



Cabinet
29 June 2015

Report from the Chief Executive

Brent Corporate Plan 2015 - 2016

1. Introduction

- 1.1 This report sets out – through its attached appendix – the proposed Brent Corporate Plan for 2015 - 2016. The objectives, milestones and success measures set out in the plan have been developed to provide a clear programme of operational activities to deliver the ambitions and outcomes agreed in the 'Brent Borough Plan 2015 – 2019' by the Cabinet and Full Council in March 2015.
- 1.2 The Borough Plan constitutes a community strategy for Brent and sets out how the Council, its partner services, local residents, local business and the voluntary and community sector – will, working together, improve the quality of life for local people. The priorities and the promised outcomes identified are firmly rooted in what local people have told us they believe to be the most important things to be achieved.
- 1.3 In order for the strategic objectives contained within the Borough Plan 2015 – 2019 to be translated into specific actions and tangible outcomes, they must be embedded within the council's planning process and operational management, with progress regularly monitored through our performance management framework.
- 1.4 This Corporate Plan 2015/16 sets out how the agreed priorities within the Borough Plan have been built into the council's planning for 2015/16. It details the key milestones that will be used to assess progress and the expected outcomes and success indicators that will be used to measure our effectiveness in creating positive change for people living and working in Brent.

The Corporate Plan is supported by detailed service and team plans covering all aspects of the council's work. Each member of staff has targets relating to the delivery of their team plan so that each person can see how their unique contribution contributes to the overall delivery of the Borough Plan as agreed by members.

2. Recommendations

The Cabinet is asked to:

- 2.1 Agree the Corporate Plan 2015 – 2016.

- 2.2. Regular quarterly and annual reports will be brought to the Cabinet monitoring progress and evaluating performance. The new performance management framework will be subject to a separate report in August 2015.

3. Detailed considerations

The Corporate Plan and the Planning Framework

- 3.1 The Brent Borough Plan 2015 – 2019 has three priority themes which underpin our ambition to make Brent a great place to live and work, where people feel that they have real opportunities to change their lives for the better. The three priorities are:-
- Better Lives
 - Better Place
 - Better Locally
- 3.2 The Corporate Plan 2015 – 2016 sets out in detail the operational actions that the council will take to deliver these priorities. In addition to the three Borough Plan priorities, the Corporate Plan 2015 – 2016 also includes those actions that the council will take to become more efficient and effective: these are collated under the theme 'Better ways of working'.
- 3.3 Effective planning is crucial in all organisations but especially during times of change. It enables us to set objectives and priorities, turn policy decisions into action, decide how best to allocate resources, and review results so that learning feeds back into the decision-making process.
- 3.4 It is through an effective planning framework, with clear processes for monitoring and evaluating progress that all stakeholders can understand exactly what goals are being worked towards and assess progress towards them. An effective planning framework also reflects the role of the organisation and each of its various services and teams – and of each individual within those services and teams – in achieving those goals, and it sets out how performance will be judged.
- 3.5 The Corporate Plan will be actively managed both at member level and at officer level (by the CMT, managers and their teams). It is essential that performance against the plan is regularly monitored so that prompt management action can be taken, where necessary, if there is slippage or if an activity needs to be changed in the light of circumstances. This will feed into the six-monthly monitoring of the Council's Corporate Plan by Cabinet.
- 3.6 Where the council has set specific performance targets to be achieved, it is imperative that departments ensure there are robust and reliable systems in place to collect necessary performance data. Each quarter, the Cabinet will receive a report setting out the council's performance against the key measures and targets in the Corporate Plan that can be monitored on an ongoing basis.

4. Financial Implications

- 4.1 There are no direct financial implications arising from this report. However the Corporate Plan 2015 -2016 does provide the operational framework for the delivery of the Council's Medium Term Financial and achieving greater efficiency in the use of our resources. Over the coming period, the council will face a considerable reduction in its available resources and it is critical that actions set out within the Corporate Plan which contribute towards achieving budget efficiencies are delivered to timescale.

5. Legal Implications

- 5.1 Under section 4 of the Local Government Act 2000, every local authority in England must prepare a sustainable communities strategy for promoting or improving the economic, social and environmental well-being of their area and contributing to the achievement of sustainable development in the United Kingdom. A local authority may modify its sustainable communities strategy from time to time. When preparing or modifying its strategy, a local authority should consult with and seek the participation of “each partner authority” it considers appropriate, and any other person the local authority considers appropriate.
- 5.2 The Corporate Plan 2015 – 2016 sets out the detailed operational actions that the council will take in order to implement it’s community strategy the ‘Brent Borough Plan 2015 – 2019’.

6. Equalities Implications

- 6.1 Reducing inequality of opportunity and improving the quality of life experienced by all local people is the central objective of the Brent Borough Plan 2015 – 2019 and as such the council’s strategic equality objectives have been built into the actions set out in the Corporate Plan 2015 -2019. Each individual aspect of the plan or changes to services deriving from the plan will be supported by equality assessments.

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