

Corporate Policy and Resources Committee



19 February 2024

Title	Corporate Plan 2024-28
Purpose of the report	To make a recommendation to Council
Report Author	Lee O'Neil, Deputy Chief Executive Jennifer Medcraft, Head of Communications & Customer Experience
Ward(s) Affected	All Wards
Exempt	No
Exemption Reason	N/A
Corporate Priority	Community Addressing Housing Need Resilience Environment Services
Recommendations	Committee is asked to: Recommend that Council adopts the proposed Corporate Plan 2024-28 and associated Action Plan (as appended to this report) which specify the priorities, key themes and values for the Council for the next five years and the actions the Council intends to take to deliver its objectives.
Reason for Recommendation	The Corporate Plan is a key policy document which outlines the proposed strategic priorities for the Council for the period of the Plan, and the values the Council will abide by in conducting its activities.

1. Summary of the report

What is the situation	Why we want to do something
In December 2023 the Council agreed an Outline Corporate Plan for 2024-28 with a view to developing a more detailed Corporate Plan in conjunction with the February 2024 budget setting process.	The Corporate Plan is an important strategic policy document which sets out the authority's future priorities, values and objectives, enabling the Council to plan its future work and focus its resources effectively. It also provides a framework against which the Council's performance can be evaluated.

This is what we want to do about it	These are the next steps
The Committee is asked to recommend to Council the adoption of the proposed Corporate Plan (and associated Action Plan) appended to this report, which outlines a range of short, medium and longer-term actions to be delivered.	If adopted by the Council, the Corporate Plan 2024-28 will form the basis of future prioritisation and service delivery for the next five years.

1.1 This report proposes that this Committee recommends to Council the adoption of a new Corporate Plan and associated Action Plan for the period 2024-28.

2. Key issues

2.1 On 14 December 2023, the Full Council agreed an Outline Corporate Plan ('the Outline Plan') which specified the priorities, key themes and values for the Council for the next five years.

2.2 This was approved with a view to developing a more detailed version of the Corporate Plan 2024-28 ('the Corporate Plan') to be presented at the February Council meeting, in parallel with setting this authority's 2024/25 budget.

2.3 Since the Outline Plan was approved, officers have been working with the Administration Group Leaders on separately mapping out the detail behind each of the priority themes in parallel with the budget setting process, to ensure that the Corporate Plan is both financially and practically deliverable within the Council's resources.

Priorities

2.4 The proposed Corporate Plan is attached as **Appendix A** and specifies five priorities for the Council:

- (a) **Community**
- (b) **Addressing housing need**
- (c) **Resilience**
- (d) **Environment**
- (e) **Services**

Three themes are specified under each of those priority areas together with a wide range of proposed actions to be delivered within the first year of the Plan. The Action Plan shown in **Appendix B** forms a supplement to the Corporate Plan and, in addition to the short-term actions, specifies a list of proposed actions to be delivered in both the medium-term (2025-27) and the longer-term (2027-28).

Values

2.5 The Corporate Plan also specifies the seven values of the Council, which outline to our staff, Councillors and external stakeholders how the Council intends to undertake its functions and activities:

- **Pride** in our Council, communities and Borough
- **Responsive** and flexible
- **Open** and accountable
- **Value** for money
- **Integrity**
- **Dependable**
- **Empowering** and inclusive

3. Options analysis and proposal

3.1 It is proposed that the Committee agree the proposed Corporate Plan for 2024-28 and associated Action Plan as appended to this report and recommend its adoption by Council (**Preferred Option**).

3.2 The Committee could, however, recommend that changes be made to the proposed Corporate Plan. Should this be the case, its adoption by Council may need to be delayed to enable any amendments to be made.

4. Financial management comments

4.1 The Corporate Plan outlines the priority areas where some of Spelthorne's resources will be targeted to achieve the key actions listed. These priorities are therefore closely linked to the Council's future budget planning process.

4.2 Like most local authorities across the country, Spelthorne faces a particularly challenging budget setting process for the next few years due to a combination of factors including inflationary pressures and the cost-of-living crisis. A measured approach has therefore been taken by the Administration, working with officers to ensure that the Council does not commit to actions that cannot be funded, and to enable budgets to be adapted where there is some flexibility to align with the priority areas. In doing so, it is recognised that resources may need to be diverted into some of the priority areas from time to time to progress some of the proposed activities.

5. Risk management comments

5.1 There is a risk that the Council may not be able to deliver all the desired outcomes specified in any new Corporate Plan due to budgetary and resourcing pressures. The approach taken to develop this Plan in parallel with the budget setting process should assist in minimising this risk.

5.2 Progress with the new Corporate Plan will be monitored regularly, with highlights presented quarterly to this Committee, and progression of the Action Plan forming the baseline of the Council's Annual Report to inform our residents and stakeholders of progress. This baseline data can then be used to adapt the Corporate Plan as necessary to ensure that it remains relevant to the changing environment and financial pressures that the Council may face in the future.

6. Procurement comments

6.1 There are none.

7. Legal comments

7.1 There are none.

8. Other considerations

8.1 The Council's new priorities will be used to inform the individual and team objectives for staff through the appraisal and service planning process, and the values outline the desired behaviours for officers and Councillors in undertaking their roles.

9. Equality and Diversity

9.1 The proposed Corporate Plan outlines how the Council will ensure that we continue to deliver services that cater for all sections of our communities, how we will ensure that individuals and sections of the community are not excluded, and how we will support those most in need.

10. Sustainability/Climate Change Implications

10.1 One of the priorities outlined in the Corporate Plan is 'Environment'. The Plan outlines Spelthorne's own journey to Net Zero 2030 and the actions the Council will take to protect and enhance the wider borough environment.

11. Timetable for implementation

11.1 If agreed by Committee, the Corporate Plan will be presented to Full Council on 22 February 2024 for adoption.

12. Contact

12.1 Daniel Mouawad, Chief Executive. (Email DCM.CEX@spelthorne.gov.uk)
Lee O'Neil, Deputy Chief Executive (Email: l.o'neil@spelthorne.gov.uk)
Jennifer Medcraff, Head of Communications and Customer Experience
(Email: j.medcraff@spelthorne.gov.uk)

Background papers:

There are none.

Appendices:

Appendix A – Spelthorne Borough Council's Corporate Plan 2024-28 – *'Putting our residents at the heart of everything we do'*

Appendix B – Corporate Plan 2024-28 Action Plan