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| Meeting: | Overview and Scrutiny Committee | Date: | 2 December 2024 |
| Subject: | Draft Corporate Plan 2025-28 for Consultation | | |
| Report Of: | Leader of the Council | | |
| Wards Affected: | All | | |
| Key Decision: | No | Budget/Policy Framework: | No |
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| Appendices: | 1. Draft Corporate Plan 2025-28 | | |

FOR GENERAL RELEASE

1.0 Purpose of Report

- 1.1 This report presents the draft Corporate Plan 2025-2028 and seeks approval to commence the required consultation process. The report also outlines the timetable for development of the final Plan.

2.0 Recommendations

- 2.1 Overview and Scrutiny Committee is asked to consider the information contained in the report and make any recommendations to Cabinet.

3.0 Background and Key Issues

- 3.1 The Corporate Plan sets out Gloucester City Council's strategic direction over the next four years and how it intends to deliver its vision through a set of priorities, key projects and actions.
- 3.2 Following the elections in 2024 the Cabinet, working alongside officers, undertook to consider their goals, alongside reviewing existing workstreams, and define a set of new objectives. From this, a strategic vision and set of key actions, projects and measures have been developed that will communicate what the council will be doing and how it will direct its resources over the next four years.
- 3.3 The overarching vision is 'Putting the heart back into Gloucester', driven by the Administration's key objectives to strengthen civic pride, build more affordable homes, deliver a zero-carbon council, improve the biodiversity of our parks, transform Council services, deliver regeneration and make the City an exciting and attractive place to live and visit.
- 3.4 The priorities that set out how this will be achieved are:
1. A vibrant and attractive city that celebrates Gloucester's unique heritage.

2. Inclusive, thriving communities and residents that feel safe, supported and valued.
3. An innovative and accountable council focused on providing high-quality, accessible services and facilities.

3.5 Each priority has a set of promises, and each promise is accompanied by a number of actions and projects. The key actions and projects will provide a performance framework for the Plan that identifies how progress will be measured using milestones and available data. They will also inform Service Plans and staff Personal Performance Plans, ensuring that capacity and resources are directed to support the delivery of the Corporate Plan, while maintaining a culture of performance management and accountability.

3.6 In accordance with the council's Budget and Policy Framework Procedure Rules, the next stage in the development of the new Corporate Plan is a six-week period of public consultation. The purpose of the consultation is to obtain views on the overall direction of the draft Plan, the main themes and priority areas. As part of this process, key partners will be invited to respond to the consultation and the Overview and Scrutiny Committee will have the opportunity to scrutinise the draft Plan and provide comments that will be considered alongside the consultation responses.

4.0 Social Value Considerations

4.1 The Council has a Social Value Policy that outlines the how the City Council intends to deliver on a broad range of local commitments through the delivery of its procurement activity and this will be relevant to various actions and projects in the draft Corporate Plan.

5.0 Environmental Implications

5.1 Tackling climate change and other environmental matters are a key priority with the Corporate Plan, evidenced through a number of relevant projects and actions.

6.0 Alternative Options Considered

6.1 The development of the draft Corporate Plan has been an iterative process with alternative options considered throughout.

7.0 Reasons for Recommendations

7.1 A new Corporate Plan is required to succeed the current plan and the report sets out the draft Plan and key steps to approving the final version, including the public consultation.

8.0 Future Work and Conclusions

8.1 The timetable for approval of the final Corporate Plan is as follows:

| Date | Work Involved |
|------|---------------|
|------|---------------|

| | |
|--|---|
| 13 November 2024 | Cabinet – To approve the draft Corporate Plan for consultation |
| 15 November-27 December 2024 | Public consultation |
| 2 December 2024 (date agreed with Chair of O&S) | Overview and Scrutiny Committee – To consider the draft Corporate Plan as part of the consultation process |
| 15 January 2025 | Cabinet – To recommend the final Corporate Plan to Council for approval, incorporating public and O&S comments |
| 30 January 2025 | Council – To approve the final Corporate Plan |

9.0 Financial Implications

9.1 There are no specific financial implications resulting from this report; however, if the Corporate Plan is approved, the Money Plan to be considered by Council in February 2025 will seek to reflect the Administration's priorities and the Council's agreed plans and strategies that have informed the development of the Corporate Plan.

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

10.0 Legal Implications

10.1 The Corporate Plan is a non-statutory element of the council's Policy Framework and, as such, must be approved by the full Council. This report is the first step towards approving the final Corporate Plan.

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

11.0 Risk & Opportunity Management Implications

11.1 Risks and opportunities associated with the final Corporate Plan will be considered as part of the Council's strategic and service risk registers, ensuring that risk management is embedded in the Council's approach to managing its performance, capturing all associated risks and proposals for their management and mitigation.

12.0 People Impact Assessment (PIA) and Safeguarding:

12.1 A PIA has not been completed at this stage as the Corporate Plan is currently in draft form. A PIA will be conducted, in advance of the final version being considered by Cabinet and Council.

13.0 Community Safety Implications

13.1 Community safety remains a priority for the council and there are actions and projects that specifically target this.

14.0 Staffing & Trade Union Implications

- 14.1 Corporate Plan actions will inform staff Personal Performance Plans, ensuring that all staff understand how their role contributes to the delivery of the council's strategic vision.
- 14.2 The Council's Workforce Strategy and Values and Behaviour Framework will be reviewed to ensure they remain aligned to the new Corporate Plan once approved.

Background Documents: None