## Schools Children and Families | Absence Management Information | November 2010 Targets and Benchmarks Services in brief Absence Rate **Employee Numbers** Absence Rates/Cost/Average Length Policy 'trigger' rates Data Quality Training $\sim$ Length ΑII Frontline (FL) Support (S) Managerial (M) Other/Unknowr Absence - CY Count Absence Rate TM 29 calendar days or more Other/Unknow Cost - CY Attendees Cost Absence days or mor calendar 3.0% 3.3% 3.0% 1.4% Headcount Days Absence (TM Average Absence I Position H Ή <u>ا</u> Ahsonco Pato Service 5% 4.1% 8.8 22.6% 20.9% 39.5% 4.1% 0 Essex County Council 9,256 9,566 7,745 3.1% £637,201 4.4 1.2% £334,790 0 3.7% 3.7% 4% 3.6% 3.6% Schools Children and Families £170.942 3.641 3,808 3.092 3.0% £255.791 9.6 4.7 25.4% 22.9% 1.1% 37.6% 4.6% 0 0 4% Commissionina 889 558 £59,349 1.3% 37.6% 9.3% £70,606 760 3.3% 8.4 3.7 27.6% 23.6% 3% Head of Schools Children and Families 6 6 1.1% £529 0.2 2.0 0.0% 0.0% 83.3% 0.0% £0 6 3% Performance and Programmes 45 45 £553 45 3.1% £3.334 3.7 3.4 17.4% 20.1% 0.0% 37.8% 2.6% Resources 87 7.1 0.0% 2% 86 83 4.6% £6.309 5.9 16.6% 14.3% 3.6% 50.0% £0 Schools Improvement 1.459 1.482 1.237 2.5% £94.724 8.7 4.5 21.6% 18.7% 0.8% 40.1% 5.0% £66,947 2% 29.5% 27.9% 1.1% Vulnerable Children and Young People 1.285 1,299 3.2% £87,758 11.9 5.4 33.8% 2.8% £41,072 1.164 1% 1% 0.0% 2008/09 2009/10 Qtr 1 Qtr 2 YTD Qtr 3 Annual FTE Days Frontline (FL) Support (S) Managerial (M) All 9.6 10.3 5.4 10.2 Job Role FTE Days =Top Quartile Frontline (FL) 2,157 2,297 1,778 3.3% £167,074 10.2 4.8 27.1% 24.9% 1.2% 37.6% 3.3% £81,016 18.0 10.3 27.4% 22.3% £64,508 Support (S) 960 3.0% £65,950 4.5 1.0% 33.8% 7.2% 1.120 1,143 16.0 Managerial (M) 368 £17,789 5.4 11.7% 14.6% 0.3% 49.7% 5.7% £18,342 364 354 1.4% 14.0 12.0 Absence Rate - Yearly Trend Comparison Average Absence Length 10.0 9.7 9.8 9.6 10.0 4.5% 8.0 4.2% 4.1% 3.9% 12 6.0 3.9% 4.0% 3.8% 10 3.6% 3.5% 3.5% 3.3% 3.5% 4.7 4.7 4.7 0.0 3.0% 2008/09 2009/10 Qtr 1 CY Qtr 2 CY Qtr 3 CY 2.5% Long Term Absence Distribution (last 12 months) 08/09 09/10 Q1 CY Q2 CY Q3 CY 2.0% Data Quality (Other/Unknown) =Rottom Quartile 1.5% 100% 10.0% 8.8% 80% 1.0% 8.0% 56.0% 55.7% 56.4% 55.9% 60% 4.6% 0.5% 40% 4.0% 0.0% 0.0% 20% 2.0% 0.0% 0% 0.0% Qtr 1 Qtr 1 Qtr 1 Qtr 2 Qtr 2 Qtr 2 Qtr 3 Qtr 3 Qtr 3 Qtr 4 Qtr 4 Qtr 4 08/09 09/10 10/11 08/09 09/10 10/11 08/09 09/10 10/11 08/09 09/10 10/11 08/09 09/10 Q1 CY Q2 CY Q3 CY CY 2008/09 2009/10 Qtr 1 CY Qtr 2 CY Qtr 3 CY