



# Cabinet

23 June 2015

<b>Report title</b>	Corporate Plan 2015/16 and the Wolverhampton Way	
<b>Cabinet member with lead responsibility</b>	Councillor Roger Lawrence Leader of the council	
<b>Key decision</b>	Yes	
<b>In forward plan</b>	Yes	
<b>Wards affected</b>	All	
<b>Accountable director</b>	Keith Ireland, Managing Director	
<b>Originating service</b>	Transformation, Corporate Core	
<b>Accountable employee(s)</b>	Charlotte Johns	Head of Transformation
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<b>Report to be/has been considered by</b>	Strategic Executive Board	19 May 2015
	Executive Team	3 June 2015
	Cabinet	23 June 2015
	Scrutiny Board	30 June 2015
	Council (Corporate Plan)	15 July 2015

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## Recommendation(s) for action or decision:

Cabinet is recommended to:

1. Approve the Corporate Plan 2015/16, subject to minor amendments by Scrutiny Board, to go forward to Council on 15 July.
2. Approve the Wolverhampton Way: our strategic approach to transformation, subject to minor amendments by Scrutiny Board.
3. Delegate approval of amendments post Scrutiny Board to the Leader in consultation with the Managing Director.

## **1.0 Purpose**

1.1 The purpose of this report is to approve the council's Corporate Plan for 2015/16, and the supporting 'Wolverhampton Way' document which sets out how we will deliver our mission of 'working as one to serve our city'.

## **2.0 Background**

2.1 In 2014 work was undertaken to simplify the council's Corporate Plan. The revised Corporate Plan approach aims to simplify our priorities into 'stronger communities' (People) and 'stronger economy' (Place) supported by a 'Confident Capable Council' (Corporate).

2.3 Positive feedback was received on the approach in the council's Corporate Peer Challenge in December 2014.

2.4 In summary, the Corporate Plan on a Page includes:

- Three Corporate Plan Priorities
- Seven Corporate Plan Outcomes
- 14 Corporate Plan Objectives
- Seven C3 Programme Workstreams

2.5 The council's planning and performance management approach going forward will be focussed on the delivery of the Corporate Plan. The performance measures will form the quarterly corporate performance management report, which will be reported to Strategic Executive Board (SEB), Cabinet (Performance Management) Panel and Scrutiny Board.

## **3.0 Corporate Plan 2015/16**

3.1 The Corporate Plan has been designed as a thematic-based document, ensuring that content does not follow a silo based approach. For example, in ensuring the delivery of the 'Keeping the City Safe' objective, a number of service areas outside the direct control of the accountable senior officer, such as street lighting.

3.2 Fifteen 'Plans on a Page' have been produced (6 x Place, 8 x People). Confident Capable Council has one plan, which encompasses all seven work streams. The plans on a page include:

- Why each objective is important and the long term vision;
- The council's key policies and strategies which support each objective;
- Actions to support the delivery of each objective;
- A number of key performance measures which will help monitor progress.

3.3 Where supportive policies and strategies that have been identified, these are being reviewed to ensure that they meet the council's agreed definition of a policy and/or

strategy. The Corporate Plan will enable users to interactively access these key policies and strategies, as well as the council's policy library.

- 3.4 The actions included the Corporate Plan will form part of senior manager's work programme for the year and link to appraisals. In turn, all employees work programmes and appraisals should link back to these.
- 3.5 The Corporate Plan will be discussed at Scrutiny Board on 30 June, and will go forward to Council on 15 July.

#### **4.0 The Wolverhampton Way**

- 4.1 The Wolverhampton Way document is a contextual narrative document that brings together a number of areas to articulate how we will deliver our mission of 'working as one to serve our city', and key strategy documents of the Corporate Plan and Organisational Development Strategy.
- 4.2 It includes reference to the high level Corporate Plan on a page, and a summary of the following areas:
- Service delivery
  - Medium Term Financial Strategy
  - Our Core Behaviours
  - Customer Service Standards
  - Performance Culture
  - C3 Transformation Programme
- 4.3 The Wolverhampton Way document will be discussed at Scrutiny Board on 30 June.

#### **5.0 Financial implications**

- 5.1 The C3 programme is intended to deliver transformation, improve efficiency and the increase the quality of services and will, therefore, directly contribute towards the delivery of the Medium Term Financial Strategy, including challenging savings requirements.
- 5.2 The revised Corporate Plan provides a framework of prioritisation for allocation of council budgets, in accordance with the Medium Term Financial Strategy.  
[GE/27052015/Y]

#### **6.0 Legal implications**

- 6.1 There are no specific legal implications arising from this report. The council's statutory responsibilities will be discharged through delivery of the Corporate Plan.  
[TS/26052015/J]

## **7.0 Equalities implications**

7.1 The council has a number of equality objectives, which underpin the Corporate Plan. Any policy change or budget decision is subject to an Equality Analysis screening, to understand the potential impact on the nine protected characteristics.

## **8.0 Environmental implications**

8.1 There are no direct environmental implications arising from this report. Environmental implications will be in several of the objectives of the Corporate Plan.

## **9.0 Human resources implications**

9.1 There are no human resources implications arising from this report. The Future People programme in the Corporate Plan will most significantly address HR implications.

## **10.0 Corporate landlord implications**

10.1 There are no corporate landlord implications arising from this report. The Future Space programme in the Corporate Plan will most significantly address corporate landlord implications.