

Gedling Plan

2015/16



Contents

Introduction	4
Gedling the place	6
Gedling the Council:-	8
(i) What we're here for	8
(ii) What we do	9
(iii) How we're organised	11
(iv) How we spend your money	14
Looking back—what we've achieved	17
Looking ahead—what we plan to achieve	21
Making sure we deliver	33



Introduction

Welcome to the 2015/16 Gedling Plan, covering the period 1 April 2015 to 31 March 2016. The Plan sets out what we hope to achieve over the next twelve months:

- to improve the lives of people who live in Gedling or come here to visit, work or shop, and
- to ensure that the Council provides local residents and businesses with value for money.

The Plan focuses on what matters most to local people and on the ways in which the Council needs to improve. These things have been identified in a number of ways, for example, through talking to people as part of the Gedling Conversation, by analysing customer feedback about our services and by regularly assessing our performance.

Our future planning continues to take place at a time of unprecedented financial challenge. Over the past four years, the amount of money available to the Council to spend on local services has fallen by £3.2 million. Another £900,000 is coming out of our budget in 2015/16 and a further reduction of £1.7 million is expected over the period 2016/17 to 2017/18. This is a huge challenge for us but we remain ambitious to achieve the very best for the people and businesses of the Borough.

In the year ahead of us, that means progressing the implementation of the long-awaited Gedling Access Road; it means building on the opening of Gedling Country Park to secure funding for visitor attractions; it means securing local jobs for local people from a number of high profile employment and housing schemes and it means investing in activity that protects and enhances our town centres.

Delivering the Council Plan is not something that the Council can achieve on its own. We rely heavily on the support of partners across the public, private and voluntary sectors and are grateful that they share our ambitions for the place and the people we serve.

We hope that you find the plan of interest and if you have any comments, we'd love to hear from you.



Cllr John Clarke
Council Leader



John Robinson
Chief Executive



Front Street, Arnold

Gedling the place

Gedling Borough is located in the heart of Nottinghamshire and includes a substantial part of the Greater Nottingham conurbation. It borders Sherwood Forest to the north, the River Trent to the south east and the City of Nottingham to the south-west.

The name Gedling is taken from the present day suburban village of Gedling, which was mentioned in the Domesday survey of 1086 as Ghellinge.

The Borough has a distinctive mix of urban and rural areas. It is made up of Greater Nottingham's north and eastern suburbs along with some of Nottinghamshire's most picturesque villages.

The majority of Gedling's 113,500 population live in the main suburban areas of Arnold, Carlton, Gedling, Mapperley and Netherfield. The remainder live in the ten rural parishes of Bestwood Village, Burton Joyce, Calverton, Lambley, Linby, Newstead, Papplewick, Ravenshead, Stoke Bardolph and Woodborough. The Borough's eleventh parish, Colwick, forms part of the suburban area.

The Borough's industrial heritage is based on textiles and coal, but both industries have now all but disappeared. The entire Borough falls within the principal economic area of Greater Nottingham and the majority of the Borough's residents travel into Nottingham for work – Gedling itself has a small employment base of around 2,400 businesses. The resident population is mainly white (90%) and comparatively stable, not having experienced the growth of other parts of Nottinghamshire.

Gedling schools perform well and housing is affordable and generally of a high standard. Crime levels have fallen significantly in recent years, health outcomes are positive and there's generally easy access to the countryside and core city, all of which combine to make Gedling a very popular place to live.



Gedling Village



Mapperley Top

Gedling the place

The map below shows the urban and rural make up of Gedling borough and its proximity to Greater Nottingham.



Gedling Borough Council — What we're here for

'Serving People, Improving Lives' is a strapline that we use to encapsulate what we believe to be our core purpose, what we think we're here for – to represent the interests of local residents and local businesses and to make a difference to the quality of their lives.

Set out below is our vision for Gedling—the place and the Council. Also shown are our values, which try to capture the kind of organisation we aspire to be and that want people to experience.

Our vision

What we're aiming to create

To be the best place to live and work, and the best council around - best through the eyes of residents and staff.



Our values

The way we go about our work

A caring and fair Council that treats customers, residents, partners and staff well.

A listening Council that listens to and involves the people it serves.

An ambitious Council that is never satisfied and is constantly hungry for improvement.

A responsive Council that is sensitive to different needs and acts accordingly.

An efficient Council that is responsible with its resources, avoids waste and makes the most of what it has.



Gedling Borough Council — What we do

The table below sets out the range of local services that we provide, (or in some cases that are provided by Parish Councils) either directly using our own staff or in partnership with others. Also shown are the services provided within Gedling by Nottinghamshire County Council.

Gedling Borough Council	Nottinghamshire County Council
<ul style="list-style-type: none">• Rubbish collection and recycling• Street cleaning and graffiti removal• Parks and playgrounds• Leisure and community centres• Car parks• Sports and arts development• Planning• Environmental health• Public protection and licensing• Housing and homelessness (with Gedling Homes)• Processing benefit claims• Community events such as the Arnold Carnival	<ul style="list-style-type: none">• Road and highway repairs• Transport (including public transport and residents' parking)• Waste disposal (recycling and landfill sites)• Libraries and museums• Schools• Caring for children and adults (for example, fostering and adoption, living at home)• Trading Standards• Country parks and tourism• Registration of births and deaths

Leadership of place

Providing services such as those shown above remains a fundamental part of what we do, however, we increasingly see our role as much broader than the services we provide and take an active interest in everything that impacts on the lives of local residents. This prompts us to get involved in things that go beyond the 'traditional' role of a district council - like tackling loneliness and isolation, helping local people to raise a deposit to buy a home and supporting private businesses to take on apprentices.

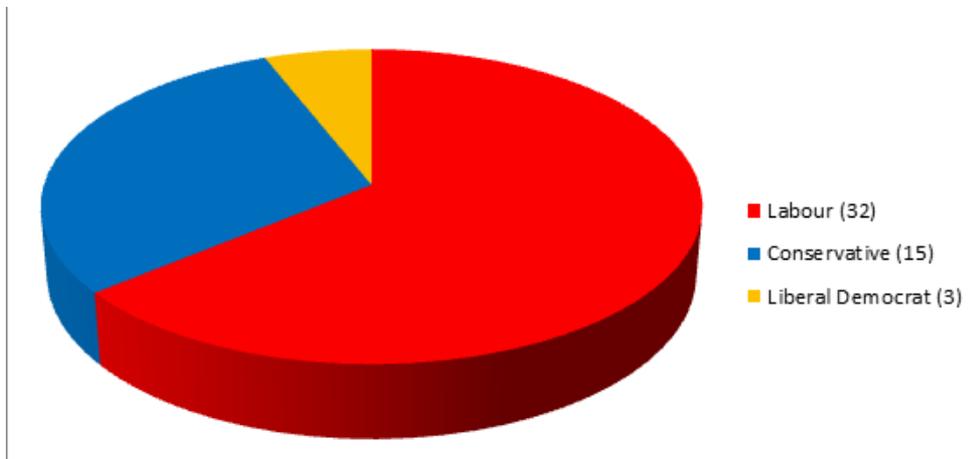
For a place to prosper, it needs direction and someone to champion it and to fight its corner. What's also needed is someone to bring people and organisations together around local priorities and someone to tackle problems that cut across different organisations. These types of activities are what we describe as leadership of place and this is at the heart of what we do.



Gedling Country Park

Gedling Borough Council — How we're organised

We have 50 councillors representing 22 local areas, or wards. The current party split is:



We hold elections for the full Council every four years and the next elections are coming up on 7 May 2015.

The Cabinet

Our Cabinet has a Leader and five Cabinet members. They are all members of the majority Labour Group. Each Cabinet member has responsibility for a portfolio of services and activities and has the authority to make decisions within their area of responsibility. The Group Leaders of the opposition groups attend Cabinet meetings. They can participate in discussions, but can't vote.



Council Leader Cllr John Clarke and Deputy Leader Cllr Michael Payne

Scrutiny and other committees

In addition to the Cabinet, a number of committees deal with specific business areas of the Council such as Planning and Licensing. Scrutiny bodies hold the Cabinet to account, and there is also an Audit Committee that oversees financial propriety.

Council, Cabinet and most committee meetings are held at the Civic Centre and almost all are open to the public. You can find the dates of all the meetings at www.gedling.gov.uk/councillorsmeetings

Gedling Borough Council—How we're organised

Management of the Council

Day-to-day management and operations are handled by our staff. The Chief Executive is responsible for the overall performance of the Council and for its use of resources. He is supported at a senior level by three Corporate Directors and the Council's Solicitor and monitoring officer.

Day-to-day management of our services rests with our Service Managers and their teams.



Gedling's Senior Leadership Team

Partnerships

We want the best for our residents but we can't achieve this on our own. The things that make for a good quality of life - like decent housing, good schools, a safe environment and healthy lifestyles - are things the Council looks to secure in partnership with others such as Parish Councils, Nottinghamshire Police, Gedling Homes and Nottingham North and East Clinical Commissioning Group.

Key partners from across the public, private and voluntary sectors come together at the Gedling Leader's Forum and a number of other partnerships exist to ensure a co-ordinated approach to the provision of services. These include the Employment and Skills group, South Nottinghamshire Crime and Disorder Partnership and the Developers and Landlords Forums.

King George V Park, Arnold

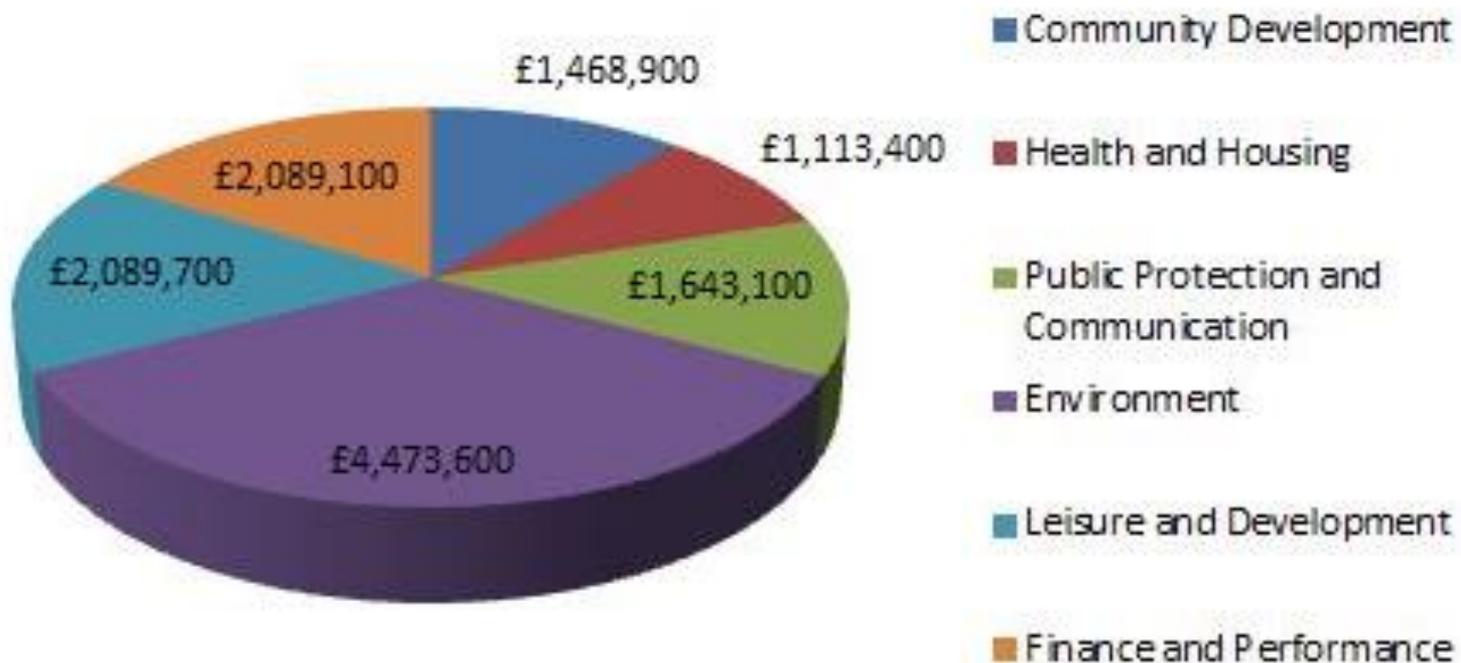


Gedling Borough Council—How we spend your money

We are a large organisation serving 113,600 people, 49,400 households and around 2,400 businesses.

We employ 510 people and spend around £13 million a year on a wide range of services. We also administer around £28m in rent benefit payments for national government. Apart from benefits, the main areas that we spend our money on are shown in the graph below:

Main areas of council expenditure



Gedling has a long track record of delivering low cost, high quality services and our council tax charge remains lower than 62.7% of other councils.

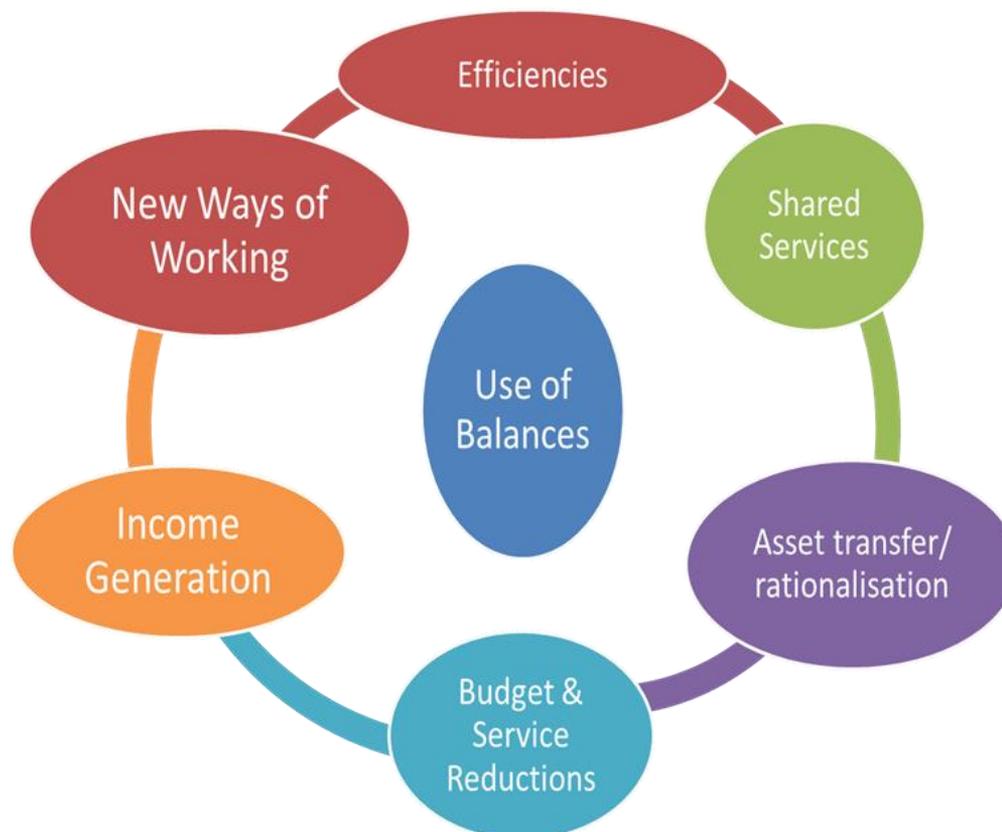
In recent years, we have faced the largest reductions in our funding from central government in living memory. Over the period 2012/13 to 2014/15 we have had government grant settlement reductions of £3.2million equivalent to a 34% cash reduction. In addition, over the period 2015/16 to 2017/18 we expect settlement funding to reduce by a further £2.6m. We have had to significantly reduce our planned expenditure and increase our delivery of efficiency savings in order to maintain service levels.

Gedling Borough Council—How we spend your money

The scale of the reductions in expenditure is such that we have had to make some difficult choices about what to spend our (council tax payers) money on but we've sought to:

- Maintain our best performance in the services that residents consider most important
- Protect services and activities that support the most vulnerable
- Prioritise activities that help to get the local economy back on its feet
- Invest in activity that influences services that are not our direct responsibility but that have a positive impact on residents' quality of life.

Despite a long and continuing period of year on year budget reductions, we have been able to avoid major cuts in services through effective long-term financial planning. Looking forward, we are well placed to steer our way through the remaining period of austerity, through a combination of the following:





#olderpeoplesday

Flash Mob

FULL
OF LIFE

Organised by the Mayor of Gedling to
raise awareness for her chosen charities,
Alzheimer's Society and Age UK Notts



Looking Backwards — what we've achieved

2014-15 has been a hugely successful year, which has seen many long term plans come into fruition, such as plans for Gedling Access Road, Gedling Country Park, Arnold Leisure Centre revamp. Over the next few pages are just a few of those successes.

Gedling Country Park is due to officially open its doors before the end of this year. Almost £1 million has been invested in the park from Gedling Homes and the Homes and Communities Agency. The wild-life haven will be accessible to all.



Arnold Leisure Centre underwent a major £1million revamp, improving the changing rooms, swimming facilities and entrance to the leisure centre — this is on the back of the £900,000 Bonington Theatre revamp.

Gedling Youth Council held its first meeting in April following an election among five local schools. There are 22 elected Youth members and they have now set their agenda.



Looking Backwards — what we've achieved



King George V Park and Skate Park officially opened in July following a £350,000 investment with a spectacular community event.

We hosted the Gedling Book Festival which returned in June with an even bigger event over three days at Bonington Theatre and the Civic Centre.



To commemorate the anniversary of the start of WW1, we hosted a series of events across the borough, which included themed play days, various walks and talks and Gedling Show. It culminated in the spectacular Poppy Proms in August.

This year for the first time we were awarded two green flags for our parks. Arnot Hill Park which collected the flag for the eighth consecutive year and Burton Road Jubilee Park achieved it for the first time.



Looking Backwards — what we've achieved



We hosted the borough's first Pride of Gedling Awards in partnership with the Nottingham Post. The event was a great success which celebrated the outstanding work of people living in the borough.

The Civic Centre officially became a community 'Hub' when a number of partner organisations moved in to share our premises. These include Citizens Advice Bureau, Gedling Homes, CCG, DWP, TravelRight, Nottingham Credit Union and the Nottinghamshire Police and Crime Commissioner.



We have supported 8 Gedling residents to do an apprenticeship and 8 Gedling employer's grow their businesses through the Gedling Apprenticeship Grant Programme.



Armed Forces Day 2014

Looking ahead — what we plan to achieve

Set out below are our council objectives—the things we are planning to achieve over the coming year. Shown against each objective is the practical action that will be taken—by the Council and often in partnership with others.

People (1)

Reduce anti-social behaviour, crime and the fear of crime

Develop and implement a programme of action to discourage environmental crime and anti-social behaviour

Identify and evaluate options for delivering CCTV in partnership with Nottinghamshire Police and other local authorities

Implement youth diversion activities at Leisure Centres

Work with voluntary youth groups and the Youth Service to identify funding for detached street youth work to engage with young people at risk of getting involved in anti-social behaviour

Deliver Gedling's contribution to the activities and plans of the South Nottinghamshire Community Safety Partnership

Continue the 'Love Where You Live' Campaign to educate residents and reduce incidents of environmental crime

Implement taxi licensing improvement plan

Looking ahead — what we plan to achieve

People (2)

Reduce hardship and provide support to the most vulnerable

Continue to support local food banks and the development of a network of Super Kitchens

Implement Locality Plans in the Council's priority neighbourhoods

Review local Council Tax Reduction Scheme and maximise take-up of this and other welfare benefits

Put in place practical initiatives to address loneliness and isolation

Ensure provision of suitable temporary accommodation.

Make a leading contribution to the County's Troubled Families and Family Resilience Initiatives

Work alongside the Department for Work and Pensions to put in place effective communication and guidance relating to the transition to Universal Credit

Looking ahead — what we plan to achieve

People (3)

Improve health and wellbeing

Implement a range of activities to increase participation in sport and physical activity, including reduced rate swimming

Support the implementation of the Clinical Commissioning Group's health initiatives in Daybrook

Identify options and funding sources to enhance current leisure centre provision

Develop and implement activities to support the Council's commitment to Nottinghamshire's Declaration on Tobacco Control

Identify and implement practical initiatives to encourage cycling and walking

Increase participation in allotments and community growing plots

Implement the Health and Wellbeing Delivery Plan

Put in place practical measures to support the Council's commitment to becoming 'Breast Feeding Friendly'

Looking ahead — what we plan to achieve

People (4)

Promote and encourage pride, good citizenship and participation in the local area

Deliver a programme of community events

Pursue asset transfer of the Council's community centres to local organisations

Promote and encourage volunteering and residents' involvement in community activities

Promote and encourage turnout at the Local and National elections scheduled for 7 May 2015

Deliver a comprehensive induction programme to support new and returning Councillors following the 7 May Borough elections

Develop the Bonington Theatre as a flagship arts venue that the local community value and use regularly

Support further development of Gedling Youth Council and ensure young people are an integral part of the Council's decision making process

Review current arrangements for supporting the work of parish councils and Local Area Forums

Looking ahead — what we plan to achieve

Place (1)

Create more jobs and better access to them

Accelerate delivery of allocated employment sites and explore potential for allocation of additional employment land

Secure implementation of first phase of Gedling Access Road

Increase business start-ups and growth of small and medium businesses

Develop and implement a local programme of job fairs

Commission detailed feasibility study into provision of a Fourth Trent Crossing

Develop Integrated Transport Plan for Gedling with a particular focus on improving access to employment

Looking ahead — what we plan to achieve

Place (2)

Ensure local people are well prepared and able to compete for jobs

Gedling Borough Council to offer a minimum of 16 pre-employment work experience placements a year

Implement a rolling programme of apprenticeships within Gedling Borough Council, offering a minimum of 5 per year

Encourage and incentivise local businesses to offer work experience and apprenticeships

Put in place Employment Agreements and pre-employment arrangements to maximise job opportunities for Gedling residents linked to new developments

Looking ahead — what we plan to achieve

Place (3)

Provide more homes

Secure the provision of more affordable housing including homes for rent in the social housing section

Accelerate delivery of allocated housing sites, ensuring an adequate mix of social rented and affordable homes for first time buyers and older people

Reduce the number of empty homes in the Borough

Ensure adoption and implementation of the Community Infrastructure Levy and supporting Supplementary Planning Document

Secure adoption of Local Planning document

Looking ahead — what we plan to achieve

Place (4)

Provide an attractive and sustainable local environment that local people can enjoy and appreciate

Reduce the Council's and the Borough's energy usage

Encourage households and businesses to recycle and re-use more of their waste

Seek out funding opportunities to develop the infra-structure and facilities at Gedling Country Park

Implement Parks and Green Spaces Strategy

Explore options for improving the image and 'offer' of Arnold Town Centre and Carlton Square

Looking ahead — what we plan to achieve

Performance (1)

Improve the customer experience of dealing with the Council

Ensure every service area has a systematic way of gathering and using customer feedback

Improve Civic Centre face to face reception arrangements

Update and embed current Customer Services standards and charter

Undertake residents' satisfaction survey and Gedling Conversation

Put in place measures to encourage customers to access information and services online

Identify options for a customer contact point in Carlton/the surrounding area

Looking ahead — what we plan to achieve

Performance (2)

Give tax payers value for money

Explore and where appropriate implement new technology and digital tools to improve efficiency of services

Continue to pursue further opportunities to reduce costs and/or improve services through collaboration with Rushcliffe and Newark and Sherwood Councils and other partners

Maximise value from the Council's asset base as part of ongoing long term programme

Achieve planned efficiency/budget reduction targets and maximise income generation opportunities

Looking ahead — what we plan to achieve

Performance (3)

Maintain a positive and productive working environment and strong staff morale

Implement cross-council organisational development programme

Review current employee engagement and improve/modify where necessary

Undertake a review of pay and rewards and develop options arising from the review

Develop a range of activities to improve staff health and well-being



Arnold Carnival 2014

Making sure we deliver

Our Senior Leadership Team, Cabinet and Scrutiny Committees track the progress of the Gedling Plan on a quarterly basis.

We also publish details of our performance on our website, www.gedling.gov.uk. If you follow us on Twitter @gedlingbc or like us on Facebook (Gedling Borough), you'll receive a notification when the information is published online.

Performance targets are set for each objective, and relevant managers are held to account for delivery of these targets.

What do you think?

We're always keen to hear from local residents, businesses and our staff. We believe that their feedback helps us to improve.

If you think we're focusing on the wrong things, let us know.

If you think we could do things in a better or more cost effective way, please get in touch.

Further Information

Budget issues

Mark Kimberley (0115) 901 3990

mark.kimberley@gedling.gov.uk

Service Planning and Performance Management

David Archer

Personnel and Organisational Development
(0115) 901 3937

pod@gedling.gov.uk

Having trouble reading this?

Please call 0115 901 3801 or email communications@gedling.gov.uk if you need it in large print, audio or another format or language.