

Cabinet

Thursday 20 February

Report of the Leader of the Council

Corporate Plan 2025 - 2030

Purpose

To advise members of the consultation responses that have supported the development of the Corporate Plan 2025 to 2030 and approve the new vision and priorities ready to be included in the Medium-Term Financial Strategy, which will be debated at Full Council on 25 February. To advise members on the development of the draft Annual Delivery Plan and supporting performance framework to track and monitor process.

Recommendations

It is recommended that:

1. Cabinet approves the Corporate Plan Narrative set out at Appendix A.
2. That Cabinet agrees the updated performance management framework and the plan for quarterly reporting going forward. This includes the draft template for the Annual Delivery Plan (Appendix B) to be used to develop the framework for assessing the progress to deliver the priorities from the Corporate Plan 2025-2030.
3. That Cabinet delegates authority to the Chief Executive in consultation with the Leader of the Council to finalise the actions required for the Annual Delivery Plan for the launch of the new Corporate Plan on 1 April 2025.

Executive Summary

The Corporate Plan 2025 - 2030 sets out the council's vision and priorities and has been in development since June 2024. The development of the plan has been shaped by consultation and collaboration with residents, staff, members, community groups and key strategic partners to ensure it reflects the needs and expectations of our residents.

It is an integral part of our Medium-Term Financial Strategy (MTFS) to ensure its viability and deliverability. As such the Corporate Plan itself forms part of the budget report which will be presented for adoption at Full Council on 25 February 2025.

The Vision for the Council is to *Build a Better Tamworth by delivering our key priorities:*

Prosperity & Place - We want growth in the local economy by creating jobs and a Tamworth we are all proud of, ensuring financial stability for all. We will:

1. Work with businesses to help them grow and create jobs
2. Identify and address skills shortages
3. Make the town centre more vibrant and accessible

4. Regenerate and create spaces for people to use and enjoy
5. Promote tourism and nightlife by using our culture and heritage sites

Environment - We want to achieve net-zero carbon emissions, protect the environment and enhance local biodiversity. We will:

6. Keep Tamworth's local areas clean
7. Tackle fly tipping, littering and environmental offences
8. Cut down on using carbon in our operations
9. Collaborate with partners to protect the environment
10. Provide eco-friendly housing options

Community Wellbeing - We want residents to lead safe, healthy and happy lives in communities that are cohesive, where diversity is celebrated. We will:

11. Work with our partners to support children and vulnerable individuals' wellbeing
12. Ensure our active health and wellbeing offer supports the improvement in residents physical and mental health
13. Improve our offer to provide suitable homes and make good quality, eco-friendly and affordable housing available
14. Work with our partners to reduce homelessness and rough sleeping
15. Work with our partners to reduce crime and help our residents feel safe

Council - We're focused on being a caring, accessible and effective council that is financially resilient. We will:

16. Be visible, accessible, approachable and accountable to the community
17. Learn and work with communities to provide broader social benefits
18. Maintain balanced budgets in our financial strategies

Background Information

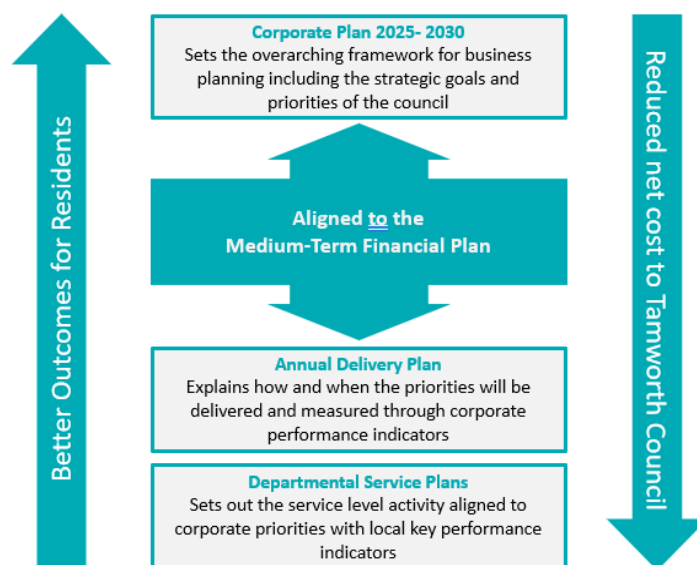
The council's new Corporate Plan has been informed by several key elements including:

- The aspirations of the new Cabinet, the council and all members
- The views of residents through regular surveys and specific consultation exercises commissioned in 2024 and the most recent survey in Autumn 2024
- Existing commitments, such as key projects and existing strategies that extend beyond the current plan period.
- The current and future financial situation of the council – the Medium-Term Financial Strategy (MTFS).
- Local statistics that highlight areas of concern/ focus
- Input from statutory and key strategic partners including Better Together Tamworth
- The views of local businesses, voluntary sector and staff

An outline of the emerging plan was presented to Corporate Scrutiny in June 2024 and again in August 2024 on progressing consultation and engagement.

Following these sessions, the draft plan was used to assess budget priorities for the development of the revised MTFS which will be considered at Full Council on 25 February

2025. The strategic context shows how the Council Budget and the new Corporate Plan will be adopted as set out in this diagram:



To help us work towards delivering the five-year-long Corporate Plan priorities, the annual Delivery Plan focuses on two areas:

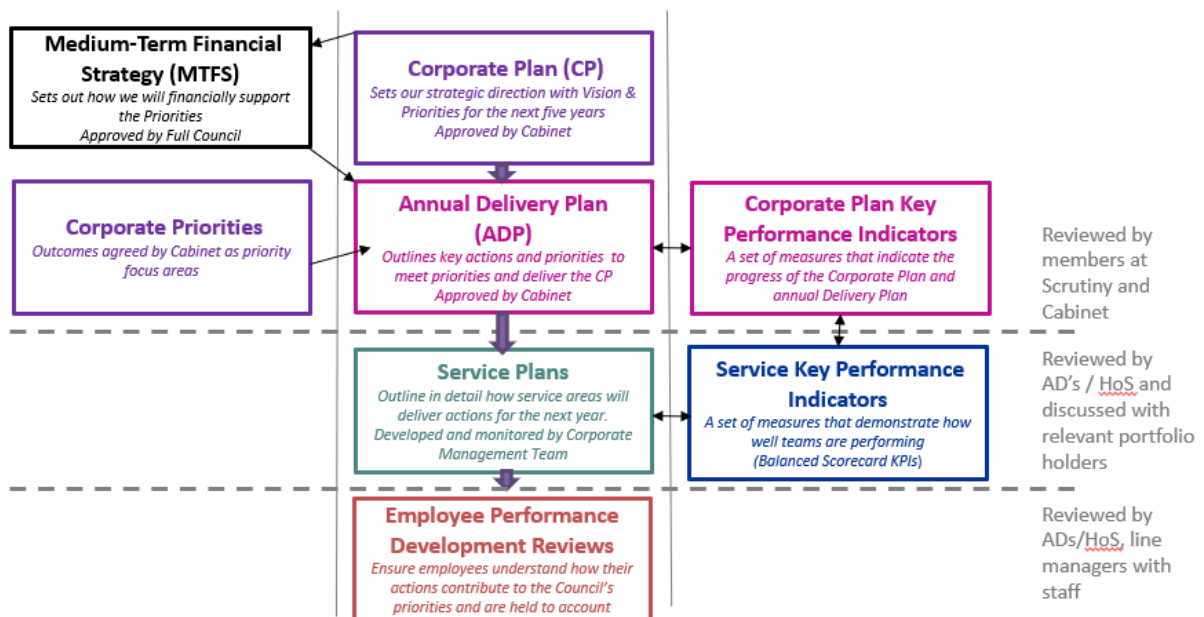
1. Activities the council needs to undertake over the coming year
 - Each activity will entails associated milestones that will need be achieved by the end of March 2026
2. Corporate Key Performance Indicators will enable us to understand the effectiveness of our services including successes and areas for improvement
 - How we compare to other local authorities (CIPFA Benchmarking group)
 - Review which statutory indicators should feature as part of the Corporate KPIs
 - Review best practice, innovations and embed continuous improvement into our practices

Robust monitoring arrangements will be implemented including senior officer and cabinet member oversight. This will help us to be open and honest about our progress, how well we are performing and what mitigations we need to put in place to address slippage and emerging risks. Reporting will include:

- Monthly report to CMT Performance Board
- Monthly update to Portfolio Holders
- Quarterly report to Scrutiny and Cabinet

The new quarterly performance report intends to focus on the council's progress on delivering the Corporate Plan by monitoring the Annual Delivery plan and the corporate KPI's. The current quarterly performance pack will therefore be disaggregated resulting in increased clarity and transparency.

Our golden thread of corporate priorities will support our updated performance structure of:



Once approved by Cabinet and Full Council a communications plan will ensure the new priorities, values and performance framework are communicated to staff, members and other key stakeholders.

Options Considered

The council must have a Corporate Plan to fulfil the obligations of Best Value. Any such plan must be evidence based, current, realistic and enable the whole organisation's performance to be measured and held to account.

The authority's financial strategy and delivery arrangements must also be aligned with priorities in the Corporate Plan, and respond appropriately to local need, including the plans of partners and stakeholders.

Resource Implications

The Corporate Plan is the key guide for planning and decision making for the council over the next 5 years and careful consideration has been made to align the plan with the council's resources and capacity to deliver, as a key recommendation from the Corporate Peer Challenge Feedback Report.

Legal/Risk Implications Background

None, the plan has been developed in full consultation with key stakeholders and taken through scrutiny in August 2024 and January 2025. Consideration has been made of the recently announced local government devolution and the plan will ensure that until any such decisions are made, the Council will perform and deliver the best outcomes for residents.

Equalities Implications

An Impact Assessment has been completed at Appendix D – No issues have been flagged that are directly relevant to decisions in this report, however it is noted that the consultation plans included measures to seek views from underrepresented groups and this work is ongoing as part of the community cohesion project. For this reason, equality and inclusion

has been included as a key principle of the Corporate Plan and the Annual Delivery Plan. The ESHIA will continue to be reviewed as the activities are developed and approved for delivery.

Environment and Sustainability Implications (including climate change)

Environment is a priority area set out in the Corporate Plan and the Annual Delivery Plan. Supporting actions, projects and policies, that will be subject to their own approval routes, will ensure this is progressed.

Report Author

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List of Background Papers

Current [Corporate Plan](#) 2022-2025
Statutory [Best Value duty](#)
Cabinet Report [Corporate Plan Development Timeline](#) July 2024
Scrutiny Report [Corporate Project Updates](#) June 2024
Scrutiny Report [Vision and Corporate Plan update](#) August 2024

Appendices

Appendix A – Corporate Plan 2025-2030
Appendix B – Annual Delivery Plan Template
Appendix C – Consultation & Engagement Summary
Appendix D – Equality, Social and Health Impact Assessment Report

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