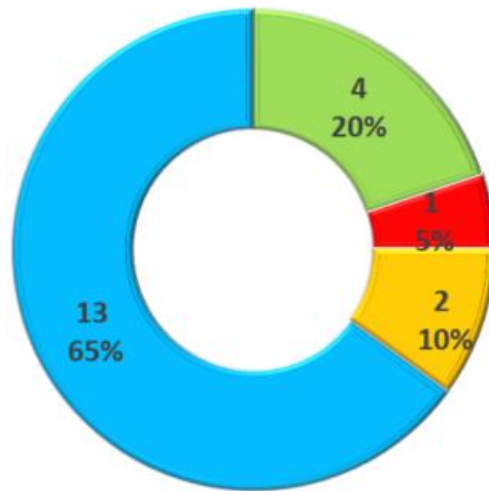




Performance Measures

Appendix 1 - Cabinet – Corporate Level Measures -
Quarter 2 (1st April - 30th September) - 2023/24

Performance Measures Summary



Performance Key BRAG (Blue, Red, Amber, Green)

Not suitable
for
comparison

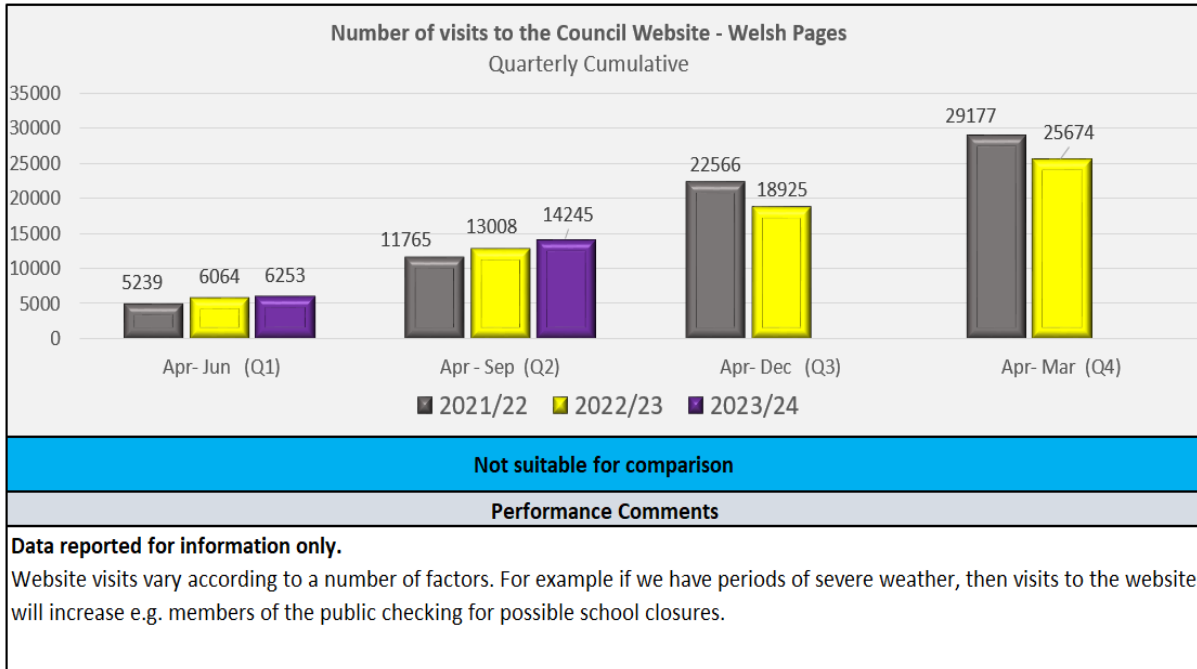
5% or more
below target
or previous
years
performance

Within 5% of
target or
previous
years
performance

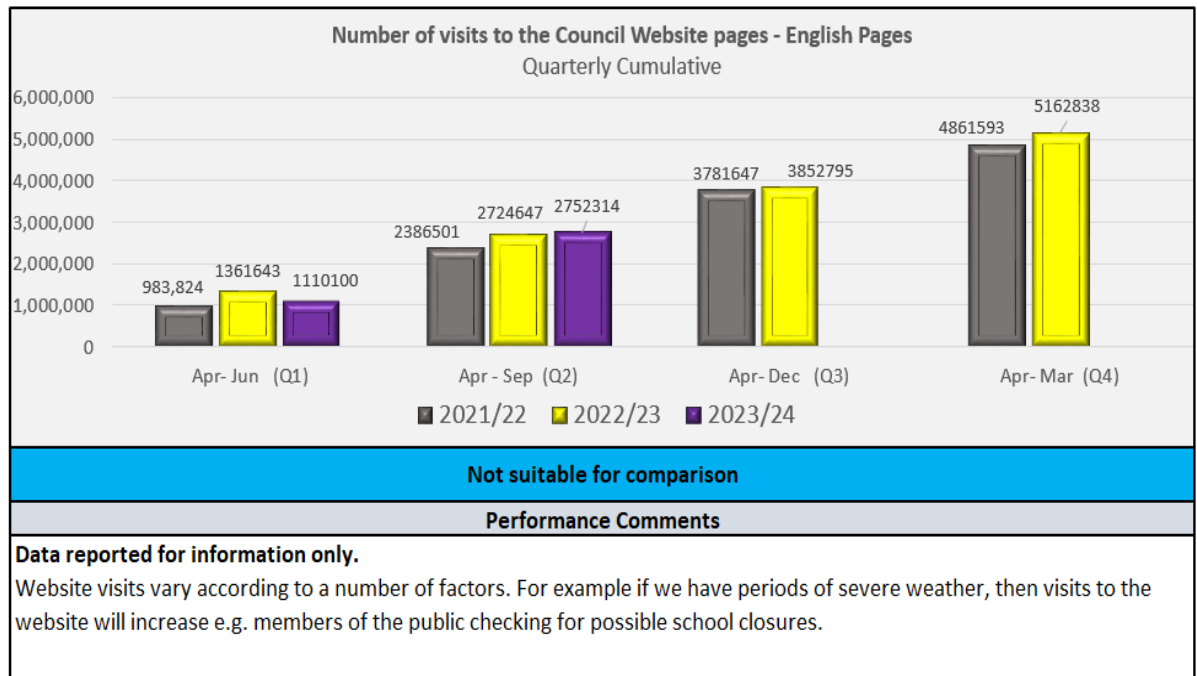
On target /
Achieved
direction of
travel

Well Being Objective 2 - All communities are thriving and sustainable

1.

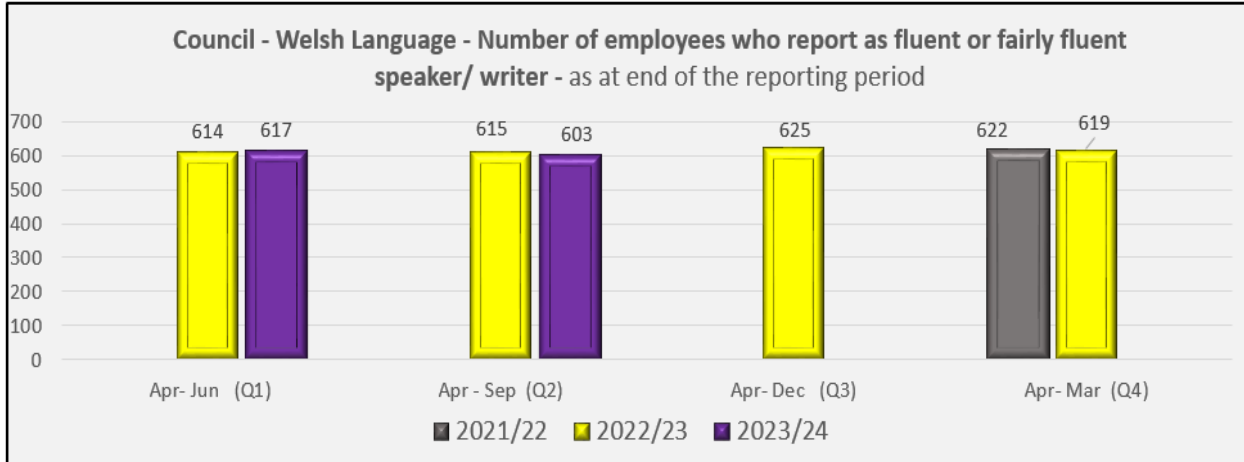


2.



Well Being Objective 3 - Our local environment, culture and heritage can be enjoyed by future generations

3.



Not suitable for comparison

Performance Comments

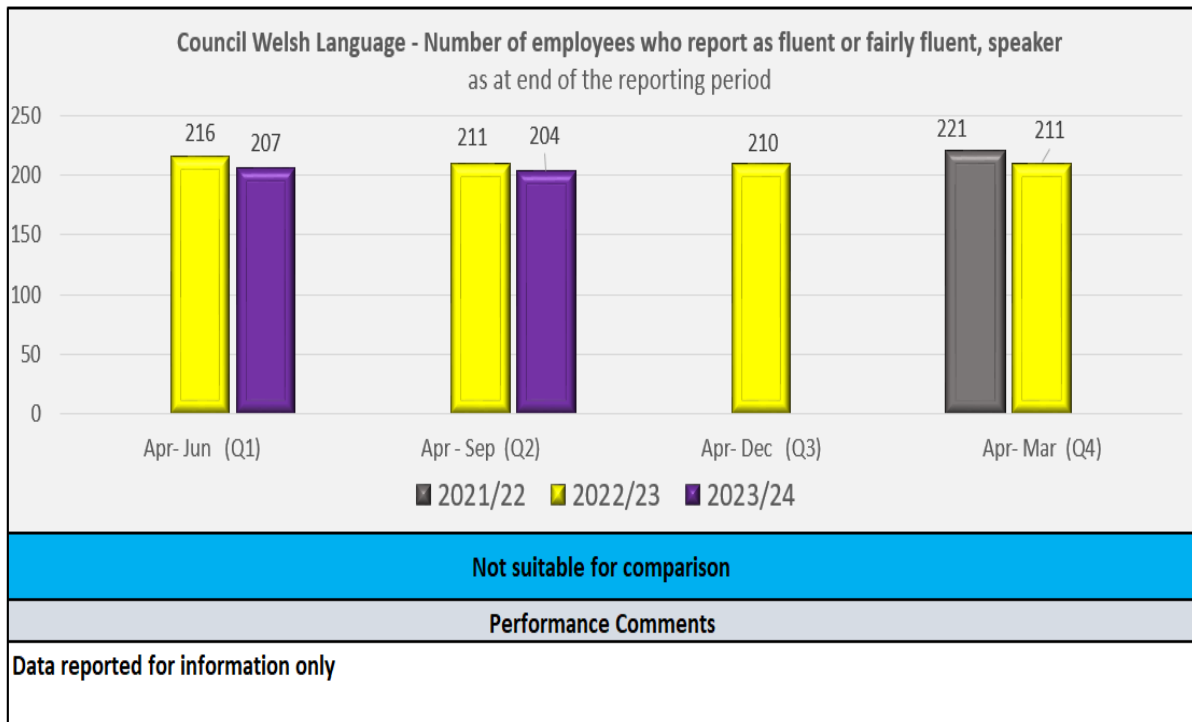
The Welsh Language Officers’ Group continues to support the implementation of the Welsh Language Standards, review compliance of the Standards and promote and raise the profile of the Welsh language. As part of the action plan, the group continues to work to enhance the number of Welsh speaking employees through a number of initiatives.

Examples include the creation of two Yammer groups - one to enable Welsh speakers to chat and provide peer support and another for all employees to access information, help and support as well as promotional material; publicising Welsh Language Rights Day; availability of language courses along with help and support for learners and those looking to increase confidence in using their language skills. Further information can be found in the Welsh Language Standards Annual Report 2022-2023 which is published on our website <https://www.npt.gov.uk/30360>

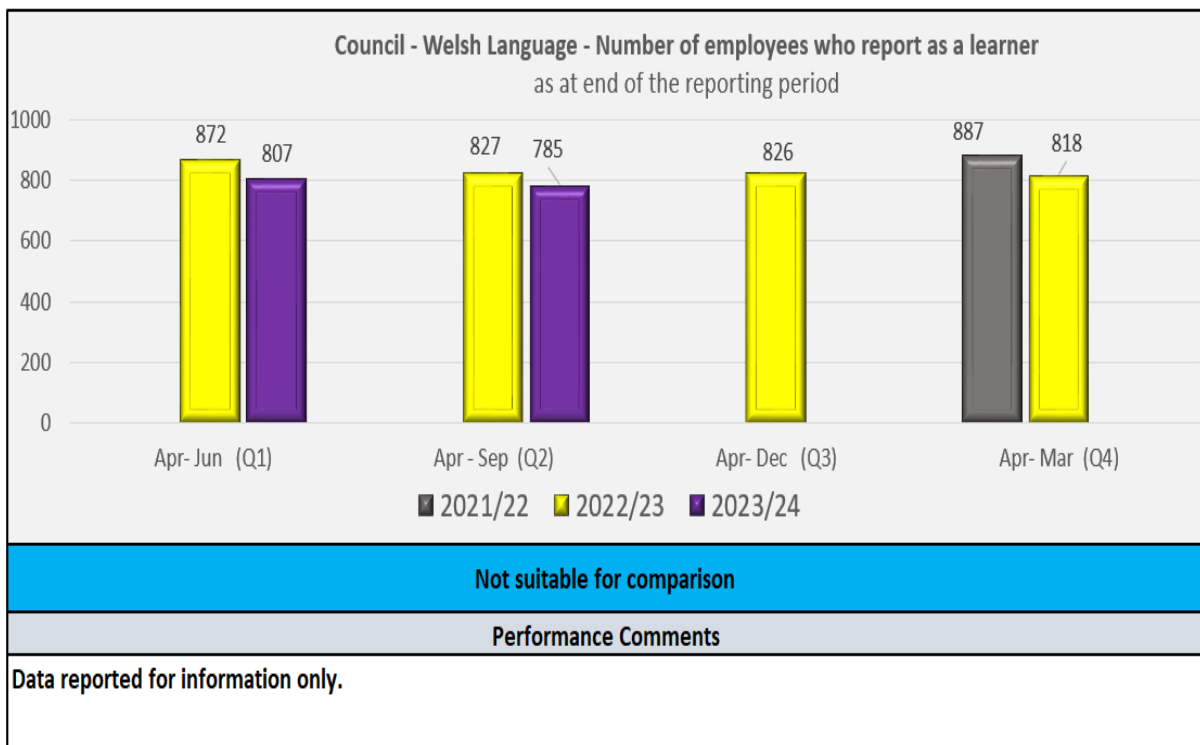
The Welsh Language Promotion Strategy has been revised during 2022/2023 with the aim to ensure that the Welsh language is visible in our communities and used by an increased number of people in their daily lives. To realise this the strategy focusses on three themes: to increase the numbers of Welsh speakers, to increase the use of Welsh and to create a favourable environment for these to happen. Working in partnership with our local Fforwm Iaith and local communities opportunities to learn, improve and use the language will be promoted to all in Neath Pot Talbot, particularly staff. The Strategy was adopted by Council on 12 July and is published on our website <https://www.npt.gov.uk/30359>

This performance comment covers the other Welsh Language measures below. This data is reported as information only and quarterly from 2022/23.

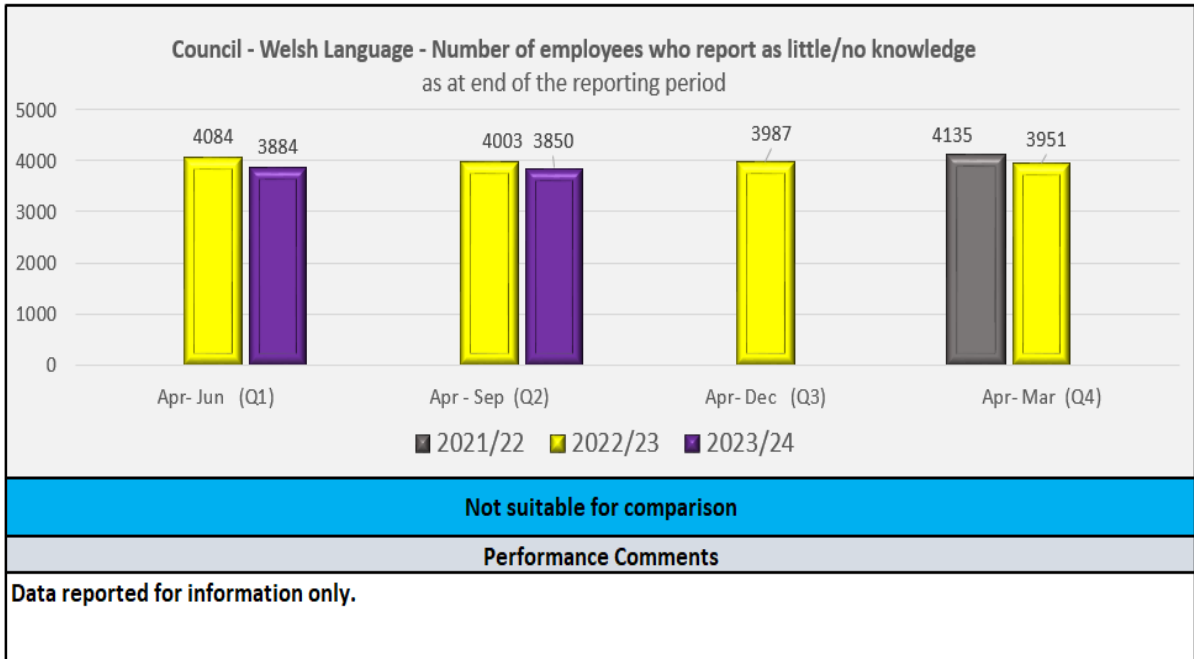
4.



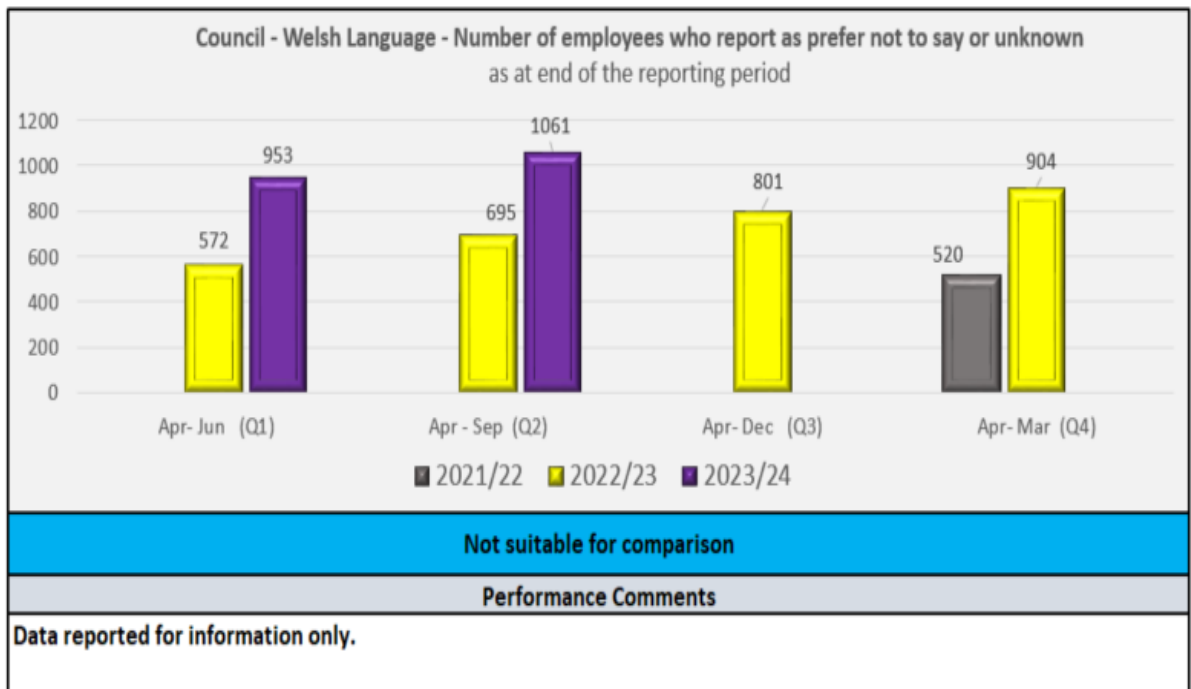
5.



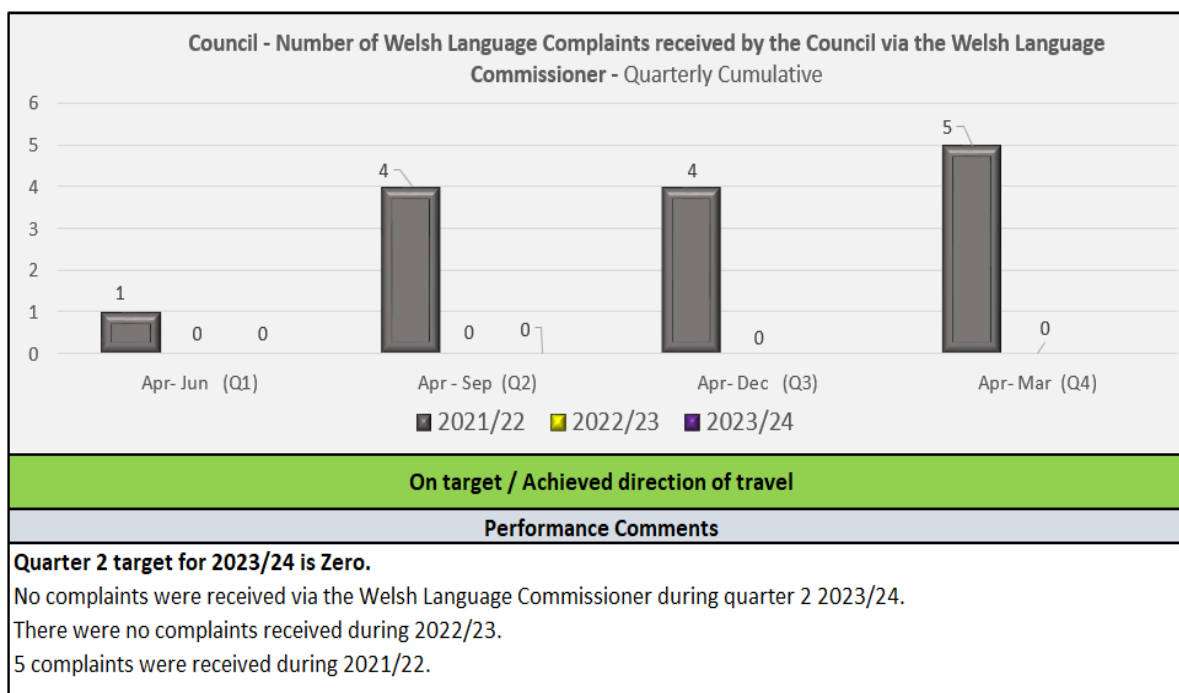
6.



7.

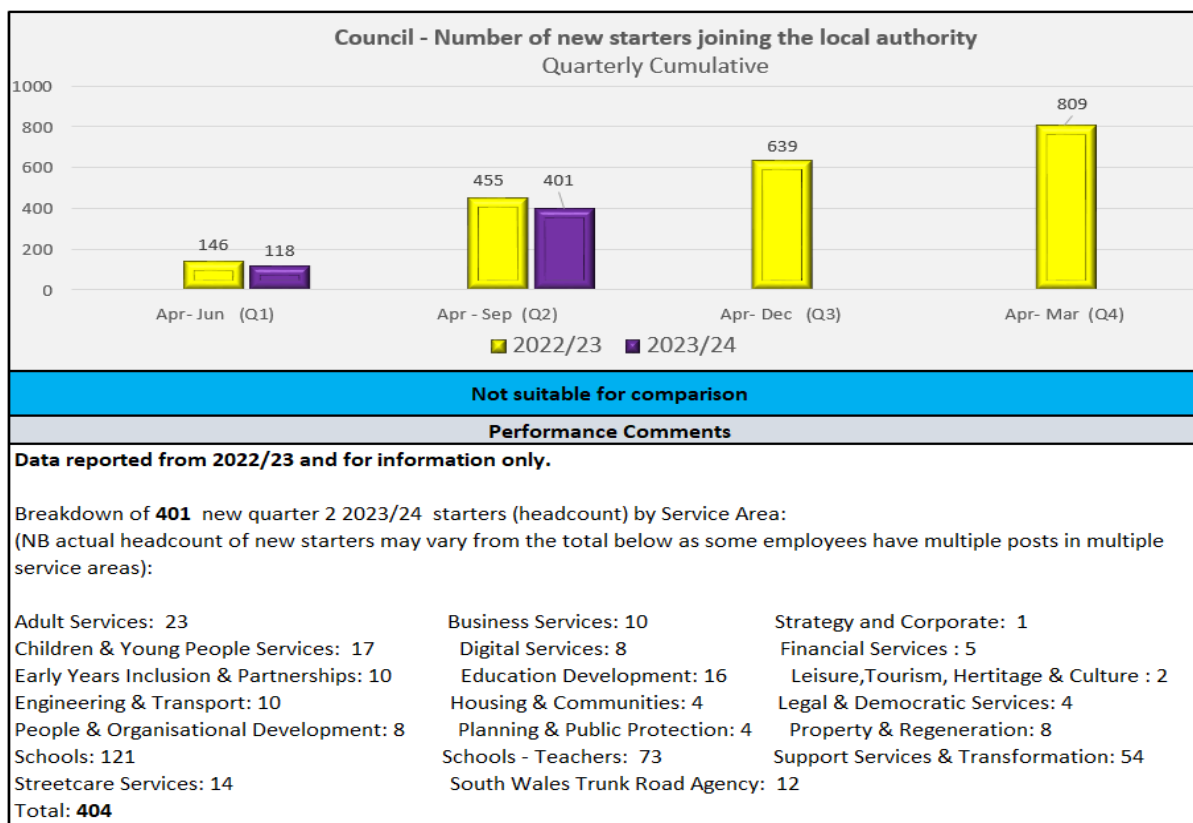


8.

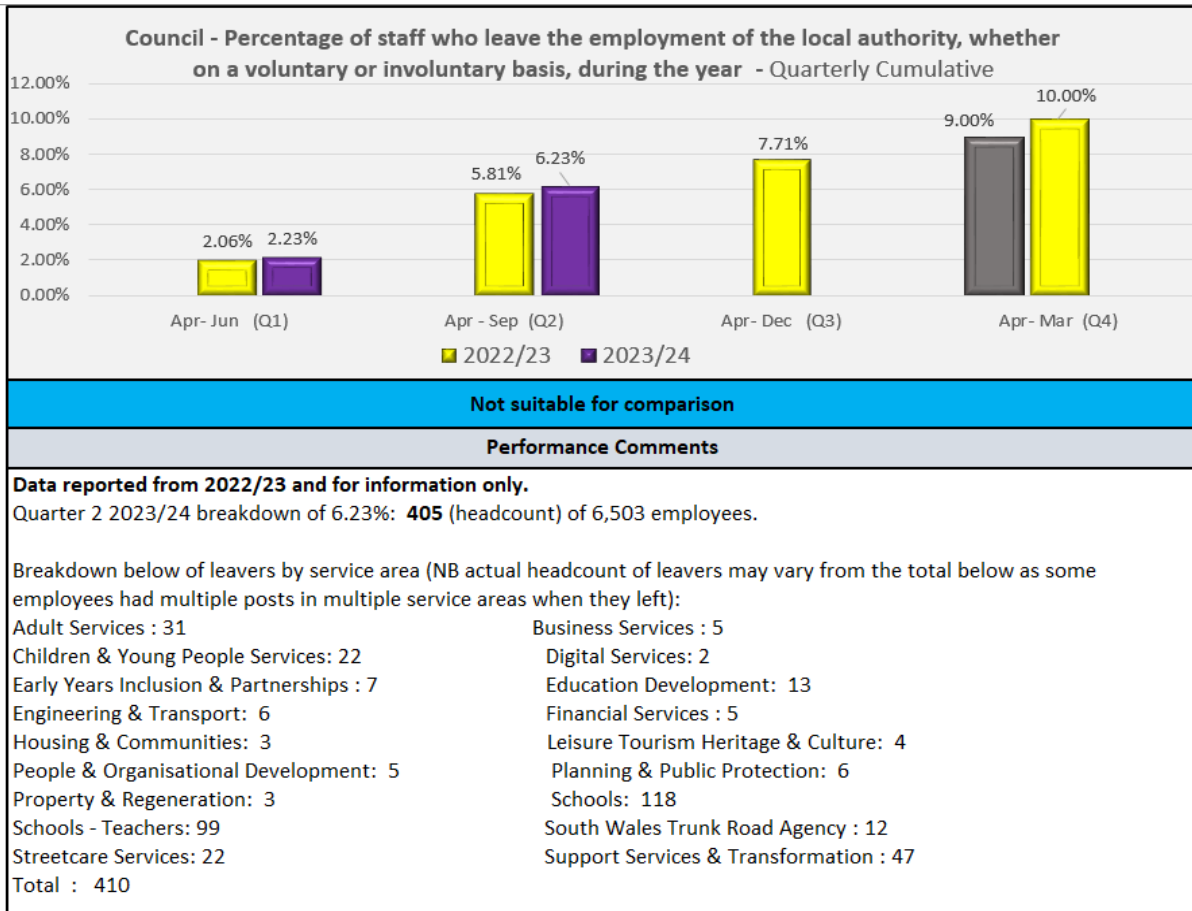


Well Being Objective 4 - Jobs and Skills

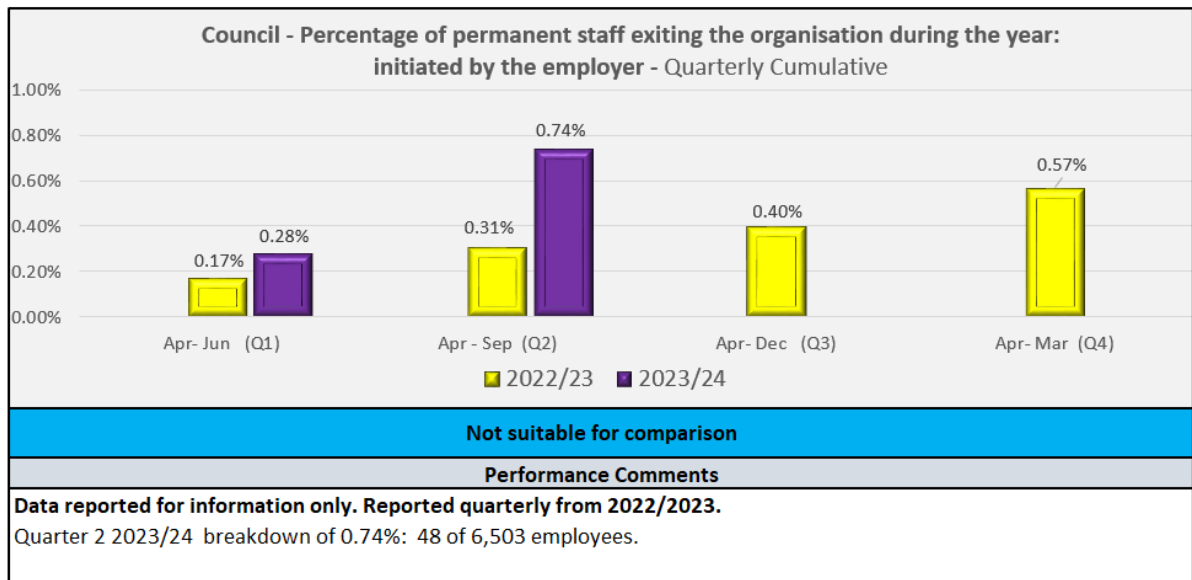
9.



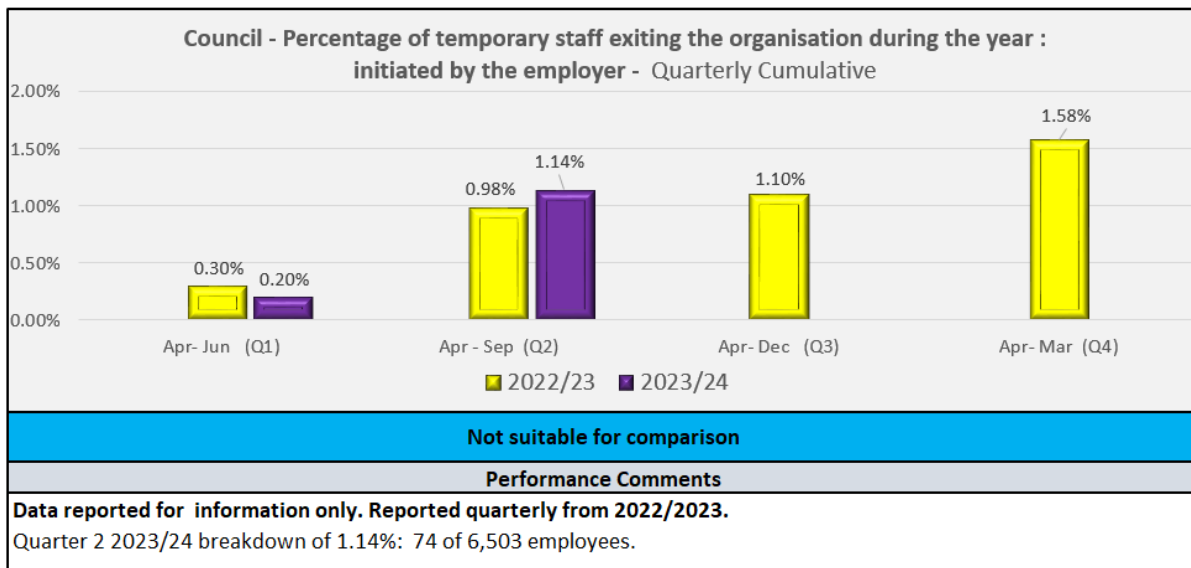
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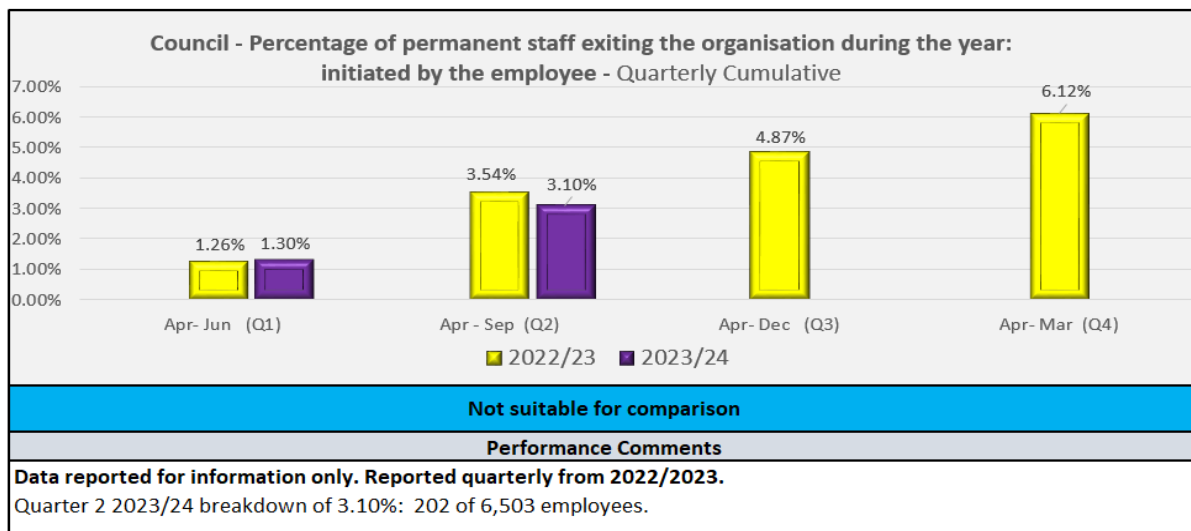
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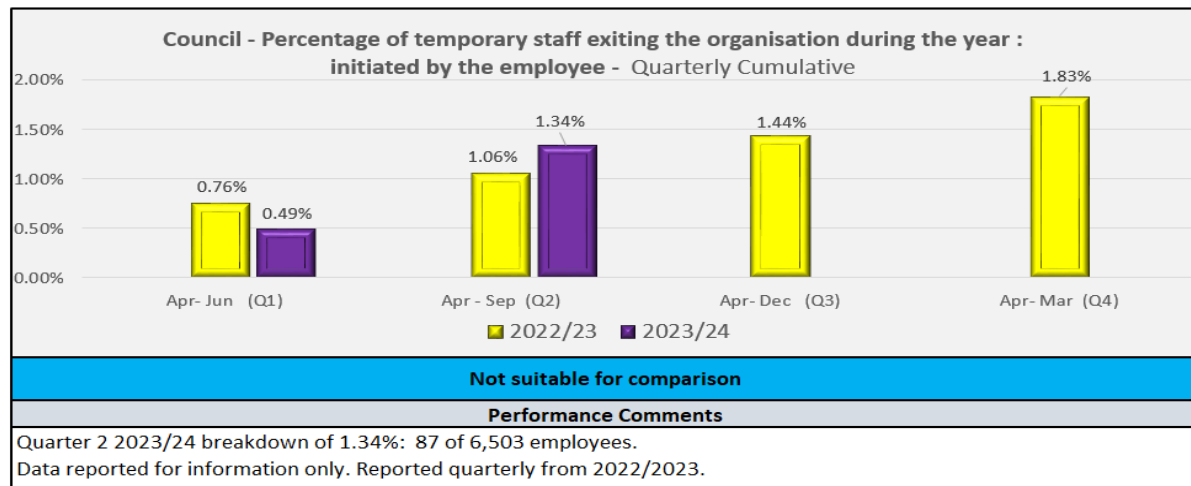
12.



13.



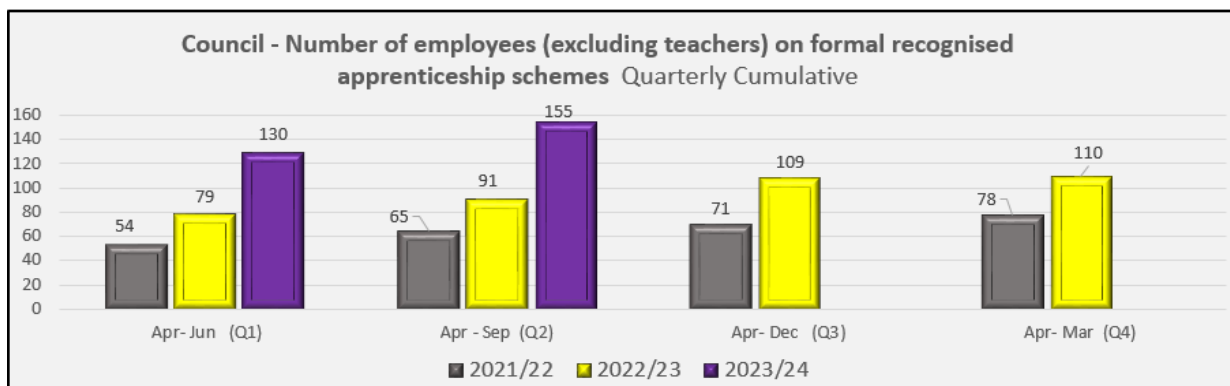
14.



15.

Governance and Resource (cross-cutting)

Including Planning & Performance, Workforce Management, Financial Resources, Democracy, Community Relations, Asset Management and Commissioning & Procurement.



On target / Achieved direction of travel

Performance Comments

Target for 2023/24 is to increase the number of apprenticeships.

This is a Corporate Plan measure.

There are currently 155 employees on apprenticeship schemes during quarter 2 2023/24. This has increased compared to quarter 2 2022/23 figure of 91.

Since April 23 – September 23 (Q1+Q2) we have had 45 new starts of which 10 are Apprentices Posts and 35 are internal staff upskilling breakdown:

Apprentices Breakdown

1 x Business Administration Level 2 – Chief Executive 5 x Construction 4 x SWTRA 1 x Environment
 1 x Level 3 Site Carpentry – Environment 1 x Level 3 Site Plumbing – Environment
 2 x Supporting and Teaching in Schools – Education

Staff Upskilling

1 x Level 4 Business Admin – Environment 1 x Level 4 HNC Construction and the Built Environment - Environment
 1 x Level 4 HNC Site Supervision – Environment 2 x Level 3 Management – Education
 2 x Level 4 Project Management – 1 in Social Services Health and Housing 1 in Digital Services
 9 x Level 4 Management – 1 in Environment 1 in Education 7 in Digital Services
 11 x Level 5 Management – 1 in SWTRA, 1 in Education, 2 in Chief Executive, 6 in Environment, 1 in Social Service Health and Housing
 2 x Level 3 Digital Learner Practitioner – Education 3 x Level 4 Advice and Guidance - Social Services Health and Housing
 3 x Level 3 Supporting Teaching and Learning in Schools – Education

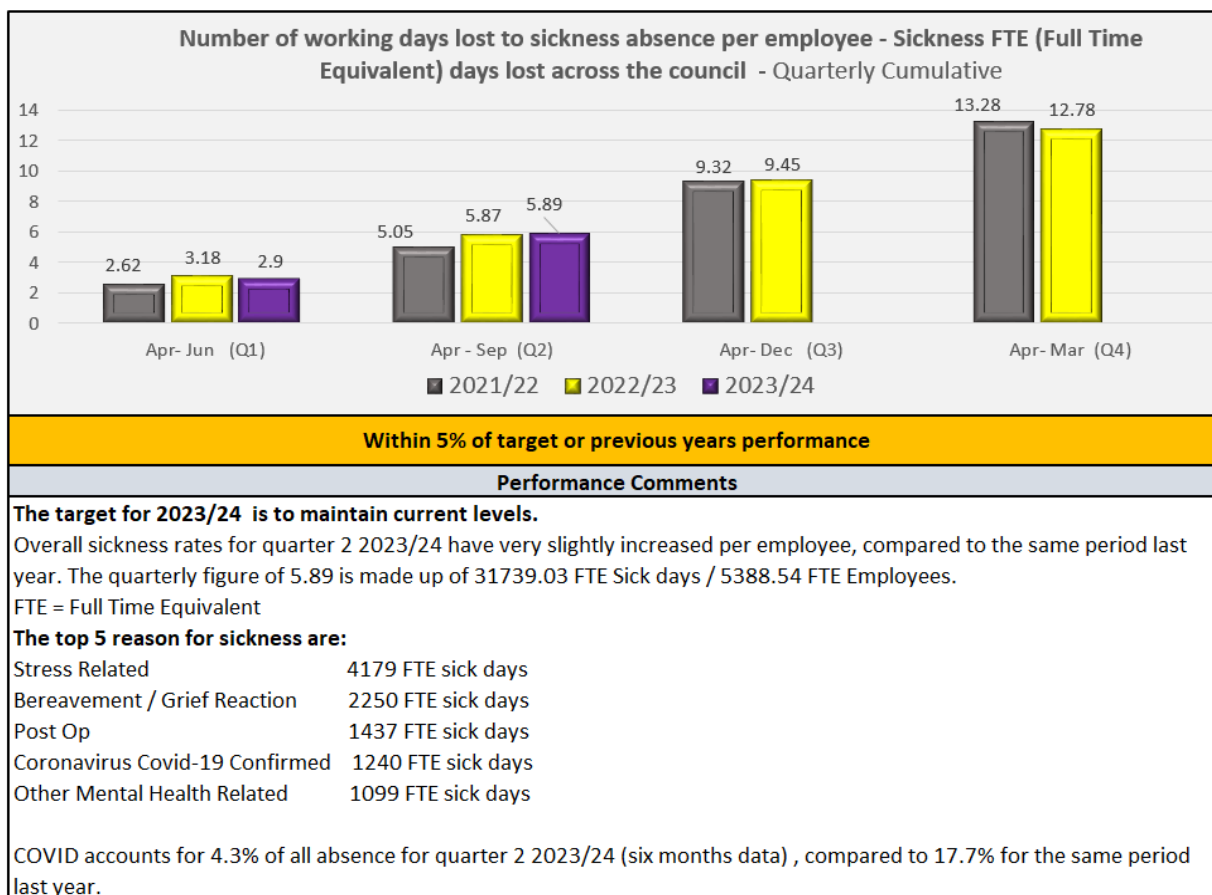
ACHIEVERS

Total of 3 Achievers
 1 x Level 4 Management – Environment
 1 x Level 5 Management - Chief Executives
 1 x Level 3 Vehicle and Maintenance Repair – Environment

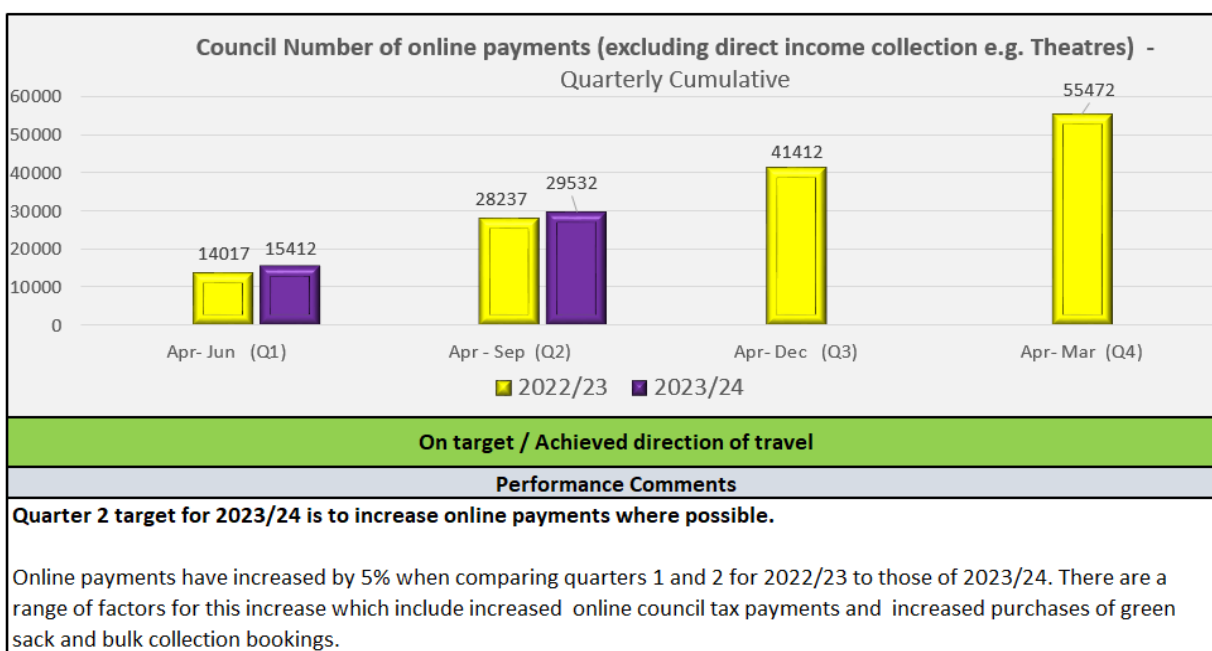
Total of Withdrawals

2 x Withdrawn Level 4 Management – Environment
 1 x Withdrawn Level 5 Management – Environment

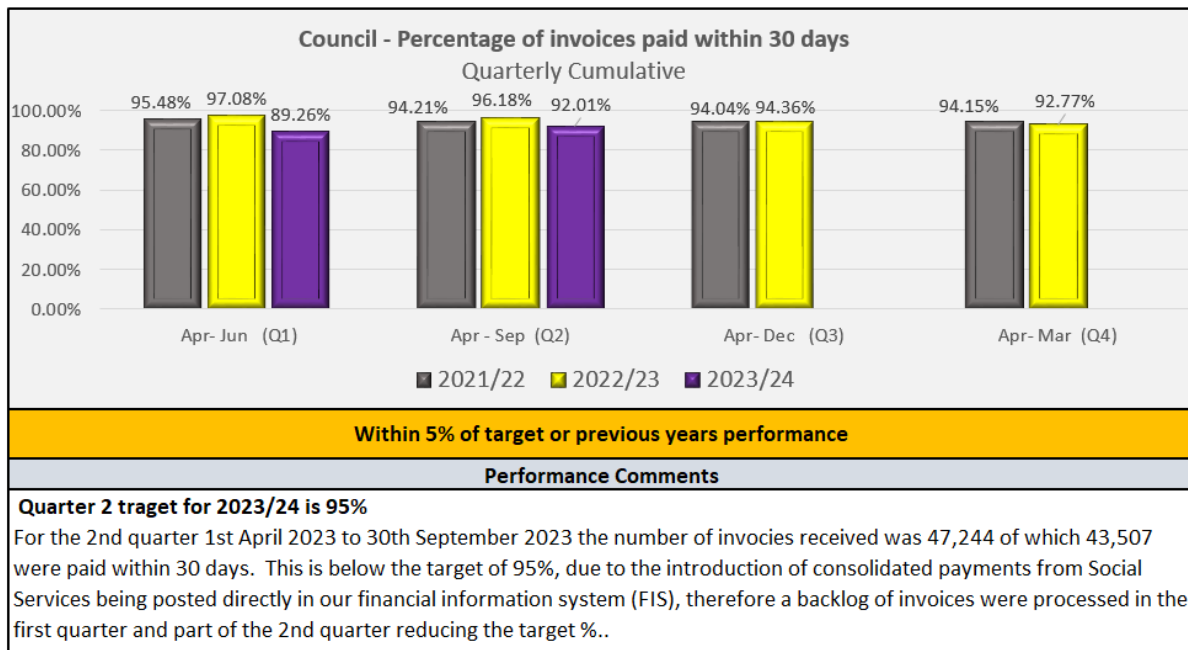
16.



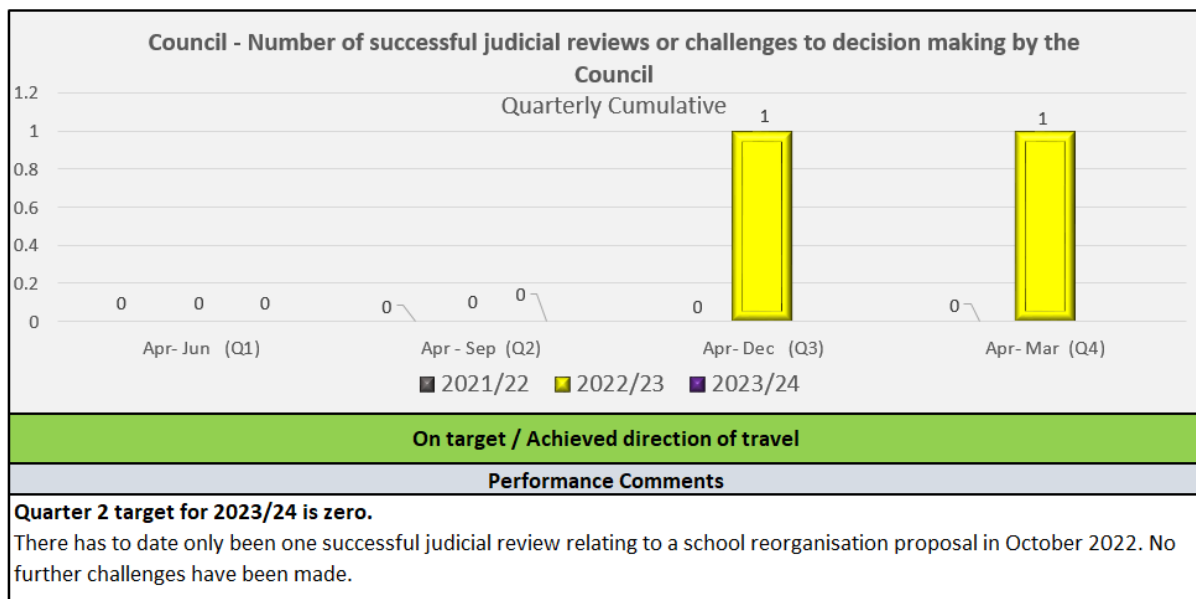
17.



18.



19.



20.

