

Committee: Council

Agenda Item

Date: 25 July 2017

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Title: Local Government Association Corporate Peer Challenge

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Item for decision:
yes

Summary

1. This report requests Council to note the findings following the Local Government (LGA) Peer Challenge Review.
2. The Corporate Management Team has considered the findings of the Peer Challenge report and developed an action plan to address the key recommendations within the report for Council to agree.

Recommendations

3. That Council note the findings and key recommendations from the Local Government Corporate Peer Challenge (appendix 1)
4. That Council agree the action plan that addresses the key recommendations (appendix 2)

Financial Implications

5. The resources required, where necessary, are identified within the action plan.

Background Papers

None

Impact

Communication/Consultation	The LGA Peer Challenge team spoke to more than 75 people to obtain views and feedback. One of the recommendations relates to improving communication and engagement.
Community Safety	n/a
Equalities	n/a
Health and Safety	n/a

Human Rights/Legal Implications	n/a
Sustainability	n/a
Ward-specific impacts	n/a
Workforce/Workplace	A focus group was held with staff and their feedback incorporated into the report. One of the recommendations relates to improving the council's holistic workforce strategy.

Situation

6. During November 2016 the Local Government Association undertook a peer challenge. Peer challenges are a tool for assisting councils to identify areas for improvement, provide challenge and share learning. The process involves a small team of local government peers spending time with the Council. Peer challenges are not a formal inspection and are designed to complement and add value to the Council's own performance and improvement.
7. The scope and focus of the peer challenge
 - i. Understanding of the local place and priority setting
 - ii. Leadership of place
 - iii. Organisation leadership and governance
 - iv. Financial planning and viability
 - v. Capacity to deliver
8. The team spent three days on site and met with more than 75 people including a range of council staff together with councillors and external stakeholders. They gathered information and views from more than 18 meetings with visits to key sites and additional research and reading.
9. Their report is attached at appendix 1.
10. The findings have been shared with staff and the corporate management team have prepared an action plan in response to the recommendations; this is attached at appendix 2.
11. Progress against the plan will be regularly monitored and reported the Governance, Audit and Performance Committee.
12. The LGA peer challenge process includes a follow up visit. The purpose of the visit is to help the Council assess the impact of the peer challenge and the progress it has made against the areas of improvement and development

identified by the peer team. The timing of the visit is yet to be agreed but will be organised at a time when the council would most benefit from a further assessment.

Risk Analysis

Risk	Likelihood	Impact	Mitigating actions
There is a risk that the council fails to action the recommendations made, resulting in missed opportunities for the residents, communities and businesses in the district and the staff and members of the organisation.	1	3	Action plan has been drafted that will be regularly monitored; a revisit will be arranged at a suitable time.

1 = Little or no risk or impact

2 = Some risk or impact – action may be necessary.

3 = Significant risk or impact – action required

4 = Near certainty of risk occurring, catastrophic effect or failure of project.