

## **Report to Cabinet**

**Subject:** Gedling Plan 2020-23

**Date:** 13 February 2020

**Author:** Senior Leadership Team on behalf of the Leader

### **Wards Affected**

Borough wide

### **Purpose**

To seek agreement for the Gedling Plan 2020-23 to be referred to Council for approval.

### **Key Decision**

This is a key decision.

### **Recommendation**

**THAT: The Gedling Plan 2020-23 be agreed and referred to Council for approval on 5 March 2020.**

## **1 Background**

- 1.1 The Constitution of the Council requires the Leader to present, before 21 February each financial year, a draft Budget and Performance Plan (known as the Gedling Plan) to the Cabinet for approval, highlighting budget priorities, growth items and proposed cuts.
- 1.2 The Executive is required to consider any comments made on the draft Budget and Performance Plan and to present the final drafts to Council for adoption in accordance with the statutory requirements. To fulfil these requirements the 2020/21 budget proposals, which are detailed in a separate report on the agenda, together with the Gedling Plan will be presented to Budget Council on 5 March 2020. The Borough Council has a statutory responsibility to determine its Council Tax by 10 March.

1.3 The Gedling Plan 2019-20 setting out what the Council intended to achieve between 1 April 2019 and 31 March 2020 was approved by Full Council on 5 March 2019. The Plan was based around the following 5 priorities:

- Strong and Dynamic Communities
- High Performing Council
- Vibrant Economy
- Sustainable Environment
- Healthy Lifestyles

## **2 Proposal**

2.1 In view of the fact that 2020 marks the beginning of a new Gedling Plan a full review has been carried out to ensure that it incorporates any changes necessary to address new challenges and reflects the Council's ambitions. It was also an opportunity to re-focus, check and challenge whether the priorities and objectives were the right ones.

2.2 The range of datasets previously used to inform the Gedling Plan 2019-20 have been reviewed and updated to identify the Strengths, Weaknesses, Opportunities and Threats ('SWOT') of both the Borough and the Council. The SWOT analysis was considered by the Senior Leadership Team and Service Managers at a series of workshops, where the priorities and objectives were reviewed and a range of strategic actions proposed. Consultation also took place with STEP's (internal employee group), community groups and representatives of business. The current vision, ambition, values, priorities and objectives remain relevant and it is proposed that they are included in the Gedling Plan 2020-23, subject only to minor amendment.

2.3 The purpose of the Gedling Plan is to set out the Council's strategic direction, and the key strategic actions which need to be delivered to meet the priority objectives. Actions in the current plan have been carried forward where work is still in progress and needs to be completed. New actions have been incorporated to take account of emerging challenges, opportunities, the manifesto pledges and Council ambitions. A copy of the proposed Gedling Plan 2020-23 is attached at Appendix 1. At the lower level the key operational actions that underpin the delivery of each priority objective will be captured in the Service Plans for each of the service areas across the Council.

2.4 A further report will be presented to Cabinet in March to seek approval for

the strategic performance indicators which will be used to measure progress against the Gedling Plan.

2.5 It is important that the delivery of the Gedling Plan actions and performance indicators are monitored. Progress will be reported to Senior Leadership Team, Cabinet and Overview and Scrutiny Committee on a quarterly basis and performance reports published on the Council's website in the usual way.

## 2.6 **Equalities Implications**

The Equalities Act 2010 requires the Council to publish at least one objective (at least every 4 years) aimed at achieving the following:

- a) eliminating discrimination, harassment, victimisation and other conduct that is prohibited by or under the Act;
- b) advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Council's current equality objectives are embedded in the current Gedling Plan, its priorities, objectives and key actions. In this way, the Council can ensure the equality objectives are aligned with the corporate priorities. In relation to the Gedling Plan 2020-23 it is proposed that this approach is continued and the following priorities and objectives are recognised as equalities objectives:

### Priority

### Objectives

#### **Cohesive, Diverse and Safe Communities**

- Reduce poverty and inequality and provide support to the most vulnerable.
- Improve social mobility and life chances.

#### **Healthy Lifestyles**

- Improve health and well-being and reduce health inequalities.
- Reduce levels of loneliness and isolation.

- 2.7 The Council also has a duty under the Equality Act 2010 to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between protected groups (such as disabled people or ethnic minority groups) when considering proposed new or changing policies, services or functions, including decisions on funding for services. Where appropriate, individual Equality Impact Assessments will be carried out in relation to specific actions identified in the Gedling Plan. Any equality issues arising will be brought to the attention of the decision maker when the decisions on those proposals are made.

### **3 Alternative Options**

- 3.1 Cabinet could decide not to recommend any Gedling Plan to Council, however to do so would not be in compliance with the Constitution. In addition, without a Gedling Plan in place, the strategic direction of the Council and key strategic actions to be delivered would be unclear.
- 3.2 Cabinet could consider recommending an alternative Gedling Plan. However it is considered that the proposed Gedling Plan sets out appropriate data-led priorities, objectives and actions.

### **4 Financial Implications**

- 4.1 The Gedling Plan will need to be delivered within existing and future approved budgets. The budget required for delivery of the Gedling Plan is set out in the General Fund Revenue Budget 2020-21 report elsewhere on this agenda.

### **5 Appendices**

- 5.1 Appendix 1 - Gedling Plan 2020-23 – To follow.

### **6 Background Papers**

- 6.1 None identified.

### **7 Reasons for Recommendations**

- 7.1 To ensure that the Council's strategic direction and key strategic priorities and actions are clearly set out.