

Insert:
Overview & Scrutiny – 03/06/2026
Cabinet – 16/06/2026

Report by: Gregory Moore & Steffen Gosling
Head of Service: Katherine Hlalat
Lead Cllr: Cllr Nathan Hunt
Executive Councillor for Resident
Services and Corporate Performance



Wards
All

Open / Exempt
Open

Key Decision?
No

Corporate Performance Report, Quarter 4 2025/26

Executive Summary: This report provides Cabinet with an update on the Council's performance against the Corporate Plan at the end of Quarter 4 2025/26 (covering the period January to March 2026), including:

- Progress with Corporate Plan actions and projects
- Corporate Performance Indicators

Recommendations

- 1.1. The Cabinet is invited to consider and comment on progress and performance during Quarter 4, as summarised in the Corporate Performance Report attached and detailed in Appendices A, B, C and D

Key Corporate Plan Priorities

- | | |
|---|--|
| 1 | Improving quality of life for local people |
| 2 | Creating a better Huntingdonshire for future generations |
| 3 | Doing our core work Well |

Place Strategy Priorities

- | | |
|---|--------------------------|
| 1 | Pride in Place |
| 2 | Inclusive Economy |
| 3 | Health Embedded |
| 4 | Environmental Innovation |
| 5 | Travel Transformed |

Report Author(s)

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1. PURPOSE OF THE REPORT

- 1.1** This report presents the Council's progress against the Corporate Plan Actions and Corporate Performance Indicators during Quarter 4 (January to March) 2025/26.

2. BACKGROUND & CONTEXT

- 2.1** The Council's Corporate Plan 2023-2028 was refreshed for 2025/26 and approved at Council in May 2025.
- 2.2** The performance data in the attached Corporate Performance Report and its appendices relate to the performance measures, actions and projects agreed for 2025/26 and has been collated in accordance with standardised procedures.
- 2.3** The Corporate Performance Report (Appendix A) summarises progress and performance by outcome. Each outcome has a summary followed by tables and pie charts summarising the status of actions/ and projects, followed by the performance measures. A full list is also provided for each outcome, which shows the status reported for each action/project and performance measure linked to that outcome as at the end of quarter 4. The appendices to the Corporate Performance Report provide more detail.
- 2.4** Appendix B provides integrated updates on Corporate Plan actions and projects from officers, covering both progress against planned delivery and the impact that has had on the outcome.
- 2.5** Appendix C provides updates on Corporate Performance Measures, showing this year's performance broken down by month and how this compares to targets, intervention levels and the performance of the previous two years, where possible. This is provided via graphs to make such comparisons simpler and provide a visual indicator of direction of travel.
- 2.6** An accessible version of the performance measures is enclosed as Appendix D

3. PERFORMANCE MANAGEMENT

- 3.1** Robust performance management is a priority at Huntingdonshire District Council, with stretch targets being implemented where relevant and external benchmarking occurring where possible. This was noted as a strength for HDC by our recent Local Government Association Corporate Peer Challenge.
- 3.2** Cabinet members and the Overview and Scrutiny (Performance and Growth) Panel are central to the Council's Performance Management Framework. This report provides regular performance data, allowing Councillors to review quarterly progress on strategic outcomes.

3.3 The following table summarises overall progress in delivering Corporate Plan actions for 2025/26 at the end of Quarter 4:

Status of Corporate Plan Actions	Number	Percentage
Green (on track)	44	80%
Amber (within acceptable variance)	11	20%
Red (behind schedule)	0	0%

Note: actions being delivered as/through projects/programmes are not included in this table as their status is being reported via project reporting mechanisms instead, and this avoids any double-counting. Percentages may not sum to 100% due to rounding.

3.4 80% of our Corporate Plan actions are reported as on track (green) this quarter. The remaining 20% of projects were reported as being within the acceptable variance (amber), with no actions reported as being behind schedule (red). 39 of the actions reported as green in Quarter 4 were also reported as green in Quarter 3. 2 of the 12 actions reported as amber this Quarter have reduced from reporting as green in Quarter 3, and the remaining 10 continue to report as amber.

3.5 The statuses of Corporate Plan projects at the end of March 2026 are shown in the following table:

Status of Corporate Plan Projects/Programmes	Number	Percentage
Green (on track)	10	83%
Amber (within acceptable variance)	2	17%
Red (behind schedule)	0	0%

Note: this only includes corporate projects which are linked to actions in the current Corporate Plan. Percentages may not sum to 100% due to rounding.

3.6 Quarter 4 saw an increase in the number of Corporate Plan projects reporting as green, with 75% (ten) now reporting as being on target, with nine of these remaining as green from Quarter 3, and the tenth increasing from behind target to on target. Two projects are currently reporting as amber, with one remaining as this status and one falling behind its target. One project is now reporting as amber after reporting as significantly behind target for the past two quarters.

3.7 The latest status of operational performance measures at the end of March 2026 are summarised here:

Latest Operational Performance Indicator Results	Number	Percentage
Green (on track)	18	53%
Amber (within acceptable variance)	8	24%
Red (behind schedule)	8	24%

Note: this only includes operational performance measures which are linked to actions in the current Corporate Plan. Percentages may not sum to 100% due to rounding.

3.8 The Corporate Performance Measures that finished the 2025/26 year behind the intervention level are:

Metric	Result	Direction of Travel (since Q3)
8. The number of households housed through the Housing Register and Home-Link scheme	R	↔
10. The net change in the number of homes with a council tax banding	R	↓
11. The number of new affordable homes delivered	R	↔
19. Percentage of household waste reused / recycled / composted	R	↔
24. The number of flytips reported (cumulative)	R	↓
31. Business Rate collection rate	R	↔
32. Staff short-term sickness days lost per FTE	R	↔
33. Staff long-term sickness days lost per FTE	R	↔

Please note: that other metrics are routinely reported internally to other committees (e.g. HR data goes before the Employment Committee and the Corporate Governance Committee receives an annual report on complaints and compliments), copies of these reports can be requested.

3.9 The number of households housed through the Housing Register and Home-Link scheme continues to perform below the intervention level. Through March, 557 households have been housed through the scheme, 128 below the target. This is due to the number of new build completions being lower than in previous years, and lower than initially forecasted. This includes affordable homes, which have seen 485 fewer affordable homes delivered compared to 2023/24. Additionally, Places for People disposed of a large amount of housing stock which was due for reletting, impacting the number of residents that can be housed through these schemes. The Housing Needs service is communicating with Places for People to prevent further disposal of stock and how to increase the housing stock to further support resident in need. As new houses become available, the service is working hard to ensure our residents are housed.

3.10 The net change in the number of homes with a council tax banding has performed below the intervention level in Quarter 4 after a turbulent year of performance. Issues began in Quarter 4 of 2024/25, when the Valuation Office Agency, who assign bandings to homes, began to upgrade its software in assigning bandings. Although the software is now implemented, a significant backlog still exists, and homes in large groups are being prioritised for banding. This is negatively impacting individual homes that have been awaiting banding for a longer time. Officers are continuing to report new homes to the VOA and collect Council Tax when a banding is assigned.

3.11 The delivery of affordable housing finished behind target this year, and this was largely due to external factors, such as market conditions, developer viability assessments, broader economic pressures such as inflation and interest rates, and government funding pressures. While the service continues to work proactively with partners to maximise delivery, it is important to recognise that progress is inherently linked to these external dependencies and that most Councils do not achieve their yearly target of affordable delivery matched to demand. Since April 2023, 1205 affordable homes have been delivered, equating

to 100 per quarter. This is 11 houses below the target each quarter, with further completions expected in the next two quarters.

- 3.12** In Quarter 4, a total of 14,780.59 tonnes of waste were collected from domestic properties across the district, with 42.68% of this being either recycled or composted. Year to date, the recycling rate stands at 47.18%, a 2.22% decrease from last year. Although the number of garden waste subscriptions is higher for the 2025/26 period, the amount of garden waste being collected has reduced, mainly due to the exceptional dry period we experienced over the summer. As recycling is measured by weight, this has a direct impact on the overall percentage recycled. The Monks Wood weather recording station reported a 26% decrease in rainfall in the summer months. To further support residents in the opportunity to recycle, the number of textile recycling banks has been expanded, and electrical recycling bins have been introduced across the district.
- 3.13** The number of flytips reported dropped below the intervention level in Quarter 4, with 3,569 flytip incidents being reported and cleared in the year. The significant increase in the winter months is attributed to multiple factors, such as more darkness to commit the flytip, the shorter opening hours of Cambridgeshire County Council recycling centres, and potentially more waste to dispose of. The Community Action Team continue to spread awareness of flytipping and focus on preventative measures, and enforces intervention where appropriate.
- 3.14** The number of short-term sickness days per full-time equivalent remains behind target this month, even with a quarterly improvement of 0.06 days. The performance of this metric is reflective of a national crisis of increasing workplace leave, in both the private and public sectors. To manage workplace sickness, the HR team is working with Heads of Services to investigate if different services within the organisation demonstrate identifiable patterns relating to sickness absence. Additionally, a management group has been set up relating to preventative measures to reduce the level of sickness absence.
- 3.15** The number of long-term sickness days per full-time equivalent remains behind target this month at 6.29 days. The performance of this metric is reflective of the national crisis of increasing workplace leave in both the private and public sectors. To prevent lengthy absences and to support staff members beginning long-term absences, as soon as a case moves from short-term absence to long-term absence (30 days of absences), HR completes an Absence Stage 1. Additionally, HR is working with Heads of Services to investigate if different services of the organisation demonstrate identifiable patterns relating to sickness absence.
- 3.16** Quarter 4, included the extremely positive performance of numerous metrics. A total of 787 bin collections being reported as missed. With 1,599,896 bins being collected throughout the quarter, this is a missed bin rate of 0.05%, significantly ahead of the APSE benchmarking average of 0.076%. Active Lifestyles have continued to offer a large variety of classes and receive high attendances at these classes, with over 20,647 in Quarter 4, the highest attended period in the year. The continual growth in the variety of classes and accessibility to classes has driven positive performance. After a joint project with Places for People in March, a total of 156 homelessness cases were prevented in Quarter 4. The project involved joint funding with Places for People to assist a number of their tenants facing possession action due to rent arrears that had accrued as a result of financial

difficulties. The planning service continued to deliver accurate and on-time planning applications in quarter 4, whilst also reducing the backlog of planning applications over 16 weeks to just 11, a reduction from 175 in April 2023.

4. COMMENTS OF OVERVIEW & SCRUTINY

- 4.1 The Overview and Scrutiny (Performance & Growth) Panel is due to receive this report at its meeting on 3rd June 2026. Comments from the Panel will be shared with Cabinet following the Overview and Scrutiny Panel's meeting.

5. BACKGROUND PAPERS– LOCAL GOVERNMENT (ACCESS TO INFORMATION) ACT 1985

5.1

Document List	Custodian	File Location
Corporate Plan	Huntingdonshire District Council Joint Administration	Corporate Plan 2025-26