Lincolnshire
COUNTY COUNCIL
Working for a better future

Open Report on behalf of Andrew Crookham, Executive Director - Resources

Report to:	**Executive**
Date:	**05 September 2023**
Subject:	**Corporate Plan Success Framework 2023-24 - Quarter 1**
Decision Reference:	**I029356**
Key decision?	**No**

Summary:

This report presents an overview of performance against the Corporate Plan as at 30th June 2023. Detailed information on performance can be viewed on the Council's website.

Recommendation:

That performance for Quarter 1 2023-24 as at 30th June 2023 be considered and noted.

Alternatives Considered:

No alternatives have been considered to recommendation 1 as it reflects factual information presented for noting and consideration.

Reasons for Recommendation:

To provide the Executive with information about how the Council is performing against the Corporate Plan.

1.   **Background**

1.1   The County Council's Corporate Plan (CP) 2020-2030 sets out our priorities for local residents and communities. The CP has been refreshed in order to recognise that additional or different actions are required during the life of the Plan to build on progress and to keep the Plan relevant to changing context and challenges. This refresh was agreed at the full Council meeting on the 19th May 2023 and reflects:

* Progress on delivering the plan since 2019.
* Changes in the Council's operating environments including local priorities, funding and changes in national policy.
* Changing lifestyles, needs and public service recovery from the coronavirus Pandemic.
* Further actions needed to deliver on the Council's ambitions for Lincolnshire's Residents.

1.2   The Corporate Leadership Team (CLT) and Assistant Directors (ADs) have developed the Corporate Plan Success Framework (CPSF) which identifies the developmental activities and Key Performance Indicators (KPIs) that will be undertaken in order to achieve the four ambitions outlined in the CP. This framework has been revised to align with the refreshed plan and was agreed by the Executive on the 4th July 2023.

1.3   The **four ambitions** for the Council are:

* Support high aspirations
* Enable everyone to enjoy life to the full
* Create thriving environments
* Provide good value council services

1.4   All of the four ambitions are 'progressing as planned'. This is based on both the key activities and KPIs.

1.5   This report provides the Executive with highlights of performance of the revised CPSF. The full range of performance is hosted on the Council's website.

2.0   **Performance Reporting**

2.1   For **Activities**, this includes those which are:-
* **Amber: "Progress is within agreed limits"** a current milestone is slightly behind but the Activity overall is still on plan.
* **Red: "Not progressing as planned"** the Activity is currently behind plan and work is being done to try to achieve the Objective or the Objective cannot be achieved.

Details of all activities reported in quarter 1, including those rated as **Green: "Progressing as planned"** are available in **Appendix A** and on the Council's website.

2.2 For **KPIs**, this report includes those where an ambition (target) has been set against the KPI and the **ambition** has either-
- Exceeded (performed better than target and tolerance levels set)
- Been achieved (within the ambition and tolerance levels set)
- Not been achieved (outside of ambition and tolerance levels set)

2.3 The CPSF includes contextual KPIs, where an ambition has not been set. These are RAG rated by Executive Directors and consideration is given to whether they are:-
- Ahead of comparators such as similar authorities or national.
- Not where we would expect to be in relation to previous year's data, similar authorities or national comparators.
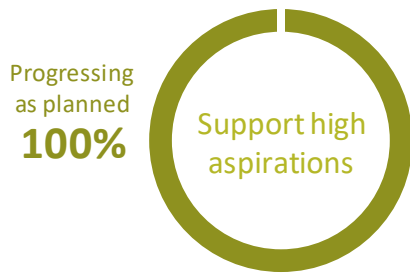
Where it is felt appropriate to raise it with the Executive, they are included in the narrative of this report.

All KPIs can be found on the Council's website.

3.0 **Headline performance – Key activities**

3.1 Services have provided key milestones for each activity for 2023-24. Progress is an objective judgement by the service against the milestones.

3.2 To summarise, of the **38 activities** with milestones due to be reported in quarter 1, **100%** are rated as **Progressing as planned**.
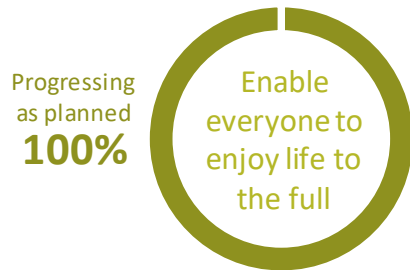
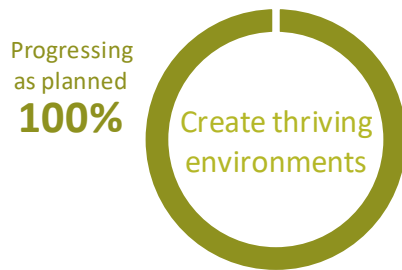| 38	**Progressing as planned**	Current milestone achieved and activity overall is expected to be achieved either on time or ahead of timescales.
0	**Progress is within agreed limits**	A current milestone is slightly behind but the activity overall is still on plan.
0	**Not progressing as planned**	Activity is currently behind plan and work is being done to try to achieve the objective or the objective cannot be achieved.
38		**Overall performance of activities**

Progressing as planned 100%

Support high aspirations

Activities **6**

Progressing as planned

Progressing as planned 100%

Enable everyone to enjoy life to the full

Activities **12**

Ambition
Progressing as planned

Progressing as planned 100%

Create thriving environments

Activities **9**

Ambition
Progressing as planned

Progressing as planned 100%

Provide good value council services

Activities **11**

Ambition
Progressing as planned

3.3 There are no key activities that are rated Red or Amber (**Not progressing as planned** or **Progress is within agreed limits**) this quarter.

4.0   Key Performance Indicators (KPIs)

4.1 Of those KPIs where an ambition (target) has been set, 23 can be compared with an updated position for quarter 1 reporting. It is important to recognise that the last 12 months have been extremely challenging and it is therefore very positive to see 78% of KPIs exceeding or achieving the ambition that was set:-

- **3 exceeded the ambition**
  - **PI 39** Household waste to landfill ☆
  - **PI 64** Customers' level of satisfaction ☆
  - **PI 93** Percentage of ultrafast broadband coverage in residential & business premises ☆

- **15 achieved the ambition**
  - **PI 4** Percentage of 16-17 year olds not in education, employment or training ✔
  - **PI 14** Rate of children in care (per 10,000) ✔
  - **PI 16** Percentage of social care providers in Lincolnshire with a CQC inspection rating of 'good' or 'outstanding'✔
  - **PI 17** The percentage of adults aged 18 to 64 in receipt of an adult care service who are receiving these in the community. ✔
  - **PI 18** The percentage of adults aged 65 and over in receipt of an adult care service who are receiving these in the community. ✔
  - **PI 25** For adults discharged from hospital, the percentage who remain at home 91 days after discharge. ✔
  - **PI 36** Household waste collected ✔
  - **PI 43** Percentage of contacts resolved through early resolution ✔
  - **PI 44** Days lost to sickness absence per FTE ✔
  - **PI 72** Safeguarding cases supported by an advocate (where appropriate) ✔
  - **PI 73** Concluded safeguarding enquiries where the desired outcomes were achieved ✔
  - **PI 74** Number of people accessing learning & skills ✔
  - **PI 79** Proportion of Adults with a learning disability in paid employment ✔
  - **PI 80** Proportion of Adults with a learning disability in paid employment and volunteering ✔
  - **PI 82** Number of businesses supported ✔

- **5 did not achieve the ambition**
  - **PI 15** Percentage of children in care living within a family environment ✖
  - **PI 37** Recycling Rate (new national formula) ✖
  - **PI 38** Recycling at County Council owned Household Waste Recycling Centres ✖
  - **PI 76** Carers supported in the last 12 months ✖
  - **PI 78** Carers who have received a review of their needs ✖

4.2 Exceeded ambition

4.2.1   Support high aspirations

None in Quarter 1

4.2.2   Enable everyone to enjoy life to the full

None in Quarter 1

4.2.3   Create thriving environments

A summary of all Waste PIs is in section 4.5

PI 93 Percentage of ultrafast broadband coverage in residential & business premises ☆


Ultrafast broadband continues to be deployed successfully across the county as a result of both commercially driven deployments and the ongoing LCC contract with Quickline Communications. At this point in time, the numbers of premises upgraded is within annual target range.

4.2.4   Provide good value council services

PI 64 Customers' level of satisfaction ☆

99.01%

0.0%   90.00%   100.0%

Good = high
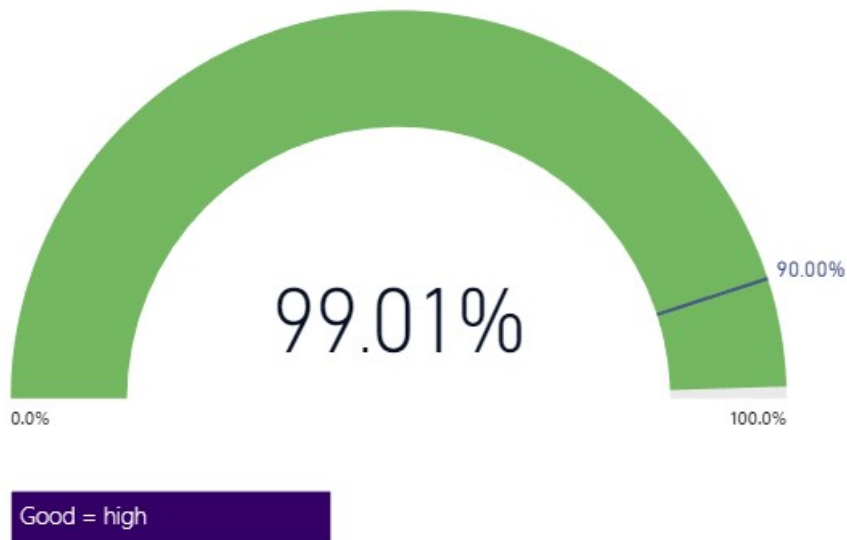
The Quarter 1 results continue the achievement of the PI observed in its first full year of Corporate reporting.

There was a slightly reduced quantity of surveys offered which was agreed as part of the Customer Service Centre's work in supporting the transfer to the Council's new telephony system. Despite this the result remains statistically significant with confidence in the score.

The result is particularly strong given the support that the Customer Service Centre provided to the telephony project throughout the quarter.

4.3 Achieved ambition

4.3.1 Support high aspirations

PI 4 Percentage of 16-17 year olds not in education, employment or training ✓

Geography Type ● Lincolnshire ● Stat neighbours ● England ● Ambition

+0.04%
% point change compared to last quarter

387
Number of 16-17 year olds not in education, employment or training.

Good = low

Time Period
Apr23-Jun23

The Quarter 1 performance (2.34) is the last recorded position for this academic year and as expected the number of 16 and 17 year olds not in education, employment or training is on target.

PI 74 Number of people accessing learning & skills ✓

The number of adults accessing Learning and Skills at the end of Quarter 1 was 2,263 compared to the target of 2,372, meaning that performance is on plan.

Amongst these learners were 313 that attended Multiply programmes designed to increase levels of numeracy across the County; 125 that were studying a range of qualification programmes and a further 1,825 that were engaged on adult skills courses, including family learning programmes. With a continued focus on widening participation and supporting employability, 48% of learners attended courses designed to provide skills for work readiness, with 25% attending courses relating to the health and care sectors and a further 15% to digitisation.

Provision is planned, delivered and aimed at targeted learners with the effect that 53% of learners were unemployed, 45% of learners had no, or low level of qualifications, 44% were male learners, and 35% of learners had a learning difficulty or disability. Focusing on 'filling the gaps' in areas of

Page 312

deprivation across the County, 21% of all learners lived in Lincoln, 19% in West Lindsey, 16% in South Kesteven and 13% in East Lindsey.


4.3.2 Enable everyone to enjoy life to the full

PI 14 Rate of children in care (per 10,000) ✓

Good = low and not exceeding ambition
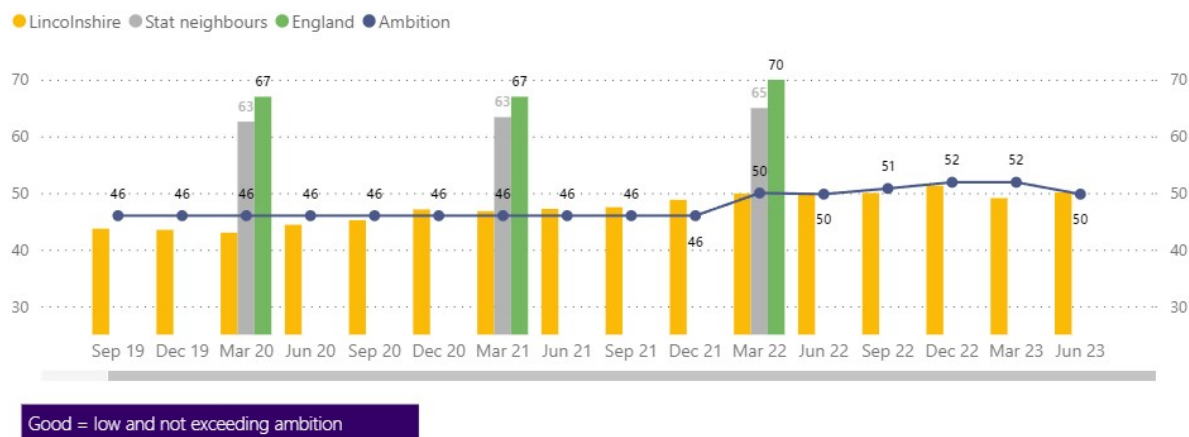
At 50.1% this measure is just over the target (49.8%) but is within tolerance and has therefore achieved this quarter. This target has been revised upward in comparison to recent years to take into account the effects of the National Transfer Scheme and the number of children in care per 10,000 remains at a relatively high level compared to recent years. The recent growth in numbers is attributable to the Council's safeguarding responsibilities and is partly attributable to the number of unaccompanied asylum-seeking children that have arrived as part of the new temporary mandated National Transfer Scheme. The expectation is that Lincolnshire will take a maximum of 144 children which equates to 0.1% of the general child population and therefore there continues to be a likely impact of growth going forward.

Despite the recent growth and the potential for future increase there continues to be an emphasis on prevention from children coming into care and exit planning from the care system where it can be achieved. However, even with the increase, the Lincolnshire number of Children in Care (CiC) per 10,000 remains significantly below the most recent published figures both nationally and by our statistical neighbours (70 per 10,000 and 65 per 10,000 respectively as of 31st March 2022).

PI 16 Percentage of social care providers in Lincolnshire with a CQC inspection rating of 'good' or 'outstanding'✓

Good = high
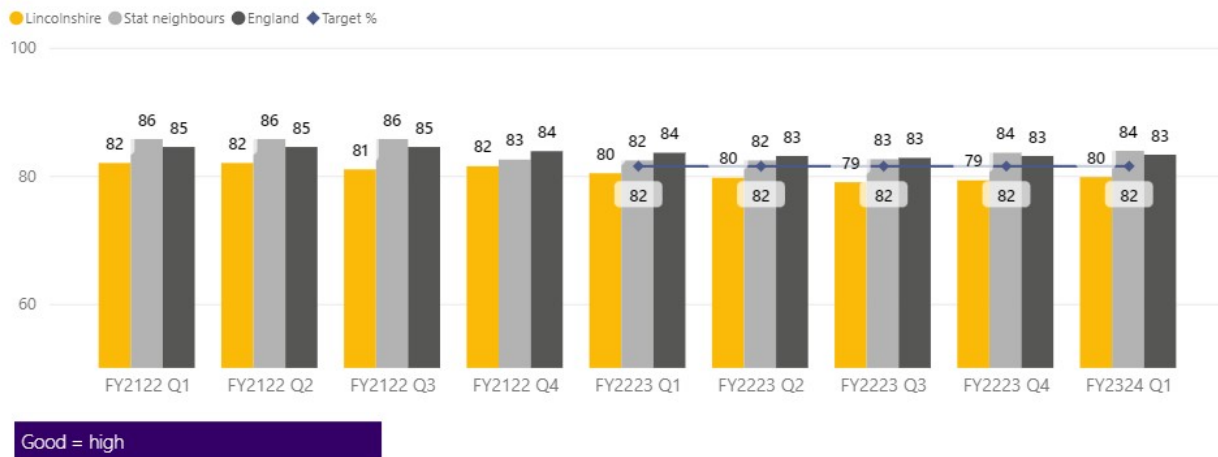
In Quarter 1 at 79.8% the percentage of social care providers in Lincolnshire with a CQC rating of good or outstanding is slightly higher than in Quarter 4 2023 (79.3%) and remains within the target tolerance. The number of registrations has decreased by 1 from the previous quarter and we have seen an increase by 1 for the number with a good or outstanding rating. Performance across our CIPFA group has increased to 83.9% compared to 83.6% last quarter and England has increased to 83.3% from 83.1%.

PI 17 The percentage of adults aged 18 to 64 in receipt of an adult care service who are receiving these in the community ✓

Good = high
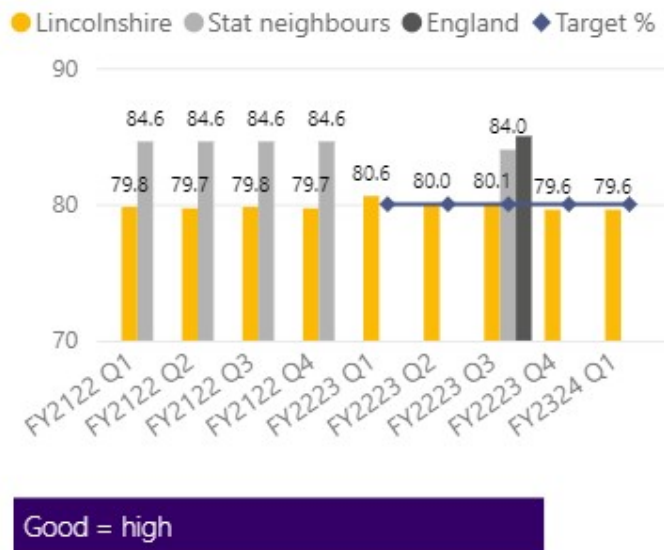
The level of performance (79.6) is in line with the previous quarter (79.6) and the target has been achieved. Further improvement against this measure is largely dependent upon the development of additional community-based accommodation options suitable for a diverse range of needs. Whilst

there is a significant investment in Extra Care housing for older people it is also important that a similar programme of investment is progressed for working age adults. This will help to maximise people's independence and reduce reliance on residential and nursing care.

PI 18 The percentage of adults aged 65 and over in receipt of an adult care service who are receiving these in the community ✓
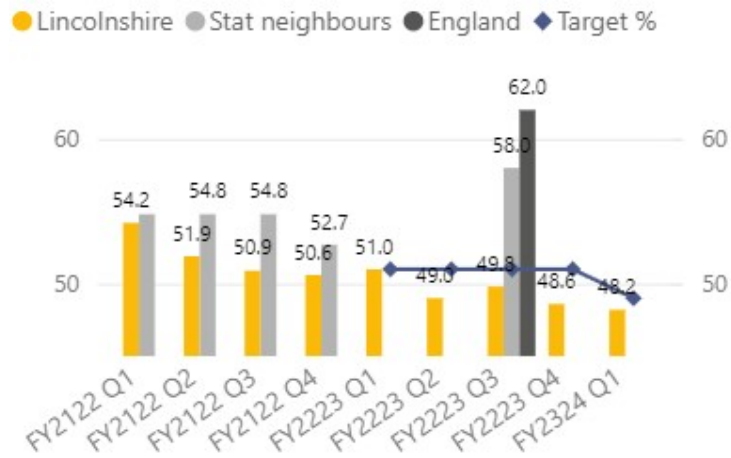
The level of performance (48.2) is consistent with the previous quarter (48.6). The proportion of older adults living in the community is impacted on by the large proportion of adults aged 85+ with physical support needs who need residential or nursing care.

PI 25 For adults discharged from hospital, the percentage who remain at home 91 days after discharge ✓

Good = high and achieving the ambition
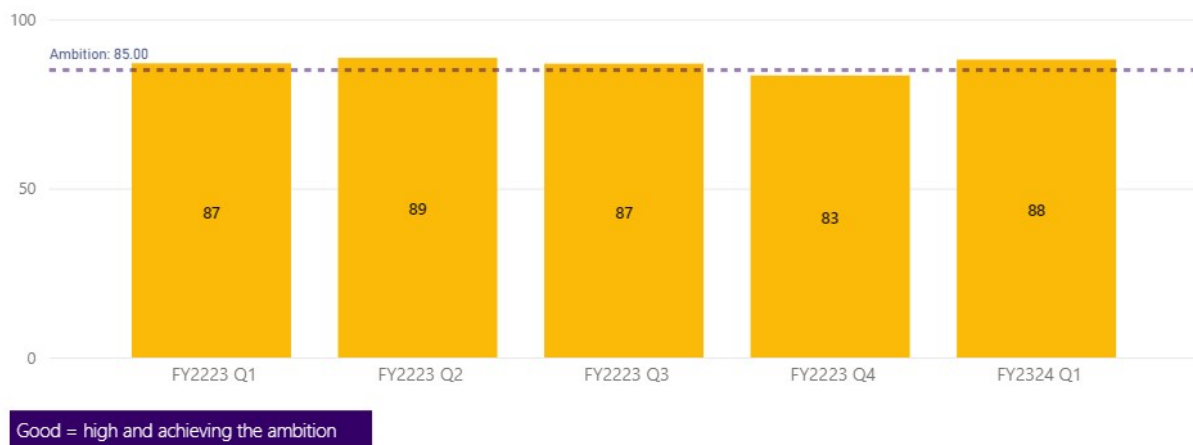
The target has been achieved which is positive, evidencing that people have received an appropriate assessment of their needs to ensure they remain at home following discharge from hospital. Of the 1,341 discharges that are at home after 91 days, 264 of these are at home receiving

Page 315

a long-term support service (e.g. home care). Of the 181 clients not at home on the 91st day, 105 of these are now in Long Term residential care.

**PI 72 Safeguarding cases supported by an advocate (where appropriate) ✓**
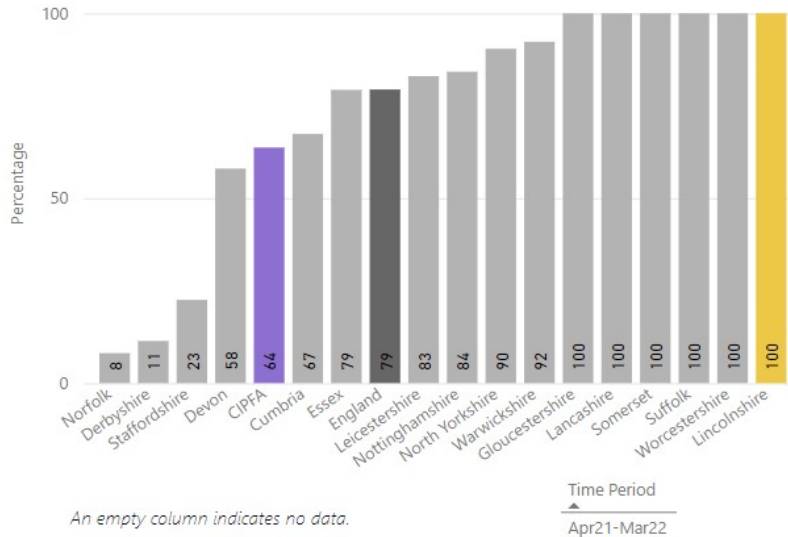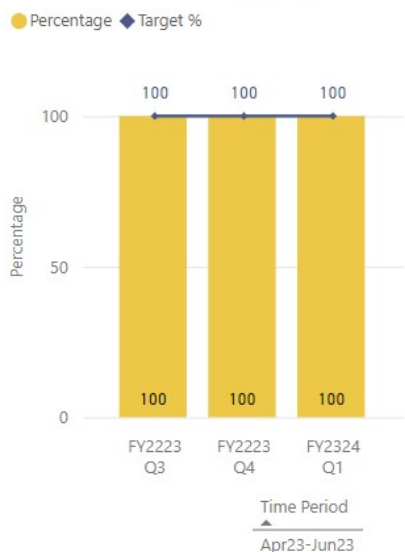
This measure is consistently met and demonstrates that individuals are provided with the necessary support to share their views and wishes.

PI 73 Concluded safeguarding enquiries where the desired outcomes were achieved ✓
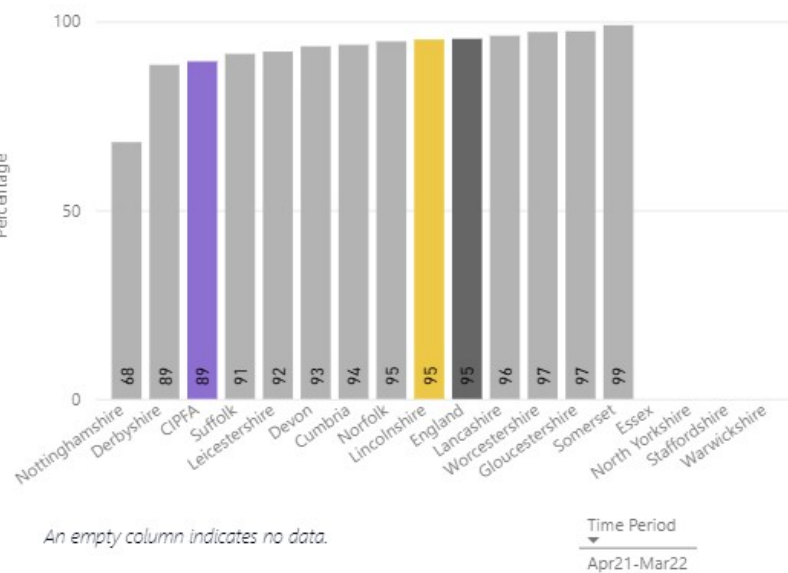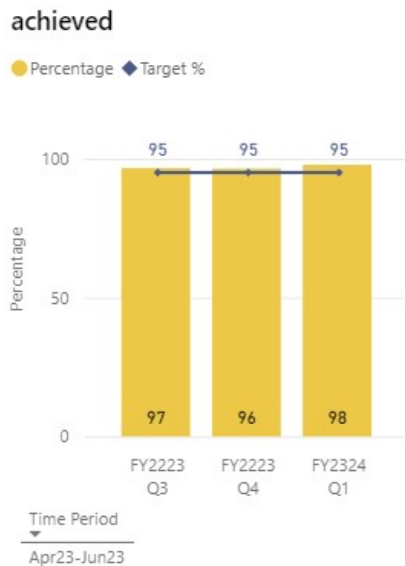
This target has been met. Understanding what being safe means to the individual and working with them to attain this supports independence, choice and control, helping to build resilience which can prevent further risk.

PI 79 Proportion of Adults with a learning disability in paid employment ✓
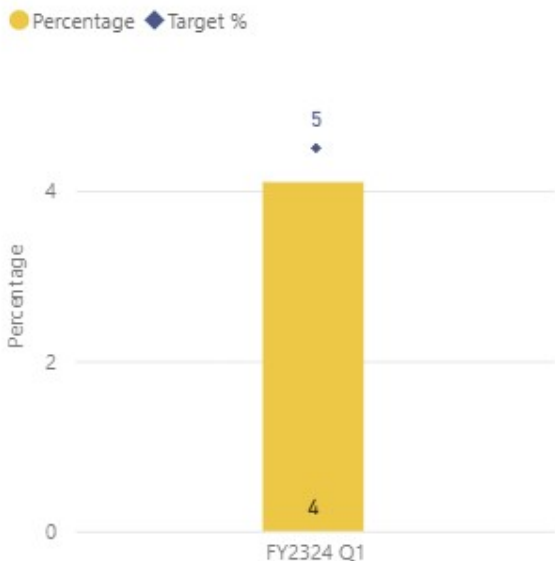
The figure for Quarter 1 is 4.1% which is within the target tolerance. There is a lot of work undertaken to support clients with a learning disability to find work but this is challenging due to the complex needs of many of our clients and the work opportunities available in Lincolnshire. A lot of work takes place with the Maximum independence team and the new Job coaches that have been set up to assist clients to explore the employment world. We expect the number accessing employment to increase over the year.

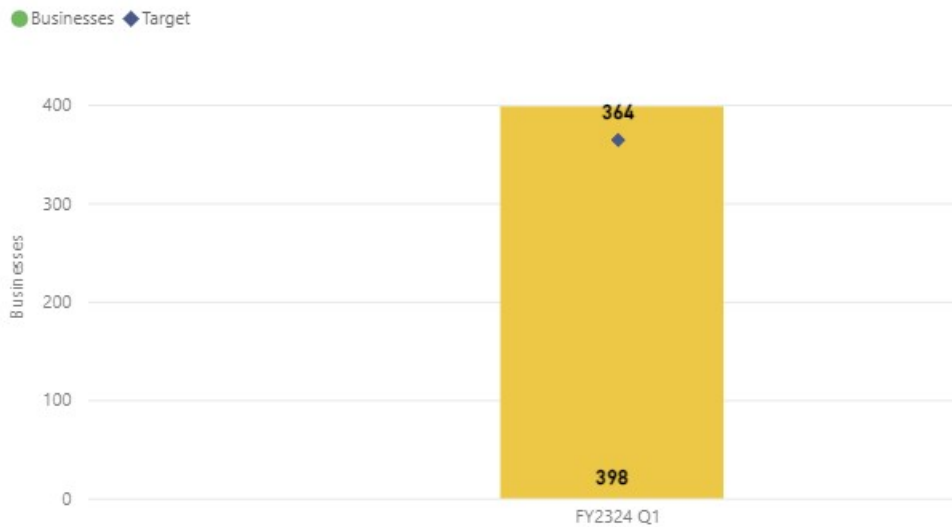**PI 80 Proportion of Adults with a learning disability in paid employment and volunteering** ✔
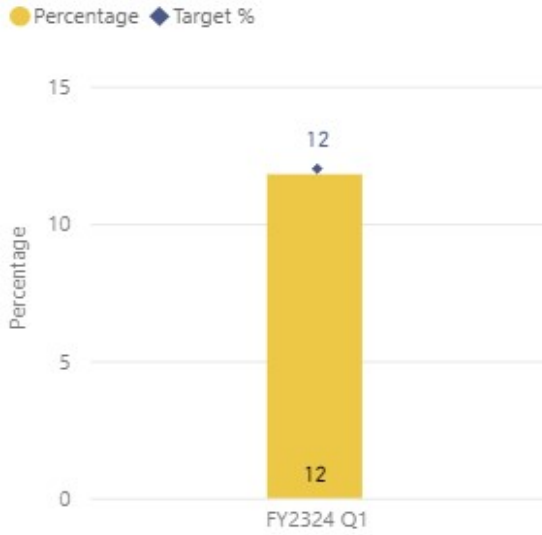
The figure for Quarter 1 is 11.8% which is within the target tolerance and reflects the work of the learning disability team to support clients to find volunteering opportunities.

4.3.3 Create thriving environments

A summary of all Waste PIs is in section 4.5

PI 82 Number of businesses supported ✔

Businesses Assisted by Priority Size

50 –249 12.24%
250+ 12.24%
10 –49 25.51%
0 – 9 50%
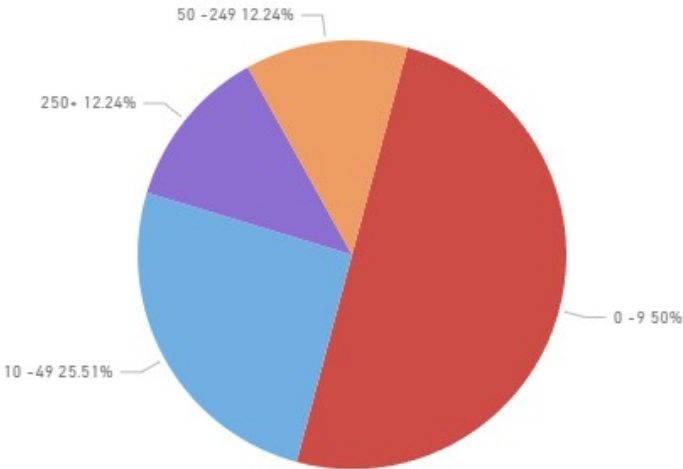
Businesses Assisted by Location

West Lindsey 16.33%
South Kesteven 12.24%
South Holland 5.1%
Rutland 1.02%
Out of Area 5.1%
North Lincolnshire 9.18%
North Kesteven 7.14%
North East Lincolnshire 8.16%
Lincoln 23.47%
East Lindsey 12.24%
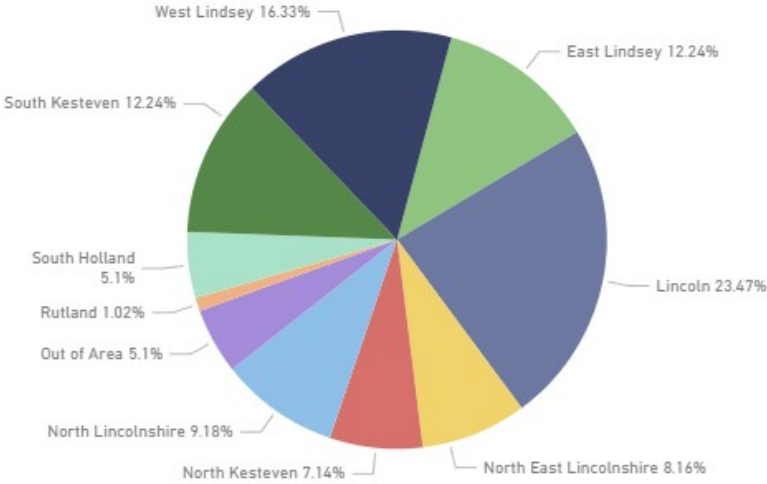
Businesses Assisted by Priority Sectors

- Visitor economy 11.22%
- Renewables 3.06%
- Ports and logistics 1.02%
- AgriFood 7.14%
- Digital/Tech 20.41%
- Other 21.43%
- Health/Care 7.14%
- Manufacturing/engineering 28.57%
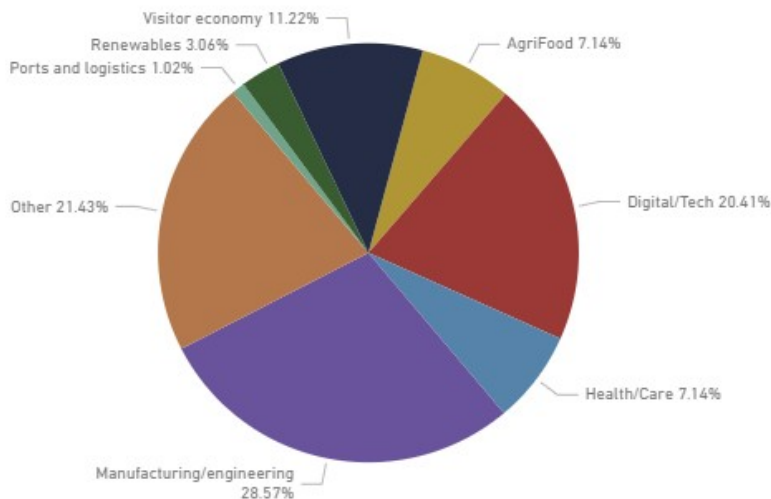
Performance for Quarter 1 has seen 398 Businesses Supported – above the target of 364.

The Business Lincolnshire Growth Hub has supported 207 businesses in Quarter 1 with a further 39 grants being paid from the final stage of European Regional Development Fund programme.

The Growth Hub's programme for high growth businesses, 'Next Level' Scale Up programme continues to be well received during Quarter 1 as have the Manufacturing Transformation and Supply Chain Support programmes. As Quarter 1 saw the European funded, £7.2m, Business Lincolnshire Sustainability Business Growth 2 programme finish, work is now being undertaken to embed the replacement support programme the Business Lincolnshire Shared Service, funded through contributions of UK Shared Prosperity Fund (UKSPF) from the opted in Local Authorities. This service offers generalist and specialist advisory services as well as a range of programmes such as Start Up Support, support aimed at the Retail Leisure and Hospitality industries as well as Social Economy, Manufacturing and Carbon Reduction. This is supported by an online, on demand workshop programme and a tailored communication campaign.

Through the Inward Investment team offer which includes Team Lincolnshire (TL), inward investment enquiry handling and the account management of foreign owned businesses, our services have supported 187 businesses during Quarter 1. Support has included attendance and investor networking at the UK Food Valley Brunch at the Lincolnshire Show.

The Economic Infrastructure Business Accommodation Portfolio consists of leasehold units in six business centres, 48 industrial workshops and eight miscellaneous premises across 24 estates in 18 towns. The overarching aim of the service is to provide suitable premises and tenancies to support new and young small and medium businesses and enhance economic growth and job creation across Lincolnshire.

The Economic Infrastructure Portfolio team enhances that service level to its tenants, continuing to support them by nurturing through effective relationships and physical and financial support. The

team also refers businesses to enable them access to advice, support, and potential upskilling from Business Lincolnshire to assist them and help them to grow.

Throughout Quarter 1, 143 small business tenants continued to receive accommodation support alongside 5 new public sector tenants. As a result of enhanced relationship management 4 new lettings were added to the Portfolio in Quarter 1.

4.3.4 Provide good value council services

PI 43 Percentage of contacts resolved through early resolution ✓

Total number of contacts received

Percentage of contacts resolved through early resolution

Good = low contacts with high early resolution
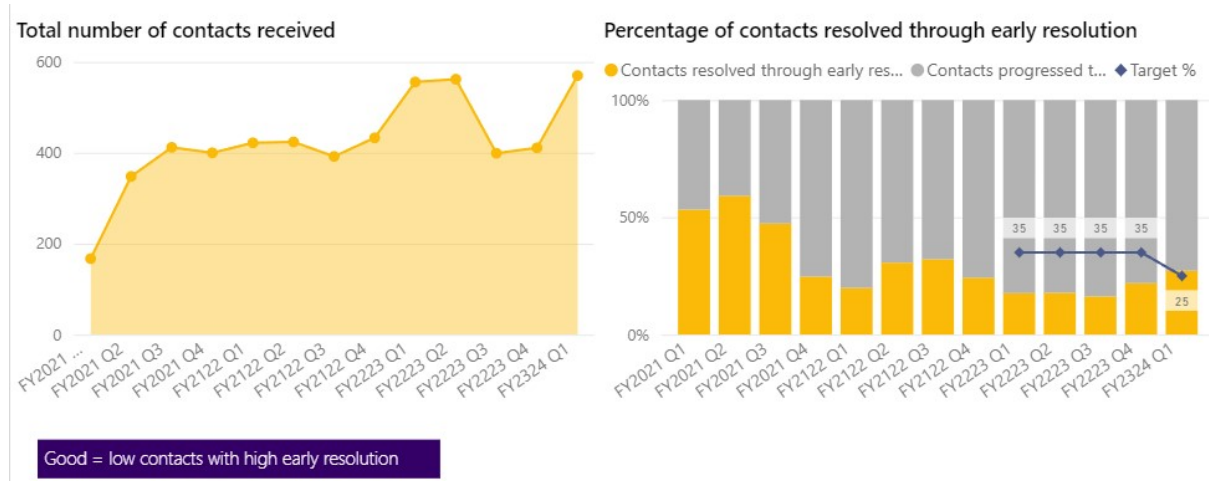
There were 570 contacts in Quarter 1, which is an overall increase of 39% in comparison to the previous quarter (411 contacts).

This quarter has seen a 5% increase in the number of cases resolved informally through early resolution with a 27% informal resolution rate, achieving the target. There have been increases in the number of contacts expressing dissatisfaction across all services areas. The significant numbers remain in areas such as Highways, which accounts for 49% of all contacts received. However, this area also remains the service which delivers the highest level of informal resolution with 87 cases resolved in early resolution. The first quarter has also seen an increase in the number of repeat complainants. Whilst we acknowledge that these individuals have a history of making numerous complaints it would be inappropriate of the Local Authority to dismiss these without review. These individuals account for 12 cases accounting for 2% of all complaints investigated.

PI 44 Days lost to sickness absence per FTE ✓
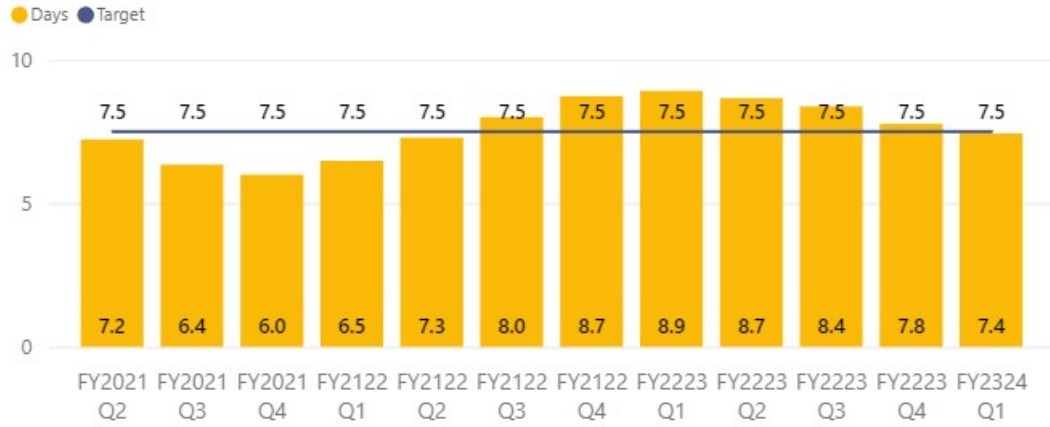
Good = low sickness absence

Sickness absence has continued to reduce during 2022/23. Quarter 1 2023/24 has seen a reduction to its lowest level for over 12 months and below the Council's target of 7.5 days per FTE.

4.4 Did not achieve ambition

4.4.1 Support high aspirations

None in Quarter 1

4.4.2 Enable everyone to enjoy life to the full

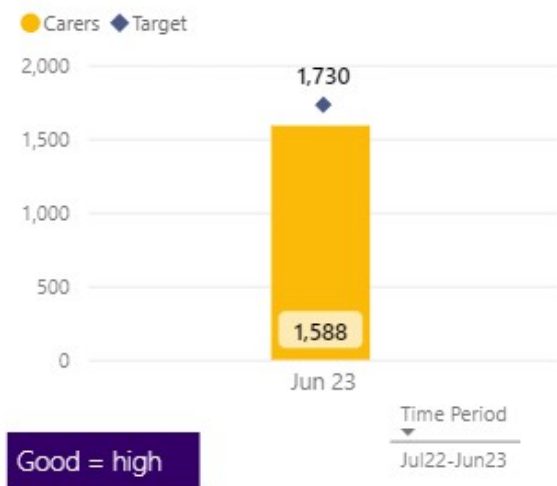**PI 15 Percentage of children in care living within a family environment** ✗

Good = high and not falling below the ambition

The current target for 2023-24 is 80%. At 76.3% this is performing just below the target range (77% - 82%). This measure has previously been within the target tolerance, but as the children in care

Page 323

cohort changes constantly, the figure does vary between quarters, and it is yet to be seen as to whether this is a temporary dip or part of a longer-term trend. To illustrate how the figure can vary over quite short periods of time, at the start of June the figure stood at 77.4%, within the target range, whereas by the end of the month the figure had dropped to 76.3%, slightly below. Family placements are a continued focus for the Council as for many children in care, a family placement is deemed the most suitable means of offering care and maintaining children within their family networks. The Council continue to explore enabling children and young people to remain within their family or extended network if they cannot, for whatever reason, live with their parents.

We are aware of the increased number of age assessments of Unaccompanied Asylum Seeking Children (UASC) which result in a non-family placement which will be affecting this measure. This is likely to continue to increase.

PI 76 Carers supported in the last 12 months ✖

Carers ◆ Target

2,000

1,730
◆

1,500

1,000

500

1,588

0

Jun 23

Good = high

Time Period
▼

Jul22-Jun23

While the target has not been met, 12,067 carers were supported over the last 12 months. This number breaks down to 9,561 Adult carers of adults and 2,506 Young Carers. We can be confident that the carers that we are reporting are receiving substantive support and we expect the numbers to increase over time. Of the 9,561 adult carers supported; 819 received a Direct Payment, 8,239 were offered Info & Advice and 503 no direct support (respite provided to carer for adult).

PI 78 Carers who have received a review of their needs ✗
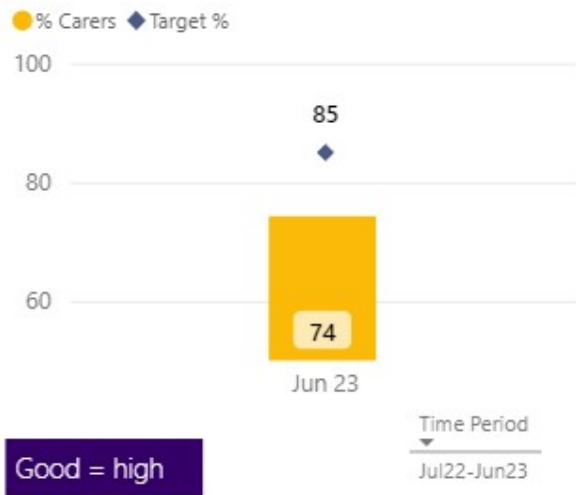
This quarters outcome of 74.3% (604 out of 813 carers who required a personal budget review received one) is slightly lower than the previous quarter. The introduction of a New Lincolnshire Carers service has seen a number of improvements and one provider is now responsible for completing assessments and reviews. Close monitoring of performance will continue though it is expected that in subsequent quarters performance will begin to meet the expected levels. A remedial plan is in place should this not prove to be the case.

4.4.3 Create thriving environments

A summary of all Waste PIs is in section 4.5

**4.4.4 Provide good value council services**

None in Quarter 1

4.5 Waste PIs

In order to assist the understanding of the different types of waste disposal, we have included the following.

4.5.1 Glossary of terms of the waste hierarchy

All local authorities and businesses have a legal responsibility to apply the "waste hierarchy" in dealing with waste. The waste hierarchy is a simple ranking system used for the different waste management options according to which is the best for the environment. The most preferred option is to prevent waste, and the least preferred choice is disposal in landfill sites.

Most Preferred

Least Preferred

Prevention
Re-use
Recycling
Recovery
Disposal
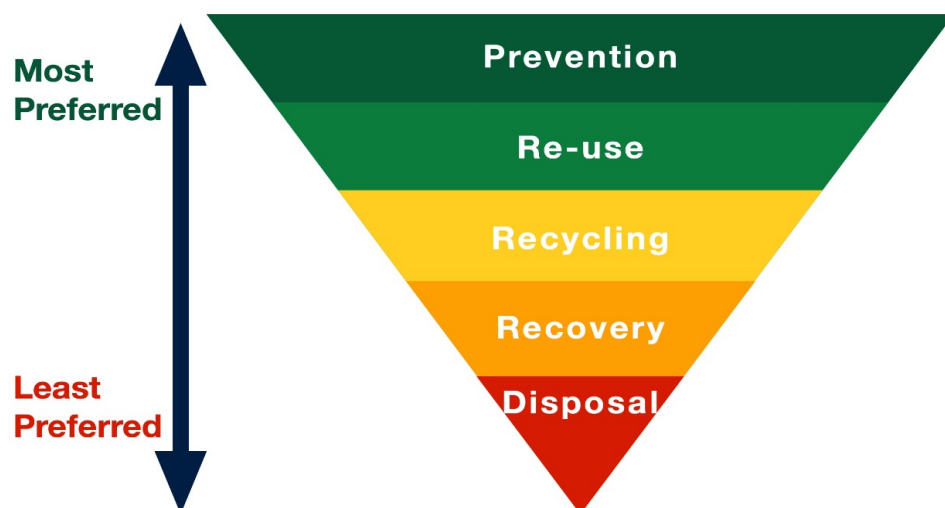
Prevention
Reducing the amount of waste which is produced in the first place is the highest priority as it helps sustain raw materials for longer which is a major objective of a Circular Economy. This can be achieved by using less material in design and manufacture and keeping products for longer. We have a KPI for the amount of "Household Waste Collected" in kilograms per household which has an annual target of 1000kg/HH. This can be affected by economic factors as people produce less waste if they spend less money but overall and is difficult to influence. However, it does show the trends in how much waste we produce.

Re-use
Preparing materials for re-use in their original form is the second best approach to dealing with waste. This can be achieved by checking, cleaning, repairing and refurbishing items. Using charity shops is a good method of reusing. In Lincolnshire we are planning to introduce a re-use process at Household Waste Recycling Centres whereby residents can present materials which is then passed onto other residents without having to recycle or incinerate.

Recycling
Recycling involves processing materials that would otherwise be sent to landfills and turning them into new products. It's the third step of the waste management hierarchy because of the extra energy and resources that go into creating a new product. We measure recycling rates for all material which is presented at Household Waste Recycling Centres where it is delivered by the public. We also measure the overall recycling rate which includes all materials including wheely bins at the kerbside and recycling centres.

Recovery

When further recycling is not practical or possible, waste can be treated through such processes as incineration or anaerobic digestion which recover energy. In Lincolnshire we operate an Energy from Waste facility which turned 57% of our waste into energy in 2020/21 which was sold as electricity to the National Grid. Material for recovery is normally collected in the black bin at each household or can be collected at recycling centres.


Disposal

When all else fails, materials that cannot be reused, recycled or recovered for energy will be landfilled. This is an unsustainable method of waste management because waste that sits in landfills can continue to have a damaging environmental impact as such sites continuously release large amounts of damaging carbon into the atmosphere. In 2020/21 we sent 3% of our waste to landfill and such material includes hazardous waste which cannot be treated and certain inert materials such as soil and rubble. Landfills can also leak chemicals and toxic liquids that can contaminate the soil and groundwater.
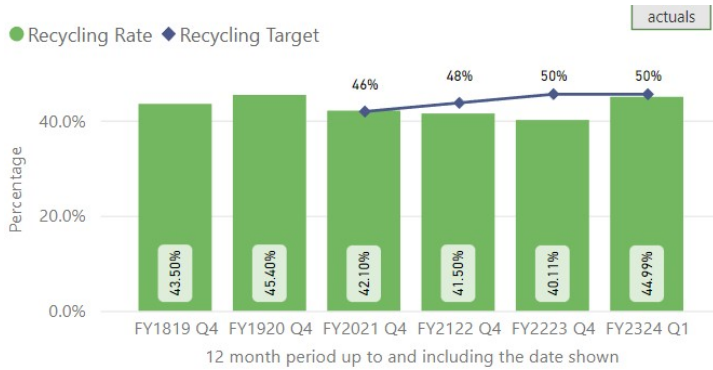
4.5.2 Waste Performance as at Quarter 1

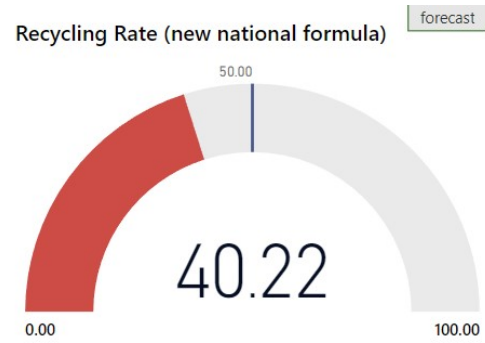### PI 36 Household waste collected ✓

● kg per household ◆ kg Target

Good = low

12 month period up to and including the date shown
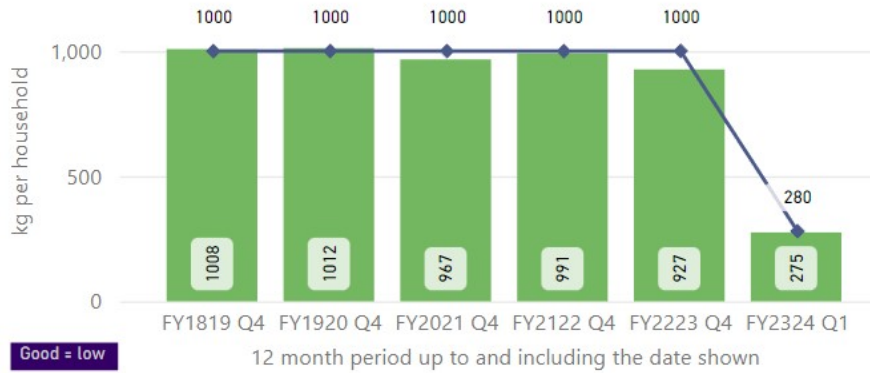
PI 37 Recycling Rate (new national formula) ✗

● Recycling Rate ◆ Recycling Target

actuals

12 month period up to and including the date shown

Recycling Rate (new national formula)

forecast

40.22

PI 38 Recycling at County Council owned Household Waste Recycling Centres ✗

● Recycling Rate ◆ Recycling Target

actuals

Good = High

12 month period up to and including the date shown
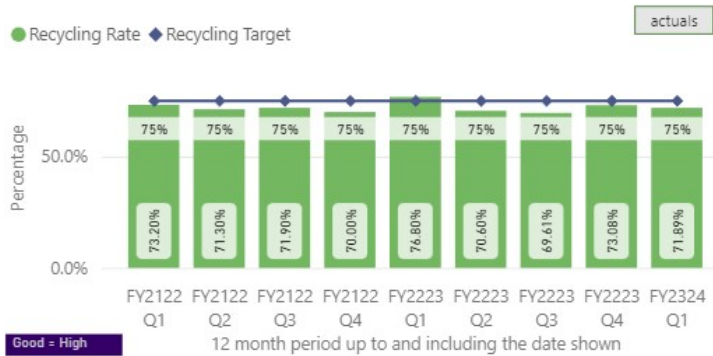
Percentage recycling at county council household waste recycling centres

forecast

73.13
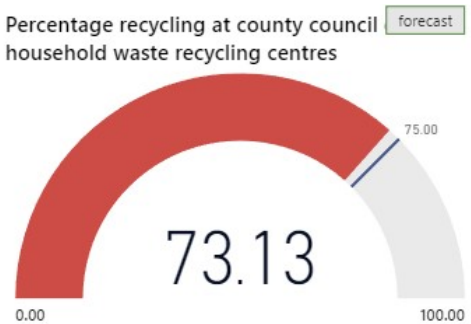
PI 39 Household waste to landfill ☆

Percentage of household waste to landfill

actuals

0.01

Good = Low

Percentage of household waste to landfill

forecast

2.63

4.5.3 Summary of Quarter 1 Waste performance

Residents are still producing less material than the target quantity which is the highest priority in terms of the Waste Hierarchy the number of kg's of waste collected per household is performing well. The overall recycling rate is increasing but is still below the target. There is a decline in recycling rates nationally and the reasons behind this are not fully understood. National rates are reported very differently now than they were a number of years ago. However, in the context of the Waste Hierarchy a lower recycling rate is not necessarily a bad thing if less waste is being produced, which is the situation we are experiencing.

Recycling at Council HWRC is still below target but this may be a reflection of less waste being produced as explained above. We are exploring how other HWRC have developed their re-use facilities and who are seeing positive impacts on the amount of waste that is then recycled or sent to landfill.

Household waste to landfill is well below the target as we continue to send less material to landfill which is excellent news. We have sourced extra capacity for this type of waste so we should keep well below the 5% target for the full year.

4.6 Contextual KPIs

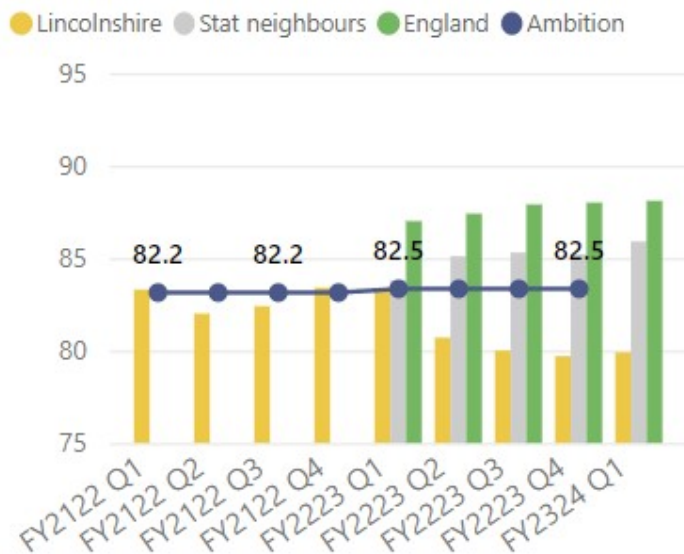These are KPIs which do not have an ambition set but a RAG rating has been agreed by the Executive Director. This rating therefore does not show on the Council website but instead shows as a contextual measure.

All contextual KPIs have been RAG rated green with the exception of those detailed below:-

PI 1 Percentage of schools that are judged good or outstanding 🟡

Good = high and achieving the ambition

PI 2 Percentage of pupils in outstanding or good schools ●

● Lincolnshire ● Stat neighbours ● England ● Ambition

Good = high and achieving the ambition

The performance of schools continues to be an area for focus for the council. While the percentage of pupils in good and outstanding schools has increased slightly this quarter, five primary schools were rated less than good. The council's responsibilities and powers regarding school improvement have changed significantly following the increasingly centralised and academised approach. The service has developed a coordinated Education Strategic Plan with sector partners which brings all stakeholders together to focus on improvement.

4.7 Performance Indicators (PIs) that cannot be reported in Quarter 1

4.7.1 PI 5 Percentage of people in employment by occupational skills category / Percentage of people employed who are in high skilled jobs

Due to a delay in the release of ONS Data, this PI cannot be reported in quarter 1. However, intelligence gathered in the previous quarter suggests there is unlikely to be a large shift in distribution of occupations in employment between quarter 4 2022 and quarter 1 2023.

Job posting analytics indicate that there are a higher proportion of jobs than the national average being advertised in elementary, process and plant operative, skilled trades and care occupations in Lincolnshire.

Conversely, there were lower than average levels of professional, technical and administrative roles than the national average in Lincolnshire. However, the data also shows that the highest growth in occupations in Lincolnshire is in professional and technical roles, indicating a slow-moving but positive trajectory towards higher skilled roles.

4.7.2 PI 11 Percentage of people who are unemployed

ONS official unemployment data is delayed for quarter 1 2023, due for release on 18th August.

However, analysis of the latest claimant count data for Lincolnshire suggests that unemployment will continue to track significantly below the national average in quarter 1 2023. Currently 3% of the working age population were claiming out of work benefits but seeking work as of June 2023 (13,800 people). This is below the national average of 3.7%.

The low levels of unemployment but high economic inactivity are creating tight labour market conditions in Lincolnshire. Businesses are reporting that competition is high for good quality employees and it is pushing up wages within the private sector. This is good news for employees, as wage levels have risen quicker in Lincolnshire than nationally in the past year. However, it has caused many businesses challenges in fulfilling their contracts and operate at capacity as they cannot obtain (or in many cases retain) staff, or viably compete with others as the labour pool is small and job demand is high.

2.   Legal Issues:

Equality Act 2010

Under section 149 of the Equality Act 2010, the Council must, in the exercise of its functions, have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The relevant protected characteristics are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

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

- Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
- 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.
- 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.

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.

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.

Compliance with the duties in section 149 may involve treating some persons more favourably than others.

The duty cannot be delegated and must be discharged by the decision-maker. To discharge the statutory duty the decision-maker must analyse all the relevant material with the specific statutory obligations in mind. If a risk of adverse impact is identified consideration must be given to measures to avoid that impact as part of the decision making process.

> The report presents performance against the ambitions and objectives set out in the Corporate Plan, many of which relate to people with a protected characteristic including young people, older people and people with a disability. It is the responsibility of each service when it is considering making a change, stopping, or starting a new service to make sure equality considerations are taken into account and an equality impact analysis completed.

Joint Strategic Needs Analysis (JSNA) and the Joint Health and Wellbeing Strategy (JHWS)

The Council must have regard to the Joint Strategic Needs Assessment (JSNA) and the Joint Health and Wellbeing Strategy (JHWS) in coming to a decision.

> The report presents performance against the ambitions and objectives set out in the Corporate Plan many of which relate directly to achievement of health and wellbeing objectives.

Crime and Disorder

Under section 17 of the Crime and Disorder Act 1998, the Council must exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent crime and disorder in its area (including anti-social and other behaviour adversely affecting the local environment), the misuse of drugs, alcohol and other substances in its area and re-offending in its area.

> The Report presents performance against the outcomes and measures set out in the Corporate Plan some of which relate to crime and disorder issues.

3.   Conclusion

This report presents an overview of performance against the Corporate Plan as at 30 June 2023. There is positive performance overall across all 4 corporate ambitions with both activities and KPIs performing well.

4.   **Legal Comments**

The Executive is responsible for ensuring that the Executive functions are discharged in accordance with the Budget and Policy Framework of which the Corporate Plan is a part. This report will assist the Executive in discharging this function.

The recommendations are therefore lawful and within the remit of the Executive.

5.   **Resource Comments**

Acceptance of the recommendation in this report has no direct financial consequences for the Council.

6.   **Consultation**

a) Has Local Member Been Consulted?

N/A

b) Has Executive Councillor Been Consulted?

N/A

c) Scrutiny Comments

The Overview and Scrutiny Management Board (OSMB) is due to consider this report on 24th August 2023. Any comments of the Board will be reported to the Executive.

d) Risks and Impact Analysis

Any changes to services, policies and projects are subject to an Equality Impact Analysis. The considerations of the contents and subsequent decisions are all taken with regard to existing policies.

7.   **Appendices**

These are listed below and attached at the back of the report	
Appendix A	Full list of 2023-24 Quarter 1 Corporate Plan Activities

8.   Background Papers

The following Background Papers within section 100D of the Local Government Act 1972 were used in the preparation of this Report:

Document title	Where the document can be viewed
Council report: Corporate Plan 11 December 2019	https://lincolnshire.moderngov.co.uk/ieListDocuments.aspx?CId=120&MId=5661&Ver=4
Executive report: Performance Reporting Against the Corporate Plan Success Framework 2022-2023 - Quarter 3 7 March 2023	Agenda for Executive on Tuesday, 7th March, 2023, 10.30 am (moderngov.co.uk)
Council report: Refresh of the Corporate Plan 19 May 2023	Agenda for Council on Friday, 19th May, 2023, 10.30 am (moderngov.co.uk)
Executive report: Performance Reporting Against the Corporate Plan Success Framework 2022-2023 - Quarter 4 4 July 2023	Agenda for Executive on Tuesday, 4th July, 2023, 10.00 am (moderngov.co.uk)
Executive report: Revised Corporate Plan Success Framework 2023-24 – Appendix B	Agenda for Executive on Tuesday, 4th July, 2023, 10.00 am (moderngov.co.uk)

This report was written by Caroline Jackson, Head of Corporate Performance, who can be contacted by email at caroline.jackson@lincolnshire.gov.uk.