

Open Report on behalf of James Drury, Executive Director - Commercial

Report to:	Executive
Date:	03 March 2020
Subject:	Council Performance Measures 2020/2021
Decision Reference:	I019284
Key decision?	No

Summary:

This report presents proposals for amendments to the reporting of the existing Council Performance Measures beyond March 2020. New performance measures will be developed through the next phase in organisational planning, linked to the ambitions in the Corporate Plan.

Recommendation(s):

That the Executive:-

1. approves in principle the changes to the measures used in reporting Council performance generally specified in Appendix A.

Alternatives Considered:

To amend the proposed changes to the Council Performance Measures.

Reasons for Recommendation:

To ensure that continued reporting on Council performance against existing "Business Plan" measures is fit for purpose.

1. Background

- 1.1 Lincolnshire County Council (LCC) has historically reported performance in the Council Business Plan aligned to the Commissioning Strategies on a

quarterly basis with the report going to the Overview and Scrutiny Management Board (OSMB) and Executive.

- 1.2 Historically, the review of performance measures normally starts in autumn for implementation in the following year. Directorates and Service areas are asked to review their performance measures and make any adjustments, in agreement with the Executive Councillor.
- 1.3 Collectively they have formed the basis for the Council Business Plan which is then presented to Scrutiny before being approved by the Executive and the County Council.
- 1.4 At the meeting of the County Council on 11 December 2019 the final version of a new 10 year Corporate Plan was agreed.
- 1.5 The Corporate Plan sets out the ambitions and vision but does not have associated performance measures; they will come with the Delivery Plan.
- 1.6 The legal status of the Corporate Plan is that it is part of the Council's Policy Framework in accordance with the Constitution, replacing the Council Business Plan.
- 1.7 Performance measures are being developed in line with the Corporate Plan and this work is unlikely to be completed before June 2020.
- 1.8 With this in mind and to ensure continuity of reporting of the Council's performance until such time as the "new" measures can be reported, the County Council on 11 December 2019 approved the continued reporting of the existing Business Plan measures during 2020/21.
- 1.9 The Council Business Plan measures are currently reported, digitally, on the Lincolnshire Research Observatory (LRO) platform; access to the platform is due to be discontinued in spring 2020. Work is currently underway developing reporting on the PowerBI platform. It is expected that a period of dual running will be required, which may require an extension to the LRO platform, to allow sufficient time for development and training.
- 1.10 Directorates and service areas have been asked to identify any changes to their existing performance measures and targets and agree any adjustments with the Executive Councillor. Given that the Council Business Plan has been replaced with the Corporate Plan, changes have been identified by a small number of service areas and are detailed in Appendix A and summarised below.

The Youth Offending Service (YOS) is proposing reporting Juvenile First Time Offenders as a rate per 100,000 instead of actual number of offenders and has provided a rationale and proposed target for 2020/2021. The YOS is also proposing setting a new target for Juvenile Reoffending which reflects the national average performance in 2019/2020 to date.

The Trading Standards service will confirm the target for high risk premises inspected by Trading Standards once negotiation with others in the region and funding by the Food Standards Agency has been agreed.

The Community Safety service is proposing removing the existing measures and replacing them with alternative, more appropriate measures.

Children's Services is proposing amending targets for a small number of measures, namely 'Average time between a local authority receiving court authority to place a child and the local authority deciding on a match to an adoptive family'; 'Number of children who are subject to a Child Protection Plan'; '16-17 year old Looked After Children who are participating in learning'; and 'The percentage gap in achievement between Free School Meals (FSM) Eligible pupils in Lincolnshire and Non-FSM Eligible pupils nationally for Good Level of Development'.

Public Health is proposing to remove the following measures: Chlamydia diagnosis; and the number of frontline staff and volunteers trained in making every contact count. They are also proposing to make a change to the percentage of service users supported to achieve improvement across their outcomes following a period of housing related support.

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 outcomes and measures that are the Council Business 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 outcomes and measures that are the Council Business 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 that are the Council Business Plan, some of which relate to crime and disorder issues.

3. Conclusion

The report presents proposals for amendments to the reporting of the existing Council Performance Measures beyond March 2020. The Executive is invited to consider and approve in principle the proposed changes to the Council's Performance Measures for 2020/21.

4. Legal Comments:

The Report proposes amendments to the measures used to measure and report the Council's performance which, in accordance with the decision of the County Council on 11 December 2019, are the measures previously forming the Council Business Plan.

The decision is within the remit of the Executive.

5. Resource Comments:

There are no resourcing implications.

6. Consultation

a) Has Local Member Been Consulted?

Not Applicable.

b) Has Executive Councillor Been Consulted?

Not Applicable.

c) Scrutiny Comments

This report is due to be considered by the Overview and Scrutiny Management Board at its meeting on 27 February 2020. Any comments of the Board will be presented to the Executive.

d) Have Risks and Impact Analysis been carried out?

No

e) 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	Proposed changes to measures and targets for reporting the Council Business

8. Background Papers

Document title	Where the document can be viewed
Report to the County Council on 22/02/19 Council Business Plan 2019 - 2020	https://lincolnshire.moderngov.co.uk/ieListDocuments.aspx?CId=120&MId=5273&Ver=4
Report to the County Council on 11/12/19 Lincolnshire County Council Corporate Plan 2020/30	https://lincolnshire.moderngov.co.uk/ieListDocuments.aspx?CId=120&MId=5661&Ver=4

This report was written by Jasmine Sodhi, who can be contacted on 01522 552124 or jasmine.sodhi@lincolnshire.gov.uk .