

MEETING OF THE COUNCIL



Thursday, 8th February, 2024

7.00 pm

**Council Chamber
Thanet District Council
Margate**

**www.thanet.gov.uk
01843 577000**



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Date: **02 February 2024**
Ask For: Gabriella Stewart
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You are hereby summoned to attend the meeting of the Thanet District Council to be held in the Council Chamber, Council Offices, Cecil Street, Margate, Kent on Thursday, 8 February 2024 at 7.00 pm for the purpose of transacting the business mentioned below.

A handwritten signature in black ink, appearing to read "I. M. Bran".

Head of Legal and Democracy & Monitoring Officer

To: The Members of Thanet District Council

FIRE ALARM PROCEDURES: If the fire alarm is activated, please vacate the offices via the stairs either through the security door to the left of the Chair or opposite the lifts in the foyer. Please do not use the lifts. Please assemble in Hawley Square on the green. Officers will assist you and advise when it is deemed safe to return to the Chamber.

AGENDA

Item
No

5. **DRAFT CORPORATE PLAN 2024-28** (Pages 3 - 22)

Annex 2, Equalities Impact Assessment, to follow.

8. **CHANGES TO COMMITTEES** (Pages 23 - 26)

Draft Corporate Plan 2024-2028

Full Council	08 February 2024
Report Author	Hannah Thorpe (Head of Strategy and Transformation)
Portfolio Holder	Cllr Rick Everitt, Council Leader and Cabinet Member for Strategy & Transformation
Status	For decision
Classification:	Unrestricted
Key Decision	Policy Framework
Reasons for Key	N/A
Previously Considered by	Cabinet 19.10.23, OSP 16.01.24, Cabinet 25.01.24
Ward:	All

Executive Summary:

The council is updating its Corporate Plan. This is a key document which sets out the high-level priorities for the organisation over the next four years from 2024 to 2028.

The council's current Corporate Statement was adopted in 2019 and has now reached the end of its four year lifespan, in line with the electoral cycle.

This report sets out a proposed new vision statement and five proposed corporate priorities which are:

- To keep our district safe and clean
- To deliver the housing we need
- To protect our environment
- To create a thriving place
- To work efficiently for you

Following Cabinet consideration in October, a seven week consultation was held to allow an opportunity for residents and key stakeholders to comment on the proposals.

Members of the Overview and Scrutiny Panel were invited to review the draft Corporate Plan when they met on Tuesday 16 January 2024. There were no further suggestions or recommendations arising from the meeting.

At the Cabinet meeting on Thursday 25 January, it was agreed that the Cabinet recommends the draft Corporate Plan for final approval at full Council on Thursday 8 February 2024, subject to one addition. This was to include a reference within the priorities which acknowledges the work the council carries out with partners to address the health inequalities in the district.

Recommendation(s):

1. That Thanet District Council approves the proposed Corporate Plan for 2024-28 and implements this with immediate effect.

Corporate Implications

Financial and Value for Money

Once implemented, the Corporate Plan will provide the direction of travel for the council over the next four years. The dates for the public consultation, committee review and subsequent implementation align with the council's budget setting process. This is to ensure that the council's budget decisions reflect the council's priorities and in turn the priorities of the local community.

Legal

There is no legal requirement for the Council to have a Corporate Plan. The adoption of a Corporate Plan is however considered to be good practice and it provides a strategic framework for action during the lifetime of the Council. Article 4 of the Council's constitution includes the corporate plan as a policy which should be approved by Full Council.

Since the Corporate Plan is a strategic document there are no particular legal implications arising however policies and plans developed in accordance with the priorities set out in the plan are very likely to require legal input.

The Corporate Plan has been drafted following extensive local engagement and consultation satisfying any public law duty to consult and take into account the results of consultation.

Risk Management

A risk register will be developed and formed as part of the Corporate Plan implementation once approved. This will be a live document which will be monitored and updated throughout the life of the new Corporate Plan.

Corporate

This report proposes the council's new corporate priorities for the period 2024-2028.

Equality Act 2010 & Public Sector Equality Duty

Members are reminded of the requirement, under the Public Sector Equality Duty (section 149 of the Equality Act 2010) to have due regard to the aims of the Duty at the time the decision is taken. The aims of the Duty are: (i) eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act, (ii) advance equality of opportunity between people who share a protected characteristic and people who do not share it, and (iii) foster good relations between people who share a protected characteristic and people who do not share it.

Protected characteristics: age, sex, disability, race, sexual orientation, gender reassignment, religion or belief and pregnancy & maternity. Only aim (i) of the Duty applies to Marriage & civil partnership.

This report relates to the following aim of the equality duty: -

- To eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act.
- To advance equality of opportunity between people who share a protected characteristic and people who do not share it
- To foster good relations between people who share a protected characteristic and people who do not share it.

An Equalities Impact Assessment will be carried out to support the implementation of the council's new Corporate Plan. It will be included in the report going to Full Council, so that any implications for people with protected characteristics, and necessary regard can be given to all equalities considerations under the Public Sector Equality Duty, can be considered by the Council alongside The draft Corporate Plan.

Corporate Priorities

This report proposes new Corporate Priorities for the council, they are:

- To keep our district safe and clean
- To deliver the housing we need
- To protect our environment
- To create a thriving place
- To work efficiently for you

1.0 Introduction and Background

1.1 The council's previous Corporate Statement 2019-2023, was approved by Full Council on 10 October 2019. The plan has now come to the end of its four year cycle and is due for renewal.

1.2 The previous plan and core business objectives of growth, environment and communities can be viewed on the [council's website](#).

1.3 A Corporate Plan is intended to set out the direction of travel for the council over the next four years by identifying the overarching priorities for the future of Thanet. The plan is essential to help the council work towards achieving its longer-term vision for the district, ensuring resources across the council are focused on what matters most.

1.4 Having a clearly defined Corporate Plan provides a focus for the council to plan its work. As well as setting out the higher level aspirations for the district, it should also outline specific activity and projects that the council aims to achieve over the next four years.

1.5 The new Corporate Plan will be used as the basis for the creation of new Service Plans. These are the operational plans which will set out how the four year Corporate

Plan will be delivered by each council service area. Annual staff appraisals will then be set based on the Service Plans and wider Corporate Plan to ensure that all members of staff are clear of the important role they provide in helping the council to achieve its aims.

- 1.6 The Corporate Plan is also a way of ensuring that our stakeholders and the wider public are aware of the key work the council is delivering and through regular reporting of our performance, can have an oversight of the progress that we're making. The council's corporate performance indicators will therefore need to be reviewed and refreshed to reflect the new priorities. Progress against these priorities will be available to view at any time on the council's website and will also be monitored by the council's Overview and Scrutiny Panel on a six monthly basis.

2.0 The Current Situation - proposed Corporate Plan

- 2.1 As the previous Corporate Statement has come to an end, the council is now considering a new Corporate Plan which would be in place from 2024 until 2028.
- 2.2 A new Corporate Plan should consider the views of the local community. Our residents provide consistent feedback when it comes to their priorities for the council.

Each year as part of the annual residents' survey, **clean streets, feeling safe and thriving towns** are the areas residents prioritise.

Being **efficient** is consistently the top thing expected from us as a council and **listening** to the concerns of residents is consistently the area where there is least confidence.

Proposed Corporate Plan

- 2.3 On the basis of residents' feedback and the council's own aspirations for Thanet, a draft Corporate Plan 2024-28 has been proposed - this can be viewed in Appendix 1.

The draft Corporate Plan includes a Foreword from the Council Leader, a vision statement, five new priorities and outlines the things the council will deliver to meet each of these priorities. It also states how success will be measured.

- 2.4 The proposed ten year vision statement is as follows:

Thanet: A vibrant coastal resort where communities, businesses and residents thrive, supported by a listening and efficient council. Prosperity is increasing for all, protecting the environment is a common goal and there is pride in our beautiful place.

This is an aspirational statement which sets the longer-term direction for the council. This is not a detailed place-based vision as there is already a detailed vision for the district up to 2031 within the council's Local Plan.

- 2.5 The draft Corporate Plan 2024-28 proposes the following Corporate Priorities for the council over the next four years:

- To keep our district safe and clean

- To deliver the housing we need
- To protect our environment
- To create a thriving place
- To work efficiently for you

2.6 For each of the proposed priorities detailed in paragraph 2.5, a summary explaining what this means has been provided as well as an overview of the key activities, actions and projects that will be delivered within the Corporate Plan period to achieve this.

2.7 For context within the proposed plan there is also key statistical and demographic information provided to set out where we are today. Understanding the current status of the district is also important to consider.

3.0 Consultation approach

3.1 It is good practice to carry out a public consultation before implementing a new Corporate Plan. Ahead of the formal committee discussions, there was an opportunity for the community to comment on the proposed corporate priorities.

3.2 The consultation approach:

- A seven week consultation was held, which was open from Tuesday 14 November 2023 until Tuesday 2 January 2024.
- This consultation exercise linked directly with the annual residents' survey which included questions about residents' priorities and satisfaction with key council services. It also included questions on the proposed budget for 2024-25.
- An invitation to participate in the survey was sent to 6,000 randomly selected residents for feedback.
- A wider opportunity for comment was also available via an online survey on our engagement platform: Your Voice Thanet.
- There was an opportunity for residents to request a hard copy of the survey if they preferred. A total of four hard copy surveys were submitted.
- A link to the draft Corporate Plan was shared with key stakeholders, inviting them to comment on the proposed plan and community groups were also encouraged to support the promotion of the survey to people within their networks.
- A staff survey was conducted during this consultation period which included some questions on the Corporate Plan proposals.

4.0 Consultation feedback

4.1 There were 259 responses to the targeted, Annual Residents' Survey.

4.2 Within the survey, respondents were asked about the proposed Corporate Plan. They were asked in general, to what extent they either agreed or disagreed with the

proposed ten year vision statement for Thanet, and then with each of the five proposed corporate priorities.

- 4.3 67.5% stated in general, they either strongly agree or somewhat agree with the proposed vision statement. 13.5% stated they neither agree nor disagree and 18.9% stated they either strongly disagree or somewhat disagree.
- 4.4 81.1% stated in general, they either strongly agree or somewhat agree with priority one: To keep our district safe and clean. 8.9% stated they neither agree nor disagree and 10% stated they either strongly disagree or somewhat disagree.
- 4.5 64.5% stated in general, they either strongly agree or somewhat agree with priority two: To deliver the housing we need. 15.1% neither agree nor disagree and 20.5% stated they either strongly disagree or somewhat disagree.
- 4.6 70.7% stated in general, they either strongly agree or somewhat agree with priority three: To protect our environment. 11.6% neither agree nor disagree and 17.7% stated they either strongly disagree or somewhat disagree.
- 4.7 84.9% stated in general, they either strongly agree or somewhat agree with priority four: To create a thriving place. 7.3% neither agree nor disagree and 7.7% stated they either strongly disagree or somewhat disagree.
- 4.8 80.3% stated in general, they either strongly agree or somewhat agree with priority five: To work efficiently for you. 12.7% neither agree nor disagree and 7% stated they either strongly disagree or somewhat disagree.
- 4.9 In addition to the targeted survey, there were 299 responses to the open, Your Voice Thanet survey. The trend of responses broadly echoed those of the targeted sample survey.

60.9% agreed with the vision statement

80% agreed with priority one

67.2% agreed with priority two

69.6% agreed with priority three

80.6% agreed with priority four

80.2% agreed with priority five

5.0 Committee consideration

- 5.1 The Overview and Scrutiny Panel was invited to review the proposed draft Corporate Plan at its meeting on Tuesday 16 January 2024 and to make any recommendations that it would like the Cabinet to take into account when it considers the report.
- 5.2 The panel was supportive of the draft Corporate Plan and had no further observations or recommendations to make.
- 5.3 Cabinet then considered the draft Corporate Plan at its meeting on Thursday 25 January 2024. Cabinet supported the proposed plan and asked for one addition to be made. This was to include a reference within the priorities which acknowledges the

work the council carries out with partners to address the health inequalities in the district. This has been added to the draft Corporate Plan.

6.0 Next Steps

- 6.1 Following consideration by the Council, if the draft Corporate Plan 2024-28 is approved, officers will start the development of revised service plans and to review the Corporate Performance Indicators to ensure they reflect the new Corporate Priorities.
- 6.3 To launch the new Corporate Plan, supported by a communications plan.

Contact Officer: Hannah Thorpe, Head of Strategy and Transformation
Reporting to: Colin Carmichael, Chief Executive

Annex List

Annex 1: Draft Corporate Plan 2024-2028
Annex 2: Equalities Impact Assessment

Background Papers

The former Corporate Statement 2019-23 can be viewed on the [council's website](#).

Corporate Consultation

Finance: Chris Blundell, Director of Corporate Services and S151 Officer
Legal: Ingrid Brown, Head of Legal and Democracy & Monitoring Officer

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Draft Corporate Plan 2024-2028

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Foreword from the Council Leader

As leader of Thanet District Council, I am proud to be able to present our new Corporate Plan for 2024-28, a period in which we mark the 50th anniversary of the council's establishment through local government reorganisation in 1974.

With a new cohort of councillors elected in May 2023 and a majority administration now providing a level of political certainty in the medium term, it is an appropriate point at which to refresh our aims and ambitions for the district.

Some themes, however, remain constant. Residents have consistently told the council that they want the district to be cleaner and safer, for us to operate efficiently and listen more to them. Greater prosperity for our communities is a universal aspiration.

Other goals, like protecting the environment and addressing the crisis in affordable housing, have moved up the agenda in recent years, nationally and locally, as the problems have become more acute.

The part played in delivering hyperlocal services by town and parish councils is expanding and the district council recognises the opportunities this provides. It also helps to reinforce the distinct identities of our communities, which we recognise is important.

This plan is a guide for council members, officers and residents. We will continue to develop policies and actions to address the priorities identified within it and reflected in the 2023 election outcomes. It will enable us to assess our progress towards achieving them.

However, the plan belongs to the whole council, not just the current administration. And it will only succeed if it reflects the priorities of the entire Thanet community, which is why we have put in place a public consultation exercise to share it before adoption.

I believe that Thanet has a bright future and that the district council can play a leading role in delivering it. This plan is an essential tool to help us shape that.

Background: Corporate Plan purpose

The Corporate Plan sets out the direction of travel for the council over the next four years by identifying the overarching priorities for the future of Thanet.

The plan is essential to help the council work towards achieving its longer-term vision for the district, ensuring resources across the council are focused on what matters most.

Having a clearly defined Corporate Plan provides a focus for the council to plan its work.

As well as setting out the higher level aspirations for the district, it should also outline how the council intends to deliver these priorities.

The new Corporate Plan will be used as the basis for the creation of Service Plans. These are the council's internal operational plans which will set out how the four year Corporate Plan will be delivered by each council service area.

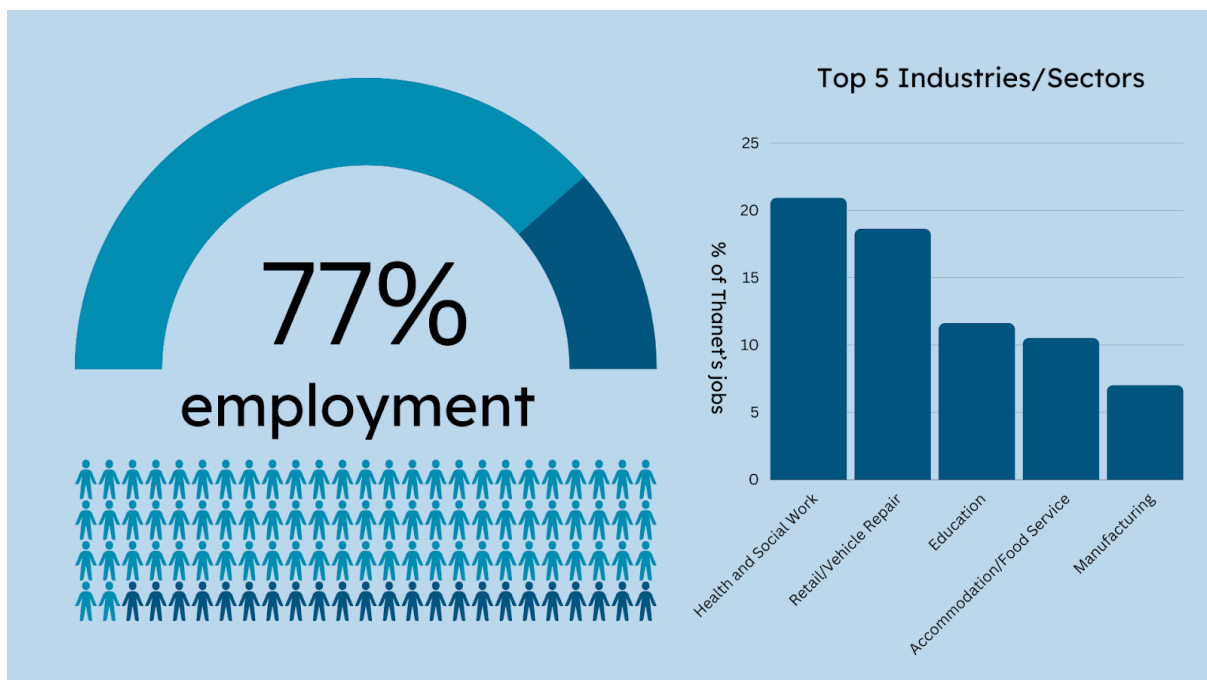
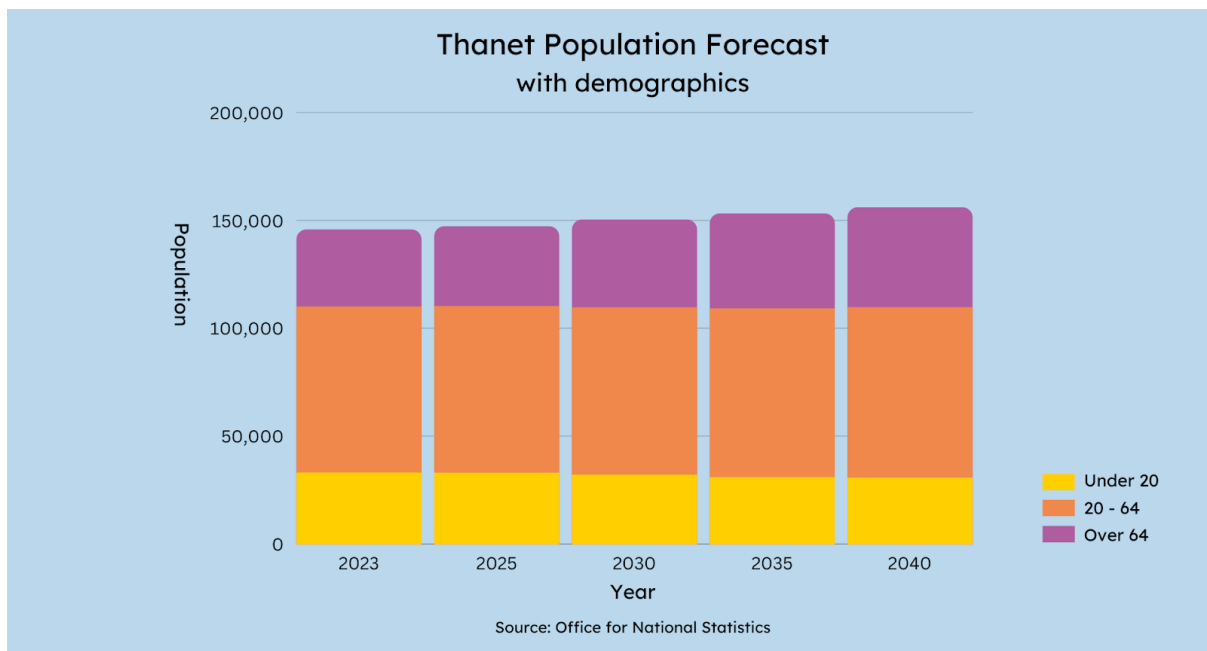
Annual staff appraisals will then be set based on the Service Plans and wider Corporate Plan to ensure that all members of staff are clear of the important role they provide in helping the council to achieve its aims.

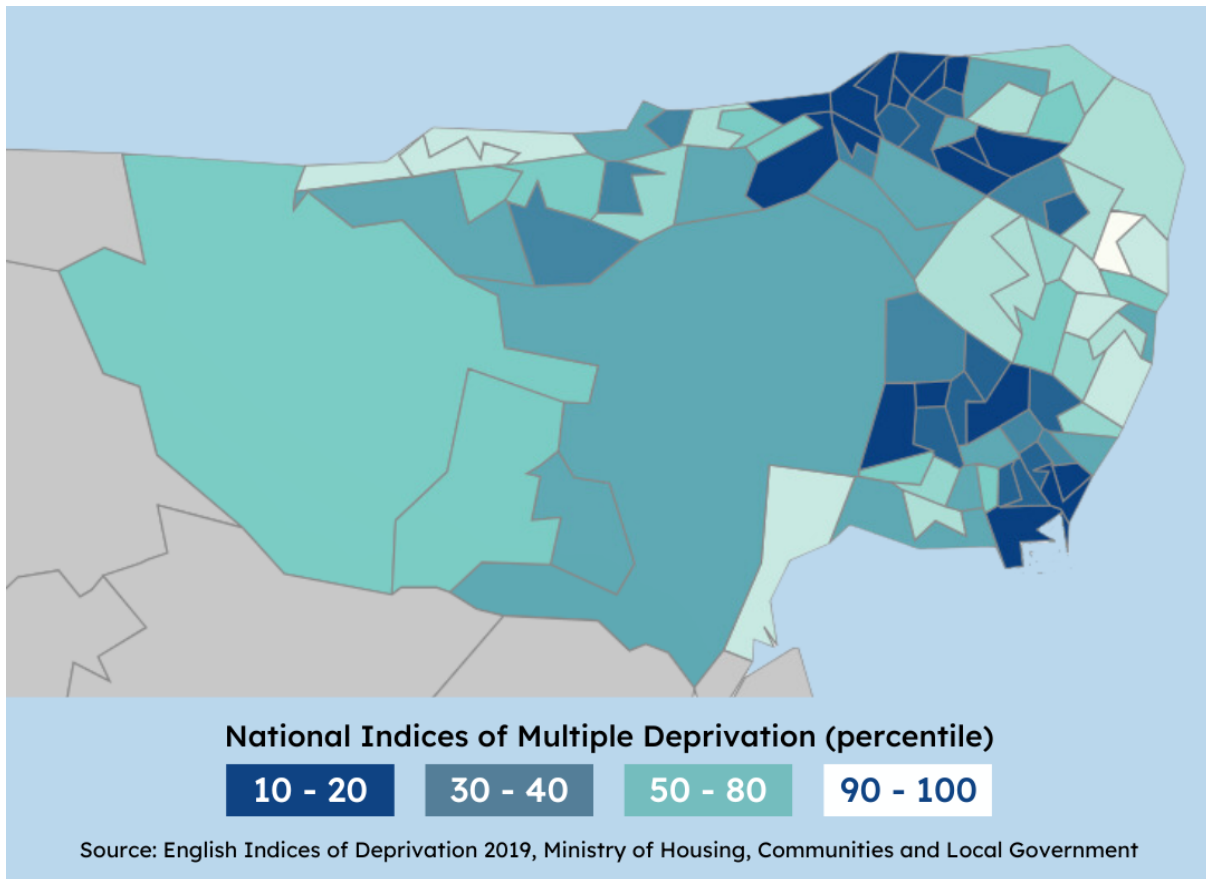
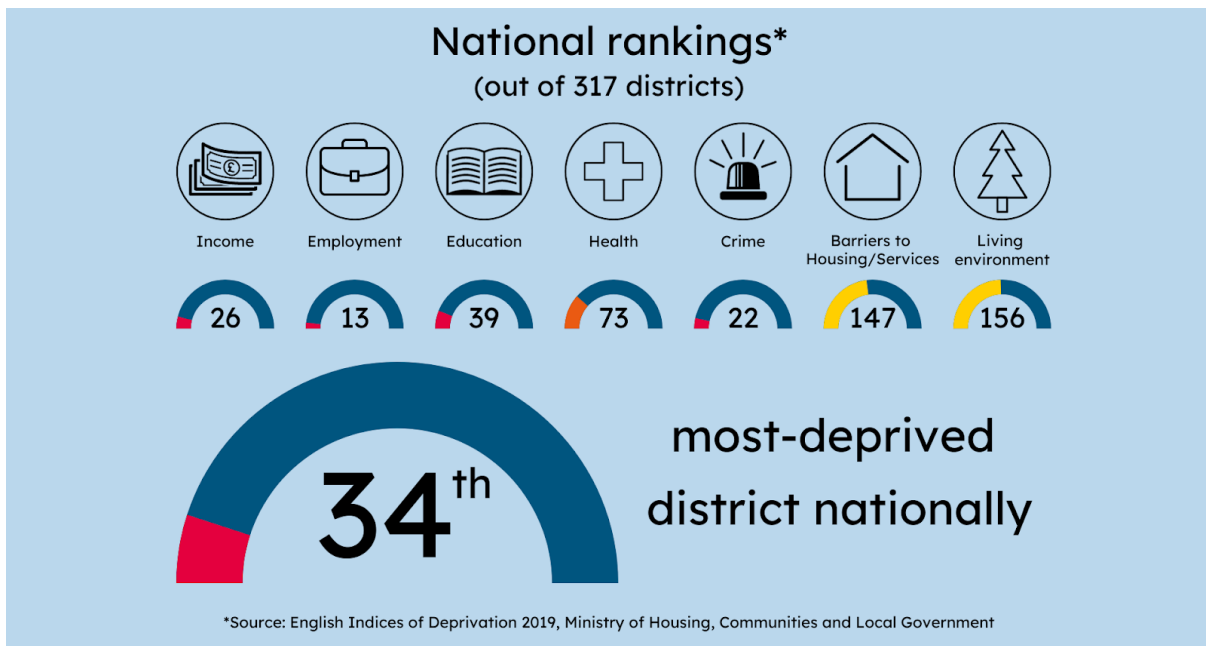
The Corporate Plan is a way of ensuring that the community and our stakeholders are aware of the key work the council is delivering and through regular reporting of our performance, can have an oversight of the progress that we're making.

Where we are today: Key demographics and resident feedback

In order to create priorities which reflect what is most needed for the district, it's important that we understand the current makeup of the district and the challenges and opportunities we face.

This section intends to provide a high level overview of some of the key distinct demographics and feedback on residents' priorities which have been captured within our Annual Residents' Survey.





More detailed demographic data can be found on the nomis official census and labour market statistics website.

The Corporate Plan should consider the views of the local community. Our residents provide consistent feedback when it comes to their priorities for the council.

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Annex 1

Each year as part of the annual residents' survey, clean streets, feeling safe and thriving towns are the areas residents most consistently prioritise.

Responses to the previous four Annual Residents' Surveys:

Three most important things in making Thanet a good place to live

Rank	2022	2021	2020	2019
1	Feeling safe: 51%	Feeling safe: 43%	Feeling safe: 41%	Feeling safe: 52%
2	Clean streets: 39%	Thriving towns: 40%	Quality of beaches: 37%	Clean streets: 39%
3	Thriving towns: 37%	Quality of beaches: 38%	Thriving towns 36%	Thriving towns 37%

Three things which most need improving

Rank	2022	2021	2020	2019
1	Clean streets: 54%	Clean streets: 50%	Clean streets: 53%	Clean streets: 55%
2	Thriving towns: 40%	Thriving towns: 34%	Thriving towns: 43%	Thriving towns: 41%
3	Feeling safe: 32%	Affordable decent housing: 32%	Feeling safe: 26%	Feeling safe: 38%

The three words which best describe how you would like Thanet District Council to be in the future

Rank	2022	2021	2020	2019
1	Efficient: 40%	Efficient: 40%	Efficient: 39%	Efficient: 42%
2	Trusted: 35%	Trusted: 31%	Trusted: 30% Responsive: 30%	Transparent: 29%
3	Listening: 28% Responsive: 28%	Transparent: 27% Responsive: 27%	Transparent: 27%	Trusted: 28% Responsive: 28%

Being efficient is consistently the top thing expected from us as a council and listening to the concerns of local residents is consistently the area where there is least confidence. Our new corporate priorities will seek to focus on these areas.

The responses to our most recent Annual Residents' Surveys can be found on our website.

Our ten year vision statement

Thanet: A vibrant coastal resort where communities, businesses and residents thrive, supported by a listening and efficient council. Prosperity is increasing for all, protecting the environment is a common goal and there is pride in our beautiful place.

Our corporate priorities

The following corporate priorities set out the things that the council will focus on over the next four years to get us closer to achieving our vision for Thanet.

Priority one: To keep our district safe and clean

Priority two: To deliver the housing we need

Priority three: To protect our environment

Priority four: To create a thriving place

Priority five: To work efficiently for you

These five priorities are of equal importance and are not ranked in order of priority.

Priority one: To keep our district safe and clean

Having safe and clean neighbourhoods remains a priority for our residents. We will continue to focus on the services we provide which help to create a clean and welcoming environment in the district. We will be clear about what we will deliver and will call upon the community to support our endeavours through feedback, as well as education and enforcement when this is needed. We will work within communities and with local groups and organisations, including the police, to improve the perception and reality of public safety.

We will do this by:

- Delivering an efficient street cleansing service which adapts to the local environment and uses modern vehicles, equipment and technology.
- Increasing the rate of recycling across the district by making it easier to recycle, via residential collections and public bins.
- Tackling anti-social behaviour, graffiti and fly tipping through education, enforcement and timely clearance.
- Developing closer working relationships between the council, partner agencies and the community, building trust and shared responsibility for public safety. Through the Community Safety Partnership we will develop a multi-faceted approach to crime prevention.

Examples of the projects we will deliver to achieve this:

- A programme of replacing and upgrading waste bins across the district.

Agenda Item 5

Annex 1

- Extending our Recycling Pilot at Trove Court and Kennedy House in Ramsgate to other areas in the district.
- Introducing improved arrangements and new opportunities for residents to recycle their waste both domestically and in public spaces to improve the overall rate of recycling across the district.
- Improving our street cleaning service through investment in mechanical sweepers, working rota improvements and an increase in the number of street cleansing operatives to enhance the focus on residential neighbourhoods
- Employing additional staff to enable an increased focus on the removal of graffiti.
- Review our bulky waste service to make it more accessible to all residents.

Priority two: To deliver the housing we need

We will deliver high quality housing and prioritise the creation of additional council homes that are both accessible and affordable for local people. We will build our reach and reputation as a social landlord, and provide new homes in sustainable locations with services to support residents. We will expand in-house temporary accommodation to stop out-of-area homelessness placements and do all we can to prevent homelessness and reduce rough sleeping.

We will do this by:

- Providing high quality council homes that are safe, well maintained and energy efficient.
- Delivering at least 400 new council homes by 2027.
- Increasing the supply of local temporary and emergency housing.
- Supporting homeowners, landlords and private sector tenants to improve the quality and energy efficiency of homes in the private sector.
- Providing a responsive housing and homelessness service that supports vulnerable people and families to find the home they need.

Examples of the projects we will deliver to achieve this:

- Building new council homes on land we own or acquire, for example at Highfield Road, Ramsgate and at the site of the former Dane Valley Arms in Margate.
- Working with local house builders to ensure we deliver our ambitious 400 homes target over 4 years.
- Developing new council owned temporary accommodation in the district, following the successful completion of Foy House in Margate, providing at least 3 additional projects.
- Supporting 150 single people, who are rough sleeping in the district, into suitable accommodation, through our award winning RISE service, over 4 years.
- Completing a review of the council's Housing Assistance Policy and arrangements for the Household Support Fund to offer more flexible grants, loans and other financial support to households on low incomes to help with their housing and utility costs and with essential repairs and adaptations. We will invest at least £3m each year in Housing Assistance.
- Introducing new selective licensing designations in Margate and Ramsgate, providing additional protection to households living in the private rented sector.

Priority three: To protect our environment

We will deliver on our commitment to reach net zero by 2030, including retrofitting council-owned buildings to save energy, introducing more vehicle charging points, electric-only council vehicles and promoting active travel. We will do more to make tackling climate change an achievable goal for all and will lead by example. Increasing opportunities for biodiversity will be a priority wherever possible and we will maintain our parks and spaces to a standard for all to enjoy.

We will do this by:

- Investing in the decarbonisation of the council's housing stock.
- Reducing the carbon emissions from the council's buildings and operations.
- Delivering housing developments which incorporate Net Zero initiatives.
- Using our local planning powers to plan for a greener future,
- Supporting local residents and businesses to be more environmentally friendly through regular awareness campaigns and signposting to grant schemes.

Examples of the projects we will deliver to achieve this:

- Completing the refurbishment of five council owned Tower Blocks, upgrading their energy efficiency, fire safety and appearance.
- Focusing on improving home insulation and reducing fuel use for our tenants and leaseholders.
- Providing energy advice and grant funding to help homeowners and private sector tenants to improve the energy efficiency of their home and reduce their fuel costs.
- Improving the biodiversity of our district through the use of our planning powers.
- Delivering a programme of replacing council vehicles with zero emissions vehicles.
- Improving the energy efficiency and reducing the carbon footprint of the council's offices and commercial buildings.
- Delivering new council rented homes that are Energy Performance Certificate rating 'B' or better.

Priority four: To create a thriving place

We will strengthen the local economy and do what we can to enable the whole community to take more pride in living here. We will continue to deliver our multi-million pound regeneration schemes (Future High Street Fund, Levelling Up Fund, and Town Deal) including reviving the Port of Ramsgate. We will build closer links with local businesses, actively supporting Thanet's important tourism and cultural sectors. We will ensure our estate is managed effectively and work hard to improve the appearance of our towns, villages, residential neighbourhoods and coastline.

We will do this by:

- Delivering an ambitious programme of regeneration projects across the district focused on improving public realm and significant heritage buildings, creating employment and opportunity and supporting a vibrant local economy.
- Developing an Economic Growth Strategy for Thanet with a focus on supporting the growth of specific sectors and a thriving district.
- Utilising the UK Shared Prosperity Fund programme to support our Community, Voluntary and Social Enterprise Sector and building their capacity.
- Planning for a greener, more prosperous and equitable future that meets the needs of residents and businesses.
- Continuing to work with our partners to address the health inequalities in the district.

Examples of the projects we will deliver to achieve this:

- Upgrading the infrastructure at the Port of Ramsgate and securing a new operating partner to run the port, creating new job opportunities and a sustainable port for the future.
- Securing the reopening of the Margate Winter Gardens and Theatre Royal.
- Refurbishing the Clock House at Ramsgate Harbour, protecting this important historical building for the benefit of the community and the local economy.
- Creating 56 new jobs through the delivery of the council's regeneration programmes by 2028, with a further 200 jobs secured for the future through these programmes.
- Refurbishing and reopening public toilets across the district.
- Completing the review of our Local Plan for Thanet setting out a strategy for the delivery of the homes, jobs and infrastructure that the community of Thanet needs.

Priority five: To work efficiently for you

We will be an efficient and effective council with a focus on continuous improvement. Being open, transparent and responsive will be our default and we will strengthen our partnerships with town and parish councils. We will be clear about how our services are performing and provide more opportunities for you to help shape the way we work. We will continue to transform and improve the way we deliver services online, streamlining the way our services are accessed. We will ensure that our digital ambition is inclusive.

We will do this by:

- Developing and implementing a refreshed organisation business plan and values.
- Refreshing our corporate performance indicators and increasing transparency around performance management so that residents can more easily track progress.
- Creating and publishing corporate standards to improve engaging with the council.
- Continuing to safeguard council taxpayers money and spend it wisely, by having robust, resilient and sustainable financial management.

Examples of the projects we will deliver to achieve this:

- Consulting with residents about the council's priorities and spending plans each year.
- Regularly publishing financial and non-financial performance information, showing what the council is doing well and what needs to be improved.
- Reviewing Councillor representation across the district, in partnership with the Local Government Boundary Commission for England.
- Working with our customers to create and publish clear service standards for the council.
- Creating a new Margate Town Council and improving the arrangements for working with town and parish councils.

Measuring success

Regular reporting of progress against our priorities will be crucial.

The council will refresh its corporate performance indicators to reflect the new priorities.

Corporate performance data will be published on the council's website and will be reported formally to the Overview and Scrutiny Panel and to Cabinet on a six monthly basis.

There will be a more detailed mid-term review undertaken after two years to monitor progress with the whole plan.

New Service Plans will be created. These are the operational plans which will set out how the four year Corporate Plan will be delivered by each council service area.

Annual staff appraisals will then be set based on the Service Plans and wider Corporate Plan to ensure that all members of staff are clear of the important role they provide in helping the council to achieve its aims.

CHANGES TO COMMITTEES

Council	08 February 2024
Report Author	Nick Hughes, Committee Services Manager
Status	For Information
Classification:	Unrestricted
Ward:	All Wards

Executive Summary:

Democratic Services have been informed that the Green and Independent Group wishes to make changes to their nominations to committees for the remainder of the 2024/25 municipal year. The report also allows other political groups an opportunity to amend their nominations to committees for the remainder of the 2024/25 municipal year.

Recommendation(s):

To note the nominations to Committees for the remainder of the 2024/25 municipal year.

Corporate Implications

Financial and Value for Money

There are no direct financial implications from this report.

Legal

The composition and allocation of membership of committees has been based on the relevant legislative requirements.

Risk Management

There are no risks associated with this report.

Corporate

There are no direct Corporate Implications

Equality Act 2010 & Public Sector Equality Duty

Members are reminded of the requirement, under the Public Sector Equality Duty (section 149 of the Equality Act 2010) to have due regard to the aims of the Duty at the time the decision is taken. The aims of the Duty are: (i) eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act, (ii) advance equality of opportunity between people who share a protected characteristic and people who do not share it, and

(iii) foster good relations between people who share a protected characteristic and people who do not share it.

Protected characteristics: age, sex, disability, race, sexual orientation, gender reassignment, religion or belief and pregnancy & maternity. Only aim (i) of the Duty applies to Marriage & civil partnership.

This report relates to the following aim of the equality duty: -

- To eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act.
- To advance equality of opportunity between people who share a protected characteristic and people who do not share it
- To foster good relations between people who share a protected characteristic and people who do not share it.

Corporate Priorities

This report relates to the following corporate priorities: -

- *Communities*

1.0 Introduction and Background

1.1 The Green and Independent group wishes to make a change to their nominations to committees for the remainder of the 2024/25 municipal year.

2.0 Nominations to serve on Committees

2.1 Councillor Garner as Leader of the Green and Independent group has informed Democratic Services that he wishes for Councillor Munns to be added to the Planning Committee reserve list.

2.2 This report also allows other political groups an opportunity to amend their nominations to committees for the remainder of the 2024/25 municipal year as well if they choose to do so.

2.3 Members are reminded that Section 16 of the Local Government and Housing Act 1989 states that where the Council has determined the allocation to different groups of the seats to which the Act applies, it shall be the duty of the authority to give effect to a Group's wishes about who is to be appointed to the seats that they have been allocated.

Contact Officer: Nicholas Hughes (Committee Services Manager)

Reporting to: Ingrid Brown (Head of Legal and Democracy & Monitoring Officer)

Annex List

None

Background Papers

None

Corporate Consultation

Finance: Matthew Sanham (Head of Finance and Procurement)

Legal: Ingrid Brown (Head of Legal and Democracy & Monitoring Officer)

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