

Corporate Plan theme	Initiative	Project or activity	Q1 22-23 RAG	Q1 22-23 Commentary
Healthy Environment	Climate Emergency Strategy	Climate Emergency Strategy	●	The Climate Emergency Strategy action plan reporting is due at the November SEPT meeting. The majority of actions are green - on track or amber - progressing but at risk of not being delivered by the target date.
Healthy Environment	Climate Emergency Strategy	Retaining our position on the 'A' list' for bold leadership on climate change following an assessment by the Carbon Disclosure Project	●	At the time of reporting, Reading is on the A list for climate action (CDP) and is undergoing an annual review to update information and reassess the grade. Outcome due in November
Healthy Environment	Local Transport Plan	New Local Transport Plan (LTP) for Reading	●	Currently awaiting new guidance from the DfT which is due in the autumn.
Healthy Environment	Place improvement projects (roads, parks, community facilities and heritage assets)	The allocation of £1.6 million Community Infrastructure Funds and commencement of the approved schemes	●	£1.6 million of Community Infrastructure Levy funds were allocated to 18 local projects in March 2022 by Policy Committee. Work has commenced on two of the projects, whilst the remainder are currently in the preparatory stages or are awaiting the completion of projects previously allocated CIL funds in 2021.
Healthy Environment	Place improvement projects (roads, parks, community facilities and heritage assets)	Improvements to play areas and park environments	●	
Healthy Environment	Place improvement projects (roads, parks, community facilities and heritage assets)	Deliver and develop the new play hub at Prospect Park.	●	Most work has been completed. Awaiting ground works for external areas and also letting of café area has been put out to advert.
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.	●	
Healthy Environment	Place improvement projects (roads, parks, community facilities and heritage assets)	Deliver the project to decarbonise the Hexagon theatre through improved heating and lighting.	●	This project is being looked at in the scope of a number of funding bids related to the Levelling Up programme of Government funding. Seeking spend approval in Autumn 2022.
Healthy Environment	Place improvement projects (roads, parks, community facilities and heritage assets)	Delivery of Capital Education Property Development Programme	●	Projects and programme progressing as per the intended timescales
Healthy Environment	Fleet de-carbonisation	Electrification of fleet	●	
Healthy Environment	Environmental action	Implementing the Environment Act 2021	●	Still Awaiting the release of the secondary legislation of the Act which will provide further details needed to assess the implication to how the Council will need to adapt its waste collection and disposal services.
Thriving Communities	Commissioning effective smoking and cessation support	Commissioning a new smoking cessation service	●	The commissioning has been completed and the new service commenced on 1 October 2021
Thriving Communities	Housing Strategy 2020-25 and housing initiatives	Develop social inclusion community development plans for the most deprived areas	●	Completed
Thriving Communities	Housing Strategy 2020-25 and housing initiatives	Delivery of 300 new Council Homes	●	
Thriving Communities	Housing Strategy 2020-25 and housing initiatives	Deliver zero carbon initiatives within Council homes	●	
Thriving Communities	Reading Community Safety Plan	Delivery of a new Community Safety Plan with a focus on tackling serious violence and improving community engagement	●	Draft priorities were presented to the CSP on 14th July 2022. Public consultation for priorities to run from 25/7 - 5/9 with draft strategy to be presented at the CSP Exec Group on 15th Sept. Sign off to be completed by end of October and presented to HNL for adoption in November, with CSP launch of strategy and plan to take place on 10/11/22.
Thriving Communities	Transforming Leisure Services	In partnership with GLL, continue to deliver investment in the borough's leisure facilities including improvements at Meadway Leisure Centre, a new community pool at Palmer Park and progress on the new Rivermead Leisure Centre.	●	Works on the new facility at Rivermead are progressing and the new pool at Palmer Park is on track to open in winter 2022. Improvement works at Medway have been completed.
Thriving Communities	Transforming Leisure Services	Working with our new leisure provider to increase rates of physical activity	●	Work with GLL on the HealthWise programme is picking up pace with new adult weight management courses in place. GP referral scheme in place and Dementia Friendly Audit completed at Rivermead.
Thriving Communities	Supporting communities to recover from major incidents	Implement plans to commemorate the Forbury Gardens attacks and install a permanent memorial in the Gardens, in partnership with key stakeholders.	●	Dialogue with the families is on going. Commissioning anticipated to start in Autumn 2022.
Thriving Communities	Supporting communities to recover from major incidents	Supporting residents to recover from the devastating fire at Rowe Court, helping them to find alternative accommodation and welfare support	●	Displaced residents provided with temporary accommodation and support, possessions returned and the majority have move on into alternative accommodation. 4 remain in temporary accommodation
Thriving Communities	Celebrating diversity	Celebrate Reading's diverse arts, culture and heritage	●	A range of activity has taken place including support for Reading Mela resulting in a successful funding bid; initiating a diverse programme of story telling in libraries; on going dialogue with the Bengal Cultural Association to facilitate the Autumn Festival. Successful events to celebrate the Platinum Jubilee, WaterFest, Children's Festival and a significant number of community events facilitated in the borough's parks and open spaces.

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Thriving Communities	Voluntary and Community Sector partnerships	Implementation of the VCS action plan to build our relationship with the VCS and increase capacity within the sector.	●	A new senior officer lead with responsibility for developing our partnerships with the VCS and delivery of the review action plan is now in post. The programme of work to deliver the VCS Action Plan will accelerate following completion of the Closing the Gap commissioning process.
Thriving Communities	Voluntary and Community Sector partnerships	Delivery of the small grants funding	●	First round of small grants bidding cycle completed and grants awarded.
Thriving Communities	Voluntary and Community Sector partnerships	Recommissioning of Closing the Gap	●	
Thriving Communities	Adult Transformation Programme	Review and expansion of the Community Reablement Team to maximise peoples independence	●	CRT project documentation has been approved at The DACHS Transformation Board. The project group have agreed to prioritise the pathways into CRT from the Advice and Wellbeing Hub and those accessing the service through pathway 1. Collaborative work with the performance team is being carried out to assess demand from these updated routes. The team manager and service manager have established vacancies and underspend in the service and will be undertaking recruitment to address the demand. Recruitment will include increased therapy posts. A standard operating Model is underway to capture the new model ready for consultation.
Thriving Communities	Adult Transformation Programme	Development of an accommodation pathway for vulnerable working age adults	●	The project savings target of £25k has been met through reductions against the placements budget, while concurrent work is ongoing to identify service users who may be able to move away from their current accommodation placements to options which offer more independence. Work has commenced on revisiting and (where relevant) revising the Accommodation Pathways which were developed and approved in 2020, and on reviewing the utilisation of RBC-owned Group Homes to see how any underutilised properties could be used in the future.
Thriving Communities	Adult Transformation Programme	Development of a Personal Assistant Market to enable people to live independently at home	●	Reading Council's Personal Assistant (PA) team were represented at a Reading University event in Broad Street Mall in March and also attended a Reading UK recruitment fair in May. The team were promoting the role of PAs and received lot of interest from potential PAs. In April approval was given to increase the PA minimum hourly rate in line with new Real Living Wage rate of £9.90. The Council's systems have now been updated to include the increase. The PA team circulated flyers at the end of April resulting in a spike of activity on the PA portal in the following days. The number of PAs signed up to work with RBC service users following marketing campaign is increasing each month.
Thriving Communities	Bereavement service that is customer focused and resilient	Procurement of new cremator	●	The cremator project is progressing well and works are due to commence onsite on the 25th July 2022, with the two new fully abated cremators expected to be commissioned on 14th February 2022. The temporary cremator will then be removed and the building works undertaken to improve staff welfare facilities for completion by 8th June 2022.
Inclusive Economy	Cultural Placemaking - improvement projects to parks, community facilities and heritage assets	Deliver the High Street Heritage Action Zones project objectives.	●	
Inclusive Economy	Cultural Placemaking - improvement projects to parks, community facilities and heritage assets	Deliver key improvements to the library service, including plans for the Central Library.	●	Plans for a new Central Library are progressing under the banner of the Levelling Up Round 2 bid due for submission in Summer 2022.
Inclusive Economy	Cultural Placemaking - improvement projects to parks, community facilities and heritage assets	Shape the future 3 year delivery plan 2022-25 for Reading's Culture and Heritage Strategy	●	Workshop held on the 7th of July with follow up interviews being held with key organisations who were unable to attend until the 18th of July. A co-created strategy action plan will be in place for sign off by Autumn end.
Inclusive Economy	Cultural Placemaking - improvement projects to parks, community facilities and heritage assets	Work in partnership to further the community and council ambitions for Reading Gaol	●	The Ministry expect to be able to notify the Council of a decision in Autumn 2022.
Inclusive Economy	Powered by People Strategy - Reading CIC Economic growth and Recovery 2020-24	Actions arising from the Powered by People strategy	●	A full report on the programme over the last 18 months was delivered to SEPT in July. A report outlining the next programme phase, focused on RECOVERY will go to SEPT for approval in November. This will include focus on key skill areas which can be leveraged to support our local Levelling Up agenda – green skills, creative skills and self employment
Inclusive Economy	Employment and Skills training	Develop and implement training programmes	●	The new support employment programme is on track to start in September, we are working in partnership with Ways into Work who will offer our learners work experience at the new café due to open towards the end of August. We have appointed a teacher and we are now recruiting learners, I have a meeting with JCP Disability Employment Advisors this week (green). With regards to the Traineeship unfortunately despite having a variety of Employers eager to work with us, the recruitment of trainees has been very slow, this was also highly impacted by the Kickstart offer (red).

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Inclusive Economy	Employment and Skills training	Employment and Skills programme delivered via Reading CIC	●	A successful Jobs Fair attracted nearly 40 employer and 450 local people in May. A Supported Employment event is being planned for September with providers and employers. Construction Skills continued to be supported at key sites including Station Hill, Domain (Foundry Quarter) and RIBP. New ESPs have been agreed focusing even more work on construction skills (and skills shortages). Support for small businesses and high growth businesses is included in the Investment Plan for UK Shared Prosperity, providing delivery of start up training out in the community and collaboratively with the Berkshire Growth Hub.
Inclusive Economy	Major Transport Schemes	Complete Reading West Station upgrade	●	Interchange works complete, station works being undertaken by GWR.
Inclusive Economy	Major Transport Schemes	Complete and Open Green Park Station	●	Construction nearing completion, station opening by the end of the year.
Inclusive Economy	Major Transport Schemes	Continued delivery of South Reading Mass Rapid Transport	●	Current phase complete.
Inclusive Economy	Town Centre Regeneration	Bring forward the Minster Quarter site for development and utilising the £2m brownfield development grant	●	Policy committee approved officers taking the site to market over summer. Site will be launched in September 2022 with a view to shortlisting prospective bidders in December 22. Preferred bidder to be brought to policy committee June 2023
Inclusive Economy	Town Centre Regeneration	Adoption of a new Town Centre Strategy	●	Finalising with consultants the final version of the strategy.
Inclusive Economy	Social Inclusion Programme	Develop a Strategy for Social Inclusion in Reading underpinned by a programme of work to reduce inequality across the town	●	Social Inclusion Board constituted. Strategy development underway.
Inclusive Economy	Social Inclusion Programme	Implement and subsequently expand a new apprenticeship and work experience mentoring scheme	●	
Inclusive Economy	Social Inclusion Programme	Review all community buildings for digital connectivity and access to computer equipment	●	Model of delivery for HRA community buildings under review, community consultation to begin in the Autumn
Inclusive Economy	Equalities, Diversity and Inclusion Initiatives	Action plan in place to improve community engagement mechanism across diverse communities	●	Strategic review of community development completed, new team structure to be put in place, restructure consultation to launch in the Autumn
Inclusive Economy	Equalities, Diversity and Inclusion Initiatives	Participatory research on the lived experience of diverse communities in the Borough	●	Complete
Inclusive Economy	Equalities, Diversity and Inclusion Initiatives	Create a workforce that is fully representative of the population we serve	●	The Council publishes a Workforce Profile which covers data on the protected characteristics of the current workforce and job applicants. The proportion of job applicants from minority ethnic backgrounds increased again in 2022/21 to 37.1%, up from 32.6% in 2020/21 and 30.9% in 2019/20. The proportion of White British applicants has again reduced slightly in 2022/21 compared to the last two years, to 49.4%. 27.3% of new starters were from non-white British ethnicities, compared to the percentage of non-white British ethnicities in the general workforce (15.9%). The percentage of the workforce in minority ethnic groups has gradually increased over the last few years and is now 15.9%, up from 14.4% in 2020/21. This project has been given a red rating as the BAME population of Reading from the 2011 census was 25%, so we are not yet achieving this target. There is a higher proportion of staff within the lower pay grades 1-6 for Black/Black British employees and those from Mixed and Other Ethnic Groups compared to White British staff. The exception is for Asian or Asian British staff where there is a lower proportion in Grades 1-6 and a higher proportion in Grade 7-10 compared to White British staff.
Foundations	Driving social value through our contracts and procurement	Implement Social Value Strategy and reporting	●	Social Value tools have been developed and need implementing, this will form part of the overall updating and roll out of procurement guidance which will commence in the next two months
Foundations	Driving efficiency through contracts and procurement	Embedding the Hub and Spoke structure	●	
Foundations	Sound financial management	Implement business process redesign, to support service managers improve financial management	●	The design phase for the new finance system project completed in March 2022. The initial build of the finance modules is expected to complete by the end of August 2022 with the system ready for testing by the end of September 2022. The resource constraints which delayed completion of the design phase and hampered progress in the build phase has had a knock on impact on the remaining phases of the project. The project plan has been reviewed and revised dates set for the remaining phases of the project that would allow new year budgets to be updated in January 2023 and a full go-live in April 2023.

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Foundations	Achieving customer services excellence	Implementation of the Customer Experience Programme	●	The 2022/23 programme plan has now been approved and activity is underway to deliver this. Progress is generally good though some projects are being impacted by resource challenges and technical difficulties.
Foundations	Becoming a digital first organisation and digital inclusive community	Implementing the Connected Reading Strategy	●	Following a slow start caused by procurement/legal complexity, the flagship Casework and Customer Platform procurement is in flight and to complete by end Sep. Independent Living pilot providers appointed and mobilising. Progress is being made on other workstreams but has been hampered by a lack of delivery resource. Intent is to seek approval to procure a delivery partner to unblock this; soft market testing to inform proposal is underway.
Foundations	Managing your information effectively	Implementation of our Information Governance Strategy	●	
			57.69%	● 30
			40.38%	● 21
			1.92%	● 1
			100.00%	Total 52