






















CORPORATE PLAN PROJECTS Q4 MARCH 2022					
	Corporate Plan Theme	Initiative	Project	Update May 2022	RAG status
1	Foundations	Council Tax Support Scheme	Propose and Implement a new council tax support scheme		
2	Foundations	Implementation of new financial system and ways of working	Implement business process redesign, to support service managers improve financial management		
3	Foundations	Implementation of new financial system and ways of working	Procurement and implementation of a new financial system	The design phase for the new finance system is complete and the build phase is underway with a revised target completion in July 2022. The implementation has slipped due to limited internal finance resource availability. The project timeline and risks will continue to be monitored alongside resource availability to determine the right go-live date.	
4	Foundations	Digital Strategy development and Implementation	Develop & Implement a Digital Strategy	No change in near future. We are currently discussing move to next generation of fast broadband technology with BT (and other suppliers) and that might lead to a redefinition of this target	
5	Foundations	Driving social value through our contracts and procurement	Implement Social Value Strategy and reporting	Measurement methodology drafted, preparing training for officers for roll out	
6	Foundations	Implementation of the Customer Experience Programme	Harnessing new digital enabling tools to support the automation of processes	Several Key projects now implemented included missed bins automation and ordering a new bin. WEb content improvements There remains technical delays to bookings and these are being actively managed.	
7	Foundations	Implementation of the Customer Experience Programme	Implement the customer fulfilment operating model where the primary channel is self service	Restructure now in plan. Report in preparation.	
8	Foundations	Implementation of the Customer Experience Programme	Use data intelligence and insight to inform service design and define a new data strategy	Continued development of customer and performance data reporting and analytics t	
9	Healthy Environment	Commissioning effective smoking and cessation support and weight management	Commissioning a new smoking cessation service	Project complete; new model of service commenced in October 2021	
10	Healthy Environment	Commissioning effective smoking and cessation support and weight management	Working with our new leisure provider to ensure we are increasing rates of physical activity		
11	Healthy Environment	Climate Emergency Strategy	Climate Emergency Strategy Implementation	Data produced by BEIS - available for 2020 end June 2022.	
12	Healthy Environment	Climate Emergency Strategy	Council Carbon Plan 20-25 Implementation		







	Corporate Plan Theme	Initiative	Project	Update May 2022	RAG status
13	Healthy Environment	Local Transport Plan	New Local Transport Plan (LTP) for Reading	Scheduled for adoption in November 2022.	●
14	Healthy Environment	Local Transport Plan	Publish an Electric Vehicle Strategy	Scheduled for adoption in November 2022.	●
15	Healthy Environment	Local Transport Plan	On-going programme of network management schemes		●
16	Healthy Environment	Place Improvement projects (Roads, parks, community facilities and heritage assets)	£9 million on Reading's biggest ever investment in resurfacing roads and pavements.		●
17	Healthy Environment	Place Improvement projects (Roads, parks, community facilities and heritage assets)	Completion of £1.7m Community Infrastructure Funded Community projects.	Some projects have been completed and some haven't; a report on progress is due to go to Policy Committee over the summer	●
18	Healthy Environment	Place Improvement projects (Roads, parks, community facilities and heritage assets)	Consultation on allocation of a further £1.2 million CIF command implementation	The consultation was carried out between February and April 2021, and led to an allocation of £1.557 million of CIL by Policy Committee on 14 th June 2021, and further informed the allocation of an additional £1.623 million by Policy Committee on 7 th March 2022.	●
19	Healthy Environment	Place Improvement projects (Roads, parks, community facilities and heritage assets)	Improvements to play areas and park environments	Ongoing programme of capital, S.106 and CIL investment; proactive engagement with allotments tenants and progress towards tenant involvement in managing sites; high visitor satisfaction with parks; 340 trees planted 2021/22	●
20	Healthy Environment	Waste Strategy for Household Waste	Waste Strategy	The Recycling and Enforcement team continue to undertake recycling initiatives and door knocking activity around the Borough. They have also been involved in an open day, where residents could bring their small electrical items to dispose of. The team continue to take enforcement action against environmental crime, and working with legal with the process of getting our cases into court.	●

	Corporate Plan Theme	Initiative	Project	Update May 2022	RAG status
22	Inclusive Economy	Cultural Placemaking	Deliver the High Street Heritage Action Zones project objectives.	<p>After numerous discussions with HE and RBC services to ensure the right quantity and quality of material and street furniture were selected we purchased for £24,502 of material ready for the public realm improvement.</p> <p>Community engagement for the public realm improvements: Feria Urbanism has been appointed and have started the street interviews.</p> <p>Learning, My Heritage, Cultural Programme, Legacy and Marketing and Promotion areas of work/actions have been delivered for Q4 albeit some issues with covid 19 restrictions and staffing resource.</p> <p>Conservation works - delay due to reluctant owners, tendering process and Omicron.</p> <p>Budget underspend HE year 2 = £136.381.</p> <p><u>Next steps</u> - To recruit a part-time administration and communication assistant post to support the team with communication/social media activities.</p> <p>To present a spending proposal for year 3 of the project and to review the ToRs and the project governance with the new HE project lead starting in May 2022.</p> <p>To continue ongoing communication with various shop owners to ensure they are agreeing to take part to the conservation grant scheme. New property interested.</p>	
23	Inclusive Economy	Cultural Placemaking	Develop legacy actions from Reading Place of Culture project		
24	Inclusive Economy	Cultural Placemaking	Future direction for libraries based around the Central Library development	Options appraisal phase 2 being worked on for Central library	
25	Inclusive Economy	Cultural Placemaking	Reading 2021 Anniversary activities, including the Reading Abbey 900 anniversary celebration		
26	Inclusive Economy	Cultural Placemaking	Shape the future 3 year delivery plan 2022-25 for Reading's Culture and Heritage Strategy	A cultural sector workshop has been planned for the 20th of June. This will be led by Arts Work, and will help inform the 3 year Action Plan.	
27	Inclusive Economy	Cultural Placemaking	Work in partnership to further the community and council ambitions for Reading Gaol	The MoJ are continuing with their disposal process and the Council's bid remains on the table.	
28	Inclusive Economy	Cultural Placemaking	Work with strategic leaders of Reading's creative industries		
29	Inclusive Economy	Employment and Skills training	Agree and commence delivery of the new Cultural Education Partnership plan 2020-2024		
30	Inclusive Economy	Employment and Skills training	Deliver KickStart programme		

	Corporate Plan Theme	Initiative	Project	Update May 2022	RAG status
31	Inclusive Economy	Employment and Skills training	Continue to develop and implement Employment and Skills Plans to improve job opportunities	Station Hill ESP with JRL has so far delivered: 62 supported employment opps, 78 jobs for local people, 30 education visits, 3 work experience jobs. There are currently 12 ESPs live or in pipeline including Greyfriars Church, RIBP, Stadium Way, Foundry Place, Rivermead/Palmer Park. S106 funds have provided: Rebel Berks Business School - 35 people from greater Reading attended this collaborative Berkshire online training in Feb. Job Fest - employment and skills event to take place on May 10th - 45 employers already confirmed and 8 speakers. LIVE Business Network event took place in January focused on Start Up Business - with 6 speakers and 45 attendees. Next is planned for April, focusing on Local Buying and Circular Economy for Small Business. [Reading Business Network now connects 500 local business people. Monthly online meets attracting 30-35 people.	●
32	Inclusive Economy	Major Transport Schemes	Complete Green Park station	Construction works due for completion summer 2022.	●
33	Inclusive Economy	Major Transport Schemes	Complete Reading West Station Upgrade	Highways works completed, utility diversion works ongoing.	●
34	Inclusive Economy	Major Transport Schemes	Continued delivery of phase 4 of South Reading Mass Rapid Transport	Latest phase of construction works complete.	●
35	Inclusive Economy	Major Transport Schemes	Delivery of the final section of the National Cycle Network (NCN) 422 route		●
36	Inclusive Economy	Major Transport Schemes	Secure external funding for future sustainable transport schemes		●
37	Inclusive Economy	Powered by People Strategy - Reading CIC Economic growth and Recovery 2020-24	Actions arising from the Powered by People strategy	The Covid Economic Recovery plan involves several parts of the Borough working with Reading UK CIC. Specific programmes to directly tackle inequality and create opportunities around the Borough through employment and skills activity, run alongside programs to enhance quality of life including the Town Centre Strategy, Drone Super Highways, Reading Place Branding, and development of the Visitor Economy. Plans for the next stage of activity based on response to economic downturn and cost of living crisis are now taking shape.	●
38	Inclusive Economy	Thames Valley Berkshire ADEPT Live Labs Project	Thames Valley Berkshire ADEPT Live Labs		●
39	Inclusive Economy	Town Centre Regeneration	Agree delivery model and commence marketing of former Civic Centre site		●

	Corporate Plan Theme	Initiative	Project	Update May 2022	RAG status
40	Inclusive Economy	Town Centre Regeneration	Production of a Town Centre Strategy		●
41	Thriving Communities	Housing Strategy 2020-25 and housing initiatives	Complete the final phase of Hexham Road refurbishment and landscaping		●
42	Thriving Communities	Housing Strategy 2020-25 and housing initiatives	Deliver 40 homes with intensive support to people with a history of rough sleepers	40 homes delivered and occupied by rough sleeping cohort since 15th December 2021.	●
43	Thriving Communities	Housing Strategy 2020-25 and housing initiatives	Develop social inclusion plans for the most deprived areas	All drafts need updating to include an action plan for community development work when direction for team has been agreed	●
44	Thriving Communities	Housing Strategy 2020-25 and housing initiatives	Improvements to Wensley Road existing homes		●
45	Thriving Communities	Housing Strategy 2020-25 and housing initiatives	Installation of 41 heat pumps		●
46	Thriving Communities	Housing Strategy 2020-25 and housing initiatives	Reduce fuel poverty		●
47	Thriving Communities	Housing Strategy 2020-25 and housing initiatives ¹	Review of Allocations Scheme		●
48	Thriving Communities	Reading Community Safety Partnership strategy	Community Safety Partnership Strategy refreshed	Strategic Assessment is still being undertaken due to the vast amount of data and information that has been provided. Initial headlines have been presented to the CSP, with a priority setting meeting to be scheduled for June 2022.	●
49	Thriving Communities	Reading Community Safety Partnership strategy	Violence Steering Group to plan in preparation and response to the new Serious Violence Duty	Strategic Assessment is still being undertaken due to the vast amount of data and information that has been provided. The Steering Group are working towards finalising the strategy timeline to present to the Community Safety Partnership in July 2022.	●
50	Thriving Communities	Transforming Leisure Services	Invest £35 million in modern and new leisure facilities (Rivermead & Palmer Park pools)		●
53	Thriving Communities	Bereavement Service which is customer focused and resilient	Procurement for new cremator	FT confirmed Supplier for cremators. Contract for design team complete. First meeting held on 28th April	●
54	Thriving Communities	Equalities, Diversity and Inclusivity Initiatives	Highlight Reading's diverse arts, culture and heritage		●
55	Thriving Communities	Equalities, Diversity and Inclusivity Initiatives	Partnership to address challenges in accessing culture and funding		●
56	Thriving Communities	Equalities, Diversity and Inclusivity Initiatives	Support the Carnival Organising Committee to prepare for a successful Carnival 2022		●
57	Thriving Communities	Equalities, Diversity and Inclusivity Initiatives	Action Plan in place to improve community engagement mechanism across diverse communities	This project has been pulled into a wider project in developing a framework for engagement with communities, and is now complete	●

	Corporate Plan Theme	Initiative	Project	Update May 2022	RAG status
58	Thriving Communities	Equalities, Diversity and Inclusivity Initiatives	Participatory research on the lived experience of diverse communities in the Borough	Complete - lived experience research completed by CPAR Project, findings to be embedded in the work of the neighbourhood initiative teams	●
59	Thriving Communities	Equalities, Diversity and Inclusivity Initiatives	Publish annually Gender and Ethnicity Pay Gap reports and a Workforce Equality Audit	The Gender and Ethnicity Pay Gap reports for 2021 and the Workforce Profile for 2020/21 have been published on the Council's website. https://www.reading.gov.uk/the-council-and-democracy/council-strategies-plans-and-policies/equality-diversity-and-inclusion-policies/	●
60	Thriving Communities	Equalities, Diversity and Inclusivity Initiatives	Tackle racial inequality in the workplace, through signing up to BITC's Race at Work Charter	We are seeking proposals from 4 organisations to help with EDI Strategy Development. Funding for the work will be sought from the Corporate Learning and Development Budget, subject to CMT approval in June 2022. An update was provided to Personnel Committee in March 2022 confirming that many of the recommendations made in the BITC equality audit report have been progressed, including mandatory training on unconscious bias for anyone involved in recruitment.	●
61	Thriving Communities	Forbury Gardens Incident	Forbury Gardens Memorialisation and commemoration plans	We continue to work with stakeholders and the families to develop a suitable and fitting memorial for those killed and harmed in the attacks of June 2020.	●
62	Thriving Communities	Voluntary and Community Sector partnerships	Commission services in line with the new operating model		●
64	Thriving Communities	Adult Transformation Programme	Day Services Review	The project savings target has been met through right-sizings against the placements budget. In total 34 service users and 47 placements / 37% (out of 128) have been reviewed thus far, while 6 services out of 14 have signed and returned their contracts; a further 7 have signed the contracts but need to provide further detail about their service offer before the contracts can be completed; the remaining provider will not sign their contract, so their 2 service users will be issued with a Direct Payment so that they can continue accessing the service without a need for a contract.	●
65	Thriving Communities	Adult Transformation Programme	Discharge to Assess & Community Reablement	Project documentation and approach has been agreed at DMT and an initial proposed model of delivery has been approved for development by the DACHS director. Data analysis of the overall service has been completed and a further analysis of staff utilisation and structure will be reviewed in the upcoming quarter to support the scoping of the new model.	●
66	Thriving Communities	Adult Transformation Programme	Personal Assistant Market Development	The homecare marketing campaign that was launched in January 2022 has attracted new Personal Assistants (PAs) to sign up to the Council's PA Portal. The PA Portal (that also launched in January 2022), is an online tool where service users can advertise vacancies for PA work and PAs can demonstrate their skills and experience in order to find employment. The PA team was also represented at a community event in March to encourage people to explore PA work as an alternative career choice.	●

	Corporate Plan Theme	Initiative	Project	Update May 2022	RAG status
67	Thriving Communities	Adult Transformation Programme	Priority 1 Prevention Programme (TEC)	The Council's in house TEC team was established during this period and has identified 3, 6 and 12 month service delivery priorities. A more holistic TEC service is being offered that works closely with all partners and incorporates all elements of people's lives to find the most suitable solutions for their needs.	
69	Thriving Communities	Adult Transformation Programme	Priority 3 Young People Programme (Transitions)	Practice Guidance shared with Team Manager, permanent now in post. A Mencap Transitions Family Advisor is in post and actively working with 16 - 25 year olds. Information booklet for young people finalised and echoes the Preparing for Adulthood Policy & Pathway which goes alongside the Information Guide for Parents/Carers already published. Internal processes continue to be embedded via the Peer Learning event, last one March 2022. Additional Preparing for Adulthood panels have been arranged to work through a back log. The savings target is on track to be delivered for this financial year. 34 young people presented to PFA panel in Q4, 25 agreed to transfer from Brighter Futures for Children, 5 not agreed. Aged between 16 - 20	
70	Thriving Communities	Adult Transformation Programme	Priority 4 Service Delivery Programme - DACHS Asset Review	Battle Street - Public Consultation is planned with newsletter to be sent week 09/05/22 and event to be held at a Community Centre 26/27 May 22. Hexham Road - is currently on hold while discussions with CQC continue regarding their concerns they have raised about the proposals due to the number of needs being met on one site i.e. Respite, PMLD Day Opportunities and Sheltered Housing. Discussions at a senior level with DACHS and CQC are being progressed to work through this with the aim of having assurance that the service will be registered on completion.?	
71	Thriving Communities	Adult Transformation Programme	Promoting Independence (Outcome Based Working)	The revised savings targets for 21/22 has been delivered through a combination of right-sizing reviewed POCs and mitigations.? Social Workers report that writing Goal Plans in respect of each review, is impacting on the volume of placement reviews they can complete each week. The limited gain to be made through this approach, combined with the fact that the project's savings target have been met while a number of Day Service users have outstanding reviews, necessitated a review of the project and the completion of an End of Project report, which was approved at the April Transformation Board. The project is now closed.	
					69.7% 
					30.3% 
					100.0% Total