Bridgend County Borough Council
Cyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr

Corporate Performance Dashboard

Year end 2025-26

KEY:

How will we mark or score ourselves

We have one simple scale for how we mark or score the council's performance. Because overall judgements, commitments and performance indicators are measured differently, the colours or judgements have different descriptions depending on which type of performance you are reviewing.

	What does this Status mean?		
	Overall / self-assessment performance	**Commitments, projects or improvement plans**	**Performance Indicators**
COMPLETE (BLUE)	Not applicable	Project is completed	Not applicable
EXCELLENT (GREEN)	Very strong, sustained performance and practice	As planned **-** within timescales, on budget, achieving outcomes	On target and performance has improved / is at maximum
GOOD (YELLOW)	Strong features, minor aspects may need improvement	Minor issues. One of the following applies - deadlines show slippage, project is going over budget or risk score increases	On target
ADEQUATE (AMBER)	Needs improvement. Strengths outweigh weaknesses, but important aspects need improvement	Issues – More than one of the following applies - deadlines show slippage, project is going over budget or risk score increases	Off target (within 10% of target)
UNSATISFACTORY (RED)	Needs urgent improvement. Weakn esses outweigh strengths	Significant issues – deadlines breached, project over budget, risk score up to critical or worse	Off target (target missed by 10%+)

For performance indicators, we will also show trends in performance so you can see how we are doing compared with the same period last year.

Trend	Meaning
	Improved performance
	Maintained performance (includes those at maximum)
	Declined performance (by less than 10%)
	Declined performance (by 10% or more)

Trend	Performance Indicator types
CP	Corporate Plan Indicator

	Directorate Responsible
ALL	All Directorates
CEX	Chief Executives Directorate
COMM	Communities Directorate
EEYYP	Education, Early Years, and Young People Directorate
SSWB	Social Services and Wellbeing Directorate


TEAM BRIDGEND
Our priorities for 2025/26
THRIVING
A prosperous place with thriving communities
EMPOWERING
Supporting our most vulnerable
ACHIEVING
Enabling people to meet their potential
MODERNISING
Creating modern, seamless public services

WBO1: A prosperous place with thriving communities

WBO1.1: Moving towards net zero carbon, and improving our energy efficiency

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
CED57 CP WBO1.1	Levels of nitrogen dioxide (NO2) pollution in the air (micrograms per m3) (CEX SRS) ***Lower Preferred***	43.80	**43.60**	40	**42.10**	⬆	Annual Indicator **Target Setting:** This is the legal air quality objective for NO2. **Performance:** The date has showed further slight improvements on 2024-25 results. Unfortunately, only 11 months of data was captured, as the Nox monitoring tube was vandalised in August. August's results across BCBC generally showed lower concentrations and therefore results on Park Street may have further improved had this data been available. Monitoring will continue in 2026, when compliance has been modelled to be achieved - this will inform decision on whether to proceed with Measure 18.
DCO20.01 CP WBO1.1	Annual Gas Consumption across the Authority – kWh (COMM) ***Lower Preferred***	21,966,783 kWh	**21,122,938 kWh**	20,000,000 kWh	**20,401,641 kWh**	⬆	Annual Indicator **Target Setting:** To see reduction in energy consumption levels and progress our corporate energy efficiency **Performance:** A moderate decrease in gas consumption largely driven by effective system controls and relatively warm winter, but also some contributions where heating systems have been converted to electricity.
DCO20.02 CP WBO1.1	Annual Electricity Consumption across the Authority – kWh (COMM) ***Lower Preferred***	15,210,536 kWh	**15,019,064 kWh**	14,000,000 kWh	**15,085,926 kWh**	⬋	Annual Indicator **Target Setting:** To see reduction in energy consumption levels and progress our corporate energy efficiency **Performance:** A small increase in electricity consumption, at least 70,000kWh of which is due to charging new electric vehicles. It should be noted that electricity use is likely to increase each year as more electric vehicles are charged at BCBC locations and heating systems are converted from gas to heat pumps.
DCO23.05 CP WBO1.1	Reduction in emissions (across our buildings, fleet & equipment, streetlighting, business travel, commuting, homeworking and waste)(COMM) ***Higher Preferred***	5.02%	**6.28%**	5%	**5.00%**	⬇	Annual Indicator **Target Setting:** To see a reduction in emissions and progress our corporate energy efficiency **Performance:** The calculation methodology for this measure has been amended due to the data lag involved in including supply chain data in order to provide an accurate provisional value at year-end. This will however be included in the full data set reported to Welsh Government. The data for 2023-24 and 2024-25 has therefore also been recalculated using the revised guidance to give accurate trend data for this year. The data demonstrates an ongoing trend of decreasing emissions compared to the previous year. The 2025-26 data is currently a provisional value and will be verified later in the summer.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.1.1	Invest in energy efficiency improvements to the Council's estate and assets. (COMM)	**GREEN (Excellent)**	Quarter 4: Work has continued on established programmes of work to install energy efficiency measures including LED lighting, building insulation, solar PV systems, and electric vehicle charging infrastructure. Work programmes completed during 2025-26 include: • Continued roll out of electric vehicle charging infrastructure across Council sites, • 5 electric vehicles purchased using grant funding to offset the additional cost above diesel versions, • Energy efficiency improvements at Aberfields Pavillion, • Salix funded solar PV installation at Porthcawl Comprehensive School, • Battery storage at Bryncethin Depot to use more electricity from the PV system on site, • Fast electric vehicle chargers at Waterton and Bryncethin Depots, • Electric vehicle chargers installed at Tondu Depot, • Heat pump systems installed at the Civic Offices, • Air source heat pump for hot water installed at Abercerdin Sports Hall.	

WBO1.1.2	Implement our Air Quality Action Plan (AQAP) and monitor its effectiveness in improving air quality along Park Street (CEX SRS)	GREEN (Excellent)	Quarter 4: Action Plan has been implemented with Measure 18 still being retained and the need to implement this measure will be considered as part of the 2026 Annual Progress Report. Initial review of 2025 data, shows continued improvements in NO_2 concentrations on Park Street, with reduction from 43.8 µg/m3 in 2024, to 42.1 µg/m3 in 2025. However, this still exceeds the NO_2 objective of 40 µg/m3 and will need to be reduced further in 2026. Detailed air quality modelling for the AQAP demonstrated that compliance will be achieved by the end of 2026. We are continuing to monitor the air quality in Park Street, with two indicative Realtime monitors installed as of November 2025 following successful funding bid to Welsh Government. Data will be reviewed accordingly following stabilisation and QA assurances and will be reported in the 2026 Annual Progress Report.	

WBO1.2: Protect landscapes and open spaces

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
DCO23.06 CP WBO1.2	Number of blue flag beaches (COMM) ***Higher Preferred***	3	3	3	3	⬌	Annual Indicator **Target Setting:** Target set to maintain current high standards **Performance:** Rest Bay, Trecco Bay and Porthcawl Marina retained their Blue Flag status.
DCO23.07 CP WBO1.2	Number of green flag parks and green spaces (COMM) ***Higher Preferred***	2	2	2	2	⬌	Annual Indicator **Target Setting:** Target set to maintain current high standards **Performance:** Coychurch crematorium and Maesteg Welfare Park maintained their status as Green Flag parks or green spaces.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.2.1	Deliver projects such as woodland enhancement, develop and protect our natural environment in partnership with our communities and key stakeholders as part of our Bridgend Biodiversity Plan (COMM)	GREEN (Excellent)	Quarter 4: The team are developing projects with partners and community groups and have been included in our Local Places for Nature 2025-27 application. Nature Fest 2026 planning is ongoing ready for the summer. The One Common Connection Project has now commissioned consultants for ecological surveys across the project area. Local Nature Reserves site safety inspections have taken place. The Section 6 Duty plan has been reviewed, and a new 2026-2029 Duty Plan has been completed. The Climate Change Response Team has continued with increasing tree cover across the County Borough with new tree planting schemes completed in Cornelly, Porthcawl and Bryncethin. We have extended the service-level agreement (SLA) with Llais y Goedwig on the management of Bedford Park until August 2026 and continued to work with Tremains Rangers in Tremains Wood. The new Countryside Management Officer is now in post and has already started to develop new relationships with an organisation on the potential to deliver Forest School activities at Bedford Park and Frog Pond Wood.	

WBO1.3: Promote the conditions for economic growth and prosperity

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
DCO23.03 CP WBO1.3	Number of businesses receiving support through Shared Prosperity Funding ***Higher Preferred***	25	37	15	34	⬋	Quarterly Indicator **Target Setting:** This is the final year of the funding so will attempt to maximise the benefits locally where possible with reduced funding available. **Performance:** 2025-26 was the final year of the Shared Prosperity Funding, therefore less money was available to allocate in grants in comparison to the previous year.
DCO23.04 CP WBO1.3	Number of business start-ups assisted ***Higher Preferred***	219	94	30	52	⬇	Annual Indicator **Target Setting:** Continue to assist and capitalise on the strong new business demand **Performance:** A lower number of applications and therefore a lower number of quality applications were received. We are looking to address this by holding a number of targeted workshops in 2026-27.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.3.1	Develop funding bids enhance the economy and stimulate new job opportunities (COMM)	GREEN (Excellent)	Quarter 4: Following announcement of the Local Growth Fund, work has been completed to strategically align current UK Shared Prosperity Funding activity to Local Growth Fund activity, where suitable. A working estimate of funding allocation is £5,979,651 (70% capital and 30% revenue). Proposals have been developed and integrated within deadline for Regional Investment Plan for Local Growth Fund. As the Shared Prosperity funding is ending, the replacement Local Growth Fund will be delivered through Welsh Government. Welsh Government offer letter has been sent to the lead body Rhondda Cynon Taf County Borough Council (RCTCBC) on 7th April 2026, we are currently working through the process. As of June 2026, we have yet to receive the funding service level agreement from the lead RCTCBC. In addition, work has been completed on the proposed delivery of the Department for Work and Pensions (DWP) Connect to Work project, with Cardiff Council proposed as the regional lead. A working estimate of funding allocation is £4,055,200.00. All deadlines have been met to date in preparation for delivery in April 2026.	
WBO1.3.2	Invest in business start-ups in the County Borough by providing both professional and grant support, supporting key growth sectors like research and development, finance and the green economy (COMM)	YELLOW (Good)	Quarter 4: A total of 52 start up grants have been awarded by the end of Q4. The grant is now open all year and signposting to other organisations is given so that the required business plan and cashflow forecast are supported by Business Wales. The support from UK Steel Enterprises to enhance the grant is welcome and it is expected that the start-up grant will be of interest to former TATA, and TATA supply chain employees looking for post redundancy opportunities. The team had also delivered 30 business development grants and 3 business feasibility grants funded by the UK Government Shared Prosperity Fund. All grants are assessed through Grant Panel meetings which are held at least every 4 weeks as the ambition is to get the grants awarded as soon as possible so that all claims are completed within the 2025-26 financial year. The grant panel is a useful mechanism to ensure that discussion on all grants available to businesses and other enterprises takes place to ensure the best support is offered. The team has procured a further update to the Social Enterprise work carried out in the last financial year. Throughout 2025-26 BCBC has operated a pop-up shop in Maesteg Market. The initiative attracted 86 expressions of interest and accommodated twelve start-ups, bringing vibrancy and footfall to Maesteg Market. BCBC has also managed a shared space in Bridgend Town Centre with the Ospreys Rugby team.	
WBO1.3.3	Invest an additional £7.75m of Shared Prosperity Funding in projects in the County Borough by 2026, with third sector partners, including in people and skills, supporting local businesses, and developing communities and place (COMM)	GREEN (Excellent)	Quarter 4: As at the end of Q4, all projects are reporting full projected spend for the year. By the end of Q4 in 2025-26 the team has delivered a total of 30 business development grants (paid) and 3 business feasibility grants. Regular grant panel meetings continue to be held and will resume once the new Local Growth Fund goes live. As 2025-26 was the final year of Shared Prosperity Funding, a significant activity for the year has been to monitor progress from the UK Government on its replacement, the Local Growth Fund, and prepare for its implementation in 2026-27.	
WBO1.3.4	Improve sustainable and active travel choices, to increase connectivity and greener travel choices in line with our strategic transport projects (COMM)	YELLOW (Good)	Quarter 4: Work is progressing on developing the active travel infrastructure across the County Borough. The Authority is dependent on external funding for such schemes and this has been secured from Welsh Government for the financial year 2026-27. Work will commence on the development of bids for submission for the 2027-28 funding later in the year. There has been delay bringing matters to Cabinet due to staff resources and the retirement of a team leader. A new team leader is now in post and additional staff appointed. It is proposed to seek Cabinet approval for transport priorities in summer 2026. The funding Active Travel Projects was approved for the financial year 2026-27.	

WBO1.4: Regenerate our town centres and Valleys

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
DCO23.01 CP WBO1.4	Number of commercial properties assisted through the enhancement grant scheme (COMM) ***Higher Preferred***	4	7	4	9	⬆	Annual Indicator **Target Setting:** To allocate the grant appropriately to successful applicants in line with funding terms **Performance:** These properties were invested in as part of the Valley High Street Property Improvement Scheme, through the Shared Prosperity Fund programme. The properties included those in the Garw, Nantymoel, Ogmore Vale, Kenfig Hill. Please see our promotional video: https://vimeo.com/1179219277?share=copy&fl=sv&fe=ci

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.4.1	Deliver a Transforming Towns programme of investment across our town centres in partnership with Welsh Government over the next two years to improve the economic sustainability of our town centres (COMM)	GREEN (Excellent)	Quarter 4: The Transforming Towns Placemaking Programme has exceeded the initial value allocated to the authority in 2025-26. Grants totalling £1,002,978.32 were offered to projects in Maesteg, Porthcawl and Bridgend. A Further £175,766 was utilised for the development phase of projects, and £4m of grant was accepted to finance three Strategic Projects. The Placemaking strategies for Maesteg and Porthcawl are being utilised to ensure that grant and funding opportunities are being directed to support potential projects where possible.	
WBO1.4.2	Continue to deliver a commercial property enhancement grant for all valley high streets, to bring vacant properties back into use and improve local centres. (COMM)	GREEN (Excellent)	Quarter 4: The Commercial property grant has been supported by the Shared Prosperity Funding and ran until March 2026. 9 grants were awarded in 2025-26, totalling £130,931. The availability of commercial property was marketed with some feasibility finance available for projects in the valley areas, each applicant and project provided with officer support to develop and deliver. A Local Member Forum has been established to ensure closer dialogue and ensure all opportunities are considered at a local level.	
WBO1.4.3	Redevelop the Ewenny Road site, including new and affordable homes, an enterprise hub, open space and green infrastructure, in partnership with the adjoining landowner. (COMM)	GREEN (Excellent)	Quarter 4: The development of the Ewenny Road Site is continuing. A sale to a housing developer has been agreed and planning application for the site is currently being considered. Remediation works at the Ewenny Road site is virtually complete with ground works sign off required prior to releasing the site completed in January 2026. A sale has been agreed for the land, subject to the sign off of the remediation work. A reserved matters application has been made as is being considered by the planning authority.	

WBO1.5: Reduce, reuse or recycle as much waste as possible

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
DCO20.05 CP WBO1.5	Percentage of Street cleansing waste prepared for recycling (COMM) ***Higher Preferred***	41.18%	**41.22%**	40%	**41.25%**	↑	Annual Indicator **Target Setting:** To maintain the existing targets which remain challenging to achieve **Performance:** Target achieved
PAM/010 CP WBO1.5	Percentage of streets that are clean (COMM) ***Higher Preferred***	99.8%	**99.35%**	99%	**88.59%**	↓	Quarterly Indicator **Target Setting:** To maintain the existing targets which remain challenging to achieve **Performance:** The lower figures this year are due to a range of resource challenges, however both the target and monitoring of methodology used to inspect areas will be reviewed in the coming months in line with expected changes in national reporting of street cleanliness
PAM/030 CP WBO1.5	Percentage of waste reused, recycled or composted (COMM) ***Higher Preferred***	72.78%	**70.93%**	70%	**70.67%**	↙	Quarterly Indicator **Target Setting:** To maintain the existing targets which remain challenging to achieve **Performance:** Provisional figure. Slight decrease in performance due to issues with facility processing garden waste. Monitoring of reporting from facility taking place taking place by contractor.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.5.1	Bring our Waste Service in-house (COMM)	GREEN (Excellent)	Quarter 4: Transition Manager appointed in first quarter of 2025-26. Two support officers in place following recruitment in third and fourth quarter of the year to work on the project full time. Currently recruiting for additional support officer to cover Health and Safely and compliance which should be in post during first quarter of 2026-27. Good progress being made and monitored. SLR are no longer engaged to undertake the monitoring. This is being carried out by the internal team. Monthly project lead meetings and monthly board meetings that are chaired by the Cabinet member Cllr Gary Haines continue to be held. Backfill officer to support Cleaner Streets and Waste Contract Officer advertised and expected to be recruited to in first quarter of 2026-27.	

WBO1.6: Provide opportunities for culture, leisure, and play

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
DCO23.10 CP WBO1.6	Number of play areas that have been refurbished (COMM) ***Higher Preferred***	0	**22**	40	**21**	⬇	Annual Indicator **Target Setting:** Target set in line with programme of works for the year **Performance:** Whilst the phasing of completions is not in line with corporate performance reporting target, all play areas in the County Borough are scheduled to be refurbished by the end of March 2027.
SSWB67 CP WBO1.6	Participation in the national free swimming initiative for 16 and under (SSWB) ***Higher Preferred***	19,659	**23,208**	20,000	No Data	No Trend	Annual Indicator **Target Setting:** Reduced/more targeted programme due to increasing costs. **Performance:** There are data collection issues across all aquatic sites linked to the recording of free swim attendances. This is being investigated by HALO and will be discussed at the next contract meeting.
SSWB83 CP WBO1.6	Number of active users across target population groups via health & wellbeing leisure membership provision (SSWB) ***Higher Preferred***	New 25-26	New 25-26	700	**2,360**	No Trend	Quarterly Indicator **Target Setting:** New indicator. Baseline data to be recorded in order to set future target. **Performance:** Work was taken to ensure accurate data collection. Memberships are being utilised and are accessible for those individuals who benefit from the provision and to combat any barriers which may prevent them from maintaining participation.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO1.6.1	Redevelop Porthcawl Grand Pavilion to increase the use of the new facilities and extend social and leisure facilities, in partnership with Awen Cultural Trust. (COMM)	**GREEN (Excellent)**	Quarter 4: The Grand Pavilion Project is making good progress on site with a main contractor on site and delivering over the next 18 months. The construction contract commenced in September 2025. A Programme Board has been established for some time to oversee the project. This is complemented by monthly contractor meetings and client-side project team meetings. Monitoring returns and claims are submitted in accordance with the funding requirements. An additional £678k was secured against the project from the Arts Council in January 2026 to support the project.	
WBO1.6.2	Continue the children's play areas refurbishment programme and make sure inclusive play equipment is provided to allow opportunities for all. (COMM)	**YELLOW (Good)**	Quarter 4: 21 play areas have been refurbished and returned to community use in 2025-26 (phase 4 of the programme and Brackla Skate Park). This brings the total completed since the beginning of the programme to 52 sites. Phase 5 and 6 capital funding has been approved by Council. Phase 5A (9 sites) is underway and due to be finished in July 2026, with phase 5B (13 sites) and phase 6 (24 sites) going out to tender during early 2026-27. Capital funding has also been secured to refurbish Maesteg Welfare Skate Park during 2026-27.	Completion of all play areas with be completed by March 2027.
WBO1.6.3	Enlarge the Food and Fun Programme for summer 2025 (EEYYP)	**AMBER (Adequate)**	Quarter 4: Four schools took part in the Food and Fun programme during summer 2025, with 160 children benefitting from attending and 2730 healthy breakfasts and lunches served. Across the programme, 144 physical activities and 32 nutrition sessions were delivered to the participants. Participation dropped from 6 schools in 2024 to 4 schools in 2025, with the main barrier to participation being staff availability. For summer 2026, we are expecting to operate 10 schemes across the county borough.	We will recruit to the Healthy Child Co-ordinator post in May/June 2026 so that the successful candidate can take-up post in September 2026, ahead of next year's Food and Fun Programme. With the likely growth of the programme this year, we will work with catering to ensure the necessary staffing and services are in place to deliver the schemes in each school that has signed up for summer 2026.
WBO1.6.4	Develop whole Council action plan and networks to support the submission of the Play Sufficiency Assessment to Welsh Government. (SSWB)	**YELLOW (Good)**	Quarter 4: Play Sufficiency action plan co-designed with the development of clear action points. Action Plan awaiting consideration by Cabinet. Draft Plan shared with Welsh Government in line with requested submission date.	Play Sufficiency Plan to be scrutinised by Corporate Overview and Scrutiny Committee on 29th June 2026 and considered by Cabinet.
WBO1.6.5	Develop active wellbeing offer for targeted groups (SSWB)	**GREEN (Excellent)**	Quarter 4: 2025-26 has seen 21,535 attendances engaged in the active wellbeing offer, delivering strong participation across Super Agers (50+), free swimming initiative, and referrals to physical activity programmes, with continued focus on vulnerable groups and accessible activities supporting healthier, active lifestyles.	Continue to focus on sustainable, community-led delivery and refining affordable, accessible swimming and referral pathways to better meet local need and support families, older adults and vulnerable groups.

Code	Commitment	Status	Progress this period	Next Steps
WBO1.6.6	Develop the Healthy Living Partnership Strategy (SSWB)	YELLOW (Good)	Quarter 4: Desktop mapping has been undertaken across Bridgend to build a clearer understanding of existing community assets and sport and leisure opportunities. This is helping to highlight where there are strengths as well as areas that could be further developed. Sport development capacity is being reintroduced within the service, helping to outline roles, responsibilities, and opportunities for collaborative working.	Progress long term capital investment strategy for leisure facilities in Bridgend.
WBO1.6.7	Develop the Libraries, Culture and Community hub Strategy (SSWB)	YELLOW (Good)	Quarter 4: The first Community Hub Strategic Board took place in February 2026, with key internal and external stakeholders present. A subgroup meeting has also taken place with mapping and resources identified across pilot areas. Feasibility tender has been awarded and expression of interest for capital funding through pride and place has been submitted.	Awaiting outcome from expression of interest linked to capital funding. Wider community engagement to take place with appointed consultants in Q1 of 2026-27.
WBO1.6.8	Maintain performance against Welsh public library standards (SSWB)	GREEN (Excellent)	Quarter 4: Bridgend Library Service is performing strongly, meeting all 13 core entitlements, achieving 4 of 5 quality indicators in full, and leading nationally in per capita event attendance with significant growth, alongside high formal training participation and strong engagement with young people.	Focus on sustaining high performance by building on strong event and training provision and continuing to expand engagement with young people and communities.

WBO2: Creating modern, seamless public services

WBO2.1: Improving how we engage with people, listening to views & acting on them

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
CED59(a) CP WBO2.1	Level of engagement (Welsh / English) a) across consultations ***Higher Preferred***	7,946	**8,050**	8,800	**4,476**	⬇	Annual Indicator **Target Setting:** To ensure the Council is engaging well at all levels across the area **Performance: Performance:** Five fewer consultations were undertaken this year compared with 2024-25, and overall engagement levels were lower. However, this is due to the nature of the consultations conducted rather than any decline in the quality or effectiveness of the Council's engagement activities. Previous years included several high-profile consultations that attracted unusually high response rates, such as the 20mph scheme consultation and the Learner Transport consultation alongside the National Residents Survey. As consultation volumes and response rates are largely driven by service needs and external factors, they are not predictable or directly within the Council's control. Consequently, this indicator is no longer considered a reliable measure of engagement performance, and a new measure focused on the quality and effectiveness of engagement will be developed for future performance plans.
CED59(b) CP WBO2.1	b) with corporate communications to residents, using the digital communications platform (CEX) ***Higher Preferred***	972,384	**1,203,706**	1,000,000	**1,233,134**	⬆	Annual Indicator **Target Setting:** To ensure the Council is engaging well at all levels across the area **Performance:** This is our highest ever figure for the amount of engagement in a 12-month period using the digital communications platform
CED70 CP WBO2.1	Percentage of Complaints closed within timescales (CEX) ***Higher Preferred***	New 24-25	31.83%	80%	**39.35%**	⬆	Quarterly Indicator **Target Setting:** Baseline target. To be reviewed during the lifecycle of the Corporate Plan to reflect the corporate customer function. **Performance:** Resource limitations and the increasing complexity of complaints are affecting responsiveness. A detailed diagnostic review will be undertaken to identify underlying issues and areas for improvement. Findings will be reported to CMT in July 2026, followed by a report to COSC outlining proposed improvement measures.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO2.1.1	Improve how we communicate and engage with residents, including children and young people to help us become more customer focused and responsive. (CEX)	GREEN (Excellent)	Quarter 4: Following agreement by Cabinet, a new media protocol has been implemented and publicised to staff and members. A regular members bulletin has been established and is subject to ongoing improvement with feedback from Cabinet Members. A new social media scheduling platform Orla has been procured and onboarding is underway. Once implemented it will improve efficiency and release capacity within the Communication and Engagement Team. Training has been received to improve video communications for residents. Improved links have been established with Youth Services Team, including meeting with groups of children and young people to encourage participation in future consultations and engagement exercises. A successful multi-channel budget consultation campaign was completed, which included a toolkit for local members to use at their surgeries, and focus groups with residents were held for the first time which will be incorporated into next year's process as well as a youth friendly version of the budget setting process held at a dedicated Young People's budget event. A feedback report was provided to participants and included on a new consultation feedback section of the website. A formalised approach to tackling inaccurate information/misinformation has been agreed and new web and intranet pages will be available shortly.	
WBO2.1.2	Improve the way we gather and use resident views (CEX)	GREEN (Excellent)	Quarter 4: Resident focus groups held this year and will be built into the budget consultation process for future years. A feedback report was provided to participants and included on a new consultation feedback section of the website. We are continuing to work with Data Cymru and WLGA to develop and improve the National Residents Survey, with plans in place for participating local authorities to run the survey at the same time in Autumn 2027 and then every 2 years going forward. Data from the first survey conducted in Autumn 2024 have been reviewed and considered by Cabinet and Corporate Management Team and a report is available on the feedback section of website. This data will be used as our baseline for comparison with future surveys.	
WBO2.1.3	Improve the way we gather and use staff views (CEX)	GREEN (Excellent)	Quarter 4: The corporate narrative has been agreed and launched. This is a key document for staff and members, which charts the story of change in our area over the last 30 years, documenting our shared identity and sets out how we can work together to create a brighter, better Borough, by building on the strengths of the past to establish a new future. Video communications for staff commenced with video messages from the Chief Executive forming a key part of the regular Bridgenders staff bulletins. New approach to staff survey has been developed and was agreed with Corporate Management Team in October 2025. The improved survey launched in March 2026 and run until June 2026. Video communications for staff commenced with a message from the Chief Executive at Christmas. Further videos have been scheduled for the first quarter of 2026. Work is underway on the new and improved bilingual intranet, with the front page of current intranet now bilingual, and we are on track to deliver fully bilingual intranet July 2026. Staff engagement has been identified as performing a key role in the development of the new transformation strategy, with staff focus groups already taking place.	
WBO2.1.4	Improve the way we handle and learn from corporate complaints and compliments (CEX)	AMBER (Adequate)	Quarter 4: The new complaints and compliments form and process has been built and is currently being tested by the project team following the development of the training documents. Development of a detailed specification has been undertaken and ICT have completed the reporting requirements for the dashboard and it is currently being tested. Training is scheduled for the individual services with the go-live scheduled for June 2026. Improvements to recording information relating to lessons learned, regardless of the complaint outcome has not progressed as well as planned; the complaints team records the information received from service areas but is not receiving the requested information routinely.	The Team are exploring ways to improve the feedback from service areas on lessons learned from complaints.
WBO2.1.5	Implement the strategic equality plan action plan (CEX)	GREEN (Excellent)	Quarter 4: This year we have continued to implement actions within the Strategic Equality Plan to improve access, inclusion and fairness for residents and staff. Key developments have included strengthening equality and Welsh language awareness training, improving engagement with under-represented groups, and continuing work to support disabled people through employment and service accessibility initiatives. These actions have helped increase awareness of equality responsibilities across the organisation, improve opportunities for residents to influence services, and support a more inclusive approach to council service delivery. Feedback from residents and partners has also helped shape ongoing improvements and identify areas requiring further development.	

WBO2.2: Offer more information and services online, and in local areas

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
CED5 CP WBO2.2	Percentage of first call resolutions (CEX) ***Higher Preferred***	69.17%	**72.67%**	75.92%	**77.58%**	⬆	Quarterly Indicator **Target Setting:** Target retained, to increase the number of calls resolved at the first point of contact **Performance:** The customer service team continues to review performance with the relevant service area on a regular basis to identify areas where the Customer Advisors could be upskilled to deal with and resolve the calls at the first point of contact.

CED51 CP WBO2.2	Number of online transactions using the digital platform (CEX) ***Higher Preferred***	72,500	**81,034**	81,034	**80,893**	↙	Quarterly Indicator **Target Setting:** To increase online transactions by customers to promote channel shift **Performance:** The final outturn is slightly off target and lower than last year. Online services continue to be developed and promoted to customers. All other customer channels remain open so customers will always have the choice of which channel to use depending on their need.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO2.2.1	Continue to review the corporate front door to streamline, standardise, and enhance entry points into the council whilst improving the resolution at the first point of contact. (CEX)	**BLUE (Completed)**	Quarter 4: This review has been completed and the team are now working through areas of improvement. The new online self-referral form for Adult Social Care has been developed and in in the process of being implemented. EMR funding is being secured to progress with the development of a digital front door for both Adult and Childrens Social Care.	

WBO2.3: Modernise and become a more efficient council

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
CHR002 (PAM/001) CP WBO2.3	Number of working days/shifts lost to sickness absence per full-time equivalent (FTE) BCBC employee (CEX/ALL) ***Lower Preferred***	12.37 days	13.76 days	No target	13.48 days	↑	Quarterly Indicator **Target Setting:** To reduce sickness levels across the organisation **Performance:** Slightly improved position compared to last year (2024-25). There is continued commitment to support the health and wellbeing of the workforce. Managers are encouraged to support members of staff when they are absent in line with the absence management policy and continue to promote the council's wellbeing services to all.
CORPB5 CP WBO2.3	Percentage of staff that have completed a Personal Review/Appraisal (excluding school staff) (CEX/ALL) ***Higher Preferred***	60.89%	**68.42%**	80%	**67.05%**	↙	Annual Indicator **Target Setting:** Target set to ensure all eligible staff have an annual review **Performance:** While performance remains below target, key service areas are committed to achieving improvement during the 2026-27 financial year. To support this, HR briefing sessions on the appraisal system are available for managers, and there will be continued promotion of the appraisal e-learning module. In addition, a review will be undertaken to identify the reasons for the shortfall in appraisal completion rates, with findings informing a wider review of the appraisal policy as part of the development of the new Workforce Strategy.
DCO16.8 CP WBO2.3	Number of Council owned assets transferred to the community for running (CATs) or transferred from a short-term agreement to a long-term agreement for running during the year (COMM) ***Higher Preferred***	7	**2**	10	**11**	↑	Annual Indicator **Target Setting:** To continue to deliver the CAT programme across the County **Performance:** 11 initial transfers or transfers from short term arrangements to long term arrangements were completed in 2025-26. These include: 2 rugby pitches at Heol-Y-Cyw Playing Fields to Heol y Cyw RFC, pitch, training area and tennis courts at Evanstown Welfare Park to Gilfach Goch RFC, North Cornelly Community Centre to Cornelly Community Council, Newbridge Fields (A48 Pitch) to Bridgend Athletics RFC, Riverboat football pitch, pavilion and social club to Carau All Whites, 2 football pitches at Cae Gof Playing Fields to Cefn Cribwr FC, Caerau community Centre to Caerau Development Trust, Garth Park Bowls Green to Maesteg Celtic Bowling Club, Llys Gwyn Play Park to Coity Higher Community Council, and track and associated land at Newbridge Fields to Bridgend Athletic Club

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO2.3.1	Approve and implement the new digital strategy (CEX)	**AMBER (Adequate)**	Quarter 4: A draft new Digital Strategy has been completed, however since its completion, the Council has agreed to support a wider transformation programme across the Authority with Digital being one of the key enablers within that approach. Further development of the new Digital Strategy has therefore paused whilst work is completed to determine the corporate vision and aspirations around transformation.	A new Head of Service for Transformation and Digital has been appointed who will be focusing on developing a corporate transformation strategy by December 2026, which will be underpinned by a delivery plan.
WBO2.3.2	Continue to rationalise the corporate estate (COMM)	**AMBER (Adequate)**	Quarter 4: All opportunities to maximise use of the current corporate estate are constantly under review and challenge, driven by service and stakeholder engagement. Focus on maximising use, co-habitation, mixed uses and community type uses now that the majority of true rationalisation and disposals complete. All portfolio's under constant review, with service engagement and close working relationships. All service areas focused on maximising asset usage. Number of underutilised assets is at a minimum with new and innovative ways of working exploring all opportunities to sweat each asset.	The introduction of the new Integrated Works Management System (IWMS) will transform the way in which our assets are managed and provide a landscape for strategic asset management planning. This IWMS is currently being procured and will embed in 2026-27.
WBO2.3.3	Invest in Community Asset Transfers (CATs) and support clubs and Community Groups with equipment grants to improve and safeguard the facilities. (COMM)	**GREEN (Excellent)**	Quarter 4: The new Town and Community Council Liaison Officer started in September and is working closely with Town and Community Councils (T&CCs) to identify opportunities for grants and CAT transfers. The total of funding allocated to community groups undertaking CATs in 2025-26 is over £522k. The total available CAT Capital fund at the end of Q4 stands at nearly £254k at present (25.91% of the available yearly budget). It should be noted that the focus of the CAT Fund (pavilions) has been developed to ensure that the funding is being used to carry out essential repairs only and requiring the groups to obtain match funding in any amount wherever possible. A total of 11 initial transfers or transfers from short term arrangements to long term arrangements were completed in 2025-26. There are an additional 26 leases/licences being prepared at present, which should be completed in Q1/Q2 2026-27, and a further 36 potential agreements being explored with community groups and T&CCs.	

WBO2.4: Improve partnership working with partners, the third sector and Town and Community Councils

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
CED62 CP WBO2.4	Percentage of Assia service users reporting increased feelings of safety at their exit evaluation (CEX) ***Higher Preferred***	New 24-25	**99.12%**	100%	**100%**	⬆	Quarterly Indicator **Target Setting:** Safety planning, targeting hardening and safety measures carried out with all service users throughout support and before exiting the service **Performance:** Target met, all 1370 Assia service users exiting the service reported increased feeling of safety at exit evaluation reporting increased levels of safety.
CED63 CP WBO2.4	Percentage of high-risk domestic abuse victims / public protection notices received by the service contacted within 48 hours (CEX) ***Higher Preferred***	New 24-25	**100%**	100%	**100%**	⬌	Quarterly Indicator **Target Setting:** Contact within 48 hours is identified best practice (in line with Leading Lights accreditation) **Performance:** Target met, all 857 new high risk domestic abuse victims / public protection notices contacted within 48 hours, and more often than not within 24 hours.
CED64 CP WBO2.4	Percentage of medium risk domestic abuse victims / public protection notices received by the service contacted within 72 hours (CEX) ***Higher Preferred***	New 24-25	**100%**	100%	**100%**	⬌	Quarterly Indicator **Target Setting:** Contact within 72 hours is identified best practice (in line with Leading Lights accreditation) **Performance:** Target met, all 669 new medium risk domestic abuse victims / public protection notices contacted within 72 hours, and more often than not within 48 hours.
SSWB84 CP WBO2.4	Number of active referrals supported by Local Community Coordinators (SSWB) ***Higher Preferred***	New 25-26	New 25-26	600	**1,107**	No trend	Quarterly Indicator **Target Setting:** New indicator. Baseline data to be recorded in order to set future target. **Performance:** Total yearly figure is made up of 797 is Core Local Community Coordinators (LCCs) and 310 children and families LCCs.

SSWB85 CP WBO2.4	Number of children and young adults supported during school holidays (SSWB) ***Higher Preferred***	New 25-26	New 25-26	950	**2,499**	No trend	Annual Indicator **Target Setting:** New indicator. Baseline data to be recorded in order to set future target. **Performance:** 2025-26 saw the introduction of pilot schemes across February 2026 and Easter half term with support from external partners to enable the additional provision in addition to the summer half term.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO2.4.1	Develop a new regional agreement for working with frail older people between health boards and councils (SSWB)	**BLUE (Completed)**	Quarter 4: A new Section 33 was completed, approved and sealed in Quarter 3. The agreement governs the operations of Bridgend's Integrated Health and Social Care Teams.	
WBO2.4.2	Complete the town and community council arrangements review (CEX)	**BLUE (Completed)**	Quarter 4: The Community Review was completed and submitted to Full Council. The recommendations were not approved by Full Council and therefore the local Boundary Commission will now undertake a review when their timetable allows.	
WBO2.4.3	Work co-productively with our communities to develop their own solutions and become more resilient. (SSWB)	**GREEN (Excellent)**	Quarter 4: Local Community Coordinators (LCCs) managed 385 new referrals and supported 797 individuals, with strong multi-agency work enabling 165 people to transition into community support, strengthening resilience and reducing reliance on targeted services. Stronger internal partnerships have been developed, and demand and effective preventative support has balanced out. A community referral pathway has been developed which has led to the stabilisation of referrals. Children and Family LCCs managed 310 individuals with strong multi-agency work enabling 140 children to transition into community support, strengthening resilience and reducing reliance on targeted services.	Continue to manage demand and ensure an effective prevention referral pathway is in place. Commission an external independent review of Bridgend community preventative pathway.

WBO3: Enabling people to meet their potential

WBO3.1: Provide an effective Childcare and Early Years Offer

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
DEFS160 CP WBO3.1	Number of two-year-olds accessing childcare through the Flying Start programme. ***Higher Preferred***	530	**542**	620	**721**	⬆	Quarterly Indicator **Target Setting:** The target reflects the positive investment made in the Phase 2A and 2B expansions of the programme. **Performance:** Flying Start expansion activity has progressed significantly over this year and is approximately a year ahead of schedule, with 84% of Lower Super Output Areas in Bridgend now eligible. Continued promotion and marketing is planned to ensure that families are aware of their eligibility and how to apply for funding.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO3.1.1	Provide effective leadership and management of maintained Early Years settings ensuring that outcomes in Care Inspectorate Wales inspections are at least 'good'. (EEYYP)	**GREEN (Excellent)**	Quarter 4: 79% (19 out of 24) of inspection judgements given in Care Inspectorate Wales inspections of maintained Early Years settings are excellent. An ambitious new vision for the settings has been set, including their strategic positioning as Centres of Advanced Practice, with the ability and capacity to share their expertise and influence practice across the sector. Funding received through the Early Years Small Capital Grant has allowed further investment in the buildings, their grounds and in high-quality resources. This has greatly enhanced indoor and outdoor learning environments so that they fully align with the Framework for Early Childhood Education and Care. The leadership toolkit was used in all maintained early years settings in the autumn term. This exercise confirmed all settings are compliant with the National Minimum Standards. It identified where mandatory training was due for individual staff and these staff have been booked onto the next available training dates. Mentoring is being provided to setting leaders by the Early Years and Childcare Manager, and additional support brokered from external consultants, where required.	The number of maintained early years settings may increase during 2026. With this in mind, a restructure of senior roles to ensure continued strong leadership will be required.
WBO3.1.2	Offer effective support and challenge to funded non-maintained Early	**GREEN (Excellent)**	Quarter 4: 91% (74 out of 81) of inspection judgements given in joint inspections for funded non-maintained Early Years settings since 2022 have been good or better. Three settings have been identified as good-practice hubs, who will be able to share practice with other settings and schools on aspects such as planning	The quality framework will be reopened in the summer 2026 as additional providers are required to meet the demand caused by

	Years settings ensuring that outcomes in joint inspections are at least 'good'. (EEYYP)		for progress, indoor and outdoor pedagogy and provision and enabling learning environments. An extensive programme of professional learning has been offered to staff, such as, Professional Learning Community for planning, Professional Learning Community for Assessment, The Leadership Series (with Kym Scott). 23 practitioners from across the early years sector (settings and schools) successfully applied for and completed the six Froebelian Approach modules between September 2025 and March 2026. A Bridgend Froebel Network, endorsed by The Froebel Trust, has been set up with the aim of sharing inspiring practice and facilitating peer-to-peer support.	continued expansion of childcare. In response to feedback from the sector, the Early Years team plans to produce a suite of online, recorded professional learning that colleagues can access at a time that suits them. A second cohort will have the opportunity to complete the Froebelian Approach modules between September 2026 and March 2027.

WBO3.2: Provide safe, supportive schools with high quality teaching

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
DEFS155 CP WBO3.2	Percentage of schools that have self-evaluated themselves as 'green' as part of their annual safeguarding audit (EEYYP) ***Higher Preferred***	93%	**93%**	100%	**93%**	↔	Annual Indicator **Target Setting:** Target set line with guidance, to ensure schools are exercising their legal safeguarding obligations. **Performance:** Sections 1 and 2 of the Estyn safeguarding audit assess systems and culture at the school, including, leadership, governance, compliance, and how safeguarding works in practice. The audit identified gaps in governor child protection training. In response, training is regularly promoted, reminders issued, and attendance tracked centrally, leading to improved participation in 2025-26. Schools are improving communication and adapting materials, but more consistent engagement and feedback is required. The local authority supports schools through monitoring, risk assessment, and feedback. Despite progress, key risks remain in governor training, site security, and consistent evaluation.
EDU010a CP WBO3.2	Percentage of school days lost due to fixed-term exclusions during the academic year, in a) primary schools ***Lower Preferred***	0.024%	**0.031%**	0.03%	**0.021%**	↑	Annual Indicator **Target Setting:** The target reflects a desired improvement in performance given the importance of reducing exclusions of all types in our schools. **Performance:** While fixed-term exclusions across Bridgend increased sharply over recent years, the end year position for primary schools for 2025-26 has shown a positive improvement of 0.010% on the previous year.
EDU010b CP WBO3.2	b) secondary schools (EEYYP) ***Lower Preferred***	0.165%	**0.152%**	0.15%	**0.142%**	↑	Annual Indicator **Target Setting:** The target reflects a desired improvement in performance given the importance of reducing exclusions of all types ion our schools. **Performance:** While fixed-term exclusions across Bridgend increased sharply over recent years, the end year position for secondary schools for 2025-26 has shown a positive improvement of 0.01% on the previous year. The investment in strategies in secondary schools in particular to reduce exclusions, such as the Managed Move Process and Panel demonstrated that these are operating effectively across secondary schools.
EDU016a (PAM/007) CP WBO3.2	Percentage of pupil attendance in a) primary schools ***Higher Preferred***	91.5%	**92.49%**	94%	**93.1%**	↑	Annual Indicator **Target Setting:** Target set to improve pupil attendance. Young people are unlikely to attain their full potential and are more likely to be diverted into anti-social behaviour if they are not attending school regularly. **Performance:** Primary school attendance for the 2024–25 school year shows an increase of 0.61% compared with the previous year. This figure places Bridgend 0.5% above the all-Wales primary school average of 92.6% for the same period. The Education Engagement Team (EET) will strengthen its analytical oversight by undertaking a more systemic and detailed review of attendance data across schools. This enhanced analytical approach will ensure that improvement work is intelligence-led, allowing the EET to provide targeted support, challenge and advice to schools. Following the completion of annual school attendance audits, the EET will produce a detailed good practice example that captures and showcases effective strategies implemented across Bridgend's schools.

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
EDU016b (PAM/008) CP WBO3.2	b) secondary schools (EEYYP) ***Higher Preferred***	87.9%	**87.31%**	92%	**87.6%**	⬆	Annual Indicator **Target Setting:** Target set to improve pupil attendance. Young people are unlikely to attain their full potential and are more likely to be diverted into anti-social behaviour if they are not attending school regularly. **Performance:** Secondary school attendance for the school year 2024-2025 is 1.2% lower than the all-Wales secondary average of 88.8% but shows an increase on the previous year. The Education Engagement Team (EET) will further strengthen its analytical role by conducting a more detailed and systematic review of attendance data across all schools and clusters. This analysis will focus on identifying key themes, emerging patterns and areas of concern, enabling the directorate to deliver targeted and evidence-based support. As part of the local authority's strengthened attendance assurance framework, the EET will complete attendance audits with all schools by the end of the spring term.
PAM032 CP WBO3.2	Average Capped 9 Score for pupils in Year 11 (EEYYP) ***Higher Preferred***	361.50	**357.40**	360	**358.80**	⬆	Annual Indicator **Target Setting:** This year's target has been adjusted based on the realignment of the interim measures to pre-covid levels. **Performance:** The data shows an increase in Capped 9 score for the school year 2024-2025 compared to the previous year. This is also above the all-Wales average of 354.3. The data shows that there has been an increase in the Capped 9 score for pupils not eligible for free school meals this year, but a decreased score for those pupils eligible for free school meals. The local authority score for pupils eligible for free school meals was below the all-Wales average this year. The local authority outperforms the all-Wales average points score for Numeracy and Science, but is just below the all-Wales average for literacy.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO3.2.1	Help schools achieve their improvement plans by analysing needs and offering training to address this, ensuring that all schools will be judged by Estyn as 'not requiring any follow-up' (EEYYP)	**YELLOW (Good)**	Quarter 4: The professional learning offer from Central South Consortium is regularly communicated to schools, reflecting the changes to the organisation of professional learning nationally. Many schools across the local authority also receive bespoke support from Central South Consortium professional learning advisers to support the development of leadership and provision within schools to impact on outcomes for learners. The School Improvement Team has transitioned from Central South Consortium to the local authority. Improvement partners have been deployed to catchments where possible to support cluster working arrangements including cluster transition and the development of a shared understanding of progression within and between schools. Each school has an improvement partner with whom they work in partnership with across the school year. The Performance and Financial Monitoring Board is a valuable forum for improvement partners and other services (such as HR, Finance, Health and Safety) to share knowledge and plan effective support for the schools where necessary. The governor skills audit was circulated to schools in June 2025. There were 109 responses. An analysis of the results has been completed, and a local authority analysis has been shared with schools in the mailshot. The skills audit supports the development of appropriate support for governors. Nationally, there are currently 16.5% of secondary schools in a follow up category, 0% of secondary schools within the local authority are within a category. 4% of primary schools are in a follow-up category. Again, this is below the national average.	The local authority will continue to work closely with Central South Consortium to ensure the professional learning programme meets the needs of schools across the local authority through analysis of school strategic priorities, inspection recommendations and national priorities. Dysgu, the national professional learning and leadership body is developing resources and professional learning for delivery in the next academic year following a sabbatical year this year. The local authority will share this year's 'School On A Page' (SOAP) documents with schools by July 2026, to aid reflection and self-improvement.
WBO3.2.2	Make additional digital learning training available to all school staff to improve teaching and learning in our schools (EEYYP)	**BLUE (Completed)**	Quarter 4: Artificial Intelligence (AI) training and support has been provided to schools individually and through the Digital Leaders' Group network, including sessions on Copilot Agent, AI Agent and AI concepts. Online safety learning has been delivered across multiple schools (for staff, learners and parents/carers), with each school also receiving bespoke learner sessions tailored to key online safety themes. On 10 February 2026, 9 secondary schools and 3 special schools from Bridgend took part in Wales' national Safer Internet Day event at the Principality Stadium, focusing on the theme 'Smart tech, safe choices – Exploring the safe and responsible use of AI.' With more than 63 practitioners and learners attending, Bridgend was the most represented local authority. In February 2026, the Lead Officer, Digital Learning joined a Welsh Government and Estyn research visit to Estonia to explore how one of the world's most digitally advanced nations integrates AI and digital innovation in education. The findings and report will inform training provided to schools. Bridgend Schools' Generative Artificial Intelligence Policy v2.0 policy has been reviewed and ratified by the schools-local authority policy group. The updated policy will now be communicated and distributed to all schools with guidance provided for adoption. The Welsh Government pilot programme has now concluded and all schools have been provided with a 'basic' license for the tool that provides fee materials and resources. A number of local authority schools were involved in the Welsh Government	

Code	Commitment	Status	Progress this period	Next Steps
			pilot programme for the development of a tool to support the evaluation of pupil progression. The software will save teachers time and in turn, reduce workload and provide consistency among teachers in the school.	
WBO3.2.3	Improve the digital offer to young people, including youth led interactive website (EEYYP)	**BLUE (Completed)**	Quarter 4: Website developments are now live, including youth club reels and youth club timetables. We are continuing to use TikTok to promote our services, highlight what's available to young people, and share success stories from across the community. Moving forward, we'll continue creating engaging content with young people and staff, ensuring our platform remains youth-led, creative, and inclusive. Our interactive bulletin board (Padlet) has been developed and launched with the inclusion of an interactive map showcasing all statutory and third sector provision and a meet the team page. The new 'Your Voice' forum has been launched on our website, allowing young people to share their opinions which has a focus on Education and Learning.	A young person consultation is planned to gather broader feedback on the setup, design, and future development plans of our digital offer. Online Safety workshops are planned for Year 7 pupils in Brynteg School and Coleg Cymunedol Y Dderwen. (Completed June 2026)

WBO3.3: Provide Welsh medium education opportunities

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
DEFS138 CP WBO3.3	Percentage of Year 1 learners taught through the medium of Welsh (EEYYP) ***Higher Preferred***	8.56%	**8.83%**	8.85%	**8.2%**	↙	Annual Indicator **Target Setting:** Target to increase learners studying through the medium of Welsh as per Welsh in Education Strategic Plans (Wales) Regulations 2019. **Performance:** Percentage of Year 1 learners taught through the medium of Welsh is slightly below target although there has been an increase of applications for Nursery and Reception this year, notably in Maesteg. An additional 38 Reception class applications were received for Welsh-medium education for September 2025 compared to September 2024.
DEFS157 CP WBO3.3	Percentage of learners studying for assessed qualifications through the medium of Welsh at the end of Key Stage 4 (EEYYP) ***Higher Preferred***	6.62%	**7.23%**	7.2%	**6.44%**	↓	Annual Indicator **Target Setting:** Target to increase learners studying through the medium of Welsh as per the Welsh in Education Strategic Plans (Wales) Regulations 2019. **Performance:** Performance against this indicator has decreased due to a smaller Year 11 cohort at the Welsh-medium secondary school, reducing the proportion of learners studying for assessed qualifications through the medium of Welsh. As this measure is heavily influenced by cohort size, relatively small changes in pupil numbers can have a significant impact on performance and may reflect factors outside the school's direct control. Encouragingly, indicative data suggests that performance is likely to improve as a result of a stronger current cohort.
DEFS158 CP WBO3.3	Number of learners studying for Welsh as a second language at AS Level and A Level (EEYYP) ***Higher Preferred***	29	**21**	17	**16**	↓	Annual Indicator **Target Setting:** School budget cuts may impact schools' ability to run courses in person. A hybrid model has been offered to schools, but not all pupils are comfortable with virtual learning environments. Target has remained the same as the previous year to reflect this. **Performance:** The number of pupils that completed an AS Level and A Level in June 2025 was slightly lower than target. However, there has been an increase in number of pupils choosing to study Welsh for the 2025-2026 school year. The Welsh Leaders Network has been created to promote Welsh at A Level, as well as to share good practice.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO3.3.1	Deliver the actions in the Welsh in Education Strategic Plan (WESP) (EEYYP)	**YELLOW (Good)**	Quarter 4: The new late immersion provision at Ysgol y Ferch o'r Sgêr, 'Pont Iaith', has been established. As at March 2026, eight pupils are in the late immersion provision. Two pupils have transitioned full-time to their registered school and are progressing well, one is in the process of transitioning. An experienced teacher is now on secondment as the leader of the provision. Pont Iaith's location at Ysgol y Ferch o'r Sgêr brings implications to school transport and costs as most pupils attend Ysgol Calon y Cymoedd. A Capital Grant application to Welsh Government has been made to re-locate Pont Iaith to Ysgol Calon y Cymoedd where most pupils currently attend. There has been an increase in the number of pupils studying Welsh AS and A Level from 16 in 2024-2025 to 31 in 2025-2026. Cymraeg i Blant is now holding sessions in the Gilgal Baptist Church, Porthcawl to support the growth in Welsh-medium education in readiness for the childcare hub and seedling school. Cymraeg i Blant sessions are at capacity and a waiting list is in place. A new Cylch Meithrin is due to open in Porthcawl to support the Welsh-medium seedling school. Promotional	Await response from Welsh Government on the Capital Grant application to re-locate Pont Iaith. We will engage with the private sector to progress an independent review of Welsh-medium catchment areas in 2026-2027.

			banners are located in all Bridgend train stations. An additional 38 Reception class applications were received for Welsh-medium education for September 2025 compared to September 2024. The directorate's senior management team has agreed to progress activity around Welsh-medium catchment areas and options for funding from the Welsh in Education Strategic Plan (WESP) grant are being explored. We currently have no Geographical Information System (GIS) support to undertake an analysis of historic data to support development of the most suitable boundary in the valleys gateway area.	

WBO3.4: Modernise school buildings

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO3.4.1	Enlarge Ysgol Gymraeg Bro Ogwr to a 2.5 form-entry new-build school. (EEYYP)	RED (Unsatisfactory)	Quarter 4: Site clearance has been undertaken. Information to inform the pre-application consultation (PAC) process is still being finalised. Agreement has been reached regarding highway access and the active travel route. Cabinet approval has been received to modify the school opening date to September 2027 and stakeholders have been advised. Site clearance works have been undertaken and a reptile translocation site has been agreed. The site investigation has been delayed due to inclement weather impacting on the ground conditions.	Undertake translocation of reptiles and site investigation. Finalise the technical information and commence the PAC process.
WBO3.4.2	Provide a new-build for Mynydd Cynffig Primary School (EEYYP)	AMBER (Adequate)	Quarter 4: Cabinet approval is in place to tender the scheme and the quantity surveyor is developing the Bill of Quantities to inform the tender process. The dormouse mitigation strategy has been agreed with the ecologist and Natural Resources Wales. Works have progressed in terms of the site clearance and displacing residual allotment association users of the site. Detailed design development has continued and is nearing completion.	Corporate Management Team will consider the land the financial resources required for the dormouse mitigation strategy and give a future commitment in this regard. The planning application will be considered by Development Control Committee.
WBO3.4.3	Enlarge Ysgol Ferch o'r Sgêr to a two form-entry new-build school. (EEYYP)	RED (Unsatisfactory)	Quarter 4: The formal land-swap agreement is still not in place. Cabinet approval has been received regarding the way forward for the project. Planning approval has been received and Welsh Government has approved the Full Business Case submission, Council has approved the funding in the capital programme. However, the outstanding land swap issue is preventing the appointment of the contactor.	Corporate Landlord Department will obtain the necessary approval for the land swap.
WBO3.4.4	Provide a new two-form entry English-medium school to replace the existing Afon Y Felin and Corneli Primary Schools. (EEYYP)	RED (Unsatisfactory)	Quarter 4: The formal land swap agreement is still not in place. Cabinet approval has been received regarding the way forward for the project. Summary - Planning approval has been received and Welsh Government has approved the Full Business Case submission, Council has approved the funding in the capital programme. However, the outstanding land swap issue is preventing the appointment of the contactor.	Corporate Landlord Department will obtain the necessary approval for the land swap.
WBO3.4.5	Relocate Heronsbridge School to a new-build 300-place school (EEYYP)	AMBER (Adequate)	Quarter 4: The ground investigation has concluded and specialist consultants are in the process of reviewing the results. Informal consultation regarding the design has been undertaken with Planning Department and the School Transport Advisory Group. Information to inform the pre-application consultation process is being finalised. Cabinet has approved a modification to the opening date of the school (that is, beginning of the autumn term 2028) and stakeholders have been advised accordingly. Following a tender process via the South East and Mid Wales Collaborative Construction Framework, Kier Construction was appointed to undertake the design development of the school under a Professional Services Contract. The company has made good progress in terms of developing the design and has established a timeline to completion and all ecology reports have been updated. The ground investigation has been undertaken and the results are currently being reviewed. Kier Construction has commenced engagement with Planning Department regarding the planning application. Cabinet approval has been received to modify the school opening date to the beginning of the autumn term 2028.	The pre-application consultation will commence, work packages will be tendered and the outcome of the ground investigation will be confirmed.

WBO3.5: Be good parents to our care experienced children

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
CH/052 CP WBO3.5	Percentage of care leavers who have experienced Homelessness during the year (SSWB) ***Lower Preferred***	7.17%	**9.96%**	10%	**7.69%**	⬆	Quarterly Indicator **Target Setting:** To maintain performance **Performance:** Multi agency reflective sessions reviewing individuals who have experienced homelessness identified the need for earlier, preventative joint working. Positively, joint training has now taken place and a joint protocol for assessments is being implemented, with joint assessments moving forward. However, further work is required to ensure the number of care leavers presenting as homeless reduces.
SSWB86 CP WBO3.5	Percentage of care leavers who have completed at least 3 consecutive months of employment, education or training in the 24 months since leaving care (SSWB) ***Higher Preferred***	63.64%	70%	65%	**70.42%**	⬆	Quarterly Indicator **Target Setting:** To continue to improve performance **Performance:** Performance remains on target overall for 2025-26. Work remains ongoing as part of a corporate parent workstream to enhance opportunities for care leavers across all agencies. A new development for care-experienced children and care leavers is being developed with the intention of going live in September 2026. This development will consist of supporting a range of learners across the council with work placements that will hopefully provide them with ongoing employment.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO3.5.1	Work with partners to deliver improved outcomes for care experienced children through the delivery of actions in the corporate parenting action plan and informed by the views of our children and young people (SSWB)	**GREEN (Excellent)**	Quarter 4: Over the course of the year, the Corporate Parenting Board, which is made up of multi-agency partners, focused on sharing the voice of our care-experienced young people from the summit with partners and the workforce. Alignment of that voice with actions and priorities for the board into the coming 2026-27 year is now the focus. The authority continues to work with Tros Gynnal Plant to meet the advocacy needs of our care-experienced young people and to promote their right to access advocacy services. Following the summit, the memberships of the youth forum grew with young people engaging in the young people's forum which feeds into the corporate parenting board. Corporate parenting board will continue to meet bi-monthly with a focus on aligning priorities with the voice of care-experienced individuals. Work continues on improving our offer to care-experienced young people and ensuring fit with other partner and local authority strategies. The board will also look to develop meaningful actions to support the care-experienced protected characteristic, creating an operational working group to consider how partners and the local authority can work locally and nationally on this agenda.	Continue to develop care experienced as protected characteristic internally and externally, take stock of 2025-26 and consider reviewing priorities for 2026-27, and create an engagement workplan for 2026-27 by September 2026.
WBO3.5.2	Support the implementation of the Corporate Parenting Strategy in schools. (EEYYP)	**YELLOW (Good)**	Quarter 4: School evaluations consistently report that Pupil Development Grant - Children Looked After (PDG-CLA) funding is having a positive impact on learners' emotional wellbeing, engagement with learning, behaviour, and attendance. Emotional wellbeing continues to be identified by schools as the most significant barrier to learning for care-experienced children, and the funding is targeted at therapeutic and wellbeing-focused interventions to address this. Schools report that PDG-CLA funding supports a wide range of interventions which have contributed to reduced anxiety, improved behaviour, stronger relationships with trusted adults, and improved engagement in education. Schools also identify improved attendance as a direct outcome of PDG-CLA-funded wellbeing and relationship-building work. In 2024–2025, primary attendance for looked-after children rose significantly, with continued improvement also seen in secondary attendance. Welsh Government has worked with the National Delivery Group for care-experienced children and a PDG-CLA Task and Finish Group to develop guidance specifically for the PDG-CLA. This guidance has been shared for informal consultation through national networks and has been updated in response to feedback. Updated national guidance on PDG-CLA and Personal Education Plans (PEPs) is anticipated to be finalised in early 2026. Alongside this, Welsh Government is producing guidance to support local authorities to maximise the impact of PDG-CLA funding, strengthening consistency, accountability and focus on outcomes for care-experienced learners. Locally, Bridgend County Borough Council continues to engage with Welsh Government developments and national guidance, while using school evaluations and qualitative feedback to inform ongoing improvement. This ensures PDG-CLA funding is targeted effectively and continues to support positive educational and wellbeing outcomes for care-experienced children.	The Education Engagement Team and Children and Family Support Services will jointly initiate a structured quality assurance programme for Personal Education Plans (PEPs) by April 2027. This will ensure that PEPs are high-quality, timely, impactful and accurately reflect each child's needs, progress and support arrangements.

WBO3.6: Help people get the skills they need for work

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
DEFS80 CP WBO3.6	Number of participants in the Employability Bridgend programme supported into education or training (COMM) ***Higher Preferred***	76	678	219	265	Trend not applicable	Quarterly Indicator **Target Setting:** Target set to maximise use of funding secured for that year. Funding arrangements can vary from year to year therefore targets are not comparable and there has been a significant change in funding for 2025-26 **Performance:** We have overachieved on this target for the year, with most outputs and outcomes being claimed in Quarter 4, as anticipated, as we can only claim on file closure.
DEFS82 CP WBO3.6	Number of participants in the Employability Bridgend programme going into employment (COMM) ***Higher Preferred***	366	453	290	241	Trend not applicable	Quarterly Indicator **Target Setting:** Target set to maximise use of funding secured for that year. Funding arrangements can vary from year to year therefore targets are not comparable and there has been a significant change in funding for 2025-26 **Performance:** We have achieved 83.1% of this target for the year, which is our most challenging target. This is due to a combination of factors such as the large restructure in March 2025 meaning we lost over 30 posts - mostly highly experienced staff - and the rearranged teams had to embed into the projects, and a delay to delivery starting due to a new electronic CRM being launched. However, Shared Prosperity Fund has been allowed 'slippage' into this year, with the underspend, to close down the project and we have a further 26 jobs pending claim that we expect to close this year. This would bring us to 92.1% of target.
PAM/046 CP WBO3.6	Percentage of Year 11 leavers from schools in the authority identified as not being in education, employment or training (NEET) in the Careers Wales Annual Destination Survey Statistics (EEYYP) ***Lower Preferred***	1.4%	1.9%	2%	1.8%	⬆	Annual Indicator **Target Setting:** This target reflects the current position where more young people are identifying with a range of complex issues, impacting their progression into education, employment, or training. **Performance:** Bridgend's performance for this academic year (1.8%) betters last year's performance by 0.1%, and continues to better the all-Wales average of 2.1%. When compared to other local authorities, this performance places Bridgend in joint 8th place with Cardiff. The loss of external funding through Shared Prosperity Fund, and now Local Growth Fund, for the last two consecutive years, coupled with a new shift in focus for lead workers towards behaviour and exclusions, will impact the service's ability to maintain a top quartile performance for NEET prevention. The service continues to foster excellent working relationships with Careers Wales and Job Centre Plus to ensure timely and effective sharing of information, but a reduced staffing resource will impact available support for vulnerable young people without additional investment.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO3.6.1	Increase employment and training opportunities in the County Borough. (COMM)	GREEN (Excellent)	Quarter 4: We held monthly meetings in venues around the county borough to be able to meet as many partner organisations as possible, with presentations/speakers on a variety of topics such as NHS Wise, Valley Veterans, Case Uk and Bridgend Care and Repair. We also developed a health-focused sub-group that meets quarterly at the end of a Bridgend Employability Network meeting to support joint-working and cross-referral opportunities as well as potential gaps in provision. There are 144 people on the mailing list and multiple times a month information is shared with the group on events, opportunities and project information.	
WBO3.6.2	Employability Bridgend will work with funders and partners to deliver a comprehensive employability and skills programme (COMM)	GREEN (Excellent)	Quarter 4: We have continued to promote the service by building social media presence, utilising print and radio media as well as holding events such as our annual Porthcawl and Maesteg Jobs Fair that worked with over 60 employers and attracted over 300 visitors each. We have supported residents of the county borough to access basic skills, essential skills and vocational training as appropriate to the individual. We have enrolled 781 participants into our programme during 2025-26 and provided mentoring, training and support to both find work and sustain employment. This brings us over our engagement targets for the year.	

WBO4: Supporting our most vulnerable

WBO4.1: Provide high-quality children's & adults social services / early help services

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
CH/026 CP WBO4.1	Number of children on the child protection register (SSWB) ***Lower Preferred***	189	**75**	120	**91**	⬇	Quarterly Indicator **Target Setting:** Sustain safe reduction in the Child Protection Register **Performance:** We continue to maintain an appropriate number of children on the child protection register over the last 12 months. This is in line with local authorities of a similar demographic. However, we have experienced some recent increases in the rate of registration which we will continue to monitor closely to ensure safe and appropriate decision making.
DEFS29 CP WBO4.1	Percentage of completed TAF (Team Around the Family) support plans that close with a successful outcome (SSWB) ***Higher Preferred***	83%	**82%**	87%	**82%**	⬌	Quarterly Indicator **Target Setting:** To continue to improve performance. **Performance:** Performance continues to be of a satisfactory standard and the slight dip in performance impacted upon by a small number of more complex cases. There will be increased management oversight of cases to ensure compliance improves.
SSWB39 (CH/039) CP WBO4.1	Number of Care Experienced Children (SSWB) ***Lower Preferred***	370	**333**	325	**316**	⬆	Quarterly Indicator **Target Setting:** Continue to safely reduce the number of Care Experienced Children **Performance:** The number of care-experienced children continued to reduce over Q4. Positively, we are further forward than initially anticipated within our safe reduction strategy. Prevention work, alongside targeted activity focused on reunification, has supported this progress.
SSWB57 CP WBO4.1	Percentage of enquiries to the Adult Social Care front door which result in information and advice only (SSWB) ***Higher Preferred***	74.88%	**84.58%**	83%	**77.73%**	⬋	Quarterly Indicator **Target Setting:** The model is being embedded and we will seek to continue to improve performance. **Performance:** Performance at end of year remains slightly below target. Work undertaken by the newly appointed Service Manager and Consultant Social Worker continues, with an ongoing review of Front Door practice to better understand decision-making and consistency in responses. This review is informing training and development priorities; peer groups have been developed with a focus on outcome and quality of assessment.
SSWB75 CP WBO4.1	Number of people recorded as delayed on the national pathway of care (SSWB) ***Lower Preferred***	104	**70**	90	**74**	⬋	Quarterly Indicator **Target Setting:** This reflects the current population needs, taking in to account seasonal fluctuations in people's health. **Performance:** Quarter 4 performance represents an improvement compared to Quarter 3. Although fluctuations continue, this reflects the complexity of discharges and the short timeframe available to arrange onward care once individuals are clinically optimised. The improvement board remains in place, with ongoing focus on partnership working, pathway flow, and consistent use of discharge processes. Learning from Quarter 4 is being carried forward to support continued improvement into the new financial year.
SSWB78a CP WBO4.1	Timeliness of visits to a) children who are care experienced ***Higher Preferred***	85.31%	**88.28%**	87%	**90.54%**	⬆	Quarterly Indicator **Target Setting:** To continue to maintain performance **Performance:** Performance has been sustained with continued strong performance.
SSWB78b CP WBO4.1	b) children on the child protection register (SSWB) ***Higher Preferred***	86.77%	**89.27%**	87%	**90.49%**	⬆	Quarterly Indicator **Target Setting:** To continue to maintain performance **Performance:** Excellent sustained performance in this area. Maintained over target all year.
SSWB87 CP WBO4.1	Percentage of reablement packages implemented with a positive outcome (SSWB) ***Higher Preferred***	80.90%	73.48%	69%	**68.66%**	⬋	Quarterly Indicator **Target Setting:** This reflects the current population needs, taking in to account seasonal fluctuations in people's health. **Performance:** The service is seeking to maximise the number of people who benefit from reablement, which means there are more people with a complexity of need which reduces the percentage who benefit from a positive outcome in terms of reduction of hours or mitigation entirely of the need for support. The service will continue to be reviewed to ensure that it is operating as efficiently and effectively as possible and that staff have the right learning and development.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO4.1.1	Support the wellbeing of unpaid carers, including young carers, to have a life beyond caring through delivery of the carer's action plan. (SSWB)	GREEN (Excellent)	Focused work is underway to gather key carers documents, aligned to best practice, so that public facing information is improved. The Young Carers Wellbeing Service was brought in-house from an external provider. A total of 14 sessions were delivered supporting 99 young carers. The Young Carers Network Event engaged 130 young carers, supporting connection and co-production, with a short impact video in development. Carers Link Workers and recent listening events continue to strengthen advocacy and ensure carers' voices inform future work. 'We Are Valued Days' continue to offer welcoming opportunities for young carers to meet others, access helpful information, and take some time for themselves. The Young Carer Ambassador programme continues to grow in a positive and encouraging way, increasing from 3 to 29 ambassadors. These young people play an important role in their schools and communities. Awen delivered regular dementia and carers sessions with small, consistent groups, including social activities and reminiscence walks. Halo focused on carers' respite, improving awareness of support and offering wellbeing workshops like mindfulness. Feel Good for Life provided light exercise and social sessions, helping people stay active and connected. Planning is in place for a Dementia Action Week event at Bryngarw, supported by BAVO. Partners are promoting dementia-friendly activities, community sessions, and awareness, alongside ongoing forums to support organisations. We have started a Carers Steering Group within BCBC to deliver improvements in our internal systems and processes and increase the offer of assessment to unpaid carers. This includes every social work team having a 'link worker' to cascade and promote best practice in relation to unpaid carers. We have also undertaken a series of listening events with unpaid carers during February and April 2026. From this feedback, we are developing an action plan and operating guidance for staff which we will take back to carers for their input. In Q1 2027 we will establish a strategic group for Bridgend which will include unpaid carers.	Commence review of TuVida contract. While there are no changes to funding, some elements will move in-house to BCBC, alongside additional capacity to support carers needs assessments. TuVida will continue delivering the Carers Wellbeing Service, including information and advice, community engagement, and advocacy support. Young Carers Wellbeing service will remain inhouse for the foreseeable future.
WBO4.1.2	Improve Children's Services by delivering the actions in our three-year strategic plan. (SSWB)	GREEN (Excellent)	Quarter 4: Specific actions from our 3-year plan have been achieved. These are related to our workforce and how we have continued staff and reduced our reliance on agency staff. Our Grow our Own model has successfully led to 12 newly qualified social workers this year with many social care staff accessing the Social Services Practitioner award preparing some of those in advance of potential social work training in the future. Our international social workers remain settled in Bridgend which is reflective of the manageable caseloads and pastoral/wellbeing support being provided to those members of staff as well as our whole cohort. Our QA framework continues to grow with developments linked to Most Significant Change being further progressed. We held our first story panel which took a sample of stories and highlighted areas of progress and further developments for us. The voice of children is starting to become more evident in our direct work, and we have continued to facilitate our youth forum via our corporate parenting officer. However, we recognise there is more to do to ensure the voice of children and families contributes to our service delivery moving forward. We have continued to progress our strategies linked to Family Support and the Removal of Profit agenda. Further work is required to support increasing the number of foster carers in Bridgend, but the development of our place-based support team and wider offer to carers has led to improved retention this year in comparison to previous years. The actions within the Family Support Strategy have been progressed in particular around Early Help and re-commissioning of services such as parenting, disability support and young carers. However, there is more to do in relation to mental health, substance misuse and domestic abuse. Further work is required in relation to advocacy. Ongoing work is occurring in relation to the active offer and recent developments around Parent Advocacy via PAN Cymru will be taken forward into 2027.	Develop and plan for the new 3-year planning cycle, with a focus on moving the service from good to excellent.
WBO4.1.3	Improve adult social care by delivering the actions in our three-year strategic plan (SSWB)	GREEN (Excellent)	Quarter 4: We have received the report following our independent evaluation and have shared the findings with our managers at our Continuous Improvement Group. We have addressed immediate actions within the service. We are developing a plan with workstream leads which will be led by our Deputy Head of Adult Social Care when they commence their role on 1 June 2026.	Development of Implementation Plan in year ahead.

Code	Commitment	Status	Progress this period	Next Steps
WBO4.1.4	Change the way our social workers work to build on people's strengths and reflect what matters to our most vulnerable citizens, the relationships they have and help them achieve their potential. (SSWB)	YELLOW (GOOD)	Quarter 4: A Most Significant Change (MSC) panel was held with leaders and decision makers to hear stories of families and in turn reflect on our service delivery. This panel was held following activity undertaken during the course of the year and is deemed to be a great success as part of the framework - further stories will be gathered and considered in a panel in July 2026. The success of the January panel was shared with the workforce in Children and Family Services via the Continuous Improvement Group and those individuals who provided their stories were written to with thanks and to explain what purpose their stories held in the improvements of our service development. Within Adult Social Care, the MSC framework and how we can capture the meaningful voice of families and individuals is underway. Some story gathering has begun with a view to hold a panel per service area to support service delivery.	Ongoing senior management panels in 2026-27. Review MSC framework and the impact on service development. Ongoing development work within Adults Social Care to develop a meaningful framework for capturing the voices of individuals who access the service by September 2026.
WBO4.1.5	Address the gaps in Adult Social Care provider services by implementing the priority commissioning areas identified in our commissioning strategies and detailed service reviews (SSWB)	GREEN (Excellent)	Quarter 4: Planning Groups meet bi-monthly to oversee the progress against the priority areas identified in the relevant strategic plans. Following the Accommodation-Based Service review, an independent consultant supported us to develop a 15-year capital programme for these services. A public consultation commenced on the Shared Lives service moving forward, with the intention of growing and expanding the service. The recommissioning of care at home services was completed, with new contracts commencing in April 2026.	Public consultation on proposed changes to the Shared Lives service is underway, following which a report will go to Overview and Scrutiny Committee in July 2026 setting out themes and proposals moving forward. Care home analysis undertaken will inform further feasibility analysis on specific sites in the county borough by end of September 2026.
WBO4.1.6	Address the gaps in Childrens and Family Services provider services and respond to the Eliminating Profit/Health & Social Care Bill by implementing the priority commissioning areas identified in the Placement Commissioning strategy (SSWB)	YELLOW (Good)	Quarter 4: Financial modelling has been completed. The business case for four residential homes has been approved, with revenue funding secured. Capital funding remains pending for 2 of the 4 homes. The business case and capital allocation for the relocation of Harwood House alongside Heronsbridge School are in development and pending approval. The Placement Commissioning Strategy has been approved by Cabinet. Development of the Market Position Statement has not yet commenced and will be prioritised in the next period. Feedback on the Welsh Government sufficiency plan consultation has been completed.	Continue to mobilise delivery of 2 residential homes Finalise Harwood House/ Heronsbridge School business case and submit Expressions of Interest via the capital board. Establish a delivery programme for the Placement Commissioning Strategy, with oversight and where possible performance monitoring. Commence development of the Market Position Statement.
WBO4.1.7	Ensure that children and families can access support from the right service at the right time with the aim of preventing their needs from escalating. (SSWB)	GREEN (Excellent)	Quarter 4: Throughout the course of the year, work has been undertaken in relation to the Early Help screening team and CTM CONNECT panel alongside work to ensure there is clarity in referral pathways to external partners including families will continue in 2026-27.	Launch CONNECT once appointments have concluded and refresh the early help screening teams' approach to assessments.
WBO4.1.8	Employ and develop a well-motivated, well supported, qualified social care workforce in the Council and with partners. Fill vacancies in our social care services and reduce dependence on agency workers. (SSWB)	YELLOW (Good)	Quarter 4: The Social Services and Wellbeing Workforce Board continues to provide leadership to workforce planning across the directorate. Securing the right first job for newly qualified grow our own social workers has progressed. A sub-group of the board has been established to focus on adult social work workforce planning as it is recognised that the workforce is ageing and has become more reliant on agency workforce than children and family services. This work has resulted in grow our own traineeships being ringfenced for adult services in the latest intake. Good progress has also been made in recruiting to the social care workforce with a significant reduction in agency workforce.	Undertake a self-evaluation in line with the standards in the Anti Racism Wales Action Plan. Develop business cases for peripatetic social work and social care roles to reduce reliance on agency due to unavoidable long-term absence (such as, maternity leave)

WBO4.2: Support people in poverty

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
CED43 CP WBO4.2	Percentage of people supported through FASS (Financial Assistance and Support Service) where support has resulted in increased income through claims for additional/increased benefits and allowances (CEX) ***Higher Preferred***	92%	**96%**	85%	**96%**	↔	Quarterly Indicator **Target Setting:** Target retained. The 2024-25 target was increased in line with the re-commissioning of the service to improve outcomes for recipients of the service. The service will maintain these outcomes throughout the next year. **Performance:** The service has remained consistent throughout the year and has ensured that citizens are supported to claim the correct entitlements. The service has increased its outreach opportunities to ensure that those hardest to reach are able to access advice and support – this has proved very popular and feedback shows that it is welcomed in the communities.
CED44 CP WBO4.2	Percentage of people supported through FASS who have received advice and support in managing or reducing household debt (CEX) ***Higher Preferred***	93%	**94%**	85%	**98%**	↑	Quarterly Indicator **Target Setting:** Target retained. The 2024-25 target was increased in line with the re-commissioning of the service to improve outcomes for recipients of the service. The service will maintain these outcomes throughout the next year. **Performance:** The service reports that the main debt issues identified throughout the year were fuel debts, water arrears and Council Tax. Council Tax debt is expected to remain a significant issue going forward and indicates sustained demand for FASS services, with emerging pressures linked to welfare reform and the transition to Universal Credit.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO4.2.1	Support eligible residents to receive the financial help available to them. (CEX)	**GREEN (Excellent)**	Quarter 4: Various take-up campaigns are being undertaken monthly; progress is detailed below. Take-up has been concentrated on Pension Credit and Free School Meals (FSM). Pension credit: out of 165 households contacted throughout 2025-26, 39 households (24%) were awarded Pension Credit. Adding this to all campaigns undertaken since 2023, brings the total claimed to over £616k per annum (calculated as initial award x 52 weeks). Free School Meals (FSM): 781 households were contacted throughout 2025-26, with 172 children qualifying for FSM. All campaigns undertaken also promoted the School Essentials Grant and where appropriate, included a leaflet promoting the support that the Employability Team can provide to help people back into work etc.	

WBO4.3: Support people with housing needs

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
CED60 CP WBO4.3	Number of additional affordable homes provided by Registered Social Landlords (RSLs) across the County Borough (CEX) ***Higher Preferred***	64	**77**	110	**177**	↑	Annual Indicator **Target Setting:** Working with RSL's to utilise capital income streams, such as the Social Housing Grant (SHG) – to develop 500 units over a 5-year programme. **Performance:** In the current main programme of the Social Housing Grant development plan, there are 177 homes.
DOPS39 CP WBO4.3	Percentage of people presenting as homeless or potentially homeless, for whom the Local Authority has a final legal duty to secure suitable accommodation (CEX) ***Lower Preferred***	29%	**26.4%**	20%	**26.6%**	↙	Quarterly Indicator **Target Setting:** Target set to see reduction in the number who fall into the final legal duty category. This is where initial measures to relieve their homelessness within 56 days have failed. **Performance:** The demands on the service continue to be very high. Demand for social housing outstrips supply. The service is seeing more complex individuals present requiring specialist accommodation which is also is short supply.
PAM/012 (DOPS15) CP WBO4.3	Percentage of households threatened with homelessness successfully prevented from becoming homeless	11%	**31.2%**	20%	**43.3%**	↑	Quarterly Indicator **Target Setting:** Target set at realistic level considering the legislative changes in terms of priority need which has a significant impact on number of households included in this measure **Performance:** We have seen an increase in applicants sourcing suitable privately rented

	(CEX) ***Higher Preferred***						accommodation compared to previous years. We've also expanded the Welsh Government Leasing Scheme; this scheme is for the purpose of homeless prevention only. In addition, any existing dwellings or off-the-shelf purchases secured through Social Housing Grant or Transitional Accommodation Capital grant also has to be allocated to those who have a homeless duty.
DOPS41 CP WBO4.3	Percentage of people who feel they are able to live more independently as a result of receiving a Disabled Facilities Grant(DFG) in their home (CEX) ***Higher Preferred***	98%	**99.3%**	98%	**98.1%**	↙	Quarterly Indicator **Target Setting:** Target retained. To continue to achieve a positive outcome for grant recipients in living more independently. **Performance:** Overall satisfaction within the service remains high, with a recent slight drop in Q4 due to snagging issues. In the most, residents are happy with the scheme and adaptions applied to their homes.
PAM/015 (PSR002) CP WBO4.3	Average number of calendar days taken to deliver a Disabled Facilities Grant (CEX) ***Lower Preferred***	552.73 days	**799.9 days**	542 days	**838.2 days**	↙	Quarterly Indicator **Target Setting:** Target includes six months to approve grant award and a further twelve months to complete the DFG, this is based on the exponential demand on the service which has significantly increased the waiting time against the available capital to deliver the adaptations on an annual basis. **Performance:** 205 cases have been certified during 2025-26 with all available grants and capital budgets being utilised. This is the first year that budgets have not needed to be brought forwards from future years, which shows that works are being allocated in line with our available recourses. The team are working on reducing the 58 legacy cases from 2023-24 as we enter the new year.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO4.3.1	Continue to improve our housing and homelessness service to reduce homelessness across the borough through implementation of the agreed action plan (CEX)	**GREEN (Excellent)**	Quarter 4: Homeless and Housing Support Grant services will shortly undergo a review to inform a new strategy and plan to be implemented in 2027. The Social Housing Allocation Policy was approved by Cabinet. The housing register is going through changes to match the changes to the policy before going live. BCBC has purchased 3 houses in multiple occupation, with a 4th purchase currently going through the legal process. Opportunities for a 5th and 6th purchase are being explored. Monthly meetings continue to be held with Registered Social Landlord (RSL) development teams to take forward strategic priorities. These are supplemented by quarterly meetings with Welsh Government and Bridgend Housing Partnership. There is a 3-year rolling Social Housing Grant Programme of £13,129,808. There is also yearly allocation of Transitional Capital Accommodation Programme supporting RSL's to bring additional accommodation into stock. RSL's also work with private development companies to transfer accommodation under s.106.	
WBO4.3.2	Continue to target those long-term empty properties that have the most detrimental impact on the community, focusing on the Top 20. (CEX)	**GREEN (Excellent)**	Quarter 4: Three properties in the top 20 have become occupied this financial year, four properties are now sold subject to contract, and five properties remain under renovation. We are continuing work on 1 enforced sale and initiating a further enforced sale following recent work in default. The remaining properties are subject to informal action or are subject to review to determine the most appropriate course of action. The acquisition by Bridgend County Borough Council of a property on Neath Road, Maesteg, under Compulsory Purchase Order 2025 is with Welsh Government ministers awaiting a decision. Work continues on properties outside the top 20 utilising the 5-stage escalation letter process and enforcement provisions. Funding has been received on four successful Welsh Government funding applications, and this funding is supporting work in default and other enforcement action. We are working towards implementing and meeting the aims and objectives set out in the new Empty Homes Strategy 2025-2030. In particular, we have devised a communication plan for social media posts, and we held our first Empty Homes Support Session which was well received by empty property owners.	

WBO4.4: Support children with additional learning needs

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
DEFS170 CP WBO4.4	Percentage of new local authority individual development plans (IDPs) delivered using the online IDP system (EEYYP) ***Higher Preferred***	New 24-25	**0%**	100%	**22%**	⬆	Quarterly Indicator **Target Setting:** While there have been some issues getting the online IDP system operating we are committed to transferring all IDPs to the new online system as soon as possible to comply with the Additional Learning Needs and Education Tribunal (Wales) Act. **Performance:** The ALN Statutory Team began using the online system from October 2025. Since that date, of the 150 new IDPs created between April 2025 and March 2026, 33 of them are within the online system. The roll-out of the online system is gaining pace with all new local authority IDPs for early years and electively home educated

							children now online. New school and local authority IDPs are progressing on to the online system. This will continue throughout the school year 2026-2027.
[DEFS171](#) CP WBO4.4	Number of pupils on the waiting lists for specialist provision (EEYYP) ***Lower Preferred***	23	**55**	10	**57**	↙	Quarterly Indicator **Target Setting:** Placing pupils in specialist provision at the earliest opportunity ensures that all of their educational needs are met. Throughout the year waiting lists may fluctuate as pupils can be added at any time. We aim to see a trend of decreasing numbers on the waiting list over time. This target is the end-of-year target. **Performance:** Waiting lists for specialist provision have continued to increase throughout the year. Both The Bridge and Ysgol Bryn Castell have worked with officers to identify suitable placements to meet demand for provision. Pupils currently on the waiting list will be prioritised for a September 2026 start date or earlier where possible. Consideration and higher priority will be given to those who have been on the waiting list for the longest time as well as those with the highest need. This includes risk assessments, looked after child status, child protection or who have received a permanent exclusion. It is important to note that all pupils identified and put on a waiting list for specialist placement receive an offer of provision within a 12 month maximum period or are prioritised when they are in a transition year.
[DEFS172](#) CP WBO4.4	Percentage of year 9 pupils with Additional Learning Needs (ALN) with a transition plan in place, that have had an annual review by 31 March of each current school year (EEYYP) ***Higher Preferred***	New 24-25	**74.3%**	100%	**76%**	↑	Annual Indicator **Target Setting:** To comply with the Additional Learning Needs Code for Wales, all IDPs must be reviewed annually. **Performance:** Transition meetings have been going well and completed in a timely fashion. There has been effective communication with potential Post-16 providers in the majority of reviews. However, there are a few occasions in where reviews are taking place, but the appropriate providers have not been involved at an early stage. Work is ongoing with identified settings to improve this.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
[WBO4.4.1](#)	Implement the online IDP (Individual Development Plan) system for local authority and school-based IDPs. (EEYYP)	**YELLOW (Good)**	Quarter 4: All issues within the system have now been resolved. The first stage of implementation is already in place with all new and reviewed local authority IDPs managed via the online system. All schools have received training and have started creating IDPs within the system. The next stage of implementation is for all school-based IDPs to be added. We anticipate this will happen over an extended period and will continue throughout the school year 2026-2027.	
[WBO4.4.2](#)	Develop a five-year plan to meet increasing demand on support services, specialist provision and schools (EEYYP)	**YELLOW (Good)**	Quarter 4: The ALN Provision Plan 2025-2030 has been approved and shared. Growth bids have progressed for an additional observation class, Emotional, Social, and Behavioural Difficulties (ESBD) Foundation Class, secondary Communication Autism Resource Education (CARE) base and an additional Key Stage 2 CARE base. First visits to assess available classrooms and approval from governing bodies have been carried out. We are facing some issues relating to identifying suitable accommodation for the Foundation ESBD class. This has been rejected by two separate governing bodies citing concerns over behaviour management when schools are already facing challenges.	Public consultation for the expansion of Learner Resource Centres – Cabinet approval September 2026. Feasibility study and report for expansion of ESBD provision to be finalised by September 2026.

WBO4.5: Safeguard and protect people at risk of harm

Performance Indicators

PI Ref, Type & Aim	PI Description and Preferred Outcome	Year End 23-24	Year End 24-25	Target 25-26	Year End 25-26 & RYAG	Direction vs year end 24-25	Performance this period
[CH/003](#) CP WBO4.5	Children's safeguarding referrals – decision making in 24 hours (SSWB) ***Higher Preferred***	99.69%	**99.97%**	99.5%	**99.86%**	↙	Quarterly Indicator **Target Setting:** To sustain high performance and ensure children are protected from harm and target takes account of occasional system glitches. **Performance:** The high-performance figure has been maintained throughout this period even though there have been some workforce challenges, we are putting in focused support around this area to ensure quantitative and qualitative performance is sustained.
[SSWB62](#) CP WBO4.5	Percentage of child protection investigations completed within required timescales (SSWB) ***Higher Preferred***	77.78%	**84.4%**	80%	**82.47%**	↙	Annual Indicator **Target Setting:** To continue to improve performance **Performance:** We have continued to see a positive trend in this area and a very minimal decline is not of a concern. Performance in this area will continue to be monitored by senior managers.

SSWB63 CP WBO4.5	Average waiting time (in days) on the Deprivation of Liberty Safeguards (DoLS) waiting list (SSWB) ***Lower Preferred***	16 days	**10 days**	24 days	**19 days**	⬇	Quarterly Indicator **Target Setting:** 2023/24 was not a typical year due to additional commissioned resources to reduce the backlog. Current performance stands at 24 days- so we would recommend that for this year. **Performance:** We remain on target. We monitor and benchmark our performance against our regional Partners.
SSWB77 CP WBO4.5	Percentage of Adult safeguarding inquiries which receive initial response within 7 working days (SSWB) ***Higher Preferred***	81.85%	**83.08%**	85%	**88.62%**	⬆	Quarterly Indicator **Target Setting:** The 7 days response relates to the Local Authority and other key partners. We will continue to improve our own performance and those of our partners. **Performance:** We are remaining consistent and continuing to perform above target.

Commitments

Code	Commitment	Status	Progress this period	Next Steps
WBO4.5.1	Work as One Council to effectively safeguard children and adults at risk (SSWB)	**YELLOW (Good)**	SSWB Quarter 4: The Corporate Safeguarding Board has continued to meet regularly and consider the safeguarding issues across the council. Internal Audit have completed a review of corporate safeguarding resulting in an overall judgement of reasonable assurance. Work has been completed to evaluate where we are in Bridgend in relation to the findings of the North Wales Regional Safeguarding Board Child Practice Review "Our Bravery Brought Justice". Self-evaluations completed by Communities Directorate and adult social care. EEYYP Quarter 4: Safeguarding audits for all schools were successfully completed during the autumn term of the 2025–26 academic year, providing the local authority with a comprehensive overview of safeguarding compliance, strengths and areas requiring development across the education sector. This aligns with Bridgend’s well-established safeguarding quality-assurance framework, in which safeguarding audits serve as the foundation of the “golden circle” model of continuous improvement. The newly launched Cwm Taf Morgannwg Safeguarding Board Threshold Document will provide schools with a clear, regionally agreed framework for understanding levels of need, risk and required intervention. This document aligns safeguarding expectations across local authorities, health, police, education and wider partners within the Cwm Taf Morgannwg region.	Scrutiny of Our Bravery Brought Justice action plan. Self-evaluations by remaining directorates. Self-assessment work in relation to management of professional concerns. The Designated Safeguarding Person (DSP) Forum for the 2025–26 school year will be formally scheduled for December 2026 as part of the Directorate’s safeguarding training and professional learning programme. Education settings are awaiting the publication of the updated Welsh Government guidance on handling allegations of abuse against teachers and other staff, which will replace the existing framework and strengthen expectations for managing professional concerns within schools.
WBO4.5.2	Identify children who are more likely to offend and provide them with support to reduce offending behaviour. (EEYYP)	**YELLOW (Good)**	Quarter 4: Although one of the milestones remains off-target due to delays arising from the South Wales Police restructure, substantial progress has been made across the wider commitment. Youth Service Outreach Workers have successfully engaged with children involved in anti-social behaviour and those on the Bridgend Youth Justice Service (BYJS) Prevention waiting list, strengthening early intervention and preventing behaviours from escalating into offending. The establishment of the MASH/Early Help referral pathway has enhanced multi-agency working, bringing together partners across Children’s Services, the EEYYP Directorate, the Anti-Social Behaviour (ASB) Team, Exploitation Team and the Trauma Service to identify needs and coordinate support. Improved information sharing with South Wales Police and the Prison Service has strengthened understanding of serious violence trends affecting children, while collaboration with neighbouring Youth Justice Services, including Cwm Taf, has supported a coordinated response to emerging gang-related concerns. While the South Wales Police restructure has delayed the introduction of a consistent early notification system, work has continued to develop the process and a supporting application has been created to improve the timeliness and effectiveness of identifying children at the earliest opportunity. This positive progress was reflected in the recent HM Inspectorate of Probation inspection, where Bridgend Youth Justice Service received an ‘outstanding’ overall rating. Inspectors highlighted the service’s Child First and trauma-informed approach, strong partnership working, effective early intervention, and commitment to identifying and responding to children’s needs as early as possible.	The identification system is being actively progressed in collaboration with South Wales Police. The Service Manager has been meeting regularly with police colleagues to adapt and strengthen the early identification process. Current work is focusing on identifying children at the earliest possible point, particularly those spending longer periods in police custody. A meeting has been scheduled with the Police Inspector to further refine this approach and agree practical steps for earlier identification.

Performance against MTFS Targets

PI Ref & Type	PI Description	Annual target 25-26 £'000	Performance at Year end				Performance this period
			Achieved by year end		Variance year end		
			£'000	%	£'000	%	
DRE6.1.1 WOW	Percentage budget reductions achieved (Overall BCBC budget) ***Higher Preferred***	£8,379	**7,245**	**86%**	£1,134	14%	**Target Setting:** To achieve all reductions outlined in the MTFS **Performance:** The most significant budget reduction proposals still not achieved in full are (> £100,000 shortfall):- • EEYYP5 – Reduction in Strategy, Performance and Support Group (£121,000 shortfall). The consultation with staff on the restructure has now concluded with the new structure implemented from the 5 January 2026. Savings will be made in full in 2026-27. • SCH1 – Efficiency saving against School Delegated Budgets – 1% in 2025-26 (£1.186 million). Whilst the saving is referenced as having been achieved due to the overall reduction in the Individual Schools Budget (ISB), as referenced in paragraph 3.3.1, the reduced budgets have resulted in an overall deficit balance for schools of £3.615 million. Officers continue to work with schools to bring this overall deficit down in 2026-27. • SSW7 – Implementation of the Home remodelling programme across adult services (£198,000 shortfall). The saving has not been met in 2025-26 pending a review of the Support at Home service. The shortfall was met via one-off efficiencies in 2025-26 from vacancies held across the service pending the review and the restructure being finalised in 2026-27. • SSW8 – Reduction in the provision of number of Supported Living Accommodation units (£190,000 shortfall). It has been determined that this saving proposal is no longer deliverable and work is underway by the service to identify alternative budgets savings to meet the shortfall. Updates will be provided to Cabinet in the 2026-27 revenue monitoring reports.

Additional Sickness Information

		QTR4 2024/25			QTR4 2025/26				
Directorate	**FTE 31.03.2026**	**Number of FTE days lost**	**No. of Absences**	**Days per FTE**	**Number of FTE days lost**	**No. of Absences**	**Days per FTE**	**Cumulative Days per FTE 2024/25**	**Cumulative Days per FTE 2025/26**
Chief Executive Directorate	423.81	824.79	108	2.01	1257.84	108	2.97	10.48	13.61
Communities Directorate	476.51	1898.97	163	3.88	1228.06	160	2.58	16.50	12.94
Education, Early Years and Young People Directorate	457.31	1688.84	318	3.62	1846.68	284	4.04	12.62	13.27
Schools	2131.42	8154.09	1334	3.82	7921.05	1275	3.72	12.54	12.22
Social Services and Wellbeing Directorate	1066.36	3969.70	457	3.84	4424.91	420	4.15	16.92	16.38
BCBC TOTAL	**4555.41**	**16536.39**	**2380**	**3.64**	**16678.55**	**2247**	**3.66**	**13.76**	**13.48**

Sickness Absence by Reason

BCBC Overall	Number of FTE days lost 25-26						No. of FTE days lost 24-25	
Absence Reason	**Q1**	**Q2**	**Q3**	**Q4**	**Total**	**% of Cumulative days lost**	**Total**	**% of Cumulative days lost**
Stress/Anxiety/Depression not work related	3163.1	2928.12	3685.07	4070.61	13846.9	22.71%	16834.62	26.87%
MSD including Back & Neck	2289.36	2462.66	2310.53	2190.19	9252.74	15.18%	9204	14.69%
Stress/Anxiety/Depression work related	1723.23	1749.42	1858.31	1902.1	7233.07	11.86%	5534.66	8.83%
Stomach / Liver / Kidney / Digestion	1317.15	1023	2036.45	1701.14	6077.74	9.97%	5537.96	8.84%
Infections	1006.44	711.25	1653.37	1278.46	4649.52	7.63%	5563.89	8.88%
Bereavement Related	1154.75	845.28	1057.88	1192.6	4250.51	6.97%	3759.19	6.00%
Eye/Ear/Throat/Nose/Mouth/Dental	656.39	538.63	1162.5	1174.46	3531.98	5.79%	2989.54	4.77%
Chest & Respiratory	577.15	474.25	1352	876.82	3280.22	5.38%	4261.69	6.80%
Neurological	720.16	543.61	577.84	671.32	2512.94	4.12%	2511.79	4.01%
Heart / Blood Pressure / Circulation	461.68	556.56	422.49	352.47	1793.19	2.94%	1775.14	2.83%
Cancer	433.44	369.14	421.99	451.76	1676.33	2.75%	1940.55	3.10%
Genitourinary / Gynaecological	257.35	249.24	668.09	459.83	1634.52	2.68%	1264.48	2.02%
Pregnancy related	113.1	124.3	306.96	212.51	756.87	1.24%	1020.33	1.63%
Other Mental illness	62.38	94.96	166.35	144.27	467.97	0.77%	392.35	0.63%
Other / Medical Certificate	No longer applicable						61.93	0.10%
TOTALS	**13935.67**	**12670.44**	**17679.82**	**16678.55**	**60964.48**		**62652.12**