

<b>Key Decision Required:</b>	<b>No</b>	<b>In the Forward Plan:</b>	<b>No</b>
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## **CABINET**

**18 MAY 2018**

### **REPORT OF THE DEPUTY CHIEF EXECUTIVE**

#### **A.4 CORPORATE PEER CHALLENGE - ACTION PLAN**

(Report prepared by Martyn Knappett and Lizzie Ridout)

#### **PART 1 – KEY INFORMATION**

##### **PURPOSE OF THE REPORT**

To provide Cabinet with the proposed Peer Review Action Plan for information and approval.

##### **EXECUTIVE SUMMARY**

- The Local Government Association (LGA) Corporate Peer Challenge of Tendring District Council took place from 6<sup>th</sup> to 9<sup>th</sup> March 2018.
- The purpose of the review was to look at how the Council works in terms of its internal processes and how it interacts with partners, businesses and residents to shape Tendring as a district.
- The Feedback Report, which has been provided to all Members, highlighted a number of actions which have been formulated into a Peer Review Action Plan (Appendix A).
- Some of the actions fall within the remit of Cabinet, some within the remit of the HR Committee and others are operational management issues but the Action Plan is reported to Cabinet for the sake of completeness.
- A number of the actions proposed have already been completed whilst others have been incorporated into the Cabinet's priorities and Performance Reporting arrangements which were agreed by Cabinet at its last meeting on 20 April 2018.
- Notwithstanding the above, progress reports will be made to Cabinet (and subsequently to the Resources and Services Committee for scrutiny) in 6 and 12 months time.

##### **RECOMMENDATION(S)**

- (a) That Cabinet agrees the Peer Review Action Plan;
- (b) that Cabinet notes further updates will be provided in October 2019 and March 2019; and
- (c) that the report be referred to the Resources and Services Overview and Scrutiny Committee for their information and review.

## PART 2 – IMPLICATIONS OF THE DECISION

### DELIVERING PRIORITIES

The actions set out in the Action Plan will significantly improve the Council's capacity to deliver its Corporate Priorities and its long term financial strategy. They will enhance the reputation of the Council and strengthen governance arrangements.

### FINANCE, OTHER RESOURCES AND RISK

#### Finance and other resources

The actions proposed can be delivered within existing budget provision.

#### Risk

There is a risk that the actions will not be implemented, this will be mitigated by close monitoring of key actions and full progress reports on all actions to Cabinet in six months and twelve months time.

### LEGAL

The Action Plan contains a wide range of actions of varying types, all of which are within the Council's legal powers.

### OTHER IMPLICATIONS

Consideration has been given to the implications of the proposed decision in respect of the following and any significant issues are set out below.

Crime and Disorder / Equality and Diversity / Health Inequalities / Area or Ward affected / Consultation/Public Engagement.

## PART 3 – SUPPORTING INFORMATION

### BACKGROUND

The Peer Review Team met between the 6<sup>th</sup> - 9<sup>th</sup> March 2018 and consisted of the following individuals:

- Chief Executive: Phil Drury – Boston Borough Council
- Member peer: Cllr Simon Cooke – City of Bradford Metropolitan District Council
- Senior officer peer: Dai Larnier – Executive Director - Staffordshire Moorlands District Council
- Senior officer peer: Jonathan Lund – Corporate Director Transformation - Gloucester City Council
- LGA peer challenge manager: Gill Elliott
- Shadow Peer Laurie Woodgate Economic Development Team | Place Department Nottinghamshire County Council

The peer team prepared for the peer challenge by reviewing a range of documents and information in order to ensure they were familiar with the Council and the challenges it is facing. The team then spent 4 days onsite at Tendring, during which they:

- Spoke to more than 90 people including a range of council staff together with councillors and external partners and stakeholders.
- Gathered information and views from more than 30 meetings, visits to key sites in the area and additional research and reading.

- Collectively spent more than 220 hours to determine their findings – the equivalent of one person spending more than 6 weeks in Tendring.

There is a range of suggestions and observations within the main section of the Feedback report which have informed the development of the Action Plan. The key recommendations in the Feedback report are:

1. Improve how you tell the story of your ambition, your plans, your successes and the positive impact you are having across the whole district.
2. Devise a TDC approach to programme management, project delivery and performance reporting and be consistent in using it. This should include a focus on improving governance.
3. Bring the four key elements of your transformation programme together: office accommodation, digitalization, customer service and people.
4. Review how you deal with underspends, savings, risk and phasing of the capital programming.
5. Add housing to the existing key strands of joined up working (health, education and community safety) and incorporate this into your emerging housing strategy.
6. Be confident in your plans for Jaywick Sands. Build a shared commitment with community and other partners, setting this out in a strategic development plan.

Each of these is set out in the Action Plan, in most cases expanded upon by further information from the Feedback Report, together with a number of additional actions which were mentioned in the body of the report but not included in the key recommendations.

## CURRENT POSITION

Management Team and Senior Managers have had the opportunity to review the Feedback Report and have collated their suggestions into the Peer Review Action Plan.

Many of the actions have already been acted upon and incorporated into the Performance Management targets and reporting arrangements agreed at Cabinet on 20 April 2018.

The Peer Review Action Plan picks up on all of the elements in the Peer Review Feedback Report where it suggests the Council should consider action or act to achieve improvements – as well as the six key recommendations from the report.

(Actions are prefixed with a 'K' where they are key actions and with an 'M' where they are miscellaneous actions taken from the report).

## APPENDICES

Appendix A - Peer Review Action Plan