

**CYNGOR SIR POWYS COUNTY COUNCIL.**

**CABINET EXECUTIVE  
16<sup>th</sup> February 2021**

**REPORT AUTHOR:** County Councillor Rosemarie Harris  
Leader of Council

**REPORT TITLE:** 2021 Annual Review of Vision 2025 Our Corporate Improvement Plan, including our Strategic Equality Objectives 2020-2024

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**REPORT FOR:** Decision

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**1. Purpose**

1.1 The purpose of this report is to present an **update of Vision 2025: Our Corporate Improvement Plan (CIP)** for consideration and to get Cabinet approval for a number of amendments to the plan for the 2021/22 financial year onwards. The proposed amendments (outlined in Appendix A) follow an in-depth review of the current CIP activities and performance measures during quarter 3 of 2020/21.

1.2 The council took the decision to integrate its Strategic Equality Objectives into the 2020 update of the CIP that was published last April. A review of the actions and measures supporting these objectives has also been undertaken and are included in Appendix A.

**2. Background**

2.1 Vision 2025: Our Corporate Improvement Plan 2018-2023 was first published in April 2018, setting out a series of public commitments for how the council will deliver its Vision, which is, “**By 2025 Powys will be widely recognised as a fantastic place in which to work, live and play**”. To help deliver the vision and improve outcomes for residents and communities, the council set four priority ‘Well-being Objectives’, these are:

- We will develop a vibrant economy
  - We will lead the way in providing effective, integrated health and care in a rural environment
  - We will strengthen learning and skills
  - We will support our residents and communities.
- *We also have an internal facing objective called Making it Happen.*

2.2 We review Vision 2025: Our CIP annually, reflecting on the progress we have made and updating our plans to ensure that we are on track to deliver the commitments contained within it and to achieve the Well-being objectives we set in 2018. Given the challenges that Powys residents, the council and our partners have faced during 2020, never has it been so important to review our plans for the future and ensure they are reflective of the things that matter most to our communities. Therefore, during quarter 3 of 2020/2021, in line with our strategic planning and budget setting process, each service has undertaken an in-depth review of the objectives they are responsible for. In doing so, they have considered:

- Current performance and expected progress in delivering the objectives and targets for 2020-21
- Views from consultation and engagement exercises
- Covid-19 Impact Assessment
- Resources
- Risk Register
- Statutory duties
- Future Generations Commissioner's Future Generations Report 2020
- Coronavirus Recovery Strategy
- Findings from the work of our regulators

2.3 The current environment means planning is more challenging than in previous years, with a great degree of uncertainty about the immediate future. However, it is intended that the CIP Update 2021 will provide an ambitious vision for the coming year, setting out commitments the Council will seek to deliver, whilst also continuing to respond to the pandemic. As a result of the review, services have proposed some changes to the planned activities to ensure we focus on the biggest priorities and those that we can realistically afford.

2.4 The CIP Update 2021 details the revised activities that will be undertaken from April 2021 up to 2025 to deliver our Well-being objectives, within the context of the current Covid-19 pandemic and the council's Recovery Strategy. Reviewing and publishing our CIP for the start of the next financial year, will ensure we meet our statutory obligations in the Well-being of Future Generations (Wales) Act 2015. This requires the council to implement well-being objectives in accordance with the 5 Ways of Working and show how it will maximise its contribution to the 7 Well-being goals. The CIP Update 2021 also ensures that the Council meets its statutory obligations under the Local Government (Wales) Measure 2009 (Part 1) and the Equality Act 2010 (including the Specific Public Sector Equality Duties for Wales). The forthcoming Local Government and Elections (Wales) Bill is currently progressing through the Senedd and will also place similar duties on Local Authorities from 2021, as part of the performance provisions.

2.5 The objectives and improvement targets within the CIP Update 2021 will be included in relevant Service Integrated Business Plans for 2021-2024. These plans set out the detailed actions that will be taken to achieve each objective and the resources required.

### **3. Advice**

3.1 It is proposed that the recommended changes to the activities and performance measures within Vision 2025: Our CIP (outlined in Appendix A) are approved for publication in the CIP Update 2021, and are implemented and reported from 1<sup>st</sup> April 2021.

3.2 Annually reviewing the activities and measures in the CIP ensures that they are still the most relevant for delivering improved outcomes for Powys residents and communities as well as ensuring the plan remains realistic and achievable within the current financial climate.

3.3 During Quarter 2 2020-2021, and as part of the Council's Recovery Planning approach, the council reviewed its Vision 2025 Outcomes. As a result, the original 40 outcomes in the CIP have been replaced with five specific outcomes that will ensure the Council maintains a clear focus and has an achievable Vision.

3.4 The recommended changes to the CIP, ensures that objectives are aligned to the five new outcomes. They will also aim to ensure that the CIP is streamlined going forward, that it focusses on key transformation and improvement activity, rather than business as usual and that it removes duplication in terms of reporting.

3.5 It is advised that the council continues to integrate its Strategic Equality Objectives into the CIP, to ensure that equality is integral to how we plan and act and provides the basis for delivering the Vision 2025 outcomes.

3.6 The CIP should also remain aligned to the Powys Public Service Board Well-being Plan and the Regional Partnership Board Area Plan to ensure that partners are working towards the same outcomes for the people of Powys.

### **4. Resource Implications**

4.1 The development of the Integrated Business Plans for each service ensures that the financial and workforce requirements for the delivery of each CIP activity are identified and considered. This ensures that resources are prioritised to deliver the objectives of the CIP and the Vision 2025 outcomes.

4.2 The Section 151 Officer can support the recommendations on this basis.

### **5. Legal implications**

5.1 Legal: The recommendation can be supported from a legal point of view.

5.2 The Head of Legal and Democratic Services (Monitoring Officer) has commented as follows: "I note the legal comment and have nothing to add to the report".

## **6. Comment from local member(s)**

6.1 N/A

## **7. Integrated Impact Assessment**

7.1 An Impact Assessment of the CIP Update 2021 has not been undertaken. However, each service is required to undertake an Impact Assessment of the individual activities within the CIP, as part of developing their Integrated Business Plan.

## **8. Recommendation**

**8.1 It is recommended that the proposed amendments to Vision 2025: Our CIP (as outlined in Appendix A) are approved for publication in the CIP Update 2021, with implementation from April 2021.**

8.2 The recommendations above will ensure:

- Vision 2025: Our CIP has a clear delivery plan and that all activity is focussed on delivery of the intended outcomes.
- That the council meets its statutory obligations as outlined in the Well-being of Future Generations (Wales) Act 2015, Local Government (Wales) Measure 2009 (Part 1) and the 2010 Equality Act and more specifically, the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

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