



Report subject	End of Year Corporate Performance Report 2021/22
Meeting date	22 July 2022
Status	Public Report
Executive summary	<p>BCP Council's priorities and values, underpinning how we will work to develop and deliver services are set out in the Corporate Strategy, adopted by Full Council in November 2019.</p> <p>Refreshed vision and ambition statements are set out in the Big Plan, providing a wider context and further drive to deliver the Corporate Strategy.</p> <p>Delivery plan actions are refreshed annually in line, affording the opportunity to celebrate the progress already made and ensure future planned actions remain relevant and are in line with the council's wider vision and ambitions.</p> <p>The appended reports show a positive performance story against the actions and the key performance indicators that Cabinet agreed in February 21. Individual exception reports provide explanations and planned actions to address areas in need of improvement.</p> <p>The performance updates have been cross referenced to the United Nations Sustainable Development Goals and the Levelling up Goals and show a really encouraging position.</p> <p>A separate paper on Equality and Diversity progress captures our equality journey so far and some of the positive steps taken and being taken to continue to embed equalities and diversity into the culture and activities of the council.</p>
Recommendations	<p>It is RECOMMENDED that Cabinet:</p> <ul style="list-style-type: none"> (a) Consider the Corporate End of Year Performance reports (b) Consider the performance exception reports relating to areas of underperformance (c) Advise of any amendments, deletions or additions to the performance indicator set that informs corporate performance
Reason for recommendations	<p>The corporate strategy 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>An understanding of performance against targets, goals and objectives helps us understand and manage service delivery and identify emerging business risks.</p>

Portfolio Holder(s):	Leader of the Council
Corporate Director	Chief Executive
Report Authors	Bridget Webber, Head of Policy and Research
Wards	Council-wide
Classification	For information

Background

1. Council adopted the Corporate Strategy and corporate priorities in November 2019.
2. Cabinet adopted the draft new aspirational vision for the wider Bournemouth Christchurch and Poole city region, The Big Plan, and approved the revised delivery plans in February 2021.

3. 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.



4. This end of year Corporate Performance Report presents a picture of performance against the priorities set out in the Council's Corporate Strategy.
5. It includes a separate Equalities Progress report on progress with the Equalities Footprint, adopted by Cabinet in July 2021, progress against the Equality Framework for Local Government and an update against the six domains of the Equality and Human Rights performance framework.
6. Our Corporate Strategy shapes the way we deliver and improve our services in the Bournemouth, Christchurch and Poole (BCP) area and how we are [transforming the council](#) into a modern, accessible and accountable council.
7. There are five priorities in the Corporate Strategy supported by a delivery plan which sets out the actions for the year ahead:
 - Sustainable Environment
 - Dynamic Places
 - Connected Communities
 - Brighter Futures
 - Fulfilled Lives
8. Progress across all priorities is really positive and this has been a contributing factor in the annual refresh of the delivery plans – helping to highlight areas for continued action and areas needing new actions.
9. This performance report sets out progress made against the delivery plans agreed by Cabinet in [February 2021](#), during the last year.

10. Performance scorecards have been created for each priority, one showing progress with the 171 actions in the delivery plans and one showing performance against the 75 key performance indicators.
11. Of the 75 performance measures used to monitor progress across all the priorities there are eight exception reports. These provide some context and explanations for red RAG rated performance and the steps being taken to improve it, under the relevant priority areas.
12. The exception reports provide detail, where relevant, on the financial, legal, human resource, sustainability, public health and equality implications of performance in need of improvement.
13. The Corporate Strategy and its supporting performance management framework includes both the United Nations Sustainable Development Goals (SDGs) and the Levelling up Goals.
14. The SDGs are a universal blueprint for all countries to end poverty, protect the planet and ensure prosperity for all.
15. The Levelling Up Goals take their inspiration from the SDGs, but are focused on the UK, providing a framework for organisations to articulate their purpose and the social impact they are seeking to achieve.
16. All the goals are embedded throughout the delivery plans that make up the Corporate Strategy. SDG and Levelling up scorecards have been developed using the progress reported against relevant actions in the delivery plans. These are included in the End of Year Performance Report - Appendix 1 to this paper.
17. The Council wants to ensure fairness to everyone through the planning and delivery of services which is demonstrated by the equality and diversity commitments expressed throughout the Corporate Strategy and other council strategies and plans. The Equality Footprint, adopted by Cabinet in July 2021, reinforces these commitments.
18. Progress with implementing the Equality Footprint is reported in the Equality and Diversity Progress Report for 2021/22 which is appendix 2 to this paper.
19. The report also provides an update on:
 - progress against the four elements of the Equality Framework for Local Government and
 - performance against the six domains of the Equality and Human Rights Commission

20. In November 2021 the Council took part in a Local Government Association (LGA) led Corporate Peer Challenge. Cabinet received a separate report prepared by the LGA in April 2022.
21. This recognised that the council had achieved much in just two and a half years and set out some key recommendations which Cabinet have addressed through a Peer Challenge action plan.
22. Amongst the key recommendations was one to embed equality and diversity into the culture of the organisation. The Equality and Diversity Progress Report provides some assurance that good progress is being made in this area.

Summary of financial implications

23. Performance exception reports have identified financial implications but apart from the impact of finding alternative provision for children permanently excluded, if they cannot be placed in a mainstream school, they are being managed within existing resources.

24. Summary of legal implications

Performance exception reports provide a summary of any legal implications.
None have been identified.

25. Summary of human resource implications

Some performance exception reports note staff capacity and ability to recruit as a contributing factor to reduced performance.

24. Summary of sustainability impact

Performance exception reports provide a summary of any sustainability implications where relevant.

25. Summary of public health implications

Performance exception reports provide an individual assessment of public health implications.

26. Summary of equality implications

Performance exception reports provide an individual assessment of equality impacts and some have noted an impact on protected groups. The Equality & Diversity Progress report presents a fuller picture of performance and issues.

27. Summary of risk assessment

Performance exception reports provide a summary of any risks identified and the mitigating actions.

Background papers

[Our Big Plan](#)

[Corporate Strategy](#)

[LGA Corporate Peer Challenge Report](#) and [Action Plan](#)

[BCP Council Performance Management Framework](#)

Appendices

- 1 End of Year Performance Report 2021/22
- 2 Equality & Diversity Progress Report 2021/22