

SOUTH CAMBRIDGESHIRE DISTRICT COUNCIL

REPORT TO: Leader and Cabinet
AUTHOR/S: Chief Executive / Improvement Manager

9 July 2007

INSPIRE PROJECT – UPDATE

Purpose

1. To give a progress report on the Improvement Project.

Background

2. The name 'Inspire' has been adopted for the CGI Improvement Project and is the name that is now used for all meetings, material etc. for the improvement project. The Cabinet receive a monthly progress report on the project.

Progress to date

3. A table setting out progress against the key priorities outlined in the summary improvement plan is included at **Appendix A**. A number of the highlights since the last progress report are summarised below.

Equalities

4. The Improvement Manager has concluded an audit of equalities and has identified the steps that need to be taken to achieve level 1 of the Equality Standard for Local Government by December. An Equal Opportunities Steering Group of Members and officers has been agreed with the Portfolio Holder with the cross cutting responsibility for Equalities. This steering group will oversee the development and implementation of an action plan to reach Level One.

Council values

5. The Improvement Plan committed the Council to developing values as well as the Corporate Objectives. These values will assist the council in implementing its objectives in the future. A series of workshops have been held to develop the values and the outcomes of the workshops will be consulted upon over the summer before the final values are presented to Cabinet in the autumn.

Strategic Team Development Centre

6. The Cabinet and the Senior Management Team have spent some time together in a facilitated exercise supported by the IDeA. The development centre concentrated on building the skills of the "top team" and focused on how the new corporate objectives and service priorities can be delivered.

7. **Various developments have taken place:-**

- i) The Affordable Housing Corporate Manager, Stephen Hills, joined the authority on the 2 July. The remaining Corporate Manager post (Finance and Support Services) is currently being recruited to and an assessment centre was held on the 5 July.
- ii) The 2nd and 3rd Tier review is almost concluded and will be reported to the next meeting of Cabinet
- iii) Recruitment is in progress for the Scrutiny Development Officer and the Equality and Diversity Officer has been appointed subject to references.

Financial Implications

8. There have been no further posts approved since the last Cabinet meeting therefore the remaining funding stands at £191,200 as previously reported.

Implications

9.

Financial	The implementation of Project Inspire will mainly be met from the £425,000 allocated
Legal	No significant implications
Staffing	The implementation of Project Inspire is a major call on staff resources and ensuring sufficient resourcing to achieve the improvement objectives is a risk that is being kept under review.
Risk Management	The Inspire Project has a separate risk register regularly reviewed by the Project Team and the Improvement Board. This register is attached at Appendix C.
Equal Opportunities	The Improvement Plan includes far reaching implications for equal opportunities and will be furthered by the appointment of the Equality and Diversity Officer

10. **Conclusions**

Good progress continues to be made and key milestones have all been achieved to date.

Recommendations

11. The Cabinet is recommended to note the progress of Project Inspire

Background Papers: No significant unpublished papers were used.

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