

APPENDIX 1

Newham Dynamic Purchasing System for Independent Fostering Agencies

KEY PERFORMANCE INDICATORS (OUTPUTS AND OUTCOMES)

KPI	Outcomes	Target	Evidence	Frequency
1	Recruitment and retention of staff	95% permanent staff	1) No. of permanent staff in post 2) Total no. of staff in structure Staff records- new staff and staff departing/leaving Additionally Job Title of staff who have left the organisation in the past 12m	6 monthly
2	Retention of foster carers	85% of foster carers continue with agency for 12 months or more	1) No. of foster carers with agency for 12m + 2) Total no. of foster carers All foster carers recruited and start date	6 monthly
3	Children and Young People achieve specific needs identified in their care plan and demonstrates progress towards agreed outcomes	Hackney Children demonstrate progress in all areas	Progress reports for individual children submitted monthly or at frequency agreed in IPA. IRO six monthly reviews.	Monthly/ 6 monthly
4	Children in care receive a good education	100% of young people in placement are engaged	Number of children in education employment or	Quarterly

		in education (mainstream/ special/college) or training Improvement in school attendance	training	
5a	Placements are stable	90% of placements ending are planned and not a result of a breakdown	Records of unplanned placements ending that are not included in the care plan. Records of placements with duration of 6 months or less Placement end with reasons	Quarterly
5b	Long term stability	80% of IFA placements in the same placement for at least 2 years	1) No. of children who are living in an IFA placement for 2+ years 2) Total number of children who has been in care continuously for at least 2.5 years	Quarterly
6	Young people are prepared for transition to independence/ step across / reunited with their families	100% of young people demonstrate independent living skills appropriate to their age including financial literacy, relationships, cooking, cleaning, communication, problem solving, managing self, self-belief Planned programme in place to track	Progress reviews using outcomes measuring tools such as Outcomes Star	Quarterly

		progress of young people 70% of young people demonstrating progress each quarter. Measured through individual provider procedures.		
7	Quality of the service is improved	90% of complaints and issues are resolved within expected timescales.	Record of complaints and issues log and response timescales Record of compliments Feedback from monitoring visits Feedback from social workers and IROs Service user satisfaction survey	Six monthly
8	Safeguarding Audit	Safeguarding processes and procedures meet Safeguarding	Self-assessment completed	Annually
9	Social value outcomes achieved	Supplier demonstrates Social Value outcomes that promote economic, social and/or environmental well-being	Summary of actions and achievements regarding social value.	Annually