

**OVERVIEW & SCRUTINY  
SERVICE DELIVERY PANEL**

**6TH JUNE 2006**

**CABINET**

**8TH JUNE 2006**

**OVERVIEW & SCRUTINY  
SERVICE SUPPORT PANEL**

**13TH JUNE 2006**

**“GROWING SUCCESS” — CORPORATE PLAN AND  
PERFORMANCE MONITORING  
(Report by the Head of Policy)**

**1. INTRODUCTION**

1.1 The purpose of this report is to present to Members —

- a suggested process for reviewing and updating “Growing Success” – the Council’s Corporate Plan;
- end of year results for local and national performance indicators;
- the opportunity to endorse targets and measures pending the outcome of the review of “Growing Success”.

**2. BACKGROUND INFORMATION**

2.1 The Council have adopted a corporate plan – “Growing Success” – which includes a series of measures or local performance indicators to help judge levels of success in achieving priorities. “Growing Success” provides the context for the Council’s comprehensive performance management framework. This framework provides for quarterly reporting of progress against targets so that any necessary remedial action can be taken. The framework also provides for an end-of-year review of the plan, results and targets so that the Council are focused on achieving their priorities.

2.2 As part of the early stages of the annual review, it became apparent that the objectives which support the Council’s priorities and outcomes needed to be more specific and understandable. Training undertaken with Executive Councillors suggested that the Council’s objectives could be updated and presented in a format which linked them with significant activities or projects, along with the underlying “day-to-day” activities set out in service plans. In addition, Executive Councillors felt that members of the Overview & Scrutiny Panels should have a close involvement in the review of the objectives prior to presentation to Cabinet and Council.

**3. THE WAY FORWARD**

3.1 It is proposed that a short training and development programme should be carried out in mid to late June for members of the Overview & Scrutiny Panels along the lines recently carried out for Executive Councillors. This training would take place in two sessions –

- Initially, the Chairman of each of the Service Delivery and Service Support Panels along with 2/3 members of each Panel would undertake training on the process of reviewing objectives and developing the performance management system. This group would then take on the role previously

undertaken by the Comprehensive Performance Assessment Improvement Plan Group – to lead on the review of the Council’s objectives, improvement plan and the development of the performance management framework.

- Thereafter, all other members of the two Panels would be offered a ½ day course on priority and objective settings and developing performance management within the Council.

3.2 Between June and September there will be the opportunity for a detailed review by Members and Officers of the Corporate Plan, local performance indicators and targets, the Improvement Plan and the objectives supporting the achievement of the Council’s priorities. The review will be informed also by the results of external assessments such as the “Use of Resources” and “Direction of Travel” Statement which will be presented to the Corporate Governance Panel at its meeting on 27th June.

3.3 In the meantime, to meet requirements in terms of publishing national performance data, both the Overview & Scrutiny Panels, Cabinet and Council will receive and consider end-of-year results for local and national performance indicators and agree targets for the forthcoming year.

3.4 The timetable for this process is as follows —

<b>Date</b>	<b>Activity</b>
23rd May	Consideration of performance in the achievement of local and national indicators and the Improvement Plan by the Chief Officers Management Team
6th & 13th June	Consideration of performance in the achievement of local and national indicators and the Improvement Plan by the Overview & Scrutiny Panels
8th June	Consideration of performance in the achievement of local and national indicators and the Improvement Plan by Cabinet
12th June	COMT to commence review of Corporate Plan
mid to late June	Member training
23rd June	Consideration of performance in the achievement of local and national indicators and the Improvement Plan by Council
June to September	Review of Corporate Plan, BVPIs, Improvement Plan, etc by Officers and members of Overview & Scrutiny Panels.

5th September	Overview & Scrutiny (Corporate & Strategic Framework) Panel consider updated Corporate Plan
7th September	Cabinet consider updated Corporate Plan
27th September	Council consider and adopt updated Corporate Plan.

#### **4. PERFORMANCE DATA**

4.1 The following performance data is appended for consideration:

- Appendix A is a schedule of the national Best Value Performance Indicators for 2005/06.
- Appendix B shows the end-of-year results for the Council's local measures or performance indicators as set out in the Corporate Plan – "Growing Success".

*(Note: A report on the complete results of the annual survey along with the recent quality of life survey will be published in time for the review of the Corporate Plan.)*

- Appendix C provides a summary of achievement for the action plans which comprise the Council's Improvement Plan.

4.2 The schedules have been colour coded as follows:-

- green – achieving target or above;
- amber – between target and an "intervention level (the level at which performance is considered to be unacceptable and action is required);
- red – the intervention level or below; and
- grey – data is currently unavailable.

#### **5. RECOMMENDATIONS**

5.1 Members are recommended to –

- endorse the suggested process for reviewing and updating the Corporate Plan; and
- receive and consider the results of performance data for the year 2005/06 and endorse proposed targets for 2006/07 and onwards.

#### **Background Papers**

"Growing Success" – Corporate Plan

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