



Corporate Peer Challenge 2020- recommendation action plan

Recommendation number  KR = key recommendation	Details of recommendation	Action to be taken	Responsible Officer	Implementation Date
		The council is dependent on the funding being secured in order to deliver the bridge. Given the MTFS deficit, it is not possible to add to this to in order to self fund the bridge. All resources will be focussed on ensuring the funding is available and drawn down. It is expected that a first draw could take place by December 2020.		March 2022
<p><b>KR2.</b>  (page 2, recommendation 2)</p>	<p>Create the necessary senior leadership resilience, focus on prioritisation and overall resource requirements within the organisation going forward so that so that the council is on as sound a footing as possible to continue to meet the challenges facing the sector. As part of this: -</p> <ul style="list-style-type: none"> <li>- Clarify roles and responsibilities of Corporate Leadership Team (CLT) and Management Team in order, ensuring that opportunities for senior officers to contribute and influence are well understood;</li> <li>- Build on partnership and shared service delivery strengths to cement your 'place leadership' role and from this explore further opportunities as to how these arrangements will help build capacity (see also page 10)</li> <li>- Build on existing corporate project evaluation mechanisms to develop a clear process for prioritisation and changing resource requirements ('prioritise the</li> </ul>	<p>This recommendation was pre-covid and therefore the financial and resource challenge is more significant than at the time of the LGA report and even then there was a large degree of uncertainty in relation to Local Government finances. Actions currently being undertaken around prioritisation and resources with regards to the current challenge (if and when the council is the other side of Covid then further prioritisation, resource and senior leadership resilience will need to be looked at) include:</p> <ul style="list-style-type: none"> <li>- Heads of Service prioritising their work streams to identify what could be deferred including project related work.</li> <li>- Update on capacity list to identify any potential spare capacity</li> </ul>	Corporate Management Team	March 2021



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		<p>vant work.</p> <p>The TGT are currently recruiting a Place Manage which will focus on developing the “place” aspect of the Garden Town. Along with discussions with finance regarding for funding for wider Garden Town support.</p>		Spring 2021
<p><b>KR5.</b></p> <p>(page 2, recommendation 5)</p> <p>(page 8, para 3)</p>	<p>Building upon your existing sound governance arrangements review both: -</p> <ul style="list-style-type: none"> <li>- the timings of key meetings so that all members can contribute effectively</li> <li>- the length/ style of member reports so they more effectively inform and enable better decision making.</li> </ul> <p>(incl. greater use of technology to promote virtual engagement.)</p>	<p>The Council determines the Schedule of Meetings, including the time those meetings commence. Individual Committees are always free to review and revise start times and any changes are made in consultation with the Chair and Lead Member as appropriate. Similarly, Working Groups, Ad-Hoc meetings, seminars etc. are set in consultation with the appropriate Lead Member and take place at a variety of times in the morning, afternoon and evening to cater for all Members.</p>	Head of Democratic Services	Current practice, no change is anticipated.

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		<p>A review of the report format is in the Democratic Services Work Programme but due to other commitments it is not anticipated that this will be complete until the end of next year.</p> <p>All the Council's meetings are currently held virtually and the use of new technology has been embraced by Members.</p>		<p>March 2022.</p> <p>Current Practice.</p>
<b>KR6.</b>  (page 6, para 3)	Building on the knowledge and expertise developed through the Growth Hub, the council may wish to consider slightly redefining its support for local business growth – moving more towards an enabling role rather than delivery. This will help manage resource requirements whilst wishing to maintain a strong economic development focus.	Consideration will be given to the recommendation. This needs to be balanced with the contractual obligation the council has with the Local Enterprise Partnership regards to the running of the Growth Hub. This will be looked at as part of the development of the new Economic Development and Tourism Strategy.	Head of Development	Jun 2021
<b>KR7.</b>  (page 8, para 2)	Opportunities exist to strengthen the role of Scrutiny in pre-decision and policy development work	The Overview and Scrutiny Committee receives the Executive Committee Forward Plan at each of its meetings and has been particularly keen to ensure the document is well populated. The Committee also considers its own Work Programme at each meeting and conducts an annual review of policies to ascertain whether they	Head of Corporate Services/Head of Democratic Services	March 2021

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		<p>require review and what, if any, the Committee's role is in that review. Progress on projects are reviewed as part of the performance tracker and any requiring further scrutiny are highlighted by Members for further work to be undertaken. The Council and the Executive Committee also refer matters directly to the Overview and Scrutiny Committee for further work to be undertaken. A session with the committee will be held to obtain their views on how to maximise the value of O&amp;S.</p>		
<p><b>KR8.</b>  (page 10, para 6)</p>	<p>Look at innovative recruitment initiatives, particularly around Planning and One Legal services</p>	<p>We are in the process of procuring and installing a new system for recruitment which will make our 'front-face' much more attractive and modern to prospective applicants. This should be in place by Spring 2021. Also more broadly we are building a 'total rewards' offer to sell the considerable benefits of working for our Council.</p> <p>We will be joining new national initiatives to recruit those who previously were employed in Legal, Planning, and ICT, but have taken time out (to look after children for</p>	<p>Head of Corporate Services/Head of Development/Borough Solicitor</p>	<p>Spring 2021</p> <p>November 2020</p>

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<p><b>KR9.</b>  (page 11, para 1)</p>	<p>Consider the undertaking of a comprehensive and regular resident’s survey.</p>	<p>example). By the end of the financial year the Corporate Services Team will consider the options and engage Member’s appropriately. This could include:</p> <ul style="list-style-type: none"> <li>- the undertaking internally of a snapshot survey (using Borough News and online)</li> <li>- commissioning externally a statistically weighted snapshot survey</li> <li>- an ongoing survey through the website and hardcopy forms.</li> </ul>	<p>Head of Corporate Services</p>	<p>March 2021</p>