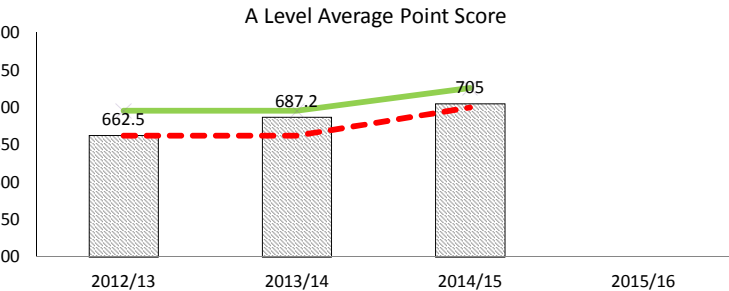
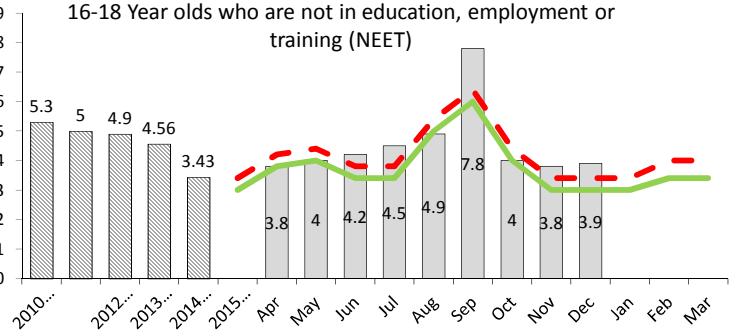
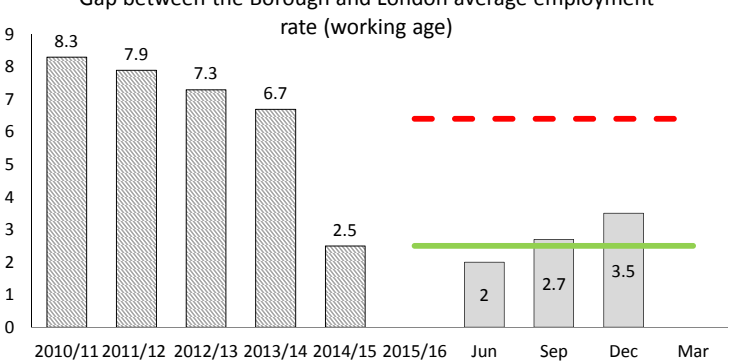
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<p>Number of working days/shifts lost to sickness absence per employee</p> <p>Measured in: Number (the aggregate of working days lost due to sickness absence divided by the average number of FTE staff) Good Performance: Lower</p>	<p>Number of working days/shifts lost to sickness absence per employee</p>  <table border="1"> <caption>Number of working days/shifts lost to sickness absence per employee</caption> <thead> <tr><th>Year</th><th>Value</th></tr> </thead> <tbody> <tr><td>2010/11</td><td>7.9</td></tr> <tr><td>2011/12</td><td>6.97</td></tr> <tr><td>2012/13</td><td>7.07</td></tr> <tr><td>2013/14</td><td>6.47</td></tr> <tr><td>2014/15</td><td>8.11</td></tr> <tr><td>2015/15</td><td>8.24</td></tr> <tr><td>Apr</td><td>8.40</td></tr> <tr><td>May</td><td>8.42</td></tr> <tr><td>Jun</td><td>8.40</td></tr> <tr><td>Jul</td><td>8.49</td></tr> <tr><td>Aug</td><td>8.45</td></tr> <tr><td>Sep</td><td>8.52</td></tr> <tr><td>Oct</td><td>8.78</td></tr> <tr><td>Nov</td><td></td></tr> <tr><td>Dec</td><td></td></tr> <tr><td>Jan</td><td></td></tr> <tr><td>Feb</td><td></td></tr> <tr><td>Mar</td><td></td></tr> </tbody> </table>	Year	Value	2010/11	7.9	2011/12	6.97	2012/13	7.07	2013/14	6.47	2014/15	8.11	2015/15	8.24	Apr	8.40	May	8.42	Jun	8.40	Jul	8.49	Aug	8.45	Sep	8.52	Oct	8.78	Nov		Dec		Jan		Feb		Mar		8.11	7.50	6.50	8.78	RED	↓
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<p>Customer Access Overall Satisfaction (telephone contact)</p> <p>Measured in: % Good Performance: Higher</p>	<p>Customer Access Overall Satisfaction</p>  <table border="1"> <caption>Customer Access Overall Satisfaction</caption> <thead> <tr><th>Year</th><th>Value</th></tr> </thead> <tbody> <tr><td>2010/11</td><td>87</td></tr> <tr><td>2011/12</td><td>90</td></tr> <tr><td>2012/13</td><td>89.39</td></tr> <tr><td>2013/14</td><td>91.38</td></tr> <tr><td>2014/15</td><td>89.03</td></tr> <tr><td>2015/16</td><td>87.47</td></tr> <tr><td>Jun</td><td>85.94</td></tr> <tr><td>Sep</td><td>85.89</td></tr> <tr><td>Dec</td><td></td></tr> <tr><td>Mar</td><td></td></tr> </tbody> </table>	Year	Value	2010/11	87	2011/12	90	2012/13	89.39	2013/14	91.38	2014/15	89.03	2015/16	87.47	Jun	85.94	Sep	85.89	Dec		Mar		89.03	91.00	92.00	85.89	RED	↔																
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<p>Percentage of Council Tax Collected</p> <p>Measured in: % Good Performance: Higher</p>	<p>Percentage of council tax collected</p>  <table border="1"> <caption>Percentage of council tax collected</caption> <thead> <tr><th>Year</th><th>Value</th></tr> </thead> <tbody> <tr><td>2013/14</td><td>95.4</td></tr> <tr><td>2014/15</td><td>96.67</td></tr> <tr><td>2015/16</td><td>26.92</td></tr> <tr><td>Jun</td><td>49.30</td></tr> <tr><td>Sep</td><td>72.67</td></tr> <tr><td>Dec</td><td></td></tr> <tr><td>Mar</td><td>97</td></tr> </tbody> </table>	Year	Value	2013/14	95.4	2014/15	96.67	2015/16	26.92	Jun	49.30	Sep	72.67	Dec		Mar	97	96.67	72.45	72.75	72.67	AMBER	↔																						
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<p>At the end of November 2015, the average days lost per FTE across the council was 8.62 days. This is 1.12 days above the end of year target of 7.5 days and an increase of 1.17 (13.53%) days compared to the same period last year. Short term absence and long term have both increased over the past 12 months.</p> <p>The Council's sickness absence improvement plan was updated and considered at the People Board Strategy meeting in October 2015. The following activities are included in the plan:</p> <ul style="list-style-type: none"> • Briefing sessions on how to record sickness absence, in order to improve compliance by managers • Briefing sessions for managers on managing sickness and handling difficult situations • e-learning guidance on managing sickness absence • Setting 'benchmarks' for progression through the procedure • Reviewing the consistency of application of the absence triggers • Setting a sickness absence KPI in senior managers PDRs • Investment in preventative interventions • New Boxi sickness absence report 		<p>Overall customer satisfaction is unchanged since last quarter although there has been improvement and continued high scores in a number of related indicators including call resolution (94%), satisfaction with adviser politeness (96%) and satisfaction with adviser helpfulness (95%). Wait times for answer remain the likeliest reason for the dip in satisfaction over the past year and a number of remedial initiatives are due on stream in Q4. Initiatives introduced in Q3 or planned for Q4 include recruitment of two apprentices to the contact centre to help with call handling, work with back offices to reduce or redirect e-mail traffic, changes to self-service scripts to encourage self-service and reduce calls to advisers. Severe winter weather and/or back office service performance during the winter months of Q4 may impact further on wait times and satisfaction.</p>		<p>Council Tax collection remains on target. As work progresses on the Single Person Discount and Student Review this will generate more income but will have an adverse effect on the in-year collection rate as additional debit is added to accounts at the end of the financial year. The work on these projects is looking at cases where the entitlement to the discount is either fraudulent or no longer valid and will raise additional income that then has to be billed and collected. In some cases this may involve spreading the additional debit over the following year.</p>																																									

Description		Annual Actual (2014/15)	Minimum Expectation	Target	Actual	Variance (performance against target)	Direction of Travel (comparing current outturn with this time last year)
<p>Percentage of Non-Domestic Rates Collected</p> <p>Measured in: % Good Performance: Higher</p>		99.86	74.70	74.85	89.67	GREEN	↔
<p>Business Rates collection remains on target although slightly down on the same period last year. This is mainly down to the change from 10 to 12 monthly instalments and is expected to catch up at the end of the year when all instalments will have been paid, and the additional debit we are adding throughout the year from work being carried out to grow the Ratebase.</p>							
Great Place to Live							
<p>Number of affordable homes delivered (gross)</p> <p>Measured in: Number (the sum of social rent housing and intermediate housing - low cost home ownership and intermediate rent) Good Performance: Higher</p>		635	825	1031	981	AMBER	↑
<p>Tower Hamlets has a strong track record of housing delivery and continues to provide among the highest numbers of affordable homes in the country. This quarter 334 units were completed against a target of 344 units. The total so far this year is 50 units below the Q3 target of 1031. The forecast for the end of the year is to achieve 1,263 affordable completions. Whilst this will be below the year-end target of 1,375, it is 163 units more than our minimum expectation. We know from previous years that there is always a possibility of some schemes being delayed slightly, which would slip some units into 2016-17. It is worth noting that this year we have achieved over 75% of the predicted annual total, which is encouraging, as previous years have had a majority of completions in Quarter 4. The number of units delivered in each quarter is dependent on the contractors' performance on site and other technical issues relating to completion of schemes.</p>							
<p>Number of affordable social rented housing completions for family housing (gross)</p> <p>Measured in: Number (a count of the number of affordable housing - local authority, housing associations, and co-operative tenants. Family housing is 3 bedrooms or more) Good Performance: Higher</p>		785	202	350	310	AMBER	↑
<p>The number of family units for rent delivered in Quarter 3 is 75, giving a total so far this year of 310, below the target but above the minimum expectation. The cumulative Q1-Q3 figure represents 42% of the total number of rented units completed, close to our policy target of 45%.</p>							

Description	 Minimum Target	Annual Actual (2014/15)	Minimum Expectation	Target	Actual	Variance (performance against target)	Direction of Travel (comparing current outturn with this time last year)																		
<p>The number of households who considered themselves as homeless, who approached the local authority's housing advice service(s), and for whom housing advice casework intervention resolved their situation.</p> <p>Measured in: The number of cases assisted through successful casework intervention per 1,000 households. Good Performance: Higher</p>	 <p style="text-align: center;">Homelessness Prevention</p> <table border="1"> <caption>Homelessness Prevention Data</caption> <thead> <tr> <th>Year/Quarter</th> <th>Value</th> </tr> </thead> <tbody> <tr><td>2011/12</td><td>7.31</td></tr> <tr><td>2012/13</td><td>6.05</td></tr> <tr><td>2013/14</td><td>6.59</td></tr> <tr><td>2014/15</td><td>5.94</td></tr> <tr><td>2015/16 (Jun)</td><td>1.58</td></tr> <tr><td>2015/16 (Sep)</td><td>2.74</td></tr> <tr><td>2015/16 (Dec)</td><td>4.24</td></tr> <tr><td>2015/16 (Mar)</td><td>6.5</td></tr> </tbody> </table>	Year/Quarter	Value	2011/12	7.31	2012/13	6.05	2013/14	6.59	2014/15	5.94	2015/16 (Jun)	1.58	2015/16 (Sep)	2.74	2015/16 (Dec)	4.24	2015/16 (Mar)	6.5	5.94	4.45	4.89	4.24	RED	↓
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		<p><u>Provisional Q3 outturn:</u> The outturn is provisional whilst data quality checks are being completed. A total of 489 households were prevented from becoming homeless ending Q3, 29 households lower than this time last year. Total numbers of preventions represents 4.24 per thousand households and is 0.34 percentage points lower than time last year. The increase in households in the borough has had an adverse effect on the prevention rate, particularly as new arrivals are less likely to form the Housing Options client group. In addition, the continuing severe shortage of affordable private sector properties available to homeless households as an alternative to pursuing a statutory homeless application has diminished our ability to prevent homelessness by securing an alternative tenancy. The increased financial incentive to landlords has not enticed them to offer properties to the Council for ASTs for our customers rather than the general public and as the welfare reforms continue to be rolled out, landlords become more risk averse with regard to potential unaffordability and rent arrears for those not in work or on low incomes – the majority of our clients. We have seen a rise in the number of preventions through mediation and negotiations with friends and relatives, persuading families that the best option for all is for the threatened homeless client to remain in their current accommodation. Where possible, we continue to negotiate with Housing Benefit to resolve arrears problems, and negotiate with landlords, to ensure tenants can remain in their properties and thus prevent homelessness.</p> <p>Nevertheless, proportionately, this is not sufficient to temper the increase in landlords evicting their benefit-dependent tenants as they can pitch their rents at higher rents.</p> <p>Actions to increase homelessness preventions: The preventing Intentional homelessness protocol currently piloted with an RSL has resulted in a significant increase in the number of preventions through providing assistance to remain in the PRS or social rented sector, specifically brokering discussions between Housing Benefit, the tenant and the RSL rent arrears officer (however as negotiation is taking place directly, this method of prevention will not affect our statistics) – once tested the protocol will be rolled out to other RSLs. Negotiations for those threatened with homelessness to remain in the private rented sector have also increased as the Housing Advisers within the Service have discussed options for resolutions to the satisfaction of both landlords and tenants, which is a positive development and one which less adversarial than previously. The number of single clients found accommodation in the supported housing sector has increased over the first three quarters of 2014/15 from 284 to 315 over the same period 2015/16. Further actions include holding regular landlord forums to foster good relations and encourage partner working; and jointly work with the PRG tenancy officer when appointed.</p>																							

Description		Annual Actual (2014/15)	Minimum Expectation	Target	Actual	Variance (performance against target)	Direction of Travel (comparing current outturn with this time last year)
<p>The number of overcrowded families rehoused, lets to overcrowded households</p> <p>Measured in: Number (count of lets to overcrowded housing applicants and tenants of CHR partner landlords lacking one or more bedrooms) Good Performance: Higher</p>		949	645	712	958	GREEN	↑
<p>Quarter 3 outturn of 958 overcrowded families rehoused has already exceeded the target for the year by 34 percent and is 52 percent higher than this time last year.</p>							
<p>Percentage of household waste sent for reuse, recycling and composting</p> <p>Measured in % Good performance: Higher</p>		28.00	28.00	29.00	26.60	RED	↓
<p>Provisional Q2 outturn</p>							
<p>Legislative changes have been made to improve the quality of recycling from co-mingled collections which has had a significant impact on recycling performance. The current Materials Recycling Facility (MRF) contractor is unable to deliver the same recycling rate as achieved through our previous contractor and they are sending more of the material to energy from waste (rather than to recycling re-processers). Clean, Green & Highways, alongside the Veolia Outreach and Education Team, are currently working closely with registered providers (RPs) to decrease high levels of contamination and increase the quality and quantity of recycling collected from estates. Work is currently being carried out to encourage households to take part in the food waste collection scheme for houses.</p>							
<p>Our Communications, Education and Outreach Team launched 'Let's sort it!' - a borough wide advertising campaign focusing on recycling correctly. This was launched in November 2015. The campaign consisted of large scale outdoor advertising, a mail out to all residents living in flats, vehicle livery, 16 education roadshows delivered across the borough and 7 weeks' worth of advertising in East End Life. Early signs of improvement are being reflected at the MRF with levels of contamination decreasing. The drop in value of recyclable materials due to the falling price of oil and the slowdown of the Chinese economy is also having a wider impact. The overall recycling rates have stalled across the UK; Resource London advise that many London Boroughs are facing issues with high levels of contamination. We currently have an officer who monitors and inspects the loads at the MRF on a weekly basis. The officer ensures that the sampling process is consistent and challenges the grading process where they feel it has not been sampled correctly. With this level of monitoring, and the recent Contamination Campaign, the quality of recyclable materials has shown a slight improvement within the last two months.</p>							

Description	Minimum		Target		Annual Actual (2014/15)	Minimum Expectation	Target	Actual	Variance (performance against target)	Direction of Travel (comparing current outturn with this time last year)
	Minimum		Target							
Prosperous Community										
Early Years Foundation Profile - achievement of a good level of development Measured in % Good performance: Higher	Early Years Foundation Profile: % of children achieving a Good Level of Development				55.0	55.0	65.0	61.6	AMBER	↑
					Final Outturn Final result. We have well exceeded the minimum expectation for 2015, and 61.6% represents another significant year on year improvement (6.6 percentage points) for this measure of early years educational attainment.					
Key Stage 2 pupil attainment in Reading, Writing and Maths (KS2 RWM) (%) Measured in % Good Performance: Higher	Key Stage 2 pupil attainment in Reading, Writing and Maths (%)				82.0	83.0	84.0	84.0	GREEN	↔
					Final Outturn In the 2014/15 academic year the percentage of children achieving Level 4 or above in Reading, Writing and Maths was 84% - a 2 percentage point increase over the previous year. Component Results are broken down as follows: > Grammar, Punctuation & Spelling: 85% > Reading (test): 92% > Writing (teacher assessment): 89% > Maths (test): 91%					
Achievement of 5 or more A*-C grades at GCSE or equivalent including English and Maths. Measured in % Good performance: Higher	Achievement of 5 or more A*-C grades at GCSE or equivalent including English and Maths				59.7	60.10	65.60	64.60	AMBER	↑
					Final Outturn The final results for summer 2015 exams (released Jan 16) show that 64.6% of LBTH pupils attained 5 A*-C GCSE grades including English & Maths (5ACEM) in the 2014/15 academic year. This represents a 4.9 percentage point increase on the previous year's performance and brings the LA average near to where it had been in 2012/13, before rule changes in 2013/14 led to drops in performance both locally and nationally. National performance saw an improvement of 0.4 percentage points with 53.8% of pupils attaining 5 A*-C including English and Maths and in London performance fell 0.6 percentage points to 60.9% of pupils attaining 5 A*-C including English and Maths.					


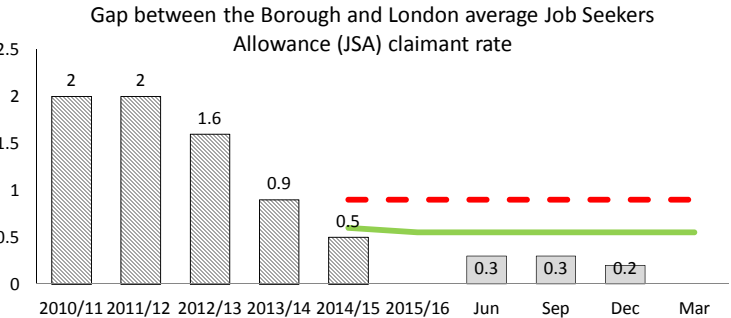
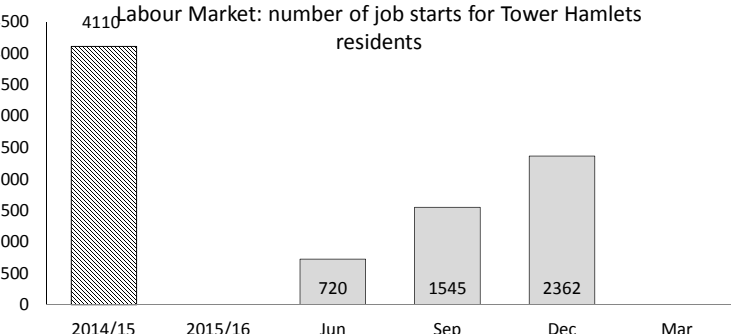
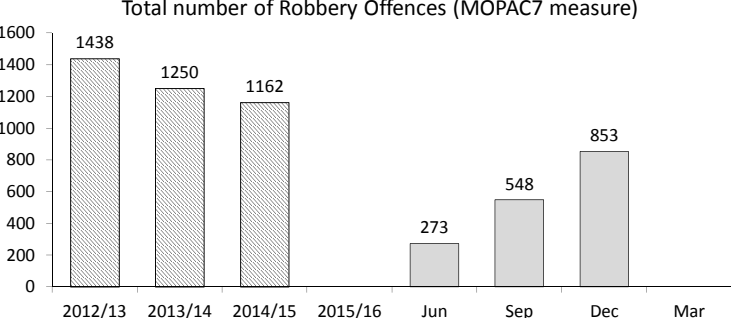
Description		Annual Actual (2014/15)	Minimum Expectation	Target	Actual	Variance (performance against target)	Direction of Travel (comparing current outturn with this time last year)
<p>A Level Average Points Score per student in Tower Hamlets.</p> <p>Measured in % Good performance: Higher</p>		695.0	700.00	726.00	705.00	AMBER	↔
<p>16 to 19 year olds who are not in education, employment or training (NEET) (%)</p> <p>Measured in: % Good Performance: Lower</p>		3.43	3.40	3.00	3.90	RED	↓
<p>Overall employment rate - gap between the Borough and London average rate (working age) (ppts)</p> <p>Measured in: percentage points Good Performance: Gap - Lower</p>		2.50	6.40	2.50	3.50	AMBER	↑

Final Outturn

We have achieved the minimum expectation of 700 points in this measure, and seen an improvement of 18 points since 2014. This also closes the gap between TH and national position by almost 30 points to 59 points. Though not reflected in this specific A-Level measure, overall Level 3 performance has improved in 2015 to 704 points per pupil. Our overall APS per student is now above state-funded national scores and above the London/Inner London average. This is largely the result of good performance in vocational subjects. The gap between TH and the national average (for state schools and colleges) of 764 has closed by 27 points.

Whilst there are some internal factors that have had a negative impact, such as staff vacancies and a service review, it had been hoped that a NEET and apprenticeship event held in November 2015 would have had a more significant impact than was the case. In response the Targeted Youth Support team working in partnership with the Careers Service put in place remedial actions to further target the NEET Cohort. As a result performance was raised to 2.6 percent in January, bringing the annual rate down to 3.4 percent (therefore achieving the minimum expectation). The Interim Head of Service will be reviewing all current NEET cases with the Targeted Youth Support Manager to develop a case by case action plan for NEET young people open to targeted youth support and will be supporting the development of a NEET action plan across Children's Service to stimulate further improvements in performance.

Tower Hamlets: 68.8% London average: 72.3% Gap between TH and London: 3.5pp. The Tower Hamlets rate has reduced by 0.7% (NOMIS) which is labour market churn including summer and Christmas part time work. Continuing low interest rates has increased business investment in London as a whole, which has increased the overall London employment rate. This is the first period since April-March 2013 that London has out-performed Tower Hamlets in terms of employment rate increase. TH figures remain above the minimum expectation and the borough's employment rate is still 27.3% higher than in September 2011.

Description	 --- Minimum — Target	Annual Actual (2014/15)	Minimum Expectation	Target	Actual	Variance (performance against target)	Direction of Travel (comparing current outturn with this time last year)
JSA Claimant Rate (gap between the Borough and London average rate (working age) (ppts)) Measured in: percentage points Good Performance: Gap - Lower		0.50	0.90	0.55	0.20	GREEN	↑
Labour Market: number of job starts for Tower Hamlets residents Measured in: % Good Performance: Higher		4110	Not Set	Not Set	2362	N/A	↓
Safe and Cohesive Community							
Number of Robbery incidents (MOPAC 7 measure) Measured in: Number (part of the MOPAC set. Including personal and business properties) Good Performance: Lower		1,162	N/A	N/A	853	N/A	↔

Target met. The numbers of JSA claimants continues to reduce for TH, now standing at 4,047 for Dec 2015, the lowest since recording began in September 2006 and narrowing further the gap with London to 0.2 ppts. The quarterly reduction also stands at 259 claimants since September 2015. However, it is worth noting that this dataset does not include transfers onto Universal Credit - this is yet to be introduced for Tower Hamlets.


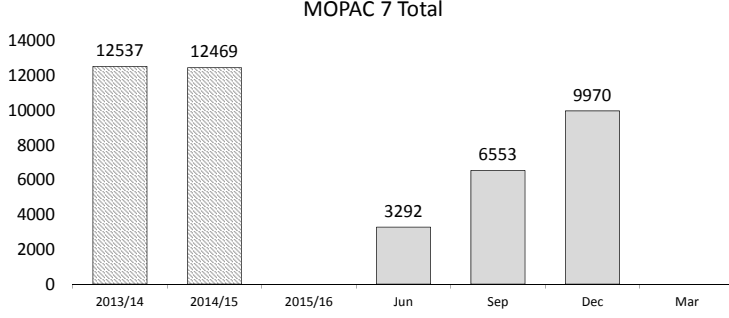
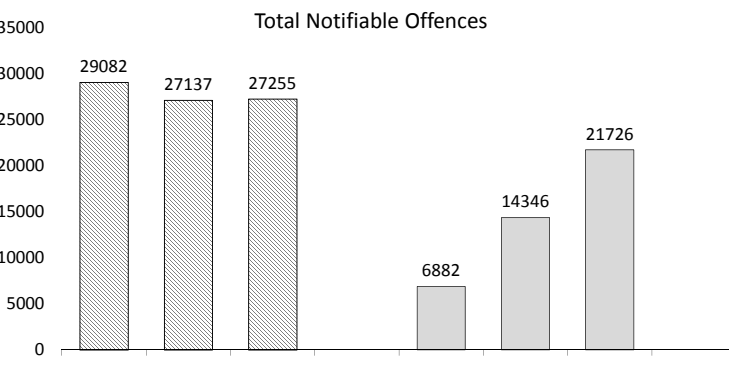
2,362 Tower Hamlets residents achieved a job start in Q3 (through collective partnership reporting inclusive of JCP outputs). Whilst the outturn shows a positive trend this is 25% below the numbers achieved this time last year (2,798). The outturn is provisional because there is a time lag in receiving data. Following a restructuring of service, a new team has been established to take over the monitoring and reporting of employment statistics, helping to strengthen cross council reporting of outputs whilst ensuring quality assurance. Service delivery via the Employment and Skills centre is shifting towards focusing more on those with multiple barriers to employment and working towards addressing those, meaning potentially longer turnaround time from registration to employment. Targets are still under review with the new administration; however a positive trend upwards is still expected against this measure.


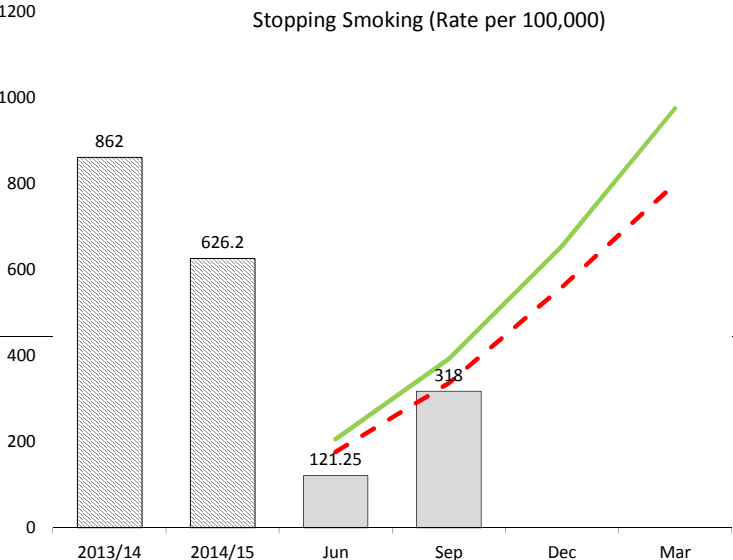
Targets are being set by the Community Safety Partnership.


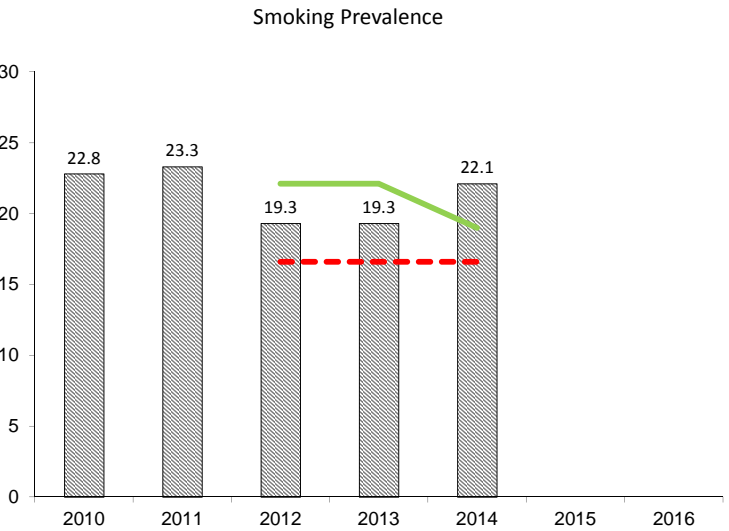

 Data taken from the met.police.uk website indicates that between April-December 2015/16 there were 853 robbery offences compared to 877 in the same period last year. Robbery Total is currently down 1% against the previous rolling 12 months figures.

Description	Minimum Target		Annual Actual (2014/15)	Minimum Expectation	Target	Actual	Variance (performance against target)	Direction of Travel (comparing current outturn with this time last year)
	Minimum	Target						
<p>Number of Violence with Injury incidents (MOPAC 7 measure)</p> <p>Measured in: Number (part of the MOPAC set. Murder, wounding/GBH, assault with injury) Good Performance: Lower</p>			2,731	N/A	N/A	2243	N/A	↓
<p>Number of Burglary Incidents (MOPAC 7 measure)</p> <p>Measured in: Number (part of the MOPAC set. Theft or attempted theft from residential or non-residential property) Good Performance: Lower</p>			2,415	N/A	N/A	1916	N/A	↓
<p>Theft of a Motor Vehicle (MOPAC 7 measure)</p> <p>Measured in: Number (part of the MOPAC set) Good Performance: Lower</p>			929	N/A	N/A	837	N/A	↓


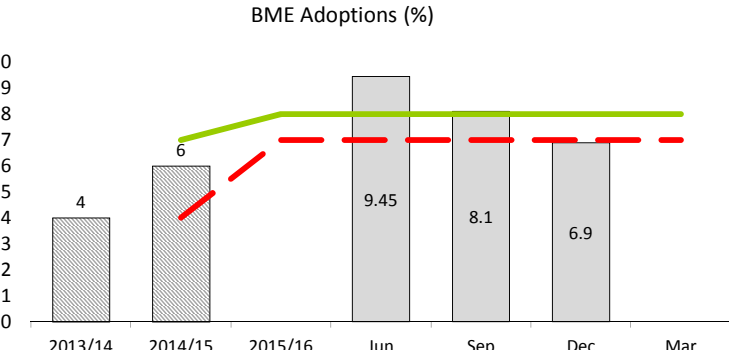
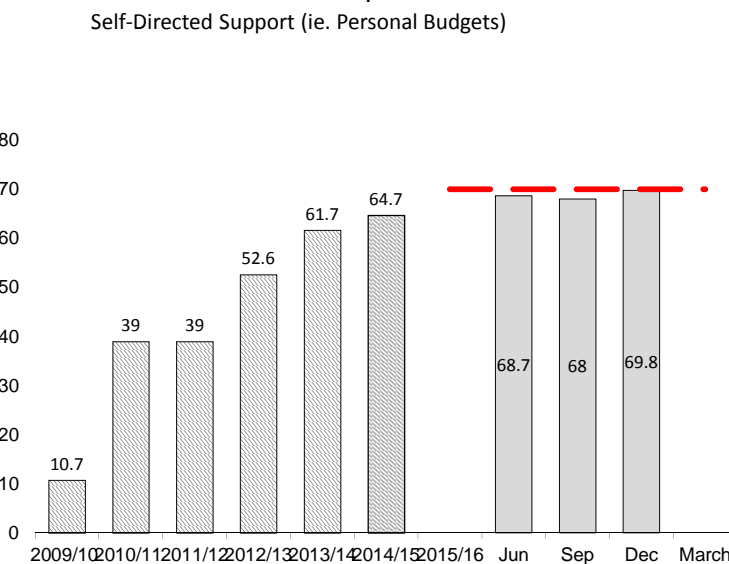
Description		Annual Actual (2014/15)	Minimum Expectation	Target	Actual	Variance (performance against target)	Direction of Travel (comparing current outturn with this time last year)
		Theft from a Motor Vehicle (MOPAC 7 measure) Measured in: Number (part of the MOPAC set) Good Performance: Lower		1,532	N/A	N/A	1232
Theft from the Person (MOPAC 7 measure) Measured in: Number (part of the MOPAC set) Good Performance: Lower		1,317	N/A	N/A	1054	N/A	↓
Vandalism (criminal damage) (MOPAC 7 measure) Measured in: Number (part of the MOPAC set) Good Performance: Lower		2,383	N/A	N/A	1835	N/A	↔

Description	 Minimum Target	Annual Actual (2014/15)	Minimum Expectation	Target	Actual	Variance (performance against target)	Direction of Travel (comparing current outturn with this time last year)																		
Total MOPAC 7 incidents Measured in: Number (includes MOPAC 7 crimes: robbery, burglary, criminal damage, theft from and theft of a motor vehicle, theft from the person, violence with injury) Good Performance: Lower	 <p>MOPAC 7 Total</p> <table border="1"> <tr><th>Year</th><td>2013/14</td><td>2014/15</td><td>2015/16</td><td>Jun</td><td>Sep</td><td>Dec</td><td>Mar</td></tr> <tr><th>Value</th><td>12537</td><td>12469</td><td></td><td>3292</td><td>6553</td><td>9970</td><td></td></tr> </table>	Year	2013/14	2014/15	2015/16	Jun	Sep	Dec	Mar	Value	12537	12469		3292	6553	9970		12,469	N/A	N/A	9970	N/A	↓		
Year	2013/14	2014/15	2015/16	Jun	Sep	Dec	Mar																		
Value	12537	12469		3292	6553	9970																			
Targets are being set by the Community Safety Partnership. Data taken from the met.police.uk website indicates that between April-December 2015/16 there were 9970 total MOPAC7 offences compared to 8347 in the same period last year. Currently 1.1% above the 2011/12 MOPAC Baseline.																									
Total Notifiable Offences (number) Measured in: Number Good Performance: Lower	 <p>Total Notifiable Offences</p> <table border="1"> <tr><th>Year</th><td>2012/13</td><td>2013/14</td><td>2014/15</td><td>2015/16</td><td>Jun</td><td>Sep</td><td>Dec</td><td>Mar</td></tr> <tr><th>Value</th><td>29082</td><td>27137</td><td>27255</td><td></td><td>6882</td><td>14346</td><td>21726</td><td></td></tr> </table>	Year	2012/13	2013/14	2014/15	2015/16	Jun	Sep	Dec	Mar	Value	29082	27137	27255		6882	14346	21726		27,255	N/A	N/A	21726	N/A	↓
Year	2012/13	2013/14	2014/15	2015/16	Jun	Sep	Dec	Mar																	
Value	29082	27137	27255		6882	14346	21726																		
Targets are being set by the Community Safety Partnership. Data taken from the met.police.uk website indicates that between April-December 2015/16 there were 21,726 total notifiable offences compared to 20,598 in the same period last year. Recent Activity: • Over the past 3 months since August 2015, 10 key prolific offenders have been incarcerated • 15 key offenders who were targeted by the Police and partner agencies have been made subject to judicial restrictions which include Criminal Behaviour Orders by the Police and partners, which should have an impact on their criminal offending behaviour Planned Activity: • Key members of the Local Authority are attending the Tactical Tasking and Coordinating Group meetings from February 2016; • Operation Omega – a combined police and partnership asset working together in the 5 highest crime volume wards tackling crime and ASB as well as preventing terrorism Consistency regarding the recording of crimes and their correct classification																									

Description		Annual Actual (2014/15)	Minimum Expectation	Target	Actual	Variance (performance against target)	Direction of Travel (comparing current outturn with this time last year)
Healthy and Supportive Community							
<p>Smoking Quitters</p> <p>Measured in: rate per 100,000 of population (aged 16+) of four-week smoking quitters who have attended NHS Stop Smoking Services . Good Performance: Higher</p>		626.2	336.0	393.1	318.0	RED	↑
		<p><u>Quarter 2 Outturn:</u></p> <p>At the Quarter 2 stage, the smoking quit rate per 100,000 adult population was 318 (722 actual quitters) against a Q2 target rate of 393.1. The full year target of 976 quitters per 100,000 (2123 actual quitters) was ambitious given that smoking cessation quit performance is down both nationally and across London, and this is reflected locally in the year-on-year decrease between 2013/14 and 2014/15. This is mainly due to both a fall in smoking prevalence and an increase in the independent use of electronic cigarettes.</p> <p>In Q2 2015/16 we have achieved our best performance since 2012, due, in the main, to a recent recruitment drive by the specialist service and the completion of outstanding data from Q1. At the end of Q2, the London regional performance data showed Tower Hamlets had the third highest number of quits and we are above the London regional average of 473 quits. We were top for numbers setting a quit date. Further validation of Q1/Q2 data may yield improvements in performance as late data</p> <p>The recent New Year campaign, and the upcoming No Smoking Day campaign in March, will assist in continuing to promote the local stop smoking services. Additionally, midwives have recently been trained within secondary care to implement carbon monoxide monitoring for every pregnant woman at booking appointments. This initiative has tripled referrals into the specialist pregnancy stop smoking service. Extensive work with the Clinical Commissioning Group has also been implemented to improve referral rates of smokers living with severe mental illnesses.</p> <p>Partly due to these regular annual events, quarterly performance typically improves in Q3/Q4, so we are optimistic about meeting at least the minimum expectation by year-end.</p>					

Description		Annual Actual (2014/15)	Minimum Expectation	Target	Actual	Variance (performance against target)	Direction of Travel (comparing current outturn with this time last year)
<p>Smoking Prevalence</p> <p>Measured in: % - number of self-reported smokers aged 18+ by total number of respondents Good Performance: Lower</p>	 <p style="text-align: center;">Smoking Prevalence</p>	19.3	19.0	16.6	22.1	RED	
<p>The confidence interval for this year's estimate is relatively wide at 19.0 to 25.2, meaning actual performance lies somewhere in that range. The three year rolling figures, which have a smaller confidence interval i.e. are more likely to be accurate, show that 2012-2014 period improved slightly from 2011-13 period: from 20.6 to 20.2%.</p> <p>The smoking prevalence in Tower Hamlets, as with all boroughs, is estimated from a national survey of smokers using a technique called a synthetic estimate. With any estimate there is a degree of uncertainty as to whether the figure generated is a true reflection of the local prevalence, and so a range of figures is given where there is a 95% probability that the true figure being within that range. The wider the range the greater the uncertainty of the true figure. The local prevalence figures for Tower Hamlets for the last two years have a wide confidence range therefore we cannot be very sure that any year-on-year changes are actual changes in the number of people smoking. By using three year rolling averages of the estimate of prevalence we are more likely to see actual local trends in smoking prevalence rather than statistical variations.</p> <p>Reducing overall prevalence requires actions at a number of levels: continued enforcement of the smoking ban; de-normalising smoking in the borough e.g. smoking at school gates, playgrounds as well as indoor smoking and smoking in cars; tackling illegal tobacco; addressing smoking in pregnancy; stopping children and adolescents starting through education and peer led approached as well as tackling under age sales; and providing smoking cessation services universally through community pharmacies and general practice and targeted services e.g. BME groups, people with severe mental illness.</p>							

Description	Minimum Target		Annual Actual (2014/15)	Minimum Expectation	Target	Actual	Variance (performance against target)	Direction of Travel (comparing current outturn with this time last year)
	Minimum	Target						
<p>Excess weight in 4-5 year olds</p> <p>Measured in: % (of children aged 4-5 classified as overweight or obese) Good Performance: Lower</p>			23.7	23.7	23.6	22.4	GREEN	↑
			<p>The 2014/15 academic year outturn is reported in 2015/16 financial year. Published performance for 2014/15 is 22.4% (95% confidence interval 21.0%-23.9%), a decrease from previous (2013/14) academic year outturn - 23.7 (confidence interval range from 21.5 - 26). This represents a continuing year on year decrease in obesity or excess weight in reception aged children (of 0.3%). While in 2013/14 this was effected by a shift from obese to overweight and not a corresponding shift from overweight to healthy weight, in the current year there has been a 1% decrease in the proportion of overweight children and an increase in the proportion of reception aged children of healthy weight (1.4%).</p> <p>This suggests that our emphasis on population wide as opposed to targeted interventions is the correct approach. It is more important to look at the longer term trends than the year to year changes as there is the inevitable variation associated with relatively small numbers and the fact that each year we are looking at a different cohort of children.</p> <p>Notwithstanding the current positive direction of travel on this population measure, the combined obese and overweight measure is more challenging (than the previous obesity measure) in that we are looking at a much larger group of children, awareness of what overweight looks like is much lower - many people would not recognise that a child is in the overweight category and also the health risks associated with overweight are lower than the risks associated with obesity.</p> <p>Actions that have taken place over the last year to address overweight and obesity in 0-5 year olds cover a range of areas including promoting breast feeding, involving parents, community base play and healthy eating programmes, child and family weight management services, nutrition training for health visitors, children centre and nursery staff.</p>					
<p>Average time between a child entering care and moving in with adoptive family (Time to adoption)</p> <p>Measured in: Days Good Performance: Lower</p>			645	614	582	647	RED	↓
			<p>Based on nine adoptions between April-December 2015. In October 2015, 1 adoption was finalised that had taken 2051 days (5.5 years) between a child entering care and moving in with the adoptive family. There were unique circumstances surrounding this child and this outlier has had a significant impact on this measure. Excluding this case would reduce the average time to 471, well under the target.</p>					

Description		Annual Actual (2014/15)	Minimum Expectation	Target	Actual	Variance (performance against target)	Direction of Travel (comparing current outturn with this time last year)																								
<p>Percentage of ethnic minority background children leaving care who are adopted (BME adoptions)</p> <p>Measured in: % Good Performance: Higher</p>	 <table border="1"> <caption>BME Adoptions (%)</caption> <thead> <tr> <th>Year</th> <th>Value (%)</th> </tr> </thead> <tbody> <tr><td>2013/14</td><td>4</td></tr> <tr><td>2014/15</td><td>6</td></tr> <tr><td>2015/16</td><td>6.9</td></tr> <tr><td>Jun</td><td>9.45</td></tr> <tr><td>Sep</td><td>8.1</td></tr> <tr><td>Dec</td><td>6.9</td></tr> <tr><td>Mar</td><td>6.9</td></tr> </tbody> </table>	Year	Value (%)	2013/14	4	2014/15	6	2015/16	6.9	Jun	9.45	Sep	8.1	Dec	6.9	Mar	6.9	6.0	7.0	8.0	6.90	RED	↑								
Year	Value (%)																														
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2015/16	6.9																														
Jun	9.45																														
Sep	8.1																														
Dec	6.9																														
Mar	6.9																														
<p>Proportion of service users accessing long term community support who were receiving self-directed support (ie. personal budgets)</p> <p>Measured in: % Good Performance: Higher</p>	 <table border="1"> <caption>Self-Directed Support (ie. Personal Budgets)</caption> <thead> <tr> <th>Year</th> <th>Value (%)</th> </tr> </thead> <tbody> <tr><td>2009/10</td><td>10.7</td></tr> <tr><td>2010/11</td><td>39</td></tr> <tr><td>2011/12</td><td>39</td></tr> <tr><td>2012/13</td><td>52.6</td></tr> <tr><td>2013/14</td><td>61.7</td></tr> <tr><td>2014/15</td><td>64.7</td></tr> <tr><td>2015/16</td><td>64.7</td></tr> <tr><td>Jun</td><td>68.7</td></tr> <tr><td>Sep</td><td>68</td></tr> <tr><td>Dec</td><td>69.8</td></tr> <tr><td>March</td><td>69.8</td></tr> </tbody> </table>	Year	Value (%)	2009/10	10.7	2010/11	39	2011/12	39	2012/13	52.6	2013/14	61.7	2014/15	64.7	2015/16	64.7	Jun	68.7	Sep	68	Dec	69.8	March	69.8	64.7	70.00	TBC	69.80	RED	↑
Year	Value (%)																														
2009/10	10.7																														
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		<p>Performance is just below minimum expectation at 6.9%. The period covers rolling year to end of December 2015. 6.9% is derived from 11 BME children adopted out of 159 BME children leaving care in the period. In January, 3 more adoptions were completed, 2 of which were BME children. For 2015/16 so far (inc. January) there have been 12 adoptions, 8 of which were for BME children. Of those children currently waiting on an adoption care plan, 9 out of 14 are BME children, and therefore the service is confident that the year-end position can improve, though as with any measure reliant on relatively small numbers, actual events in individual cases currently going through court process can have a large impact. Our recruitment strategy continues to work with finding adopters from the BME community. Our community liaison officer and "Home for Good" are working with us on this issue.</p> <p>Under the Care Act, all community-based service users are required to have a Personal Budget. A Personal Budget is an allocated amount of funding which the service user is able to spend at their discretion to meet identified social care needs; this may be via a direct payment to the service user, or managed on their behalf by the local authority.</p> <p>Under-performance up until this point was caused in part by issues relating to short term services which are put in place as an urgent response to need, and due to the speed at which they are implemented cannot be provided via Personal Budgets. The two key issues were an inability to distinguish for reporting purposes services intended as "short term" from longer term services, and delays in reviewing short term services and converting them to longer term services under a Personal Budget.</p> <p>Changes have been made to ASC processes so that all new assessments & reassessments are carried out under Care Act practice framework. Review activity, and the conversion of short term services to longer term Personal Budgets, is being actively monitored. Short term services themselves are being recorded differently, and have been removed from the calculation of performance measure. These changes should lead to a further improvement against this measure by At the end of January 2016, 71% of service users were receiving Personal Budgets, meaning it is very likely that performance at end of March 2016 will also be on target and a significant improvement on 2014/15 position. (70% was considered to be both the target and minimum expectation for 2014/15, tied to the former national expectation of performance in this area and reflecting the fact that the measure is tied to review and assessment activity, limiting the rate at which improvement can be achieved in a single year).</p>																													