

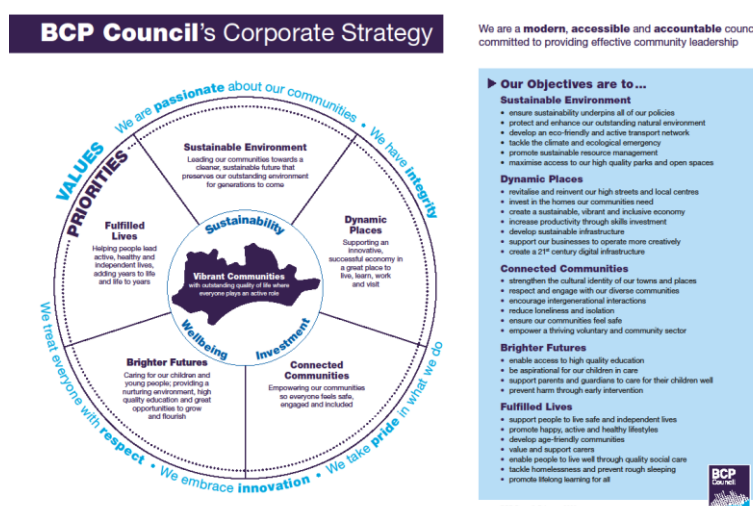


Report subject	<b>Corporate Strategy</b>
Meeting date	9 February 2022
Status	Public Report
Executive summary	<p>BCP Council's Corporate Strategy was adopted by Council in November 2019. It sets out the Council's priorities and the values which underpin the way the council will work as it develops and delivers services.</p> <p>The council priorities set out in the Corporate Strategy have not changed.</p> <p>The introduction to the strategy has been refreshed to reflect the change in administration, the vision and the five big projects of the Big Plan.</p> <p>The journey so far has been updated to reflect the impact and ongoing response to Covid 19.</p> <p>The Council's corporate priorities continue to be supported by delivery plans. These set out the high-level actions which will help the council achieve its priorities.</p> <p>Delivery plans are reviewed annually.</p>
Recommendations	<p><b>It is RECOMMENDED that:</b></p> <p><b>Cabinet approve the updated Corporate Strategy</b></p>
Reason for recommendations	<p>The strategy is part of a golden thread that links personal, team and service performance to the things that matter most to the organisation. It represents the objectives and outcomes that the Council's performance will be judged against and as such is a vital component of the Council's performance management framework.</p> <p>A good corporate strategy is driven by a strong vision and ambitious goals. which are vital for promoting the opportunities an organisation presents for investment and engagement.</p> <p>It will influence the allocation and distribution of resources ensuring that the organisation commits its limited resources in accordance with its stated priorities.</p>

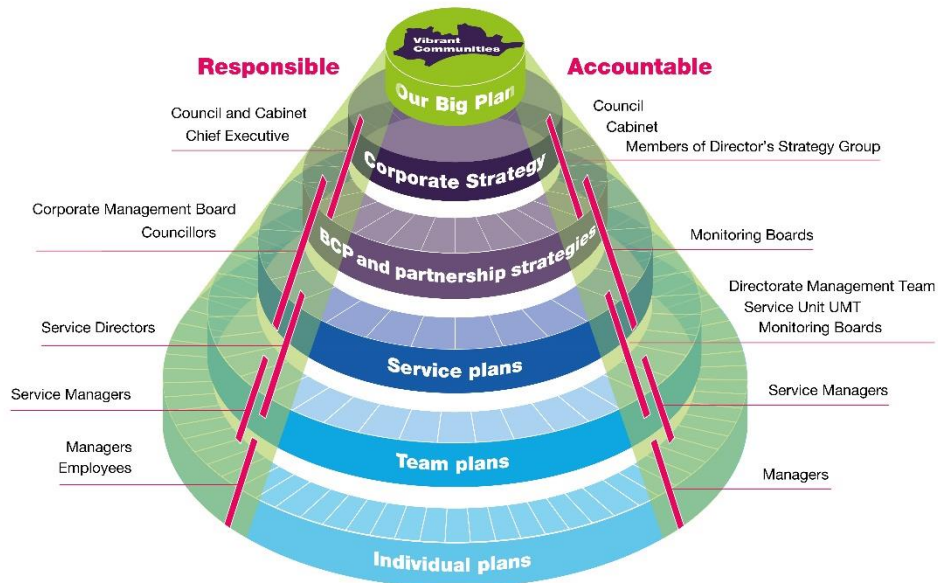
Portfolio Holder(s):	Councillor Drew Mellor, Leader of the Council
Corporate Director	Graham Farrant, Chief Executive
Report Authors	Bridget West, Head of Policy & Performance
Wards	Council-wide
Classification	For Decision

## Background

1. Council adopted the Corporate Strategy and corporate priorities in November 2019. It was presented as a plan on a page and the headline priorities and objectives have not changed since the strategy was adopted.



2. Cabinet adopted the draft vision of the Big Plan and the revised delivery plans in February 2021.
3. The introduction to the Corporate Strategy has been revised to reflect the change in administration, the Big Plan and the impact of Covid.
4. The delivery plans have been revised to ensure they align with the ambitions of the Big Plan and the realities of the Medium Term Financial Plan. The outcome of these revisions are presented as Appendix 1.
5. The Big Plan and the Council's Corporate Strategy & delivery plans are the beginning of a golden thread that links service, team and personal performance to the things that matter most to the organisation. Together they are the key components that make up the council's approach to performance management.



6. Delivery plans do not capture all the services the Council provides. They identify some of the key projects and priorities for improvement or development. Other council wide strategies and service plans will capture in more detail the 500 plus services the council provides.
7. The strategy, together with the Big Plan will influence the allocation and distribution of resources, ensuring that the organisation commits its limited resources in accordance with its stated priorities.
8. Progress will be monitored on a quarterly basis against an agreed set of measures and targets which will be set out in the delivery plans.

#### **Summary of financial implications**

9. Financial implications for the delivery plan actions, covid response and the Big Plan have been considered as they have been developed and/or occurred and where appropriate identified in the Council's Medium-Term Financial Plan. All may be subject to further Cabinet decisions in due course.

#### **Summary of legal implications**

10. There are no immediate legal implications arising from this report, although the implementation of the specific actions or projects may result in the need for legal input which will be considered on a case by case basis.

#### **Summary of human resources implications**

11. The change and transformation commitments identified in the Corporate Strategy and delivery plans will result in several implications for the way staff work and specifically the pay and conditions that apply to them. These will be managed in accordance with the Council's change management policy, through the Transformation Programme and where necessary, subject to trade union consultation and collective bargaining.

### **Summary of sustainability impact**

12. The Corporate Strategy and delivery plans identify the Council's plans to tackle the declared Climate Emergency and protect the natural environment. These commitments may be subject to separate council decisions and considerations in due course.

### **Summary of public health implications**

13. The Corporate Strategy and delivery plans express a range of actions that underpin the Council's commitment to its public health objectives.

### **Summary of equality implications**

14. The Council's equality commitments are expressed throughout the Corporate Strategy and individual equality impact assessments will support all new projects and plans set out in the delivery plans.
15. The Corporate Strategy sets out the longer-term priorities, high level objectives and the Council's commitments to equality and diversity.
16. The strategy is supported by several other strategies, policies and action plans, including a People Strategy which will ensure equality of opportunity for all in the workforce. This and all other policy documents will or have been subject to an equality impact assessment and have considered the impact on service users, the wider community and staff.
17. The impact on those with protected characteristics should be positive.

### **Summary of risk assessment**

18. Risks and issues have been considered by service units leading on the actions set out in the individual delivery plans.

### **Background papers**

[Council's Corporate Strategy](#)

[Councils Corporate Performance Management Framework](#)

[The Big Plan](#)

### **Appendices**

Appendix 1: BCP Council Revised Corporate Strategy