

Title: Quarter 4/year-end 2024/25 Performance Monitoring Report

Lead Officer: Simon Purfield, Performance, Consultation & Insight Manager
(01789 260118)

**Portfolio Holder/
Lead Member:** Councillor S Juned

Summary

This report presents performance achieved during Quarter 4 (January to March 2025) and the year-end position 2024/25 monitoring delivery of the Council Plan Actions and Key Performance Indicators.

Recommendation

That the position in relation to the Quarter 4/year-end Performance Monitoring Report 2024/25 is received, and any issues identified for further consideration be addressed by:

- (1) A further report to The Cabinet.**
 - (2) The Portfolio Holder.**
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1 Background/Information

1.1.1 The Council Plan was approved by Stratford-on-Avon District Council on 11 December 2023. The Council plan includes six key themes and a total of nineteen objectives which are split over three distinct groups.



1.1.2 Following the approval of the Council Plan, this report presents a summary of performance during Quarter 3 of the Year 1 plan (2024/25) providing The Cabinet with a high-level report on the delivery of The Council Plan Actions and Key Performance Indicators.

1.2 **Council Plan Actions**

1.2.1 There are 66 actions included in the plan for Year 1. Of which, 2 actions are ongoing with no set target.

1.2.2 Performance against target:

Of the 31 actions due by the end of quarter 3, 27 (87%) have been achieved and 4 (13%) actions were not achieved.

1.2.3 Full details are presented in **Appendix 1** to this report.

1.3 **Key Performance Indicators**

1.3.1 There are 23 Key Performance Indicators set to monitor performance in Year 1. 18 of these are related to the Council Plan objectives and 5 are Corporate Health Indicators.

1.3.2 Performance against target:

15 (72%) indicators are on target for this quarter. Six (28%) indicators are not currently on target. Corrective actions will be put in place to bring performance back on track where possible.

Two indicators have not been reported:

- Major planning applications: Percentage of Major applications overturned on appeal.
- Non-Major planning applications: Percentage of Non-Major applications overturned on appeal.

Both indicators rely on data which we currently cannot confirm as reliable.

1.3.3 Residents Survey results were reported in Quarter 1. The survey is undertaken every two years and is reported in the relevant quarter when results are available.

1.3.4 Full details are presented in **Appendix 2** to this report and **Appendix 3** summarises the results in an infographic format, which also benchmarks the data, where possible, and compares with previous years.

2 **Options available to The Cabinet**

2.1 Note performance achieved.

2.2 Request further information.

3 **Evidence Base**

3.1 This report presents achievement against Key Performance Indicators.

4 **Consultation and Members' comments**

4.1 None.

5 Implications of the proposal

5.1 Legal Implications

5.1.1 There are no legal or human rights implications arising from this report.

5.2 Financial

5.2.1 There are no new financial implications arising from this report.

5.3 Council Plan

5.3.1 This report monitors delivery of the Council Plan Actions and Key Performance Indicators.

5.4 Environmental/Climate Change Implications

5.4.1 There are no environmental/climate change implications arising from this report.

5.5 Analysis of the effects on Equality

5.5.1 There are no equality implications arising from this report.

5.6 Data Protection

5.6.1 There are no data protection implications arising from this report.

5.7 Health and Wellbeing

5.7.1 There are no health and wellbeing implications arising from this report.

5.8 Human Resources/Staffing

5.8.1 There are no staffing implications arising from this report.

6 Risk Assessment

6.1 Failure to deliver these areas of strategic performance is considered to be high risk and would present a risk to delivering outcomes stated in the Council Plan.

7 Conclusion/Reasons for the Recommendation

7.1 For the Council Plan Actions and Key Performance Indicators due to be reported by Quarter 3; 87% of Council Plan Actions have been achieved to their target date and 72% of Key Performance Indicators have achieved their targets set for this third quarter 2024/25.

David Buckland

CHIEF EXECUTIVE

Background papers:

None.

Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS

1. Please provide a summary of the proposal (including any legislation/guidance if relevant)

This report presents performance achieved during Quarter 2 (July to September 2024) monitoring delivery of the Council Plan Actions and Key Performance

2. Tick **all** of the coloured boxes appropriately depending on degree of relevance/priority to each of the equality strands set out below following an assessment of the **OVERALL IMPACT DESCRIPTORS**.

High relevance/priority
 Medium relevance/priority
 Low or no relevance/ priority

Business Unit/ Services:	Relevance/Risk to Equalities																	
State the Function/ Policy /Service/ Strategy being assessed:	Gender	Race		Disability			Sexual Orientation		Religion/Belief		Age		Gender Reassignment	Pregnancy/ Maternity		Marriage/ Civil Partnership (only for staff)		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
			✓			✓			✓			✓			✓			✓

OVERALL IMPACT DESCRIPTORS

The following descriptors are designed to help the assessor understand the potential equalities implications of the decision/proposal.

	Low or no relevance/priority (Green)	Medium relevance/priority (Orange)	High relevance/priority (RED)
LEGAL	Complaint/ initial challenge - may be easily resolved	Internal investigation following a number of complaints/challenges	High level challenge resulting in Judicial Review/Ombudsman Complaint following unresolved complaints/ challenges
FINANCIAL	Little or no additional financial implication as a result of the decision/proposal	Medium level financial implications - internal legal costs & internal resources	High or even severe financial impact - External legal advice and internal resources

	Low or no relevance/priority (Green)	Medium relevance/priority (Orange)	High relevance/priority (RED)
PEOPLE	No or Low or level of impact on isolation, quality of life, achievement, access to services. Unlikely to result in harm or injury. Mitigating actions are sufficient	Significant quality of life issues i.e. Achievement, access to services. Minor to significant levels of harm, injury. mistreatment or abuse OR, low level of impact that is possible or likely to occur with over 500 people potentially affected	Serious Quality of Life issues i.e. Where isolation increases or vulnerability is greatly affected as a result. Death, Injury and/or serious mistreatment or abuse of an individual for whom the Council has a responsibility OR, a medium level of impact that is likely to occur with over 500 people potentially affected
REPUTATION	Little or no impact outside of the Council	Some negative local media reporting	High levels of negative front page reports/ National attention and media coverage

3. If low or no relevance please complete the Equalities Section in the applicable Committee Report.

4. If Medium or High relevance/priority please complete the Equality Impact Assessment form (to be attached to the Committee Report as an Appendix).

Report Information Sheet

Please complete and submit to Democratic Services with report.

Committee / Date	The Cabinet / 10 March 2025
Title of report	Quarter 3 2024/25 Performance Monitoring Report

Consultee	Date	Name
Ward Members(s)		
Portfolio Holder/Committee Chair		
Financial Services		
Legal Services		
Other Services		
Chief Executive (if applicable)	13/02/2025	Management Team
Respective Head of Service	13/02/2025	Management Team
Other organisations		

Final decision by this Committee or rec to another Cttee / Council?	Yes
Contrary to Policy / Budget framework?	No
Does this report contain exempt info/Confidential? If so, which paragraph(s)?	No
Does this report relate to a key decision (referred to in the Cabinet Forward Plan)?	No