

TITLE OF REPORT: **Corporate Plan 2023-2028 - *The strength of Gateshead is the people of Gateshead***

REPORT OF: **Sheena Ramsey, Chief Executive**

Purpose of the Report

1. Cabinet is asked to recommend to Council '*The strength of Gateshead is the people of Gateshead*' as its Corporate Plan 2023-2028.

Background

2. A corporate plan is a key document for any organisation and sets out priorities, objectives and how its success will be measured. A corporate plan allows the council to set resources against agreed priorities and provides the framework to help prioritise future opportunities.
3. A corporate plan translates policy commitments into deliverable organisational objectives and in effect, it outlines the practical steps that will be taken to turn ambitions into reality. With resources being fully aligned to the organisation's financial strategy.

Proposal

4. Cabinet is asked to recommend to Council '*The strength of Gateshead is the people of Gateshead*' as its Corporate Plan 2023-2028 (Appendix 2).
5. The plan sets out the steps we will take to deliver our agenda for the borough, respond to emerging challenges and ensure the ongoing delivery of good-quality public services.
6. At a high-level, the plan sets out what the council will be doing over the next five years to make Gateshead a stronger place for our communities. It details what we want to achieve and our direction of travel for the next five years, which is both ambitious and reflective of the needs of our great borough.
7. While the plan identifies several priorities it does not aim to capture the enormous range of work going on across the council every day, which impacts and benefits the people, communities, partners, and businesses of Gateshead.
8. Underneath the plan, each area of the council will have an annual group plan that details work in that specific area, with these priorities ultimately feeding through to the workforce's annual appraisal and development process, in recognition that everyone working for the council has a role to play in delivering the corporate plan.

9. We intend to engage with our residents, partners, stakeholders, employees, and trade union colleagues to drive forward the priorities identified within the plan.
10. We will develop an annual action plan to monitor and track our performance in response to the priority areas. This will be aligned to the performance management and improvement framework. There will also be an annual highlight report produced outlining how we have performed each year.

Recommendations

11. Cabinet is asked to recommend that Council:

- i. Agrees '*The strength of Gateshead is the people of Gateshead*' as its corporate plan for 2023-2028.
- ii. Agrees to commence engagement on the corporate plan priorities for 2023-2028 as set out at paragraph 9; and
- iii. Agrees to receive an annual report which reviews performance against the agreed priorities within the plan.

For the following reason:

To prioritise and guide the council's activity in response to borough-wide need. If agreed, the corporate plan will provide an agreed set of priorities which the council will respond to, and which resource can be aligned.

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Policy Context

1. It is expected that the new corporate plan will have a positive economic, community, social and environmental impact across Gateshead and thereby promote the council's policy framework as set out in '*Making Gateshead a Place Where Everyone Thrives*', and Gateshead's Health & Wellbeing Strategy '*Good Jobs, Homes, Health and Friends*'.
2. Our Medium-Term Financial Strategy (MTFS) will translate the direction set out in the corporate plan into a sustainable financial strategy.
3. The plan will also facilitate closer working across the wider public sector, stakeholders, voluntary and community sector and local enterprise, on integrating functions and services and providing innovative solutions to the challenges faced by the borough and that of reducing financial resources.

Background

4. The corporate plan builds upon our strategic approach '*Making Gateshead a Place Where Everyone Thrives*' and represents the overall strategic and policy direction for the Council.
5. The corporate plan communicates our priorities over the next 5 years. It seeks to achieve this through simplicity, making sense of the complexity of all the connected issues and breadth of the council's strategic role and service delivery, while ensuring sufficient flexibility in approach to respond to rapidly changing external conditions.
6. Our MTFS will translate the direction set out in the corporate plan into a sustainable financial strategy. A separate paper on today's Cabinet agenda provides an update on the MTFS refresh.

Consultation

7. Consultation has been undertaken with all councillors on the approach towards the development of our corporate plan. Following full Council, a communication and engagement plan will support the launch of the plan with residents, partners, stakeholders, employees and trade union colleagues. Collective ownership is needed to deliver the priorities within corporate plan, and we want everyone to play a role in its delivery, embracing that the strength of Gateshead is the people of Gateshead.

Alternative Options

8. The alternative, which has been discounted, is to not have a corporate plan for the council. In the absence of a corporate plan there would be limited scope to guide the work and priorities of the council, and this would mean activity was not prioritised or coordinated in response to the needs of the borough.

Implications of Recommended Option

9. Resources:

- a) **Financial Implications** – The financial implications of the corporate plan will be addressed by the MTFS, emphasising the importance of an integrated approach. Our ongoing work to support the preparation of the MTFS refresh will continue to emphasise the link between available resources, priorities and pressures on both supply and demand.
- b) **Human Resources Implications** – There are no human resource implications arising directly from the recommendations in this report.
- c) **Property Implications** – There are no property implications arising directly from the recommendations in this report.

10. Risk Management Implications – There are no risks arising from the report itself, but an effective corporate plan helps reduce the overall risk of failing to apply council resources in a way that optimises achievement of agreed council outcomes, and key risks around non delivery of the outcomes set out in the corporate plan will be incorporated into the council's Strategic Risk Register.

11. Equality and Diversity Implications – There are no specific equality and diversity implications arising directly from the recommendations in this report. Priorities within the plan should reinforce the council's commitment to embracing equality, diversity, and support inclusion.

12. Crime and Disorder Implications – There are no crime and disorder implications arising directly from the recommendations in this report.

13. Health Implications – There are no health implications arising directly from this report.

14. Climate Emergency and Sustainability Implications - There are no climate emergency and sustainability implications arising directly from this report; however, the green agenda is a critical element of the corporate plan.

15. Human Rights Implications - There are no human rights implications arising from this report.

16. Ward Implications – There are no specific ward implications arising from this report. The plan will have a borough-wide impact.

Background Information

None.