

## Draft Corporate Plan 2024-2028

<b>Meeting</b>	Cabinet - Thursday 19 October
<b>Report Author</b>	Hannah Thorpe Head of Strategy and Transformation
<b>Portfolio Holder</b>	Cllr Rick Everitt Council Leader
<b>Status</b>	For Decision
<b>Classification:</b>	Unrestricted
<b>Key Decision</b>	Policy Framework
<b>Reasons for Key (if appropriate)</b>	N/A
<b>Previously Considered by</b>	N/A
<b>Ward:</b>	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 ends in 2023, 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

Subject to Cabinet approval, a six week consultation will launch beginning the week commencing 30 October 2023. This is to allow an opportunity for residents and key stakeholders to comment on the proposals.

Following the consultation, a finalised Corporate Plan will proceed to the Overview and Scrutiny Panel meeting in January 2024, before going back to Cabinet later the same month and then on to Full Council for approval in February 2024. If approved at Full Council, the Corporate Plan will be implemented with immediate effect.

### Recommendation(s):

To approve the draft Corporate Plan 2024-28 and proposed six week public consultation beginning the week commencing 30 October.

## **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 proposed dates for the public consultation, committee review and subsequent implementation will directly align with the council's budget setting process. This is to ensure that the council's budget reflects the council's priorities and in turn the priorities of the local community.

### **Legal**

There are no legal implications arising from this report.

### **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. This is attached at Appendix 2. The Equalities Impact Assessment will be updated following the public consultation and will be included in the committee reports ahead of final approval and implementation.

## 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.
- 1.5 The Corporate Plan is also a way of ensuring that our key 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

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 Forward from the Council Leader, a vision statement, five new priorities and outlines the things the council will deliver to meet each of these priorities.

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 also 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.

## Proposed consultation

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

2.9 The proposed consultation approach:

- To carry out a six week public consultation - which launches week commencing 30 October and ends week commencing 4 December 2023.
- To link this consultation exercise directly with our budget consultation - this would involve sending the proposed Corporate Plan to 6,000 randomly selected residents for feedback.
- To provide a wider opportunity for comment (open for anyone to participate) on our engagement platform: Your Voice Thanet.
- To write to our key stakeholders and partners to ask for feedback on the proposals.
- To provide ongoing opportunity for engagement with Councillors
- To conduct an all staff survey which corresponds with the consultation period - to use this to help create a new organisational business plan - with a mission and values, which set out the way the organisation will work in order to deliver its Corporate Plan.

## 3.0 Options

3.1 To approve the proposed draft Corporate Plan 2024-2028.

3.2 To approve the following proposed consultation approach.

## 4.0 Next Steps

4.1 To launch the public consultation week commencing 30 October 2023 and close the week commencing 4 December.

4.2 To review the feedback from the consultation exercise and make any amendments to the Corporate Plan 2024-28 as needed.

4.3 To take a finalised Corporate Plan to the Overview and Scrutiny Panel for consideration on 17 January 2024.

4.4 To take the finalised Corporate Plan and feedback from the Overview and Scrutiny Panel to the Cabinet meeting on 26 January 2024.

4.5 To take the finalised Corporate Plan to the Full Council meeting on 9 February 2024 for approval and implementation.

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Reporting to: Colin Carmichael, Chief Executive

## **Annex List**

Annex 1: Draft Corporate Plan 2024-2028

## **Background Papers**

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

## **Corporate Consultation**

**Finance:** Chris Blundell

**Legal:** Sameera Khan