

CYNGOR SIR POWYS COUNTY COUNCIL

COUNTY COUNCIL

15 July 2021

**REPORT AUTHOR: County Councillor Rosemarie Harris, Leader
County Councillor Beverley Baynham, Portfolio Holder
for Corporate Governance and Regulatory Services**

**REPORT TITLE: Vision 2025: Our Corporate Improvement Plan Annual
Performance Report 2020-2021 (including integrated
Strategic Equality Plan Objectives)**

REPORT FOR: Decision

1. Purpose

1.1. The purpose of this report is to present the Vision 2025: Corporate Improvement Plan (CIP) Annual Performance Report 2020-2021 for approval, which, for the first time, fully incorporates the annual monitoring of the Council's performance against its Strategic Equality Objectives.

2. Background

2.1. Vision 2025: CIP Annual Performance Report

The CIP Annual Performance Report presents Powys County Council's performance during 2020-21 against the well-being objectives published in Vision 2025: Our Corporate Improvement Plan, including the Strategic Equality Objectives (see section 2.1.1). The well-being objectives are:

- We will develop a vibrant **economy** (*including equality objectives 1 and 2*)
- We will lead the way in providing effective, integrated **health and care** in a rural environment (*including equality objectives 3 and 4*)
- We will strengthen **learning and skills** (*including equality objective 5*)
- We will support our **residents and communities** (*including equality objective 6*)

There is also an internal facing objective called **Making it Happen**.

2.1.1. Strategic Equality Objectives

During 2019-20, an in-depth review was undertaken of the Council's Strategic Equality Objectives and, after considering the views of residents and the local and national challenges, they were re-focused to create six new objectives, which are outlined below. These objectives will be reviewed annually to consider changing needs and priorities.

- **Equality Objective 1)** By 2024 we will enable people with a disability to have improved opportunities for valued occupation including paid employment.
- **Equality Objective 2)** By 2024 we will create equality of opportunity for all our staff and take action to close the pay gap.
- **Equality Objective 3)** By 2024, we will improve the availability of accessible homes, adaptable homes and life-time homes, that provide suitable and sustainable accommodation for future generations
- **Equality Objective 4)** By 2024, we help people to get the support they need to prevent homelessness
- **Equality Objective 5)** By 2024, we will improve opportunities and outcomes for children living in poverty.
- **Equality Objective 6)** By 2024, we will improve opportunities for our residents and communities to become more digitally inclusive. This will enable them to easily access the services they need and participate fully in everyday life.

For the first time, the CIP and Annual Performance Report include the Strategic Equality Objectives, rather than producing a separate Strategic Equality Plan (SEP) Annual Monitoring Report, as in previous years. This approach ensures that all objectives are fully embedded in the Council's overarching vision and plan.

The report sets out how the Council performed during 2020-21 against its commitments and provides information on how the Council is meeting its requirements in relation to the Equality Act 2010 and, more specifically, the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, and the Socio-economic Duty.

2.2. The report has been designed to provide a balanced and open account of the Council's performance during the year. It also meets the Council's reporting duties under the Well-being of Future Generations (Wales) Act 2015 and the Local Government (Wales) Measure 2009. In doing so, it includes:

- A detailed analysis of the progress made to deliver each of the Well-being Objectives during 2020-21
- A detailed analysis of the progress made to deliver each of the Strategic Equality Objectives during 2020-21
- How the Council has engaged and consulted with residents, communities, and businesses
- Feedback from regulators (Audit Wales, Care Inspectorate Wales, and Estyn) and how the Council is responding to their comments.

2.3. The report has been developed using information from the following sources to ensure clear alignment and consistency:

- Quarterly Corporate Performance Reports
- Quarterly Transformation Programme Highlight Reports
- Revenue and Capital Outturn Reports
- Annual Governance Statement 2020-21
- Specific information relating to the Council's COVID-19 response and recovery

2.4. A Quick Read version of the report has been produced, together with a one-page infographic, to ensure the Council's performance is communicated effectively.

3. Advice

3.1. The Council is required to publish the CIP Annual Performance Report by 31 October to comply with legislation. Similarly, Strategic Equality Monitoring must be published by 31st March after each year, but it is considered good practice to publish by July. Therefore, the CIP Annual Performance Report with newly integrated Strategic Equality Plan Monitoring must be published by 31 October 2021.

4. Resource Implications

4.1. The Head of Finance (Section 151 Officer) comments that "The performance presented in the CIP Annual Performance Report reflects the activity undertaken across the Council during the year, and the costs are included and reported within the Revenue and Capital Budgets."

5. Legal implications

5.1. Legal: the recommendations can be accepted 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. Data Protection

6.1. Not applicable.

7. Comment from local member(s)

7.1. The CIP Annual Performance Report 2020-21 (with integrated Strategic Equality Objectives) impacts with equal force across the whole County, and therefore comments have not been sought from individual Members.

8. Integrated Impact Assessment (IIA)

8.1. An IIA is not required as the annual report (with integrated Strategic Equality Objectives) does not include any proposals or service changes.

9. Recommendations

- 9.1. It is proposed that County Council consider the content of the **Vision 2025: Our Corporate Improvement Plan Annual Performance Report 2020-2021 (including integrated Strategic Equality Plan Objectives)** and approve for publication in line with statutory reporting duties.

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