

# BIRMINGHAM CITY COUNCIL

## PUBLIC REPORT

**Report to:** CABINET  
**Report of:** CHIEF EXECUTIVE  
**Date of Decision:** 26<sup>th</sup> June 2018  
**SUBJECT:** BIRMINGHAM CITY COUNCIL PLAN 2018-2022  
(FORWARD PLAN NUMBER: 005193/2018)

**Key Decision:**

**If not in the Forward Plan:** Chief Executive approved   
(please "X" box) O&S Chairman approved   
**Relevant Cabinet Member(s) or** COUNCILLOR IAN WARD, LEADER  
**Relevant Executive Member :**  
**Relevant O&S Chair:** Cllr John Cotton  
**Wards affected:** ALL

### 1. Purpose of report:

- 1.1 This report seeks authority from Cabinet to agree the Council Plan 2018–2022.
- 1.2 It sets out the Council's vision, outcomes, priorities and council performance measures for the next four years.

### 2. Decision(s) recommended:

That Cabinet:

- 2.1 Approve the Council Plan 2018-2022 as the overarching plan for the Council's medium term planning framework which will inform detailed action planning by services.
- 2.2 Approve the measures set out in the Council Plan 2018-2022.

### Lead Contact Officer(s):

Jonathan Tew, Assistant Chief Executive

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### 3. Consultation:

#### 3.1 Internal

3.1.1 The Council Plan outcomes, priorities and performance measures were developed through a series of internal planning workshops, namely:

- Extended Leadership Team (ELT) planning workshop.
- Corporate Management Team (CMT) subsequent review and evaluation.
- The Executive Management Team (EMT) held bespoke extended sessions. These included a workshop to consider, reflect and take account of: detailed analysis and insight on the "State of the City", (this included information on the demographic, social, economic challenges and strengths across Birmingham); the latest residents' feedback on priorities and concerns; and the results from the previous years' budget consultation. This was followed by bespoke sessions to debate and develop the outcomes, priorities and measures in the light of the first session.

## 3.2 External

- 3.2.1 Please see 3.1.1. The strategic outcomes and priorities have been informed by the residents' survey and the results of previous extensive budget consultations, where residents had identified what was most important to them. Further consultation on the allocation of future resources against priorities will take place in the autumn.

## 4. **Compliance Issues:**

### 4.1 Are the recommended decisions consistent with the Council's policies, plans and strategies?

- 4.1.1 The Council Plan 2018-22 provides a refreshed statement of outcomes, key priorities and high level performance measures to be used to develop the Council's policies, plans and strategies.

### 4.2 Financial Implications

(Will decisions be carried out within existing finances and Resources?)

- 4.2.1 There are no direct financial implications arising from this report although the Council Plan 2018–22 will provide the framework against which resource allocation and spending decisions will be made in the future.

### 4.3 Legal Implications

- 4.3.1 There are no legal implications arising from this report.

### 4.4 Public Sector Equality Duty (see separate guidance note)

- 4.4.1 The Council Plan 2018-22 commits the Council to act to ensure that every child, citizen and place matters. Birmingham City Council will address the many challenges the city of Birmingham faces, such as higher than average levels of employment, homelessness and child poverty. The analysis of these challenges and opportunities plots how issues need to be addressed at several stages of citizens' lives. Equality is acknowledged as one of the key ways in which we work. Birmingham's diversity of culture, faith and ethnicity means that the city will strive to be a place where all live, work and play together and value and respect difference.

## 5. **Relevant background/chronology of key events:**

- 5.1.1 The Council Plan outcomes, priorities and measures were developed through dedicated intensive workshops with both senior managers of the Council and Cabinet Members during May and the beginning of June. The outcomes, priorities and measures which will enable the City Council to realise its vision were developed through an iterative process of drafting and refinement through this internal consultation.

- 5.1.2 The Council Plan 2018-2022 sets out the following overarching ambition: "Birmingham - a city of growth where every child, citizen and place matters",

There are five outcomes which the city wants to achieve.

1. **“Birmingham is an entrepreneurial city to learn, work and invest in.** We want a city that invests in its people so that everyone can have opportunities to realise their potential through lifelong learning, skills and good jobs. We want to invest in the buildings and transport connections of our city to provide better places to live and work and enable businesses to prosper. HS2 will be a key milestone in the city’s development and we must make the most of this opportunity to boost our economy”.
2. **“Birmingham is an aspirational city to grow up in.** We want to respond to our unique profile as the youngest city in Europe to give all children from every background and community the best start in life with a clear pathway to achieve success and realise their full potential”
3. **“Birmingham is a fulfilling city to age well in.** We want citizens to live more active, longer, healthier and independent lives. We want to reduce social isolation so that people can make positive choices and take control over their wellbeing”.
4. **“Birmingham is a great city to live in.** We want Birmingham to be a city of flourishing neighbourhoods, with good quality housing, clean air, safe streets and green spaces. We want to be a city where our citizens have pride in where they live, have a strong sense of belonging and a voice in how Birmingham is run.”
5. **Birmingham residents gain the maximum benefit from hosting the Commonwealth Games.** The Commonwealth Games gives us a global stage to project a positive image of our city and provide a long lasting legacy of homes and sporting facilities”

**6. Evaluation of alternative option(s):**

- 6.1. Do nothing - the Council Plan is the core planning and performance document for the organisation. It sets the strategic direction for the Council and is the framework for directorate and service plans, which in turn inform individual staff objectives. Do nothing is therefore not an option.
- 6.2 Continue to use current KPIs – the current KPIs reported to Cabinet do not reflect the new priorities and outcomes and therefore will not ensure the necessary progress is being achieved.

**7. Reasons for Decision(s):**

- 7.1 As stated in 6.1. the Council Plan 2018–22 is at the heart of the planning framework. It articulates the Council’s vision, objectives and priorities, setting the direction for service planning and individual objectives. This clear statement of intended outcomes and priorities and key performance indicators provides the basis for future resource allocation and the means to evaluate the Council’s performance.

**Signatures**

	<b><u>Date</u></b>
Councillor Ian Ward, Leader	
.....	.....
Dawn Baxendale Chief Executive	
.....	.....

**List of Background Documents used to compile this Report:**

**List of Appendices accompanying this Report (if any):**

1. The Council Plan 2018-2022
2. The Initial Equality Impact Assessment
- 3.
- 4.
- 5.

**Report Version                      Dated**

## **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 (4.4) 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 4.4 or an appendix if necessary)
  - the full equality impact assessment (as an appendix)
  - the equality duty – see page 9 (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
  - (b) Age
  - (c) Disability
  - (d) Gender reassignment
  - (e) Pregnancy and maternity
  - (f) Race
  - (g) Religion or belief
  - (h) Sex
  - (i) Sexual orientation