
Q3 Performance Report 2025/26

Relevant Portfolio Holder	Councillor Jane Spilsbury
Portfolio Holder Consulted	Yes
Relevant Assistant Director	Hannah Corredor, Assistant Director for Corporate Services & Transformation
Report Author Rebecca Green	Job Title: Policy Manager Contact email: r.green@bromsgroveandredditch.gov.uk Contact Tel: 01527 881616
Wards Affected	All
Ward Councillor(s) consulted	N/A
Relevant Council Priority	All
Key Decision	

1. RECOMMENDATIONS

Executive Committee resolve that:-

- 1. The Quarter 3 Performance Report for the period October to December 2025 attached at Appendix 1 be noted.**

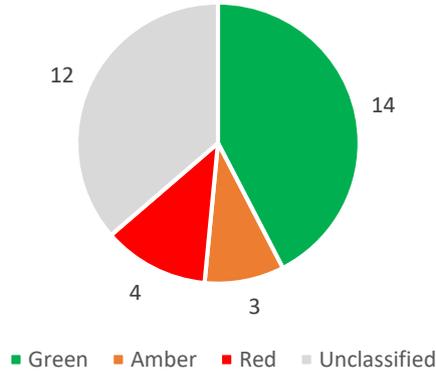
2. BACKGROUND

- 2.1 There are a total of 32 corporate measures for Redditch Borough Council. These are organised by the priorities set out in the Redditch Council Plan 2025 and can be found in a summary table at Appendix 1.
- 2.2 The 32 corporate measures are either organisational or structured under the Council priorities:
 - Economy & Regeneration
 - Green, Clean & Safe Redditch
 - Community & Housing

The measures provide information against the key areas identified in the Council Plan and other important organisational data. Data is shown for the current quarter and the four quarters prior to allow for trend analysis.

Green indicators are on target/performing well against national averages, amber indicators are within tolerance and red indicators are off target. There are some measures which do not currently have a target or national average to compare against; these are currently unclassified.

Q2 Performance



2.3 Two new measures have been added for Q3:

- # active environmental enforcement cases
- # environmental enforcement fixed penalty notices

Where available, previous quarters data for these measures has been included.

2.4 Work to develop a new style of quarterly performance report began in Spring 2025, aligned to the priorities of the Council Plan. The streamlined report will continue to develop as measures are refined and will sit alongside the service business planning process.

The organisation is transitioning towards more informative, visual, and accessible performance reporting to strengthen delivery of both the Council Plan and individual Service Business Plans (SBPs). This shift is designed to ensure joined-up actions across services, enhancing outcomes for residents. The introduction of the SBP process in August 2025 marked a significant milestone in aligning operational activity with strategic priorities.

While the process will continue to evolve, it already reflects a commitment to greater transparency, accountability, and strategic alignment from the Senior Leadership Team. To support this transformation, a suite of Power BI dashboards is currently in development. These dashboards will provide dynamic, real-time insights into performance, enabling clearer tracking of progress against defined milestones and measures. By integrating SBPs with the

Council Plan implementation framework and corporate project monitoring, the dashboards will offer a unified reporting environment that supports proactive service management.

This initiative has been started for collation of the Q3 report; data and commentary for the corporate measures is now collected and stored in PowerBI. Project work on building individual reports for each corporate measure has begun with these initial builds aiming to be completed by the end of the financial year. This will reinforce ownership, improve clarity, and enhance decision-making across the organisation.

3. OPERATIONAL ISSUES

- 3.1 The quarterly performance reporting enables service areas to understand how they are delivering against key priorities and to respond in a timely manner.

4. FINANCIAL IMPLICATIONS

- 4.1 Finance and performance reporting will continue to be aligned, with this report sitting alongside the quarterly financial reports.
- 4.2 Effective performance management supports the organisation in understanding needs and challenges and helps to inform financial decision making.

5. LEGAL IMPLICATIONS

- 5.1 There are no legal implications arising directly from this report.

6. OTHER - IMPLICATIONS

Council Priorities

- 6.1 This report is structured around the priorities identified in the Council:
- Economy & Regeneration
 - Green, Clean & Safe Redditch
 - Community & Housing

- 6.2 There is also a section on Organisational Priorities, which includes measures on the wider performance of the organisation.

Climate Change Implications

- 6.2 There are no climate change implications arising directly from this report; however, some the measures under the Green, Clean & Safe

priority contribute to our understanding of the Council's activities to support the climate change agenda.

Equalities and Diversity Implications

6.3 There are no equality and diversity implications arising directly from this report.

7. RISK MANAGEMENT

7.1 Monitoring performance regularly will assist the Council in in effective identification and management of risks. It will also support the management of risks identified around robust decision making and the accuracy/effectiveness of performance data.

8. APPENDICES and BACKGROUND PAPERS

Appendix 1- Q3 Performance Report 2025/26

9. REPORT SIGN OFF

Department	Name and Job Title	Date
Portfolio Holder	Cllr Jane Spilsbury	13/02/2026
Lead Director / Assistant Director	Hannah Corredor, Assistant Director for Corporate Services & Transformation	18/02/2026
Financial Services	Debra Goodall, Assistant Director Finance and Customer Services	18/02/2026
Legal Services	Claire Felton, Assistant Director of Legal Democratic and Procurement Services	18/02/2026
Policy Team (if equalities implications apply)	Rebecca Green, Policy Manager	Author
Climate Change Team (if climate change implications apply)	Judith Willis, Assistant Director of Community and Housing Services	18/02/2026

REDDITCH BOROUGH COUNCIL

Executive Committee
2026

17th March

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