

## LGA Corporate Peer Review Action Plan November 2019

No	Recommendations	Actions	Completed by	Lead Cabinet Member	Lead Officer
1	To enable the Council to realise its ambitions, it should ensure there is a clear articulation of these and its priorities by providing a 'Golden thread', right through from its revised Corporate Strategy to delivery plans and targets, underpinned by a robust Medium Term Financial Plan. The collaborative process of delivering these plans will be as important as its outcome.	To develop a new Council corporate Strategy and a revised Medium Term Financial Plan to be agreed by Council	February 2020	Leader and Deputy Leader	Chief Executive
2	The Medium Term Financial Strategy needs to be further strengthened to include longer term savings plans and updated alongside the new Corporate Strategy to ensure that the Council can deliver its new corporate priorities.	To ensure that the Medium Term Financial Plan include a full set of savings plans and the funding to deliver the priorities outlined in the Corporate Plan	February 2020	Deputy Leader	Director of Finance
3	Develop a vision and plan for the City of Bath, underpinned by a strong partnership framework to address its crucial importance within the district, region, nationally and internationally, and addressing the key economic, environmental and social challenges faced by the city.	To undertake a full review of the options available to establish the best governance framework for the delivery of a plan for the City of Bath. This may mean undertaking a full Community Governance Review for Bath	March 2021	Council Leader	Director of Partnerships and Corporate Services
4	Strengthen the effectiveness of the Council's current approach to innovation and transformation, within	Further development and implementation of the Council revised transformation programme (Improving How we work)	On going	Deputy Leader	Director of Partnerships and Corporate

	a comprehensive programme, embedding the key enablers, (e.g. digital, the Council's asset base and corporate culture) and challenges (e.g. cost pressures and demands).				Services)
5	Regularly review the Council's current approach to communications, ensuring it has sufficient focus and capacity to enable it to achieve its future ambitions for community engagement, and responsiveness to citizens and partners	<p>Continue to further develop the Council's approach to communications and engagement to ensure it:</p> <ul style="list-style-type: none"> <li>• Delivers against the council's priorities and key messages</li> <li>• Uses channels including social media and local news outlets in the most effective way</li> <li>• Embeds effective communications across the council through organisational development and support for skills and resilience</li> </ul> <p>The council will be launching a dedicated newsroom website in October 2019. There is fortnightly reporting of communications plan and associated metrics to Directors Group.AT completing</p>	<p>Oct 2019 (launch of dedicated new website)</p> <p>April 2020- update communications plan in light of adopted Corporate Plan and Budget/MTFS</p>	Deputy Leader	Director of Partnerships and Corporate Services
6	Review its governance arrangements, within the context of how they may: better engage citizens, more efficiently streamline decision making, and how they best balance this with clarity of purpose and openness.	Undertake a formal review of the Council governance arrangements, with appropriate options for development to ensure that communicates are better engaged and that decision making within the council is streamlined and more transparent.	December 2020	Council Leader	Chief Executive
7	Embed performance management and reporting across the organisation, aligned with the Corporate Plan and transformation programme, so it informs, guides and enables the	Develop and Implement a revised corporate Performance management system to ensure the effective monitoring and reporting of the Councils Corporate Plan and Transformation Programme.	April 2020	Deputy Leader	Director of Partnerships and Corporate Services

	successful delivery of outcomes for the Council and its partners.				
8	<p>Given the significant changes in the Council's leadership and management, it will be worthwhile for the Council's 'top team', of members and officers to spend constructive time together, formally and informally to:</p> <ul style="list-style-type: none"> <li>o Confirm the best way of delivering priorities and</li> <li>o Establish a strong working relationship to enable the effective leadership of the Council through change</li> </ul>	Further develop the Councils approach to Organisational development and an effective leadership programme for all Members of the Council Leadership and Management Teams, with measureable outcomes and targets	On going	Council Leader	Chief Executive
9	Members should be given the necessary support and access to development opportunities, to enable them to perform their crucial leadership roles as effectively as possible.	The further development and implementation of an effective Members Development Plan to ensure that Members have the necessary skills and training to effectively undertake their roles.	April 2020	Council Leader	Chief Executive