

Appendix 3 - Amended or deleted PIs (for approval)

Subject to Cabinet approval, it is proposed that the Corporate PI set is amended as set out in the table below. A justification for the change is included.

PI	Council Plan Strategic Theme and Directorate	Action	Justification
Educational Attainment Sandwell All Pupils - KS4 attainment of English and maths at Grade 5 or above	Growing up in Sandwell Children and Education	To amend the tolerance from 3 percentage points to 0 percentage points	Performance for this performance indicator is well below the national average and therefore a 0 percentage points is applicable.
All HR measures (O20-O24) (O42-O46) (O53)	One Council One Team Assistant Chief Executive	To remove quarterly HR measures from the Public facing report. This means that they will be reported at Performance Board and Leaders Meeting but removed for the Cabinet Report and content on the new Performance Webpage.	Quarterly HR measures can fluctuate throughout the year. An annual position against these measures will provide a more accurate position for publication.
Average working days lost per employee due to sickness absence (FTE) change to targets	One Council One Team Assistant Chief Executive	Change the targets for Q3 and Q4 as follows: Existing Q3: 6.21 Q4: 8.7 New Q3: 7.95	The revisions provide a more realistic target that give the Council a better chance of achieving success with continued monitoring and targeted interventions.



PI	Council Plan Strategic Theme and Directorate	Action	Justification
		Q4: 10.6	
A percentage reduction in carbon emissions within our corporate estate and across the wider borough – change to target for corporate estate	Thriving Economy in Sandwell Place	For corporate emissions a change from 8% to 7.1%. The wider borough target of 4% is set by LGA and is reported 2 years in arrears	<p>The Council is updating its Climate Change Strategy and, as part of this work, has improved the quality of the data used to inform it. This enhanced data provides a stronger evidence base and increases transparency moving forward.</p> <p>Improvements have also been made to historical data, including information dating back to 2016 when the original benchmarks and targets were set. As a result, it is now easier to establish more accurate targets.</p> <p>While the overall goals remain the same—achieving net zero for the corporate estate by 2030 and for the borough by 2041—the percentage reduction required to reach the 2030 corporate estate goal have been updated to reflect the improved data.</p>

