

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Cabinet

12 May 2021

Report of the Corporate Directors Group

Matter for Decision

Wards Affected: All Wards

Corporate Plan 2021-2023

Purpose of Report

1. To present an updated Corporate Plan for the period 2021-2023 for consideration and approval prior to the Plan being adopted by Council on 26th May 2021.

Executive Summary

2. The Council's draft Corporate Plan for 2020-2023 was due to be presented to Council for approval in April 2020. However, the onset of the Covid-19 Pandemic meant that it was not practical to publish a refreshed detailed Corporate Plan so the well-being objectives and priorities for improvement set out in the 2019-2022 Plan were rolled over into 2020-2021. A summary of the progress made on delivering those improvement priorities will be set out in the Council's Annual Report for 2020-2021 which will be published in the autumn 2021.
3. During 2020-2021, a review of the priorities for improvement contained in the draft Corporate Plan for 2020-2023 has been undertaken and those that remain relevant along with any new priorities for improvement that have been identified for delivery have been carried over into this Plan for the period 2021-2023. The three well-being objectives remain unchanged but will be reviewed as part

of the preparation of the Council's Corporate Recovery Plan. This work will include a fundamental review of the Council's vision, values and priorities, ways of working, patterns of investment, reflecting on the impact of Covid-19 on the Council's own operations but also on our communities across Neath Port Talbot.

4. The Plan outlines our initial thinking on how we will undertake the above work.
5. The Plan has been updated to ensure the Council meets the statutory requirements contained within the Well-being of Future Generations (Wales) Act 2015.

Background

6. The Well-being of Future Generations (Wales) Act 2015 requires the Council to set well-being objectives which seek to maximise the Council's contribution to the national well-being goals, whilst also embracing the sustainable development principle.
7. The Council is required to consider whether the current well-being objectives remain relevant or whether changes to those well-being objectives should be considered, when preparing its annual report (last prepared - October 2021). Given that the well-being objectives were agreed in September 2017 and the work that is planned to develop the Council's Corporate Recovery Plan it was not considered necessary to make any changes at that time.
8. The process to update the Plan has involved Senior Management Teams from across the Council, who have considered a number of factors when updating their sections of the Plan and the key performance indicators. These factors include the following:
 - the on-going pandemic and the demand on services and functions;
 - ensuring the Plan reflects the political priorities of the current Administration;
 - latest performance data of services and functions;
 - the budget recently approved by Council and the likely budget outlook; and
 - changes in the Council's external environment;

Key Performance Indicators

9. As part of the annual review of the Plan, a small number of key performance indicators have changed. Some of the targets have been revised for 2021-2022 and 2022-2023 to reflect realistic expectations following impact of Covid-19. However, some of the performance data will not be available until after the Plan has been published. Once this data becomes available the Plan will be updated accordingly.

Well-being Statement

10. There is no change to the Well-being Statement that appears in this updated Plan compared with that approved by Council in 2019.

Monitoring and Review

11. The Corporate Plan provides a corporate framework that will be implemented through the business planning and performance management system (CPMS). On an annual basis, Council will formally report on the progress made in implementing the Plan and the extent to which the objectives are being met

Financial Appraisal

12. In putting this Plan together, account has been taken of any budget savings/financial impacts, as part of the Council's budget setting and planning process for 2021-2022. These have been incorporated into revenue and capital budgets for the financial year.

Integrated Impact Assessment

13. A first stage impact assessment has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. The first stage impact assessment has indicated that a more in-depth assessment was required.

An overview of the Integrated Impact Assessment has been included below in summary form only and it is essential that Members read

the Integrated Impact Assessment, which is attached to the report at Appendix 2, for the purposes of the meeting.

In terms of addressing inequality and socio-economic disadvantage the Plan will have a positive impact on the overall well-being of residents via the continued work to advance equality of opportunity whilst eliminating discrimination and harassment. The Plan will also have a positive impact on the biodiversity of the area as key improvement priorities relate to the promotion of sustainable economic growth and the conservation and enhancement of the natural environment. With regard to the Welsh language, as a result of our continued work to improve Welsh education and learning provision, there will be a positive impact on opportunities to use the Welsh language.

Valleys Communities Impact

14. The Plan contains initiatives to support valley communities across the county borough.

Workforce Impact

15. Audit Wales are supporting the Council to learn workforce planning lessons from the Covid-19 pandemic, and to strengthen workforce planning arrangements as we move into recovery and deliver the work outlined in the Plan.

Legal Impact

16. The publication of this Plan will meet the requirements of the Well-being of Future Generations (Wales) Act 2015 by setting out our well-being objectives and the steps we will take to achieve them and how we will measure progress. Our well-being objectives show how the Council contributes to the social, economic, cultural and environmental well-being of Neath Port Talbot and to the seven national well-being goals contained within the Well-being of Future Generations (Wales) Act 2015.

Risk Management

17. The Council's Corporate Risk Register will be updated with any risks associated with the delivery of the work outlined in the Plan.

Consultation

18. There is no requirement under the Well-being of Future Generations (Wales) Act 2015 to consult on this updated Plan as no changes have been made to the well-being objectives.

Recommendations

19. Having had due regard to the Integrated Impact Assessment it is recommended that:
 - i. Cabinet approve the updated Corporate Plan for the period 2021-2023.
 - ii. The Head of Human & Organisational Development be authorised to add the additional performance data to the report when available.
 - iii. The Head of Human & Organisational Development is given delegated authority in consultation with the Leader, Deputy Leader and Chief Executive to make any further changes that are necessary prior to final publication and which do not materially change the content of the Plan.
 - iv. Members refer this Plan to Council for formal adoption at its meeting on the 26th May 2021.

Reason for Proposed Decision

20. To ensure the revisions made to the Corporate Plan are approved, meeting legal duties set out in the Well-being of Future Generations (Wales) Act 2015 as they relate to council corporate planning activities.

21. Implementation of Decision

The decision is proposed for implementation after the three day call in period.

Appendices

- 22. Appendix 1 – Corporate Plan 2021-2023
- 23. Appendix 2 – Integrated Impact Assessment

List of Background Papers

- 24. Wellbeing of Future Generations (Wales) Act 2015
- 25. Shared Purpose: Shared Future, Statutory Guidance on the Well-being of Future Generations (Wales) Act 2015, SPSF:1, SPSF2; SPSF3
- 26. Corporate Plan 2019-2022

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