

‘REPORT TO: Executive Board

DATE: 22 February 2024

REPORTING OFFICER: Corporate Director, Chief Executive’s Delivery Unit

PORTFOLIO: Leader’s

SUBJECT: The Corporate Plan

WARD(S) Borough Wide

1.0 PURPOSE OF THE REPORT

1.1 To share with Executive Board an overview of the new Council Corporate Plan, and to outline the next steps to ensure that this will take effect from April 2024.

2.0 RECOMMENDED: That

- 1) the report be noted; and**
- 2) that Executive Board recommends to Council that the new Corporate Plan is approved.**

3.0 Supporting Information

3.1 Background

Following the Big Conversation analysis, the 6 priorities were established – 5 via positive feedback and agreement, and the 6th formed as a result of amalgamating the top 3 responses from our stakeholders.

The January 17th session with Management Team and Executive Board members collectively identified qualifying statements linked to each priority.

Consultation with our stakeholders immediately thereafter was extremely positive and reinforced the agreed 6 priorities.

4.0 Format of the Corporate Plan:

4.1 This will take the form of 3 versions, each designed to meet a specific target audience:

- a) Corporate Plan ‘at a glance’ – 1 page document outlining the

6 priorities, each complete with a qualifying statement.

- b) Corporate Plan (external use) – Contents page / Foreword page (Chief Executive/Leader) / Overview diagram / one page per priority / one page for the resilient & reliable organisation / one page outlining the consultation success
- c) Detailed Corporate Plan (internal use) – attached to each priority will be the KPI's, with links to relevant key strategies and policies, and how we will measure success on a yearly basis.

4.2 Our 6 key priorities will be underpinned by a “Resilient and Reliable Organisation”, which will be primarily linked to our emerging Values Framework, which consists of:

- Continuous Improvement
- Working Together
- Personal Growth
- Inspiring Leadership
- Personal Accountability

5.0 **Launch and promotion of the new Corporate Plan:**

This will be linked specifically to our initial Stakeholder analysis and the best method(s) identified to communicate the Plan to them.

- Elected Members: All 3 formats, as well as more formal to Executive Board and Full Council
- Staff: All 3 formats, but also via video message, promotional workshops and events, posters, etc
- Residents: primarily the ‘external use’ plan, but reinforced by press releases, social media, Inside Halton magazine, etc
- Partners: as above

The key message at all times will be that it’s a new plan, a living and breathing document and a new way of working which will require everyone to work collectively to meet the challenges presented by the 6 key priorities.

6.0 **Timeline:**

- February - March 2024: Corporate Plan finalised and approved at key forums
- March - April 2024: the New Corporate Plan is publicised and launched

7.0 **POLICY IMPLICATIONS**

7.1 A new contemporary and relevant Halton Borough Council Corporate Plan (2024 -2029) will be a core policy document for the Council.

8.0 **FINANCIAL IMPLICATIONS**

8.1 The development of the new Corporate Plan has been delivered within existing budget and resource provision.

9.0 **IMPLICATIONS FOR THE COUNCIL'S PRIORITIES**

9.1 The Corporate Plan will be Halton Borough Council's key strategic document. This plan will set out the main vision, themes and values of the Council for the next 5 years.

10.0 **RISK ANALYSIS**

10.1 If the Council had continued with the same priorities that were in place in previous years, given the socio-demographic and economic changes that have taken place over the last few years, there was a significant risk that the previous Corporate Plan would have lost its relevance.

10.2 That would have led to the Council failing to maintain engagement with the people of Halton, and its workforce, around where resources are best targeted in the contemporary environment.

11.0 **EQUALITY AND DIVERSITY ISSUES**

11.1 Equality and Diversity will be an integral part of the new Corporate Plan under the priority '*Tackling inequality and helping those who are most in need.*'

11.2 The Big Conversation consultation process was fully inclusive in terms of consulting a wide and varied range of stakeholders, which covered the 9 protected characteristics in the Equality Act 2010.

11.3 An Equality Impact Assessment will be undertaken as part of the Corporate Plan development process.

12.0 **CLIMATE CHANGE IMPLICATIONS**

12.1 There is a specific priority around climate change, with this receiving full support under the Corporate Plan priority of '*Working towards a greener future*'.

13.0 **LIST OF BACKGROUND PAPERS UNDER SECTION 100D OF THE LOCAL GOVERNMENT ACT 1972**

None under the meaning of the Act.

Appendix 1: Corporate Plan – 'plan on a page' draft

Appendix 2: Corporate Plan (external) draft