

REPORT TO: Scrutiny and Overview Committee 25 February 2021

LEAD CABINET MEMBER: Cllr Neil Gough (Deputy Leader)

LEAD OFFICER: Anne Ainsworth (Chief Operating Officer)

2020-25 Business Plan

Executive Summary

1. The Council agreed four key priorities as part of developing the 2019-24 Business Plan. Beneath this sits an action plan detailing the activities the Council would carry out under each of the four areas.
2. It was agreed that the Business Plan would be reviewed annually to ensure that priorities are continuing to deliver the outcomes needed for local people. When developing the latest update to the 2020-25 Business Plan, the four priority areas have remained unchanged, but a review has been done on the action plan.
3. The plan has been updated and reflects the activity that has been on-going throughout 2020-21 during the Covid-19 pandemic. It has also been drafted with the recognition that the implications from the virus and multiple national lockdowns, will continue to be far-reaching and will require continued dedicated resource from the Council throughout 2021.
4. The updated version of the plan for 2021-22 is intended to provide clear priorities and delivery dates. This will make sure the Council can easily track progress and delivery of the agreed actions. This document provides the over-arching framework for priorities and will inform 2021-22 Service Plans.

Key Decision

5. No

Recommendations

6. It is recommended that the Scrutiny and Overview Committee:
 - (a) Considers and comments on the proposed 2020-25 Business Plan at **Appendix A** (with the Action Plan primarily focused on delivery 2021-22) and notes any feedback to Cabinet.

Reasons for Recommendations

7. The Business Plan outlines clear and measurable actions that the Council will carry out up until 2025 to achieve the overarching priorities, with a focus on activities in 2021-22. The Business Plan is used to ensure officer and financial resources are allocated appropriately to achieve the actions and objectives detailed within it.

Details

8. Actions from the 2019-24 Business Plan that have already been completed are listed in the 2020-25 Business Plan at **Appendix A**.
9. Some other actions agreed in the 2019-24 Business Plan are being progressed in partnership with other organisations. Where these actions are now combined into joint action plans, they are not detailed in the Business Plan. For example, a number of actions are linked to the activities of the Cambridgeshire and Peterborough Combined Authority and Greater Cambridge Partnership.
10. The actions within the Business Plan at **Appendix A** have been split between priorities over the next twelve months of the plan and other longer-term objectives. All priorities proposed for 2021-22 include measures that make sure we can monitor and evaluate progress.

Options

11. The Scrutiny and Overview Committee may choose to provide further feedback on the proposed Business Plan to Cabinet for consideration.

Implications

12. In the writing of this report, taking into account financial, legal, staffing, risk, equality and diversity, climate change, and any other key issues, the following implications have been considered:
 - The effects of the Covid-19 pandemic – multiple lockdowns have had wide reaching impacts on our communities, businesses and vulnerable individuals. Resource will be required throughout 2021 to ensure that as the national vaccination programme is rolled out, support continues to be provided to those who need it. This may have implications for some of the timescales within the plan but it is not possible to say at this time what may be affected. The plan has been written based on the information we have at this point in time.
 - The potential impacts of Brexit are still to be fully realised and will need to be carefully monitored over the next few months.
 - Throughout the pandemic, the positive implications for the environment and new ways of working have been documented. Although the Business Plan as a priority to be 'Green to our Core', it also reflects the work of the Council to embed environmental issues and considerations within all aspects of our activity.
 - The implications of multiple lockdowns and national restrictions have disproportionately affected some people in our communities more than others. As

part of our equality and diversity commitment, the Council has within the Plan what direct action we can take to support those who may have been most impacted.

Financial

13. The Council's Business Plan is in line with the Council's agreed budget for 2021-22, to ensure that actions can be fully resourced and funded.

Legal

14. None.

Staffing

15. As part of the action plan refresh process, resourcing has been considered to ensure deliverability of Council priorities.

16. There will continue to be demands upon our staffing resources from Covid-19 related activities throughout 2021.

Risks/Opportunities

17. The process of refreshing the Council's action plan will improve Business Plan performance reporting for 2021 onwards and ensure resources are clearly focussed towards delivering priorities.

Equality and Diversity

18. The action plan reaffirms the Council's commitment to be an employer of choice for people with disabilities. Actions within the Business Plan will require the completion of Equality Impact Assessments for individual projects.

Climate Change

19. One of the four key priority areas within the Business Plan is being 'Green to Our Core'. This priority makes sure that the environment and environmental impacts are at the centre of all the work we do.

Health and Wellbeing

20. The Business Plan and Actions for 2021-22 reflect the Council's focus on Health and Wellbeing through the priorities of the Plan. A Green Recovery from the pandemic, Zero Carbon and Doubling Nature strategies all contribute towards the environmental quality of life and good health for our residents. As a Modern and Caring Council, we continue to prioritise actions that support good health and mental health across our workforce, and

our housing priorities recognise the importance of good quality and affordable schemes across South Cambridgeshire.

Consultation responses

21. A detailed public consultation was carried out in 2019 to develop the four key themes as part of the 2019-24 Business Plan. These four areas remain unchanged.

Alignment with Council Priority Areas

18. This process does not change any of the overarching themes but will establish clear priorities falling within each of these for the next business planning period (2021-22).

Background Papers

None.

Appendices

Appendix A: Draft 2020-25 Business Plan Action Grid

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