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**CABINET**

**18 March 2015**

**Subject Heading:**

**Corporate Plan 2015/16**

**Cabinet Member:**

**Councillor Clarence Barrett**

**CMT Lead:**

**Andrew Blake-Herbert**

Group Director - Communities & Resources

**Report Author and contact details:**

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**Policy context:**

The Corporate Plan sets out the Council's mission statement and how this will be delivered over the forthcoming year.

**Financial summary:**

There are no specific financial issues. It is expected that the Corporate Plan will be delivered within existing resources.

**Is this a Key Decision?**

Yes

**Is this a Strategic Decision?**

Yes

**When should this matter be reviewed?**

March 2016

**Reviewing OSC:**

Overview & Scrutiny Board

**SUMMARY**

This report presents the Corporate Plan 2015/16 which is based on the Council's new mission statement **Clean | Safe | Proud**.

**RECOMMENDATIONS**

Cabinet is asked to approve the Corporate Plan 2015/16.

**REPORT DETAIL**

1. The Corporate Plan sets out the Council's new mission statement **Clean | Safe | Proud** and the activities that the Council will undertake to 'support our community', 'use our influence and 'lead by example'. The Corporate Plan pledges that:
  - Havering will be **clean** and we will care for the environment.
  - People will be **safe**, in their homes and in the community.
  - Our residents will be **proud** to live in Havering.
2. The Council's new approach will be to "get there, together".
  - We will **support our community** by spending your money on the things that matter most to residents - like clean, safe streets and protecting people in need. We will support local firms to grow and create jobs and we will energise our towns to improve the quality of life in Havering.
  - We will **use our influence** to bring more jobs, homes, schools and transport to Havering. We will use our planning powers to balance the growth of business centres with the protection of 'green Havering' and its quieter communities. We will encourage local people to do the right things - keep Havering tidy, be good neighbours and lead healthier lives.
  - We will **lead by example** by running a low-cost Council that respects residents by using their money wisely. We will work with others to reduce costs; we will help people to do business with us at any time of the day or night, and we will hold ourselves to the high standards residents expect from us.
3. The activities set out in the Corporate Plan are aligned to the new mission statement and approach and a selection of measures are included that will help the Council to monitor performance against these commitments.
4. The Corporate Plan is used to inform service planning and to ensure that the Council's operational activities and measures are linked back to the new mission statement and approach. The measures and targets set out in the Corporate Plan will continue to be refined as necessary as service plans are finalised throughout the remainder of March 2015.
5. The draft, externally facing Corporate Plan 2015/16 is attached at **Appendix 1** for approval.
6. Attached at **Appendices 2 – 4** are further internal working documents for both Members and officers, setting out not only what the Council plans to deliver but also how performance in this regard will be measured.

**REASONS AND OPTIONS**

**Reasons for the decision:** To provide the Council with a Corporate Plan for the forthcoming year based on the new mission statement - **Clean | Safe | Proud**.

**Other options considered: N/A**

## **IMPLICATIONS AND RISKS**

### **Financial implications and risks:**

There are no direct financial implications or risks from this report. It is expected that the Corporate Plan will be delivered within existing resources. Any specific finance issues will be considered as part of the corporate service planning process.

### **Legal implications and risks:**

There are no direct legal implications or risks from this report. The corporate service planning process will need to take account of new and existing statutory duties and responsibilities that are imposed on the Council by the Government even if there are inadequate or no commensurate increases in Government funding to finance them. Failure to do so will put the Council at risk of legal challenge by affected residents or businesses.

### **Human Resources implications and risks:**

There are no direct HR implications or risks from this report. Any HR issues which occur as part of any change processes will be managed in accordance with both statutory requirements and the Council's Managing Organisational Change & Redundancy Policy and associated guidance.

### **Equalities implications and risks:**

The Equality Act 2010 requires public authorities to have due regard to the three aims of the Public Sector Equality Duty when exercising public functions (e.g. planning, delivering and re-designing services). The three aims of the Public Sector Equality Duty are to:

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity, and
- Foster good community relations between people who share any protected characteristics and those who do not.

The Council has a duty to act and is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce.

Currently there are nine protected characteristics (previously known as "equality groups" or "equality strands") covered under the Equality Act 2010. These are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

Detailed equality implications of individual proposals and activities will be assessed as necessary as part of the corporate service planning process. Equality impact assessments are systematically carried out for any services, projects or other schemes that have the potential to impact on communities and / or staff on the grounds of particular protected characteristics or socio-economic disadvantage.

Cabinet, 18 March 2015

**BACKGROUND PAPERS**

None.