
The Draft Council Strategy 2019 - 2023

Committee considering report:	Overview and Scrutiny Management Commission
Date of Committee:	15 January 2019
Portfolio Member:	Councillor Dominic Boeck
Date Portfolio Member agreed report:	7 January 2019
Report Author:	Catalin Bogos
Forward Plan Ref:	n/a

1. Purpose of the Report

- 1.1 To present the priorities for improvement and the commitments that are planned for inclusion in the draft new Council Strategy 2019 - 2023 for public consultation.

2. Recommendation

- 2.1 To approve the draft list of proposed priorities for improvement and commitments in preparation for the public consultation process (the next stage of the process to produce the new Council Strategy). The proposed new priorities for improvement are:

- Ensure our vulnerable children and adults achieve better outcomes
- Support everyone to reach their full potential
- Support businesses to start, develop and thrive in West Berkshire
- Develop local infrastructure to support and grow the local economy
- Maintain a green district
- Ensure sustainable services through innovation and partnerships

3. Implications

- 3.1 **Financial:** Financial impacts of the Council Strategy are reflected in the MTFS (Medium Term Financial Strategy).
- 3.2 **Policy:** Council Strategy focuses on priorities for improvement. As the Strategy sets the direction of the Council in terms of improvements, policy impacts are expected.
- 3.3 **Personnel:** There are no direct personnel implication as a result of this report.
- 3.4 **Legal:** There are no direct legal implication as a result of this report.

- 3.5 **Risk Management:** Potential risks associated with the new strategy relate to the appropriate identification of priorities for improvement and the commitments made in the strategy to deliver them. These have been mitigated by the methodology used to produce the draft strategy (review of the evidence base and engagement of Members and Officers). Public consultation is another mechanism used to mitigate these risks.
- A reputational risk being managed relates to consistency in the messages communicate as part of the public consultations on the Strategy and also on the budget proposals plus the MTFS.
- 3.6 **Property:** There are no direct property implication as a result of this report.
- 3.7 **Other:** n/a

Executive Summary

4. Introduction / Background

- 4.1 The Council Strategy (the Strategy) is West Berkshire Council's medium term strategic planning document that states the priorities for improvement, the key activities planned to deliver them (commitments) and highlighted core services.
- 4.2 This paper presents the proposed priorities for improvement and the commitments that are planned for inclusion in the new Council Strategy 2019 - 2023.
- 4.3 The methodology used for the strategic planning process that identified the priorities for improvement and commitments for the new Strategy included:
- (1) review of the evidence base;
 - (2) three workshops with officers and Members to identify and prioritise areas to improve and commitments;
 - (3) extensive work with officers at strategic and operational level to ensure a joined up and owned approach for the new Strategy.
- 4.4 There are two more key steps to be completed:
- (1) Public consultation (January – February 2019) on the draft Strategy;
 - (2) Council Strategy and the response to the public consultation's feedback are taken through the Executive Cycle.
- 4.5 Once the Strategy is approved, all Council services will ensure they establish smart objectives (key performance measures and targets) on an annual basis for the delivery of all commitments and as a result of the priorities for improvement.
- 4.6 In addition to the Council Strategy, the Council's strategic framework include a number of specific supporting strategies (e.g. the Workforce Strategy, Economic Development Strategy, Housing Strategy etc.) that are being developed.

5. Proposals

- 5.1 The following priorities for improvement are approved for inclusion in the draft version of the Strategy for public consultation in January – February 2019:
- Ensure our vulnerable children and adults achieve better outcomes
 - Support everyone to reach their full potential
 - Support businesses to start, develop and thrive in West Berkshire
 - Develop local infrastructure to support and grow the local economy
 - Maintain a green district
 - Ensure sustainable services through innovation and partnerships

- 5.2 The commitments (detailed in the main report and appendix A) proposed for the delivery of each priority for improvement are approved.

6. Conclusions

- 6.1 The draft Strategy has been developed using the Council's extensive evidence base and a determination to ensure that the draft Strategy is joined up and owned across the Council. The identified proposed priorities for improvement and commitments will be included in the draft Council Strategy for public consultation in order to be ready for approval following the local elections in May 2019.

7. Appendices

- 7.1 Appendix A – Data Protection Impact Assessment
- 7.2 Appendix B – Equalities Impact Assessment
- 7.3 Appendix C – Supporting Information
- 7.4 Appendix D – Council Strategy priorities for improvement diagram

Appendix A

Data Protection Impact Assessment – Stage One

The General Data Protection Regulations require a Data Protection Impact Assessment (DPIA) for certain projects that have a significant impact on the rights of data subjects.

Should you require additional guidance in completing this assessment, please refer to the Information Management Officer via dp@westberks.gov.uk

Directorate:	Resources
Service:	Strategic Support
Team:	Performance, Research and Risk
Lead Officer:	Catalin Bogos
Title of Project/System:	Council Strategy 2019 - 2023
Date of Assessment:	06/01/2019

Do you need to do a Data Protection Impact Assessment (DPIA)?

	Yes	No
<p>Will you be processing SENSITIVE or “special category” personal data?</p> <p>Note – sensitive personal data is described as “<i>data revealing racial or ethnic origin, political opinions, religious or philosophical beliefs, or trade union membership, and the processing of genetic data, biometric data for the purpose of uniquely identifying a natural person, data concerning health or data concerning a natural person’s sex life or sexual orientation</i>”</p>	<input type="checkbox"/>	X
<p>Will you be processing data on a large scale?</p> <p>Note – Large scale might apply to the number of individuals affected OR the volume of data you are processing OR both</p>	<input type="checkbox"/>	X
<p>Will your project or system have a “social media” dimension?</p> <p>Note – will it have an interactive element which allows users to communicate directly with one another?</p>	<input type="checkbox"/>	X
<p>Will any decisions be automated?</p> <p>Note – does your system or process involve circumstances where an individual’s input is “scored” or assessed without intervention/review/checking by a human being? Will there be any “profiling” of data subjects?</p>	<input type="checkbox"/>	X
<p>Will your project/system involve CCTV or monitoring of an area accessible to the public?</p>	<input type="checkbox"/>	X
<p>Will you be using the data you collect to match or cross-reference against another existing set of data?</p>	<input type="checkbox"/>	X
<p>Will you be using any novel, or technologically advanced systems or processes?</p> <p>Note – this could include biometrics, “internet of things” connectivity or anything that is currently not widely utilised</p>	<input type="checkbox"/>	X

If you answer “Yes” to any of the above, you will probably need to complete [Data Protection Impact Assessment - Stage Two](#). If you are unsure, please consult with the Information Management Officer before proceeding.

Appendix B

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.

What is the proposed decision that you are asking the Executive to make:	n/a
Summary of relevant legislation:	n/a
Does the proposed decision conflict with any of the Council's key strategy priorities?	The report lists the proposed new council strategy priorities for improvement.
Name of assessor:	Catalin Bogos
Date of assessment:	06/01/2019

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

1 What are the main aims, objectives and intended outcomes of the proposed decision and who is likely to benefit from it?	
Aims:	Inform about the proposed new priorities for improvement and associated commitments.
Objectives:	A new draft Council Strategy is available for public consultation.
Outcomes:	A new draft Council Strategy is available for public consultation.
Benefits:	OSMC is informed about the progress made towards the production of 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		
Disability		

Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		
Further Comments relating to the item:		
The new Council Strategy is setting the strategic direction for the next four years with expected improvements on a number of prioritised areas. Changes in policy impacting on groups of population with protected characteristics will involve specific Equality Impact Assessments.		

3 Result	
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: The strategy sets the priorities for improvement, any changes in policy will include specific Equality Impact Assessments.	
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: The aim of the new strategy is to deliver better outcomes for people living and working in West Berkshire.	

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](#).

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

Name: Catalin Bogos

Date: 06/01/2019

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.