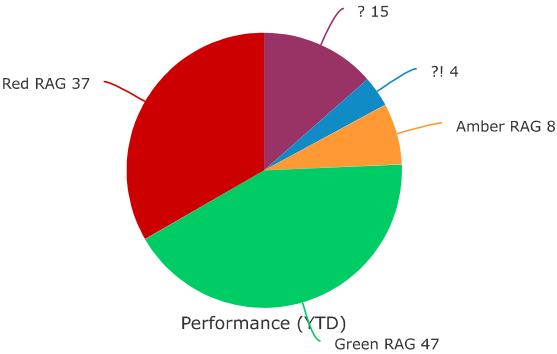

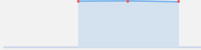

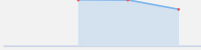





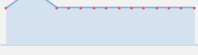

Year to date Business as Usual Performance by RAG Rating (PAMs)

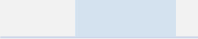


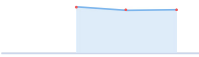


	31 Dec 2024
Total number of measures monitored in the Council Strategy Delivery Plan	131

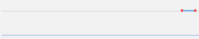



Needs Improvement										
Sub Measure Category	Reporting Type	Measure Reference	Measure Name	Reporting Freq.	Period Actual Sparkline	YTD RAG	YTD Actual	YTD Target	Comments	
Services we are proud of	Business as Usual	SIG-KPI-052	% of Executive Committee decisions made in private (Part II)	Quarterly		▲	2.5%	1.0%	Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending. Remove measure as the number of Part II reports is very low. Items are generally discussed in private as they contain commercially sensitive information.	
Services we are proud of	Business as Usual	FPP-KPI-024	Amend the Investment and Borrowing Strategy to consider social, ethical and environmental impacts	Annual		▲	Delayed (R)	Complete (G)	Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending. To remove as most of the monies are in our pension funds and our money market funds who would have their own strategies.	
Services we are proud of	Business as Usual	SIG-KPI-006	Produce and adopt a Council Strategy Delivery Plan to be reviewed annually by end of September	Quarterly		▲	Delayed (R)	Complete (G)		
Services we are proud of	Business as Usual	SIG-KPI-010	Refresh and approve the West Berkshire Vision (31/12/25)	Quarterly		▲	Delayed (R)	On schedule (G)	Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending. Retain and re-target to Dec-27 with consideration to be given to undertaking this with in-house resources.	

Services we are proud of	Business as Usual	FPP-KPI-022	Total revenue spend variation compared to net budget set	Annual		▲	£3,500,000	£1,000,000	Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending. To remove this measure as it is already monitored by FPP-KPI-023 "Maintain the general fund at the Section 151 minimum"
A fairer West Berkshire with opportunities for all	Business as Usual	ES-KPI-039	% achieving the national standard for reading, writing and maths combined (KS2)	Academic Year		▲	55.0%	60.0%	
A fairer West Berkshire with opportunities for all	Business as Usual	CSC-KPI-014	% of Children in Care who've had 3 or more placements during the past year	Quarterly		▲	14.6%	12.0%	
A fairer West Berkshire with opportunities for all	Business as Usual	ES-KPI-041	% of disadvantaged pupils achieving national standard for reading, writing and maths combined (KS2)	Academic Year		▲	25.3%	44.0%	<p>Confirmed DfE figures 2023/24</p> <p>West Berkshire performance this year has dropped from last year and at 25% is significantly below the national average of 60%.</p> <p>It should be noted that the disadvantaged cohort in WB is significantly smaller than the national rate, almost half of the schools in WB have 5 or fewer disadvantaged pupils at KS2 (Disadvantaged pupils in WB equate to 18.3% of the KS2 cohort compared with 30.8% nationally). As such performance can be cohort specific, with small changes in outcomes impacting disproportionately on performance.</p> <p>Contributing Factors</p> <p>Writing is a key issue and focus, impacting on the combined RWM rate. Writing has seen a national dip due to the effects of the pandemic and difficulties in teaching remotely.</p> <p>Actions Being Taken</p> <ul style="list-style-type: none">• An extensive range of courses and support are being given for Writing.<ul style="list-style-type: none">◦ The "Raising attainment for vulnerable learners in writing" project has commenced targeting the disadvantaged cohort.◦ All schools with lower than NA results are completing focus training and bespoke support from the SI team in 2024/2025• Bespoke work continues, including an English Advisor working with numerous schools.• Schools continue to address this area as a priority.

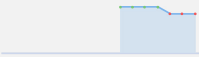

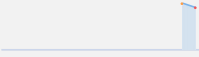

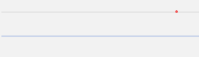

A fairer West Berkshire with opportunities for all	Business as Usual	DR-KPI-053	% of households where relief duty ended with secure accommodation for at least 6 months	Quarterly		▲	48.7%	55.0%	
A fairer West Berkshire with opportunities for all	Business as Usual	CSC-KPI-001	% of parents receiving support from the Early Response Hub reporting that their concerns had reduced	Quarterly		▲	59.6%	65.0%	<p>There has been a marked drop in the percentage of feedback from parents receiving support from Early Response Hub (ERH) that had their concerns reduced. The method used for obtaining this feedback has been improved to improve the amount of feedback we are able to bring to inform this measure. The previous method was time consuming and relied on having sufficient staff resource to follow up and gather the information.</p> <p>We hope with the new method of gathering feedback this measure will see significant improvement.</p>
A fairer West Berkshire with opportunities for all	Business as Usual	CSC-KPI-011	% of repeat plans for children subject to a CP Plan for a second subsequent time (within 2 years)	Quarterly		▲	25.4%	15.0%	We have some large sibling groups within this cohort (repeat CP plans) but we do have an audit planned for next week to look at this in more depth as a test of assurance.
A fairer West Berkshire with opportunities for all	Business as Usual	ASC-KPI-002	% of WBC provider services inspected by Care Quality Commission (CQC) and rated as good or better	Quarterly		▲	80.0%	100.0%	Birchwood Care Home has not yet been inspected; however the Embargo has now been lifted. A New Manager is in post and the current action plan will be refreshed. All other services remain GOOD.
A fairer West Berkshire with opportunities for all	Business as Usual	ASC-KPI-022	Adopt the Adult Social Care Home Provision Strategy (31/05/25)	Quarterly		▲	Delayed (R)	On schedule (G)	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>To remove this measure as a decision has been made to go out to tender for a provider/buyer.</p>

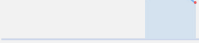
A fairer West Berkshire with opportunities for all	Business as Usual	ES-KPI- 036	Average attainment 8 score (KS4)	Academic Year		48	54	<div>Confirmed DfE Data AY 2023/24</div> <ul style="list-style-type: none">At 48, this is below our target of 54. This was raised to a more challenging level last year. Although performance has dropped, we continue to be above the national average, currently 46.1. Our drop is comparable to the drop in the national average. <div>Contributing Factors</div> <ul style="list-style-type: none">Of the ten secondary schools in WB, seven are Academies. As such, engagement is limited.Included are Brookfields and The Castle School special schools. If these are not included, the average score increases to 48.7. Two of the ten mainstream schools have an average score above or within 1% of this year's target. <div>Actions being taken</div> <ul style="list-style-type: none">The school improvement team provide bespoke school level support and training for schools and governing bodies to address issues and suggest strategies that impact all pupils.
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A fairer West Berkshire with opportunities for all	Business as Usual	ES-KPI-043	Average attainment 8 scores for disadvantaged pupils (KS4)	Academic Year		33	35	<p>Confirmed DfE Data AY 2023/24</p> <ul style="list-style-type: none"> At 32.5, this is again below our target of 35. Our drop is comparable to the drop in the national average. As with FSM, the disadvantaged cohort in WB continues to be much smaller than nationally and regionally (currently 16.4% compared with 26.1% nationally. This relates to 36 pupils). This year there are only 4 of the 10 schools with 25 or more disadvantaged children at KS4. <p>Contributing Factors</p> <ul style="list-style-type: none"> Of the ten secondary schools in WB, seven are Academies. As such, engagement is limited. Included are Brookfields and The Castle School special schools. If these are not included, the average score increases to 33.7. Six of the ten mainstream schools have an average score above this year's target and the national average. <p>Actions being taken</p> <ul style="list-style-type: none"> Schools are being supported with pupil premium strategy documents, reviews and impact. The school improvement team provide bespoke support for schools and governing bodies to address issues and suggest strategies
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-003	% of all suitable WBC public car parks with 20 or more spaces to have EV charging available	Quarterly		40.9%	66.0%	<p>Installation works starting in Q4 for EV charging bays at Corn Exchange and Pelican Lane car parks, along with providing increased charging facilities at 2 other car parks.</p>
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-035	% of Car Club vehicles that are electric	Quarterly		12.5%	16.7%	<p>The % of EVs in the Car Club fleet is restricted by the availability of charging points. The only location currently with an EVCP is the Kennet Centre space. Enterprise can supply EVs once we have spaces with charging available. Next spaces to be targeted include Eight Bells and Station Road.</p>


Tackling the climate and ecological emergency	Business as Usual	FPP-KPI-009	% of Contract Award reports, for contracts worth £100k+, that included a Carbon Impact Assessment	Quarterly		▲	0.0%	100.0%	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>To remove this measure as there is not enough resource in the Environment Directorate to regularly assess Carbon Impact Assessments – and a good/expected standard would need to be developed.</p>
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-002	% of council light vehicle fleet that are ultra-low emission	Quarterly		▲	65.0%	77.0%	<p>7 remaining light fleet diesel vehicles to be retained now until at least FY 2025/26: 2 awaiting service decisions on future vehicle requirements; 2 awaiting anticipated release of new electric models in 2025 as no suitable vehicles currently available with required range/capacity; 3 others rescheduled for ULEV replacements between January and December 2025. In the meantime, 2 electric minibuses added to fleet in 2024/25 and another due to be ordered in Q4.</p>
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-074	Adopt a Local Transport Plan (31/03/25)	Quarterly		▲	Delayed (R)	On schedule (G)	<p>The LTP Strategy went out to public consultation in Q3 2023/24. Revisions were made to account for consultation responses and to align the LTP with new administration's priorities. The full Strategy and Action Plan is now complete and will go out to consultation again from mid-Feb. After making any final amendments, the document will be taken through the required boards to Full Council in July 2025.</p>
Tackling the climate and ecological emergency	Business as Usual	FPP-KPI-031	Agree a minimum EPC assessment rating for all WBC owned properties (31/12/24)	Quarterly		▲	Delayed (R)	Complete (G)	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>To remove this measure as this action could expose the Council to a significant financial pressure.</p>


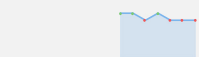


Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-060	Complete a cycle storage audit of the District (31/03/25)	Quarterly		▲	Delayed (R)	On schedule (G)	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>To remove measure as cycle storage is considered based on demand, and in discussion with cycle interest groups (and through the planning process). Clarity is needed on the definition of what is meant by secure cycle storage, whether this an audit of all public and private cycle storage throughout the district. This is an unfunded activity and it is not clear what the benefit will be.</p>
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-061	Create a plan to provide new / additional secure bike storage at key locations (31/03/25)	Quarterly		▲	Delayed (R)	On schedule (G)	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>To remove measure as cycle storage is considered based on demand and in discussion with cycle interest groups (and through the planning process). Clarity is needed on the definition of what is meant by secure cycle storage, whether this an audit of all public and private cycle storage throughout the district. This is an unfunded activity, and it is not clear what the benefit will be.</p>
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-037	No. of additional kWp installed for generating renewable energy	Quarterly		▲	0	250	<p>The award of a contract for installing solar pv on council buildings was delayed due to resource constraints. The contract was awarded in Q3 and work will start in delivering the contract in Q4 and across the subsequent 4 years.</p>
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-029	Update the Environment Strategy and Delivery Plan (31/12/24)	Quarterly		▲	Delayed (R)	Complete (G)	<p>A draft will be complete by the end of March following additional data collection and feedback from the Environment and Highways Portfolio Holder on the pathway to Net Zero. The Strategy is due to go through the Council's committee process ending with the Executive in mid-May.</p>



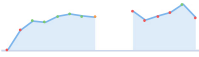

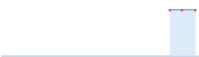
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-016	Work with partners to review the AONB strategy for our area (31/03/25)	Quarterly		▲	Delayed (R)	On schedule (G)	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>To remove this measure as the timing of the AONB (now National Landscapes) strategy is completely outside the control of the Council, it therefore cannot be a fair measure of the Council's performance.</p>
A prosperous and resilient West Berkshire	Business as Usual	DR-KPI-031	Complete the first phase of works on Newbury Wharf (31/12/24)	Quarterly		▲	Delayed (R)	Complete (G)	<p>Phase 1 includes A & B, A will be finalised by end of financial year, delivery of Phase B is dependent on delivery of sheet piling works., which something that consultants commissioned by Countryside team are working on.</p>
A prosperous and resilient West Berkshire	Business as Usual	DR-KPI-039	Hold a Local Business Conference to promote the district and create more jobs (31/12/24)	Quarterly		▲	Delayed (R)	Complete (G)	<p>Since the business engagement officer left the council and has not been replaced, business engagement work streams have become limited.</p>
A prosperous and resilient West Berkshire	Business as Usual	DR-KPI-042	Launch a mentoring programme for children with local businesses (31/03/24)	Quarterly		▲	Delayed (R)		<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>To remove this measure. Discussed at Delivery Board - there is already an active Government funded scheme doing this in West Berkshire - it's the Education Business Partnership.</p> <p>Work has not proceeded on this task.</p>
A prosperous and resilient West Berkshire	Business as Usual	DR-KPI-036	No. of meetings with our rural cluster businesses to understand key needs and actions	Annual		▲	0	1	<p>Council Strategy Delivery Plan refresh: Portfolio holder agreed to amend the wording from events to meetings. Wording has been updated</p>
A prosperous and resilient West Berkshire	Business as Usual	DR-KPI-088	Review Adverse Weather plan to ensure the Drought Framework is up to date (31/10/24)	Quarterly		▲	Delayed (R)	Complete (G)	<p>This is not considered a priority at the moment since the risk is very low. As a result this project is now proposed to be undertaken in 2025/26.</p>


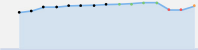

Thriving communities with a strong local voice	Business as Usual	PH-KPI-019	% of weekly Activity for Health Programme class capacity being met (quarterly average)	Quarterly		47.4%	65.0%	<p>This indicator is the percentage of available places in Activity for Health classes in the previous quarter which were booked and attended in the previous quarter.</p> <p>This quarter, performance has been suboptimal due to staff absences which meant several classes had to be cancelled, and despite efforts to find cover, widespread illness among staff made it challenging to maintain full class schedules. Discussions are being conducted to explore securing funding to support further training for cover instructors, particularly for Cancer Rehab and Wellbeing classes, to improve resilience in service delivery.</p>
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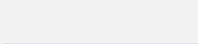

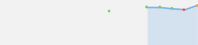

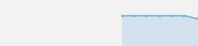

Thriving communities with a strong local voice	Business as Usual	PH-KPI-043	Adopt a plan to tackle social isolation, especially in rural areas and for young people (31/12/23)	Quarterly		Delayed (R)	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>To remove this measure and replace it with a measure to monitor Community Hub activity (tbc - responsibility of Culture and Libraries Service)</p>
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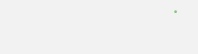

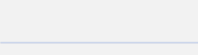



Thriving communities with a strong local voice	Business as Usual	CW-KPI-092	Adopt a renewal and re-provision programme for our council-owned leisure facilities (31/12/24)	Quarterly		Delayed (R)	Complete (G)	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>To remove this measure. The refurbishment of individual leisure centres is taken on a case-by-case basis, when funding and available resource allow. There is no scheduled programme for this work.</p> <p>Although, a programme is not being produced, the identified projects within the Leisure capital programme are on track for delivery on the agreed amended timelines.</p>
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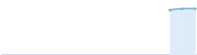
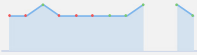

Thriving communities with a strong local voice	Business as Usual	ENV-KPI-010	Adopt the Parking Strategy (31/03/24)	Quarterly		Delayed (R)		<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>Pending wider Executive review of strategies. No timeframe has been given for when this work might be done by.</p> <p>A proposal is being developed to look to resurrect the Parking Strategy with LTP4 (as a daughter document) and it will be submitted for approval at Full Council in July 2025.</p>
Thriving communities with a strong local voice	Business as Usual	ENV-KPI-075	Adopt the Rights of Way Improvement Plan (30/06/24)	Quarterly		Delayed (R)		<p>ROWIP finalisation has been delayed and new dates on the Forward Plan will be requested during Q4 2024/25. As requested, the report is being simplified and shortened, where possible, for decision-maker consideration. A new proposed target is 30 June 2025.</p>
Thriving communities with a strong local voice	Business as Usual	CW-KPI-100	Co-produce a framework for C&YP accessing work experience with local companies (01/06/24)	Quarterly		Delayed (R)		<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>To remove - there has been no resource assigned to complete this task</p> <p>Operations Board recommendation:</p> <p>Rephrasing measure for accuracy. Target changed to allow for planning and implementation.</p> <p>"Co-produce a programme for children and young people accessing work experience with local companies (30/06/25)"</p>
Thriving communities with a strong local voice	Business as Usual	CW-KPI-101	Deliver the annual Members Bids funding programme (Annually in November)	Ann - Q3		Delayed (R)	Complete (G)	<p>The 2024/25 Members Bid round was delayed but went out in November 2024. The closing date has been extended to 17 January 2025. The Members Bid Panel is scheduled to meet on 11 February 2025, where all bids will be discussed.</p> <p>All dates and information has been passed to Members and dates agreed.</p> <p>The Members Bid funding programme will be delivered by year-end March 2025.</p>

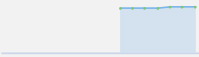


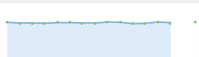


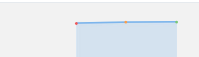

Thriving communities with a strong local voice	Business as Usual	DR-KPI-043	Investigate discounted travel through ticketing for activities in town centres (31/12/24)	Quarterly		▲	Delayed (R)	Complete (G)	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>To remove this measure as it was discussed at Delivery Board, but it was unclear what this is - alternative modes of travel is not an Economic Development function.</p> <p>To be replaced by a measure about free bus travel initiatives - to be clarified.</p>
Thriving communities with a strong local voice	Business as Usual	CW-KPI-005	No. of people attending physical events and activities across Culture and Library Services	Quarterly		▲	19,995	39,000	Libraries data is not available for Q3 due to a vacant post.
Thriving communities with a strong local voice	Business as Usual	CW-KPI-087	No. of visits to West Berkshire sports and leisure centres	Quarterly		▲	705,392	750,000	<p>The figures reflect the expected drop in Q3 due to seasonal behaviour.</p> <p>Targeting was aspirational - set in the first year of a new contract and will be reviewed for 2025/26.</p>
Thriving communities with a strong local voice	Business as Usual	CW-KPI-097	Refresh the Playing Pitch Strategy Action Plan (31/03/24)	Quarterly		▲	Delayed (R)		<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>Remove this measure as the delivery plan will be contained within the Playing Pitch Strategy.</p> <p>Operations Board recommendation:</p> <p>Although mentioned in the Playing Pitch Strategy, its relevance justifies the measure being kept separately, therefore the measure should be retained and the target date aligned with the strategy.</p>
Thriving communities with a strong local voice	Business as Usual	DR-KPI-046	Resurrect the Kennet and Avon Canal Partnership (31/12/24)	Quarterly		▲	Delayed (R)	Complete (G)	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>To remove this measure as there is no funding/resource available for this activity.</p>

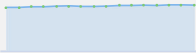



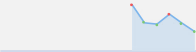
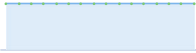


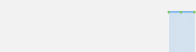
Near Target										
Sub Measure Category	Reporting Type	Measure Reference	Measure Name	Reporting Freq.	Period Actual Sparkline	YTD RAG	YTD Actual	YTD Target	Comments	
Services we are proud of	Business as Usual	FPP-KPI-035	Council Tax collected as a % of Council Tax due	Quarterly		●	82.1%	83.1%	<p>Amount collected 82.12% compared to 82.43% last year.</p> <p>All Berkshire authorities are reporting this trend.</p> <p>There doesn't appear to be any specific reason for this but the revenues team have had high levels of long term sickness in some key areas during this time.</p> <p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>Reduce target from 98.8% to 98% for 2024/25</p>	
Services we are proud of	Business as Usual	SIG-KPI-001	No. of people subscribed to WBC e-newsletters	Quarterly		●	73,255	76,000	<p>An exercise has been undertaken this year to clean-up the subscriber database to remove dormant accounts which are no longer subscribed to receive newsletters. This is likely because residents have chosen to unsubscribe from a newsletter without deleting the account. Although the result is a reduction in the number of subscribers, the data held in the system now better reflects engaged users who are receiving newsletters from the council. Prior to the deletion, accounts received a communication from the council about the proposed deletion and encouraging them to re-subscribe to topics that were of interest to them. The Communications team will continue to look for opportunities to encourage residents to sign up to newsletters offered by the Council.</p>	
Services we are proud of	Business as Usual	FPP-KPI-040	Non domestic rates collected as a % of non domestic rates due	Quarterly		●	85.6%	86.6%	<p>Amount collected 85.65% compared to last year of 85.27%. Have therefore improved collection.</p> <p>Only 2 Berkshire authorities have seen a positive comparison.</p>	

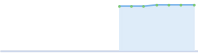
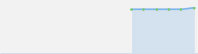
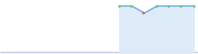






A fairer West Berkshire with opportunities for all	Business as Usual	ES-KPI-032	% of all schools judged good or better by Ofsted in Leadership & Management and Quality of Education	Quarterly		92.6%	96.3%	<p>92.6% is lower than the previous figure, due to 6 schools within the authority not being good or better. This is better than the national average (90%, as at 31 August 2024).</p> <p>Park House Secondary and Lambourn Primary are due for inspections within the next four months and we predict that they will move out of categories, taking our percentage of good or better up to 95%.</p> <p>As at 31 August 2024, 90%</p>	
A fairer West Berkshire with opportunities for all	Business as Usual	CSC-KPI-003	% of repeat referrals to Children's Services within 12 months of a previous referral	Quarterly		22.2%	22.0%	The % of repeat referrals to CS within 12 months is only .2 over the KPI. this is a rolling year figure and this slight increase is not a concern.	
A fairer West Berkshire with opportunities for all	Business as Usual	ASC-KPI-020	Increase in the number of shared lives carers (households) compared to Mar 2023	Quarterly		40	42	Numbers of shared lives carers are increasing, off set by a small number who have either retired or have taken a small break from providing care. There are 2 new shared lives carers due to come through panel in March	
A prosperous and resilient West Berkshire	Business as Usual	DR-KPI-037	Pilot first Estate Plan (31/12/25)	Quarterly		Behind schedule (A)	On schedule (G)	Some initial work was carried out back in 2023 on developing the approach for supporting local estates in developing estate plans. However, the Economy Manager has since left the Council and the workstream has been paused.	
Thriving communities with a strong local voice	Business as Usual	PH-KPI-041	Implement a "Health in All Policies" approach at West Berkshire Council (31/03/25)	Quarterly		Behind schedule (A)	On schedule (G)	<p>Progress on the Health in All Policies (HiAP) rollout was delayed due to staff vacancy, now filled. New officer now in post, currently conducting a comprehensive assessment of the current HiAP plans and activities and developing recommendations to the Public Health Leadership team to realign and reinvigorate the rollout process.</p> <p>Insights and recommendations from the ongoing review will be instrumental in shaping the next phase of implementation, ensuring the programme meets its intended goals.</p>	
Achieved									
Sub Measure Category	Reporting Type	Measure Reference	Measure Name	Reporting Freq.	Period Actual Sparkline	YTD RAG	YTD Actual	YTD Target	Comments
Services we are proud of	Business as Usual	SIG-KPI-055	Hold Advisory Group Open Forums	Quarterly		★	4	3	

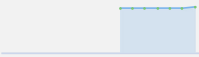





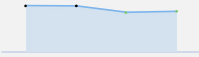

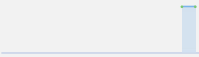
Services we are proud of	Business as Usual	SIG-KPI-030(i)	No. of corporate and school staff enrolled onto training funded through the apprenticeship levy	Quarterly		101	42	
A fairer West Berkshire with opportunities for all	Business as Usual	ES-KPI-037	Average Progress 8 score per pupil (KS4)	Academic Year		0.1	0.0	Confirmed DfE Figures 2023/24
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-071	No. of activities delivered to increase education about recycling	Quarterly		31	20	
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-020	No. of District-wide initiatives to enable local action on carbon reduction	Quarterly		3	3	
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-027	No. of meetings held with Thames Water and Environment Agency to report on activity and investment	Annual		1	1	The Scrutiny Commission met with Thames Water at their meeting held on 11 October 2023 .
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-057	No. of new EV charging points installed on streets without off-street parking	Quarterly		26	20	Additional 14 on-street charge points have been installed and commissioned during the last quarter under the Ubitricity contract.
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-034	No. of schemes delivered for residents to install solar panels and other clean energy systems	Annual		1	1	
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-033	No. of schemes delivered for residents to switch to greener energy providers at lower cost	Annual		1	1	Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending. To remove the measure as this action is dependent on market conditions, out of the Council's control and therefore not indicative of its performance or delivery
A prosperous and resilient West Berkshire	Business as Usual	ES-KPI-046	No. of residents engaged in WBC funded life-long learning	Academic Year		804	800	
Thriving communities with a strong local voice	Business as Usual	CW-KPI-010	No. of arts-based events provided in community libraries by arts providers	Quarterly		63	15	

Thriving communities with a strong local voice	Business as Usual	CW-KPI-105	No. of Community forums held	Quarterly		★	2	2	<p>A Community Forum on the Cost of Living and Flood/Winter preparedness was held on Tuesday, 17 November 2024.</p> <p>Attendees were given information on the resources available to help them during times when they might need a bit of extra help. They had the opportunity to find out more about current resilience plans, support that is available, local community initiatives and ask any questions.</p> <p>Topics discussed included:</p> <ul style="list-style-type: none">Flood PreventionCost of LivingWelcome Spaces & Local Community Initiatives
Thriving communities with a strong local voice	Business as Usual	CW-KPI-102	No. of initiatives implemented with partners to reduce and prevent crime in West Berkshire	Quarterly		★	17	3	
Succeeding									
Sub Measure Category	Reporting Type	Measure Reference	Measure Name	Reporting Freq.	Period Actual Sparkline	YTD RAG	YTD Actual	YTD Target	Comments
Services we are proud of	Business as Usual	SIG-KPI-054	% of petitions responded to within a maximum of 4 months	Quarterly		★	100.0%	80.0%	
Services we are proud of	Business as Usual	SIG-KPI-053	% of public questions at formal meetings responded to in writing within 5 w/days of the meeting	Quarterly		★	100.0%	100.0%	
Services we are proud of	Business as Usual	SIG-KPI-038	Develop and introduce WBCs Employee Value Proposition (31/12/24)	Quarterly		★	Complete (G)	Complete (G)	Employee Value Proposition (EVP) and Careers Site officially launched during Q2 2024/25.
Services we are proud of	Business as Usual	ENV-KPI-068	Maintain at least a satisfactory level of litter, detritus and graffiti (YTD)	Q2, Q3 & Q4		★	Satisfactory	Satisfactory	
Services we are proud of	Business as Usual	SIG-KPI-093	No. of posts filled by agency staff at West Berkshire Council	Quarterly		★	151	160	<p>Council Strategy Delivery Plan Review - Recommendation made to Executive Members:</p> <p>Replace with a measure about expenditure on agency staff.</p> <p>Current position - 31/12/2024: Pending decision from Executive Members</p>



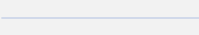

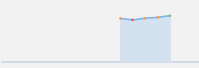

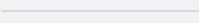


Services we are proud of	Business as Usual	DR-KPI-006	Review the Community Infrastructure Levy customer journey (31/12/24)	Quarterly		★	Complete (G)	Complete (G)	A report was submitted to elected Members at the Executive meeting held on Thursday, 23 May, 2024 , where Members resolved to adopt the CIL Enforcement Policy and approved the Discretionary CIL Householder Review Scheme.
A fairer West Berkshire with opportunities for all	Business as Usual	DR-KPI-020	% of 'Major' planning applications determined within time	Quarterly		★	95.6%	66.0%	
A fairer West Berkshire with opportunities for all	Business as Usual	DR-KPI-021	% of 'Non-Major' planning applications determined within time	Quarterly		★	83.5%	77.0%	
A fairer West Berkshire with opportunities for all	Business as Usual	ASC-KPI-014	% of adults with a learning disability who live in their own home or with their family	Quarterly		★	81.1%	78.0%	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members to remove measure withdrawn.</p> <p>Historically ASCOF 1G, changes in the reporting datasets by government, meant that this measure could no longer be reported.</p> <p>Update at Q3 2024/25: The draft ASCOF handbook published on 19/09/2024 confirmed that under objective 2 - Independence, we will still report the proportion of people who receive long term support who live in their own home or with family. This has been expanded into 2 parts. Part 1 relates to people with a learning disability aged 18-64 (formerly metric 1G) and Part 2 all people receiving long term support split by ages 18-64 and 65 and over .</p> <p>Therefore this KPI can continue to be reported. Datasource will now be the client level dataset.</p>
A fairer West Berkshire with opportunities for all	Business as Usual	ASC-KPI-003	% of desired outcomes of a S42 safeguarding enquiry, expressed by the subject, 'fully' achieved	Quarterly		★	69.2%	68.0%	
A fairer West Berkshire with opportunities for all	Business as Usual	CSC-KPI-015	% of our Care Leavers (aged 19-21) in employment, education or training	Quarterly		★	69.2%	60.0%	
A fairer West Berkshire with opportunities for all	Business as Usual	ES-KPI-015	% of pupils achieving a Good Level of Development (GLD) at Foundation Stage (EYFS)	Academic Year		★	66.8%	67.0%	
A fairer West Berkshire with opportunities for all	Business as Usual	ASC-KPI-005	% of S42 safeguarding enquiries where a risk was identified and that risk was reduced/removed	Quarterly		★	96.9%	90.0%	






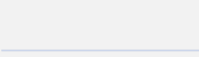

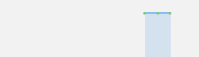

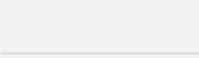
A fairer West Berkshire with opportunities for all	Business as Usual	ASC-KPI-018	% of vulnerable adults supported through the Three Conversations Model - preventative level (Tier 1)	Quarterly		★	92	87	
A fairer West Berkshire with opportunities for all	Business as Usual	FPP-KPI-033	Av. No. of days taken to make a full decision on new Housing Benefit claims	Quarterly		★	18.2	18.5	
A fairer West Berkshire with opportunities for all	Business as Usual	FPP-KPI-030	Deliver 5 housing units for displaced persons at West Point (31/08/24)	Quarterly		★	Complete (G)	Complete (G)	Construction to convert the building to 5 residential units was completed in Q2 2024/25 and was handed over to the West Berkshire Council Housing Team for occupation.
A fairer West Berkshire with opportunities for all	Business as Usual	ES-KPI-048	No. of local authority maintained schools	Quarterly		★	64	64	
A fairer West Berkshire with opportunities for all	Business as Usual	ES-KPI-055	No. of weeks taken to be assessed by the Emotional Health Academy (Average)	Quarterly		★	6	6	
A fairer West Berkshire with opportunities for all	Business as Usual	CSC-KPI-020	Ofsted rating of at least "Good" for our Children and Family Service	Quarterly		★	Good	Good	West Berkshire has their Annual Engagement Conversation on the 4th March. The window for our ILACS inspection is now open and we could get the call at any time and likely to be before Summer 2025. There is on going work to address any issues including a Peer Review on CP and CIN at the end of January to evaluate services.
A fairer West Berkshire with opportunities for all	Business as Usual	ES-KPI-061	Refresh and adopt the Special Educational Needs and Disabilities (SEND) Strategy (30/09/24)	Quarterly		★	Complete (G)	Complete (G)	Action complete at Q2 2024/25 - The Special Educational Needs & Disability (SEND) and Inclusion Strategy for West Berkshire was adopted by Members at the Executive Committee on Thursday, 25 July 2024 .
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-066	% of household waste recycled, composted and reused	Quarterly		★	53.3%	53.0%	Qrt 3 data is provisional. All results are subject to change once validated by DEFRA after Qrt 4.
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-062	Adopt the Active Travel Plan (31/12/24)	Quarterly		★	Complete (G)	Complete (G)	Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending. To remove as the strategy's scope is already contemplated by other Plans. - Local Cycle and Walking Implementation Plan - Local Transport Plan which will cover all modes of Active Travel


Tackling the climate and ecological emergency	Business as Usual	FPP-KPI-013	Approve an approach to ensure new contracts over £100k include carbon neutrality plans (30/12/24)	Quarterly		★	Complete (G)	Complete (G)	Completed in Q4 2023/24. Approach confirmed with introduction of a carbon impact assessment being required for procurement processes over £100k from 01/04/2024
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-069	Complete a full review of kerbside recycling (31/12/24)	Quarterly		★	Complete (G)	Complete (G)	The new Waste Management Strategy has been developed and a comprehensive public consultation exercise was undertaken during autumn 2024. Stakeholder comments are currently being considered before the Strategy is finalised for publication in spring 2025.
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-058	Complete the A4 Crown Mead, Thatcham cycle route improvements (31/03/25)	Quarterly		★	On schedule (G)	On schedule (G)	Civil engineering elements of scheme completed November 2024. Traffic Services team preparing Traffic Regulation Order proposals for related changes to restrictions and line markings.
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-070	Confirm plan to phase out the charge on garden waste collection (31/12/24)	Quarterly		★	Complete (G)	Complete (G)	Discussions being held with internal decision makers and an emerging approach for phasing out charging over time has been identified for further consideration. More information to be made available to customers ahead of the next subscription period in summer 2025.
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-028	Go live with Grazeley solar farm (31/05/25)	Quarterly		★	On schedule (G)	On schedule (G)	The project is currently being tendered with responses expected by the end of the financial year.
A prosperous and resilient West Berkshire	Business as Usual	DR-KPI-027	% of businesses interested in investing in WB provided with guidance, support and signposting	Quarterly		★	100.0%	100.0%	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>To remove this measure as the out-turn would consistently be 100% and the values are very low.</p>
A prosperous and resilient West Berkshire	Business as Usual	ENV-KPI-048	% of flood prevention and drainage improvement schemes, listed in the capital programme, completed	Quarterly		★	80.0%	70.0%	
A prosperous and resilient West Berkshire	Business as Usual	ENV-KPI-051	% of the unclassified road network in need of repair	Annual		★	5.0%	5.0%	
A prosperous and resilient West Berkshire	Business as Usual	ENV-KPI-054	Adopt the Highway Asset Management Plan (31/12/25)	Quarterly		★	On schedule (G)	On schedule (G)	

A prosperous and resilient West Berkshire	Business as Usual	ENV-KPI-055	Adopt the Potholes Strategy and Plan (31/12/24)	Quarterly		★	Complete (G)	Complete (G)	<p>Following an in-depth review of the Council's Highway Defect (Pothole) Management, the Investigatory Levels for highway defects were reclassified from a depth of 50mm to 40mm from July 2024.</p> <p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>To remove as contained within existing Highways plan. Duplicate measure.</p>
A prosperous and resilient West Berkshire	Business as Usual	ENV-KPI-009	Adopt the Public Transport Plan (31/12/24)	Quarterly		★	Complete (G)	Complete (G)	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>This work is carried out for the Bus Service Improvement Plan annual review, therefore replace this measure with "Adopt the Bus Service Improvement Plan (31/12/24)"</p>
A prosperous and resilient West Berkshire	Business as Usual	CW-KPI-090	Agree plans for sports at Faraday Road through working with the local sporting community (31/12/24)	Quarterly		★	Complete (G)	Complete (G)	
A prosperous and resilient West Berkshire	Business as Usual	ES-KPI-060	No. of supported internships for young people with EHCP (Education, Health and Care Plans)	Quarterly		★	10	4	
A prosperous and resilient West Berkshire	Business as Usual	DR-KPI-033	Review & update the Bond Riverside regeneration programme, incl. a Place-Making Strategy (31/12/24)	Quarterly		★	Complete (G)	Complete (G)	A draft has been produced for the Place-making Strategy. However, since the Economy Manager's departure from the Council, there has been no progress on finalizing the document.
Thriving communities with a strong local voice	Business as Usual	CSC-KPI-013	% of Children in Care Reviews where the young person contributed to their review	Quarterly		★	95.2%	90.0%	
Thriving communities with a strong local voice	Business as Usual	CW-KPI-099	% of physically inactive adults (16+ years old) (as per the Active Lives Survey)	Annual		★	22.7%	21.0%	Reports annually.
Thriving communities with a strong local voice	Business as Usual	ENV-KPI-063	Implement a pilot 20mph limit zone with a view to District wide roll-out (31/03/25)	Quarterly		★	Complete (G)	On schedule (G)	20mph speed limit in Theale implemented in October 2024.
Thriving communities with a strong local voice	Business as Usual	CW-KPI-096	Increase accessibility accreditation levels for our sports and leisure facilities (30/06/25)	Quarterly		★	On schedule (G)	On schedule (G)	

Thriving communities with a strong local voice	Business as Usual	ES-KPI-059	Plan a refreshed offer for Home to School Transport (31/12/24)	Quarterly	<div><div></div></div>	★	Complete (G)	Complete (G)	Internal Governance has decided on additional capacity required to support the transformation project. Policy reviewed and re-written during Q2 204/25.	
Thriving communities with a strong local voice	Business as Usual	FPP-KPI-014	Retender the outcomes based Voluntary Sector Prospectus (31/03/25)	Quarterly	<div><div></div></div>	★	On schedule (G)	On schedule (G)	Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending. To reschedule to 2025/26 as a decision was taken by the service areas (Public Health and Adult Social Care) to extend the current contracts with a view to re-tendering by 31/03/26.	
Sub Measure Category	Reporting Type	Measure Reference	Measure Name	Reporting Freq.	Period Actual	Sparkline	YTD RAG	YTD Actual	YTD Target	Comments
Services we are proud of	Business as Usual	SIG-KPI-034	% of employees who would recommend West Berkshire Council as a great place to work (EES)	Quarterly	<div><div></div></div>		?		0.0%	
Services we are proud of	Business as Usual	SIG-KPI-014	% of residents reporting they feel they can influence decision making (31/03/2025)	Quarterly	<div><div></div></div>		?!			Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending. Remove and replace with - Develop plan for undertaking residents' survey with in-house resources 31/03/25
Services we are proud of	Business as Usual	SIG-KPI-017	% of residents satisfied with the way WBC runs things (31/03/25)	Quarterly	<div><div></div></div>		?!			Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending. Remove and replace with - Develop plan for undertaking residents' survey with in-house resources 31/03/25
Services we are proud of	Business as Usual	SIG-KPI-061	% of total turnover in West Berkshire Council	Quarterly	<div><div></div></div>		?		13.8%	Data has not been made available. Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending. Retain measure, but amend target to 13% to be consistent with Corporate Health reporting
Services we are proud of	Business as Usual	SIG-KPI-033	Employee engagement score recorded in the Employee Experience Survey (EES)	Quarterly	<div><div></div></div>		?		0.0	

Services we are proud of	Business as Usual	SIG-KPI-030(ii)	No. of young people attending/involved in work experience and project work opportunities	Quarterly		?	15	
Services we are proud of	Business as Usual	SIG-KPI-039	Review how we recognise staff performance and make changes accordingly (31/12/24)	Quarterly		?	Complete (G)	
A fairer West Berkshire with opportunities for all	Business as Usual	DR-KPI-011	% of affordable dwellings (social rent and shared ownership) that are social rent	Ann - Q3		?	70.0%	
A fairer West Berkshire with opportunities for all	Business as Usual	DR-KPI-050	% of verified rough sleepers in West Berkshire offered accommodation when first identified	Quarterly		?	100.0%	
A fairer West Berkshire with opportunities for all	Business as Usual	CSC-KPI-021	No. of active fostering households (including family and friends)	Quarterly		?	93	
A fairer West Berkshire with opportunities for all	Business as Usual	DR-KPI-003	No. of affordable homes granted planning permissions	Annual		?	125	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>Replace with "No. of affordable homes completed and ready for occupation", which can be reported quarterly.</p>
A fairer West Berkshire with opportunities for all	Business as Usual	DR-KPI-005	No. of affordable housing units delivered through partnership working	Ann - Q3		?	26	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>Replace with "No. of affordable homes completed and ready for occupation", which can be reported quarterly.</p>
A fairer West Berkshire with opportunities for all	Business as Usual	DR-KPI-001	No. of residential completions	Annual		?	513	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>Outside of WBC control. Replace with "No. of affordable homes completed and ready for occupation", which can be reported quarterly.</p>
A fairer West Berkshire with opportunities for all	Business as Usual	DR-KPI-002	No. of residential units granted planning permission	Annual		?	538	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>Retain as an annual measure or replace with "No. of affordable homes completed and ready for occupation", which can be reported quarterly.</p>

A fairer West Berkshire with opportunities for all	Business as Usual	DR-KPI-051	No. of rough sleepers at the end of each quarter (maximum)	Quarterly		6	
A fairer West Berkshire with opportunities for all	Business as Usual	ES-KPI-044	No. of school holiday sessions (including lunch) delivered through HAF funding	Termly		36	
A fairer West Berkshire with opportunities for all	Business as Usual	ES-KPI-056	Produce a plan to support school staff and governors for Ofsted inspections (31/12/24)	Quarterly		Complete (G)	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>To retain as Business as Usual KPI as it is reviewed and amended as necessary at the end of each term</p>
A fairer West Berkshire with opportunities for all	Business as Usual	ES-KPI-057	Review the structure of WBC education provision to maintained schools (31/03/25)	Quarterly		On schedule (G)	
Tackling the climate and ecological emergency	Business as Usual	ENV-KPI-030	% of total zero carbon tariff electricity used	Annual		100.0%	<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>To remove this measure, as the Central Energy Contract is non-mandatory for corporate sites and schools. Data collection is carried out annually by our contractor from participating sites.</p>
Tackling the climate and ecological emergency	Business as Usual	FPP-KPI-032	Develop a plan to ensure all WBC owned properties meet the minimum EPC rating (30/04/26)	Quarterly			
Thriving communities with a strong local voice	Business as Usual	ENV-KPI-013	% of newly built playgrounds that have disabled access equipment installed	Quarterly		100.0%	No new playgrounds built in Q3 2024/25
Thriving communities with a strong local voice	Business as Usual	DR-KPI-010	% of parish/town councils requesting support to develop Neighbourhood Development Plans assisted	Quarterly		100.0%	
Thriving communities with a strong local voice	Business as Usual	SIG-KPI-015	% of residents 16-24 reporting they feel engaged in decision making (Biennial Residents' Survey)	Quarterly			<p>Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending.</p> <p>Remove and replace with - Develop plan for undertaking residents' survey with in-house resources 31/03/25</p>
Thriving communities with a strong local voice	Business as Usual	DR-KPI-041	Funding available as grants for village halls through Rural England Prosperity Fund	Annual			

Thriving communities with a strong local voice	Business as Usual	ENV-KPI-064	No. of Electric Vehicle charging points in our villages	Quarterly		Council Strategy Delivery Plan Review: Recommendation made to Executive Members - decision pending. To remove this measure. This is not a measurable target as we do not know what the demand is for public EV charge points in villages. From current observations most residents in villages charge at home and the need for public charge point infrastructure is minimal. For those that do not have off street parking, on-street provision is already monitored through a KPI.
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