CORPORATE PEER CHALLENGE: ACTION PLAN 2023-24



Theme / Recommendation	Actions	Deliverable / Outcome	Director Lead	Implementation Date
One Council Programme: R1. Everyone is signed up to the One Council programme. Regularly review the alignment of resources to the programme and ensure staff are kept updated on its achievements	1a) Review, update and publish internally the One Council Programme timetable for the remaining year 2023/24 and strengthen internal communications with 'One Council Update' as a standing item on monthly team briefs and CEO Team Talks	A published timetable for the One Council Programme 2023-24 Staff are aware of progress being made against the Programme	Strategy, People and Performance	End of August 2023
	1b) Scope the extent of the post One Council transformation and improvement programme	New Improvement programme established	Strategy, People and Performance	End of March 2024
	1c) Develop a new Digital Strategy to support ongoing transformation and schedule "up front" investment in digital support and training for staff	Digital Strategy in place Digitally-skilled workforce	IT and Digital	Draft Strategy September 2023 Final Strategy March 2024
Constitut	2a) Develop and deliver a Workforce Strategy covering the themes of engagement and culture, compassionate leadership, workforce development and succession planning, Inclusion and Diversity, Performance, and Wellbeing	Workforce Strategy and service level Development Plans in place	Strategy, People and Performance	Draft Strategy December 2023 Final Strategy March 2024
Capacity: R2. Continue to consider the capacity needs of the organisation and the ability to flex resources to deliver council services and ambitions	2b) Implement and embed a new Council-wide Performance Framework that underpins and monitors the delivery of council plan ambitions	Priority Delivery Plans in place across all Directorates linked to Council Plan priorities Monthly Management Reports produced to monitor wider performance	Strategy, People and Performance	Commenced April 2023

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Regeneration: R3. The Council has a once in a lifetime opportunity and ambition for high quality regeneration - consider how you schedule delivery to maximise impact	3a) Align service and strategy reviews to the delivery of major projects (e.g. build new multi-storey car park and rationalise remaining car park stock)	Major projects programme in place with opportunities for service / strategy reviews identified	Deputy Chief Executive	End of August 2023
	3b) Scope options for alternative delivery vehicles such as Joint Venture	Alternative delivery vehicles options identified and assessed	Deputy Chief Executive	End of September 2023
	3c) Ensure procurement strategies are in place for all major projects which allow for external project management support	Programme of regeneration procurement strategies in place	Deputy Chief Executive	End of April 2024
Regeneration:	4a) Design an external communications strategy for informing partners about plans an progress with key regeneration	Communication strategy in place for regeneration schemes	Deputy Chief Executive	End of August 2023
R4. Consider how to keep partners better informed on the progress of regeneration projects	projects	Partners feel engaged and well informed		
Finance and Budgets: R5. Recognising strong financial	5a) Review and relaunch the Commercial Strategy including income generating initiatives	Commercial Strategy reviewed and underway	Deputy Chief Executive	End of September 2023
management, it is important to continue to promote joint responsibility and accountability for the financial health of the organisation and to put in place robust plans and governance to meet future financial challenges	5b) Embed culture of financial review and challenge, aligned to priorities and non-priorities, through the continued use of annual Efficiency Boards	Annual reviews of all budgets undertaken with efficiencies identified	Finance	Annually - September 2023

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				Date
Governance:	6a) Continue to roll out member training	Members feel confident in	Legal and	End of December
	on the purpose and aims of good scrutiny	their scrutiny role	Governance	2023
	6b) Support chairs in scrutiny work plan	Chairs feel confident in	Legal and	End of December
R6. Build on the recent successes in	development with clear objectives	developing an effective	Governance	2023
Scrutiny regarding Budget Scrutiny	around scrutiny outcomes	scrutiny work plan		
and Walleys Quarry and consider	6c) Link scrutiny to Council Plan priority	Member-led scrutiny work	Legal and	End of December
how this approach can be	projects and initiatives, including	plan developed and	Governance	2023
incorporated to ensure Scrutiny	financial pressures relating to lower	agreed, linked to priority		
works effectively across the	priority work	projects and initiatives		
organisation				
	7a) Engage with Staffordshire	The Borough Council will	CEO / Deputy CEO	Quarterly
Partnerships:	CEO/Leaders Board including	have the opportunity to		meetings
	Staffordshire County Council on pipeline	influence and participate in		underway
R7. Consideration should be given for	projects and funding opportunities	future collaborations for		
how the council can remain fully		the benefit of its residents		
involved in discussions to develop				
and shape post-LEP arrangements				
and further collaboration with other				
Councils across the County				
Partnerships:	8a) Continue to seek out opportunities	Effective partnerships in	Strategy, People	Partnership
	for collaboration on shared priorities	action, evidenced by	and Performance	meetings and
	with our partners through existing	successfully delivered joint		Programme
R8. The Council can build on the	networks	projects	Neighbourhood	Board meetings
fantastic relationships it has with			Delivery	underway
partners and work together to	See also 4a) external communications	Partners feel engaged and		
deliver its strategic ambitions	with partners around regeneration work	well informed	Commercial	
acver its strategic amortions			Delivery	