

Rationale for changes to Key Performance Indicators for 2024/25

Priority	Summary of change	Rationale for change
Supporting economic growth	Attainment gap of disadvantaged pupils removed and replaced by KPIs on absence levels	<p>There remains a strong commitment to closing the attainment gap for disadvantaged pupils, however, this KPI is measured annually and cannot be reported in-year. The work to reduce the attainment gap for disadvantaged pupils includes improving school attendance, which can be reported frequently.</p> <p>Overall KPI on percentage of pupils absent from school, broken down into:</p> <ul style="list-style-type: none"> % primary school absence % secondary school absence % ECHP pupils absent % SEN pupils absent
Protecting our Environment	Clarify the definition of waste re-used, recycled or composted at Household Waste Recycling Centres to include recovered material.	The same data will be reported, but the definition is clearer that the indicator includes the recovery of material. Recovery is the burning of any material to recover energy from it (in most cases to produce electricity). Previously we have used the term 'recycled' to include recovery. The national recycling rates include anything that is not disposed of.
Supporting Economic Growth	Economic Impact Index - include wider measures to reflect the breadth of activity.	<p>The 'Economic impact (Index of performance) is a combination of four weighted measures:</p> <ul style="list-style-type: none"> • Number of investments • Number of businesses supported • Number of new businesses • Marketing Lancashire unique visits <p>New set of KPIs as the previous indicators (did not reflect the breadth and depth of the service. All areas of Economic Development are either reporting against targets set by external bodies or are building up a body of evidence for target setting in the next financial year.</p> <p>To be on track the overall KPI needs to exceed 90% of the targets set. The Index is weighted as 40%, 25%, 25%, 10% respectively.</p>

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		All targets have been met or exceeded this quarter.
Caring for the vulnerable	Percentage of Care Leavers in Education, Employment or Training - reported for people aged 18-20 years old has been revised to focus on people aged 17-18 years old.	The definition was changed to enable benchmarking as the national figures are reported for 17–18-year-olds.
Caring for the vulnerable	Percentage of adult social care providers rated good or outstanding by the Care Quality Commission was calculated as a mean average of the percentage of services rated good or outstanding for residential services and the percentage of services rated good or outstanding for community providers. This is being revised to an average that calculates the aggregate of all good and outstanding providers as a proportion of all rated providers.	The previous method of reporting treated both sectors (residential and community) as having an equal impact on the overall quality of the provider market. Whereas in Lancashire two thirds of overall providers are in the residential sector. The new weighted calculation for this year reflects the impact of the larger number of residential care providers on the KPI.
Corporate Health	Change from absence days per FTE to the percentage of working days absent	<p>The change was made to make it easier to understand the impact of sickness absence on the workforce as the percentage of working days lost is easier to contextualise compared to the average of absence days per FTE employee. It also allows a scaled comparison against Monthly and Quarterly absence.</p> <p>It allows us to match LCC to other comparator data. The figure can still be worked back from the absence per FTE figure as it uses the same base figures in the calculation.</p>
Corporate Health	Vacancy rate – improvement in data quality	<p>Vacancy rate rationale and methodology remain unchanged.</p> <p>The core report has been improved allowing the organisation to confirm vacant positions in more detail. Continued improvements to this dataset are planned</p>