

Challenge	What will we do?	How we will measure success	By when	Who will deliver this	Lead officer for reporting purposes	Please give latest performance against indicators	Status (please choose Red / Amber / Green)	Please state any mitigating action you are taking if you have rated the indicator red	Any other comments	
Increase our understanding of poverty and what can be done to tackle it	<ul style="list-style-type: none"> support key services and organisations to make use of the set of training modules developed to promote understanding of household poverty and to have the skills to identify those at risk 	<ul style="list-style-type: none"> training included in workforce development / induction processes of 0-19 partnership organisations 	Mar-13	Sheffield City Council and all partners	Anna Brook, Sheffield City Council	Training module developed and included as part of ongoing programme of multi-agency training. Some agencies have chosen to make training mandatory.	Green			
	<ul style="list-style-type: none"> establish a checklist and accompanying toolkit that helps partner organisations to assess and then 'poverty proof' the services that they deliver. 	<ul style="list-style-type: none"> creating a culture where poverty proofing is integral to service planning and redesign 					Poverty proofing template developed and being revised in light of Fairness Commission recommendations. Promoted at various events	Amber		
	<ul style="list-style-type: none"> maximise people's income – through ensuring that families have easy access to information and advice on all their rights and entitlements improve people's financial capability extend the availability of alternative, robust, accessible fair sources of lending, including credit unions. 	<ul style="list-style-type: none"> 2,000 parents and families will have received advice (through one to one support or courses) 	Annual target (dependent on funding contract renewal)	Sheffield City Council, Advice Sheffield and partners (including in particular making use of landlords, health staff, schools, specialist services etc to promote)	Frances Potter, CLASSY	This service was not commissioned from 2013 onwards		Red	<p>This piece of work was not re-commissioned after end of March 2013 and so, although the targets were met for the first year of the delivery plan, they will not be achieved for the second year. From April 12-March 13, 2099 families received income maximisation support and advice (38% from BME households). Increase in income was £2,712,464 (45% of which was Tax Credits).</p> <p>The Building Successful Families programme has invested, in a much more limited way, in advice for families and advocacy/advice was also included as a feature in the Big Lottery bid (Best Start Sheffield) which would support families in three wards. Although this bid was unsuccessful, other opportunities to fund the programme of work are being explored.</p>	<p>This piece of work was not re-commissioned after end of March 2013 and so, although the targets were met for the first year of the delivery plan, they will not be achieved for the second year. From April 12-March 13, 2099 families received income maximisation support and advice (38% from BME households). Increase in income was £2,712,464 (45% of which was Tax Credits).</p> <p>Over the life of the project: 86% of families reported the service had made a positive difference to them with 43% gaining increased knowledge, 35% increase in income and 25% reporting improved money skills & budgeting.</p>

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Improve the aspiration, participation and achievement of children and young people	<ul style="list-style-type: none"> offer child care to the parents and carers of some of the most disadvantaged two year olds along with a package of support 	<ul style="list-style-type: none"> reducing the gap between lowest attaining children and the city average in the Foundation Stage by 3 % each year 	Annually	Sure Start Implementation Board (SSIB)	Maureen Hemmingway, Sheffield City Council	<p>For all pupils 52% achieved a good level of development in 2013 compared to 51.8% nationally. These were both significant reductions against 2012 but this was using a completely new measure so comparisons cannot easily be drawn.</p>	Amber	<p>Action being taken includes:</p> <ul style="list-style-type: none"> 10 schools working with Raising Early Achievement in Literacy (REAL). Each school will work intensively with 8 families to achieve a greater level of involvement in children's learning and development. Achieving Early - 10 schools are working with this initiative and this is funded by the DfE. The focus again is working with families to support parental understanding of children development. My Learning Fun Book. This is a local initiative aimed at increasing parental involvement in the assessment of children's progress through the EYFS. Bespoke support continues to be available to schools through the early years traded service package and city wide EYFS moderation 	<p>The measure changed in 2013 and will no longer be used in future years, being replaced by an on-entry assessment. For all pupils 52% achieved a good level of development in 2013 compared to 51.8% nationally. These were both significant reductions against 2012 but as stated this was using a completely new measure so comparisons cannot easily be drawn.</p>

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	<ul style="list-style-type: none"> adopt strategies to help children and young people close their performance gap 	<ul style="list-style-type: none"> Communication Language and Literacy (CLL) practice in Early Years settings will have improved as measured through the Charter for Quality and through the Early Years Foundation Stage Profile results for CLL Development at the end of Foundation stage 	Annually	Children and Young People and Families (CYPF) workforce development team, MAST, Early Years department and providers,	Maureen Hemmingway, Sheffield City Council	<p>The achievement in communication skills for 2013/13 is as follows:</p> <p>Speaking and listening 76.9%</p> <p>Understanding 76.3%</p> <p>Speaking 76.3%</p>	Green	<p>Action being taken includes:</p> <ul style="list-style-type: none"> 10 schools working with Raising Early Achievement in Literacy (REAL). Each school will work intensively with 8 families to achieve a greater level of involvement in children's learning and development. Achieving Early - 10 schools are working with this initiative and this is funded by the DfE. The focus again is working with families to support parental understanding of children development. My Learning Fun Book. This is a local initiative aimed at increasing parental involvement in the assessment of children's progress through the EYFS. Bespoke support continues to be available to schools through the early years traded service package and city wide EYFS moderation 	
	<ul style="list-style-type: none"> make available 'Sheffield's Talking' training to improve communication and literacy in early years settings and the home 	<ul style="list-style-type: none"> 500 families will have been targeted in disadvantaged areas through the 'Family Time' campaign 	Annually	Voluntary and Community Sector, private sector, schools, parents and young people	Helen Fidler / Catherine Ellison, Sheffield City Council	<p>ESCAL has relaunched Sheffield's Talking training and it is now being rolled out again to practitioners and front line workers. Since September 45 individuals have been trained.</p>	Amber	<p>The measure changed in 2013 and will no longer be used in future years, being replaced by an on-entry assessment.</p>	This has been supported by the ELDP Programme

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	<ul style="list-style-type: none"> build on the city-wide Family Time campaign to ensure that its messages are targeted at those most at-risk of poverty 		Annually		Helen Fidler / Catherine Ellison, Sheffield City Council	<p>This is ongoing. Working with partners across the city attending small and large scale events promoting the importance of the home learning environment. Over 800 families have been reached in the past year.</p>	Amber		Messages have also been promoted through the Early words together programme funded by the DFE.

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	<ul style="list-style-type: none"> work with selected schools, through the Multi-Agency Support Teams to improve attendance 	<ul style="list-style-type: none"> reducing the attainment gap at Key Stage 4 between children eligible for FSM and the city average 	Annually			<p>The gap between children eligible for FSM and the city average (KS4 5+A*-C inclu E&M) was 26.8 percentage points in 2013. This was wider than in previous years</p>	Red	<ul style="list-style-type: none"> The pupil premium that schools receive is intended to tackle this gap in attainment. The increase in value of the premium and widening of eligibility criteria are intended to increase its scope and impact. Schools are focused on how best to use this money to help narrow the gap by supporting eligible children. Below are some examples of how they are doing this and other things to improve outcomes for pupils. <ul style="list-style-type: none"> LA and NET working with schools on action research pupil premium looking at best practice nationally. CWLB commissioned workshops for schools focusing on best practice. Governor briefings held specifically examining this issue. Overview and Scrutiny Task and Finish group has focused on this issue. Performance challenges undertaken with schools with large gaps. 	<p>On the main KS4 measure for all Sheffield's students of 5+A*-C grades inc Eng / maths the picture improved 2013 with our LA ranking also improving. However the gap between children eligible for FSM and the city average (KS4 5+A*-C inclu E&M) was 26.8 percentage points in 2013, which was wider than in previous years and Sheffield was ranked 113th nationally. Rankings are influenced by the cohort on entry and it is important to look at their progress from their starting points. SACEM for low ability FSM children placed Sheffield 62nd nationally, middle ability placed Sheffield 68th nationally and high ability students were placed 67th nationally; these are all above the city's IDACI position. The progress which all FSM6 students made in English between KS2-KS4 ranks Sheffield at 66th nationally and 108th for mathematics.</p>
	<ul style="list-style-type: none"> focus on a learner entitlement in support of smooth transition between all Key Stages and post-16 transfers up to the age of 19 	<ul style="list-style-type: none"> reducing the gap in the achievement of Level 3 between those students who would previously have been eligible for FSM and the cohort as a whole to be in line with the national average 	2017		Alex Sutherland, Sheffield City Council	<p>The 24 percentage point gap in Sheffield in 2012 reflects attainment by 55% of those who were not in receipt of FSM and 31% of those who were. This was equivalent to the England rate (24) in 2012.</p>	Amber		On track to be achieved

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Raise the expectations and skills of adults with low skills and individuals and as parents and carers	<ul style="list-style-type: none"> develop a vulnerability matrix (Risk of NEET Indicator) to identify and intervene early in support of those young people at risk of not progressing to post-16 education, employment or training. 	<ul style="list-style-type: none"> ensuring the proportion of 16-19 year olds who are NEET is no more than 1% above the national average 	Annually in January		Dee Desgranges, Sheffield City Council	Latest Sheffield figure was 6.6% NEET compared to 5.3% for England (1.3percentage points)	Amber		We are on-track to reduce the figure to be in line with the national average. There are fewer 'not knowns' in Sheffield than the national average (6.3% in Sheffield compared to 9.2% England). We have made significant progress in terms of reducing NEET's figures, we have not achieved our target yet but we are on track.
	<ul style="list-style-type: none"> adopt intelligent commissioning so that adult and community learning opportunities, including English for Speakers of Other Languages, better target the most disadvantaged communities and those individuals with the lowest skills levels recruit and training volunteers as Language and Literacy Champions to support families, linked to the work of the Early Intervention and Prevention strategy and the MAST teams. develop a partnership with housing in a targeted area of the city, offering literacy awareness training and helping housing officers support literacy in the home 	<ul style="list-style-type: none"> the proportion of the working age population with no qualifications will be below 10% 	Dec-14	Sheffield City Council, Voluntary and Community Sector (ZEST, MCDT), training providers, Skilled in Sheffield, Adult and Community Learning, Family Learning, parents, mentors, Childrens Centres, Volunteers, Community Centres, Community Groups	Matthew Teale, Sheffield City Council		Latest figure is 10.6% for the year to December 2012.	Amber	Data for the year to December 2013 is due for release on 19th April 2014. If the trend over the past 5 years continues the target will be achieved in December 2013 and exceeded in December 2014

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	<ul style="list-style-type: none"> adopt the whole household approach to identify the multi-dimensional needs of the family and the key worker to connect individuals and families to the required services and support. organising parenting courses and broader Family Learning tied to good parenting and home learning for those who need it most 	<ul style="list-style-type: none"> providing 90 parenting programmes and improving retention rates so that we achieve an average of 10 attendees per course 	Annually (subject to continuati on funding)		Tracy Watson and Karen Hanson, Sheffield City Council	69 programmes delivered for academic year 2012/2013. This was largely due to a reorganisation of the parenting programme and associated staff, including the establishment of a traded offer to schools.	red	<p>A full cohort of senior practitioners is now in place focusing on signing off trained staff. There will also be additional training to continue to increase the number of available practitioners and manage the risk of practitioners moving to new jobs. In addition, a new parenting strategy: Parenting Matters 2013-16 has been developed. This includes commitments to providing universal provision which normalises parenting support and advice, alongside targeted and intensive support for families in greater need, in crisis or with specific needs. All provision will be high quality, evidence-based and focused on the needs of the whole family. The strategy also commits to improving communication about the support that is available and making it easier for people to ask for support.</p>	

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		<ul style="list-style-type: none"> organising 245 family learning courses in target communities with an average of 9 learners per course as well as bespoke grandparents' courses for 100 learners 				Family Learning courses 109 Generation Link Project 126 learners	Amber		<p>In 2012-13 (academic year), we organised 195 courses with an average of 8.24 learners per course. The numbers are lower than the target because of a change in reporting. We are now required by the funding body to count courses differently (previously we counted courses where learners were completing work at multiple levels as separate courses, whereas now we would only count that type of course once – we can't provide data to compare against the original method of counting) which has resulted in lower number of reported courses. The Family Learning team has over-achieved by 25% on its external targets for numbers of learners set by the funding agency.</p> <p>Please note that the first figure (109) refers to delivery of provision from September 2013 to 21st February 2014. The second figure for the Generation link refers to Yr 2 project activity (Jan 2013 - Dec 2013).</p>

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Build resilient communities	<ul style="list-style-type: none"> create sustainable tenancies, reducing high turnover in social housing and prevent homelessness through improved housing support review the lettings system so that it is 'poverty proofed' 	<ul style="list-style-type: none"> reducing proportion of Sheffield Homes' tenants moving during their first two years of tenancy to 30% 	2013-14	FirstPoint, Sheffield Homes, RSLs, Housing Solutions and Private rented sector team (SCC), Homelessness and housing support providers in VCS, private landlords	Dean Butterworth, Sheffield Homes - now Peter Brown	Current performance is running at 29.8%	Green		
		<ul style="list-style-type: none"> increasing homelessness prevention from 3.5 to 5 preventions per thousand households 	2011-14	SYEC, Place portfolio, Children's Centres, Schools, community centres,	Viv Wright, Sheffield City Council - now Zoe Young	3.9 preventions per thousand in the last year. 3.25ytd (Q1,2,3) Q3 figure 1.40 per 1000 households or 337 cases (787 ytd).	Amber		<p>This is the first time the target has been met. We will monitor to ensure it remains below this level.</p> <p>A prevention plan has been drawn up and a new casework recording system will be used to capture preventions accurately (part of the reason for lower performance is recording not accurately capturing preventions at present). Significant improvement in recording this quarter and successful prevention reflected in reduction in acceptances. On track to improve on performance of previous year.</p>

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		<ul style="list-style-type: none"> reducing the number of 16 and 17 year olds accepted as homeless to less than 20 	Dec-12	Multi-Agency Support Teams, Domestic Abuse Partnership (including helpline, outreach and IDVAS), Community Youth Teams, Police	Viv Wright, Sheffield City Council - now Zoe Young	44 ytd (Q1,2,3)	Red	Housing are reviewing the protocol with children's services and will be jointly commissioning services to achieve target. A new, more realistic, target of 40 has been set. Figure is artificially being inflated by 16/17 year olds being recorded as homeless when leaving supported housing for planned move to secure housing. This is being addressed. Joint protocol is being reviewed with CYPF. YTD presentations from this age group of 83 is significantly lower than previous year first customers are returned home with advice/support.	In 2012/13 it was 60 and across the first three quarters of this year the total is 44 so far.
	<ul style="list-style-type: none"> improve standards in social and private rented accommodation used to house vulnerable people, including improved 	<ul style="list-style-type: none"> making 39,000 homes decent 	Jan-13		Viv Wright, Sheffield City Council - now Jill Hurst	At the end of Dec 2013 we had improved 38,655 homes through the DH programme	Amber		We are on target to complete 39,000 by end of March 2014. This will complete the DH programme.

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	<p>insulation to reduce fuel bills</p> <ul style="list-style-type: none"> target prevention and early intervention services at our most disadvantaged families to reduce the link between poverty and offending, domestic violence, child protection concerns and sexual exploitation 	<ul style="list-style-type: none"> insulating 10,000 lofts and cavities 	Feb-13		Jenny MacPhail, Sheffield City Council	We achieved 5,902.	Red	<p>The measures target set was the maximum number that the funding could support however, percentage sign-ups in each area were lower than previous wards. The final total was lower than the maximum originally modelled, but the scheme achieved a higher spread across the city (81% overall) and was in competition with several other initiatives supported by other CERT funders. This performance is seen by the Service as a very credible achievement and provides a good base for the Green Deal and ECO funded initiatives. Work under this scheme completed in December 2012, as the external funding came to an end.</p>	
	<ul style="list-style-type: none"> increasing the take up of early intervention and prevention services focused on offending, domestic abuse and child safeguarding at a faster rate in our most deprived communities than the city average 	ongoing		Gail Gibbons / Sally Willoughby / Alison Higgins	All services are continuing to support a higher proportion of people in our most deprived wards than the average. See comments for individual statistics.	Amber	<p>61% of all those who entered domestic abuse support between December 2013 and March 2014 resided in one of the wards listed as having high child poverty, this is higher than the proportion of households with dependent children living in these wards compared to the whole of Sheffield, which is 46.7%. For EIP, the selected wards' requests for support account for 45% of the total we have received until the end of January (from April 13). This compares with 48% of all referrals in the baseline year. For prevention referrals, 46% came from the 7 wards which is the same as in the baseline year.</p> <p>We expect figures for EIP to go down over this year because recording has moved from individual requests for support to family working so we will not be comparing like with like.</p>		

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Improve access to good quality jobs for those facing the greatest barriers to work	<ul style="list-style-type: none"> improve the accessibility of transport and awareness of transport options for households subject to poverty 	<ul style="list-style-type: none"> making 100 relevant staff aware of poverty proofed transport options by 2013 	2013		Gilly Greensitt	30 people across the city attended keyword network briefing sessions covering the Wheels to Work scheme and 300 people were sent the electronic version.	Green		
	<ul style="list-style-type: none"> support the creation of a cadre of youth and adult community leaders who will spearhead the drive to strengthen individual and community resilience. 	<ul style="list-style-type: none"> identifying and supporting community leaders in the seven most disadvantaged wards 	Mar-14		Dee Desgranges	Adult Learning Champions in place in target wards.	Amber		In order to increase work against this action, we have made this a feature of work we are bidding for through Lottery and other funding streams.
Improve access to good quality jobs for those facing the greatest barriers to work	<ul style="list-style-type: none"> use the Sheffield 100 apprenticeship programme to provide to jobs with training for the most vulnerable and disadvantaged young people 	<ul style="list-style-type: none"> creating 100 new apprenticeships per year targeted at those most in need 	June 2012 and March 2013	Sheffield City Council, Colleges, SCC adult learning, Voluntary and Community Sector, employers, private sector, employers in Sheffield	Laura Hayfield, Sheffield City Council	100 Supported Apprenticeships created in each of 2011-12 and 2012-13	Green		We will have exceeded the original target because the scheme has been run for longer than planned.
	<ul style="list-style-type: none"> commission bespoke provision to address the barriers to employment faced by our target groups 	<ul style="list-style-type: none"> We will reduce number of lone parent households dependent on out-of-work benefits by 10% (which equates to 565) 	Aug-13		Matthew Teale, Sheffield City Council	Latest figure (Aug 2013) reduction of 690 - 12.3%	Green		

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	<ul style="list-style-type: none"> organise around the Work Programme that range of support services provided within the city e.g. 'better off' calculations, debt advice, substance misuse support etc 	<ul style="list-style-type: none"> Maintaining a gap of not more than 10% between the Sheffield BME employment rate and the national average 			Matthew Teale, Sheffield City Council	Gap for year to Sept 2013 = 5.7%	Green		On target. From a baseline gap of 11.8% for the calendar year 2011, the gap peaked at 16.1% for the year April 2011 to March 2012 before falling to the current 5.7%. NB Confidence intervals for this data are wide at district level (12% to 13%)
	<ul style="list-style-type: none"> providing key worker support promote 'it's good to work' message and improve awareness of benefits changes and job opportunities for disadvantaged families 	<ul style="list-style-type: none"> Maintaining a gap of not more than 5.5% between the Sheffield adult employment rate and the national average 			Matthew Teale, Sheffield City Council	Gap for year to Sept 2013 = 3.0%	Green		On target. From a baseline gap of 4.7% for the calendar year 2011, the gap peaked at 6.3% for the year April 2011 to March 2012 before falling to the current 3.0%. NB Confidence intervals for this data at district level are 2.8% to 3.0%
	<ul style="list-style-type: none"> engage local employers through Opportunity Sheffield to provide entry to work and 'family friendly' flexible opportunities for our most vulnerable and disadvantaged job seekers connect to the city's skills strategy to ensure those in low skilled, low paid work are encouraged to pursue lifelong learning in key sectors of the local economy as route to career progression and better jobs. 	<ul style="list-style-type: none"> Engaging 3,000 employers, providing at least 12 hours of support to 1,800 employers, safeguarding 865 jobs and creating 20 jobs through Opportunity Sheffield Increasing the proportion of the working age population holding at least level 2 qualifications to 76.7% 	Mar-12		Laura Hayfield, Sheffield City Council	Approx 4,000 employers engaged, 2,700 received at least 12 hours support, 800 jobs safeguarded, 200 jobs created	Green		Fewer than the target of 865 jobs were safeguarded (800), but numbers of employers and assisted both exceeded targets and the No of jobs created was 10 times the target of 20.
			Dec-14		Matthew Teale, Sheffield City Council	71.5% for 2012	Amber		Data for the year to December 2013 is due for release on 19th April 2014 but we are on-track

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Reduce health inequalities	Continued focus on addressing health inequalities through Fairer Sheffield, Healthy Lives – Sheffield's Health Inequalities Action Plan 2010-13.	The Fairer Sheffield, Healthy Lives – Sheffield Health Inequalities Action Plan 2010-2013 sets out the targets for this area across a basket of indicators, of particular relevance are Infant Mortality and Life Expectancy at Birth. The fundamental and overarching target is to have reduced the gap in health outcomes between those in our most deprived communities and the city average.	2013	NHS Sheffield, Sheffield City Council, Sheffield NHS Trusts, Voluntary and Community Sector	Caroline Burrows / Sue Greig - now Julia Thompson	Infant mortality rates in Sheffield are above the national average but the rate is now improving. Infant Mortality Slope index of inequality 2009-11 1.5 Sheffield (improving). Male life expectancy 2010-12 78.7yr Sheffield, 79.2 England (worse but improving). Female life expectancy 2010-12 82.4 Sheffield, 83.0 England (worse but improving). Difference in slope index of inequality 2006-10 (lower is better) males: 10.7 Sheffield vs 8.9 England (improving), females: 7.7 Sheffield vs 5.9 England	Red	Sheffield's Infant mortality strategy is a key priority for improving health and impacting on inequalities. A stakeholder engagement event will provide the opportunity review themes and establish new targets. Best Start Sheffield teams are being established to provide a co-ordinated response across services to offer babies, infants and families the support they need to enjoy lifelong wealth and wellbeing. This city-wide work is complemented and informed by the Best Start Sheffield lottery proposal which aims at developing programmes of support in particularly deprived communities which better join up services, are accessible and promote positive parenting.	