

HUNTINGDONSHIRE DISTRICT COUNCIL

Title/Subject Matter:	Transformation Plan
Meeting/Date:	Overview and Scrutiny (Performance and Growth) Panel, November 5 th , 2025.
Executive Portfolio:	Executive Councillor for Climate, Transformation & Workforce
Report by:	Business Performance & Transformation Manager
Ward(s) affected:	All

Executive Summary:

The purpose of this report is to provide Overview and Scrutiny Panel Members the opportunity to review and comment on the report to Cabinet setting out the Annual Transformation Plan.

This report presents the Council's approach to Transformation for 2025/26, detailing the strategic change programmes, major change projects, and operational level transformation plans. It consolidates actions from the Corporate Plan, change programmes, and service plans into a single, focused Transformation Plan, representing a critical tool for delivering the Council's Corporate Plan priorities and the Huntingdonshire Futures vision.

The plan responds to the LGA Corporate Peer Challenge recommendation to define and communicate a clear transformation framework. The Council has implemented the Transformation Framework with a robust governance structure including the officer-led Transformation Board, to oversee strategic delivery and assurance. An internal audit confirmed good controls in place regarding strategic alignment and decision-making, recommending a unified framework for consistent reporting and benefits realisation.

There is a risk that Local Government Reorganisation (LGR) may slow or pause some transformation initiatives the council is aiming to deliver. As the new unitary authority establish strategic direction, it may be necessary to realign programmes to reflect evolving priorities.

The comments from the Panel will be incorporated within the Cabinet report for consideration alongside the report.

Recommendations:

The Overview and Scrutiny panel (Performance & Growth) is invited to:

- (1) To endorse the approach to Transformation
- (2) To review and make any comments regarding the Transformation Plan