

# REPORT FOR: **CABINET**

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<b>Date of Meeting:</b>	19 February 2015
<b>Subject:</b>	Corporate Plan 2015-2019
<b>Key Decision:</b>	Yes
<b>Responsible Officer:</b>	Tom Whiting, Corporate Director of Resources
<b>Portfolio Holder:</b>	Councillor David Perry, Leader of the Council and Portfolio Holder for Strategy, Partnerships and Corporate Leadership  Councillor Graham Henson, Portfolio Holder for Performance, Corporate Resources and Policy Development
<b>Exempt:</b>	No
<b>Decision subject to Call-in:</b>	No, as the decision is reserved to Council
<b>Wards affected:</b>	All
<b>Enclosures:</b>	Corporate Plan 2015-2019 Equality Impact Assessment – Corporate Plan 2015-19

## **Section 1 – Summary and Recommendations**

This report sets out a four year Corporate Plan for 2015-2019. It sets out the key activities and measures that will evidence delivery of the vision and priorities over the next four years and this year includes the Council's Corporate Equality Objectives. Together with the Final Revenue Budget 2015-16, they outline what the Council intends to do and how those actions and services will be funded. It will be

refreshed annually.

The Plan will be being considered at Overview and Scrutiny Committee on the 24<sup>th</sup> February 2015.

### **Recommendations:**

Cabinet is requested to:

1. Note the four year Corporate Plan
2. Note the revised Corporate Equality Objectives for 2015-2019
3. Recommend the Corporate Plan to Council and to authorise the Leader to make any minor amendments to the Plan as necessary prior to the matter going to Council.

### **Reason: (For recommendation)**

To update the Council's Policy Framework and set out the Council's direction of travel for the next four years.

## **Section 2 – Report**

### **Introductory paragraph**

The Corporate Plan sets out the strategic direction for the authority, it's vision, priorities, core outcomes and key initiatives which describe and illustrate the programme of activity for next four years and against which the Council is happy to be judged. This year the Corporate Plan also includes the Council Corporate Equality Objectives and together with the Final Revenue Budget 2015-16, it outlines what the Council intends to do and how those actions and services will be funded. The funding detail is set out in the budget reports.

### **Options considered**

The Corporate Plan needs to be updated to align with the budget. It is important that the Council have a Corporate Plan. Therefore no other options have been considered.

### **Background**

In May 2014, a new administration took control of the Council, and agreed at Council on the 12<sup>th</sup> June a new vision and set of priorities:

Vision: *Working Together to Make a Difference for Harrow*

Priorities:            *Making a difference for the vulnerable*  
                              *Making a difference for communities*  
                              *Making a difference for local businesses*  
                              *Making a difference for families*

The Plan sets out the Administration's ambition for the borough and the projects and initiatives the Council will prioritise over the next four years to deliver on the vision, priorities and outcomes.

In April 2012, Harrow Council published eight equality objectives as required by the Equality Act 2010 and the Public Sector Equality Duty (PSED). They were developed based on extensive research, consultation and evidence. These objectives must be reviewed at least every four years. The review therefore took place over 3 weeks during November 2014 to align the review period with the political cycle and enable the Corporate Equality Objectives to be integrated with the Corporate Plan. As a result of the review, minor amendments have been made by the Corporate Equalities Group to the equality objectives.

Given the importance of the equalities agenda to the Administration, there was felt to be a logic in merging the Council's Equality Objectives with the Corporate Plan, to give greater status to the Equality Objectives and at the same time rationalise the Council's policy framework. This is in line with the process other authorities have also adopted.

## **Consultation**

In the autumn the Council carried out its 'Take Part' consultation, the start of a conversation with residents about changes the council needs to make over the next four years to meet an estimated budget gap of £75m. The first phase has focused on talking to the community about:

- The indicative savings target of £30m for 2015/16
- Getting feedback on the impacts of proposed savings
- Residents priorities
- Understanding residents views on a proposed Council Tax increase up to the referendum level of 2%
- Exploring new and innovative ways to provide services in the future
- Identify any additional community capacity

As a result of the consultation 66% of people felt better informed about why the council needs to make savings and the top three priorities for residents that responded to the survey were:

1. Bringing together health and social care services so the public can have a better experience
2. Delivering over 3000 new jobs and 500 apprenticeships
3. Building affordable housing and homes for rent

The MTFs report contains more detailed information about the process, feedback and results. Where necessary, further consultation will be undertaken with residents and communities to shape the delivery of the proposals within the Corporate Plan, in keeping with the ambition of the Administration to consult and engage.

As part of the review of the Corporate Equality Objectives an online and hard copy survey was issued to all staff, members and key stakeholders. The results were reported to the Corporate Equalities Group who agreed amendments to the objectives. The amended objectives also went to the Performance and Finance scrutiny sub-committee in January for comment.

## **Legal Implications**

Approving the Council's policy framework is reserved to full council. The Corporate Plan will therefore be considered on 26<sup>th</sup> February 2015.

## **Financial Implications**

The financial implications of the Corporate Plan are set out in the Final Revenue Budget 2015-16. The Corporate Plan incorporates those key activities that the Administration wish to be delivered between now and 2019 within the current spending envelope.

## **Performance Issues**

A set of performance indicators are presented as measurement of each of the Council Priorities in the Corporate Plan. A more detailed and comprehensive set of indicators that will be used to monitor delivery of the Corporate Plan and the Corporate Equality Objectives will be contained within the Corporate Scorecard which will be signed off by the Portfolio Holder and measured quarterly and presented to Cabinet and Scrutiny through the Strategic Performance Report.

## **Equalities implications**

The equalities implications of the Corporate Plan are set out in the attached EQIA. A number of the activities are proposals where final business cases are still being developed, so EQIAs will be being developed to support these.

The Corporate Plan also now incorporates the Council's Corporate Equality Objectives, which set out the Council's commitment to ensuring equality and diversity is integral to everything we do.

## **Council Priorities**

The Corporate Plan sets the delivery plan for making the Council's corporate priorities a reality.

### Section 3 - Statutory Officer Clearance

Name: Steve Tingle

On behalf of  
Chief Financial Officer

Date: 12 January 2015

Name: Jessica Farmer

On behalf of  
Monitoring Officer

Date: 16 January 2015

**Ward Councillors notified:**

**YES, as it impacts on  
all Wards**

**EqIA carried out:**

**YES**

**EqIA cleared by:**

Alex Dewsnap

### Section 4 - Contact Details and Background Papers

**Contact:**

Rachel Gapp, Head of Policy  
Tel: 0208 424 8774

**Background Papers:** None.

**Call-In Waived by the  
Chairman of Overview  
and Scrutiny  
Committee**

**NOT APPLICABLE**

*[Call-in does not apply, as the  
decision is reserved to Council]*