



Leicester
City Council

WARDS AFFECTED

FORWARD TIMETABLE OF CONSULTATION AND MEETINGS:

**Cabinet
Council**

**3rd November 2003
27th November 2003**

CORPORATE PLAN 2003/06

Report of the Chief Executive

1. Purpose of Report

This report seeks a recommendation from Cabinet to Council for approval to the Council's Corporate Plan for 2003/06. A copy is attached in the appendix.

2. Recommendation

Cabinet are asked to recommend to Council for approval, the final Corporate Plan 2003-06 and to commission the Chief Executive to cascade it throughout the Council through a structured communications strategy.

3. Summary

3.1 Corporate Plan

The Council's Corporate Plan has been developed over the last year and has involved Members, staff and partners. The main audience for the Plan is Members and senior managers, although all staff will need to engage with the aims, objectives and values if the Plan is to be delivered. The Corporate Plan is in 3 sections:-

Section 1: Corporate Direction

Section 2: Key objectives and how we will measure them

Section 3: Delivering priorities by raising performance

The purpose of the Corporate Plan is to provide one overarching document which sets out clearly the direction and key objectives of the Council

3.2 Consultation

The Corporate Plan builds on the Interim Corporate Plan which was agreed by Council, subject to further consultation, in March of this year. The Interim Corporate Plan was developed by an all party working group facilitated by Greengage Consulting. Focus groups of staff were also held in addition to a workshop for senior managers.

The final Corporate Plan takes into account the priorities of the new administration. It has been the subject of considerable consultation over the last 3 months. All staff and Trade Unions were invited to comment on Part 1, the Corporate Direction, either individually, through teams or by departments. A number of comments were received, the results of which were used to develop it. 150 senior managers then discussed the Corporate Plan in detail. External partners in the Leicester Partnership were also consulted. These consultations have generated vigorous debate and engagement, sometimes reflecting difference views. Comments have been incorporated wherever possible, and continuing debate around the strategic issues facing the Council is key to owning the new Corporate Plan over coming years.

The previous Strategic Direction and the Interim Corporate Plan benefited from all Party agreement. This has been a strength in facing inspections over the years. It also sends out a clear signal to staff and partners that the Council is a single employer with an agreed organisational strategy. In the context of developing the latest Corporate Plan briefings were given to all 3 Political Groups as a prelude to discussions at the Council's Procedures Working Party. Labour Councillors have expressed a wish to reserve their comments until the Plan is discussed at full Council.

3.3 Communication

A communication strategy is being developed to ensure that the messages included in the Corporate Direction are cascaded through the organisation. This will involve video, CD Rom and team briefings.

4. Financial, Legal and Other Implications

There are no direct financial implications arising from this report. However, clearly there may be financial implications for the Council when delivering the specific priorities set out in the Corporate Plan.

The Council is currently developing a new corporate revenue budget strategy for the period 2004/05 to 2006/07. The corporate budget strategy will consider the extent to which additional funding can be identified to support Corporate Plan priorities. Within the context of the corporate revenue budget strategy, each department will be required to develop a departmental revenue strategy. Departments will need to consider the impact on their budget of any specific aspects of the Corporate Plan within the financial planning assumptions set out in the corporate revenue budget strategy.

Any financial implications arising from the production and communication of the Corporate Plan will be met from existing budgets in the Chief Executive's Office.

| Other implications | Yes/No | Paragraph references |
|---------------------------|---------------|---|
| Equal Opportunities | Yes | Corporate Direction and Targets contained within tables |
| Policy | Yes | Corporate Direction |
| Sustainability | Yes | Corporate Direction |
| Crime & Disorder | Yes | Corporate Direction |

| | | |
|------------------------------|----|---------------------|
| Human Rights Act | No | Corporate Direction |
| Elderly/People on low income | No | Corporate Direction |

5. Background Papers

Report to Cabinet and Council March 2002 – Interim Corporate Plan

6. Consultation

All staff, trade unions and members have been consulted on the corporate plan.

7. Report Author/Officer to contact:

Liz Reid Jones, Head of Policy & Performance, CXO, Ext 6097

DECISION STATUS

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|--------------------------------------|---|
| Key Decision | Yes |
| Reason | Significant in its effects on communities living or working in two or more wards/Part of Policy and Budget Framework |
| Appeared in Forward Plan | Yes |
| Executive or Council Decision | Council |