

Name of meeting: Council
Date: 11 July 2018
Title of report: Kirklees Council's Corporate Plan 2018/20

Purpose of report

The Corporate Plan sets out how the Council will deliver against our shared outcomes, and identifies how our "We're Kirklees" approach will shape the way in which we will work over the coming years.

Following the recommendation of Cabinet on 29 June 2018, this report seeks approval of Kirklees Council's Corporate Plan for 2018/20, in advance of the launch of key content and messages to staff in September 2018.

Key Decision - Is it likely to result in spending or saving £250k or more, or to have a significant effect on two or more electoral wards?	No
Key Decision - Is it in the Council's Forward Plan (key decisions and private reports?)	Decision of Council on 11 July 2018
The Decision - Is it eligible for call in by Scrutiny?	Yes
Date signed off by <u>Strategic Director</u> & name	Rachel Spencer-Henshall – 13 June 2018
Is it also signed off by the Service Director for Finance IT and Transactional Services?	Eamonn Croston – 18 June 2018
Is it also signed off by the Service Director for Legal Governance and Commissioning Support?	Julie Muscroft – 13 June 2018
Cabinet member portfolio	Cllr Pandor

Electoral wards affected: all

Ward councillors consulted: none

Public or private: public

1. **Summary**

- 1.1 The Corporate Plan sets out how the Council will deliver against our shared outcomes, and identifies how our “We’re Kirklees” approach will shape the way in which we will work over the coming years.
- 1.2 Following the recommendation of Cabinet on 29 June 2018, this report seeks approval of Kirklees Council’s Corporate Plan for 2018/20, in advance of the launch of key content and messages to staff in September 2018.

2. **Information required to take a decision**

- 2.1 The Corporate Plan forms the business plan for the Council for the period 2018/20.
- 2.2 It sets out our focus around delivering against the seven shared outcomes, plus an eighth additional outcome that considers the Council’s own efficiency and effectiveness as an organisation.
- 2.3 The Plan identifies what difference we’re aiming to achieve, provides examples of key delivery and sets out measures that will be used to evaluate how successful we are. Case studies bring our approach to life.
- 2.4 The Corporate Plan also sets out *how* the Council will work, via an approach known at “We’re Kirklees” which builds on the previous “New Council” approach and sets out an emphasis on:
 - Working *with* people rather than doing *to* them
 - Working with partners
 - Recognising the importance of local identity and how needs differ in different places
- 2.5 Although it will be available publically, the primary audience for the Corporate Plan will be Council employees. Communication and staff engagement around the core messages of the Plan will be rolled out from September, alongside an interactive web based version. Helping staff be clear on the ways in which we will work in the future, and our focus on outcomes will ensure that what they do on a day to day basis makes the most difference for positive outcomes for the people and places of Kirklees.
- 2.6 Establishing this year’s Plan as a two year Corporate Plan, with a light refresh in line with the 2019/20 budget, will allow for a timescale to the Plan which better reflects our ongoing commitment to our shared outcomes. In future years sign off will be sought alongside the annual budget, to ensure alignment of resources and delivery.

3. **Implications for the Council**

- 3.1 **Early Intervention and Prevention (EIP)**

“We’re Kirklees” puts a strong emphasis on working with people and partners and in places. It describes our aim of focusing our resources on making a difference, changing and developing our relationship with residents, so that we develop solutions together and make the most of opportunities. This will help build capacity, make the most of local strengths to act early, and prevent the need for significant service interventions.

3.2 **Economic Resilience (ER)**

Incorporating actions to address the shared “sustainable economy” outcome, the Corporate Plan sets out the Council’s approach to delivering economic resilience.

3.3 **Improving Outcomes for Children**

Incorporating actions to address the shared “best start” and “aspire and achieve” outcomes, the Corporate Plan sets out the Council’s approach to improving outcomes for children.

3.4 **Reducing demand for services**

Many of the actions incorporated in the Corporate Plan focus on finding effective ways of working with people and communities that encourage actions that reduce demand for services without diminishing positive outcomes for people.

By working to build people’s capacity to find and develop support within their own communities, in ways that are locally appropriate,

3.5 **Other (e.g. Legal/Financial or Human Resources)**

The Corporate Plan is a non-statutory plan which forms part of the Council’s Policy Framework under Article 4 of the Constitution. It requires full Council to approve or adopt it following the Cabinet’s approval and recommendation to full Council.

The Corporate Plan helps inform the relative resourcing and priority of resources allocated in the Council’s medium term budget plan.

Council staff will need to be fully engaged in the Corporate Plan so that they identify with the approach set out and they understand how this impacts on the way in which they carry out their work: this extends to expectations around staff behaviours and culture which are reinforced by the Plan. A communication and engagement plan is being developed to ensure that this takes place.

4. **Consultees and their opinions**

4.1 Engagement with Leadership Management Team took place on 4 June.

4.2 Engagement with representatives from employee networks took place on 13 June.

4.3 Engagement with Leading Members took place on 28 June.

4.4 Cabinet recommended the Corporate Plan for approval on 29 June.

4.5 Corporate Scrutiny Panel will consider the Corporate Plan on 3 July.

5. **Next steps**

5.1 As part of the Policy Framework of Kirklees Council, the Corporate Plan requires formal sign off by Council.

5.2 Subject to Council approval, the Plan will be released to managers. Work will continue on the communication and staff engagement plan, including an interactive web based version, for launch in September when less staff are likely to be on leave.

6. **Officer recommendations and reasons**

- 6.1 To recommend approval of the Corporate Plan 2018/19 to full Council (and delegate authority to the Chief Executive to make any required in-year amendments in consultation with the Leader following full Council approval).
- 6.2 Reasons: the Corporate Plan 2018/20 is an overarching plan forming part of the Council's Policy Framework, that sets out how the Council will deliver against our shared outcomes and identifies how the "We're Kirklees" approach will shape how the Council works in the coming years.

7. **Cabinet portfolio holder's recommendations**

Following the decision of Cabinet on 29 June, the Cabinet Portfolio Holder recommends that full Council approve the Corporate Plan.

8. **Contact officer**

Kate McNicholas, Strategy and Policy service manager

9. **Background papers and history of decisions**

Cabinet recommended the Corporate Plan for approval on 29 June 2018.

Appendix 1: Kirklees Council's Corporate Plan 2018/20.

10. **Service Director responsible**

Rachel Spencer-Henshall, Corporate Strategy and Public Health