

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

CABINET

25TH APRIL 2023

REPORT OF THE CORPORATE DIRECTORS GROUP

Matter for Decision

Wards Affected: All Wards

**2023-2024 Strategic Change Programme –
Working in Partnership for Our People, Our Places and Our Planet
(Contained within the Corporate Plan 2022-2027)**

Purpose of Report

1. To present an updated Strategic Change Programme for the period 2023-2024 for approval prior to being referred to Council on 26th April 2023 for formal adoption.

Background

2. The council's Corporate Plan for 2022-2027 was published in May 2022 focusing on recovering from the Covid-19 pandemic, resetting affected services, adapting to many new ways of working and the increasing demand on services and functions.
3. The Corporate Plan includes a Strategic Change Programme, which is the section that has been updated for 2023-2024. The Strategic Change Programme details key outcomes across each of the four well-being objectives to be achieved by 2027 and reflects our priorities for the coming year, providing a strategic direction for travel.
4. The medium and long term vision for the overarching Corporate Plan was informed by the 2021 Let's Talk campaign. This enabled the council to hear what was important for individuals, local businesses, community organisations and partners as we moved through the

pandemic. The Let's Talk campaign will be revisited in the coming months to find out what matters to our communities now which will inform a wider review of the Corporate Plan for 2024-2025.

Strategic Change Programme Review 2023-2024

5. The process to review the Strategic Change Programme for 2023-2024 has involved Senior Management Teams and officers from across the council, who have considered a number of factors when updating the priorities and the key performance measures.

These factors included the following:

- the on-going pandemic and the demand on services and functions;
 - ensuring the Corporate Plan reflects the political priorities of the current Administration;
 - latest performance data of services and functions;
 - the budget for 2023-2024 recently approved by Council and the likely budget outlook; and
 - frequent changes in the council's external environment;
6. The four well-being objectives within the Corporate Plan remain unchanged as they are still relevant and the main focus continues to be 'Recover, Reset, Renew'. Therefore the Strategic Change Programme is the only part of the Corporate Plan which has been reviewed and is attached in Appendix 1.
 7. Within the revised programme, we provide detail on some of our key achievements during 2022-2023 and priorities for delivery during 2023-2024.
 8. The Strategic Change Programme meets the statutory requirements contained within the Well-being of Future Generations (Wales) Act 2015.

Performance Measures

9. As part of the review a number of performance measures contained within the Strategic Change Programme have been revised to reflect realistic expectations and available data.

Financial Appraisal

10. In reviewing the Strategic Change Programme account has been taken of any budget savings/financial impacts, as part of the council's budget setting and planning process for 2023-2024. These have been incorporated into revenue and capital budgets for the financial year.

Integrated Impact Assessment

11. During the development of the council's Corporate Plan 2022-2027 an integrated impact assessment was undertaken. As there has been no change to the main body of the Corporate Plan and the Well-Being Objectives remain unchanged the integrated impact assessment is still relevant.

Valleys Communities Impact

12. The revised Strategic Change Programme contains initiatives to support valley communities across the county borough.

Workforce Impact

13. The council's Strategic Workforce Plan links to and supports the strategic priorities set out in the Corporate Plan, by identifying what the workforce needs to look like and how it needs to operate to deliver outcomes for the residents of Neath Port Talbot. The Plan helps provide the direction and to ensure that we have the right people, with the right skills and attitudes, in the right place and at the right level.

Legal Impact

14. The publication of the Strategic Change Programme will meet the requirements of the Well-being of Future Generations (Wales) Act 2015 by detailing the steps that we will take to achieve our four well-being objectives. 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 Act.

Risk Management

15. The council's Corporate Risk Register will be updated with any risks associated with the delivery of the work outlined in the Programme.

Consultation

16. There is no requirement under the Well-being of Future Generations (Wales) Act 2015 to consult on Strategic Change Programme as no changes have been made to the well-being objectives.

Recommendations

17. It is recommendation that:
 - i. Cabinet approve the revised Strategic Change Programme for the period 2023-2024.
 - ii. The Head of People & 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 Programme.
 - iii. Members refer this Strategic Change Programme to Council for formal adoption at its meeting on the 26th April 2023.

Reason for Proposed Decision

18. To ensure the revisions made to the Strategic Change Programme section of 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.

Implementation of Decision

19. The decision is proposed for immediate implementation due to it being referred to Council on 26th April 2023.

Appendices

20. Appendix 1 – Strategic Change Programme 2023-2024

List of Background Papers

21. Wellbeing of Future Generations (Wales) Act 2015
22. Shared Purpose: Shared Future, Statutory Guidance on the Well-being of Future Generations (Wales) Act 2015, SPSF:1, SPSF2; SPSF3
23. Corporate Plan 2022-2027 Integrated Impact Assessment

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