

- 3.2 The Corporate Plan, which is attached at Appendix A, sets out the Council's strategic direction for the coming financial years (2014/15). It replaces the Corporate Plan agreed by Council on the 28th February 2013.
- 3.3 The updated Plan defines the Council's key priorities and aims, based on the priorities identified through the democratic process along with national and local political priorities. The Plan aligns with the work of key partners to ensure that the wider needs of Chesterfield Borough are taken into account.
- 3.4 The report was considered by Cabinet at its meeting on the 18th February and the recommendation was approved.

4.0 **CORPORATE PLAN EMPHASIS AND STRUCTURE**

- 4.1 In November 2013 Chesterfield Borough Council took part in the Local Government Association's Peer Challenge programme. On the whole the feedback from the challenge was positive however there were some areas where further improvement could be made. The challenge team considered that despite innovative partnership working, the financial challenges for the council meant that the 2013/14 version of the Corporate Plan was overambitious given the resources and human capacity available.
- 4.2 In light of the Peer Challenge recommendations the Corporate Plan has been reviewed in order to demonstrate a clear set of unambiguous priorities and key projects for 2014/15. A clear set of core values have also been developed to guide to clearly state what behaviour our communities can expect from the Council and also what the Council expects from its employees.
- 4.3 The structure of the Corporate Plan is as follows:

Vision: This is the Council's Vision Statement.

Priorities and Aims: There are three overarching priorities each with several key aims which show our aspirations for Chesterfield Borough and for the Council itself. Many of the aims in the third column (to provide value for money services) focuses on how the Council will review its ways of working in order to be efficient and effective and free up resources to focus on the delivery of the other priority areas.

Key Projects: Given our resource constraints, we need to focus our resources on projects that will best meet our priorities and improve outcomes for our communities. These key projects, for the financial year 2014/15 are set out here.

Values: This section highlights our core values when delivering services to our communities. It also acts as a guide for our employees regarding standards of behaviour.

5.0 **MONITORING ARRANGEMENTS**

- 5.1 The Corporate Plan will be monitored by our robust Performance Management Framework, which is based on best practice and designed on a balanced scorecard approach. The framework involves a Service Plan, which includes core functions, duties and activities along with projects for each service. These are backed up by Team Plans and individual plans for all employees.
- 5.2 There are also monthly performance clinics for each Head of Service with the Chief Executive. These performance clinics monitor progress against Corporate Plan and Service Plan outcomes, targets and projects, and identify any remedial action needed on a monthly basis.
- 5.3 A six monthly report is produced for Cabinet setting out progress on the Corporate Plan. Scrutiny Board also receive regular progress reports.

6.0 **RISK MANAGEMENT**

Risks	Impact	Likelihood	Mitigating Action	Residual Impact	Residual Likelihood
Failure to make progress on aims	H	M	Priorities, aims and projects are challenging but realistic. They are backed up by core values and robust performance management arrangements.	M	L
Failure to complete projects on time/budget/to quality standards.	H	M	All key projects will use the new Project Management toolkit and receive support from trained and experienced Project Officers. Investment has been undertaken in project management training and awareness raising for key staff. Robust performance management arrangements are in place.	M	L

7.0 **EQUALITIES**

7.1 A preliminary Equalities Impact Assessment has been carried out. This assessment did not identify any negative impacts for any of the protected characteristics. The Corporate Plan goes further than positive impacts for those with protected characteristics. It also has a positive impact in contributing to reducing health inequalities and financial exclusion which are areas of concern within the Borough.

7.2 Many of the Key Projects identified within the Corporate Plan will have direct positive impacts on people with protected characteristics. All of these separate projects will be subject to their own Equalities Impact Assessment at the appropriate time.

8.0 **RECOMMENDATION**

8.1 That the Corporate Plan is approved, noting that it is:

- The Council's strategic framework for the financial year 2014/15
- A statement of the Council's approved key projects and programmes for the financial year 2014/15

9.0 **REASON FOR RECOMMENDATIONS**

9.1 To provide the Council with a clear statement of its strategic priorities, a framework within which decisions can be made about the allocation of resources and a clear programme of key projects for 2014/15.

CORPORATE MANAGEMENT TEAM

Further information on this matter can be obtained from Donna Reddish (Extension 5307).