



County Council

**Open Report on behalf of David O'Connor, Executive Director Performance and Governance**

Report to:	<b>County Council</b>
Date:	<b>21 February 2014</b>
Subject:	<b>Council Business Plan 2012 – 2015 Annual Update</b>

**Summary:**

This report outlines the annual update of the Council Business Plan 2012 - 2015.

**Recommendation:**

Council approve the updated Council Business Plan 2012 - 2015.

## 1. Background

Our Business Plan 2012 - 2015 is a short, strategic document that sets out how we use our resources to deliver the most important things the Council is doing. This is measured through council priority activities, performance indicators and targets. The plan has been updated to reflect changes over the last year and the updated plan is now presented to Council for approval. Assistant Directors, Corporate Management Board and Portfolio Holders have been involved in updating the Council Business Plan attached in Appendix A.

Additional footnotes have been included in the Council Business Plan to enhance understanding of performance indicators and targets. Although this Business Plan is primarily an internal document, it is published on the Council's website LCC Connects, with paper copies printed on request. We publish separate messages to communicate on a wider basis with the public and other organisations.

## 2. Conclusion

The Council Business Plan 2012 - 15 has been updated so it continues to reflect what is most important to the Council. This is measured through quarterly performance reports of performance against the council priority activities, performance indicators and targets set out within in the plan.

## 3. Legal Comments:

The decision to approve the updated Council Business Plan is within the remit of Full Council.

#### **4. Resource Comments:**

The resources to deliver this Plan are included in the approved 2014/15 revenue budget and capital programme of the Council.

#### **5. Consultation**

##### **a) Has Local Member Been Consulted?**

Not applicable

##### **b) Has Executive Councillor Been Consulted?**

Yes

##### **c) Scrutiny Comments**

The draft updated Plan was considered by the Value for Money Committee on 21<sup>st</sup> January. Quarterly performance against the plan is scrutinised by the Value for Money Committee prior to reporting to the Executive.

##### **d) Policy Proofing Actions Required**

The Council's obligations under the Equality Act 2010 need to be taken into account by the Executive when considering the Plan.

The Council must, in the exercise of its functions, have due regard to the need to:

(1) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;

(2) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;

(3) foster good relations between persons who share a relevant protected characteristic and persons who do not share it: Equality Act 2010 s 149(1). The relevant protected characteristics are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation: s 149(7).

Having due regard to the need to advance equality of opportunity involves having due regard, in particular, to the need to:

(1) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

(2) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;

(3) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such

persons is disproportionately low.

(4) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

(5) Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to tackle prejudice, and promote understanding.

(6) Compliance with the duties in this section may involve treating some persons more favourably than others.

This duty cannot be delegated and must be discharged by the Executive.

In relation to the business plan, this is effectively made up of council priority activities, performance indicators and targets. It is the responsibility of each project manager to make sure equality considerations and an impact analysis of the project on different groups is undertaken as part of the project start up and design. Action from impact analysis are monitored through project reporting. The performance indicators reflect activities expressed in numerical terms. It is the responsibility of each service when it makes a change, stops, or starts a new service to make sure equality considerations and an impact analysis are completed.

## 6. Appendices

These are listed below and attached at the back of the report	
Appendix A	Council Business Plan 2012-2015 Annual Update

## 7. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

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