

**Report to: Cabinet**

**Subject: Review of the Gedling Plan 2020-23**

**Date: 11 February 2021**

**Author: Senior Leadership Team**

## **1. PURPOSE OF REPORT**

To update Cabinet on the review of the Gedling Plan 2020-23 and seek support for a number of amendments to be agreed for referral to Council.

## **2. KEY DECISION**

This is a key decision because it significantly affects residents living in two or more wards.

## **3. RECOMMENDATIONS**

### **THAT:**

1. The review of the Gedling Plan 2020-23 be noted;
2. The amendments to objectives and actions contained in the Gedling Plan as set out in the report be agreed for referral to Council on 4 March 2021 for approval.

## **4. BACKGROUND**

- 4.1 As Cabinet is aware, the Gedling Plan 2020-23 was approved by Cabinet in February 2020 and Council in March 2020 and was revised to take account of the impact of Covid-19 on the plan which resulted in delays to a number of projects. This revision was agreed by Cabinet in August 2020.
- 4.2 As part of the Council's Service Planning process the Plan is reviewed on an annual basis. During this process this year a number of changes have been proposed by Senior Leadership Team to take account of emerging issues, the ongoing impact of the Covid-19 and in order to more clearly align responsibilities for objectives and actions to the new Heads of Service created through the recent senior management

review. In particular there has been some focused work around equality and diversity undertaken by the Council's Equality Group which has led to the creation of a Equality and Diversity Policy, Equality Framework and Action Plan (currently out for consultation) and a revised Equality Policy for employees.

## 5. PROPOSAL

5.1 With regards emerging issues the following three new actions are proposed for inclusion into the Gedling Plan:

- Ensure delivery of the Equalities Framework Action Plan; this to be placed under the objective:

*Cohesive, Diverse and Safe Communities -  
Reduce poverty and inequality and provide support to the most vulnerable*

- Develop a strategic approach with partners to enable a strong and resilient voluntary and community sector; this to be placed under the objective:

*Cohesive, Diverse and Safe Communities -  
Promote and encourage pride, good citizenship and participation*

- Develop and implement a bee/pollinator action plan; this to be placed under the objective:

*Sustainable Environment –  
Promote and protect the environment by minimising pollution and waste and becoming carbon neutral*

5.2 In addition, a number of amendments to existing objectives and actions are proposed in response to the impact of Covid-19 on work programmes.

### **Change to objectives**

- **Change** – “Drive business growth, workforce development and job opportunities” **to** “Restore business confidence, workforce development and job opportunities”.

### **Change to actions**

- **Change** – “Work with the Department for Work and Pensions to deliver Mentoring Circles to local unemployed people” **to** “Work with partners to provide support for the unemployed (including delivering Mentoring Circles and the KickStart scheme)”.

- **Change** – “Provide targeted business support to small and medium businesses across the Borough” **to** “Provide targeted business support to small and medium businesses, including building resilience”.

5.3 To improve alignment of responsibilities for objectives and actions to Heads of Service, it is proposed to move the following action:

“Complete the Constitution review to continue to support good governance” **from** ‘Maintain a positive and supportive working environment and strong employee morale’ **to** ‘Improve the customer experience of engaging with the Council’

## **6. ALTERNATIVE OPTIONS**

An alternative option would be not to agree any changes to the Gedling Plan actions and remain with the existing plan.

## **7. FINANCIAL IMPLICATIONS**

There are no financial implications arising from this report.

## **8. LEGAL IMPLICATIONS**

There are no legal implications arising from this report.

## **9. EQUALITIES IMPLICATIONS**

The inclusion of the action in the Gedling Plan to ensure delivery of the Equality Framework and Action Plan is to ensure that there is a greater focus on equality through service delivery, decision making and planning. This will have a positive impact on service users and staff within the protected characteristic groups.

## **10. CARBON REDUCTION/ENVIRONMENTAL SUSTAINABILITY IMPLICATIONS**

There are no Carbon Reduction/Environmental Sustainability implications arising from the changes proposed in this report, actions in respect of carbon reduction and sustainability are captured in the Gedling Plan.

## **11. APPENDICES**

Appendix 1: Revised Gedling Plan

## 12.BACKGROUND PAPERS

There are no background papers

### Statutory Officer approval

**Approved by:**

Monitoring Officer

**Date:**

27/01/2021

**Approved by:**

Deputy S.151 Officer

**Date:**

26/01/2021

**Gedling Plan 2020-23**  
Refreshed February 2021