
West Berkshire 2015-2019 Council Strategy: Refresh 2018

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| Committee considering report: | Council on 1 March 2018 |
| Portfolio Member: | Councillor Graham Bridgman |
| Date Portfolio Member agreed report: | 17 January 2018 |
| Report Author: | Catalin Bogos |
| Forward Plan Ref: | C3395 |

1. Purpose of the Report

To present the refreshed Council Strategy 2015 - 2019 for consideration and approval by the Council. The refreshed document articulates the progress that has been made and introduces new or updated projects to support the delivery of the Council's priorities for improvement.

2. Recommendation

To approve the refreshed Council Strategy covering the period 2015 - 2019.

3. Implications

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| 3.1 | Financial: | The proposed work programme associated with the projects listed in the refreshed Council Strategy is fully funded within the 2018/19 budget. |
| 3.2 | Policy: | The Council Strategy forms part of the Council's approved Policy Framework. |
| 3.3 | Personnel: | None. |
| 3.4 | Legal: | None. |
| 3.5 | Risk Management: | The risk management process includes the assessment of risks in delivering the Council's priorities for improvement and monitoring of the actions to mitigate them. |
| 3.6 | Property: | None. |
| 3.7 | Other: | None. |

4. Other options considered

None.

Executive Summary

5. Introduction / Background

In May 2015, the Council approved a new four year Council Strategy which contained specified priorities for improvement. The Council Strategy was subjected to public consultation. In May 2016, the Council approved a refreshed strategy based on the progress made to date whilst considering new or amended actions for the remaining three years of the strategy.

6. Proposal

- 6.1 This report introduces a refreshed version of the Council Strategy 2015 - 2019 that maintains the aims and priorities previously agreed. The new Strategy updates the progress that has been made in delivery of the priorities for improvement and provides clarification on new, amended actions or projects in order to deliver against the priorities.
- 6.2 The refreshed strategy and the proposed updated actions have been considered by a Task and Finish Group (T&FG) of the Overview and Scrutiny Management Commission. The T&FG has made a number of recommendations that have been included in the attached version of the refreshed strategy.

7. Conclusion

The refreshed Council Strategy clearly articulates the progress that has been made in delivering projects that support the Council's priorities for improvement. The refreshed Council Strategy also proposes new projects and initiatives in support of the Council's priorities for improvement for the last year of the Strategy.

8. Appendices

Appendix A – Equalities Impact Assessment

Appendix B – Draft 2015 -2019 Council Strategy: Refresh 2018

Appendix A

Equality Impact Assessment - Stage One

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity as set out in the Public Sector Equality Duty (Section 149 of the Equality Act), which states:

- “(1) A public authority must, in the exercise of its functions, have due regard to the need to:***
- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;***
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; this includes the need to:***
 - (i) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;***
 - (ii) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;***
 - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it, with due regard, in particular, to the need to be aware that compliance with the duties in this section may involve treating some persons more favourably than others.***
- (2) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.***
- (3) Compliance with the duties in this section may involve treating some persons more favourably than others.”***

The following list of questions may help to establish whether the decision is relevant to equality:

- Does the decision affect service users, employees or the wider community?
- (The relevance of a decision to equality depends not just on the number of those affected but on the significance of the impact on them)
- Is it likely to affect people with particular protected characteristics differently?
- Is it a major policy, or a major change to an existing policy, significantly affecting how functions are delivered?
- Will the decision have a significant impact on how other organisations operate in terms of equality?
- Does the decision relate to functions that engagement has identified as being important to people with particular protected characteristics?
- Does the decision relate to an area with known inequalities?
- Does the decision relate to any equality objectives that have been set by the council?

Please complete the following questions to determine whether a full Stage Two, Equality Impact Assessment is required.

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| What is the proposed decision that you are asking the Executive to make: | Approve the refresh of the Council Strategy 2015 - 2019 |
| Summary of relevant legislation: | n/a |
| Does the proposed decision conflict with any of the Council's key strategy priorities? | n/a |
| Name of assessor: | Catalin Bogos |
| Date of assessment: | 19/12/2017 |

| Is this a: | | Is this: | |
|-------------------|------------|---|------------|
| Policy | No | New or proposed | No |
| Strategy | Yes | Already exists and is being reviewed | Yes |
| Function | No | Is changing | No |
| Service | No | | |

| 1 What are the main aims, objectives and intended outcomes of the proposed decision and who is likely to benefit from it? | |
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| Aims: | <p>The aim of the Strategy is to set out the aims and priorities for improvement that will be the focus of the council over the next four years.</p> <p>Aims:</p> <ul style="list-style-type: none"> A. Better educated communities. B. A stronger local economy. C. Protect and support those who need it. D. Maintain a high quality of life within our communities. <p>These aims are supported by the overarching approach to 'Become an even more effective council'.</p> |
| Objectives: | <p>The Council Strategy is the highest level plan produced to clarify the strategic direction of the council for medium term and to inform more detailed planning at service and individual level.</p> |
| Outcomes: | <p>The outcomes detailed in the strategy refer to improvements in the following areas:</p> <ul style="list-style-type: none"> 1. Improve educational attainment. 2. Close the educational attainment gap. 3. Enable the completion of more affordable housing. 4. Deliver or enable key infrastructure improvements in relation to roads, rail, flood prevention, regeneration |

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| | and the digital economy. 5. Good at safeguarding children and vulnerable adults. 6. Support communities to do more for themselves. |
| Benefits: | The primary beneficiaries are the residents in West Berkshire by being informed of the areas the Council will focus on to improve the services they receive. Council officers and partner organisations will be able to detail their plans based on the strategic direction set by the Council Strategy. |

2 Note which groups may be affected by the proposed decision. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

| Group Affected | What might be the effect? | Information to support this |
|--------------------------------|--|--|
| Age | The expected effect is that areas that require the most improvement receive the necessary focus of activity and resources. | Council Strategy 2015-2019 Responses to the consultation on the Council Strategy 2015-2019. |
| Disability | | |
| Gender Reassignment | | |
| Marriage and Civil Partnership | | |
| Pregnancy and Maternity | | |
| Race | | |
| Religion or Belief | | |
| Sex | | |
| Sexual Orientation | | |

Further Comments relating to the item:

There will be a positive benefit to certain protected groups such as the elderly, disabled, children particularly those from more challenging socio economic backgrounds.

The activities to deliver the strategy will be provided within the existing policy framework and will be provided by the individual service areas. The services will consider the measures and the impact of implementing the specific actions and conduct specific Equality Impact Assessments when required.

3 Result

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| Are there any aspects of the proposed decision, including how it is delivered or accessed, that could contribute to inequality? | No |
| Please provide an explanation for your answer: Full Council has considered at their annual meeting on the 19 th May 2015 the feedback received following public consultation on the aims and priorities for improvement that are included/maintained into the updated Council Strategy 2015 – 2019. | |
| Will the proposed decision have an adverse impact upon the lives of people, including employees and service users? | No |
| Please provide an explanation for your answer: No adverse impact is expected. | |

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, or you are unsure about the impact, then you should carry out a Stage Two Equality Impact Assessment.

If a Stage Two Equality Impact Assessment is required, before proceeding you should discuss the scope of the Assessment with service managers in your area. You will also need to refer to the [Equality Impact Assessment guidance and Stage Two template](#).

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| 4 Identify next steps as appropriate: | |
| Stage Two required | No |
| Owner of Stage Two assessment: | |
| Timescale for Stage Two assessment: | |

Name: Catalin Bogos

Date: 19/12/2017

Please now forward this completed form to Rachel Craggs, Principal Policy Officer (Equality and Diversity) (rachel.craggs@westberks.gov.uk), for publication on the WBC website.