

Luton Council

Corporate Performance Dashboard

Please click on strategic priority box to visit that page



Making Luton a child-friendly town, where our children and young people grow up feeling happy, healthy and secure, with a voice that matters and the opportunities they need to thrive.



Ensuring wellbeing and growth - maintain health and safety standards and a robust workforce

Protecting the most disadvantaged in our town by prioritising services and interventions that focus on prevention, alleviate the impact of poverty and reduce health inequalities.



A strong and empowered community supporting fairness, equality and local pride and speaking with a powerful voice.



Highlight report

Becoming a greener and more sustainable town, to meet our long-term ambition to be carbon neutral and climate resilient by 2040.



Securing a strong economic recovery from COVID-19, which protects jobs, incomes and businesses and enables us to build a more inclusive economy.



To be presented at:

CLMT: n/a
 Overview and Scrutiny Board: n/a
 Executive: n/a

Performance Outlook

Performance is good: At least 95% target achieved

Green

Performance is satisfactory but requires corrective action: Within 10% of target

Amber

Performance requires serious action: More than 10% outside target

Red

Area	Indicator	Reporting officer	Authorising manager	Corporate director	Service
Resident Wellbeing	No. of Cases Prevented from Becoming Homeless	Nazakat Ali/Michael Cairney	Colin Moone	Mark Fowler	Housing
	% of Homelessness Acceptances	Nazakat Ali/Michael Cairney	Colin Moone	Mark Fowler	Housing
	No. of Homelessness Acceptances	Nazakat Ali/Michael Cairney	Colin Moone	Mark Fowler	Housing
	No. Homeless Relief	Nazakat Ali/Michael Cairney	Colin Moone	Mark Fowler	Housing
	No. of Homeless Households Allocated a Permanent Offer Through the Housing Register	Nazakat Ali/Mark Willis	Colin Moone	Mark Fowler	Housing
	No. of Affordable Homes Started On Site	Claire Astbury	Colin Moone	Mark Fowler	Housing
	1. No. of Affordable New Homes Completed	Claire Astbury	Colin Moone	Mark Fowler	Housing
	1a. Of which, Affordable homes Acquisitions	Claire Astbury	Colin Moone	Mark Fowler	Housing
	Proportion of Registered Care Services: Good or Outstanding	Lisa Hooper/Elizabeth Hawkes	Jill Britton	Mark Fowler	Adult Social Care
	ASCOF Adults in Contact with Secondary Mental Health Services Who are in Employment	Usman Iftikhar/Jaikumar Shanmugasundaram/Chris Elliott	Jill Britton	Mark Fowler	Adult Social Care
	NM01 – ASB cases relative to the size of the landlord	Nigel McArthur/Sarah Markham	Colin Moone	Mark Fowler	Housing
	CH01 – Complaints Relative to the Size of the Landlord (Stage 1)	Sarah Markham	Colin Moone	Mark Fowler	Housing
	CH01 – Complaints Relative to the Size of the Landlord (Stage 2)	Sarah Markham	Colin Moone	Mark Fowler	Housing
	% Hospital Discharges Within Timescale - Social care assessments completed within 42 days	Usman Iftikhar/Jaikumar Shanmugasundaram/Chris Elliott/Nasreen Khan	Jill Britton	Mark Fowler	Adult Social Care
	Amount awarded with the Household Support Grant	Nikki Middleton	Kate Robertson	Mark Fowler	Customer & Organisational Development
	No. Supported (or amount awarded) with the Rent in Advance Payments	Nazakat Ali/Michael Cairney	Colin Moone	Mark Fowler	Housing
	% of Housing Stat Compliance Completed Within Timescale: Fire Safety Checks	Tim Keogh/John O'Mahoney/Abdul Kahir/Henry Anthony	Colin Moone	Mark Fowler	Housing
	% of Housing Stat Compliance Completed Within Timescale: Gas Checks	Tim Keogh/John O'Mahoney/Abdul Kahir/Henry Anthony	Colin Moone	Mark Fowler	Housing
	% of Housing Stat Compliance Completed Within Timescale: Electrical Checks	Tim Keogh/John O'Mahoney/Abdul Kahir/Henry Anthony	Colin Moone	Mark Fowler	Housing
	(A) Prevention Indicator 1: Smoking	Suliman Rafiq	Elizabeth Elliott	Mark Fowler	Public Health
	(A) ASCOF Proportion of Carers Who Reported That They Have as Much Social Contact as They Would Like	Usman Iftikhar	Jill Britton	Mark Fowler	Adult Social Care
	(A) ASCOF Proportion of Users Who Reported That They Have as Much Social Contact as They Would Like	Usman Iftikhar	Jill Britton	Mark Fowler	Adult Social Care
	(A) % of Physically Active Adults (PHOF)	Matthew Hudson	Sally Cartwright	Mark Fowler	Public Health
	(A) % of People Referred Who Need No, or Reduced, Care Support Following Period Reablement	Usman Iftikhar/Catherine Dhokia	Jill Britton	Mark Fowler	Adult Social Care

Economic Improvement	No. of London Luton Airport Passengers	Mark Turner	Mark Turner	Nick Platts	LLAL Airport
	Unemployment Rate (No.)	Edward Holmes	Sinead McNamara	Gerard McCleave	Inclusive Growth
	Unemployment Rate	Edward Holmes	Sinead McNamara	Gerard McCleave	Inclusive Growth
	Unemployment Claimant Count	Edward Holmes	Sinead McNamara	Gerard McCleave	Inclusive Growth
	Unemployment Claimant Count (No.)	Edward Holmes	Sinead McNamara	Gerard McCleave	Inclusive Growth
	No. of Apprenticeship Starts	Debbie-Poole Hunt/Martin Stein	Sinead McNamara	Gerard McCleave	Inclusive Growth
	No. of Successful Apprenticeship Completions	Debbie-Poole Hunt/Martin Stein	Sinead McNamara	Gerard McCleave	Inclusive Growth
	Apprenticeship Levy Spend (internal)	Debbie-Poole Hunt/Martin Stein	Sinead McNamara	Gerard McCleave	Inclusive Growth
	Apprenticeship Levy Spend via Pledges	Debbie-Poole Hunt/Martin Stein	Sinead McNamara	Gerard McCleave	Inclusive Growth
	Town Centre Vibrancy: Town Centre Footfall	Edward Holmes	Sinead McNamara	Gerard McCleave	Inclusive Growth
	% of Influenceable Council Spend Through Procurement with Local Suppliers (6 Monthly)	Catharine Southern (interim)	Catharine Southern	Gerard McCleave	Corporate Procurement
	Timeliness of Benefits: New Claims	Deb Fensome	Dev Gopal	Robin Porter	Revenues and Benefits
	Timeliness of Benefits: Changes	Deb Fensome	Dev Gopal	Robin Porter	Revenues and Benefits
	Timeliness of Council Tax Reduction New Claims	Deb Fensome	Dev Gopal	Robin Porter	Revenues and Benefits
	Timeliness of Council Tax Reduction Changes	Deb Fensome	Dev Gopal	Robin Porter	Revenues and Benefits
	Council Tax Billing: % of work outstanding over 15 days	Deb Fensome	Dev Gopal	Robin Porter	Revenues and Benefits
	Adult Social Care, Financial Assessments: Debt Recovery	Deb Fensome	Dev Gopal	Robin Porter	Revenues and Benefits
	Adult Social Care, Financial Assessments: Timeline to Process Charges	Deb Fensome	Dev Gopal	Robin Porter	Revenues and Benefits
	No. Supported (or amount awarded) with Discretionary Housing Payments	Deb Fensome	Dev Gopal	Robin Porter	Revenues and Benefits
	Employment in Luton: No. of Jobs, Labour Force Survey, includes self employed	Edward Holmes	Sinead McNamara	Gerard McCleave	Inclusive Growth
	Amount of Council Tax Collected (millions)	Deb Fensome	Dev Gopal	Robin Porter	Revenues and Benefits
	Total Business Rates Due & Total Business Rates Collected (millions)	Deb Fensome	Dev Gopal	Robin Porter	Revenues and Benefits
	(A) % of Decent Streets - Litter	Alex Greene/Vicky Hawkes/Jan Petrie	Vicky Hawkes	Gerard McCleave	Neighbourhood
	(A) No. of Learners Enrolled on Adult Learning Courses	Debbie-Poole Hunt/Merielle James	Sinead McNamara	Gerard McCleave	Inclusive Growth
	(A) No. of Passport to Employment Participants	Debbie-Poole Hunt/Martin Stein	Sinead McNamara	Gerard McCleave	Inclusive Growth
	(A) Employment in Luton: No. of Jobs BRES	Edward Holmes	Sinead McNamara	Gerard McCleave	Inclusive Growth
	(A) Employment in Luton: Average Salary Luton Residents Earnings	Edward Holmes	Sinead McNamara	Gerard McCleave	Inclusive Growth
	(A) Luton Businesses Measures: No. of Businesses	Edward Holmes	Sinead McNamara	Gerard McCleave	Inclusive Growth
	(A) Luton Businesses Measures: Business Start Up	Edward Holmes	Sinead McNamara	Gerard McCleave	Inclusive Growth
	(A) Aviation, Automotive, Manufacturing & Engineering No. of Jobs	Edward Holmes	Sinead McNamara	Gerard McCleave	Inclusive Growth

Child Friendly	% in EET (16-18 years)	Sajda Rauf	Caroline Dawes	Dheeraj Chibber	Education
	No. in EET (16-18 years)	Sajda Rauf	Caroline Dawes	Dheeraj Chibber	Education
	No. of First Time Entrants in YOS (rate per 100,000)	Troy Hutchinsonson	David Collins	Dheeraj Chibber	Youth Offending
	No. of Social Care Referrals (cumulative year to date)	Ruhala Chowdhury/Vipul Patel/Timothy Ball/Diane Rushby	Janice Altenor	Dheeraj Chibber	Children's
	No. of Newly Approved Foster Carers (approved per quarter)	Ruhala Chowdhury/Rushna Alam/Cristina Istrati	Janice Altenor	Dheeraj Chibber	Children's
	No. of Children With an EHCP	Donna Pain/Lisa Ellis/Jo Summers/Christine King/Sharon Smith	Paul Wagstaff	Dheeraj Chibber	Education
	% of EHCP Issued Within 20 Weeks, Excluding Exceptions (academic ytd)	Donna Pain/Christine King/Sharon Smith	Paul Wagstaff	Dheeraj Chibber	Education
	% Attendance in Primary Schools (published dfe data which is published in arrears)	Donna Pain/Julia Jack/Sharon Smith/Sarah Goldsmith/Salma Fazil	Daniel Toth	Dheeraj Chibber	Family Partnership
	% Attendance in Secondary Schools (published dfe data which is published in arrears)	Donna Pain/Julia Jack/Sharon Smith/Sarah Goldsmith/Salma Fazil	Daniel Toth	Dheeraj Chibber	Family Partnership
	No. of Children and young people who are neither on school roll nor being educated elsewhere in Luton (term to date)	Donna Pain/Mansoor Karimuddin/Sharon Smith/Sarah Goldsmith	Julia Jack/Daniel Toth	Dheeraj Chibber	Family Partnership
	No. of pupils currently registered to Elective Home Education (academic ytd)	Donna Pain/Tracy Gentle/Sharon Smith	Debbie Craig	Dheeraj Chibber	Education
	No. of pupils permanently excluded (academic ytd)	Donna Pain/Steven Porter/Sharon Smith	Joanne Summers	Dheeraj Chibber	Education
	% of CYP Who are Classified as NEET & Have an Education, Health & Care Plan (16-18 years)	Natasha Vaughan	Caroline Dawes	Dheeraj Chibber	Business Intelligence/Youth Advice
	No. of CYP Who are Classified as NEET & Have an Education, Health & Care Plan (16-18 years)	Natasha Vaughan	Caroline Dawes	Dheeraj Chibber	Business Intelligence/Youth Advice
	% of Children Attending Good & Outstanding Schools (primary)	Donna Pain/Caroline Dawes/Sharon Smith	Paul Wagstaff	Dheeraj Chibber	Education
	% of Children Attending Good & Outstanding Schools (secondary)	Donna Pain/Caroline Dawes/Sharon Smith	Paul Wagstaff	Dheeraj Chibber	Education
	% of Children Attending Good & Outstanding Schools (special)	Donna Pain/Caroline Dawes/Sharon Smith	Paul Wagstaff	Dheeraj Chibber	Education
	% Children Looked After Attending Good & Outstanding Schools	Ruhala Chowdhury/Rushna Alam/Cristina Istrati/Matthew Sims	Paul Wagstaff	Dheeraj Chibber	Education
	% of Yr12-Yr13 who are Not in Education, Employment or Training (NEET)	Natasha Vaughan	Caroline Dawes	Dheeraj Chibber	Business Intelligence/Youth Advice
	No. of Children Subject of a Child Protection Plan	Ruhala Chowdhury/Vipul Patel/Donna Parke/Sancha Thomas	Janice Altenor	Dheeraj Chibber	Children's
	No. of Children Looked After	Ruhala Chowdhury/Rushna Alam/Cristina Istrati	Janice Altenor	Dheeraj Chibber	Children's
	No. of Care Leavers (aged 18-24 years open to social care)	Ruhala Chowdhury/Rushna Alam/Cristina Istrati/Kingsley Fordjour	Janice Altenor	Dheeraj Chibber	Children's
	(A) Rate of Proven Offending	Troy Hutchinsonson	David Collins	Dheeraj Chibber	Youth Offending
	(A) Prevalence of Obesity Among Children: Reception Yr.	Matthew Hudson	Sally Cartwright	Mark Fowler	Public Health
	(A) Prevalence of Obesity Among Children: Yr. 6	Matthew Hudson	Sally Cartwright	Mark Fowler	Public Health
	(A) Prevalence of overweight (including obesity) for Yr R	Matthew Hudson	Sally Cartwright	Mark Fowler	Public Health
	(A) Prevalence of overweight (including obesity) for Yr 6	Matthew Hudson	Sally Cartwright	Mark Fowler	Public Health
	(A) Prevalence of obesity (including severe obesity) for Yr R	Matthew Hudson	Sally Cartwright	Mark Fowler	Public Health
	(A) Prevalence of obesity (including severe obesity) for Yr 6	Matthew Hudson	Sally Cartwright	Mark Fowler	Public Health
	(A) Attainment: KS2 RWM (at expected & above)	Donna Pain/Caroline Dawes/Sharon Smith	Paul Wagstaff	Dheeraj Chibber	Education
	(A) Attainment: KS4 Maths & English Level 5+	Donna Pain/Caroline Dawes/Sharon Smith	Paul Wagstaff	Dheeraj Chibber	Education

Net Zero	(A) Scope 1 - Corporate buildings: Gas (tCO2)	Sue Davies	Neil O'Connor	Gerard McCleave	Property and Infrastructure
	(A) Scope 2 - Corporate buildings: Electricity (tCO2)	Sue Davies	Neil O'Connor	Gerard McCleave	Property and Infrastructure
	(A) Scope 1 - Fleet fuel (tCO2)	Paul Hutchings	Shaun Askins	Gerard McCleave	Strategy & Sustainability
	(A) Scope 3 - Goods and services	Dylan Katuwawala	Shaun Askins	Gerard McCleave	Strategy & Sustainability
Workforce Welfare	No. Corporate of Stat Compliance Completed Within Timescale: Fire Safety Checks	Stephen Parrott	Roger Kirk	Gerard McCleave	Property & Infrastructure
	% Corporate of Stat Compliance Completed Within Timescale: Fire Safety Checks	Stephen Parrott	Roger Kirk	Gerard McCleave	Property & Infrastructure
	% Corporate of Stat Compliance Completed Within Timescale: Gas Checks	Stephen Parrott	Roger Kirk	Gerard McCleave	Property & Infrastructure
	No. Corporate of Stat Compliance Completed Within Timescale: Gas Checks	Stephen Parrott	Roger Kirk	Gerard McCleave	Property & Infrastructure
	Employees of an Ethnic Minority Background as a % of Our Workforce, Aiming to Reflect Our Communities	Andrew Williams	Kate Robertson	Mark Fowler	Customer & Organisational Development
	Senior Employees of an Ethnic Minority Background as a % of Our Workforce, Aiming to Reflect Our Communities	Andrew Williams	Kate Robertson	Mark Fowler	Customer & Organisational Development
	No. of Employees of an Ethnic Minority Background, Aiming to Reflect Our Communities	Andrew Williams	Kate Robertson	Mark Fowler	Customer & Organisational Development
	No. of Senior Employees of an Ethnic Minority Background, Aiming to Reflect Our Communities	Andrew Williams	Kate Robertson	Mark Fowler	Customer & Organisational Development
	% of All Roles Covered by Agency Workers	Graham King/Andrew Williams	Kate Robertson	Mark Fowler	Customer & Organisational Development
	% of Vacancies Covered by Agency Workers	Graham King/Andrew Williams	Kate Robertson	Mark Fowler	Customer & Organisational Development
	No. of All Roles Covered by Agency Workers	Graham King/Andrew Williams	Kate Robertson	Mark Fowler	Customer & Organisational Development
	No. of Vacancies Covered by Agency Workers	Graham King/Andrew Williams	Kate Robertson	Mark Fowler	Customer & Organisational Development
	% of Vacant Roles	Graham King/Andrew Williams	Kate Robertson	Mark Fowler	Customer & Organisational Development
	Staff Turnover Rate	Graham King/Andrew Williams	Kate Robertson	Mark Fowler	Customer & Organisational Development
	(A) Gender Pay Gap (Corporate)	Kathy Williams/Helen Ginty	Kate Robertson	Mark Fowler	Customer & Organisational Development
	(5Yr) % Corporate of Stat Compliance Completed Within Timescale: Electrical Checks	Stephen Parrott	Roger Kirk	Gerard McCleave	Property & Infrastructure

Introduction

What is the Corporate Performance Report?

The corporate performance report compiles and presents both quarterly and annual service data, which allows performance to be monitored and discussed at CLMT, Overview and Scrutiny (OSB), and Executive prior to headlines being published to staff and citizens.

The indicators and targets identified within this report cover the outcomes that matter to local people and meet the strategic needs identified by the Council in its corporate and service plans. Its purpose is to provide a transparent picture of how Luton Council is performing.

The corporate performance report ties in to the strategic priorities outlined in Luton 2040 report, which examines poverty and child poverty, among other areas.

Headline RAG Rating

Below is an overall RAG rating for each of the Corporate Headlines. This is calculated by taking those KPIs which have a set target against them and looking at how many fell in the Green, Amber and Red.

	Resident Wellbeing	Economic Improvement	Child Friendly	Net Zero	Workforce Welfare
RAG	14% (3)	33% (7)	25% (3)	0% (0)	0% (0)
	18% (4)	5% (1)	8% (1)	0% (0)	67% (4)
	68% (15)	62% (13)	67% (8)	100% (3)	33% (2)

Headline Summary

What's working well

1	NM01 – ASB Cases Relative to the Size of the Landlord Quarter 3 figure (10.6) is lower than the quarterly target (14.4), which indicates good performance.
2	Number Homeless Relief has exceeded the annual target (241), with 314 YTD (116 in Quarter 3).
3	1. Number of Affordable New Homes Completed Quarter 3 figure of 2 is below the quarterly target (25). However, the YTD figure (79) is on track to meet the annual target (100).
4	CH01 – Complaints Relative to the Size of the Landlord Stage 1 (4.0) and Stage 2 (2.1) are lower than the quarterly target (7.4), which indicates good performance.
5	Number of London Luton Airport Passengers Quarter 3 figure (3.70) is on target (3.75).
6	Timeliness of Benefits: New Claims (13.76) & Changes (10.14) are both within target levels.
7	Timeliness of Council Tax Reduction Changes Quarter 3 (10.00) is within target levels.
8	Adult Social Care, Financial Assessments: Debt Recovery (£669,078) is on target.
9	Adult Social Care, Financial Assessments: Timeline to Process Charges Quarter 3 figure (5.76) is within target levels (8.00).
10	Number Supported (or amount awarded) with Discretionary Housing Payments (£117347.61) is within target levels (£481678).
11	Amount awarded with the Household Support Grant (£1132515) is within target levels (£3.33m).
12	% Attendance in state funded Primary & Secondary Schools are both on target (<i>Quarter 3 data will be available late March 2024</i>).
13	% of Children Attending Good & Outstanding Schools (primary, secondary & special), including looked after children, are all on target.
14	% of Housing Stat Compliance Completed Within Timescale are within target levels.
15	% Corporate Stat Compliance Completed Within Timescale are on target.
16	Amount of Council Tax Collected (millions) (82.8%, 101.1) is within target.
17	ASCOF Adults in Contact with Secondary Mental Health Services Who are in Employment Quarter 3 figure (6.7%) is within the provisional target.
18	Council Tax Billing: % of Work Outstanding Over 15 days Quarter 3 figure (16.00%) is on target.
19	Employment in Luton: No. of Jobs, Labour Force Survey, includes self employed, is on target.
20	No. of Apprenticeship Starts Quarter 3 figure is below target, but the YTD figure (50) is on track to meet the target of 5% increase from the previous year.
21	Homelessness Acceptances (17%, 72) are on target.
22	Total Business Rates Due & Total Business Rates Collected (millions) (82.6%, 52.8) is within target.

Indicators to note	
1	No. of Homeless Households Allocated a Permanent Offer Through the Housing Register Quarter 3 figure (27) is below the quarterly target (53).
2	Number of Affordable Homes Started On Site (0) is lower than the quarterly target (12).
3	Number of Newly Approved Foster Carers (approved per quarter) Quarter 3 figure (5) is on target, however, the YTD figure (13) is below target.
4	Unemployment Claimant Count (5.7%) is below target.
5	Town Centre Vibrancy: Town Centre Footfall Quarter 3 figure (1.77) is below the quarterly target (3.53).
6	% of Influenceable Council Spend Through Procurement with Local Suppliers (6 Monthly) Quarter 3 figure (42.8%) is below the target (60.0%).
7	Timeliness of Council Tax Reduction New Claims Quarter 3 figure (25.00) is on target, however, the YTD figure (32.27) is not on target.
8	% of EHCP Issued Within 20 Weeks, Excluding Exceptions (academic ytd) (31.7%) is below the target (90.0%).
9	The Unemployment Rate has increased between Quarter 2 (4.8%) and Quarter 3 (5.6%).
10	Number of Children Subject of a Child Protection Plan Quarter 3 figure (283) is above the quarterly target (200).

Resident Wellbeing

(Protecting the most disadvantaged in our town by prioritising services and interventions that focus on prevention, alleviate the impact of poverty and reduce health inequalities)

	Previous years			2023-24					Latest Data		Target		Stat. Neighbour	National	Time period	Reporting frequency	Good performance is	Current RAG Status
	2020-21	2021-22	2022-23	Q1	Q2	Q3	Q4	YTD	Numerator	Denominator	Qtrly	Annual						
No. of Cases Prevented from Becoming Homeless	517	311	353	48	81	118		247				342			Oct-Dec 23/24	Q	M	🟡A
% of Homelessness Acceptances	19%	15%	15%	16%	19%	17%		17%	36	249	17% of total decisions				Oct-Dec 23/24	Q	H	🟢G
No. of Homelessness Acceptances	432	224	288	64	98	72		234						Oct-Dec 23/24	Q	H	🟢G	
No. Homeless Relief	303	194	341	96	102	116		314				241		Oct-Dec 23/24	Q	H	🟢G	
No. of Homeless Households Allocated a Permanent Offer Through the Housing Register	147	212	195	55	55	27		137				53	210	Oct-Dec 23/24	Q	L	🔴R	
No. of Affordable Homes Started On Site	52	0	102	15	0	0		15				12	50	Oct-Dec 23/24	Q	L	🔴R	
1. No. of Affordable New Homes Completed	77	26	43	31	46	2		79				25	100	Oct-Dec 23/24	Q	H	🟢G	
1a. Of Which, Affordable homes Acquisitions	0	1	8	2	2	2		6				3	12	Oct-Dec 23/24	Q	M	🟡A	
Proportion of Registered Care Services: Good or Outstanding	75%	72%	77%	82%	74%	72%		72%	47	65	100%			Oct-Dec 23/24	Q	M	🟡A	
ASCOF Adults in Contact with Secondary Mental Health Services Who are in Employment	13%	10%	14%	7.1%	7.3%	6.7%		6.7%			10% prov.	10% prov.	11%	6%	Oct-Dec 23/24	Q	H	🟢G
NM01 – ASB Cases Relative to the Size of the Landlord			68.7	19.4	3.9	10.6		33.9			14.4	57.6		Oct-Dec 23/24	Q	H	🟢G	
CH01 – Complaints Relative to the Size of the Landlord (Stage 1)				3.7	4.0	4.0		4.0			7.4			Oct-Dec 23/24	Q	H	🟢G	
CH01 – Complaints Relative to the Size of the Landlord (Stage 2)				1.8	2.0	2.1		2.1			7.4			Oct-Dec 23/24	Q	H	🟢G	
% Hospital Discharges Within Timescale - Social care assessments completed within 42 days		84%	77%	80%	78%	79%		79%	265	333	85%			Oct-Dec 23/24	Q	M	🟡A	
Amount awarded with the Household Support Grant		£1,757,584.00	£3,508,801.00	£170,000	£744,680.00	£1,132,515.00		£2,047,195				£3.33M		Oct-Dec 23/24	Q	H	🟢G	
No. Supported (or amount awarded) with the Rent in Advance Payments				11870	10282	33777		55929						Oct-Dec 23/24	Q			
% of Housing Stat Compliance Completed Within Timescale: Fire Safety Checks	97%	98%	100%	89%	99%	100%		100%	309	309	100%			Oct-Dec 23/24	Q	H	🟢G	
% of Housing Stat Compliance Completed Within Timescale: Gas Checks	100%	100%	100%	100%	100%	100%		100%	6901	6901	100%			Oct-Dec 23/24	Q	H	🟢G	



Target Outcomes

- Better and more equal healthy life expectancy for residents across Luton.
- More of our households will live in good quality and secure housing.
- More of our families will be financially sustainable and fewer will experience being in crisis.
- Greater support for mental wellbeing and reduced social isolation for people of all ages.
- A safer community with fewer cases of domestic abuse, serious violence and drug and alcohol related harm.



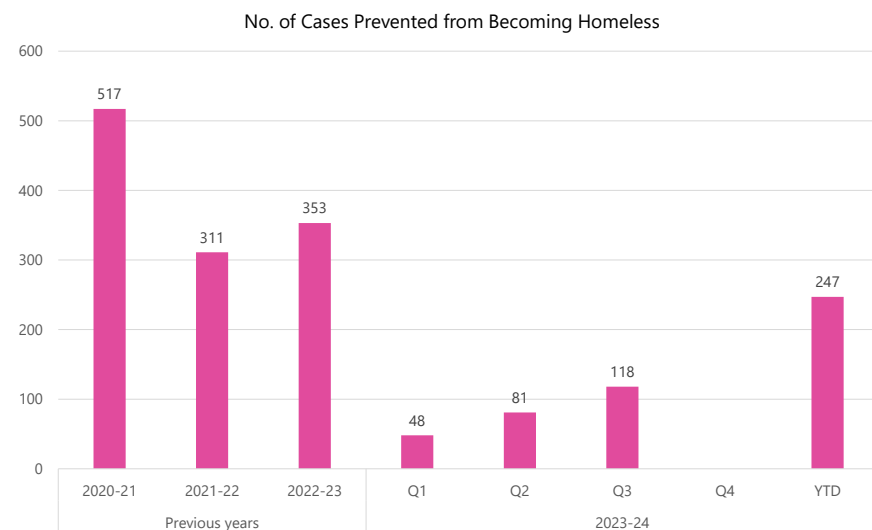
% of Housing Stat Compliance Completed Within Timescale: Electrical Checks	93%	93%	93%	93%	93%	93%	93%	7706	7152	100%				Oct-Dec 23/24	Q	H	😊G
Prevention Indicator 1: Smoking	17.2%	21.1%	data due: Dec 2024	annual measure, data published: Dec 2025				*see commentary		15.0%	14.1%	12.7%	2023/24	A	L	😞R	
ASCOF Proportion of Carers Who Reported That They Have as Much Social Contact as They Would Like		30.1%		annual measure, data published: 2023-2024						31.5% (prov.)	27.3	28.0	2023/24	A	H	😊G	
ASCOF Proportion of Users Who Reported That They Have as Much Social Contact as They Would Like		35.6%	47.3%	annual measure, data published: 2023-2024						50.0% (prov.)	39.6	40.6	2023/24	A	H	😊G	
% of Physically Active Adults (PHOF)	56.8%	56.4%	data due: Apr 2024	annual measure, data published: Apr 2025				*see commentary			57.0%	67.3%	2023/24	2A			
% of People Referred Who Need No, or Reduced, Care Support Following Period Reablement	80.0%	90.0%	93.0%	annual measure, data published: 2023-2024				466	500	maintain 90%			2023/24	A	H	😊G	

Link to ward profiles:

https://m.luton.gov.uk/Page/Show/community_and_living/luton%20observatory%20census%20statistics%20and%20mapping/Pages/default.aspx

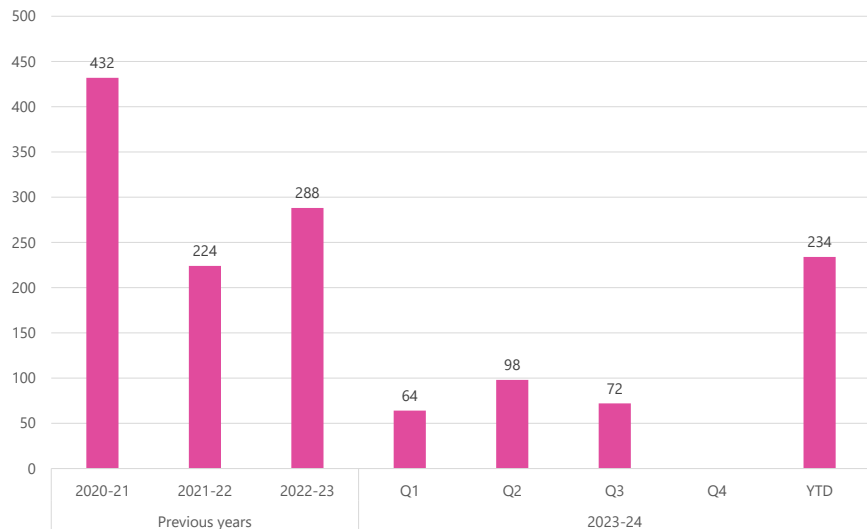
Link to Luton Insights:

<https://lutoncouncil.communityinsight.org/>



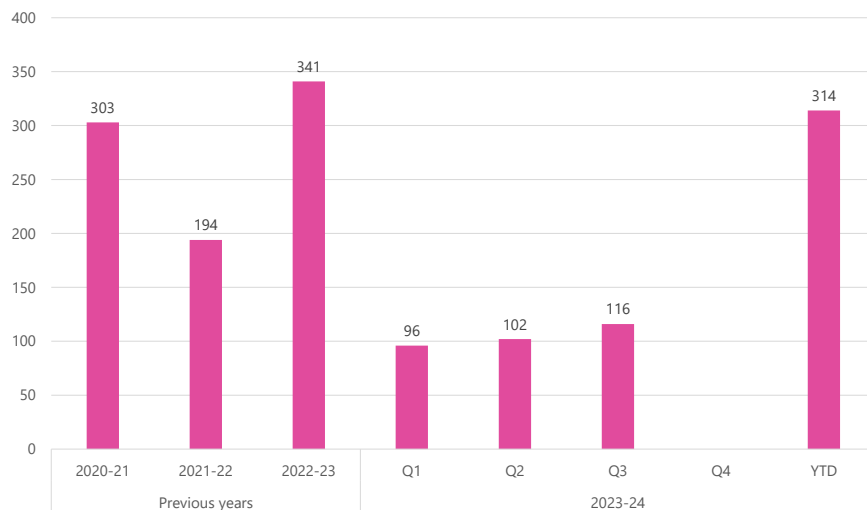
Name of Officer Filing in Commentary:	Michael Cairney	Date:	26/02/2024
<p>Quarter 1 preventions are off to a struggling start and below the service targets. This primarily is due to the local housing allowance set by the rent office and determines how much in housing benefit/Universal Credit Housing element is paid to clients on a low income. An example is a one bed flat or studio flat, benefits will pay up to £650. However, these properties are retailing around £900 per month. Although the service can prevent, it is affordability of the client that is an issue. The team have offered to pay the shortfall in many cases, however, landlords are still reluctant to rent to the service.</p> <p>Quarter 2 preventions are within target, although the YTD figure is below the target. The Housing Solutions team struggle to find alternative accommodation for clients who have to move out of their current accommodation and rents now range from 900 for a 1 bed property (LHA is £625) to £2000 for a 4 bed property (LHA is £1150), making a huge shortfall for most families. The team are now concentrating on those who are under threat of homelessness and encouraging landlords wherever possible to continue to rent their property at an affordable rent, however the impact is now on incentives to landlords to keep the rent low. However, it should be noted that the cost of arrears/rent in advance/deposits and incentive are weighed up against the cost and burden to the council if the family came in to emergency accommodation.</p> <p>Quarter 3 Year to Date preventions are below target as the service continue to struggle to keep people in their home or find alternatives to the gap between LHA and Market rents. While news from the Government advising the LHA rates were increasing in April was welcomed, figures have now been released and in reality, this will not help our clients who are out of work. The LHA for a 1 bed property is raising from £625 to £700, but rents are increasing to over £1000 and a shortfall of £300 is impossible for single people who do not receive additional benefits or working at least part time. The service are seeing an increase of people approaching for the first time, even though they have been to court and been granted a possession order or eviction order. This is causing concern as there is not time to prevent or relief families from homelessness.</p>			

Homelessness Acceptances

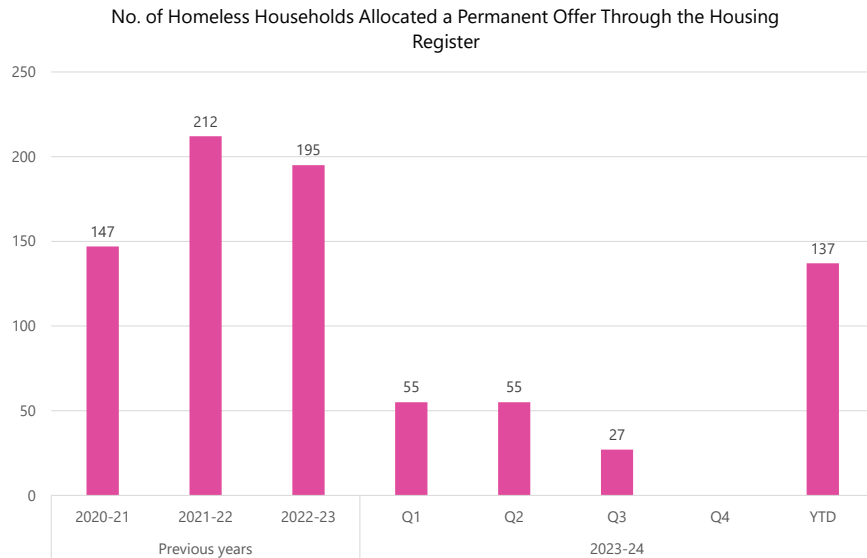


Name of Officer Filling in Commentary:	Michael Cairney	Date:	26/02/2024
<p>Quarter 1 Homeless acceptances tend to fluctuate currently due to staff workloads. However, performance tends to sit around 16% YTD and are set to stay within target. A current project looking at those in B&B has seen an increase of negative decisions (not in a priority need/Intentionally homeless).</p> <p>Quarter 2 The amount of families who are eligible, homeless, in a priority need and not intentionally homeless grows and will continue to grow over the next two quarters. This is not a bearing on the families or the housing solutions team, but as rents and utilities continue to grow, properties are becoming unaffordable.</p> <p>Quarter 3 Although the service have seen a rise in acceptances in December, this was caused by backlogs of work to be completed, overall, this is on target. When the service look in to private landlord evictions, in the majority of these cases, it is due to increased rents which are unaffordable or the landlords are selling/moving back to the family home.</p>			

No. Homeless Relief

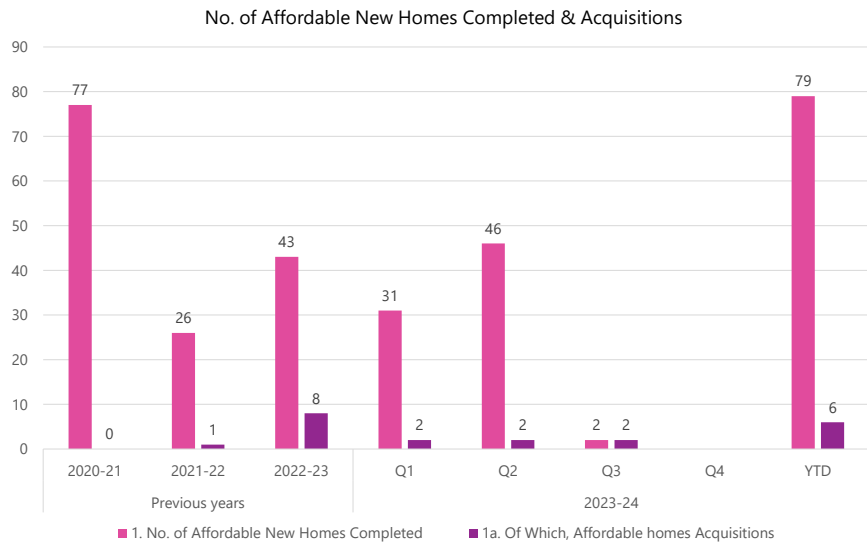


Name of Officer Filling in Commentary:	Michael Cairey	Date:	26/02/2024
<p>Quarter 1 for reliefs are off to a good start due to out of borough placements in Bedford. This primarily is single accommodation and the service are now looking at direct lets (preventions rather than reliefs) however, again, finding accommodation in the private sector is a struggle due to the local housing allowance rate vs rent costs, as explained above in the No. of Cases Prevented from Becoming Homeless commentary box.</p> <p>Quarter 2 reliefs was another good result, with 102 families homelessness resolved. The service are now looking at another project for part of the team to be looking at where to best gain results for reliefs (and preventions) and although the service started this some months ago, there is an aim to expand the team which will result in a spend to save exercise as the more that are prevented or relieved, the savings to the council are in the tens of thousands when comparing to B&B figures</p> <p>Quarter 3 continues to see a strong increase, and the service have met this target for the year. Reliefs are higher than preventions simply due to the time to try and resolve the families circumstances. This is due to families approaching late in the process of evictions .</p>			



Name of Officer Filing in Commentary:	Mark Willis	Date:	13/02/2024
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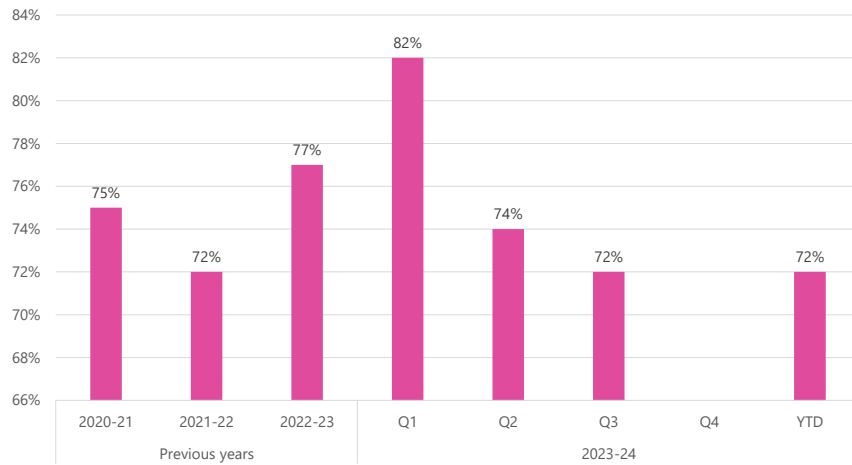
The number of lettings achieved is directly impacted by supply. Momentum achieved in Quarter 1 and Quarter 2 has stalled, with a significant drop in numbers of lettings in Quarter 3. This is due to a combination of a reduction in the number of social housing units becoming available for re-letting and a significant number of new-build units being let in Quarters 1 and 2.



Name of Officer Filing in Commentary:	Claire Astbury	Date:	09/02/2024
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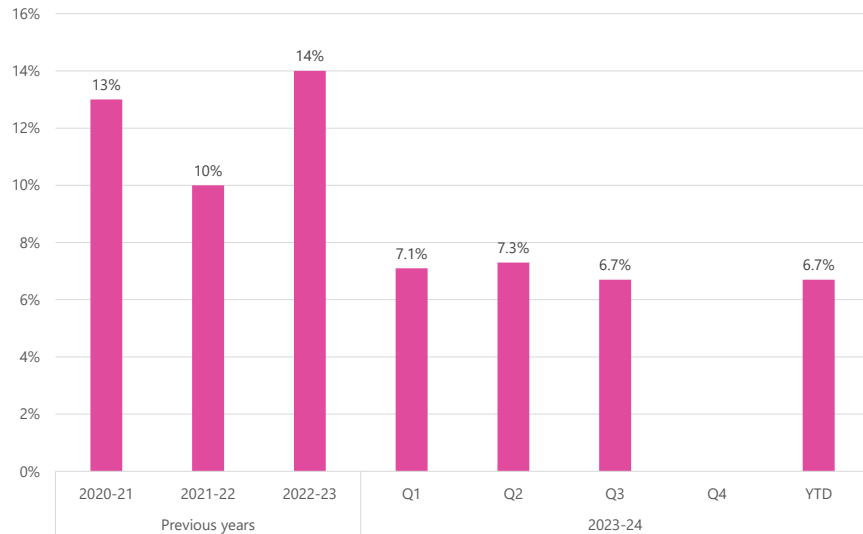
Long awaited S106 flats at the Redrow Napier Park scheme finally came to completion and letting in the first and second quarters of 2023/24 after initially being expected in 2021/22. The service also completed six new council homes and has repurchased four former RTB properties. Hightown HA's partnership site at Icknield Way delivered 16 homes in July, although their 65 homes at Oakley House are now expected to complete in the next financial year. In terms of starts on site, Freemans Green has now started on site for 15 new council homes. The service are not expecting new starts on sites this year, but are looking at additional acquisitions. Two new four bedroom homes were purchased in November, and the service anticipate two other RTB first refusal purchases before the end of the financial year.

Proportion of Registered Care Services: Good or Outstanding



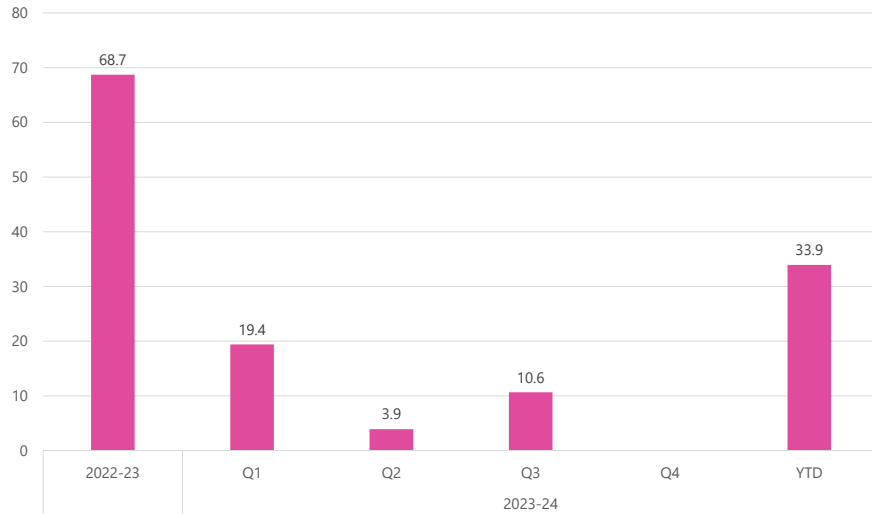
Name of Officer Filing in Commentary:	Elizabeth Hawkes	Date:	28/02/2024
<p>LBC now commission with 65 providers in this quarter due to a further on-boarding of three supported living providers through the Approved Provider List.</p> <p>Overall, 72% of LBC commissioned providers are operating within CQC requirements.</p> <p>Although the service has not been able to meet the target of 100% of all CQC registered providers rated Good or Outstanding and the national figure reported by CQC in 2022 was 83%, the team have been proactive in initiating new systems and procedures to maintain the quality of the market and continually risk assess ratings and monitor sustainability.</p> <p>Currently LBC have enhanced oversight on three providers, one received adverse ratings from CQC and two providers received adverse ratings from their PAMMS review inspection. This encompasses regular site visits, provider meetings and evidence validation to ensure corrective actions are initiated and sustained.</p>			

ASCOF Adults in Contact with Secondary Mental Health Services Who are in Employment



Name of Officer Filing in Commentary:	Jaikummar Shanmuqasundaram	Date:	01/03/2024
<p>In Quarter 1 the employment rate was at 7.1%, slightly increasing to 7.3% in Quarter 2. There has been a dip in Quarter 3 to 6.7%. Potential reasons for this could be related to the economic inactivity rate in Luton being higher than the average across the East of England and Great Britain, with around 23.4% of the population aged 16 to 64 years being "economically inactive" in the year ending September 2023 (ons.gov.uk). This is a slight improvement from the previous year, yet it remains above regional and national averages. Economic inactivity, where individuals are not in employment and are not seeking work for various reasons, including long-term sickness, disability, or caregiving responsibilities, could contribute to lower employment rates among those in contact with secondary mental health services.</p> <p>ELFT operates a dedicated Individual Placement and Support (IPS) team managing a caseload of 49 service users. The trend in self-referrals—5 in Quarter 1, 13 in Quarter 2, and 9 in Quarter 3 correlates with the ASCOF 1F performance, suggesting a potential link between self-engagement in the service and employment outcomes.</p> <p>Several other factors may contribute to the observed performance dip in Q3:</p> <ul style="list-style-type: none"> •Data limitations: The ASCOF 1F measure might not fully capture the employment status of individuals, possibly due to inaccurate reporting or inconsistent tracking. •Seasonal factors: Conditions like Seasonal Affective Disorder (SAD) may worsen in winter months, impacting employment. •School holidays: Increased caregiving responsibilities during school holidays in Q3 could affect work availability. •Funding or service changes: Adjustments in funding or service availability could influence employment opportunities. <p>Actions:</p> <ul style="list-style-type: none"> •Data Validation: The ELFT local performance team is tasked with validating the submitted data to ensure accuracy and comprehensiveness, especially given the recent changes in the measure's calculation methodology. •Review and Update Measurement Title: In alignment with government guidance, there's a need to revise the ASCOF 1F measurement title and discuss and adjust targets accordingly. •Partnerships for Flexibility and Awareness: Engaging with local employers to promote flexible work arrangements and mental health awareness, particularly during the winter months, could mitigate employment disruptions. The ELFT's IPS team will play a crucial role in facilitating these initiatives, leveraging their expertise in supporting mental health service users in the workforce. 			

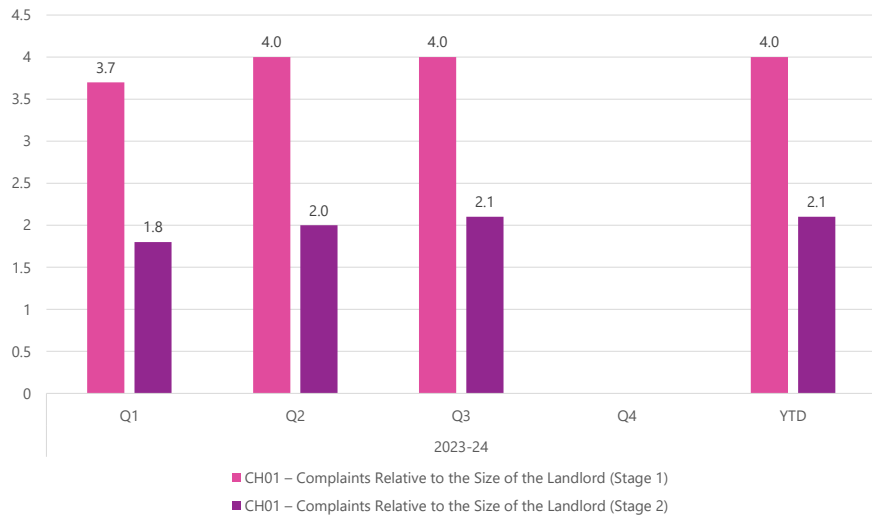
NM01 – ASB Cases Relative to the Size of the Landlord



Name of Officer Filing in Commentary:	Sarah Markham	Date:	26/02/2024
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The figure rose from 3.9 in Quarter 2, to 10.6 in Quarter 3 2023/24; however, it is still below the quarterly target, which indicates good performance. The YTD figure is also slightly below target, which is positive.

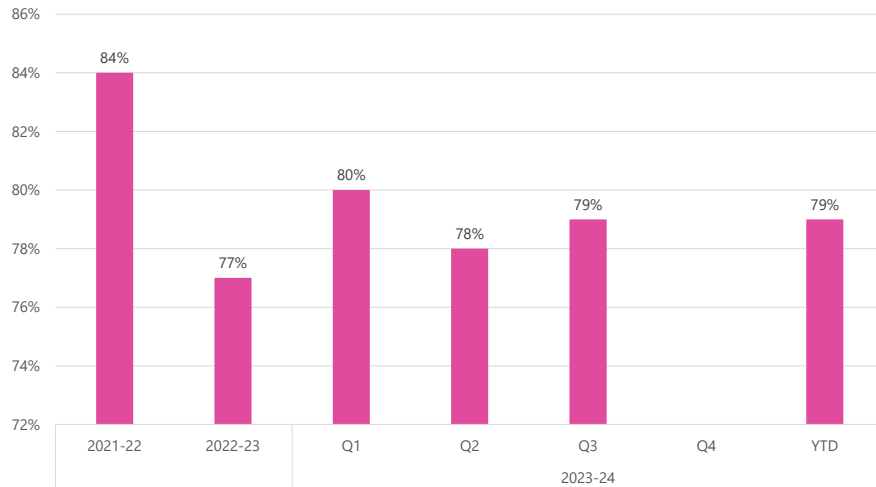
CH01 – Complaints Relative to the Size of the Landlord



Name of Officer Filing in Commentary:	Sarah Markham	Date:	19/02/2024
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The Regulator of Social Housing has introduced Tenant Satisfaction Measures (TSMs) that will be collected on an annual basis across all social landlords. One of these is the number of complaints received per 1,000 properties managed. The Regulator will use this, and the other TSMs, to make comparisons across all social landlords and intends to publish them each year. Please note that the figure for Quarter 1 has been amended following further guidance as to how these figures are to be calculated. Performance for Stage 1 and Stage 2 complaints remains consistent.

% Hospital Discharges Within Timescale - Social Care Assessments Completed Within 42 days



Name of Officer Filling in Commentary:	Nasreen Khan	Date:	16/02/2024
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Quarter 3 early January shows improvement in the DART team's performance, which may be attributed to recent successful recruitment and stabilisation of staff.

The service continues to progress with positive increased communication to the team by management, with clear expectations on data quality areas.

Recent training to team members from the DQ team also proved successful, indicating the priorities and linking of all the metrics in line with day to day Team activities.

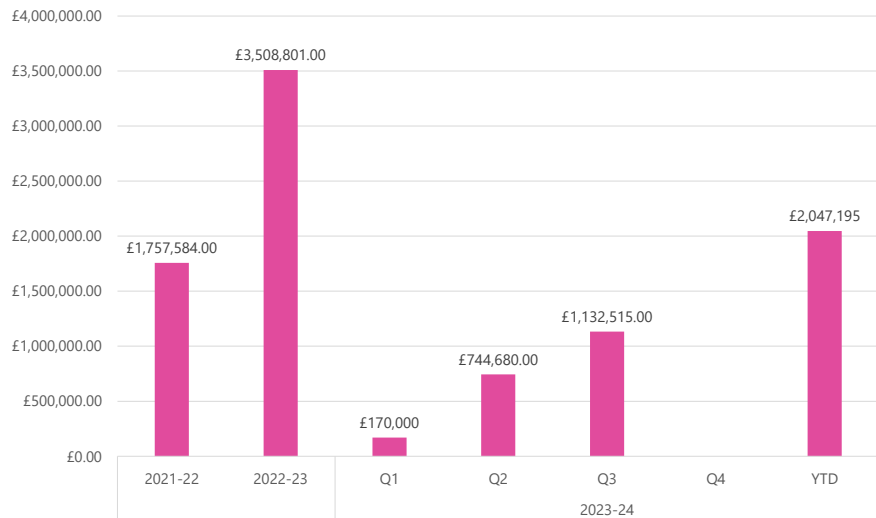
There continues to be greater emphasis with quality on floor supervision which is being offered to the team, including confident reinforcement of DART processes and timeframes which remain a priority.

The service continue to focus on areas within DART's service remit which continue to be maximisation of safe discharges from an acute setting, rehabilitation episodes, and intermediate care phases.

Highlighting the significance of inputting correct assessment dates to Team members, continues to be a work in progress which is monitored closely by all of DART management when approving and putting through assessments. This then contributes to keeping any breaches to a minimal.

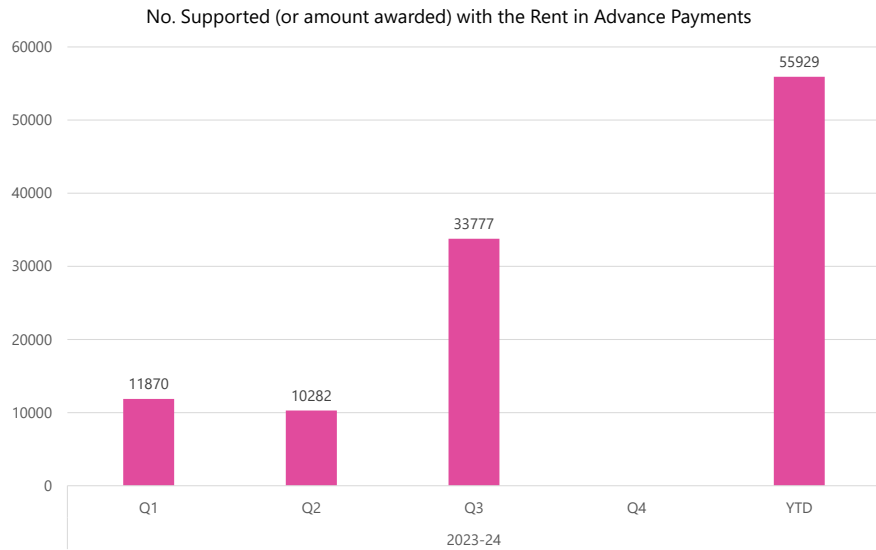
DART continues to work hard with no waiting lists of case allocation.

Amount Awarded with the Household Support Grant



Name of Officer Filling in Commentary:	Nikki Middleton	Date:	19/02/2024
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HSF is a grant made by DWP. During 2021/22, 6 months of grant totalling £1.8m was provided. In 2022/23 2 x 6months of grant totalling £3.6m was provided, and in the current year a 12 month grant totalling £3.6m has been allocated. Reported value of awards is the total spend, excluding administration costs. This, therefore, represents the proportion of the grant directly awarded to vulnerable households. The service target is to ensure this exceeds £3.33m. Significant awards are made co-inciding with school holiday periods, therefore spend is not uniform across the reporting periods. The funding is provided in arrears and only covers actual spend. Therefore any overspend is a cost pressure and any underspend a lost opportunity. Support in Quarter 2 primarily comprises of support made to families eligible for FSM during the school summer holiday which was made at a rate of £60 per child. A self application process also opened in mid Sept 2023 and spend on this component of the scheme represents around 50k to date. As of Quarter 3, an estimated 12,776 households have been supported in the year to date.



Name of Officer Filling in Commentary: Michael Cairey **Date:** 26/02/2024

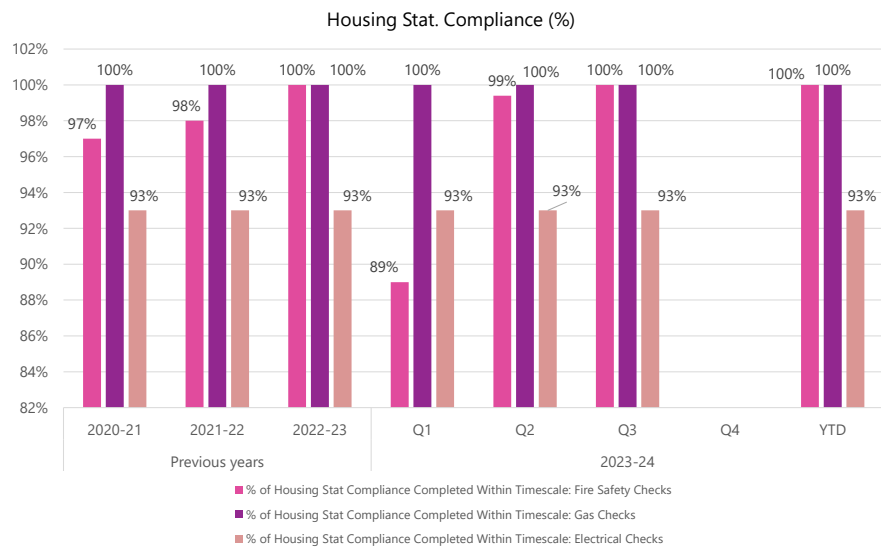
The number of supported clients with rent in advance payments is reducing and looks to remain low for the year due to the annual cost of living and rent prices in the local authority. An example is a 1 bed flat currently costs around £900 per month. However Universal credit will only pay £650 per month, instantly leaving a £250 shortfall. This means those not working on a low income can not afford to rent in the private sector until the government reviews the local housing allowance.

This then has an overall impact on homelessness and increases the numbers approaching the local authority as members of the public struggle to afford rents. The service offer clients out of area tenancies which are generally cheaper, but they are still reluctant to move out.

For Quarter 2, the service have seen a decline in requests for assistance with help in securing new alternative accommodation due to affordability and the majority of spend from Quarter 2 comes from officers negotiating with landlords to pay rent arrears and incentives (in return for a new tenancy agreement) in order to prevent people leaving their home in the first place. This is looked at with a spend to save exercise and comparing rent arrears/incentive to the cost of temporary accommodation.

Additionally, the team report that landlords are now charging £1000 for a one bedroom property, Up by £100 per month from Quarter 1.

Quarter 3 has seen a large increase in the prevention funds as the service continue to support families in their home and pay rent shortfalls and or rent arrears. This is based on a spend to save exercise as, by not assisting, these families would end up in temporary accommodation which is deemed more expensive after an assessment of circumstances has taken place, including income and expenditure.

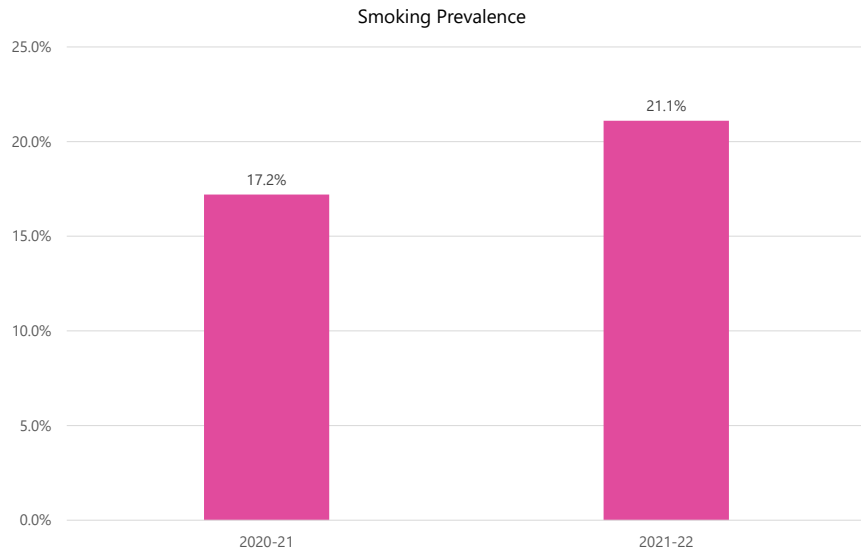


Name of Officer Filling in Commentary: Henry Anthony **Date:** 27/02/2024

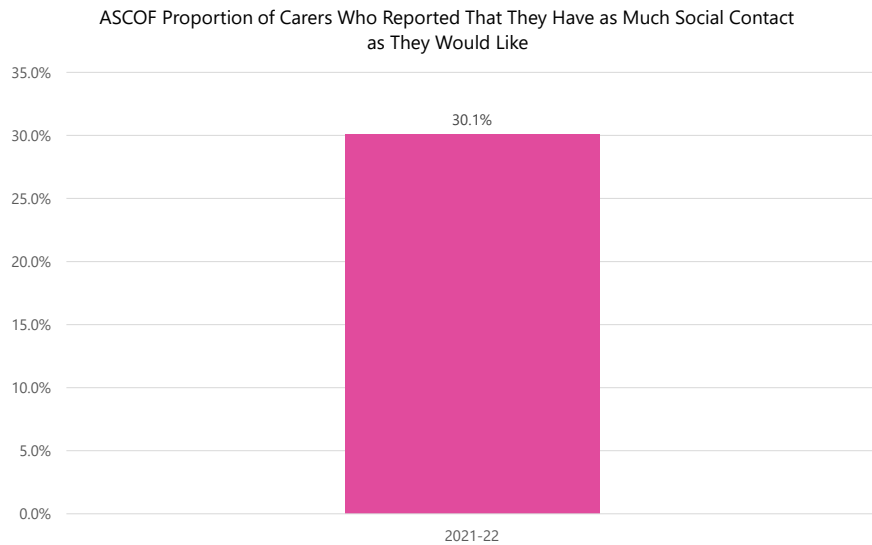
Abdul Kahir

Fire, Gas and Electrical Checks are all within target levels.

Statutory compliance is a service priority, and performance has remained consistent across the reporting years; with Quarter 3 2023/24 showing some improvement in Fire Safety Checks compared to the previous quarter.

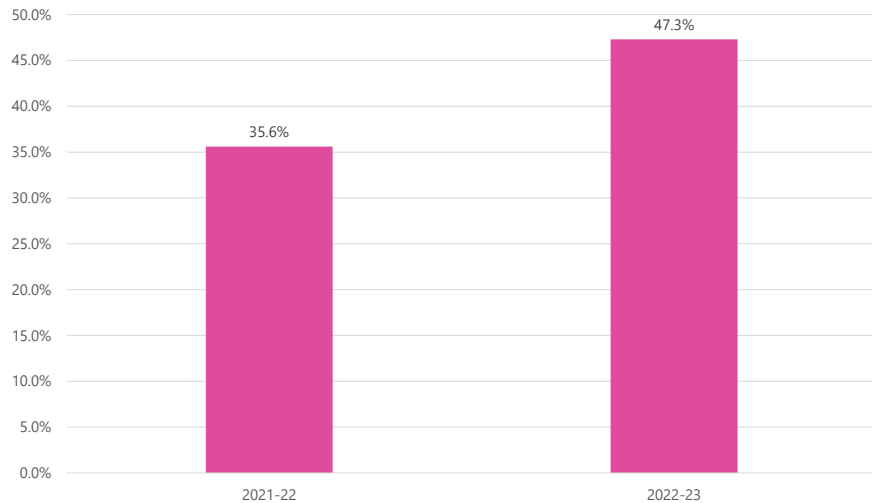


Name of Officer Filling in Commentary:	Suliman Rafiq	Date:	05/04/2023
<p><i>*Smoking Prevalence in Adults (18+) (2020 definition) APS - APS was formerly conducted via face-to-face interview. The mode has changed for this indicator to telephone only. This means the current indicator has a different methodology and should not be compared to the previously published indicator.</i></p> <p>A new Tobacco Control Strategy and action plan for 2023 - 2027 has been ratified by the council and includes local targets in the RAG rating section of this document, which has been updated to align to our new agreed target and prevalence reduction of 1% per year to therefore be under 10% by 2028.</p> <p>The work of the Tobacco Free Luton partnership now has a clear direction that meets quarterly, and intervenes to prevent the uptake of smoking. This work includes, for example:</p> <ul style="list-style-type: none"> • Working on reducing the impact of illicit tobacco with environmental health colleagues. Due to illicit tobacco being cheaper, this is an important element to reduce prevalence • Working with schools on early intervention and prevention messages • Highlighting the risks of other products that are popular locally e.g. Shisha • Smoking forms part of the MECC (Making Every Contact Count) training delivered by Total Wellbeing Luton • Total Wellbeing Luton have attended various community events to encourage people not to start smoking <p>It should also be noted that the most recent SHEU survey has shown very low levels of smoking with Year 8 and Year 10 students, however, there is no consistent trend for this data so prevention needs to continually be addressed.</p> <p><i>*The numerator and denominator are not available on Fingertips.</i></p>			



Name of Officer Filling in Commentary:		Date:	
<p><i>Annual Measure. Due to be updated late 2023/24.</i></p>			

ASCOF Proportion of Users Who Reported That They Have as Much Social Contact as They Would Like



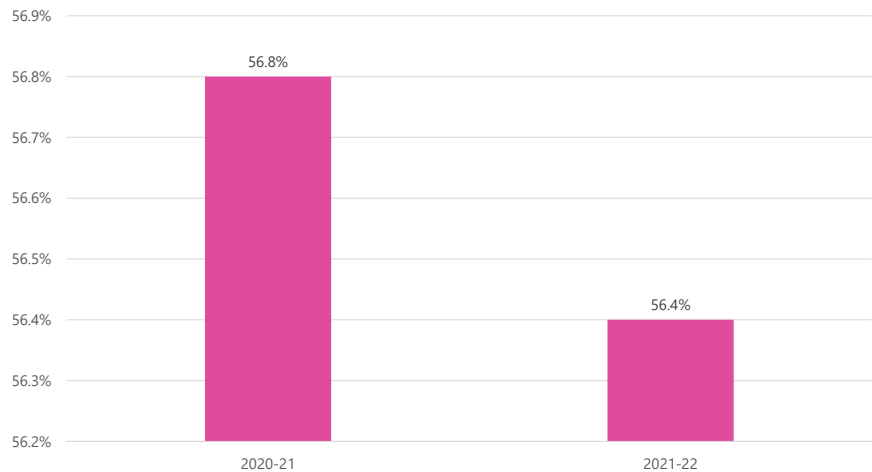
Name of Officer Filling in Commentary:	Jill Britton/Usman Iftikhar	Date:	30/06/2023
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This performance measure is calculated using the responses taken from the annual Adults Social Care service user's survey. This survey consists of 22 pre-set questions that are aimed at long term services users to try and better understand their views and satisfaction levels with the services they have received for Luton Council.

The 2022-2023 survey was sent to a total of 1237 service users and from this cohort we received 294 completed responses. These responses form the basis for this measure.

Covid-19 has had a huge impact on Adults receiving services from Luton, including: the number of face to face assessments carried out, the number of reviews completed and the levels of support provided. This measure asks users to report the level of social contact they have had, but due to Covid-19 the service expected a reduced response for this measure. The previous outturn obtained in 2021-2022 reported 36% of our surveyed users reported that they had as much social contact as they would like however the 2022-2023 survey reported an increase of over 11% which has been the highest reported outturn since 2015-2016.

% of Physically Active Adults



Name of Officer Filling in Commentary:	Jade Horsley	Date:	05/04/2023
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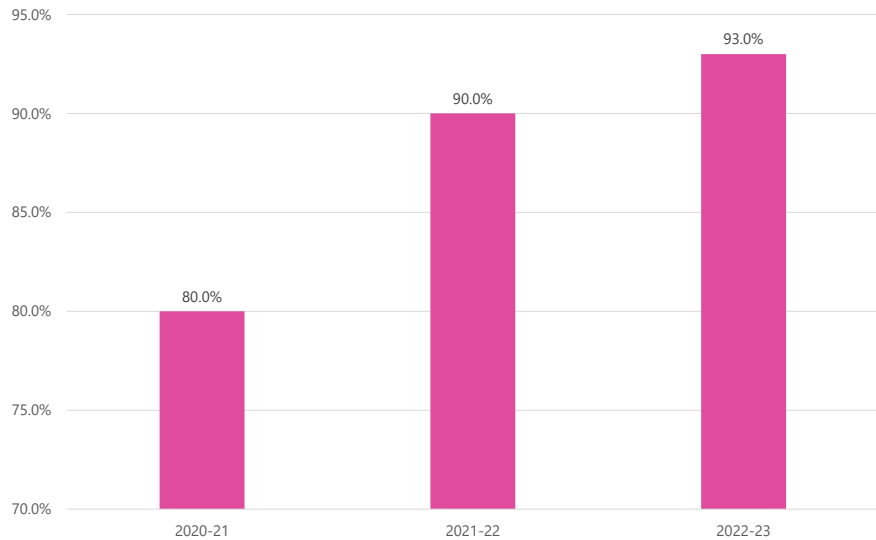
Please note: the service have changed from reporting from Sport England's Active Lives Survey Tool and now use the data reported by OHID in the table above.

Locally, the latest Office for Health Improvement and Disparities (based on the Active Lives Adult Survey, Sport England), which was published in May 2022, highlights a decline in activity levels among Luton's adult population from Nov-Nov 2019/20 (57.7%), with only 56.8% of 19+ year olds meeting the Chief Medical Officer's Activity guidelines (150mins a week). The level of activity and inactivity in adults across Luton remains significantly worse when compared with to the England average (65.9%). Subsequently, there has been an increase in those defined as physically inactive (less than 30mins of PA per week) from 30.3% to 33.5% over the same period.

Data for Children and Young People (Active Lives Children and Young People Survey, Sport England) suggests that the pandemic resulted in a significant decline in physically active children and young people: 2019/20 36.6%; and 2020/21 36.8%. However, activity levels among children and young people have improved (44.6%) but still remain lower than the England average of 47.2%. Strategy review: The council has completed the phase one consultation on the draft strategy; Luton's Strategic Vision for Sport and Physical Activity, which will adopt a whole systems approach in order to contribute to delivery of the Council's 2040 vision. The strategy will contribute to achieving the council's vision by reducing the prevalence of physical inactivity, secondary behaviour and obesity levels, whilst promoting the wider health and wellbeing benefits associated with physical activity as well as impacting positively on reducing inequalities within the town.

*New adult data due to be released early 2024.
The numerator and denominator are not provided by the data source.

% of People Referred Who Need No, or Reduced, Care Support Following Period Reablement



Name of Officer Filing in Commentary:	Catherine Dhokia	Date:	12/04/2023
<p>During Covid-19, Reablement referrals declined by 9% compared to referrals received pre Covid-19, a high proportion of referrals were consistently received via hospital discharge. Although the service expected an increase in referrals during the pandemic, this was not the case. However, what was apparent was the higher levels of acuity, an increase in people requiring support of 2 carers and hospital readmissions. This perhaps indicates that discharges may have been premature for some individuals, which impacted their recovery and reablement goals.</p> <p>The service is now starting to see an improvement in the number of people who leave the Reablement programme, either self-caring or with reduced support. The number of calls requiring assistance of 2 carers has also decreased back down to pre Covid-19 figures.</p> <p>Luton has also adopted a "recovery to re able" pilot which entails some people having a period of domiciliary care support prior to starting their Reablement programme. This has proven to be very successful and has given people more time to recoup prior to commencing a Reablement programme. It also achieved better outcomes for people as they finished the programme independently without any further domiciliary support services.</p>			

	Previous years			2023-24					Latest Data		Target		Stat. Neighbourhood	National	Time period	Reporting frequency	Good performance if	Current RAG Status
	2020/21	2021/22	2022/23	Q1	Q2	Q3	Q4	YTD	Numerator	Denominator	Qtrly	Annual						
No. of London Luton Airport Passengers	2.86	6.15	14.52	4.43	4.80	3.70		12.93			3.75	16.30			Oct-Dec 23/24	Q	H	🟢G
Unemployment Rate (No.)	8,100	7,200	6,800	4,800	5,100	6,000		6,000			0.25% decrease	1% decrease	11200	1191900	Oct-Dec 23/24	Q	L	🔴R
Unemployment Rate	7.6%	6.8%	6.7%	4.7%	4.8%	5.6%		5.6%	6,000	108,500	0.1% decrease	1% decrease	8.4%	3.8%	Oct-Dec 23/24	Q	L	🔴R
Unemployment Claimant Count	9.2%	6.0%	5.5%	5.6%	5.8%	5.7%		5.7%	8,355	146,579	0.25% decrease	1% decrease	4.9%	3.7%	Oct-Dec 23/24	Q	L	🔴R
Unemployment Claimant Count (No.)	12,340	8,825	8,025	8,150	8,400	8,355		8,355			0.25% decrease	1% decrease	11940	1543460	Oct-Dec 23/24	Q	L	🔴R
No. of Apprenticeship Starts	67	78	53	6	28	16		50				5% increase	3		Oct-Dec 23/24	Q	H	🟢G
No. of Successful Apprenticeship Completions	52	34	30	5	5	14		24					2		Oct-Dec 23/24	Q		
Apprenticeship Levy Spend (internal)	£465,969.63	£457,615.65	£419,110.19	£87,141.80	£99,243.94	£134,796.00		£321,182					£29,605.36		Oct-Dec 23/24	Q		
Apprenticeship Levy Spend via Pledges	£15,000	£11,500	£13,102	£8,759	£6,817	£5,497		£21,073							Oct-Dec 23/24	Q		
Town Centre Vibrancy: Town Centre Footfall	7.85	9.21	7.38	1.99	1.84	1.77		5.60			3.53	14.99			Oct-Dec 23/24	Q	L	🔴R
% of Influenceable Council Spend Through Procurement with Local Suppliers (6 Monthly)	37.4%	37.1%	39.3%	45.2%	42.4%	42.8%		42.8%	£27,217,795.70	£63,577,546.70	60.0%				Oct-Dec 23/24	Q	L	🔴R
Timeliness of Benefits: New Claims	19.52	22.94	27.94	23.21	22.14	13.76		19.07			25.00				Oct-Dec 23/24	Q	H	🟢G
Timeliness of Benefits: Changes	7.76	9.23	9.55	7.43	9.37	10.14		8.91			12.00				Oct-Dec 23/24	Q	H	🟢G
Timeliness of Council Tax Reduction New Claims				39.95	31.87	25.00		32.27			25.00				Oct-Dec 23/24	Q	L	🔴R
Timeliness of Council Tax Reduction Changes				6.29	7.21	10.00		7.83			12.00				Oct-Dec 23/24	Q	H	🟢G
Council Tax Billing: % of Work Outstanding Over 15 days				17.00%	16.00%	16.00%		16.00%			15.00%				Oct-Dec 23/24	Q	H	🟢G
Adult Social Care, Financial Assessments: Debt Recovery				£621,029.00	£429,704.74	£669,078		£1,719,811.74			£1.2M				Oct-Dec 23/24	Q	H	🟢G
Adult Social Care, Financial Assessments: Timeline to Process Charges				6.72	8.65	5.76		6.73			8.00				Oct-Dec 23/24	Q	H	🟢G
No. Supported (or amount awarded) with Discretionary Housing Payments	£580,739.71	£689,780.83	£536,563.46	£209,167.00	£175,115.09	£117,347.61		£501,629.70			£481,678.00				Oct-Dec 23/24	Q	H	🟢G
Employment in Luton: No. of Jobs, Labour Force Survey, includes self employed	98,400	99,100	95,200	97,400	101,600	102,500		102,500			1% increase	155300	31510100	Oct-Dec 23/24	Q	H	🟢G	
Amount of Council Tax Collected (millions)	91.0	100.6	116.0	33.8	66.9	101.1		101.1							Oct-Dec 23/24	Q		
	90.9%	94.0%	94.9%	27.7%	54.6%	82.8%		82.8%			95.0%				Oct-Dec 23/24	Q	H	🟢G
Total Business Rates Due & Total Business Rates Collected (millions)	42.7	54.9	67.0	18.0	35.5	52.8		52.8							Oct-Dec 23/24	Q		
	92.7%	99.1%	96.1%	27.7%	55.3%	82.6%		82.6%			95.0%				Oct-Dec 23/24	Q	H	🟢G
% of Decent Streets - Litter	84.0%	78.6%	89.3%	annual measure, data published: late 2024					*see commentary					2023/24	A			



Target Outcomes

- A skilled workforce that meets the needs of local employers.
- More of our residents in high-value, well-paid jobs within Luton.
- Diversifying our economy by supporting and growing key sectors, including the green economy, digital, creative industries, manufacturing and aviation.
- A thriving town centre with the right mix of office, retail, residential and leisure space.
- More money spent locally, with increased social value from the public sector and anchor institutions.

No. of Learners Enrolled on Adult Learning Courses	1823	2089	3946	annual measure, data published: Aug 2024						2023/24	A (academic year 1 Aug 31 Jul)			
No. of Passport to Employment Participants	784	520	567	annual measure, data published: Aug 2024						2023/24	A (academic year 1 Aug 31 Jul)			
Employment in Luton: No. of Jobs BRES	95000	108000		data due: late Autumn 2024 annual measure, data published: ONS not confirmed				1% increase	175000	30962000	2023/24	A	H	😊G
Employment in Luton: Average Salary Luton Residents Earnings	583.0	616.2	618.1	annual measure, data published: ONS not confirmed				1% increase	553.90	681.70	2023/24	A	M	😞A
Luton Businesses Measures: No. of Businesses	7700	8180		data due: ONS not confirmed annual measure, data published: ONS not confirmed					16920	2939675	2023/24	A		
Luton Businesses Measures: Business Start Up	1705	1680		data due: late 2024 annual measure, data published: ONS not confirmed					1995	336925	2023/24	A		
Aviation, Automotive, Manufacturing & Engineering No. of Jobs	11995	11395		data due: late 2024 annual measure, data published: ONS not confirmed					22285	3078000	2023/24	A		

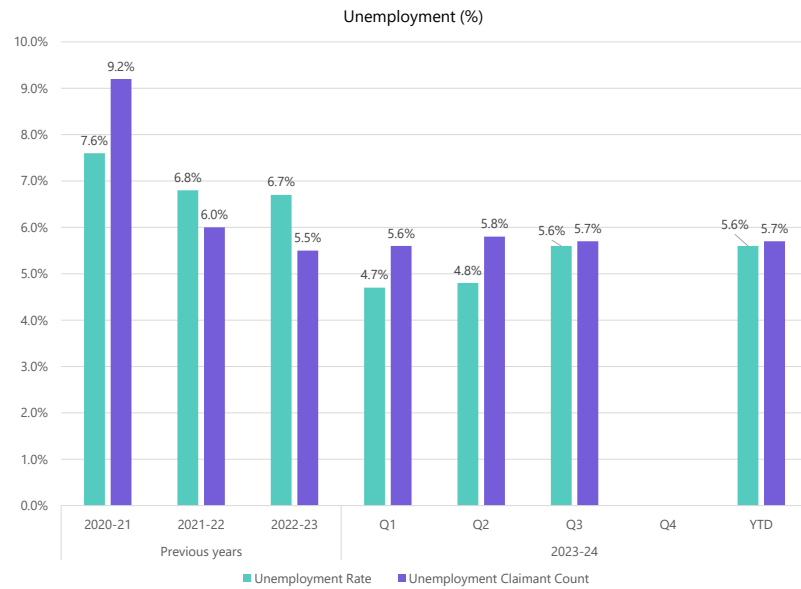
Link to ward profiles:
https://m.luton.gov.uk/Page/Show/community_and_living/luton%20observatory%20census%20statistics%20and%20mapping/Pages/default.aspx
Link to Luton Insights:
<https://lutoncouncil.communityinsight.org/>



Name of Officer Filling in Commentary: Mark Turner	Mark Turner	Date: 25/02/2024
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Passenger numbers fell slightly short of the forecast for the quarter (3.70m compared to 3.75m). It was predicted at Quarter Two that the rate of recovery would slow and that is to be expected as the airport approaches capacity and air traffic movements need to be closely controlled to avoid breaching both noise and passenger number controls. Passenger numbers in the quarter were 3,702,659 compared to an estimate of 3,753,890 and the year as a whole (if this trend continues) will see a total passenger number in line with the estimate. The cap on capacity was increased to 19 million passengers per annum during the quarter through the approval by the Secretary of State of the planning consent. However, that will take some time to filter through into increased passenger numbers and meanwhile some air traffic movement slots remain unused.

Quarter 1 2023/24: 4,428,080
Quarter 2 2023/24: 4,798,569
Quarter 3 2023/24: 3,702,659



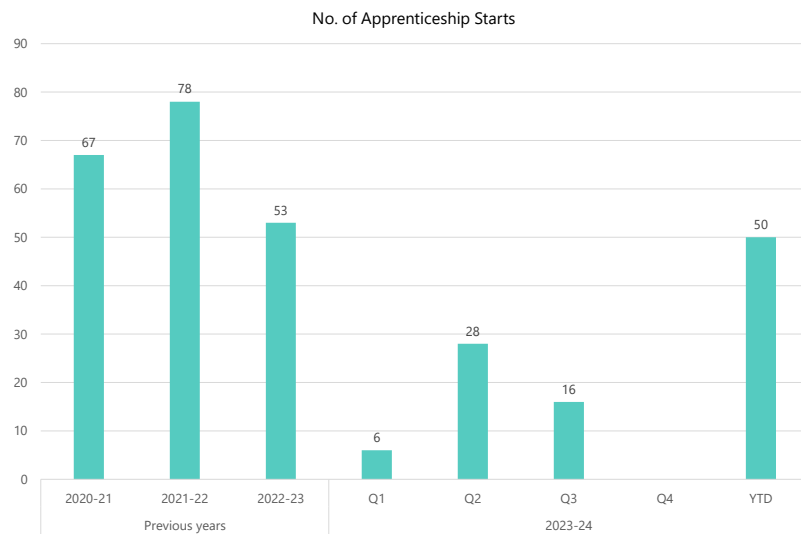
Name of Officer Filling in Commentary:	Eddie Holmes	Date:	21/02/2024
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Both the unemployment rate and the claimant count have been falling in recent years, with the claimant count at 9.2% in 2021/22, falling to 5.5% at the end of 2022-23. The claimant count for Quarter 3 2023-24 slightly decreased to 5.7% from 5.8% recorded in the previous quarter. The unemployment rate fell from 7.6% in 2020-21 to 6.7% at the end of 2022-23 and is now at 5.6% in Quarter 3 2023-24, an increase of 0.8% on the previous quarter. Both measures are above the national figure.

The unemployment rate is a survey based measure that measures whether a person considers themselves to be unemployed. Because of the relatively small sample size of the ONS survey, confidence intervals are high so caution must be used when looking at quarterly fluctuations. The claimant count measures those recorded as in receipt of benefits. Differences between the claimant count and unemployment estimates can occur because it is possible to be unemployed, but not claim JSA. These circumstances include:

- People who are unemployed may not be eligible to claim – to be eligible for contribution based JSA they must have made a minimum National Insurance contribution across the previous two years. To be eligible for income based (means tested) JSA they should not receive more than a particular level of income.
- Full-time study can make someone ineligible for JSA – but they can be classified as unemployed.

It is also possible to claim JSA, but not be counted as unemployed.



Name of Officer Filling in Commentary:	Martin Stein	Date:	13/02/2024
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Completed and submitted the council's data for the LGA's Apprenticeship Survey 2023 to allow performance comparisons with other single-tier councils and regional neighbours.

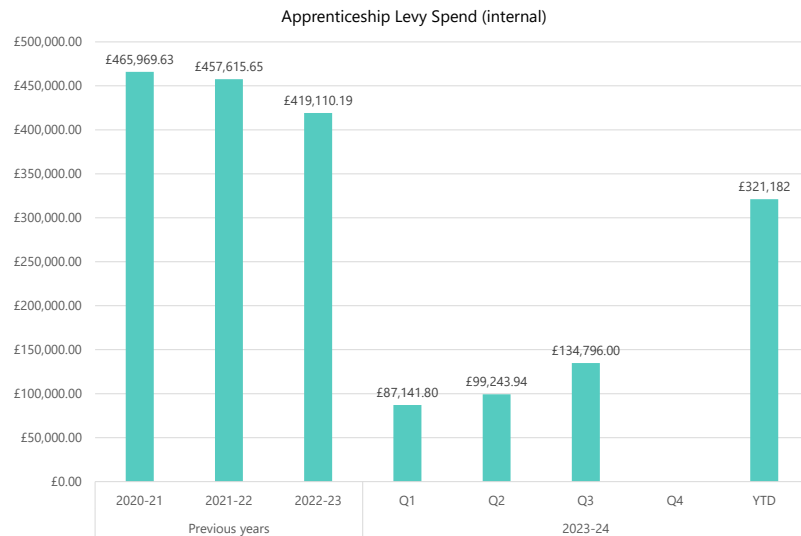
The breakdown by Standard for all starts (including maintained schools) is: Level 2 (x5); Level 3 (x9); Level 4 (x1) and Level 7. 10 were new recruits and 6 upskilling of existing staff.

Across the council Highlighted the availability of Cyber Security Technologist Level 4 Apprenticeship, Low-Carbon Heating Technician Apprenticeship and the LGA's updated Apprenticeships Mapping Tool were all highlighted / publicised to inform line managers and encourage uptake.

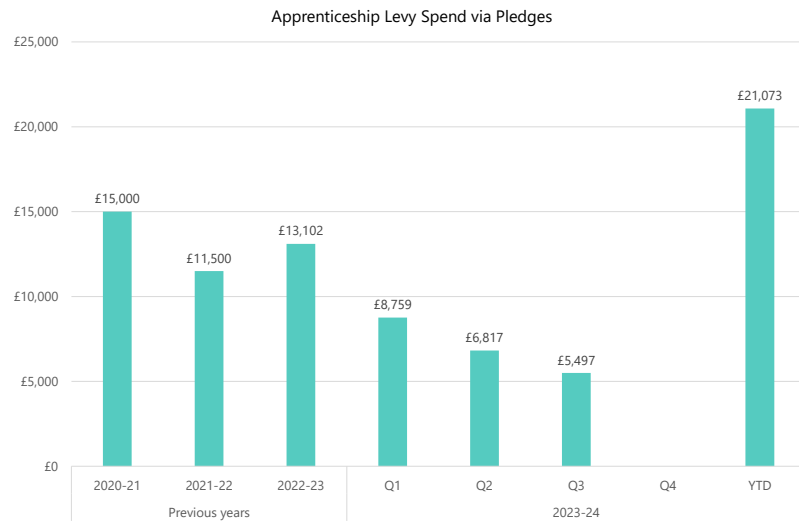
Across Luton the Economic Growth & Skills team delivered Apprenticeship awareness-raising sessions at Challney Boys school, Transition Event – SENAT, Chalk Hills Academy and Limbury Centre. Also during Green Careers Week in November.



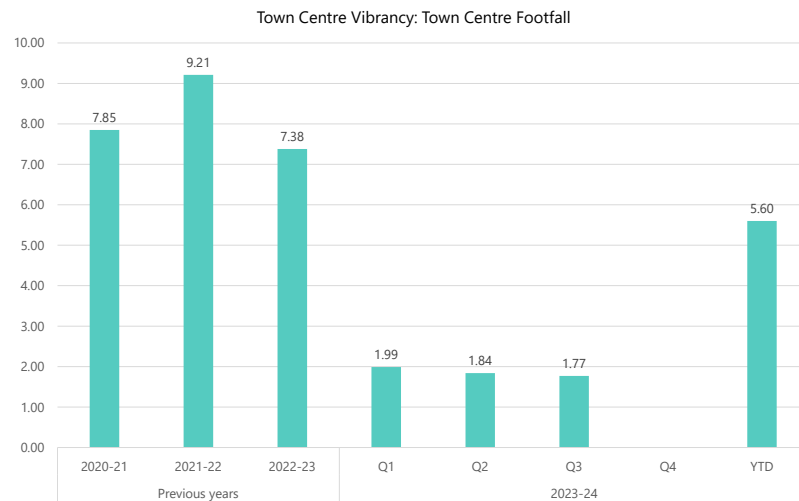
Name of Officer Filling in Commentary:	Martin Stein	Date:	13/02/2024
<p>In addition to the 7 completions within Quarter 3 planned end dates, a further 4 apprentices are 'live' and scheduled to complete, whilst 2 had stopped and 1 withdrawn.</p> <p>The 7 successful completions were for Early Years Practitioner Level 2, Early Years Educator Level 3, Housing & Property Management Level 3, Teaching Assistant Level 3 (x2) and Social Worker (Degree Apprenticeship) Level 6 (x2).</p>			



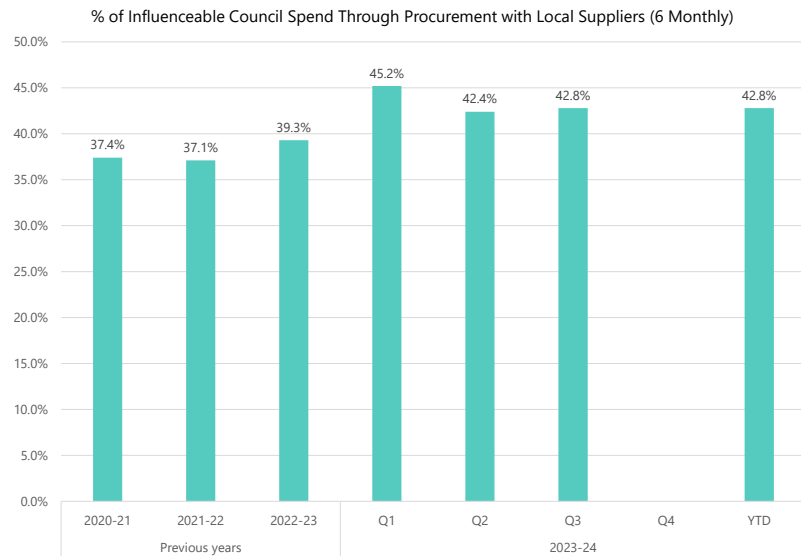
Name of Officer Filling in Commentary:	Martin Stein	Date:	13/02/2024
<p>Levy Spend (internal) is not linear and is determined by apprentice numbers and the cost of various Apprenticeship Standards. The Average Quarter 3 monthly figure is £44,932.94. Average Quarter 3 monthly expired Levy dropped to £14,000.892 due to the pledged transfer of unspent Levy to three Luton employers to support four apprentices.</p> <p>Luton council pays into the Apprenticeship Levy at a rate of 0.5% of annual pay bill. There is no additional cost to the council and we are taking steps to reduce unspent Levy e.g. using Apprenticeships as solutions to succession planning in council skills shortage areas and supporting Levy transfer requests from Luton employers (see paragraph above).</p>			



Name of Officer Filling in Commentary:	Martin Stein	Date:	13/02/2024
<p>Following a request by the University of Bedfordshire to pledge unspent Levy to support 4 apprentices from 3 Luton organisations, transfers were arranged for Nursing Associate (NMC 2018) Level 5 (x1), Chartered Manager (degree) Level 6 (x2) and Senior Leader Level 7 (x1). Levy transfer payments of £4,218.18 were made in Quarter 3.</p> <p>£1,278.69 of Levy transfer payments were also made to Civica during Quarter 3 under existing agreements.</p>			

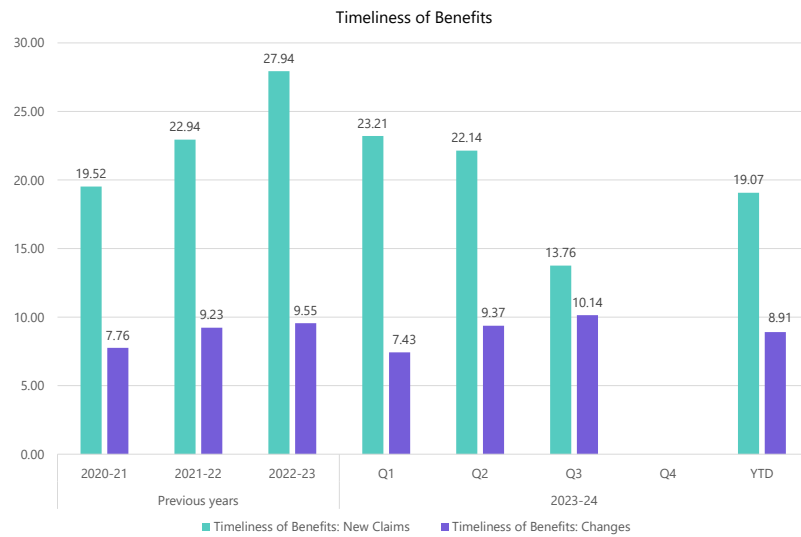


Name of Officer Filling in Commentary:	Eddie Holmes	Date:	21/02/2024
<p>Footfall has been declining over recent years, with a 20.1% decline between 2021-22 and 2022-23. However for Quarter 1, 2 and 3 of 2023-24, footfall is up by 2.3% on the equivalent period in the previous year. The latest quarter recorded 1.77 million visitors, which decreased by 3.9% on the last quarter, but is 2.8% higher than the 2022-23 Quarter 3 figure.</p>			



Name of Officer Filling in Commentary:	Catherine Southern	Date:	27/02/2024
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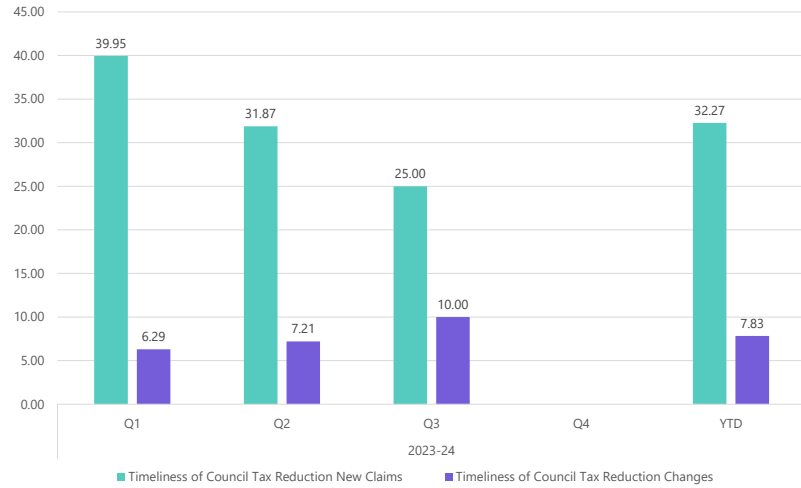
The Quarter 3 2023-24 Grow Local percentage has increased by 0.4% compared to Quarter 2. This is an upward growth compared to the same period in 2022-23.



Name of Officer Filling in Commentary:	Deb Fensome	Date:	23/02/2024
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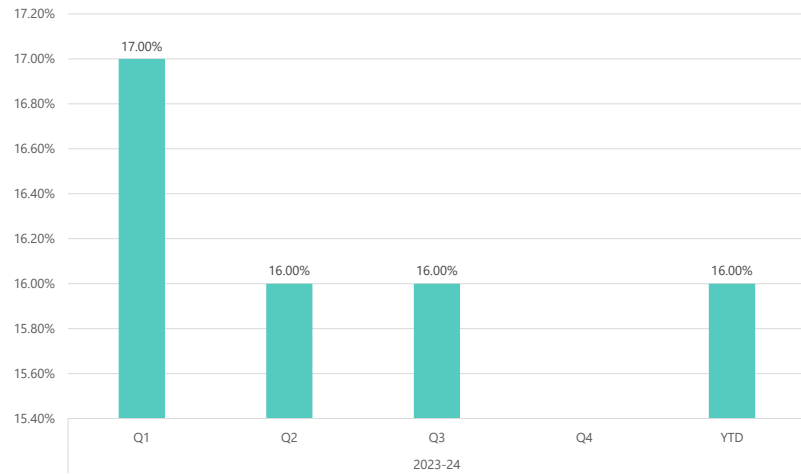
Performance has continued to improve over 2023-2024, with performance exceeding corporate targets. Caseload for Housing Benefit claims will now start to decrease as the migration to universal credit has started. For the year 2023-2024 we expect to lose over 2K from our HB caseload. Being left with the complex cases of claims.

Timeliness of Council Tax Reduction: New Claims & Changes

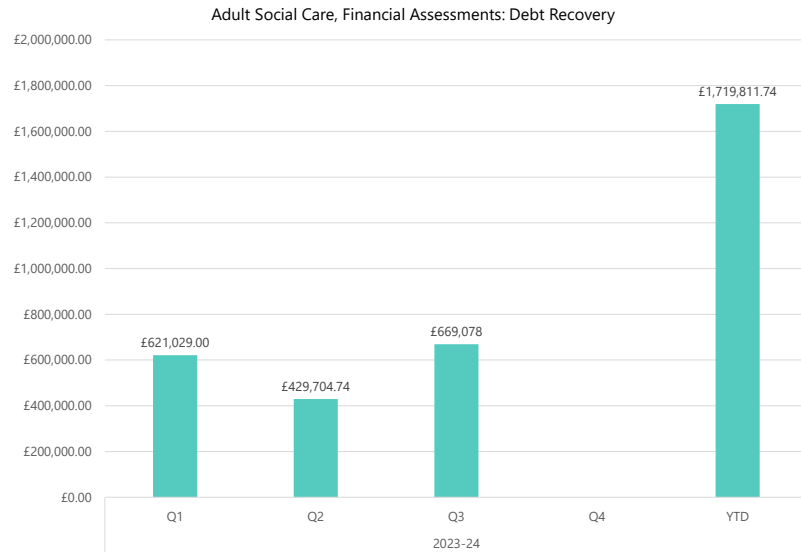


Name of Officer Filling in Commentary:	Deb Fensome	Date:	23/02/2024
<p>Performance has been improving in this area since the start of the year, with added resource in the form of external agency workers supporting the FTE within the service area. A current review of the resources within the service is currently being undertaken, which should help to further improve service performance.</p>			

Council Tax Billing: % of Work Outstanding Over 15 days

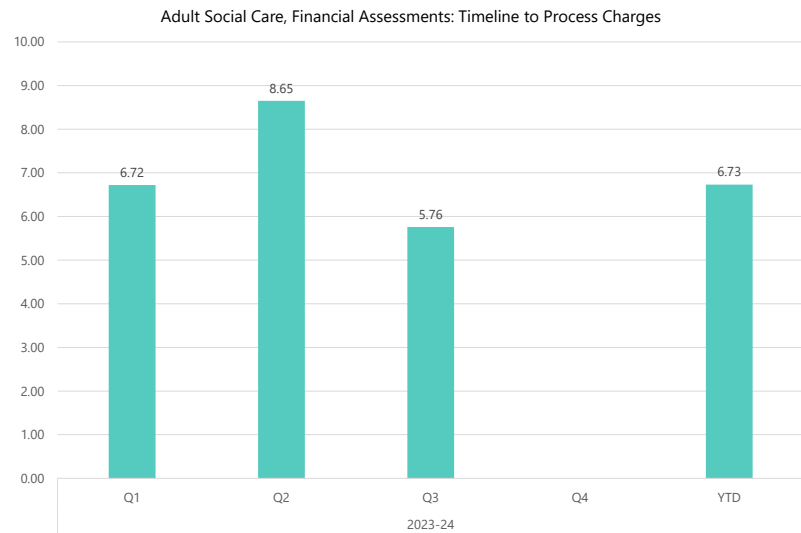


Name of Officer Filling in Commentary:	Deb Fensome	Date:	23/02/2024
<p>From Quarter 1, the service has reduced the council tax billing backlog down to 16%. With the majority of work outstanding for 10 days or less. That figure has remained consistent during Quarter 3 as well.</p>			



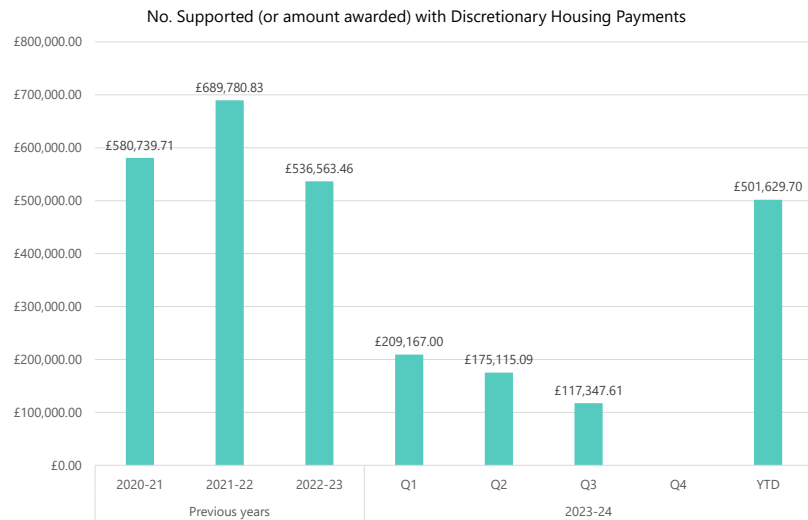
Name of Officer Filling in Commentary:	Deb Fensome	Date:	23/02/2024
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ASC Debt recovery has continued to see an increase in collection during the third quarter of 2023/2024. This is due to the work undertaken by the team on a daily basis. The service has already exceeded the annual target. A service review is currently being undertaken due to resource issues.



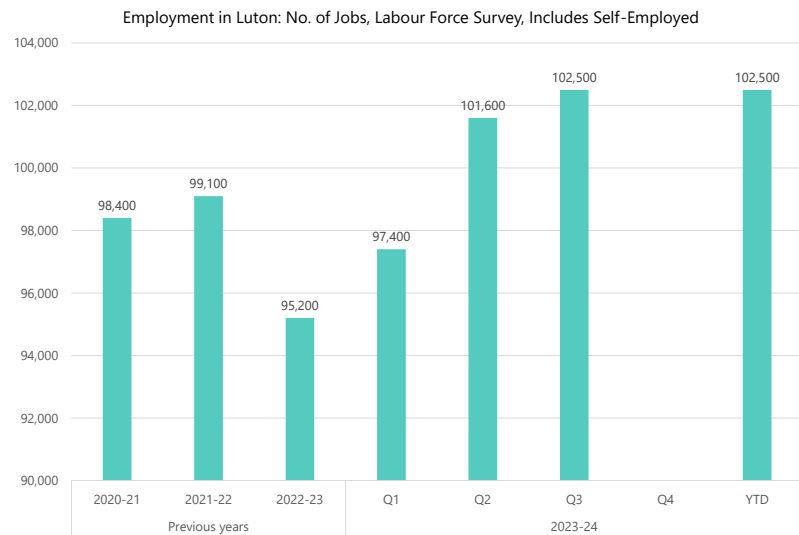
Name of Officer Filling in Commentary:	Deb Fensome	Date:	23/02/2024
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Performance for Quarter 3 has returned to normal, and shows that even with resources issues, the team are still on track to meet the annual KPIs set and exceed the target.



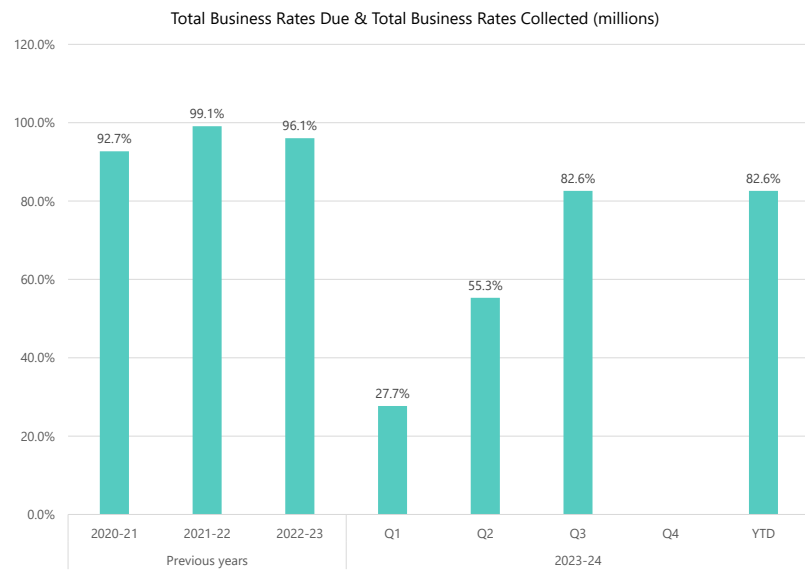
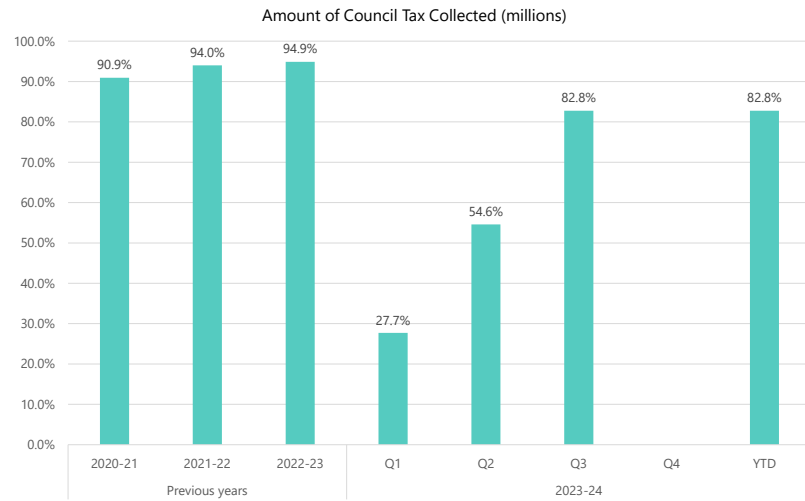
Name of Officer Filling in Commentary:	Deb Fensome	Date:	23/02/2024
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This is a government funded scheme. The DWP allocate each Local Authority a set amount each year, which has been going down every year. Luton always spends their allocation, especially in these current times. There is an option for Local Authorities to top up the fund by 2.5 times the government allocation but this has to come out of their own budget. Based on the spend so far, the service will have spent the allocated funding. This fund has also been topped up twice by housing to help fill the gap due the increased levels of support required.



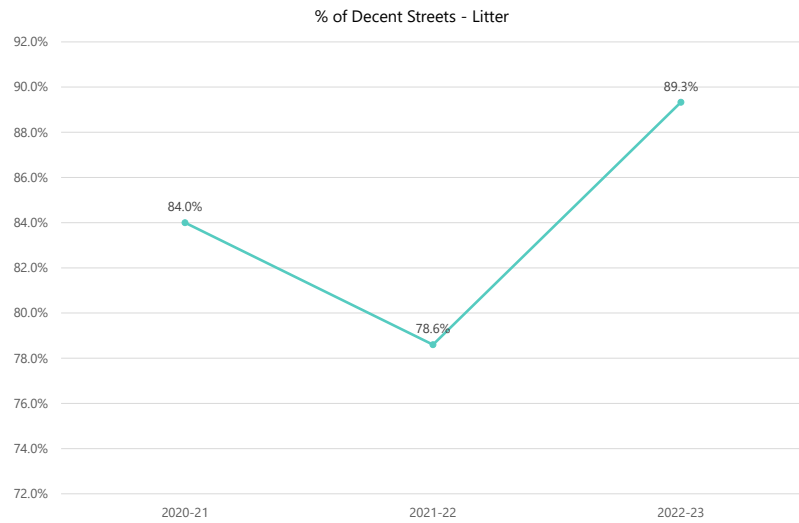
Name of Officer Filling in Commentary:	Eddie Holmes	Date:	22/02/2024
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The number of people employed in Luton (including self-employed) increased to 102,500 in Quarter 3 2023/24, from 101,600 in the previous quarter. This is an increase of 0.9% on the previous quarter. Please note that because of the small sample size, quarterly fluctuations should be treated with caution.

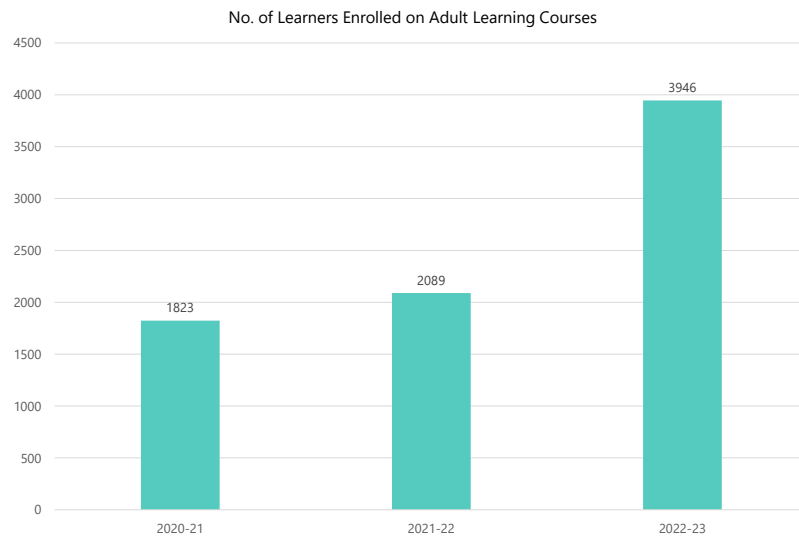


Name of Officer Filling in Commentary: Deb Fensome **Date:** 23/02/2024

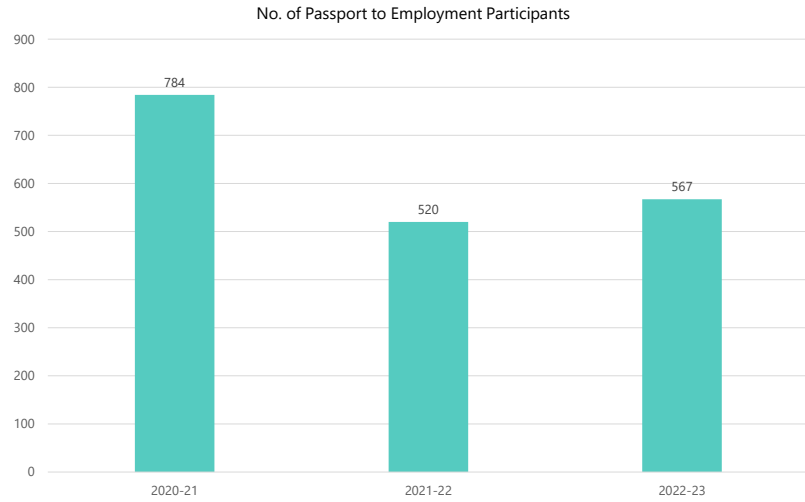
At the end of the third quarter, the service is currently 0.04% behind target for council tax collection and behind target for NDR collection by 0.22%. Council tax courts have taken place each month since April. Courts are happening twice a month for council tax.



Name of Officer Filling in Commentary:	Vicky Hawkes	Date:	24/04/2023
<p>Keep Britain Tidy are commissioned to carry out an annual independent assessment of the cleanliness of streets. The survey is carried out across five wards which are selected randomly, with one from each quintile of the Index of Multiple Deprivation for the borough in order to get an equal spread of IMD types in each survey. GIS mapping software is used to randomly generate 60 sites in each ward in order to ensure there is no bias towards any particular street or area.</p> <p>The 2022-23 survey was undertaken in March 2023. Whilst the service are still awaiting the official numeric outcome of the assessment, the assessors have reported that 'results overall however show some considerable improvements in scores since the last survey in September 2021, particularly for litter.' They also reported improvements in overall levels of detritus and graffiti. Precise figures should be available within the next few weeks.</p> <p><i>*It isn't possible to provide numerator and denominator figures for this indicator, as the percentage figure is calculated using four different criteria, all with separate scoring systems.</i></p>			



Name of Officer Filling in Commentary:	Merielle James	Date:	11/04/2023
<p>This information is from the ESFA (Education and Skills Funding Agency). It shows all learning deliveries across the ESFA funded provision from 1st August 2021 to date. Adult Learning works in academic years rather than financial years (1st August - 31st July annually). The final submission to the Government is sent at the end of October which will provide final figures on enrolments.</p>			



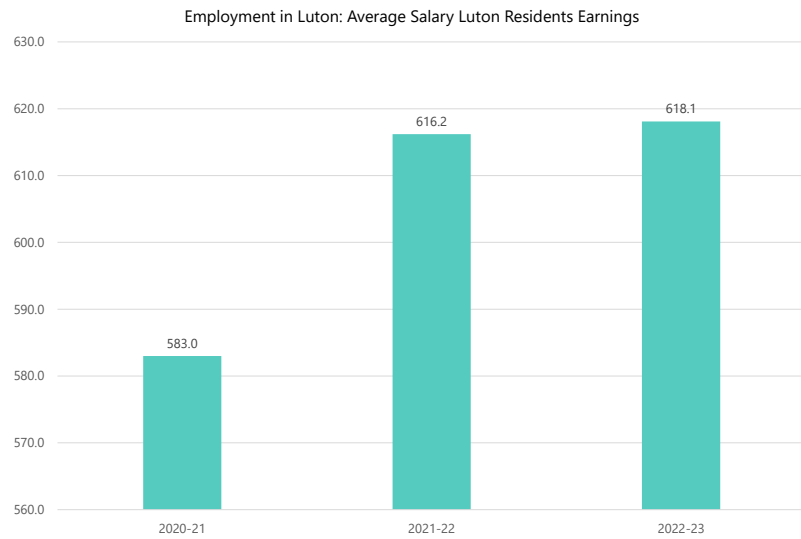
Name of Officer Filling in Commentary:	Date:
Debbie Poole-Hunt	11/04/2023

Due to the current national recruitment crisis, employers have had to adapt how they recruit instead of relying on traditional recruitment methods (minimum qualifications, CV etc.). As such there has been less demand from individuals for support, however, Passport to Employment has seen an increase in businesses requesting support to recruit. As such, specific workshops have been delivered and are currently being developed to support those organisations. These include the airport and Arriva. From September, workshops will also be held directly at both job centres in Luton to ensure that as many claimants as possible have access to the support they need. This is an annual figure which will be updated at the end of October each year once the final return has been sent to the ESFA.

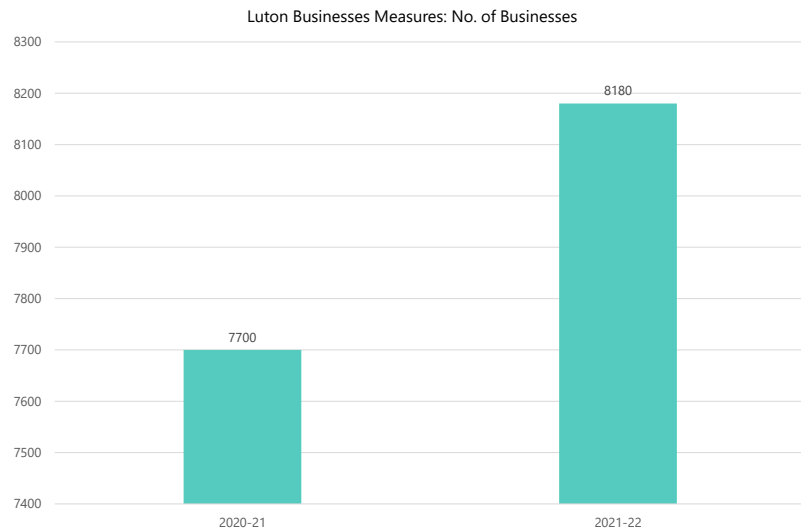


Name of Officer Filling in Commentary:	Date:
Eddie Holmes	18/12/2023

In 2022, there were 108000 employees in Luton, which increased from 95,000 in 2021. Because of high confidence intervals, the figure needs treating with caution. Data for 2023 will be published in late Autumn 2024.



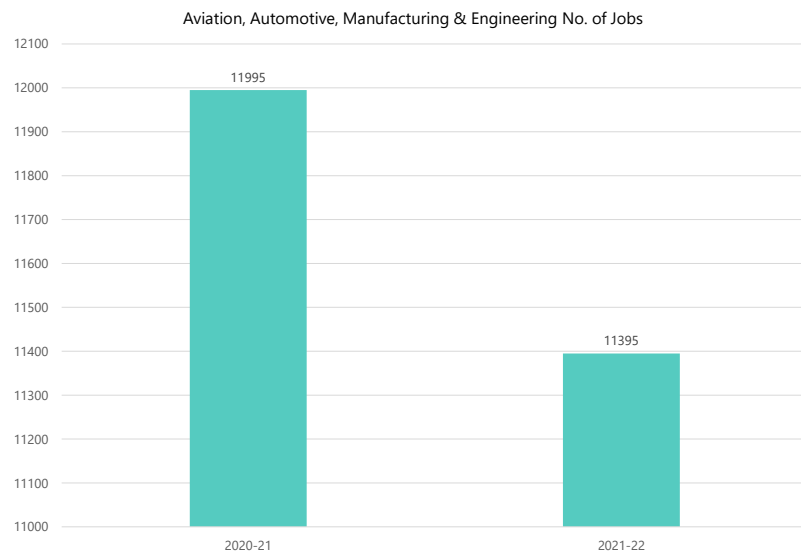
Name of Officer Filling in Commentary:	Eddie Holmes	Date:	05/12/2023
<p>Those who work in Luton but don't necessarily live in Luton have a higher average salary for full-time workers than Luton residents. £658.9 per week compared with £618.1. According to this measure, average salaries increased between 2022 and 2023 in Luton, however wage growth was lower than the rate of inflation. Both the workplace and resident average earnings are below the national average which is £681.7</p>			



Name of Officer Filling in Commentary:	Eddie Holmes	Date:	18/12/2023
<p>The number of businesses in Luton increased between 2021 and 2022 from 7,700 to 8,180 a growth of 6.2%.</p>			



Name of Officer Filling in Commentary:	Eddie Holmes	Date:	18/12/2023
<p>The number of business start ups in Luton decreased between 2021 and 2022 from 1,705 to 1,680. Data for 2023 will be published in late 2024.</p>			



Name of Officer Filling in Commentary:	Eddie Holmes	Date:	19/12/2023
<p>The number of jobs in manufacturing, aviation and the car industry decreased slightly between 2021 and 2022 from 11,995 to 11,395. Data for 2023 will be published in late 2024.</p>			

	Previous years			2023-24					Latest Data		Target		Stat. Neighbour	National	Time period	Reporting frequency	Good performance is	Current RAG Status
	2020-21	2021-22	2022-23	Q1	Q2	Q3	Q4	YTD	Numerator	Denominator	Qtrly	Annual						
% in EET (16-18 years)	94.8%	95.4%	94.9%	94.7%	84.6%	94.2%		94.2%	5783	6066				Oct-Dec 23/24	Q			
No. in EET (16-18 years)	5078	5437	5830	5818	5138	5783		5138						Oct-Dec 23/24	Q			
No. of First Time Entrants in YOS (rate per 100,000)	134	126	102	118	137	129		129						Oct-Dec 23/24	Q			
No. of Social Care Referrals (cumulative year to date)	3247	2443	3156	826	1741	2549		2549				5954.5	650270	Oct-Dec 23/24	Q			
No. of Newly Approved Foster Carers (approved per quarter)	21	12	19	7	1	5		13			25			Oct-Dec 23/24	Q	L	⚠️ R	
No. of Children With an EHCP	1949	2096	2269	2378	2421	2564		2564						Academic ytd	Q			
% of EHCP Issued Within 20 Weeks, Excluding Exceptions (academic ytd)	68.4%	45.9%	15.6%	23.6%	29.0%	31.7%		31.7%	59	186	90.0%			Academic ytd	Q	L	⚠️ R	
% Attendance in state funded Primary Schools (published dfe data which is published in arrears)	95.6%	93.4%	93.3%	93.3%	93.5%	data due: Mar 24		93.5%	*see commentary		93.7%			Academic ytd	Termly	H	😊 G	
% Attendance in state funded Secondary Schools (published dfe data which is published in arrears)	94.4%	91.3%	91.9%	91.9%	91.7%	data due: Mar 24		91.7%	*see commentary		91.0%			Academic ytd	Termly	H	😊 G	
No. of Children & Young People Who are Neither on School Roll Nor Being Educated Elsewhere in Luton (as at)	18	13	8	8	19	15		15						Oct-Dec 23/24	Q			
No. of Pupils Currently Registered to Elective Home Education (academic ytd)	371	332	298	298	314	362		362						Academic ytd	Q			
No. of Pupils Permanently Excluded (academic ytd)	31	25	19	19	3	23		23						Academic ytd	Q			
% of CYP Who are Classified as NEET & Have an Education, Health & Care Plan (16-18 years)		4.6%	4.6%	3.4%	7.5%	5.3%		5.3%	8	152				Oct-Dec 23/24	Q			
No. of CYP Who are Classified as NEET & Have an Education, Health & Care Plan (16-18 years)		6	6	6	6	8		8						Oct-Dec 23/24	Q			
% of Children Attending Good & Outstanding Schools (primary)	79.6%	88.8%	93.1%	91.8%	91.9%	95.4%		95.4%	22092	23155	92.4%			Oct-Dec 23/24	Q	H	😊 G	
% of Children Attending Good & Outstanding Schools (secondary)	73.2%	72.4%	84.3%	84.3%	84.4%	84.4%		84.4%	13452	15941	85.2%			Oct-Dec 23/24	Q	H	😊 G	
% of Children Attending Good & Outstanding Schools (special)	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%		100.0%	705	705	93.0%			Oct-Dec 23/24	Q	H	😊 G	
% Children Looked After Attending Good & Outstanding Schools	90.0%	93.0%	94.7%	93.4%	95.0%	93.2%		93.2%	192	206	95.0%			Oct-Dec 23/24	Q	H	😊 G	



Target Outcomes

- All of our children and young people will be able to access services that keep them safe and secure.
- Reduced health inequalities for all our children and young people.
- Children and young people with SEND will have the same opportunities as non-disabled children and young people.
- Excellent educational outcomes and increased aspiration and achievement for our children and young people.
- Our young people will have a voice that is heard and that matters.



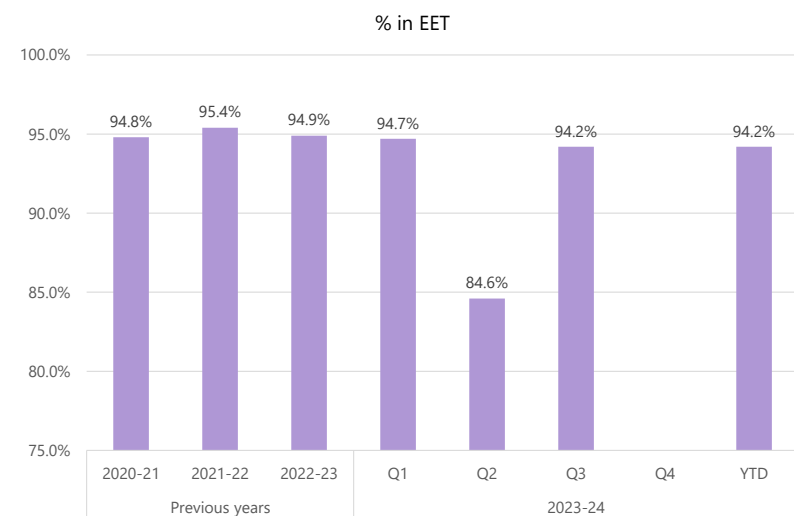
% of Yr12-Yr13 who are Not in Education, Employment or Training (NEET)	2.9%	2.3%	2.8%	2.9%	1.3%	2.5%		2.5%	152	6066					Oct-Dec 23/24	Q		
No. of Children Subject of a Child Protection Plan	294	198	214	210	249	283		283			200		414	50920	Oct-Dec 23/24	Q	L	☹️ R
No. of Children Looked After	373	381	420	405	388	390		390			365		733.50	82170	Oct-Dec 23/24	Q	M	😊 A
No. of Care Leavers (aged 18-24 years open to social care)			273	275	282	301		301							Oct-Dec 23/24	Q		
Rate of Proven Offending	37.0%	28.0%	36.0%	annual measure, data published: Aug 2024					17	47			29.0%	31.0%	2023/24	A		
Prevalence of Overweight (Including Obesity) for Yr R		21.4%	19.6%	annual measure, data published: late 2024									21.3%	21.3%	2023/24	A		
Prevalence of Overweight (Including Obesity) for Yr 6		43.6%	42.5%	annual measure, data published: late 2024									41.0%	36.6%	2023/24	A		
Prevalence of Obesity (Including Severe Obesity) for Yr R		11.4%	9.3%	annual measure, data published: late 2024									10.2%	9.2%	2023/24	A		
Prevalence of Obesity (Including Severe Obesity) for Yr 6		29.2%	28.2%	annual measure, data published: late 2024									27.0%	22.7%	2023/24	A		
Attainment: KS2 RWM (at expected & above)		61.4%	59.7%	59.7% (Revised data 2022/23)					1943	3255	59.6%		TBC	59.6%	Academic yr 2022/23	A	H	😊 G
Attainment: KS4 Maths & English Level 5+		46.1%	43.8%	43.8% (Provisional data 2022/23)					1315	3003			TBC	45.1%	2022/23	A	H	😊 G

Link to ward profiles:

https://m.luton.gov.uk/Page/Show/community_and_living/luton%20observatory%20census%20statistics%20and%20mapping/Pages/default.aspx

Link to Luton Insights:

<https://lutoncouncil.communityinsight.org/>



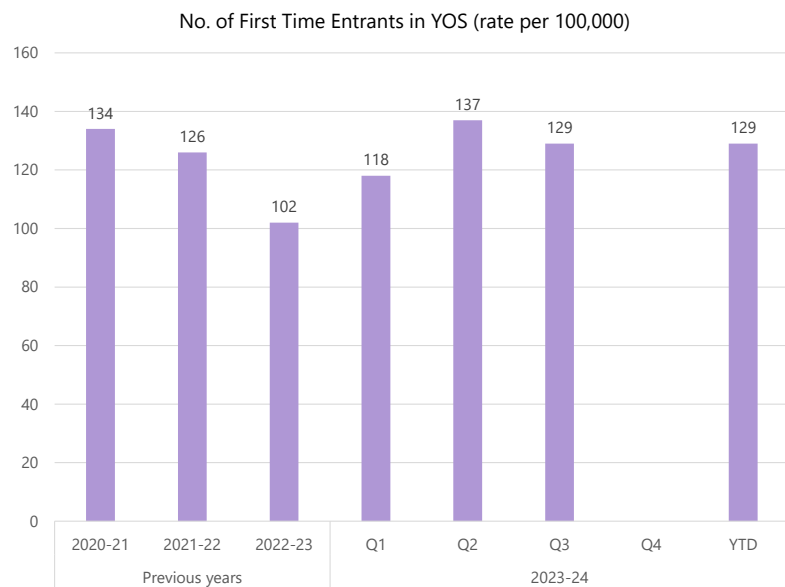
Name of Officer Filing in Commentary:	Sajda Rauf	Date:	23/02/2024
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Increase participation and reducing the proportion of young people not in education, employment or training (NEET). The responsibility and accountability for delivery lies with local authorities (LAs). LAs have a duty to encourage, enable or assist young people's participation in education or training.

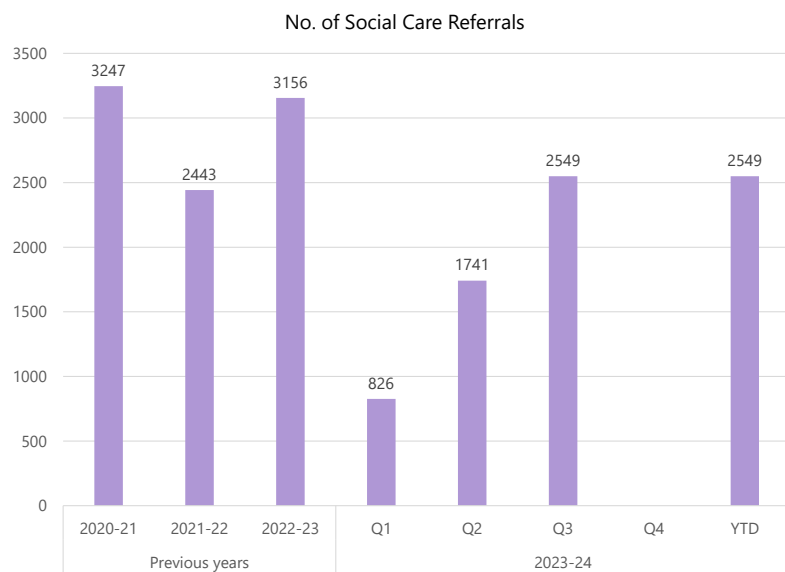
The table reflects the proportion of 16-17 year olds recorded in education and training at the end of March 2021, 2022 and 2023. Over this period, the service have seen the numbers sustained 94% and above. This continues for Quarter 1 this year. In Quarter 2 (84.6%) compared to Quarter 1 (94.7%) the data displays a prominent difference. The reason for this is that the service are undertaking AAS activity and will be in the process of updating destinations.

In Quarter 3, the Luton participation figure rate is 94.2%. In comparison to Stat Neighbour (93.4%) is higher by 0.8%, Regional (91.4%) is higher by 2.8% and National (91.6%) is higher by 2.6%.

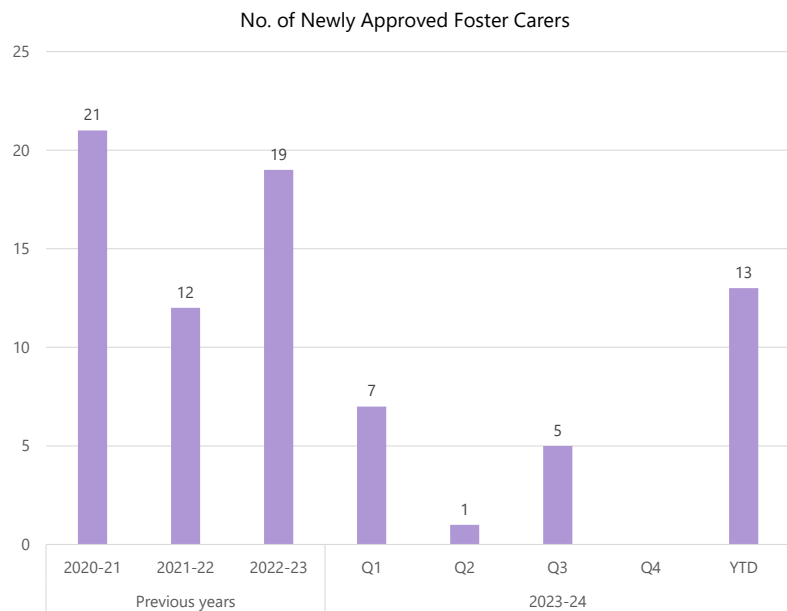
The Progression and Transition Board (PTB) are a network of strategic partners who lead on developing shared activity across the 14-19 age range to improve the education offer and the ability for learners to access pathways. Key activity has been to focus on learner issues/barriers in navigating those and seeking ways to remove barriers and support learners.



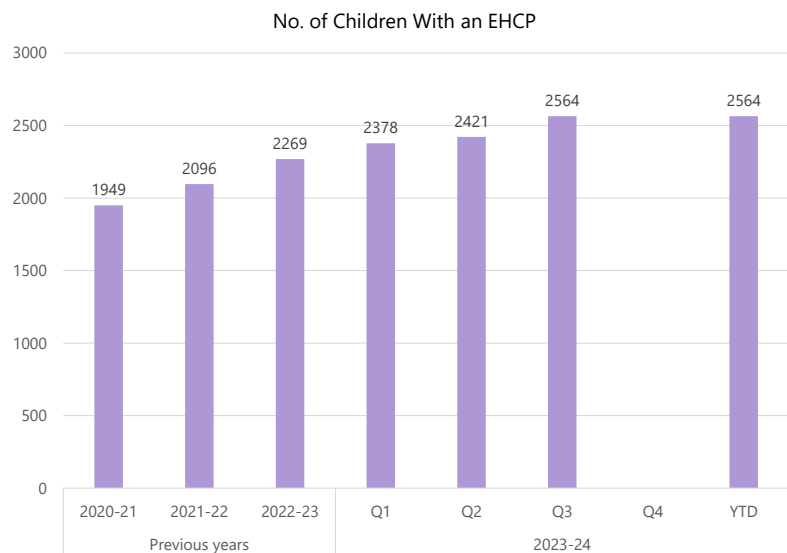
Name of Officer Filling in Commentary:	Troy Hutchinson	Date:	12/02/2024
<p>Luton throughout has stabilised in the rolling 12 month period ending December 2023; prior to this period the service had recorded two periods of increased levels of new entrants. Nevertheless, Luton will likely record annual for the full reporting year, as a result of the increased number of cases in the court system this year. There have been a number of cases sentenced in out of area courts alongside a number of cases for serious offences that offered no opportunity to divert.</p>			



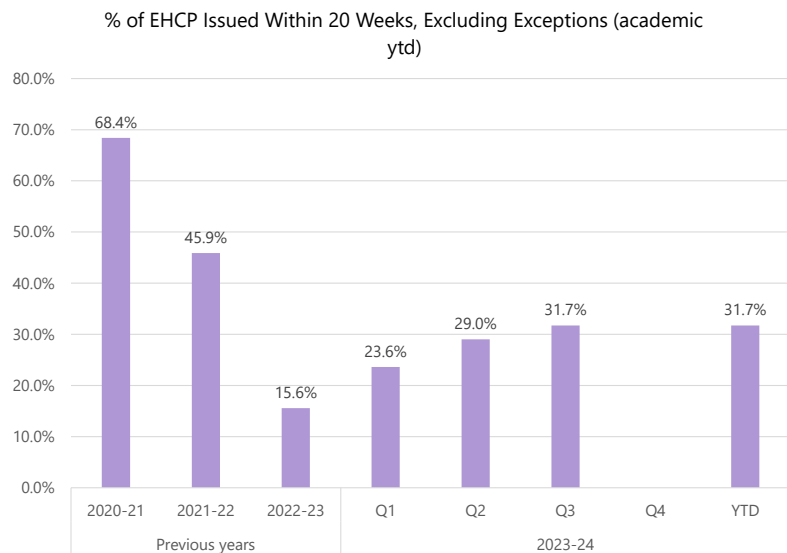
Name of Officer Filling in Commentary:	Timothy Ball & Diane Rushby	Date:	13/02/2024
<p>There was a 29% rise in referrals to social care for year ending 2022/23 (3164) compared to that of year ending 2021/22 (2452).</p> <p>By Quarter 3 2023/24, the service have seen 2549 referrals so far. Based on the patterns of previous years (with numbers generally lower in January/February), a forecast of an approximately 29% increase is appropriate, suggesting for the end of 2023/24 we should expect to see approximately 3300 referrals - potentially an increase of 130+ referrals/4% over last year's 3164.</p> <p>Repeat referrals within the last 12 months currently stands at 20.5% for year to date, which compares similarly to statistical neighbours at 20.27% and England at 21.5%.</p>			



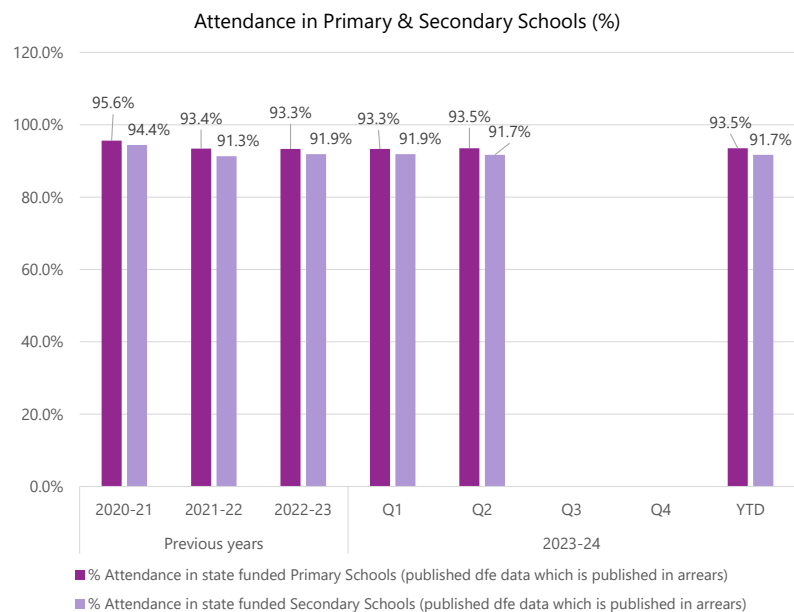
Name of Officer Filling in Commentary:	Ruhala Chowdhury & Cristina Istrati	Date:	26/02/2024
<p>Luton successfully recruited, 5 connected Foster carers in Quarter 3 period - 13 newly approved foster carers during the latest 9 months of the new financial year 2023-24, made up of 4 general carers and 9 connected carers.</p> <p>A recruitment officer started only in July, and the service recruited a marketing officer who will start with us in February 2024; this will support the team capacity to recruit and assess a higher number of potential applicants.</p> <p>There have been challenges in terms of staffing, which have been resolved.</p>			



Name of Officer Filling in Commentary:	Lisa Ellis	Date:	19/02/2024
<p>The Special Educational Needs Assessment Team continues to see an increase in the number of EHCNAs received with the largest numbers in Early Years and Key Stage 1. (This is reflected across the Eastern Region) LAs with a young age structure will need to support EHCPs for a longer period of time and face more financial and time pressures. The recent OCA will provide additional resource when recruitment processes are completed - demand continues to exceed capacity. The service estimates at current trends 2700 plans will be maintained by Luton at the end of this academic year. There is further challenge in ceasing EHCPs with parents and young people requesting ongoing & further education opportunity at the end of Year 13. This continues to be an area of concern within the service who continue to work with local colleges and adult social care to understand the legislation.</p>			

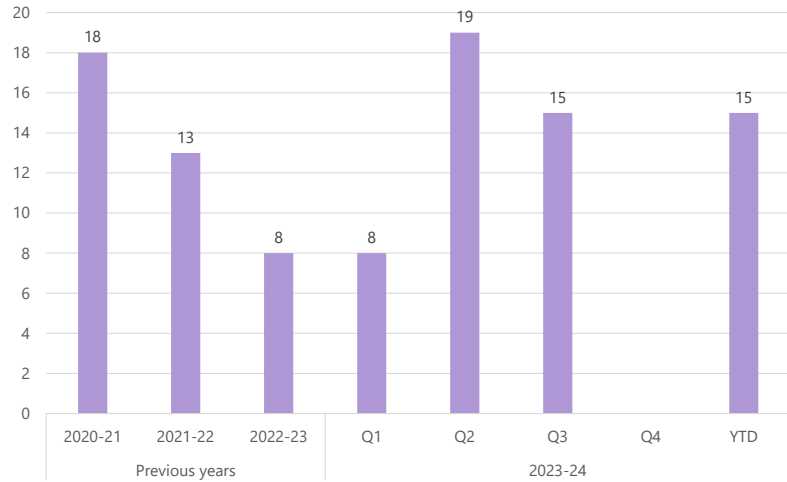


Name of Officer Filling in Commentary:	Lisa Ellis	Date:	19/02/2024
<p>In order to develop high quality EHC Plans that coordinate and integrate provision across services, it is essential that the EHCNA is informed by high quality statutory advice. This continues to be an increasing challenge from all external services, as well as internal such as Educational Psychology who are being equally affected by the increase in demand and recruitment & retention difficulties. System changes have been implemented to evidence cause of delay, this cannot be reported until completion of the 20 week statutory cycle.</p>			



Name of Officer Filling in Commentary:	Salma Fazil	Date:	01/11/2023
<p><i>*Quarter 3 data and commentary will be available in late March 2024.</i></p> <p>The latest DfE attendance data covers 2023/24 academic year up to 13th October 2023 and indicates the following:</p> <p>National attendance data for Primary schools for this period is 95.3%. Of the 4.7% absences, nationally, 3.2% were authorised and 1.4% unauthorised. In regards to Luton, the attendance data for Primary schools was lower for Quarter 2, 93.5%. The majority of these absences were authorised and smaller percentage, 1.4 were unauthorised.</p> <p>National attendance data for secondary schools for this period is 91.8%, of which 5.1% were authorised and 3.1% were unauthorised.</p> <p>In comparison, attendance data for this period for Luton secondary schools is 91.7% of which 3.8% were authorised absences. We continue to see absence in relation to child medical needs and holiday absences.</p> <p>Persistent Absence: Currently 57 schools in Luton share their attendance data with the DfE via Wonder. This data indicates that there are 5843 children out of 35,397 children who are persistently absent from school. This means that their attendance is at 90% or less. Nationally 22.3% of pupils were persistently absent in 2022/23</p> <p>Severe Absence: the data indicates that 692 children are classed as severely absent, i.e. their individual attendance is at 50% or less.</p>			

No. of Children & Young People Who are Neither on School Roll Nor Being Educated Elsewhere in Luton (term to date)



Name of Officer Filling in Commentary: Mansoor Karrimuddin **Date:** 19/02/2024

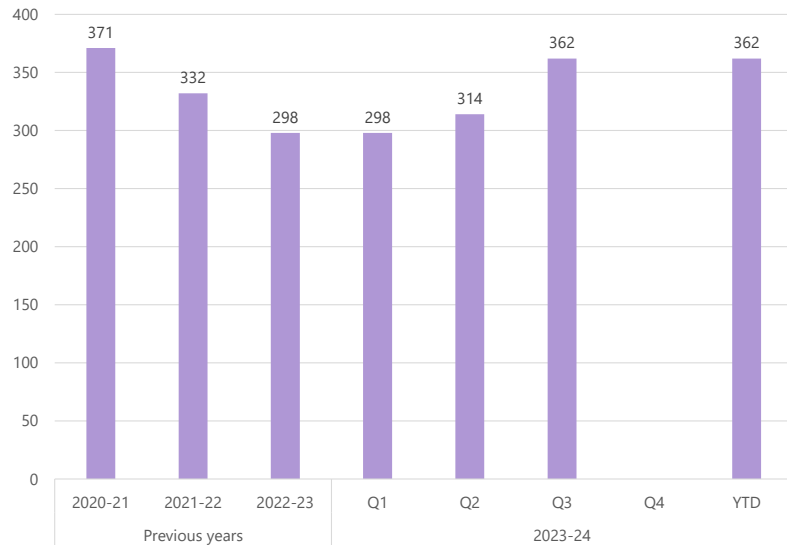
Under the category of 'Out of education' in the local authority area, a total of 15 referrals are currently open to Children Missing Education. The figure includes 'Out of Education' as well as 'Failed Home Education' referrals, however, most of these referrals are from the Elective home education due to 'Unsuitable' home education. All of these cases are subject to school attendance orders and at different stages with appropriate actions and consultations in place.

Whilst the data is in relation to children out of education in the local authority area, the CME function also receives referrals for children who left Luton schools without securing a school place in the new local authority area and the Performance data for CME needs to reflect this. As a statutory duty of the local authority, we also have a duty to identify, track, monitor and re-engage children missing education not only in our LA area but also in the Destination local authorities to ensure children are reintegrated into education quickly and are not hidden CMEs nationally.

Currently, there are no national KPIs in relation to Children Missing Education and there are no National figures available. Although, it is difficult to comment on the performance however, in view of the significantly high numbers of children missing education referrals, with around 700 cases resolved in the current academic year, it is fair to say that the performance is 'Good'.

The CME team are fully utilising EYES for recording referrals and case working and with the development of reports on Qlik dashboard, enabling termly and yearly CME data comparison.

No. of Pupils Currently Registered to Elective Home Education (academic ytd)



Name of Officer Filling in Commentary: Tracy Gentle **Date:** 19/02/2024

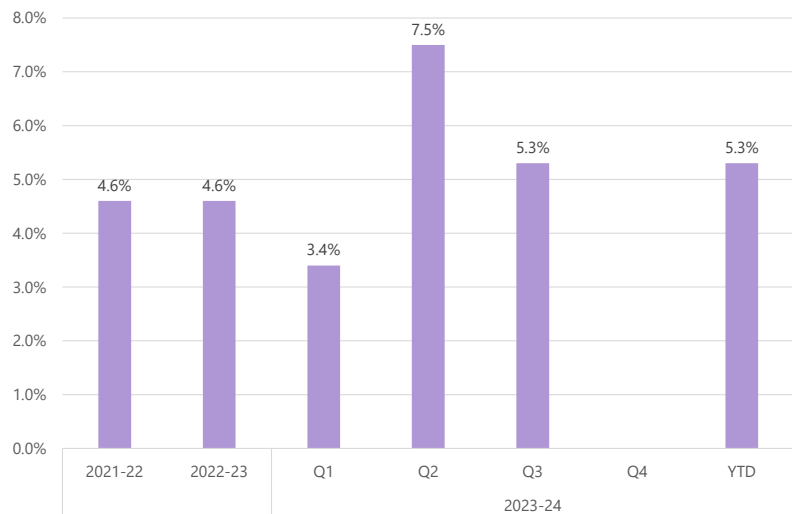
EHE continues to see a rise in children being registered on the Elective Home Education register. The pace appears to be continuing. There are no particular striking trends in relation to year groups, reason for EHE that the service are able to report to. The overall number of children registered to home educated during this academic year stands at 393, with 362 pupils currently open to EHE and 131 closed. The service have two EHE Officers working approx. 2.5 days per week providing monitoring consultations to all families.

No. of Pupils Permanently Excluded (academic ytd)

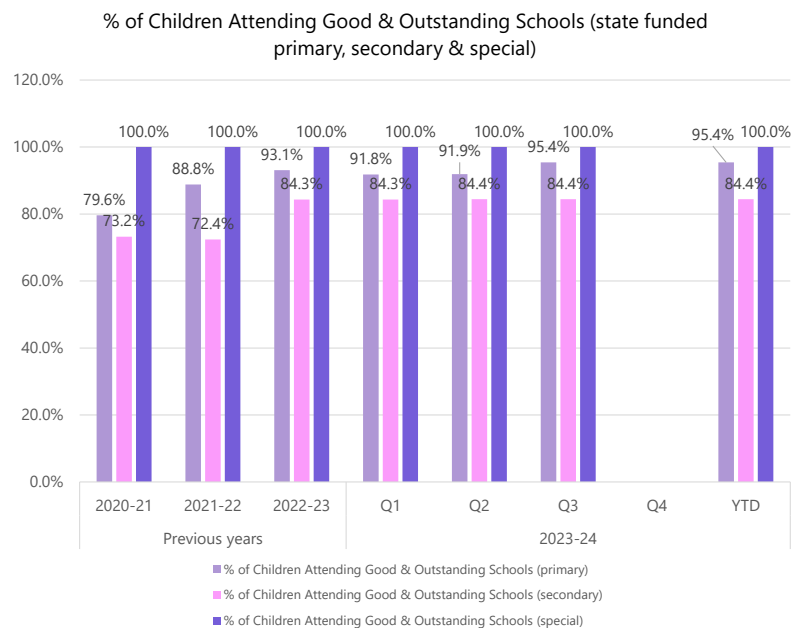


Name of Officer Filling in Commentary:	Steve Porter	Date:	29/02/2024
<p>The BISS service is working in 12 out of 13 secondary schools to ensure that vulnerable students and students with trauma or special needs are able to stay in a mainstream setting with support from the school, outside agencies and BISS. Most secondary schools have an inclusion unit which should provide a more realistic environment for students who find mainstream education difficult, these inclusion units provide a smaller setting and a much more personalised curriculum. Luton has a very strong alternative provision culture that schools will use to ensure that the offer is right for students who find mainstream education testing. The alternative provision in Luton is varied with a variety of different courses and these providers are on the whole run by Luton people who understand the town and the young people within it.</p> <p>BISS have been working closely with all Luton secondary schools. Although these results are unseen, BISS management has worked tirelessly to support student's mainstream places and many students have been successful because of this intervention. Many students who have been supported through the BISS service have been able to maintain their place in mainstream education. Students who are suffering with mental health problems are also receiving a more co-ordinated response to helping them stay in mainstream education with CAMHS and the local authority working in unison to allow this to happen.</p> <p>At present Luton schools have permanently excluded 23 students this academic year, one year 3, one year 5, one year 7, one year 8, 2 year 9 students and 9 year 10 and 8 year 11's. There have been 15 male students and 8 female students permanently excluded. The reasons for permanent exclusion have been, 8 students for persistent disruptive behaviour, one for use or threat of use of a weapon, 4 for a physical assault against an adult, 8 for a physical assault against another pupil and one for verbal abuse.</p>			

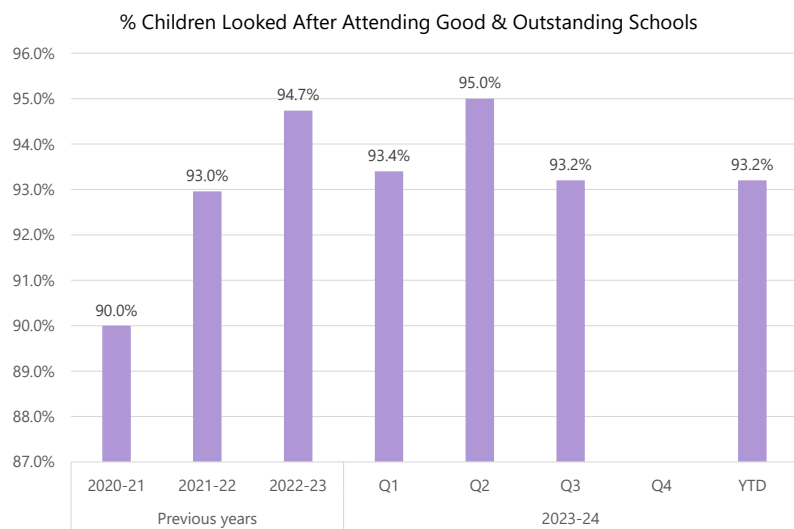
% of CYP Who are Classified as NEET & Have an Education, Health & Care Plan (16-18 years)



Name of Officer Filling in Commentary:	Natasha Vaughan	Date:	23/02/2024
<p>Y12 & 13 NEET with an EHCP has decreased from 7.5% in Quarter 2 to 5.3% in Quarter 3. 5.3% represents 8 young people of a total NEET cohort size of 152. Of the total SEND cohort of 222 young people this is 3.6%.</p> <p>Young Males make up 87.5% of the NEET against 12.5% Females.</p> <p>Transition Team Personal Advisers maintain close relationships with Post 16 providers brokering packages of support to ensure learner's sustained progression and reduce drop outs. The Personal Advisers also continue to engage with NEET and mid leavers, sharing EET opportunities to encourage re-engagement and participation.</p>			

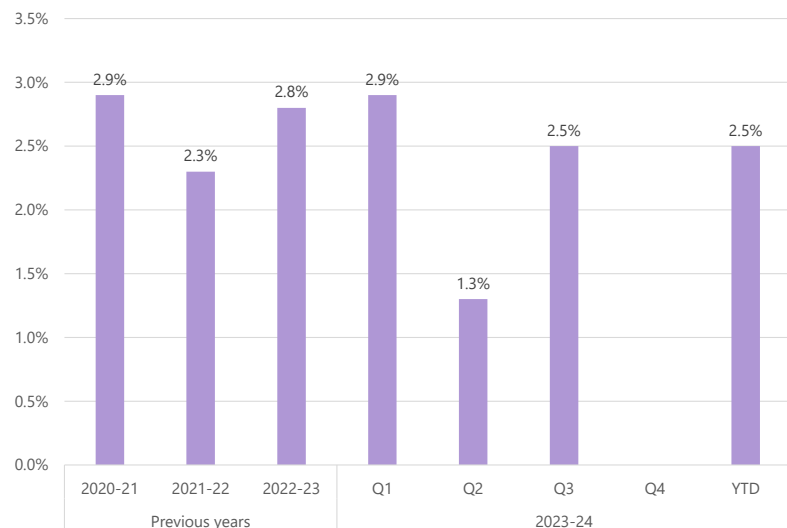


Name of Officer Filling in Commentary:	Caroline Dawes	Date:	19/02/2024
<p>In Quarter 3, two schools had inspection reports published - one primary school improved from Requires Improvement to Good and the other secondary school had an ungraded inspection which judged that the school remains good.</p>			



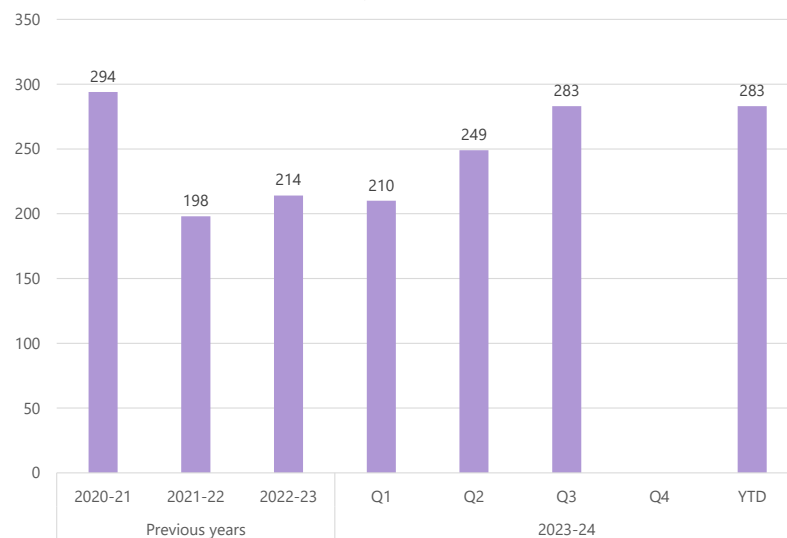
Name of Officer Filling in Commentary:	Cristina Istrati & Matthew Sims	Date:	14/02/2024
<p>The percentage of children and young people attending Good and Outstanding Schools has slightly decreased compared to the previous quarter. Quarter 3 is at 93.2% (192 out of 206 children looked after of school age), below our target of 95%.</p> <p>It is important to note that the cohort is not static and children come into and out of care during the quarter.</p> <p>The majority of the young people are attending schools that are graded Good or Outstanding.</p> <p>Most of the children attending RI schools were already on roll prior to the grade being given or coming into care.</p> <p>The Virtual School continues to ensure the decision to place a young person in a school is based upon what is in their best interests.</p>			

Yr12-14 (Now Yr13) Who Are Not in Education, Employment or Training (NEET)

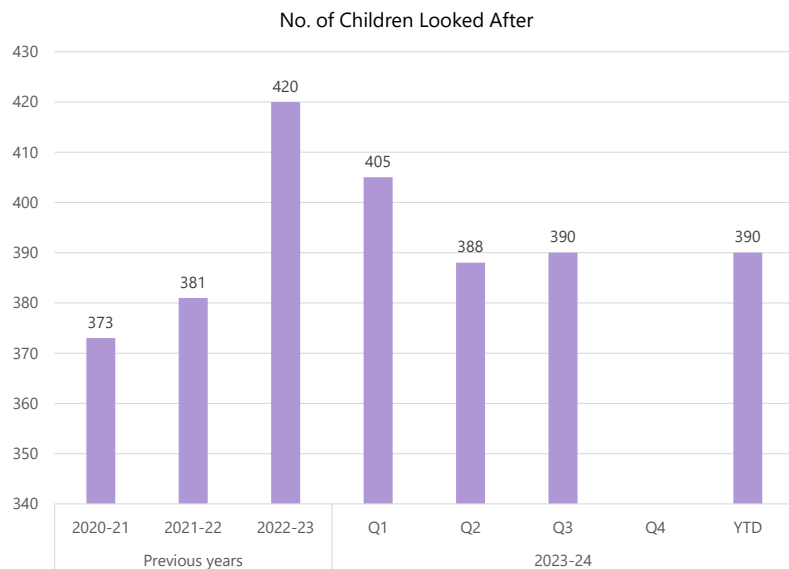


Name of Officer Filling in Commentary:	Natasha Vaughan	Date:	23/02/2024
<p>Luton NEET is currently reported at 2.5%, representing 152 young people. This mirrors our Stat Neighbours also at 2.5%, is 1.1% below Regional at 3.6% and 0.6% below National at 3.1%. Comparatively, end of Quarter 3 2022, NEET was reported at 2.8%. Due to the Annual Activity Survey (contributing to a larger number of not known) the NEET stats during this period are not yet a reflection of the true size of the NEET cohort.</p> <p>The largest NEET group by ethnicity is White at 39.5%, Asian at 34.9%, Mixed 13.8%, Black 3.9%, Other at 1.3% and 6.6% that have not yet been obtained.</p> <p>Young Males make up 63.8% of the NEET cohort against 36.2% Females.</p> <p>Y12 and 13s with an EHCP make up 5.3% of NEET.</p> <p>The highest NEET wards are Lewsey (14), Stopsley (13), Beech Hill (10), Farley (10), Northwell (10), Leagrave (9), Sundon Park (9), Challney (8) and Round Green (8).</p> <p>Throughout Quarter 3, Post 16 settings continued to share enrolment lists with the LA detailing new starters, returners and course changes. Additionally Post 16 settings, parent / carers and professionals made referrals for those without places, mid-leavers and withdrawn students. Youth Advice Service, Virtual School and Transition Team Personal Advisers continued to engage with those identified as NEET. Work was delivered both face to face and remotely, sharing EET opportunities to encourage re-engagement and participation.</p>			

No. of Children Subject of a Child Protection Plan



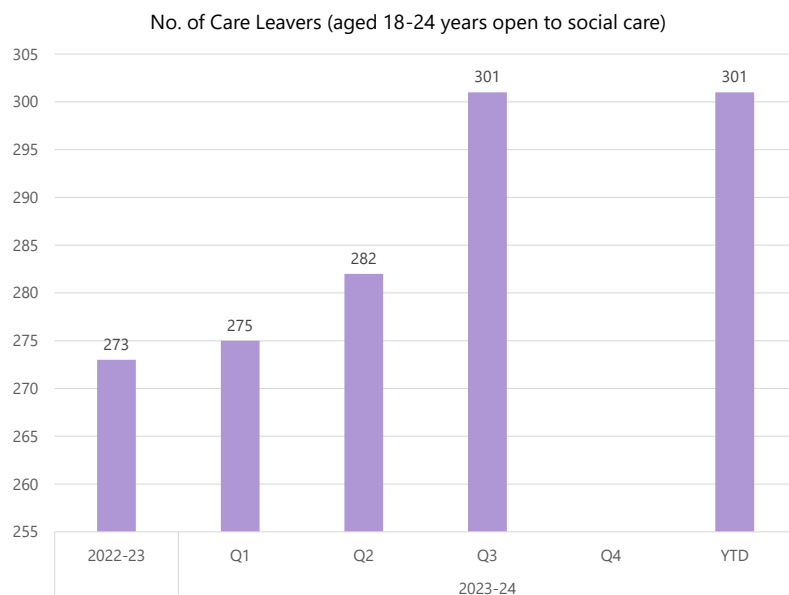
Name of Officer Filling in Commentary:	Donna Parke & Sancha Thomas	Date:	09/02/2024
<p>Over a 3 year period, children subject to a Child Protection Plan numbers can fluctuate in demand on a monthly basis with the average of the 3 year end figures being 232. There has been an increase in plans during this year (2023-24), with June 2023 at 210 children, September 2023 at 249 children and a further increase in December 2023 at 283. This is almost as high as the peak in 2020-21 at 294.</p> <p>The impact of this rise is particularly affecting the Family Safeguarding Team caseloads as it has increased by 60, from 191 in December 2022 to 251 in December 2023.</p> <p>Positives are:</p> <ol style="list-style-type: none"> Re-registration rates have dropped, in the last six months to 18% vs 29% at the end of March 2023, however there have been more children starting CPP (rate per 10k: 76.0) than ending (rate per 10k: 50.0). Plan Durations - there are currently no plans over 17 months. However we are now seeing more plan durations of between 1-2 years; 22% of all plan ceases vs. 14% at the same time last year. 			



Name of Officer Filling in Commentary:	Ruhala Chowdhury & Cristina Istrati	Date:	26/02/2024
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Since the March 2023 figure of 420 children looked after, the service have seen a downward trend. The current figure of 390 children looked after end of December 2023 means the service have reduced by 30 cases, almost 2 social worker caseloads. The rise during 2022/2023 is due to the increased intake of Separated Migrant Children (SMC) as part of Home Office dispersal program. Our SMC number was 77 children end of March 2023, and now is reduced to 50 children at December 2023, placing us below the quota of 58 children. Our projections show in January, February 2024 we will have an increased number of SMC who are placed in care of the Local Authority and will be transferred to Children Looked after teams.

Our rate per 10,000 population is 66.4, which shows our looked after performance is lower than our statistical neighbours (73.8) and England average (70.0) benchmark comparators.



Name of Officer Filling in Commentary:	Cristina Istrati & Kingsley Fordjour	Date:	23/02/2024
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Our

The number of children and young people open to Care Leaver Service has changed over time, and is increasing gradually. It is now a mandatory requirement that the team provide a service to those aged 22-24 years. Due to the increased intake of Separated Migrant Children since November 2022, this has seen 14% growth in the number of young people receiving Care Leavers Service (+38 young people in 12 months).

75% of staff in the team are holding high caseloads above target of 25 cases (9 out of 12 staff).

Vulnerable demographics supported by the Service are:

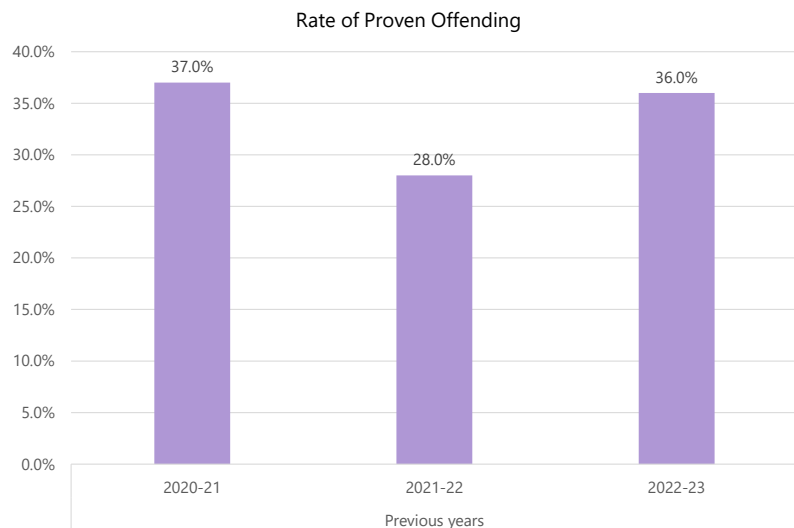
- Over a third of young people are Separated Migrant Children (SMC - 35.2%, 106 out of 301)
- 11.9% of young people are disabled (36 out of 301)

Furthermore, by June 2024 the service are expecting this number to increase by 50 more young people, bringing the total to 351 young people (further 15% growth).

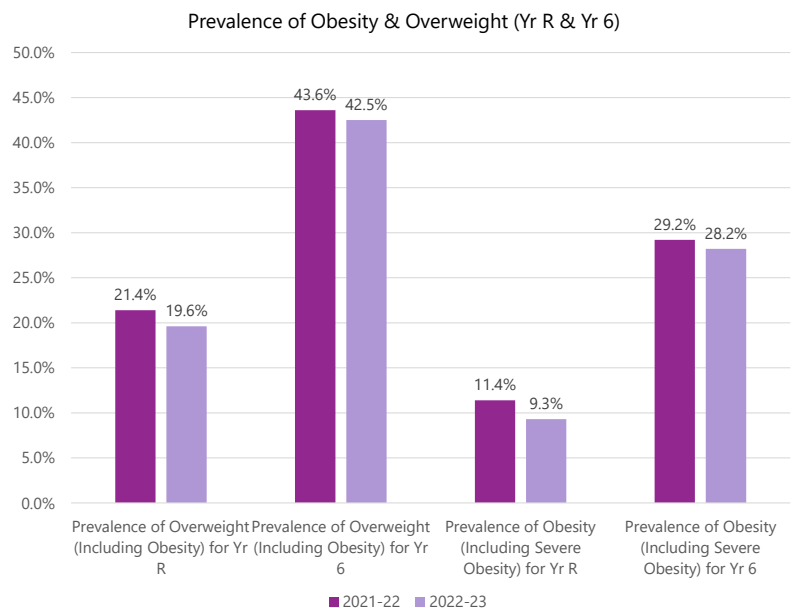
Beyond increase in case numbers, the complexity of cases are considerable, for example:

- Suicidal and mental health issues
- Trauma requiring right psychological support in place
- EET, offending and young people presenting as homeless

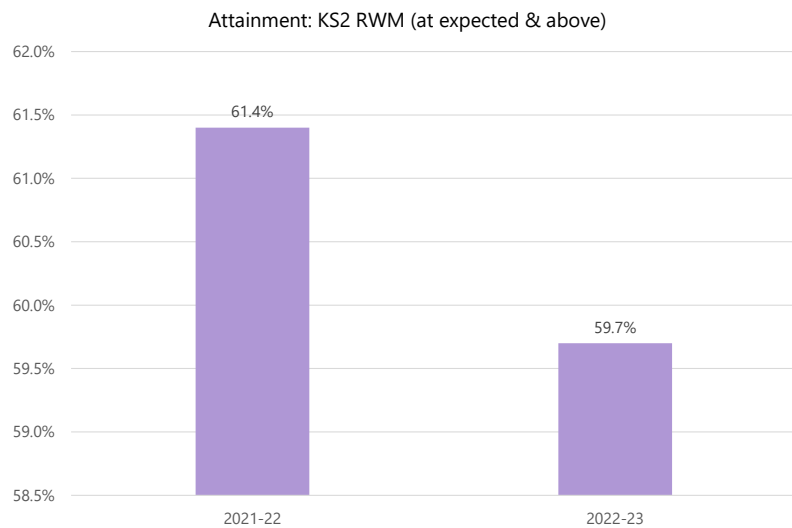
The current resources in terms of Personal Advisors in the team will not match the projected increase of cases that the Leaving Care Service is expected to have. To this end it is urgent that we consider increasing the number of PAs in the service by at least 2, to cope with the demands and statutory duties the council is expected to fulfil. Care Leavers are Protected Characteristics – A celebrated achievement endorsed by council leaders. We have signed off the covenant and motion for the Council and Community to open opportunities for these protected young people, such as Trade Events to focus engaging Luton businesses.



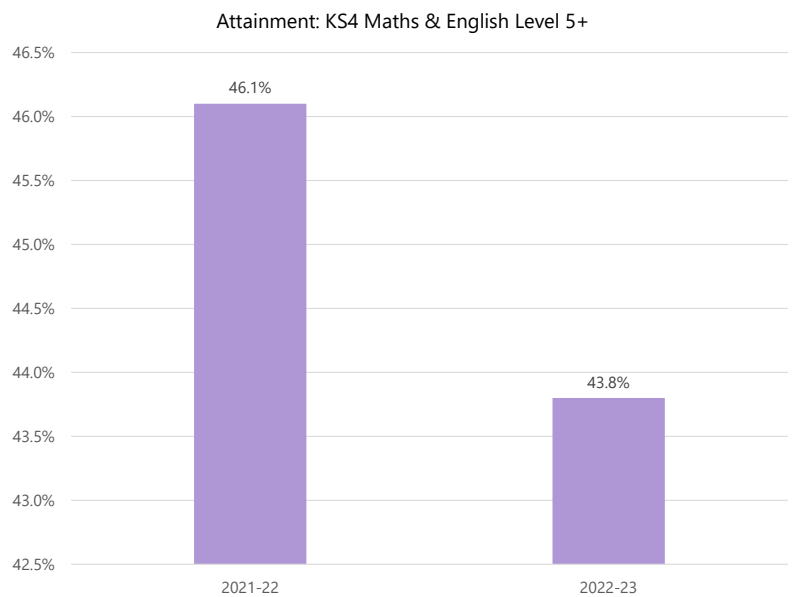
Name of Officer Filling in Commentary:	Troy Hutchinson	Date:	08/04/2023
<p><i>Data due: August 2024</i></p>			



Name of Officer Filling in Commentary:	Kate Cressall	Date:	04/04/2023
<p>*The numerators and denominators are not provided on Fingertips (PH data source). For Reception (ages 4-5): as with national trends, the prevalence rates for children overweight (including obesity) has remained relatively stable. Compared to the national average (21.3%) Luton has recorded a slight decrease from 21.4% in 2021/22 to 19.6% in 2022/23. Prevalence rates of overweight (including obesity) for Yr 6 have also decreased slightly. While local prevalence rates in Luton have been shown to be relatively high, when taken historically these follow national trends and are considered to be expected when reviewing local, regional, and national contexts. All children are at risk of developing obesity. As children move through school over time they are also exposed (either directly or through their parents, families and communities) to the wider, cumulative environmental factors (from home to school and wider afield) that influence their eating and exercise habits. Between Reception and Year 6, children are also gaining more independence and autonomy and are developing their own preferences around food. As a public health concern that by its nature requires long-term focused commitment it is also not expected that there will be immediate gains returned from addressing this locally. From a report: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/609093/NCMP_tracking_report.pdf that tracked changes in weight status between first and final years of primary school, children who enter primary school a healthy weight will typically retain this status until the end of primary school. An overweight child is more likely to remain overweight or develop obesity, and an obese child is more likely to remain obese or develop severe obesity. While only a small proportion of healthy weight children become obese they represent a large number and so the combination of healthy and overweight children who become obese by Year 6 is driving the obesity prevalence. Supporting people to maintain a healthy weight requires action on many different levels: individual, organisational, across whole-systems both local and national. What we're doing in Luton: We are taking a partnership approach and have established a local forum (Healthy Weight Taskforce) to bring together the wider collective of partners and stakeholders in local healthy weight management Luton. The central vision of the group is to apply a whole-systems approach across the life-course. Influencing behaviour from childhood can be effective but the impact has been seen to vary across age groups thus highlighting the importance of leadership, parental and community involvement across the life course. We are also taking action through the food environment to make healthier food more accessible.</p>			



Name of Officer Filling in Commentary:	Caroline Dawes	Date:	
<p>59.7% of Luton children at the end of primary school achieved the expected level in all three of reading, writing and maths. This is the same as the national average of 59.6%. This reflects the continued success of Luton's primary schools having improved their results in 2022 from being stubbornly below national averages for the previous decades to above national in 2022 and maintaining the national average in 2023.</p>			



Name of Officer Filling in Commentary:	Caroline Dawes	Date:	18/10/2023
<p>October 2023 Update: The proportion of pupils gaining strong passes in both maths and English is significantly higher than in 2019, with Luton pupils performing closer to national than ever before. In 2023, almost 44% of students achieved a strong pass in both maths and English. This equates to approximately 1320 students. Strong passes in both maths and English, provides students with access to A' levels as well as a wide range of career opportunities.</p> <p>Methodology - data source is DfE (https://explore-education-statistics.service.gov.uk/find-statistics/key-stage-4-performance-revised/2020-21). KS4 qualifications are based on centre assessed grades for 2020 and 2021 and not terminal exams as in previous years.</p>			

Net Zero

(Reducing our net carbon emissions to meet our long-term goal to be a carbon neutral town)

	Previous years			Current Year	Latest Data		Target		Stat. Neighbourhood	National	Time period	Reporting frequency	Good performance is	Current RAG Status
	2020-21	2021-22	2022-23	2023-24	Numerator	Denominator	Qtrly	Annual						
Scope 1 - Corporate buildings: Gas (tCO2)	1937	2908	1575	annual measure, data published: late 2024			9% year on year reduction, from 2020/21			2023/24	A	H	😊G	
Scope 2 - Corporate buildings: Electricity (tCO2)	683	2916	2583	annual measure, data published: late 2024						2023/24	A	H	😊G	
Scope 1 - Fleet fuel (tCO2)	1431.15	115.95	data due: early 2024	annual measure, data published: late 2024						2023/24	A	H	😊G	
Scope 3 - Goods and services	data due: early 2024	data due: early 2024	data due: early 2024	annual measure, data published: late 2024						2023/24	A			

Target Outcomes

- Reduced net carbon emissions from organisations and households.
- Better air quality enjoyed by people across Luton.
- A greener transport network that supports employment and increased use of sustainable travel across Luton.
- Increased walking and cycling by residents, workers and visitors in the town.
- The most sustainable airport in the UK.

Link to ward profiles:

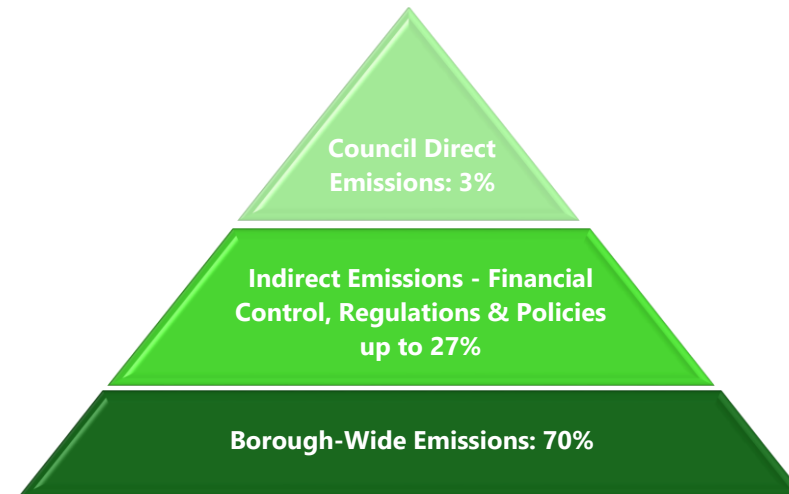
https://m.luton.gov.uk/Page/Show/community_and_living/luton%20observatory%20census%20statistics%20and%20mapping/Pages/default.aspx

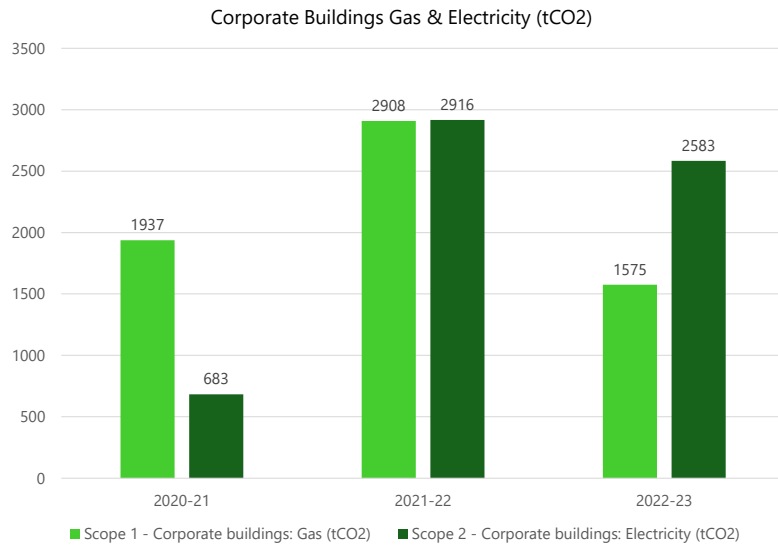
Link to Luton Insights:

<https://lutoncouncil.communityinsight.org/>

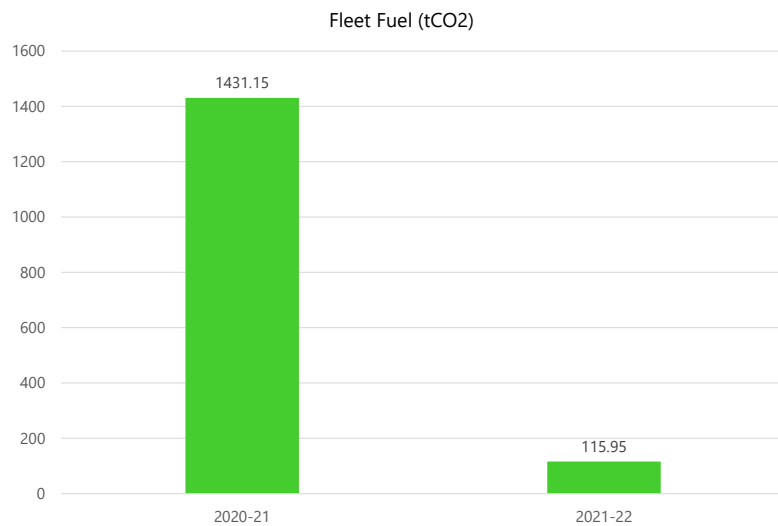
Net zero carbon 2040 target

In January 2020 the Council set a net zero ambition for the council and borough wide carbon emissions by 2040. In 2019 the borough wide emissions were of 619.2 ktCO₂e; and in 2020, the borough wide emissions were 559.5ktCO₂e. 69% of Luton wide carbon emissions related to residential and commercial buildings, 29% to transport and 2% to waste. -0.3% was negative (absorbed) emissions by trees and green spaces. It should be noted that the council as organisation is only responsible for 3% of the overall borough wide emissions. Up to 30% of the borough emissions can be influenced by council's purchasing and regulatory power, leadership and policies. The remaining 70% is within the responsibility of organisations, businesses and residents. The council is undertaking many projects and initiatives that will be reported under the following headings: direct, indirect, borough-wide emissions. A Net Zero Roadmap project is currently in development. Part of the project is focusing on selecting appropriate datasets and KPIs that could be continuously and consistently monitored. As the national datasets are available with a long delay there will be a need to use proxy data and estimates to report on progress in reduction of the indirect and borough wide emissions.





Name of Officer Filling in Commentary:	Sue Davies	Date:	25/04/2023
<p>Corporate Buildings - The service continues to reduce energy use wherever it can. This is dependent on the technologies installed, their operation and control and interaction with staff. Refurbishment projects always include an element of energy reduction, such as improved insulation, installation of intelligent LED lighting and the replacement of gas boilers with heat pumps. These technologies are costly and our ability to use them is very dependent on funding. Outside our control, but to our advantage, the grid continues to decarbonise as the contribution of renewables to the electricity generation mix continues to increase.</p> <p>The service are tracking sites individually, paying particular attention to the highest energy consuming sites such as the Town Hall and the Central Depot. Obviously the Summer months mean that the service are not heating the buildings, but the high summer temperatures meant that the use of cooling in the buildings was used more than ever. The service continue to try to educate staff to limit the extent of cooling and heating and to dress for the season rather than just reach for the thermostat.</p> <p>The huge rise in energy costs over the last few months brings it's own financial problems so limiting energy consumption will bring both environmental and financial benefits.</p>			



Name of Officer Filling in Commentary:	Dylan Katuwawala	Date:	10/04/2023
<p>Scope 1 (Fleet):</p> <p>Fleet are trialling a range of electric road sweepers. These is with a view to assess viability of adopting the electric sweepers on a long-term basis. RCV route calculations have enabled fleet to track and deliver across more efficient routes, reducing carbon emissions and time spent on roads. Currently assessing the feasibility of supplying GTL (gas to liquid) fuel to multiple customers external to the Council.</p> <p>Scope 3 (Goods & Services):</p> <p>Procurement are working with eco-analysts CO2 Analysis to provide an accurate calculation of the carbon footprint of our procurement spend. Data has been provided by Procurement team to project team at CO2 Analysis and awaiting first set of draft results.</p>			

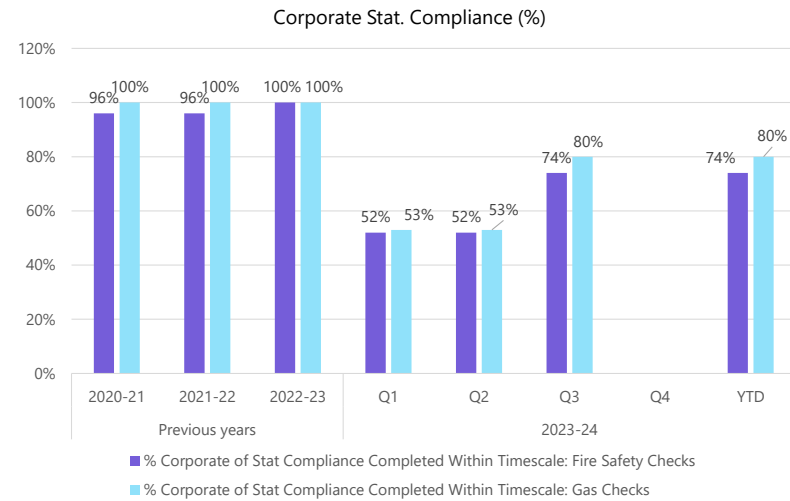
	Previous years			2023-24					Latest Data		Target		Stat. Neighbour	National	Time period	Reporting frequency	Good performance is	Current RAG Status
	2020-21	2021-22	2022-23	Q1	Q2	Q3	Q4	YTD	Numerator	Denominator	Qtrly	Annual						
No. Corporate of Stat Compliance Completed Within Timescale: Fire Safety		1104	1104	298	270	252		252							Oct-Dec 23/24	Q		
% Corporate of Stat Compliance Completed Within Timescale: Fire Safety	96%	96%	100%	52%	52%	74%		74%	820	1104	52%	100%			Oct-Dec 23/24	Q	H	G
% Corporate of Stat Compliance Completed Within Timescale: Gas Checks	100%	100%	100%	53%	53%	80%		80%	163	205	53%	100%			Oct-Dec 23/24	Q	H	G
No. Corporate of Stat Compliance Completed Within Timescale: Gas Checks		205	205	48	61	54		54							Oct-Dec 23/24	Q		
Employees of an Ethnic Minority Background as a % of Our Workforce, Aiming to Reflect Our Communities	26.0%	28.0%	30.6%	31.1%	31.3%	31.6%		31.6%	818	2589	2% year on year increase: 32% (annual target)				Oct-Dec 23/24	Q	M	A
Senior Employees of an Ethnic Minority Background as a % of Our Workforce, Aiming to Reflect Our Communities	18.0%	17.0%	21.0%	21.9%	22.0%	20.9%		20.9%	24	115	2% year on year increase: 24% (annual target)				Oct-Dec 23/24	Q	M	A
No. of Employees of an Ethnic Minority Background, Aiming to Reflect Our Communities		728	785	786	791	818		818			Target is 808 staff 32% of 2527 (total)				Oct-Dec 23/24	Q	M	A
No. of Senior Employees of an Ethnic Minority Background, Aiming to Reflect Our Communities	20	21	27	25	24	24		24			Target is 28 staff 24% of 114				Oct-Dec 23/24	Q	M	A
% of All Roles Covered by Agency Workers	4.9%	5.5%	9.1%	9.9%	11.6%	11.16%		10.53%	289	2589					Oct-Dec 23/24	Q		
% of Vacancies Covered by Agency Workers	8.8%	19.0%	27.2%	22.5%	23.49%	23.11%		21.13%	257	1112					Oct-Dec 23/24	Q		
No. of All Roles Covered by Agency Workers		783	283	250	299	289		270							Oct-Dec 23/24	Q		
No. of Vacancies Covered by Agency Workers		773	258	212	261	257		235							Oct-Dec 23/24	Q		
% of Vacant Roles		23.08%	24.85%	24.72%	23.10%	24.80%		25.54%	854	3443					Oct-Dec 23/24	Q		
Staff Turnover Rate	8.78%	10.71%	10.41%	3.69%	3.08%	2.70%		9.47%	70	2589				14% LG Workforce Summary Data 21/22	Oct-Dec 23/24	Q		
Gender Pay Gap (Corporate)	3.7%	1.3%	-0.8%	annual measure, data published: late 2023-24					-0.14	16.99			13.6%		2023/24	A		
% Corporate of Stat Compliance Completed Within Timescale: Electrical Checks (carried out on a 5 year rolling program)				5 Yearly Basis					*see commentary		(5 x 20= 100%)				5 Yr. rolling - no start/end date	5Y		

Link to ward profiles:

https://m.luton.gov.uk/Page/Show/community_and_living/luton%20observatory%20census%20statistics%20and%20mapping/Pages/default.aspx

Link to Luton Insights:

<https://lutoncouncil.communityinsight.org/>

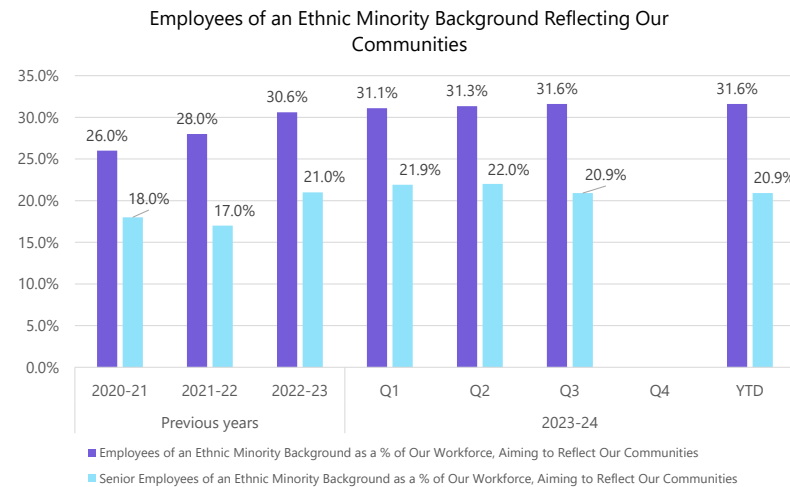


Name of Officer Filing in Commentary: Stephen Parrott **Date:** 18/02/2024

**The method of calculation has changed slightly since Q1 2023/24, and the previous quarter's figures have been recalculated to more accurately reflect performance, which remains high.*

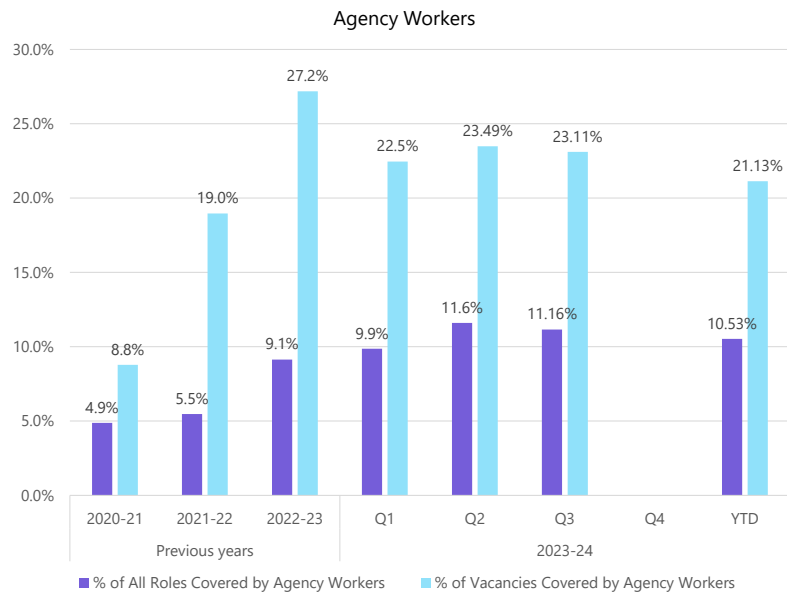
Both Fire Compliance and Gas Compliance service providers continue to provide an excellent service, this is achieved through the service's regular contractor service operations meetings where any potential issues are identified. Note - Gas servicing and inspections are undertaken across a 12 Month period with a percentage being completed each quarter to achieve 100% at the end of Quarter 4.

*% Corporate of Stat Compliance Completed Within Timescale: Electrical Checks (carried out on a 5 year rolling program); this statutory compliance is carried on a 5 year rolling program, therefore numerators and denominators are not available.



Name of Officer Filing in Commentary: Andrew Williams **Date:** 23/02/2024

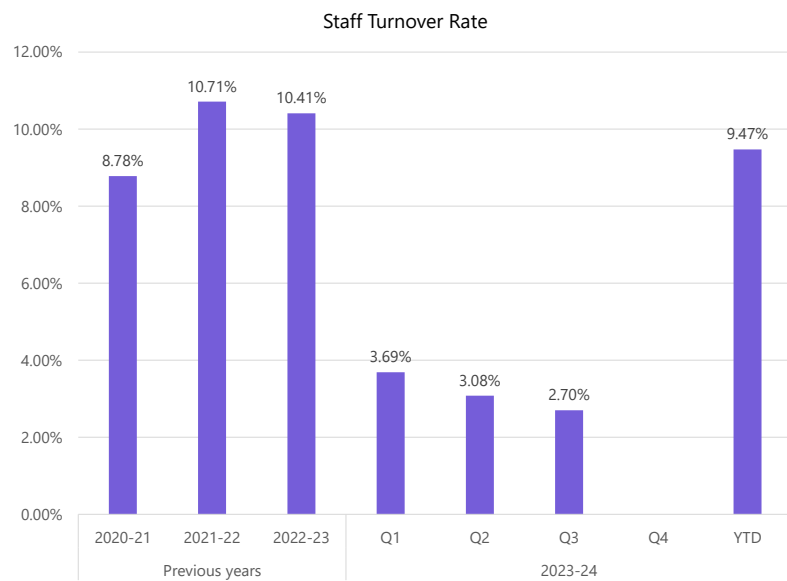
Quarter 3 is showing as a .5% increase since Quarter 1. This demonstrates that services are getting closer to meeting the Council's target for a workforce that reflects the working age population of Luton (54% from EMB).



Name of Officer Filing in Commentary:	Andrew Williams	Date:	23/02/2024
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The total number of agency employed by the council is 289. The department breakdown is as follows:

- Chief Executive - 17
- Children Family and Education - 84
- Inclusive Economy - 81
- Population Wellbeing - 107
- LLAL/Airport - 0



Name of Officer Filing in Commentary:	Andrew Williams	Date:	23/02/2024
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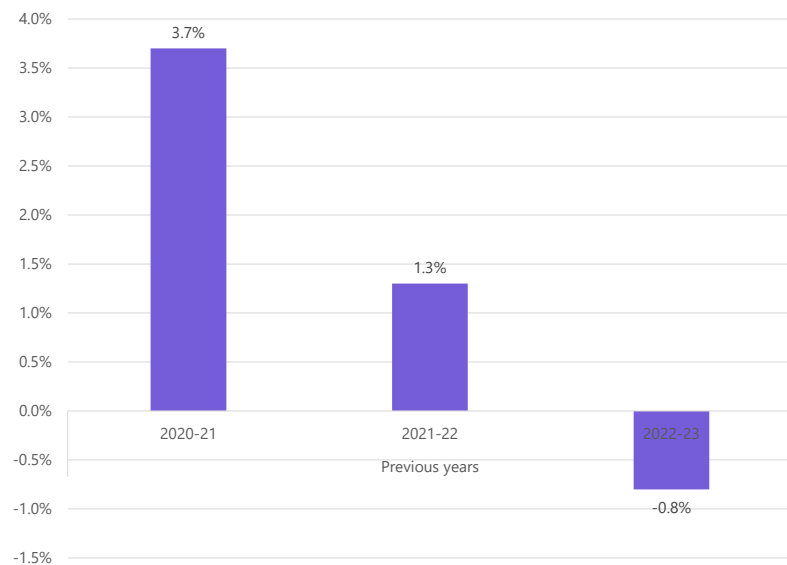
The total number of leavers in this quarter is 70 which is lower than the average of 80 per quarter.

- Chief Executive - 8
- Children Family and Education - 14
- Inclusive Economy - 17
- Population Wellbeing - 31
- LLAL/Airport - 0

The top 3 leaver reasons in this quarter:

- Personal - retirement - 12
- Career - better opportunities - 13
- Career - career change - 14

Gender Pay Gap (Corporate)



Name of Officer Filing in Commentary:	Anne Davies	Date:	05/04/2023
<p><i>*-0.8% mean GPG for 2022/23. This is the first published GPG for the council which favours the female workforce.</i></p> <p>Since 2017, the Council has had a statutory responsibility to calculate the gender pay gap (GPG) for full pay relevant employees in scope as at a snapshot date of 31 March and to publish this data by 30 March of the following year. Last year's analysis was based on data as at 31 March 2021 and published on the Government's website on the 23rd March 2022. The mean GPG covers the difference in the average hourly earnings of men and women, regardless of their role or seniority.</p> <p>For this year's publication on 30 March 2023, for the analysis based on data as at 31 March 2022, and calculated in accordance with the regulations, the mean hourly rate of pay for males was £16.99, with the mean hourly rate for females was £17.13. This £0.14 per hour difference in favour of females resulted in a mean gender pay gap of minus 0.8%. The gap that was evident in previous years (7% in 19/20) has now closed completely.</p>			

Glossary

Abbreviation	Explanation	Useful links
ASB	Anti Social Behaviour	
ASCOF	The Adult Social Care Outcomes Framework (ASCOF) measures how well care and support services achieve the outcomes that matter most to people The ASCOF is used both locally and nationally to set priorities for care and support, measure progress and strengthen transparency and accountability	NHS ASCOF
APL	Approved Provider List	
APS	Annual Population Survey	
ASR	Annual Status Report	
B&B	Bed & Breakfast	
BISS	Behaviour & Inclusion Support Service	
BLMK	Bedfordshire, Luton, and Milton Keynes	
BME	Black & Minority Ethnic	
BRES	Business Register and Employment Survey	ONS BRES Statistics
CARF	Covid-19 Additional Relief Fund	
CEW	Complications from Excess Weight	
CFE	Children, Families, and Education	
CME	Children Missing Education	
CQC	Care Quality Commission	
CT	Council Tax	
CV	Curriculum Vitae	
CYP	Children and young people	
DAS	Digital Apprenticeship Service	
EET	Participation of young people: education, employment and training	EET DFE
EHC	Education, Health and Care	
EHCNA	Education, Health Care Needs Assessment	
EHCP	The EHCP, which means the Education and Health Care Plan, is a document which sets out the education, healthcare and social care needs of a child or young person for whom extra support is needed in school, beyond that which the school can provide It was formerly known as a 'statement of special educational needs'	DFE EHCP Statistics
EHE	Elective Home Education	
EHM	Early Help Module	

ELFT	East London Foundation Trust	
EPA	End Point Assessment	
EPIC	Empowering Parents, Influencing Change in Luton	
ESFA	Education and Skills Funding Agency	
EV	Electric Vehicle	
EVS	Electric Charging Points	
EWO	Education Welfare Officer	
EWS	Education Welfare Service	
FY	Financial Year	
GIS	Geographic Information System	
GPG	Gender Pay Gap	
GTL	Gas to Liquid	
HENRY	Health, Exercise, Nutrition for the Really Young	
HRA	Housing Revenue Account	
HSF	Housing Support Fund	
ICB	Integrated Care Board	
IPS	Individual Placement and Support	
IRP	Independent Review Panel	
JSA	Job Seekers Allowance	
KS2	Key Stage 2 is a phase of primary education for pupils aged 7 to 11 in England and Wales	DFE KS2 Statistics
KS4	Key Stage 4 (KS4) is the legal term for the two years of school education which incorporate GCSEs, and other examinations, in maintained schools in England normally known as Year 10 and Year 11	DFE KS4 statistics
ktCO2e	Kilotonnes of Carbon Dioxide Equivalent	
LA	Local Authority	
LCS	Liquidlogic Childrens Social Care System	
LD	Learning Disabilities	
LDD	Learning Difficulties & Disabilities	
LGA	Local Governance Association	
LSOA	Lower Layer Super Output Areas (consisting of on average of 1,765 residents)	
LYOS	Luton Youth Offending Service	
MASH	Multi Agency Safeguarding Hub	

MDT	Multi-Disciplinary Team	
MECC	Make Every Contact Count	
NCMP	National Child Measurement Programme	
NEET	Not in education, employment or training	DFE Neet statistics
NH	National Health	
NHS	National Health Service	
NHSE	National Health Service England	
NR	Nightly Rate	
NTS	National Travel Survey	https://www.gov.uk/government/collections/national-travel-survey-statistics
NVQ	National Vocational Qualification	
OHID	Office for Health Improvement & Disparities	
ONS	Office for National Statistics	https://www.ons.gov.uk/
PADLETs	(Online Notice Board)	
PAMMS	Provider Assessment & Market Management Solution	
PAs	Personal Advisors	
PSL	Private Sector Lease	
RAG	Red Amber Green	
RTB	Right To Buy	
RWM	End of Key Stage 2 Tests and Teacher Assessment RWM is the combined percentage for Reading, Writing and Maths where the standard was achieved in all subjects	
SENAT	Special Educational Needs Assessment Team	
SEND	Special Educational Needs & Disability	
SHEU	Schools and Students Health Education Unit	
SMC	Seperated Migrant Children	
SME	Small Medium Enterprise	
TA	Temporary Accommodation	
tCO2	Tonnes of Carbon Dioxide Equivalent	
UASC	Unacompanied Asylum Seeking Children	
VCS	Voluntary, Community & Social Enterprise	
YOS	Youth offending	
YTD	Year to Date	