

Birmingham City Council

Report to Cabinet

30th July 2019



Subject: Refresh of the Council Plan
Report of: Assistant Chief Executive
Relevant Cabinet Member: Councillor Ian Ward - Leader
Councillor Brigid Jones – Deputy Leader
Relevant O &S Chair(s): Councillor Carl Rice – Chair, Coordinating Overview and Scrutiny Committee
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Are specific wards affected?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No – All wards affected
If yes, name(s) of ward(s):		
Is this a key decision?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If relevant, add Forward Plan Reference:		
Is the decision eligible for call-in?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Does the report contain confidential or exempt information?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If relevant, provide exempt information paragraph number or reason if confidential :		

1. Executive Summary

- 1.1 This report contains a refreshed Council Plan that reflects the progress made over the last 12 months, and that sets out the direction and priorities for the Council for the remainder of the planning cycle.

2. Recommendation(s)

That Cabinet:

- 2.1 Adopts this refreshed Plan as the overarching statement of intent and direction to drive the Council's improvement and deliver the right outcomes for the city and its residents.

3 Updates to the existing Council Plan

3.1 The refreshed Council Plan contains a number of important updates to the existing Plan. These are:

- Inclusion of an introduction section that sets out achievements against our initial Council Plan Outcomes and Priorities, to demonstrate progress and identify where the key challenges remain for the Council and the city
- A refreshed performance framework, appended to the Council Plan – this represents a step forward in the Council's improvement with regard to performance management and includes indicators that more effectively enable the Council to measure the right things
- Amendments to the following two priorities to reflect emphasis on reducing inequality:
 - Outcome 1, Priority 2: We will strive to maximise the investment in the city and engage local employers to create high quality jobs and opportunities for citizens, especially for those in the most deprived circumstances
 - Outcome 4, Priority 7: We will work with our partners to reduce inequalities and build a fair, inclusive city for all
- Amendment to the following priority to reflect emphasis on wellbeing
 - Outcome 2, Priority 1: We will improve the wellbeing of vulnerable children and young people (including those with Special Educational Needs and Disability)
- Addition of a sixth Outcome to the Council Plan focusing on tackling climate change
- Inclusion of a specific section focusing on how the Council will work more closely with communities at a neighbourhood level

Please note: The design of the document may change in line with corporate branding guidelines, however, the content will remain unchanged.

4. Next Steps

4.1 Subject to approval by Cabinet, the next steps with regard to the refreshed Council Plan will include:

- Presentation to Full Council for ratification
- Adoption of the refreshed Plan into the Council's core business, driving strategic planning and delivery of outcomes

- Engagement with Overview & Scrutiny to identify focus areas of the Plan for Committee work programmes

5 Options considered and Recommended Proposal

5.1 Options considered include:

- Continue with the existing Council Plan, without refresh (not recommended)
- Refresh the Council Plan to reflect progress against the initial Plan and key remaining challenges, to continually strengthen the performance framework and to incorporate specific commitments regarding reducing inequality and climate change (recommended)

6 Consultation

6.1 Cabinet Members, Council Management Team and directorate staff have been involved in development of the refreshed Council Plan. Delivery of the Plan continues to be undertaken in collaboration with the NHS STP, Birmingham Children's Trust, West Midlands Combined Authority, wider public sector, the LEP and private sector, and VCS sector.

7 Risk Management

7.1 This report sets out the Council's Plan and Priorities, and is underpinned by the Council's Performance Framework. It thereby sets the direction for delivery of outcomes, associate risks, and how these will be reported and monitored.

8 Compliance Issues:

8.1 How are the recommended decisions consistent with the City Council's priorities, plans and strategies?

The recommended decision is consistent with the Council's obligation and commitment to providing clarity in its key ambitions and goals and how these will be achieved.

8.2. Legal Implications

There are no legal implications arising from this report.

8.3. Financial Implications

The Council Plan 2018-22 forms a key part of the budgeting and service planning process for the City Council that takes account of existing finances and resources, and sets out the key strategic and operational outcomes that the City Council wishes to achieve.

8.4. Procurement Implications (if required)

8.4.1 None identified.

8.5. Human Resources Implications (if required)

8.5.1 None identified.

8.6. Public Sector Equality Duty

8.6.1 The 2018/19 Council Plan and Performance Framework is designed to ensure significant improvement in service quality and outcomes for the people of Birmingham towards achieving long term priorities. Some of the measures have a particular focus on particular challenges faced by Birmingham citizens e.g. unemployment, homelessness, and social care. Non-achievement may have a negative impact on external assessments of the City Council, and could put relevant funding opportunities at risk.

8.0 Background Documents

- Existing Council Plan 2018-2022

Annexe 2: Protocol – Public Sector Equality Duty

1. The public sector equality duty drives the need for equality assessments (Initial and Full). An initial assessment should, be prepared from the outset based upon available knowledge and information.
2. If there is no adverse impact then that fact should be stated within the Report at section 4.4 and the initial assessment document appended to the Report duly signed and dated. A summary of the statutory duty is annexed to this Protocol and should be referred to in the standard section (7.6) of executive reports for decision and then attached in an appendix; the term 'adverse impact' refers to any decision-making by the Council which can be judged as likely to be contrary in whole or in part to the equality duty.
3. A full assessment should be prepared where necessary and consultation should then take place.
4. Consultation should address any possible adverse impact upon service users, providers and those within the scope of the report; questions need to assist to identify adverse impact which might be contrary to the equality duty and engage all such persons in a dialogue which might identify ways in which any adverse impact might be avoided or, if avoidance is not possible, reduced.
5. Responses to the consultation should be analysed in order to identify:
 - a) whether there is adverse impact upon persons within the protected categories
 - b) what is the nature of this adverse impact
 - c) whether the adverse impact can be avoided and at what cost – and if not –
 - d) what mitigating actions can be taken and at what cost
6. The impact assessment carried out at the outset will need to be amended to have due regard to the matters in (4) above.
7. Where there is adverse impact the final Report should contain:

- a summary of the adverse impact and any possible mitigating actions (in section 7.6 or an appendix if necessary)
- the full equality impact assessment (as an appendix)
- the equality duty (as an appendix).

Equality Act 2010

The Executive must have due regard to the public sector equality duty when considering Council reports for decision.

The public sector equality duty is as follows:

1. The Council must, in the exercise of its functions, have due regard to the need to:
 - a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act;
 - b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
2. Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
 - a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
 - b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
 - c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
3. The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
4. Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
 - a) tackle prejudice, and
 - b) promote understanding.
5. The relevant protected characteristics are:

a) Marriage & civil partnership	f) Race
b) Age	g) Religion or belief
c) Disability	h) Sex
d) Gender reassignment	i) Sexual orientation
e) Pregnancy and maternity	