



**Report title:** Quarter 4 (Q4) 2025/26 Council Plan and Performance Update Report

<b>Meeting</b>	Chief Executive Decision Making
<b>Date</b>	30 <sup>th</sup> June 2026
<b>Cabinet Member</b> (if applicable)	NA – Decision to be taken by the Chief Executive using powers set out in the Constitution under Article 7 paragraph 7.9.1
<b>Key Decision Eligible for Call In</b>	No No
<b>Purpose of Report</b>	
The Q4 2025/26 Council Plan and Performance Update Report provides information on progress against the 2025/26 Council Plan priorities and the performance against the 2025/26 Council Key Measures.	
<b>Recommendations</b>	
<ul style="list-style-type: none"> <li>It is recommended that the report is noted.</li> </ul>	
<b>Reason for Recommendations</b>	
<ul style="list-style-type: none"> <li>The report has been through internal governance and assurance processes and represents the council's performance at quarter 4 2026/26.</li> </ul>	
<b>Resource Implication:</b> None	
<b>Date signed off by <u>Executive Director</u> &amp; name</b>	Rachel Spencer-Henshall, Deputy Chief Executive & Executive Director of Public Health and Corporate Resources – 22/06/2026
<b>Is it also signed off by the Service Director for Finance?</b>	Kevin Mulvaney, Service Director – Finance - 17/06/2026
<b>Is it also signed off by the Service Director for Legal Governance and Commissioning?</b>	Sam Lawton, Service Director – Legal, Governance and Commissioning (Monitoring Officer) –

**Electoral wards affected:** Not applicable

**Ward councillors consulted:** Not applicable

**Public or private:** Public

**Has GDPR been considered?** No personal data within report

## 1. **Executive Summary**

Consistent with the agreed performance reporting processes and governance for the 2025/26 year, the Q4 2025/26 Council Plan and Performance Report is designed to provide Executive Leadership Team (ELT), Executive Board, Cabinet and Overview and Scrutiny Management Committee (OSMC) with an end of year overview of progress against Council Plan priorities and performance against the Council's key measures. It brings together narrative on delivery across each Directorate and performance against key indicators. Supporting appendices set out detailed performance information, including Council Measures, Shared Population Outcome Indicators and an update on the performance of the Transformation Portfolio.

### **Key highlights and challenges**

Key highlights and issues are summarised below based on a review of trends against the key measures within the report:

#### **Key Highlights:**

- **Sickness days per Full Time Equivalent (FTE) member of staff is 0.75 days lower than it was 12 months ago.** Although sickness absence remains high at 13.28 days per FTE for the 12 months up to the end of Q4 2025/26, this is the third consecutive quarter sickness absence has reduced. This improvement has been made through continued support to managers to address long and short-term intermittent absences. In addition, bite-sized videos about 'Building Restorative Managers' were released to support managers (further details on page 31 & 32 of the main report).
- **The percentage of mothers smoking during pregnancy continues to reduce.** 3.4% of mothers reported smoking at the time of delivery during Q3 2025/26 compared to 4.1% during Q2 2025/26 and 5.3% during Q3 2024/25. The rate in Kirklees in Q2 2025/26 (3.4%) is lower than the national rate (4.1%). Strong strategic and operational relationships between maternity services, public health commissioners and community stop smoking providers ensure that reducing smoking in pregnancy remains central to our place-based ambition to reduce overall smoking rates (further details on page 33 & 34 of the main report).
- **The percentage of waste collections without complaint remains high and continues to increase.** There was a total of just over 9.7 million bins collected during 2025/26 with only 0.35% of those bins having an issue reported against them. We have improved the use of data and route intelligence, clearer escalation and follow-up arrangements for missed collections, and a continued focus on reducing contamination (further details on page 39 & 41 of the main report).

- **There has been an increase in the percentage of non-emergency responsive housing repairs completed within timescale.** There has been a 5.4 percentage point increase in repairs delivery with 89.3% during Q4 2025/26 compared to 83.9% in Q4 2024/25. This shows continued improved consistency on repairs delivery, particularly around first-time completion, emergency and routine repairs. Improvements made include van stock arrangements to reduce numbers not completed at first visits, a stronger focus on decision-making on site, and clearer ownership by operatives for seeing jobs through (further details on page 42 & 44 of the main report).

### Key Challenges:

- **The percentage of Education, Health and Care Plans (EHCPs) finalised within 20 weeks has continued to reduce over the last 3 months.** 12.3% of EHCPs were finalised within 20 weeks during Q4 2025/26 compared to 31.1% in Q3 2025/26 and 73.0% in Q2 2025/26. Our performance during the 2025 calendar year (50.8%) is better than the latest national rate (46.4%) and the statistical neighbour rate (42%). The main factors impacting 20-week compliance during the quarter continued to be challenges in securing statutory professional advice within required timescales, particularly educational psychology and health contributions, alongside the cumulative impact of increased demand across the system. There were 262 new requests for EHCPs during the quarter (further details on page 22 & 24 of the main report).
- **Collection rates for Business Rates are lower than they were 12 months ago.** The Business Rates collection rate is at 95.38% at the end of Q4 2025/26, 0.79 percentage points lower compared to Q4 2024/25. Collection rates for Business Rates in Kirklees are lower than statistical neighbour benchmarks. Performance has been influenced by the continued challenging trading environment, including an increase in business closures and the growing use of court-approved restructuring plans, which affects agreed payment levels and write-offs during the year (further details on page 30 of the main report).
- **The percentage of Data Protection Subject Access Requests (SARs) completed in time has reduced compared to 3 months ago and 12 months ago.** 60% of SARs were completed in time during Q4 2025/26 compared to 68% in Q3 2025/26 and 65% in Q4 2024/25. There has been a significant increase in the number of requests throughout 2025/26 with an annual increase of 25% since 2022. We are procuring a new technology solution to support with SARs management (further details on page 27 & 29 of the main report).

### Increase in demand:

- **The number of Looked After Children has increased compared to 12 months ago.** There were 651 looked after children at Q4 2025/25 an increase of 13 when compared to Q4 2024/25 (638), although we compare well with our statistical neighbours. We work intensively with children and families to support them to live in long term arrangements that do not necessitate them being looked after. As a result,

we see an ongoing increase in the numbers of children living with carers under a Special Guardianship Order (further details page 25 & 26 of the main report).

## **2. Information required to take a decision**

Cabinet is invited to consider the overall performance against the Council Plan priorities, and key measures of the Council's aspiration to be effective and efficient in the delivery of its services.

## **3. Implications for the Council**

This report provides an update on performance against the 2025/26 Council Key Measures. This will enable the Council to effectively monitor performance and drive further improvements.

### **3.1 Council Plan**

The report provides an update on progress against the priorities within the Council Plan

### **3.2 Financial Implications**

There are no financial implications.

### **3.3 Legal Implications**

There are no legal implications.

### **3.4 Climate Change and Air Quality**

There are no climate change and air quality implications.

### **3.5 Risk, Integrates Impact Assessment (IIA) or Human Resources**

#### **Risk**

There are no risk implications.

#### **Integrated Impact Assessment (IIA)**

No Integrated Impact Assessment (IIA) is needed.

#### **Human Resources**

There are no human resources implications.

#### **Armed Forces Covenant**

There are no Armed Forces Covenant implications.

## **4. Consultation**

No specific consultation is required, this report is for information only.

## **5. Engagement**

No specific engagement is required, this report is for information only.

## **6. Options**

### **6.1 Options Considered**

It is recommended that the report is noted.

### **6.2 Reasons for recommended Options**

This report is for information only.

## **7. Next steps and timelines**

Updates will be shared on a quarterly basis with Cabinet Members and members of the public. The provision of these quarterly updates will enable Executive Directors, the Chief Executive and Cabinet Members to monitor progress against key priorities and enact change where needed, to maximise improvements and outcomes for people and places.

Transformation updates will be shared on a 6 monthly basis.

## **8. Contact officer**

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## **9. Background Papers and History of Decisions**

Not applicable.

## **10. Appendices**

Appendix A - Transformation portfolio Q4 performance update report  
Appendix B - Transformation portfolio Q4 performance summary presentation

## **11. Service Director responsible**

Andy Simcox, Service Director for Strategy and Innovation  
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