



## CABINET

15 January 2020

**Subject Heading:**

Quarter 2 Corporate Performance Report (2019/20)

**Cabinet Member:**

Councillor Damian White, Leader of the Council

**SLT Lead:**

Jane West, Chief Operating Officer

**Report Author and contact details:**

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**Policy context:**

The report sets out Quarter 2 performance against each of the strategic goals and associated measures set out in the Corporate Plan for 2019/20.

**Financial summary:**

There are no direct financial implications arising from this report which is for information only. Adverse performance against some corporate performance indicators may have financial implications for the Council.

**Is this a Key Decision?**

No

**Is this a Strategic Decision?**

No

**When should this matter be reviewed?**

The Corporate Performance Report will be brought to Cabinet at the end of each quarter, with an annual report brought at the end of Quarter 4

**Reviewing OSC:**

The six overview and scrutiny sub-committees (Children and Learning, Crime and Disorder, Environment, Health, Individuals, Towns and Communities) have each selected a basket of indicators that they will track performance against throughout the year. Progress against these indicators will be reported to the Overview and Scrutiny Board on a quarterly basis. Many of these will either duplicate or be "feeder" indicators for the PIs featured in the Corporate Performance

Report.

**The subject matter of this report deals with the following Council Objectives**

Communities making Havering	[X]
Places making Havering	[X]
Opportunities making Havering	[X]
Connections making Havering	[X]

### **SUMMARY**

The Corporate Performance Report provides an overview of the Council's performance for each of the strategic goals and highlights good performance and potential areas for improvement. The report is presented four times a year for the periods 1 April to 30 June (Quarter 1), 1 July to 30 September (Quarter 2), 1 October to 31 December (Quarter 3), and 1 January to 31 March (Quarter 4 / Annual).

### **RECOMMENDATIONS**

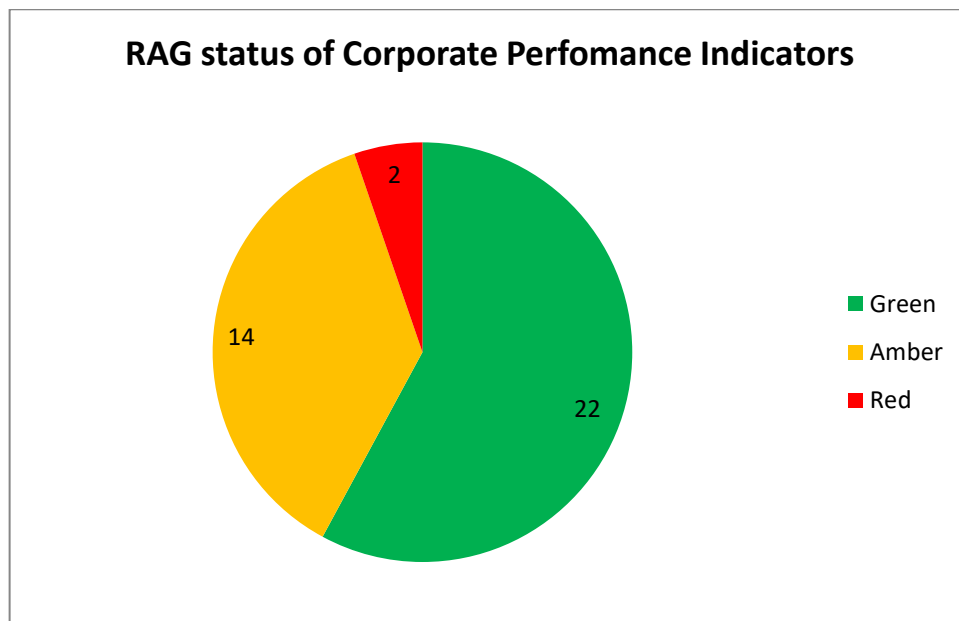
That the Cabinet:

- Considers the performance set out in the Appendix and the corrective action that is being taken.

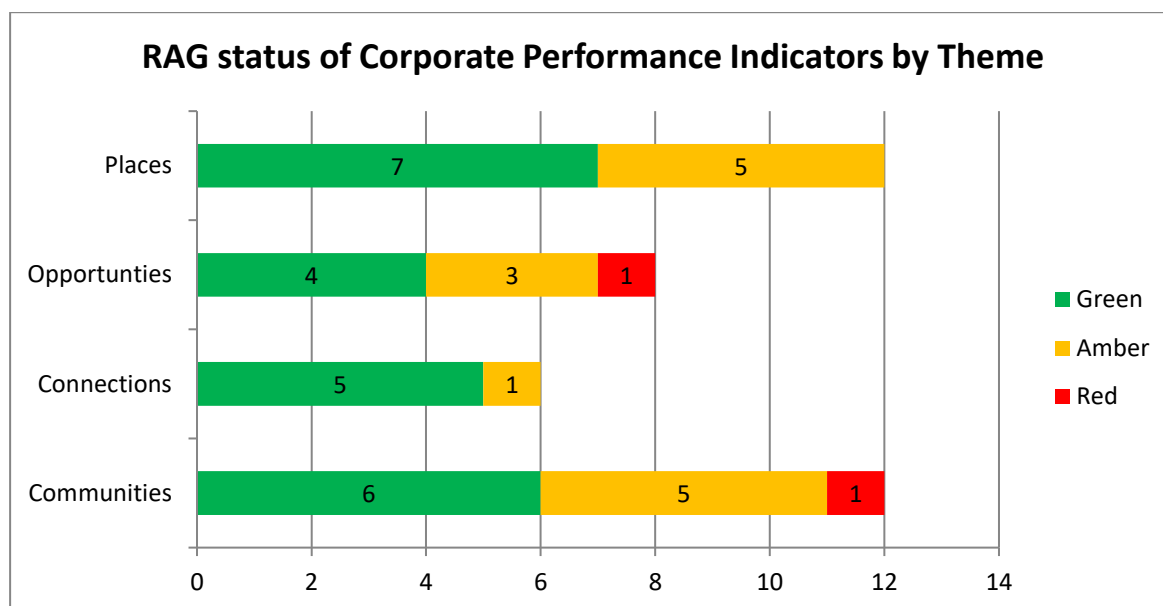
**REPORT DETAIL**

**Corporate Performance Report Quarter 2 2019/20 Summary**

1. The following outcomes and performance indicators outlined within this report were agreed in the Corporate Plan 2019/20. Performance of the Council moved from indicators to an outcome-based approach to provide a better understanding of how the Council is supporting the needs of the borough and is achieving its strategic objectives.



1. There are 47 performance measures outlined in the Corporate Plan, based on the four themes (Communities, Connections, Opportunity and Place).
2. There were 9 performance measures identified as N/A, this may be due to one of the following reasons:
  - Only reported annually
  - Cannot be RAG rated as volumetric does not have a target
  - The outcome cannot be assigned a RAG status
3. Overall, the performance measures have been RAG rated as:
  - 22 (58%) rated as **Green**
  - 14 (37%) rated as **Amber**
  - 2 (5%) rated as **Red**



4. The performance measures are broken down according to theme, with the following breakdown per theme:

- Communities – 6 (out of 12) rated Green
- Connections - 5 (out of 6) rated Green
- Opportunity - 4 (out of 8) rated Green
- Place - 7 (out of 12) rated Green

### **REASONS AND OPTIONS**

**Reasons for the decision:** To provide Cabinet Members with an update on the Council's performance against each of the strategic goals set out in the Corporate Plan.

**Other options considered:** N/A

### **IMPLICATIONS AND RISKS**

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

There are no direct financial implications arising from this report which is for information only. However it should be noted that adverse performance against some Corporate Performance Indicators may have financial implications for the Council.

All service directorates are required to achieve their performance targets within approved budgets. The Senior Leadership Team (SLT) is actively monitoring and managing resources to remain within budgets, although several service areas continue to experience significant financial pressures in relation to a number of demand led services. SLT officers are focused upon controlling expenditure within approved

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directorates budgets and within the total General Fund budget through delivery of savings plans and mitigation plans to address new pressures that are arising within the year.

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

There are not any implications arising directly from this report that impact on the Council's workforce.

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

Whilst reporting on performance is not a statutory requirement, it is considered best practice to review the Council's progress against the Corporate Plan on a regular basis.

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

The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:

- (i) The need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (ii) The need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
- (iii) Foster good relations between those who have protected characteristics and those who do not.

Note: 'Protected characteristics' are: age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants.

The following Corporate Performance Indicators rated as 'Red' could potentially have equality and social inclusion implications for a number of different social groups if performance does not improve:

- % of care leavers (aged 19-21) in education, employment or training
- Minimum 98.7% collection rate on business rates

## **BACKGROUND PAPERS**