

 Executive February 2019		Agenda Item No. <h1 style="text-align: center;">7</h1>
Title	Response to the LGA Corporate Peer Challenge Review Follow Up Visit 2018	
For further information about this report please contact	Chris Elliott Tel (01956) 456003 Email: chris.elliott@warwickdc.gov.uk	
Wards of the District directly affected	All Wards	
Is the report private and confidential and not for publication by virtue of a paragraph of schedule 12A of the Local Government Act 1972, following the Local Government (Access to Information) (Variation) Order 2006?	No	
Date and meeting when issue was last considered and relevant minute number	Executive April 2017 minute number 122	
Background Papers	Report to Executive April 2017	

Contrary to the policy framework:	No
Contrary to the budgetary framework:	No
Key Decision?	No
Included within the Forward Plan? (If yes include reference number)	No
Equality Impact Assessment Undertaken	No
Not applicable.	

Officer/Councillor Approval		
Officer Approval	Date	Name
Chief Executive	21.01.19	Chris Elliott
Head of Service (SMT plus)	21.01.19	Lisa Barker; Robert Hoof, Rose Winship, Marianne Rolfe, Dave Barber, Mike Snow, Tracy Dolphin, Ty Walter, Graham Leach, Steve Partner
CMT	21.01.19	Andrew Jones, Bill Hunt
Section 151 Officer	21.01.19	Mike Snow
Monitoring Officer	21.01.19	Andrew Jones
Finance	21.01.19	Mike Snow
Portfolio Holder(s)	21.01.19	Cllr Andrew Mobbs (Leader)
Consultation & Community Engagement		
This was inherent within the follow up visit by the LGA Peer Review Team.		
Final Decision?	Yes	

1. **Summary**

- 1.1 The Council agreed to be part of Peer Challenge process organised by the Local Government Association (LGA) in the summer of 2016. The outcome of that peer challenge was reported in April 2017. An action plan was agreed and as part of that plan, to help ensure and demonstrate that the Council is making progress, a follow up visit was to be undertaken. That follow up visit was made in October 2018 and the report of that visit is attached along with recommendations and a proposed action plan in response.
- 1.2 This work overlapped with the Investors in People assessment and there are some similar themes emerging to those emerging from the LGA peer review follow up.

2. **Recommendation**

- 2.1 To note the LGA Peer Challenge follow up visit report at Appendix 1.
- 2.2 To agree to the Action Plan at Appendix 2, developed in response to the key recommendations of the LGA Peer Challenge follow up visit.
- 2.3 To note the Investors in People (IiP) report at Appendix 3 and that an action plan in response will be considered by the Employment Committee.

3. **Reasons for the Recommendation**

- 3.1 The LGA offer a Peer Challenge that is free to all of its members as part of its commitment to support Sector-Led Improvement. It is one of a number of resources made available to help councils continuously improve. The peer challenge process involves a team of experienced elected members and officers who, as peers, provide practitioner perspective and critical friend challenge to help a council with its improvement and learning. It is voluntary process and councils are encouraged to commission one every 4-5 years.
- 3.2 This Council had its first Peer Challenge in 2012 and a follow up visit in 2014. After a further 2 years it was felt appropriate to undergo another Peer Challenge as part of this Council's ongoing commitment to continuous improvement. The Peer Challenge was held in July 2016, reported to the Executive in April 2017 and in response to the recommendations it was agreed that a follow up visit should be undertaken within 12 to 18 months. That visit was held in October 2018 and the report of that visit with its recommendations is attached at Appendix 1.
- 3.3 The Peer Review team made 4 recommendations. In response to these recommendations an action plan has been prepared which is attached at Appendix 2 to this report. It is considered that the proposed response to the Peer Challenge Report will help the Council to clarify and achieve its goals, expedite its key projects to delivery and achieve improved partnership working.
- 3.4 Overlapping time wise and issue wise has been the most recent Investors in People (IiP) report. That report is attached at Appendix 3. This was reported to the Employment Committee in December 2018 and an action plan in response will be prepared, nonetheless it was felt that given the overlaps that there was merit in this also being presented to the Executive at the same time as the LGA Peer Review follow up visit.

- 3.5 The most significant issue arising is that within the approach of the Council seeking continuous improvement and not being complacent about how and what it does, that as part of its intention of being a high performing organisation it needs to update its performance management approach. To this end Senior Officers are considering in a facilitated way what this might mean for the organisation and the way it is managed.

4. Policy Framework

4.1 Fit for the Future (FFF)

The Council's FFF Strategy is designed to deliver the Vision for the District of making it a Great Place to Live, Work and Visit. To that end amongst other things the FFF Strategy contains several Key projects.

The FFF Strategy has 3 strands – People, Services and Money and each has an external and internal element to it. The table below illustrates the impact of this proposal if any in relation to the Council's FFF Strategy.

FFF Strands		
People	Services	Money
External		
Health, Homes, Communities	Green, Clean, Safe	Infrastructure, Enterprise, Employment
<u>Intended outcomes:</u> Improved health for all Housing needs for all met Impressive cultural and sports activities Cohesive and active communities	<u>Intended outcomes:</u> Area has well looked after public spaces All communities have access to decent open space Improved air quality Low levels of crime and ASB	<u>Intended outcomes:</u> Dynamic and diverse local economy Vibrant town centres Improved performance/productivity of local economy Increased employment and income levels
Impacts of Proposal		
The proposal has the potential to impact positively on a range of these intended outcomes above.		
Internal		
Effective Staff	Maintain or Improve Services	Firm Financial Footing over the Longer Term
<u>Intended outcomes:</u> All staff are properly trained All staff have the appropriate tools All staff are engaged, empowered and supported The right people are in the right job with the right skills and right behaviours	<u>Intended outcomes:</u> Focusing on our customers' needs Continuously improve our processes Increase the digital provision of services	<u>Intended outcomes:</u> Better return/use of our assets Full Cost accounting Continued cost management Maximise income earning opportunities Seek best value for money
Impacts of Proposal		

The proposal has the potential to impact positively on a range of these intended outcomes above.

4.2 Supporting Strategies

Each strand of the FFF Strategy has several supporting strategies but none are directly relevant to this matter.

4.3 Changes to Existing Policies

There is no change to existing policies.

4.4 Impact Assessments

Not applicable.

5. Budgetary Framework

5.1 Neither the Peer Review nor the follow up attract a cost to the Council other than staff time. The cost of these activities is covered by the LGA's sector-led improvement programme. It is not anticipated that most of the proposed actions in Appendix 2 will generate a cost other than staff time. However, one action does have an ongoing revenue implication and this is addressed in the budget report elsewhere on this agenda.

6. Risks

6.1 The Council could be at risk in respect of its reputation if it did not respond positively to the key recommendations of the Peer Review Follow Up visit Report.

6.2 None of the proposed actions per se generate a risk to the Council but the content of the work proposed when complete may do. As mitigation this will be assessed as each action is undertaken, completed and reported.

7. Alternative Option(s) considered

7.1 The Council could decide not to agree the proposed action plan or indeed any action plan but this option has been rejected as the Council sought the review follow up visit in the first place as part of its own commitment to continuous improvement and not to agree any actions to the recommendations would therefore be perverse.

7.2 The Council could decide alternative action in response to particular actions and whilst that is for the Council to consider what they might be, they are not easily to identify.