









Workstream Name	RAG Status – Q1	RAG Status – Q2	Narrative
01 Strategic Alignment			<p>In Q1, four measures were reported: three met their targets, and one cannot be measured until the next Staff Survey. However, the CSPT Staff Survey Action Plan showcases activity carried out each quarter to further the underlying objective related to that measure.</p> <p>In Q2, of the five measures reported: two remain on target, one is in development, the fourth relates to the Strategy and Me action plan which is currently amber but on track for green in Q3 with stakeholder engagement planned to ensure this meets future targets. The target relating to the Staff Survey remains unreportable, the wording of this measure was revised at the mid-year point to reflect the wording used within the Staff Survey with an increased target for both CSO staff and the wider organisation.</p> <p>The rating change reflects the increased scope and ongoing reporting challenges.</p>
02 Strategic Process			<p>7 of the 8 measures within this workstream relate to risk data which is captured as a snapshot at quarter-end, not averaged over time, so may not reflect overall performance. The jump in non-compliance metrics from Q1 to Q2 is due to a revised calculation method, resulting in a shift from green to red. we are looking at the way we record the data to help mitigate this issue for future reporting.</p> <p>To support improvements within this area; officers are reminded to update risks via the governance process, with three corporate risks under revision to better reflect the City Corporation’s landscape—expected to be agreed in Q3. CSPT continues monthly reporting and follow-up with departments and institutions to reduce data gaps. The risk register is ever changing and dynamic and new measures are being considered to accurately reflect this.</p> <p>The rating change reflects the revised calculation methods, point-in-time reporting limitations, and ongoing updates to corporate risks.</p>
03 Enhancing Strategic Delivery			<p>At the time of writing, Q2 Business Plan data was unavailable. However, CSPT has been providing targeted support to departments that missed Q1 reporting deadlines and will continue to push for workstream performance through relevant measures, aiming to achieve the target by end of the FY 2025-26. With the introduction of Management Information Reporting, we should see improvements in this space and at mid-year decided to increase the target by 10% each quarter.</p> <p>For the remaining four measures: two met targets in both quarters, though no EEDI Forums have taken place since April 25 due to absorption and processing of EEDI Review into the Strategic Framework, one took place in early Q3.</p> <p>At Q2, the wording of the diversity data measure was amended to capture CSO staff as opposed to cross-Corporation. The EEDI Team will work with HR on a new campaign to support this.</p>
04 CSO Function			<p>The EEDI Review was delivered and reported to the EEDI Sub Committee. Outputs from the Review have informed the development of the EEDI Strategic Framework which is being taken through EEDI Sub Committee for discussion and approval.</p>

Performance Measures reporting data in Quarters 1&2		Quarter 1		Quarter 2	
Workstream	Performance Measure	Target	Update	Target	Update
01. Strategic Alignment	% of CoLC staff who respond positively to the Staff Survey Q: “I understand the aims of the City Corporation” <i>To note, at Q2 this was revised to:</i> % of staff who respond positively to the Staff Survey Q: “I understand the aims of the Corporate Plan (2024- 2029) - CoLC target 90% and CSO target 100%	51%	Awaiting next Staff Survey or HR Pulse Survey.	CoLC: 90% CSO: 100%	Awaiting next Staff Survey or HR Pulse Survey.
01. Strategic Alignment	% of new cross-cutting Strategies have measurable links to Corporate Plan 2024-29	95%	100%	95%	100%
01. Strategic Alignment	% of ELB actions completed within 2 months	90%	100%	90%	100%
01. Strategic Alignment	Prioritisation workstream developed by end of Q2	N/A	N/A	End of Q2	Following the P&R Away Day, work is underway on a prioritisation toolkit and framework.
01. Strategic Alignment	Strategy and Me Action Plan actions delivered	Actions delivered	2	Actions delivered	3
02. Strategic Process	% of Departments and Institutions non- compliant with reviewing their corporate risk registers	<20%	7%	<20%	33%
02. Strategic Process	% of Departments and Institutions non- compliant with reviewing their red departmental risk registers	<20%	17%	<20%	25%
02. Strategic Process	% of Ideagen access/Risk guidance requests actioned within 5 working days	>95%	100%	>95%	100%
02. Strategic Process	% of Core Ideagen risk measure inaccurate - blank fields	<20%	7%	<20%	4%
02. Strategic Process	% of Core Ideagen risk measure inaccurate - risk updates overdue	<20%	27%	<20%	31%
02. Strategic Process	% of Core Ideagen risk measure inaccurate - risk target dates overdue	<20%	25%	<20%	24%
02. Strategic Process	Issues escalated to the Corporate Risk register	0	0	0	0
03. Enhancing Strategic Delivery	Business plan quarterly report compliance	95%	80%	95%	Data is not yet available
03. Enhancing Strategic Delivery	CoLC Business plan workstreams with reportable performance measures	50%	41%	60%	Data is not yet available
03. Enhancing Strategic Delivery	ELB satisfaction with business plan performance analysis	N/A	N/A	70%	To be reported in Q4
03. Enhancing Strategic Delivery	Data hub & business intel products launched as per product plan	Business planning input app and products.	Business planning data products live	Draft cross cutting MI Pack.	Draft complete
03. Enhancing Strategic Delivery	Diversity data disclosure rate <i>To note, at Q2, this was revised to:</i> Diversity data completion rate for CSO with a target of 80%	>60%	59% (CoLC)	>80%	Not provided
03. Enhancing Strategic Delivery	EEDI Forum attendance	>60%	No EEDI forum held in Q1.	>60%	No EEDI forum held in Q2.
04. CSO Function	EEDI review on track - Phase 1	30/06/2025	30/06/2025	30/09/2025	30/09/2025