

**AGENDA MANAGEMENT SHEET**

<b>Report Title:</b>	Corporate Peer Challenge – Action Plan
<b>Name of Committee:</b>	Cabinet
<b>Date of Meeting:</b>	5 February 2024
<b>Report Director:</b>	Chief Executive
<b>Portfolio:</b>	Change and Transformation
<b>Ward Relevance:</b>	All
<b>Prior Consultation:</b>	All Leaders Group
<b>Contact Officer:</b>	Dan.green@rugby.gov.uk
<b>Public or Private:</b>	Public
<b>Report Subject to Call-In:</b>	Yes
<b>Report En-Bloc:</b>	No
<b>Forward Plan:</b>	Please select
<b>Corporate Priorities:</b>	This report relates to the following priority(ies):
<b>(C) Climate</b>	<input checked="" type="checkbox"/> Rugby is an environmentally sustainable place, where we work together to reduce and mitigate the effects of climate change. (C)
<b>(E) Economy</b>	<input checked="" type="checkbox"/> Rugby has a diverse and resilient economy that benefits and enables opportunities for all residents. (E)
<b>(HC) Health and Communities</b>	<input checked="" type="checkbox"/> Residents live healthy, independent lives, with the most vulnerable protected. (HC)
<b>(O) Organisation</b>	<input checked="" type="checkbox"/> Rugby Borough Council is a responsible, effective and efficient organisation. (O)
	<a href="#">Corporate Strategy 2021-2024</a>
	<input type="checkbox"/> This report does not specifically relate to any Council priorities but
<b>Summary:</b>	This report presents the action plan following the report of the Local Government Association team that undertook a Corporate Peer Challenge for the Council in October 2023. The action plan addresses the recommendations set out in the Corporate Peer Challenge report.

<b>Financial Implications:</b>	There are no financial implications arising directly from this report.
<b>Risk Management/Health and Safety Implications:</b>	There are no risk management implications arising directly from this report.
<b>Environmental Implications:</b>	There are no environmental implications arising directly from this report.
<b>Legal Implications:</b>	There are no environmental implications arising directly from this report.
<b>Equality and Diversity:</b>	There are no Equality, Diversity and Inclusion implications arising directly from this report.
<b>Options:</b>	To approve the draft action plan as presented. To not approve or make amendments to the draft action plan.
<b>Recommendation:</b>	IT BE RECOMMENDED TO COUNCIL THAT the action plan to address the recommendations set out in the Corporate Peer Challenge report, as at Appendix 1, be approved.
<b>Reasons for Recommendation:</b>	To enable the Council to improve its services and the way in which it operates as a result of the Local Government Association's Corporate Peer Challenge Process.

### Cabinet- 5 February 2024

#### Corporate Peer Challenge – Action Plan

#### Public Report of the Chief Executive

##### Recommendation

IT BE RECOMMENDED TO COUNCIL THAT the action plan to address the recommendations set out in the Corporate Peer Challenge report, as at Appendix 1, be approved.

#### Executive Summary

This report presents the action plan following the report of the Local Government Association team that undertook a Corporate Peer Challenge for the Council in October 2023.

The action plan addresses the key recommendations set out in the Corporate Peer Challenge report.

#### 1. INTRODUCTION

1.1 In January 2024, Cabinet received a report presenting the findings of the council's Corporate Peer Challenge (CPC), which was carried out by a team from the Local Government Association (LGA) in October 2023.

1.2 That report noted the 8 key recommendations which the CPC team made to the Council, noting that the recommendations are all in line with the Council's direction of travel and provided a helpful basis from which the organisation can move forward. Those recommendations were:

- Recommendation 1: Consideration should be given to RBC's priorities in relation to its available resources (money and people), which would improve capacity. This would also provide clarity, internally and externally, on the Council's key areas of focus.
- Recommendation 2: Give further consideration to what success looks like for the Corporate Strategy Priority Outcomes through the development of a Performance Management Framework which reflects the 'golden thread' through to service plans and individual objectives.
- Recommendation 3: The Council should consider adopting a longer term approach to financial planning by extending the planning horizon of the MTFP and ensuring it is informed by a range of financial scenarios (best to

worst) to reflect the uncertainty in local government funding. A longer term financial approach would also help with the delivery of the new Corporate Strategy.

- Recommendation 4: The Council should continue to proactively investigate innovative ways to address the significant identified funding gap. There is an opportunity to utilise the time offered by the Council's solid financial position to proactively investigate innovative ways to address the significant identified funding gap (e.g. through 'invest to save' initiatives) and protect service delivery.
- Recommendation 5: The Council should continue to invest time in developing Member/Member and Member/officer relationships, capitalising on the current appetite to 'reset' the relationships and move forward and work positively for the benefit of Rugby and its communities.
- Recommendation 6: RBC should continue to develop its HR Strategy and its approach to being a learning and development organisation, and implement some of the quick wins as soon as possible for the benefit of its staff.
- Recommendation 7: The Council should continue to proactively harness its network of partners to collectively deliver better outcomes for their communities. Partners value the role and contribution of the Council and this can be built upon for benefit of Rugby and its residents.
- Recommendation 8: The Council should continue to encourage and empower officers to identify and implement best practice through sector-led improvement as part of the Rugby Blueprint journey.

1.3 The report stated that Council must agree an action plan to address the recommendations and publish this by 12<sup>th</sup> March 2024, and that the LGA would organise a check-in meeting, six months after the original CPC visit.

1.4 An action plan (Appendix A) has now been developed to address the 8 key recommendations of the CPC Report. While the action plan focusses on the key recommendations, it is also noted that the additional matters raised in the body of the CPC Report will be progressed by the Council's Leadership Team.

## **2. NEXT STEPS**

2.1 If adopted, the action plan will be implemented by the Council's Leadership Team within the timelines set out. Any deviations from those timelines will be reported to the All Leaders Group.

2.2 The LGA will organise a check-in meeting, six months after the CPC. This will be a facilitated session for the Council to discuss progress and any challenges with peers and to agree the next steps.

**Name of Meeting:** Cabinet

**Date of Meeting:** 5 February 2024

**Subject Matter:** Corporate Peer Challenge – Action Plan

**Originating Department:** Chief Executive

**DO ANY BACKGROUND PAPERS APPLY**  YES  NO

**LIST OF BACKGROUND PAPERS**

Doc No	Title of Document and Hyperlink

The background papers relating to reports on planning applications and which are open to public inspection under Section 100D of the Local Government Act 1972, consist of the planning applications, referred to in the reports, and all written responses to consultations made by the Local Planning Authority, in connection with those applications.

Exempt information is contained in the following documents:

Doc No	Relevant Paragraph of Schedule 12A