

Committee: Overview and Scrutiny

Meeting Date: 3rd November 2021

Title: Year One Update of the Nottingham City Council Recovery and Improvement Plan

Report of: Leader of the Council

1. Purpose

- 1.1 To set out how the Nottingham City Council Recovery and Improvement Plan will be updated as it approaches its first anniversary and to request input from members of Overview and Scrutiny Committee into this process.

2. Action Required

- 2.1 To note and comment on the proposal to update the Recovery and Improvement Plan, including putting forward any additional changes that the Committee considers appropriate.

3. Background Information

Background

- 3.1 The Recovery and Improvement Plan was created in response to a Non Statutory Review carried out at the Council in November 2020.
- 3.2 The Review's recommendations were wide ranging and led to the formulation of the Recovery and Improvement Plan that covers a three-year period and was approved at Full Council on 25th January 2021.
- 3.3 The Plan sets out a number of actions that the Council will undertake in response to those recommendations across eight Themes. These Themes cover areas such as the Strategic Council Plan, the Council's Constitution and its Medium Term Financial Strategy.
- 3.4 Over the course of the last year the Council has undertaken a significant amount of work to deliver against the first set of these milestones and has been reporting its progress to an Improvement and Assurance Board, appointed by the Secretary of State for Levelling Up, Housing and Communities.
- 3.5 As the first anniversary of the Recovery and Improvement Plan's approval approaches it is appropriate that the Plan is reviewed and updated. This provides an opportunity to both reflect on what has been achieved to date

and to make sure that the remainder of the Recovery and Improvement Plan continues to highlight the work that still needs to be completed over its term.

- 3.6 The intention is to take an updated Recovery and Improvement Plan to Full Council on the 10th January 2022. To assist this process input is being sought from Overview and Scrutiny Committee, amongst others, to ensure that the updated Plan is as robust as possible.
- 3.7 Overview and Scrutiny are asked to consider the proposed enhancements to the Recovery and Improvement Plan set out below, based on its experience of receiving progress updates against the Plan, and put forward any comments that it would want to be considered for inclusion in the updated document.

Year One Updates to the Recovery and Improvement Plan

- 3.8 The approach being taken to the Year One update is that this should be a light touch refresh. This is not about completely re-casting the Recovery and Improvement Plan and it is important that we do not move away from the main content of the original version given that this related to the Non Statutory Review.
- 3.9 Instead the update will give a brief synopsis of where there has been the successful completion of key milestones, together with proposing inclusion of areas where in the light of experience gained it is considered appropriate to either broaden the scope of activity or drill down to achieve further definition. Examples of key milestones completed include:
- Approval and implementation of a refreshed Strategic Council Plan.
 - The creation of a new Performance Management Framework linking the Strategic Council Plan to Service Plans to the Medium Term Financial Strategy and to individual performance appraisals.
 - Approval and implementation of a new Constitution for the Council
 - A review and re-alignment of member portfolios
 - A top tier officer restructure and recruitment
 - The creation of an Integrated Transformation Programme
 - New or updated policies on Asset Disposals, Debt Management and a Capital Strategy.
 - In depth reviews of the Council's Companies
 - Training programmes created and rolled out for both members and officers
- 3.10 The other part of the update considers some changes to the milestones in the Plan and the addition of new pieces of work. It was always envisaged that there would be some amendments to the Recovery and Improvement Plan over its lifetime for two main reasons.

3.11 Firstly, experience of operating the Recovery and Improvement Plan in 2021 has demonstrated the need to broaden the scope and obtain further definition in a number of areas. Put simply, we now have more information than when the original plan was drafted.

3.12 The second reason is that the actions in the initial Plan tended to focus on the first six months of delivery. As progress has been made against these actions the Council is better able to shape what the next set of activity relating to the Plan's outcomes will be. These updates project activity further into the future or provide greater clarity as to the actions being taken.

3.13 The main changes to the document through this part of the refresh are:

- The inclusion of additional work on both risk and financial management across the Council as well as its scrutiny functions.
- A significant update to the Delivery Options (Transformation) Theme. When the Recovery and Improvement Plan was first drafted there were only three projects identified in this Theme. Since then an Integrated Transformation Programme has been created with multiple work streams, which will be reflected in the updated Plan.
- An updated list of actions and milestones around the Companies Theme. The original Recovery and Improvement Plan was based on the findings of the Non Statutory Review. Since that report the Council and its advisors have carried out further work on its companies and will be updating the actions required to achieve the Plan's objectives in this area.
- Across most, if not all of the Themes, further amendments to the milestones are expected. The milestones in the original Recovery and Improvement Plan were focussed on its early stages. Further planning has now been done on the longer term work required beyond this and these will be added into the updated Recovery and Improvement Plan to provide further clarity on the work of a Theme and allow greater transparency over its progress.

4. List of Attached Information

None

5. Background documents, other than published works or those disclosing exempt or confidential information

None

6. Published documents referred to in compiling this report

Nottingham City Council Recovery and Improvement Plan – City Council (Extraordinary) 25th January 2021 (includes a copy of the Recovery and Improvement Plan)

7. Wards Affected

7.1 All

8. Contact Information

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