

Appendices: 2



NORTHAMPTON
BOROUGH COUNCIL

CABINET REPORT

Report Title	Corporate Plan 2015 Update
---------------------	----------------------------

AGENDA STATUS: PUBLIC

Cabinet Meeting Date:	18 February 2015
Key Decision:	No
Within Policy:	YES
Policy Document:	YES
Directorate:	Corporate
Accountable Cabinet Member:	Cllr David Mackintosh
Ward(s)	All

1. Purpose

- 1.1 To approve the Council's Corporate Plan 2015 Update and to recommend its adoption to Full Council.

2. Recommendations

- 2.1 Cabinet is requested to:
- a) Recommend the refresh of the Corporate Plan to Full Council;
 - b) Delegate to the Chief Executive, in consultation with the Leader, the authority to amend as necessary, the:
 - i) Corporate Plan 2015 Update for presenting to Full Council on 23 February 2015 in line with the budget decisions, service plans and any other consequent changes;
 - ii) An associated set of corporate measures to underpin the Plan by 31 March 2015 to be developed alongside the service planning process.

3. Issues and Choices

3.1 Report Background

- 3.1.1 The Corporate Plan for 2012/15 was adopted by the Council in February 2012. This document was a three-year plan which was subject to annual reviews. The focus of the 2015 update was to refresh the key deliverables to reflect the strategic direction of the Council, and in particular the Alive programme. This update is considered to be a “light-touch” review.
- 3.1.2 The Corporate Plan priorities were developed in consultation with local residents, stakeholders (including the community and voluntary sector and the business community) and staff during 2010/11.
- 3.1.3 The Council key priorities were reviewed during the 2011/12, 2012/13, 2013/14, and 2014/15 budget and business planning processes. The Corporate Plan 2012-15 priorities were further informed by the priorities detailed within the Conservative Manifesto mandated through the 2011 May Elections. Draft budget proposals were developed to take into account these priorities.
- 3.1.4 Consultation on the draft budget proposals for 2015/16, and indicative budgets for 2016/17 to 2019/20 commenced in December 2014 and will conclude when the budget is approved in February 2015.
- 3.1.5 Consultation feedback was used to clarify priorities, understand the impacts of draft budget proposals and inform spending/saving options to be reflected in our future plans and budget.
- 3.1.6 The development of the Corporate Plan has been informed by the consultation feedback and the Plan is presented for Cabinet endorsement.
- 3.1.7 The Plan will need to be reviewed and amended following Council decisions on the annual budget on the 23 February 2015. It is recommended that delegated authority to review the plan be given to the Chief Executive, in consultation with the Leader.
- 3.1.8 To support monitoring and delivery of the Council’s Corporate Plan priorities, a number of key corporate measures will underpin the Plan. Corporate measures against each priority and the outcomes are currently in development. Detailed targets and measures to deliver the agreed priority outcomes cannot be completed until the next phase of service planning has been completed and budget decisions concluded. It is recommended that delegated authority to finalise the set of corporate measures be given to the Chief Executive, in consultation with the Leader.
- 3.1.9 On 7 May 2015, both General and Local elections are scheduled. The results of the Local election will most likely lead to the discontinuation 2012/15 Corporate plan, and for a replacement to be developed which supports the manifesto commitments of the incoming Administration.

3.2 Issues

- 3.2.1 Cabinet are asked to consider, and recommend for approval, the content of the Corporate Plan in terms of ensuring it reflects the priorities highlighted through the consultation and sets out activities and outcomes that the Council can afford and has sufficient capacity to deliver.

3.3 Choices (Options)

- 3.3.1 Do nothing-The Corporate Plan 2012-2015 is the strategic linchpin for the Council as it sets our priorities and explains what we want to achieve over the next year. Failure to refresh this document will fail to provide the necessary focus and direction required by the organisation.
- 3.3.2 Recommend the approval of the refocused plan to reflect the Council's role in moving towards a Northampton alive with innovation, enterprise and opportunity

4. Implications (including financial implications)

4.1 Policy

- 4.1.1 The Corporate Plan forms part of the policy framework, and is referenced within the Constitution of the Council.
- 4.1.2 The Corporate Plan 2012-2015 (2015 update) confirms the Council's corporate priorities for the next financial period. For each priority outcome a number of actions and projects have been detailed, which once adopted will be a commitment to delivery.
- 4.1.3 The corporate priorities detailed in the Plan form the framework for the Council's Service Planning process. Delivering the commitments in the Corporate Plan may require the review of some policies.

4.2 Resources and Risk

- 4.2.1 The plan needs to be considered alongside the budget, which can be seen as providing the resources to deliver the Corporate Plan within overall financial constraints. The service area Service Plans will underpin the delivery of the Corporate Plan priorities. All objectives, measures and actions within the Service Plans are risked assessed and challenged before final approval. The challenge process includes the agreement of targets and the capacity/ability to deliver the plans with appropriate resource set aside to do so.
- 4.2.2 The key risk with delivering the Corporate Plan is the inability to meet the commitments because it underestimates the difficulties, fails to understand its environment, or lacks the necessary resources. In the Council's current financial position it will be particularly important not to commit to activities and outcomes that the Council cannot afford nor has insufficient capacity to deliver.
- 4.2.3 Key risks to the delivery of; or failure to deliver, the Corporate Plan will be identified during the Budget planning process and will be included on either the Corporate Risk Register or Service Risk Registers as appropriate.

4.3 Legal

- 4.3 Legal implications in respect of the priorities and projects stated in the plan will need to be considered as appropriate.

4.4 Equality and Health

- 4.4.1 The Corporate Plan is clear about the commitments that this Council has made to deliver an equitable service and to support a diverse community.

4.4.2 The Corporate Plan has been produced in line with the Council's obligation to meet its Public Sector Equality Duty i.e.

- Eliminate unlawful discrimination, harassment and victimization and other conduct prohibited by law
- Advance equality of opportunity between people who share a relevant protected characteristic and those who do not and
- Foster good relations between those who share a relevant protected characteristic and those who do not.

4.4.3 An impact assessment for the Corporate Plan in terms of content and the consultation approach has been undertaken. No unintended adverse impacts have been identified so far. All our plans will be monitored in line with the public sector duties arising out of the Equality Act 2010. This is included as Appendix 2.

4.5 Consultees (Internal and External)

4.5.1 Management Board, key staff and Cabinet have been consulted on the 2015 review of the Corporate Plan.

4.5.2 Partners and other relevant stakeholders were consulted upon priorities during 2011/12, 2012/13, 2013/14, and 2014/15 as part of the wider consultation on the budgetary challenge, in line with the Consultation Toolkit. A communication package was developed to support the consultation process with the Communications Team to ensure publicity, awareness and wide community participation. Consultation included on-line and paper surveys and public meeting including community forums and residents.

4.5.3 Budget options arising from the planned delivery of the Corporate Plan are subject to public consultation, these are fully detailed within the budget paper which is a separate agenda item.

4.6 How the Proposals deliver Priority Outcomes

4.6.1 The Corporate Plan identifies and sets the priority outcomes and is used to inform all major decisions and potential changes to policy.

4.7 Other Implications

None

5. Background Papers

5.1.1 Appendix 1- Corporate Plan 2015 Update

5.1.2 Appendix 2 - Corporate Plan Equality Impact Assessment

Davis Kennedy
Chief Executive