

**Committee Name and Date of Committee Meeting**

Cabinet – 21 September 2020

**Report Title**

The Year Ahead Plan

**Is this a Key Decision and has it been included on the Forward Plan?**

Yes

**Strategic Director Approving Submission of the Report**

Sharon Kemp, Chief Executive

**Report Author(s)**

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**Ward(s) Affected**

Borough-Wide

**Report Summary**

The report outlines the Council's Year Ahead Plan. The purpose of this report is to support residents and businesses in these uncertain times, helping them to build resilience and adapt. This plan will effectively be the Council Plan for operating within and recovering from the Covid-19 pandemic. It will capture the key actions through to May 2021 and provide a basis for the development of a longer-term plan for the borough.

**Recommendations**

1. To approve the Council's Year Ahead Plan.
2. To endorse the proposed governance arrangements.

**List of Appendices Included**

Appendix 1 The Year Ahead Plan 2020/21

Appendix 2 Initial Equality Screening Assessment

**Background Papers**

None

**Consideration by any other Council Committee, Scrutiny or Advisory Panel**

**Council Approval Required**

Yes or No?

**Exempt from the Press and Public**

No

## The Year Ahead Plan

<b>1.</b>	<b>Background</b>
1.1	<p>Covid-19 has had a fundamental effect on the way the Council works and will continue to affect how the Council operates in the short, medium and long term. The context has changed, and current ways of working should be regarded as the default baseline from which the Council can plan for the future. Social distancing and track and trace requirements are likely to be key features of daily life, possibly until mid-2021 or even longer. The impact of the pandemic will continue to be felt across the borough for a long time, affecting the economy, the community and daily life.</p>
1.2	<p>The purpose of the Council's Year Ahead Plan is to support residents and businesses in these uncertain times, helping them to build resilience and adapt. This plan will effectively be the Council Plan for operating within and recovering from the Covid-19 pandemic. It will capture the key actions through to May 2021 and provide a basis for the development of a longer-term plan for the borough.</p>
1.3	<p>The key aims of the Year Ahead Plan are to:</p> <ul style="list-style-type: none"> <li>• Continue to work with our residents and stakeholders, supporting them and adapting with them to meet current needs in light of the pandemic</li> <li>• Continue to manage the ongoing effects of the pandemic, including the local outbreak control plan</li> <li>• Continue to drive our ambitious plans for the borough wherever possible</li> <li>• Continue to develop and embed new ways of working</li> </ul>
<b>2.</b>	<b>Key Issues</b>
2.1	<p><b>The Year Ahead Plan</b></p> <p>The Year Ahead plan is based around five themes:</p> <ul style="list-style-type: none"> <li>• Thriving neighbourhoods</li> <li>• Better health and wellbeing</li> <li>• Economic recovery</li> <li>• New ways of working</li> <li>• Confidence and hope in Rotherham</li> </ul> <p>The plan outlines the outcomes that each theme will be focussed on as well as the key activity that will take place between September 2020 and May 2021 to deliver on these outcomes.</p>
2.2	<p>The plan also includes two cross-cutting strands: climate impact and equalities and social justice. Consideration of these cross-cutting strands is an integral part of every theme. Underpinning actions have also been identified to support delivery against these crosscutting strands.</p>

2.3	<p><b>Governance, management and control arrangements</b></p> <p>It is proposed that the following arrangements are put in place to oversee the Year Ahead Plan:</p> <ul style="list-style-type: none"> <li>• <i>Executive group</i> – it is proposed that Cabinet would act as the executive group, with strategic oversight of direction of travel and recovery priorities.</li> <li>• <i>Tactical management group</i> – the tactical group made up of relevant council officers would continue to meet as services resume, overseeing business continuity and reporting to GOLD.</li> <li>• <i>Year Ahead Plan theme groups</i> – cross-directorate groups will lead on the delivery of each theme. Facilitated by ACEX team, the aim is to utilise existing groups where possible (e.g. economic recovery cell, humanitarian cell), adapting these as required.</li> </ul>
2.4	<p><b>Underpinning activity</b></p> <p>The changing nature of the pandemic means that the Council will need to continue to respond in a flexible way. Many of the impacts of the pandemic are not yet understood and have the potential to be profound and long lasting, therefore the Council will need to continue to learn and adapt to new and emerging situations. As such, our approach through recovery planning will be an iterative process, necessarily building a picture of and responding to emerging needs and challenges. To enable this the Council will continue to:</p> <ul style="list-style-type: none"> <li>• Work with partners and the SYLRF to provide timely intelligence and information</li> <li>• Reinststate democratic processes and member consultation</li> <li>• Develop business continuity processes to ensure that there is a comprehensive log of decisions made through response and recovery.</li> </ul>
3.	<p><b>Options considered and recommended proposal</b></p>
3.1	<p>That Cabinet:</p> <ol style="list-style-type: none"> <li>a) Approve the Year Ahead Plan.</li> <li>b) Endorse the proposed governance arrangements.</li> </ol>
4.	<p><b>Consultation on proposal</b></p>
4.1	<p>A series of workshop sessions took place in August with Elected Members around the themes within the Year Ahead Plan. Through these seminars, Councillors have had the opportunity to influence the development of the plan.</p>

4.2	Partners have also been engaged as part of the development of the plan. The themes were presented and discussed at the Rotherham Together Partnership and several actions identified within the plan will involve close working with partners.
4.3	As part of the delivery of the Year Ahead Plan, engagement with the public will be an ongoing and key priority.
5.	<b>Timetable and Accountability for Implementing this Decision</b>
5.1	Subject to the Year Ahead plan being approved, it is proposed that the plan is adopted from September 2020-May 2021.
5.2	It is proposed that the plan is reported on quarterly to ensure ongoing oversight.
6.	<b>Financial and Procurement Advice and Implications (to be written by the relevant Head of Finance and the Head of Procurement on behalf of s151 Officer)</b>
6.1	As indicated in the Year Ahead Plan, the latest financial monitoring report for 2020/21, to 21 <sup>st</sup> September Cabinet, sets out a current forecast overspend of £3.0m after taking account of the emergency Covid funding provided to date by the Government.
6.2	The Government has indicated that further funding will be provided as some compensation for lost income from sales and fees and charges due to the impact of Covid. However, it is anticipated that the total of Government support announced to date will not cover all of the Council's additional costs and lost income and further financial support will be needed.
6.3	The financial impact of delivery of the Year Ahead Plan will therefore need to be monitored as part of the Council's financial management arrangements and considered alongside the ongoing financial impact of Covid and the Council's overall financial position.
6.4	Any identified need to procure goods, services or works in relation to achieving the plan objectives should be referred to the Corporate Procurement Service in order to ensure all projects are procured in line with the Council's Financial and Procurement Procedure Rules and Social Value Policy and the UK Public Contract Regulations 2015 as well as other relevant EU/UK legislation governing procurement practice.
7.	<b>Legal Advice and Implications (to be written by Legal Officer on behalf of Assistant Director Legal Services)</b>
7.1	There are no direct legal implications arising out of the plan itself; however the delivery of plan in achieving the identified outcomes will require ongoing legal input to assess the legal implications relevant to each theme and support the individual services in the delivery process.

7.2	In the delivery of the plan, the Council will need to continually consider its statutory and non-statutory duties to ensure that these are identified and met at all stages, in order to minimise the risk of legal challenge. Certain duties, such as the Public Sector Equality Duty and the requirements placed on the Council through the Clean Air Directive, have already been identified and clearly addressed through the identification of the cross-cutting strands in the plan.
7.3	The law is continually changing and even more so due to the impact of the pandemic. It is vital that all relevant legislation and any changes are fully considered at all stages in the implementation of the plan to ensure that all decisions are made in accordance with the most up to date legislation.
8.	<b>Human Resources Advice and Implications</b>
8.1	The Human Resources aspects of the plan are set out within the New Ways of Working theme, including delivering high quality customer services which are efficient and accessible, ensuring staff are supported to work flexibly, building on recent experiences of home working and ensuring that the Council builds on the response to the pandemic, using the learning to shape organisational development and how we work in the future.
9.	<b>Implications for Children and Young People and Vulnerable Adults</b>
9.1	Underpinning the delivery of the Year Ahead Plan is a cross-cutting strand relating to equalities and social justice. This includes considering the impact of the pandemic on vulnerable groups, which includes vulnerable adults and children and young people.
9.2	The Better Health and Wellbeing theme has a focus on supporting children and young people and vulnerable adults. Specific outcomes include ensuring that vulnerable adults are protected and adult social care is able to adapt to the changing conditions and that children and young people are protected, safeguarded and able to achieve their potential.
9.3	Protecting the most vulnerable residents is also a key component of the Thriving Neighbourhoods theme.
10.	<b>Equalities and Human Rights Advice and Implications</b>
10.1	Covid-19 impacts on all of the population within the Borough, with those who are older, with pre-existing health conditions and BAME communities particularly at risk. In addition to the direct impacts of infection, the indirect effects of the pandemic are also likely to disproportionately impact on disadvantaged groups.
10.2	In recognition of these implications, equalities and social justice has been included as a cross-cutting strand. This means that consideration of issues

	relating to equalities and social justice has fed into the development of every theme.
10.3	Different leads and Directorates will be responsible for equalities within their themes and ongoing analysis of data and intelligence with regards to equalities will continue to take place. Each of the themes will need to undertake Form B assessments following what has been identified in the Form A screening of this report.
<b>11.</b>	<b>Implications for Ward Priorities</b>
11.1	The Year Ahead Plan is a borough-wide plan, so has implications for all wards.
11.2	Building and supporting community resilience is a key part of the Thriving Neighbourhoods theme. This will include working with local councillors and residents on ward priorities and plans.
<b>12.</b>	<b>Implications for Partners</b>
12.1	Working with partners will be integral to the delivery of the Year Ahead Plan. Partners have therefore, been engaged and consulted as part of the development of the plan.
12.2	A corresponding partnership delivery plan will also be developed, which will be focussed around the five gamechangers within the Rotherham Plan: <ul style="list-style-type: none"> <li>• Building stronger communities</li> <li>• Integrated health and social care</li> <li>• Skills and employment</li> <li>• Town Centre</li> <li>• A place to be proud of</li> </ul>
<b>13.</b>	<b>Risks and Mitigation</b>
13.1.	There are significant and serious risks associated with the Covid-19 crisis. Each workstream has undertaken a risk assessment including mitigating actions to be taken. The risks are captured in the threat and risk assessment and are reviewed regularly by workstream leads. This is fed up to the Gold Group and the Tactical Group.
<b>14.</b>	<b>Accountable Officers</b>
	Sharon Kemp, Chief Executive

Approvals obtained on behalf of Statutory Officers:-

	<b>Named Officer</b>	<b>Date</b>
Chief Executive	Sharon Kemp	Click here to enter a date.
Strategic Director of Finance & Customer Services (S.151 Officer)	Named officer	Click here to enter a date.
Head of Legal Services (Monitoring Officer)	Bal Nahal	03/09/20

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