

Meeting:	Cabinet	Date:	15 October 2014
Subject:	Peer Review		
Report Of:	Cabinet Member for Performance & Resources		
Wards Affected:	All		
Key Decision:	No	Budget/Policy Framework:	No
Contact Officer:	Martin Shields, Corporate Director of Services & Neighbourhoods		
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Appendices:	1. Peer Challenge Action Plan		

FOR GENERAL RELEASE

1.0 Purpose of Report

- 1.1 To inform members of the progress made against the Corporate Peer Challenge and provide a copy of the Peer Challenge Action Plan.

2.0 Recommendations

- 2.1 Cabinet are asked to **RESOLVE** that the report and action plan be noted and that updates be received on a quarterly basis.

3.0 Background and Key Issues

- 3.1 Members will recall that the Peer Challenge took place between 11th to 13th December 2013 with the final report being signed off on 12th March 2014. The report highlighted many areas of good performance and particularly praised the work done on regeneration in the City but also made reference to areas for improvement. Since then officers have been working with colleagues from the local Government Association (LGA), Cabinet, staff and wider Members to establish how the key points of the Action Plan can be addressed.
- 3.2 The Action Plan has been evolving over the Summer months, and continues to do so as an ongoing piece of work. Significant progress has been made in terms of staff engagement, budget consultation, understanding of the financial pressures and linking priorities to resources. However, particularly pleasing is the vast improvement in Member/Officer relations. In order to raise awareness of the action plan consultation sessions have been held with Senior Managers, all staff through team meetings and email briefings, Cabinet, Group Leaders and all Councillors'. The feedback from these sessions are all included in the Action Plan which is attached at Appendix 1.
- 3.3 As a result of the above activities an agreed set of recommendations and challenges were identified for the Council to consider and arrangements have been put in place with the support of the LGA to develop the actions in the plan. This includes support from Peers for each of the political parties. Meetings are being

scheduled for the Peers to meet their own political groups before widening the discussions to include staff and cross-party discussions. These are scheduled to take place between September-November 2014.

- 3.4 As Members will see in the action plan a number of issues have already been addressed and in order to monitor progress a RAG (red, amber, green) rating has been added to the action plan for ease of reference

4.0 Alternative Options Considered

- 4.1 This approach has been specifically tailored for the City Council and agreed with Group Leaders. The LGA are responsible for peer challenges nationwide. While other models could be formulated they would not have the cross local government recognition that this will do.

5.0 Reasons for Recommendations

- 5.1 To ensure members are aware of the plans in place to meet the requirements of Cabinet and Audit Governance Committee.

6.0 Future Work and Conclusions

- 6.1 Delivery of the Action Plan will be monitored over the coming year and outcomes reported at the end of financial year 2014/15.

7.0 Financial Implications

- 7.1 There have been no financial implications identified.

(Financial Services have been consulted in the preparation this report.)

8.0 Legal Implications

- 8.1 There have been no legal implications identified.

(Legal Services have been consulted in the preparation this report.)

9.0 Risk & Opportunity Management Implications

- 9.1 This is an opportunity for the Council to identify areas for improvement using a 'critical friend' approach provided by the LGA.

10.0 People Impact Assessment (PIA):

- 10.1 The PIA Screening Stage was completed and did not identify any potential or actual negative impact, there a full PIA was not required.

11.0 Other Corporate Implications

Community Safety

- 11.1 None

Sustainability

11.2 None

Staffing & Trade Union

11.3 None

Background Documents: None