

Year to Date Performance by RAG rating (Q4 2025/2026)

No.	Measure name	2024/25		Q1 2025/26		Q2 2025/24		Q3 2025/26		Year End 2025/26		Comment
		YTD Target	YTD RAG / Actual	YTD Target	YTD Outturn/RAG	YTD Target	YTD Outturn/RAG	YTD Target	YTD Outturn/RAG	YE Target	YE Outturn/RAG	
1	No. of people subscribed to WBC e-newsletters	76,000	73,258 🟡	76,000	63,004 🔴	76,000	63,643 🔴	76,000	64,699 🔴	76,000	64,792 🔴	Data cleansing to remove old email addresses when moving to a new system saw a reduction the subscriber base. Residents continue to subscribe to emails with the contact database growing by around 1,100 addresses in the quarter four. Promotion of the newsletters continues, including in the council tax bills delivered to all households in March 2026 with promotional activity continuing into 2026/27
2	No. of Council services/functions digitised and/or transformed	28	24 🔴	5	2 🔴	10	20 🟢	15	34 🟢	20	51 🟢	
3	Expenditure on agency staff (Actual)	£7,500,000	£7,486,875 🟢	£1,875,000	£1,432,703 🟢	£3,750,000	£2701580 🟢	£5,625,000	£4034537 🟢	£7,500,000	£4,434,094 🟢	
4	Produce a Council Strategy Delivery Plan for review by Executive Members	n/a	New for 2025/26 🟡	Jun-25	Dec-25 🔴	Jun-25	Dec-25 🔴	Jun-25	Mar-26 🔴	Jun-25	Jul-26 🔴	Context: The Council Strategy refresh has been undertaken and is expected to be submitted to Council in July 2026. Services are currently in the process of reviewing their operational and contextual measures. Moving forward: The refresh will update the current measures and focus on the remaining deliverables, planned for the last year of this strategy cycle.
5	No. of corporate and school staff enrolled onto training funded through the apprenticeship levy	56	111 🟢	14	7 🔴	28	23 🔴	40	41 🟢	56	53 🔴	YTD: 53 We are 3 apprentices off the year end target. The KPI has been changed for next year as this current figure is not achievable due to schools becoming Academies, meaning they no longer have access to levy funding and age constraints for higher level qualifications.
6	No. of young people attending/involved in work experience and project work opportunities	20	57 🟢	5	13 🟢	10	68 🟢	15	71 🟢	20	71 🟢	
7	% of WBC provider services inspected by Care Quality Commission (CQC) and rated as good or better	100%	(4 / 5) 80.0% 🔴	100%	80.0% 🔴	100%	80.0% 🔴	100%	80.0% 🔴	100%	80.0% 🔴	YTD: 4 / 5 The CQC have yet to inspect Birchwood Care Home which is the one regulated service rated as requires improvement. All other services are currently rated as Good
8	% of affordable dwellings (social rent and shared ownership) that are social rent	70%	No data 🟡	70%	76.9% 🟢	70%	77.1% 🟢	70%	76.9% 🟢	70%	75.3% 🟢	YTD: 110 / 146
9	No. of local authority maintained schools	64	64 🟢	64	64 🟢	64	64 🟢	64	64 🟢	64	63 🟡	National agenda for academisation continues to mean that schools can choose to academise.
10	% of Education, Health and Care plans issued within the 20-week timeframe (including exceptions)	60%	(142 / 242) 58.7% 🟢	60%	25.4% 🔴	60%	24.1% 🔴	60%	19.4% 🔴	60%	13.9% 🔴	YTD: 34 / 245 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 • from this week, we have agreed, for EHCPs that have been finalised, to backdate payment to schools to the date of the 20-week deadline. Schools will therefore not lose out financially • we are awaiting agreement for a small amount of temporary additional resource into the SEN Team for three months to help us improve the 20-week deadline. Future performance • in the short term, with the additional resource we should be able to improve our KPI slightly. • in the medium term, we will be restructuring the SEN Team to improve efficiency and ensure there is more overlap in key areas to minimise disruption due to staff absence. • in the longer term, we need to work with schools, health and social care to reduce the demand for EHCPs by meeting need earlier. It is difficult to predict, with the level of demand, when we might get to 60% of EHCPs completed on time.

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11	Update the Environment Strategy and Delivery Plan (31/05/25)	Dec-24	Delayed ■	May-25	May-25 ★	May-25	May-25 ★	May-25	May-25 ★	May-25	May-25 ★	Activity complete in Q1.	
12	% of council light vehicle fleet that are ultra-low emission	77%	(10 / 21) 47.6% ■	50%	47.6% ◆	50%	43.5% ■	55%	47.8% ■	60%	47.8% ■	YTD: 11 / 23 No vehicle changes in Q4. In the meantime, three of the non-fully electric light fleet vehicles are hybrids and we have two new (total 5) electric minibuses on the Council's fleet. Overall, some difficulty has been experienced in sourcing appropriate and affordable electric alternatives that meet the needs of the services. Alternatives including hybrids continue to be explored. Some vehicle changes are planned for early in Q1 2026/27.	
13	No. of schemes delivered for residents to install solar panels and other clean energy systems	1	1 ★	Reports Q4	Reports Q4 ●	Reports Q4	Reports Q4 ●	Reports Q4	Reports Q4 ●	1	1 ★	The Solar Together - collective buying scheme for 2025 has delivered the following in residents' homes in West Berkshire: • 102 installations (90 solar and 12 retrofit battery) • 1,047 panels installed • 70.2 tonnes of carbon reduction in one year • Private investment of £772,249 • 17 EV chargers installed	
14	% of Car Club vehicles that are electric	25%	(1 / 5) 20.0% ■	20%	20.0% ★	20%	20.0% ★	20%	20.0% ★	30%	20.0% ■	YTD: 1 / 5 The number of electric car club vehicles depends on the number of car club locations that have electric vehicle charging points. 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 ◆	0	8 ★	0	10 ★	10	12 ★	20	12 ■	The new 20-year concession contract with Connected Kerb was signed in December 2025, and we are working with them to plan the installation of 600 sockets across the district. The sites for the first work package have been agreed and we are waiting on the Distribution Network Operator (DNO) connection information. Installation of the first batch is expected in June 2026.	
16	% of all suitable WBC public car parks with 20 or more spaces to have EV charging available	100%	(13 / 22) 59.1% ■	60%	63.6% ★	60%	63.6% ★	60%	63.6% ★	65%	63.6% ◆	YTD: 14 / 22 Awaiting Distribution Network Operator (DNO) completion at Theale Main car park. Project progress being overseen by Environment Delivery team.	
17	Commence trial of extended pedestrianisation hours Newbury Town Centre (31/05/25)	Mar-24	Delayed ■	May-25	May-25 ★	May-25	May-25 ★	May-25	May-25 ★	May-25	May-25 ★	Activity complete in Q1. Trial commenced on 19/05/2025.	
18	Adopt a Local Transport Plan (31/07/25)	Mar-25	Delayed ■	Jul-25	Jul-25 ★	Jul-25	Jul-25 ★	Jul-25	Jul-25 ★	Jul-25	Jul-25 ★	Activity complete in Q2.	
19	No. of district-wide initiatives to enable local action on carbon reduction	4	4 ★	1	1 ★	2	2 ★	3	2 ■	4	3 ■	Warmer Homes initiative was open to applications in Q4. This is available to eligible households. The overall target was missed by 1 initiative in Q3 due to reduced resources needing to be deployed on other priorities.	
20	No. of activities delivered in the district to increase education about recycling and waste minimisation	28	49 ★	7	15 ★	15	46 ★	23	59 ★	30	72 ★		
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 ★	Jun-26	Jul-26 ◆	Venue moved to Shaw House and due to available dates this has slipped into Q2 2026/27.	
22	No. of supported internships for young people with EHCP (Education, Health and Care Plans)	4	No data ⚡	4	9 ★	4	11 ★	4	11 ★	4	10 ★		
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 ◆	Mar-26	Sep-26 ■	Due to staffing resource issues and work on flood risks and a major emergency planning exercise, this is not a priority at the moment. Thames Valley Local Resilience Forum Drought plan being updated, with a completion date of June 2026. Therefore the Council's plan will follow on from this.	
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% ★	90%	100.0% ★	YTD: 5 / 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 ◆	Dec-25	Aug-26 ■	Strategy, Policy and Plan drafted and reviewed. Approval route to be confirmed. Delayed due to other work commitments, re-tendering of Highways Term Maintenance Contract.	
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 ★	Jun-25	Jun-25 ★	Activity complete in Q1.	

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27	No. of Community forums held	3	3 ★	0	0 ★	1	1 ★	2	1 ■	3	1 ■	Planned Health Forum for March was cancelled due to no registrations. Future Forums to be discussed with Portfolio Holder.
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 ■	Mar-26	Apr-27 ■	This has been extended by 1 year and all contracts also extended to allow time for a full tender process.
29	Deliver the annual Members Bids funding programme	Nov-24	Delayed ■	Nov-25	Nov-25 ★	Nov-25	Oct-25 ★	Nov-25	Nov-25 ★	Nov-25	Nov-25 ★	Activity complete. 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 ★	4	5 ★	
31	No. of people attending physical events and activities across Culture and Library Services	52,000	60,316 ★	13,500	15,238 ★	27,000	36,471 ★	40,500	51,360 ★	54,000	65,161 ★	
32	No. of arts-based events provided in community libraries by arts providers	20	76 ★	15	34 ★	30	51 ★	40	84 ★	50	99 ★	
33	Refurbish Northcroft Leisure Centre (30/06/25)	Jun-25	On schedule ★	Jun-25	Jun-25 ★	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 ★	Dec-25	Aug-26 ■	Hungerford QUEST assessment rescheduled until July. Three facilities completed, and an "excellent" for Northcroft, and "very good" for Willink and Kennet.
35	Adopt the Rights of Way Improvement Plan (31/12/2025)	Jun-25	Delayed ■	Dec-25	Dec-25 ★	Dec-25	Dec-25 ★	Dec-25	Nov-25 ★	Dec-25	Nov-25 ★	Activity complete. ROWIP adopted by the Executive Committee on 6 November 2025 and now published at https://www.westberks.gov.uk/rowip
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 ★	10	⌘	