

Year to Date Performance by RAG rating (Q3 2025/2026)

No.	Measure name	2024/25		Q1 2025/26		Q2 2025/24		Q3 2025/26		Comment
		YTD Target	YTD RAG / Actual	YTD Target	YTD Outturn/RAG	YTD Target	YTD Outturn/RAG	YTD Target	YTD Outturn/RAG	
1	No. of people subscribed to WBC e-newsletters	76,000	73,258 <span style="color: orange;">◆</span>	76,000	63,004 <span style="color: red;">■</span>	76,000	63,643 <span style="color: red;">■</span>	76,000	64,699 <span style="color: red;">■</span>	A data cleanse when moving to a new email marketing system removed old email addresses which reduced the number of subscribers. It can also fluctuate based on customer data where the system is used to communicate with customers. The Council is continuing to promote these newsletters and has added 1,695 new subscribers in the past quarter. Attendance at a workshop held by our system provider has provided areas of best practice to help inform future use, and new newsletter options are being considered to expand use, including a new bulletin launching in January 2026 to support out Let's Talk outreach programme.
2	No. of Council services/functions digitised and/or transformed	28	24 <span style="color: red;">■</span>	5	2 <span style="color: red;">■</span>	10	20 <span style="color: green;">★</span>	15	34 <span style="color: green;">★</span>	
3	Expenditure on agency staff (Actual)	£7,500,000	£7,486,875 <span style="color: green;">★</span>	£1,875,000	£1,432,703 <span style="color: green;">★</span>	£3,750,000	£2,701,580 <span style="color: green;">★</span>	£5,625,000	£4,034,537 <span style="color: green;">★</span>	
4	Produce a Council Strategy Delivery Plan for review by Executive Members	n/a	New for 2025/26 <span style="color: blue;">◆</span>	Jun-25	Dec-25 <span style="color: red;">■</span>	Jun-25	Dec-25 <span style="color: red;">■</span>	Jun-25	Mar-26 <span style="color: red;">■</span>	The methodology for incorporation of the 12 new Areas of Focus proposed by the performance team was submitted for Executive deliberation on the Q2 Performance Report. The performance team is currently developing a gap analysis of the Council Strategy delivery, which should inform the ongoing discussions regarding the scope and format of the review. The review of the Strategy should be submitted to full Council at the end of Q4.
5	No. of corporate and school staff enrolled onto training funded through the apprenticeship levy	56	111 <span style="color: green;">★</span>	14	7 <span style="color: red;">■</span>	28	23 <span style="color: red;">■</span>	40	41 <span style="color: green;">★</span>	Due to a slower start in Q1, we are currently five apprentices below the overall target. However, both Q2 and Q3 have met their respective targets.
6	No. of young people attending/involved in work experience and project work opportunities	20	57 <span style="color: green;">★</span>	5	13 <span style="color: green;">★</span>	10	68 <span style="color: green;">★</span>	15	71 <span style="color: green;">★</span>	
7	% of WBC provider services inspected by Care Quality Commission (CQC) and rated as good or better	100%	(4 / 5) 80.0% <span style="color: red;">■</span>	100%	80.0% <span style="color: red;">■</span>	100%	80.0% <span style="color: red;">■</span>	100%	80.0% <span style="color: red;">■</span>	YTD: 4 / 5 Birchwood has yet to be inspected by the Care Quality Commission so therefore its rating still remains 'requires improvement' (RI). We are continuing to anticipate an inspection at any point and as such we are constantly working to improve and amend working practices to offer the best opportunity to move from RI to GOOD. The role of the Quality and Operations Manager and the introduction of quality champions is really assisting this course of action.
8	% of affordable dwellings (social rent and shared ownership) that are social rent	70%	No data <span style="color: blue;">◆</span>	70%	76.9% <span style="color: green;">★</span>	70%	77.1% <span style="color: blue;">◎</span>	70%	76.9% <span style="color: green;">★</span>	The measure has been changed from annual to a quarterly reporting as data has become available.
9	No. of local authority maintained schools	64	64 <span style="color: green;">★</span>	64	64 <span style="color: green;">★</span>	64	64 <span style="color: green;">★</span>	64	64 <span style="color: green;">★</span>	
10	% of Education, Health and Care plans issued within the 20-week timeframe (including exceptions)	60%	(142 / 242) 58.7% <span style="color: green;">★</span>	60%	25.4% <span style="color: red;">■</span>	60%	24.1% <span style="color: red;">■</span>	60%	19.4% <span style="color: red;">■</span>	The reason for underperformance is due to the increasing numbers of requests for EHCPs, whilst the size of the team has remained the same. This is reflected over most other local authorities. In 2024, we lowered the threshold for agreeing to assess for an EHCP. This was due to being taken to Tribunal by parents and losing all cases. The consequence of this has been to drive up the number of EHCP assessments. The speed of EHCP completions has been further hindered by the delay in receiving assessments from Educational Psychologists. There is a national shortage of EPs, and WBC has struggled to recruit. An EHCP cannot be issued without an EP assessment. Delays are further caused by the number of consultations the SEN Team are undertaking as the 'no' response from mainstream school has increased. Before Christmas, the team sent out 220 consultations, of which 67 came back with a 'yes'. Most recently, there have been some significant absences in the SEN Team which has led to further delays.  Mitigation •Additional resource has been brought into the EP service to tackle the backlog of assessments •Schools generally put in place the support and provision a child needs, even before the EHCP is finalised, so delays to EHCP should not impact on a child's ability to learn and progress
11	Update the Environment Strategy and Delivery Plan (31/05/25)	Dec-24	Delayed <span style="color: red;">■</span>	May-25	May-25 <span style="color: green;">★</span>	May-25	May-25 <span style="color: green;">★</span>	May-25	May-25 <span style="color: green;">★</span>	Activity complete in Q1.
12	% of council light vehicle fleet that are ultra-low emission	77%	(10 / 21) 47.6% <span style="color: red;">■</span>	50%	47.6% <span style="color: orange;">◆</span>	50%	43.5% <span style="color: red;">■</span>	55%	47.8% <span style="color: red;">■</span>	YTD: 11 / 23 One electric vehicle for Highways has been received (and the diesel equivalent returned). In the meantime, three of the non-fully electric light fleet vehicles are hybrids and we have three electric minibuses on the Council's fleet with two more due to be ordered in FY 2025/26. Overall, some difficulty has been experienced in sourcing appropriate and affordable electric alternatives that meet the needs of the services. Alternatives will continue to be explored. We are expecting by year end to return one more diesel light vehicle (and not replace it). Hybrid options are being explored in some circumstances.
13	No. of schemes delivered for residents to install solar panels and other clean energy systems	1	1 <span style="color: green;">★</span>	Reports Q4	Reports Q4 <span style="color: blue;">◎</span>	Reports Q4	Reports Q4 <span style="color: blue;">◎</span>	Reports Q4	Reports Q4 <span style="color: blue;">◎</span>	
14	% of Car Club vehicles that are electric	25%	(1 / 5) 20.0% <span style="color: red;">■</span>	20%	20.0% <span style="color: green;">★</span>	20%	20.0% <span style="color: green;">★</span>	20%	20.0% <span style="color: green;">★</span>	YTD: 1 / 5 The number of electric car club vehicles depends on the number of car club locations that have EVCPs. Once the programme has provided them, car club EVs will be placed.
15	No. of new EV charging points installed on streets without off-street parking	40	38 <span style="color: orange;">◆</span>	0	8 <span style="color: green;">★</span>	0	10 <span style="color: green;">★</span>	10	12 <span style="color: green;">★</span>	We installed 2 charge points during this quarter under an existing contract. However, we have now signed a new Contract using LEVI funding and plan to start the implementation planning and installation phase in January and will use this contract for future installations as it will not cost WBC anything. It is unlikely that we will meet this years numbers but should exceed the numbers next FY as the new CPO will be installing the infrastructure as quickly as they can.
16	% of all suitable WBC public car parks with 20 or more spaces to have EV charging available	100%	(13 / 22) 59.1% <span style="color: red;">■</span>	60%	63.6% <span style="color: green;">★</span>	60%	63.6% <span style="color: green;">★</span>	60%	63.6% <span style="color: green;">★</span>	YTD: 14 / 22
17	Commence trial of extended pedestrianisation hours Newbury Town Centre (31/05/25)	Mar-24	Delayed <span style="color: red;">■</span>	May-25	May-25 <span style="color: green;">★</span>	May-25	May-25 <span style="color: green;">★</span>	May-25	May-25 <span style="color: green;">★</span>	Activity complete in Q1.
18	Adopt a Local Transport Plan (31/07/25)	Mar-25	Delayed <span style="color: red;">■</span>	Jul-25	Jul-25 <span style="color: green;">★</span>	Jul-25	Jul-25 <span style="color: green;">★</span>	Jul-25	Jul-25 <span style="color: green;">★</span>	Activity complete in Q2.

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19	No. of district-wide initiatives to enable local action on carbon reduction	4	4 ★	1	1 ★	2	2 ★	3	2 ■	Lack of resource within the team meant this activity was deprioritised. Plans to replace existing vacancies including maternity cover for the Energy and Carbon Officer role, and Senior Environment Delivery Officer role which has been held vacant for several months to aid the 'in year' financial position.
20	No. of activities delivered in the district to increase education about recycling and waste minimisation	28	49 ★	7	15 ★	15	46 ★	23	59 ★	Q2 data has been updated.
21	Hold a Local Business Conference to promote the district and create more jobs (30/06/26)	Dec-24	Delayed ■	Jun-26	Feb-26 ★	Jun-26	Jun-26 ★	Jun-26	Jun-26 ★	
22	No. of supported internships for young people with EHCP (Education, Health and Care Plans)	4	No data ☹	4	9 ★	4	11 ★	4	11 ★	
23	Review Adverse Weather plan to ensure the Drought Framework is up to date (31/03/26)	Oct-24	Delayed ■	Mar-26	Mar-26 ★	Mar-26	Mar-26 ★	Mar-26	Jul-26 ◆	Due to staffing resource issues this is not a priority at the moment.
24	% of flood prevention and drainage improvement schemes, listed in the capital programme, completed	90%	(5 / 5) 100.0% ★	20%	33.3% ★	50%	50.0% ★	70%	80.0% ★	YTD: 4 / 5
25	Adopt the Highway Asset Management Plan (31/12/25)	Dec-25	On schedule ★	Dec-25	Dec-25 ★	Dec-25	Dec-25 ★	Dec-25	Mar-26 ◆	Work on progressing the Highways Term Contract has been prioritised over the Highways Asset Management Plan. The Government have recently issued ratings on highways performance, and the Council is one of only 16 (out of 154) to be rated Green, and one of only 3 to be rated Green on all categories.
26	Adopt the West Berkshire Local Plan (30/06/25)	Jun-25	On schedule ★	Jun-25	Jun-25 ★	Jun-25	Jun-25 ★	Jun-25	Jun-25 ★	Activity complete in Q1.
27	No. of Community forums held	3	3 ★	0	0 ★	1	1 ★	2	1 ■	No specific 'Community Forums' have taken place in Q3, however engagement with the community has taken place via an 'Ask the Leader Q&A' session in Burghfield in September, and the District Parish Conference in October.
28	Retender the outcomes based Voluntary Sector Prospectus (31/03/26)	Mar-25	Delayed ■	Mar-26	Mar-26 ★	Mar-26	Mar-26 ★	Mar-26	Mar-27 ■	A paper is going to Procurement board to extend for another year.
29	Deliver the annual Members Bids funding programme	Nov-24	Delayed ■	Nov-25	Nov-25 ★	Nov-25	Oct-25 ★	Nov-25	Nov-25 ★	Members bids 2025/26 round approved in November 2025. Grants have to be claimed within 12 months.
30	No. of initiatives implemented with partners to reduce and prevent crime in West Berkshire	4	17 ★	1	2 ★	2	3 ★	3	4 ★	
31	No. of people attending physical events and activities across Culture and Library Services	52,000	60,316 ★	13,500	14,853 ★	27,000	35,876 ★	40,500	50,765 ★	
32	No. of arts-based events provided in community libraries by arts providers	20	76 ★	15	34 ★	30	51 ★	40	84 ★	
33	Refurbish Northcroft Leisure Centre (30/06/25)	Jun-25	On schedule ★	Jun-25	Jun-25 ★	Jun-25	Jun-25 ★	Jun-25	Jun-25 ★	Activity complete in Q1.
34	Increase accessibility accreditation levels for our sports and leisure facilities (31/12/2025)	Jun-25	Delayed ■	Dec-25	Dec-25 ★	Dec-25	Dec-25 ★	Dec-25	Dec-25 ★	Three leisure centres have completed their Quest assessment. Northcroft received a rating of Excellent. Willink and Kennet sites received a very good rating. Hungerford Quest assessment is scheduled for March 2026.
35	Adopt the Rights of Way Improvement Plan (31/12/2025)	Jun-25	Delayed ■	Dec-25	Dec-25 ★	Dec-25	Dec-25 ★	Dec-25	Dec-25 ★	ROWIP adopted by the Executive Committee on 6 November 2025 and now published at <a href="https://www.westberks.gov.uk/rowip">https://www.westberks.gov.uk/rowip</a>
36	No. of Health in All Policies (HIAP) Champions active across West Berkshire Council	n/a	New for 2025/26 ☹	0	0 ★	10	14 ★	10	14 ★	As part of efforts to strengthen overall capacity for the HIAP approach, an assessment of awareness and understanding was undertaken to gauge the level of knowledge among Executive Directors and Service Directors. Six members responded to the survey.