

Appendix B: Corporate Peer Challenge 2025 – Action Plan

No	Recommendations	Actions	Completed by	Lead Cabinet Member	Lead Officer
1	In line with the council purpose of 'improving people's lives', ensure the inequalities and whole geography of Bath and North East Somerset feature much more prominently in the council's thinking, planning, narrative and delivery	Embed tackling inequalities and geographic disparities as a core strategic objective in all council plans and policies, using the English indices of deprivation 2025 as a key evidence base. Explore the opportunities associated with: growing the community wellbeing hub, creating a single front door for service users, and reviewing services to further boost the focus on prevention.	On going	Council Leader	Executive Director for Operations
2	Develop an agreed set of performance and outcome measures to demonstrate delivery and the difference that is being made and which reflect a collectively owned and strategic political direction	Review and refine the Strategic Indicator set approved by Cabinet on 11 July 2024. Introduce a regular reporting cycle to Cabinet/scrutiny for performance monitoring.	February 2026	Cabinet Member for Resources	Executive Director for Resources
3	Develop a shared place-based partnership narrative for use in influencing at the regional and national level.	Build on the successes of our economic , local plan and transport strategies - which are shaping a bold new agenda – to co-produce a shared narrative with the Future Ambitions Board and anchor	February 2026	Council Leader	Executive Director for Sustainable Communities

		partners, ensuring consistent usage in external engagement.			
4	Ensure the council has the necessary expert capacity for Bath and North East Somerset to capitalise upon the opportunities in the development of the spatial strategy under the West of England Combined Authority, including the Bristol/Bath corridor.	Review the officer resource available to shape growth in the B&NES area (capacity and skills), ensuring efficient and effective working with the Mayoral Combined Authority.	January 2026	Council Leader	Chief Executive and Executive Director for Sustainable Communities
5	Establish a comprehensive programme of on-going elected member development	Strengthen the current member development plan to further ensure councillors have the necessary skills and training to undertake their roles.	March 2026	Council Leader	Chief Executive
6	Establish a single and council-wide transformation programme for the council, linked to the medium-term financial strategy, with clear objectives, timescales and governance arrangements, including appropriate elected member oversight	Introduce a single, council-wide transformation programme, which moves the council from good to great. To be aligned with the medium-term financial strategy, under a unified governance structure with clear objectives, milestones, and elected member oversight to ensure strategic delivery and financial sustainability.	February 2026	Cabinet Member for Resources	Executive Director for Resources
7	Ensure there is a robust set of arrangements for the implementation and monitoring of the initiatives to address the gap outlined in the medium-term financial strategy	Strengthen MTFs monitoring and delivery assurance to include ongoing reporting to ELT/CMT and public reporting to Cabinet and scrutiny.	Ongoing	Cabinet Member for Resources	Executive Director for Resources
8	Provide demonstrable leadership around equalities, diversity and inclusion (EDI) and ensure it is	Strengthen senior leadership sponsorship of staff networks and continue to enhance the use of	February 2026	Cabinet Member for Resources	Executive Director for Resources

	more actively 'lived and breathed' across the organisation	equality impact assessments in all stages of decision-making. EDI to be embedded into all service redesigns.			
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