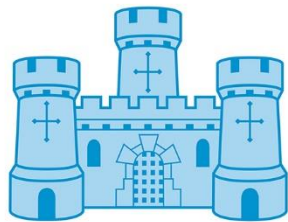


CORPORATE PEER CHALLENGE: ACTION PLAN 2023-24



NEWCASTLE·UNDER·LYME
BOROUGH COUNCIL

Theme / Recommendation	Actions	Deliverable / Outcome	Director Lead	Implementation Date
<p>One Council Programme:</p> <p><i>R1. Everyone is signed up to the One Council programme. Regularly review the alignment of resources to the programme and ensure staff are kept updated on its achievements</i></p>	1a) Review, update and publish internally the One Council Programme timetable for the remaining year 2023/24 and strengthen internal communications with 'One Council Update' as a standing item on monthly team briefs and CEO Team Talks	<p>A published timetable for the One Council Programme 2023-24</p> <p>Staff are aware of progress being made against the Programme</p>	Strategy, People and Performance	End of August 2023
	1b) Scope the extent of the post One Council transformation and improvement programme	New Improvement programme established	Strategy, People and Performance	End of March 2024
	1c) Develop a new Digital Strategy to support ongoing transformation and schedule "up front" investment in digital support and training for staff	<p>Digital Strategy in place</p> <p>Digitally-skilled workforce</p>	IT and Digital	<p>Draft Strategy September 2023</p> <p>Final Strategy March 2024</p>
<p>Capacity:</p> <p><i>R2. Continue to consider the capacity needs of the organisation and the ability to flex resources to deliver council services and ambitions</i></p>	2a) Develop and deliver a Workforce Strategy covering the themes of engagement and culture, compassionate leadership, workforce development and succession planning, Inclusion and Diversity, Performance, and Wellbeing	Workforce Strategy and service level Development Plans in place	Strategy, People and Performance	<p>Draft Strategy December 2023</p> <p>Final Strategy March 2024</p>
	2b) Implement and embed a new Council-wide Performance Framework that underpins and monitors the delivery of council plan ambitions	<p>Priority Delivery Plans in place across all Directorates linked to Council Plan priorities</p> <p>Monthly Management Reports produced to monitor wider performance</p>	Strategy, People and Performance	Commenced April 2023

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<p>Regeneration:</p> <p><i>R3. The Council has a once in a lifetime opportunity and ambition for high quality regeneration - consider how you schedule delivery to maximise impact</i></p>	3a) Align service and strategy reviews to the delivery of major projects (e.g. build new multi-storey car park and rationalise remaining car park stock)	Major projects programme in place with opportunities for service / strategy reviews identified	Deputy Chief Executive	End of August 2023
	3b) Scope options for alternative delivery vehicles such as Joint Venture	Alternative delivery vehicles options identified and assessed	Deputy Chief Executive	End of September 2023
	3c) Ensure procurement strategies are in place for all major projects which allow for external project management support	Programme of regeneration procurement strategies in place	Deputy Chief Executive	End of April 2024
<p>Regeneration:</p> <p><i>R4. Consider how to keep partners better informed on the progress of regeneration projects</i></p>	4a) Design an external communications strategy for informing partners about plans an progress with key regeneration projects	<p>Communication strategy in place for regeneration schemes</p> <p>Partners feel engaged and well informed</p>	Deputy Chief Executive	End of August 2023
<p>Finance and Budgets:</p> <p><i>R5. Recognising strong financial management, it is important to continue to promote joint responsibility and accountability for the financial health of the organisation and to put in place robust plans and governance to meet future financial challenges</i></p>	5a) Review and relaunch the Commercial Strategy including income generating initiatives	Commercial Strategy reviewed and underway	Deputy Chief Executive	End of September 2023
	5b) Embed culture of financial review and challenge, aligned to priorities and non-priorities, through the continued use of annual Efficiency Boards	Annual reviews of all budgets undertaken with efficiencies identified	Finance	Annually - September 2023

Theme / Recommendation	Actions	Deliverable / Outcome	Director Lead	Implementation Date
<p>Governance:</p> <p><i>R6. Build on the recent successes in Scrutiny regarding Budget Scrutiny and Walleys Quarry and consider how this approach can be incorporated to ensure Scrutiny works effectively across the organisation</i></p>	6a) Continue to roll out member training on the purpose and aims of good scrutiny	Members feel confident in their scrutiny role	Legal and Governance	End of December 2023
	6b) Support chairs in scrutiny work plan development with clear objectives around scrutiny outcomes	Chairs feel confident in developing an effective scrutiny work plan	Legal and Governance	End of December 2023
	6c) Link scrutiny to Council Plan priority projects and initiatives, including financial pressures relating to lower priority work	Member-led scrutiny work plan developed and agreed, linked to priority projects and initiatives	Legal and Governance	End of December 2023
<p>Partnerships:</p> <p><i>R7. Consideration should be given for how the council can remain fully involved in discussions to develop and shape post-LEP arrangements and further collaboration with other Councils across the County</i></p>	7a) Engage with Staffordshire CEO/Leaders Board including Staffordshire County Council on pipeline projects and funding opportunities	The Borough Council will have the opportunity to influence and participate in future collaborations for the benefit of its residents	CEO / Deputy CEO	Quarterly meetings underway
<p>Partnerships:</p> <p><i>R8. The Council can build on the fantastic relationships it has with partners and work together to deliver its strategic ambitions</i></p>	<p>8a) Continue to seek out opportunities for collaboration on shared priorities with our partners through existing networks</p> <p>See also 4a) external communications with partners around regeneration work</p>	<p>Effective partnerships in action, evidenced by successfully delivered joint projects</p> <p>Partners feel engaged and well informed</p>	<p>Strategy, People and Performance</p> <p>Neighbourhood Delivery</p> <p>Commercial Delivery</p>	<p>Partnership meetings and Programme Board meetings underway</p>