Appendix A - Draft potential performance standard for EROs

Outcome: Electoral registers are as accurate and complete as possible, ensuring that everyone who is eligible and wants to vote is able to do so

What inputs are needed?	What activities are being undertaken?		What information is needed to understand the impact of our activities?	What difference is being made?	How can we determine the success of our work?
ERO understanding and delivery of role and responsibilities – management and oversight of delivery of the electoral registration service, including the statutory functions of the ERO, and stakeholder engagement **Planning –** maintaining a plan for registration throughout the year, ensuring it is kept under review and evaluation is undertaken, with lessons learnt fed back in **Resources –** identification and allocation of budget and staffing for electoral registration activities **Training –** identification and delivery of training to meet the needs of both permanent and temporary staff	Identification of those not registered, including hard to reach groups	Using available data and information sources, identify those not registered, including hard to reach groups Develop and maintain a public engagement strategy, ensuring planned activities are tailored to meet the needs of different groups of electors	• Analysis of the scope and usefulness of data and information • Ward level analysis of the registration area • Identification of priority areas to target registration activity • Evaluation of communications channels and approaches, including cost / benefit analysis of previous activity, supporting development of engagement strategy and activities	The demographics of the registration area and the needs of groups of electors within it are understood, enabling services to be targeted and designed to meet the needs of residents Barriers to registration are minimised enabling all eligible individuals to register Potential new electors are identified and are given every opportunity to register to vote Changes in the registration status of individuals are captured and applied to the register in a timely manner Elections are effectively supported by the register	• Performance against the KPIs/objectives set out in your registration plans • Evaluation of public engagement activities undertaken, including of changes made to the register as a result of the activity • Changes in levels of registration within and across the registration area, both generally and within identified under-registered groups • An assessment of levels of additions and deletions, during the canvass and throughout the year. • A year-on-year analysis of additions and deletions • Assessment of the numbers of electors who tried to vote on polling day but were unable to do so as a result of not being registered to vote
	Undertaking year-round registration activity	Maintain the property database	• Number of properties with UPRN/as a percentage of properties • Analysis of any issues reported with the allocation of properties to polling districts to reflect relevant electoral boundaries		
		Contact potential eligible electors, including carrying out work to target hard to reach groups	• The accuracy and usability of data sources used • Analysis of response rates by channel, to understand impact of different approaches • Number of additions as a result of different targeting approaches • Number of ITRs sent (by channel) • Number of ITRs followed up • Number of registration applications received • Number of additions to the register		
		Ensure those no longer entitled to be registered are identified and remove	• Number of reviews of registration and number of deletions as a result • Number of deletions not as a result of a review, by type		
		Manage special category electors	• Number of renewals sent • Number of special category elector applications processed • Number of special category electors renewed		
	Administering the canvass	Using available data and information, identify the most appropriate method to canvass properties in your area Make arrangements to deliver the planned canvass activities Undertake the planned canvass activities	• The accuracy and usability of local data sources used • Results of data matching (national and local) • Number of households intended for each route • Analysis of available communications channels (e-communications, telephone, mail, etc.), to inform contact with individual properties • Number of households canvassed, by route and channel • Number of communications sent, by route and channel • Number of responses by route and channel • Assessment of success of canvass communication channels used • Number of canvassers recruited and trained • Evaluation of canvasser performance		

Outcome: Absent voting is accessible, ensuring that everyone who is eligible and wants an absent vote is included on the relevant absent vote list

What inputs are needed?	What activities are being undertaken?		What information is needed to understand the impact of our activities?	What difference is being made?	How can we determine the success of our work?
ERO understanding and delivery of role and responsibilities – management and oversight of delivery of the absent voting function, including the statutory responsibilities of the ERO, and stakeholder engagement **Planning –** maintaining a plan throughout the year, including arrangements for managing the absent voting process **Resources –** identification and allocation of budget and staffing for absent voting activities **Training –** identification and delivery of training to meet the needs of both permanent and temporary staff	Supporting electors to engage with the absent voting process	Develop and implement a communications plan to ensure that electors are aware of the absent vote options available to them Ensure that all electors can access the absent vote process	• Evaluation of information made available to electors on the absent voting process to help them understand the options available to them • Number of absent vote applications from different elector groups (overseas, service etc.), by type (postal or proxy) • Number and type of complaints received about ability to access the absent vote process	Electors are able to make an informed decision on what voting method is best for them Barriers to absent voting are minimised enabling all eligible individuals to apply	• Performance against the KPIs/objectives set out in your plans • Analysis of complaints and feedback received about ability to access the absent voting process • Assessment of the numbers and types of errors in the absent voter lists
	Administering absent vote processes	Process new applications Process requested changes to absent voting preferences Maintain absent vote records and lists Develop and implement processes to identify and address potential integrity issues	• Number of absent vote applications received by type (postal or proxy) • Number of absent vote applications rejected • Number of absent vote confirmations sent • Number of changes to voting arrangements processed • Number of absent vote refresh notices sent, followed up and responses processed • Number of postal vote applications for postal votes to be redirected to one address • Number of postal applications from one address • Number of proxy applications from one address • Number of emergency proxy applications • Number of applications referred to the police for investigation	Changes to voting arrangements are captured and applied in a timely manner The integrity of absent voting records and lists is maintained	

Outcome: Stakeholders and electors have confidence in the integrity of the electoral registers

What inputs are needed?	What activities are being undertaken?		What information is needed to understand the impact of our activities?	What difference is being made?	How can we determine the success of our work?
ERO understanding and delivery of role and responsibilities – management and oversight of delivery of the electoral registers, including the statutory functions of the ERO, and stakeholder engagement **Planning –** maintaining a plan throughout the year, including details of the publication and supply of the register **Resources –** identification and allocation of budget and staffing for electoral registration activities **Training –** identification and delivery of training to meet the needs of both permanent and temporary staff	Publication and supply of the electoral register	Maintain record of those who are entitled to receive the electoral register Securely supply the electoral register	• Evaluation of arrangements for publication of the revised register and monthly updates to the register • Evaluation of arrangements for supplying the register to those entitled to receive it • Number of requests received, number of requests approved and when supplied • Evaluation of appropriate methods for transferring data • Timing of provision of the registers • Information provided to recipients on appropriate use of the register	Everyone who is entitled to be supplied with the register receives data on time and in an appropriate format Electors have confidence in how their data is compiled, accessed and used Personal data is processed lawfully and transparently	• Performance against the KPIs/objectives set out in your plans • Analysis of complaints received from register recipients in relation to the provision of registers • Analysis of complaints from electors about how their data is processed