READING BOROUGH COUNCIL

REPORT BY CHIEF EXECUTIVE

TO:	**COUNCIL**		
DATE:	**22nd March 2022**	**AGENDA ITEM:**	
TITLE:	**Investing in Reading's Future: Reading Borough Council Corporate Plan 2022-25**		
LEAD COUNCILLOR:	**Councillor Jason Brock**	**PORTFOLIO:**	**Leadership**
SERVICE:	**All**	**WARDS:**	**All**
LEAD OFFICER:	**Peter Sloman**	**TEL:**	
JOB TITLE:	**Chief Executive**	**E-MAIL:**	**Peter.Sloman@reading.gov.uk**

1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

1.1 The Council's new corporate plan 'Investing in Reading's Future: Reading Borough Council Corporate Plan 2022-25' sets out the following for the next three years:

- The Council's vision and themes which provide the context for service delivery.
- The major initiatives that support delivery of the vision and the difference we want to see for Reading.
- How we will measure the difference that we make.

1.2 The final draft plan is attached at Appendix 1.

2. RECOMMENDED ACTION

2.1 That the Council's Corporate Plan, titled 'Investing in Reading's Future: Reading Borough Council Corporate Plan 2022-25' be adopted, as set out in Appendix 1 to the report.

3. POLICY CONTEXT

3.1 The Council's Corporate Plan reflects our priorities for Reading for the next three years and provides direction for our staff in delivering services to meet the needs of our communities, whilst working to a budget set by our Medium-Term Financial Strategy.

3.2 In March 2021, the Council adopted a one-year plan due to the level of uncertainty associated with the ongoing Covid-19 pandemic (Investing in Reading's Future: Reading Borough Council Corporate Plan 2021).

4. THE PROPOSAL

4.1 The new Corporate Plan is a three-year plan for the period 2022-25, it takes forward and builds on the themes and priorities set out in last year's Plan.

4.2 The Corporate Plan describes the major achievements and progress made over the last year and sets out the Council's work priorities and future work programme to deliver against the three themes of Healthy Environment, Thriving Communities, and Inclusive Economy; underpinned by the Foundational activity of an efficient and effective organisation.

4.3 The Appendix to the Corporate Plan details the projects, initiatives, and measures that we will monitor and report on to track progress against our goals. Targets have been included and will be reviewed annually.

4.4 Progress against the measures is reported to Councillors and published in the quarterly Performance Report to Policy Committee.

4.5 The Corporate Plan sits at the apex of the Council's performance improvement framework with a 'golden thread' flowing the priorities set out in the Plan down into supporting Service Plans, team planning and ultimately the performance targets of individual staff.

5. CONTRIBUTION TO STRATEGIC AIMS

5.1 The Corporate Plan is focussed on delivery of the Council's vision:

*To **ensure** that Reading realises its potential – and that everyone who lives and works here can share the benefits of its success.*

Three themes contribute to delivering this vision. We will drive the change that we want to see in Reading by focussing on these three themes. These are:

- Healthy environment
- Thriving communities
- Inclusive economy

6. ENVIRONMENTAL AND CLIMATE IMPLICATIONS

6.1 The Plan reinforces the Council's commitment to a 'net zero Reading by 2030' as per the Climate Emergency Declaration and Reading Climate Emergency Strategy. The major projects and initiatives to take forward these objectives (publication of new Local Transport Plan, construction of new, energy efficient homes, fleet electrification, decarbonisation of Hexagon and driving social value through contracts and procurement) have a suite of KPIs (Key Performance Indicators) which relate both to borough-wide and the Council's own emissions.

7. COMMUNITY ENGAGEMENT AND INFORMATION

7.1 The Corporate Plan is informed by the annual Residents' Survey and major change initiatives are the subject of public consultation. Responses to the Local Transport Plan and the Climate Emergency Strategy consultations are examples of this and demonstrate how we know we have the support of residents and partners for proposed changes.

8. EQUALITY IMPACT ASSESSMENT

8.1   Under the Equality Act 2010, Section 149, a public authority 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 this 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.

8.2   An Equality Impact Assessment is not required, as the Corporate Plan is based on reducing inequality and therefore will result in positive impact. The plan is informed by strategic datasets such as the Index of Multiple Deprivation and customer and community insight.

8.3   The Corporate Plan sets out the keys plans for the next 3 years to achieve the Council's vision to 'help Reading realise its potential and to ensure that everyone who lives and works here can share the benefits of its success'.

8.4   In order to achieve this, the Plan focuses on the needs of the most vulnerable and excluded in our communities and on tackling inequality, for example, through the Housing Strategy and our work with the voluntary and community sector.

9. LEGAL IMPLICATIONS

9.1   There are no legal requirements to have a Corporate Plan. However, it is a key strategic document which sets out the Council's key priorities and provides a framework for both budget development and service delivery.

10. FINANCIAL IMPLICATIONS

10.1   The priorities within the Corporate Plan form the basis of our spending plans over the next three years. The Council's financial position remains challenging over the period of the Plan with an on-going need to drive efficiency, productivity, and income to secure service delivery. Therefore, this Plan and the budget will continue to be updated every year to take account of changes.

11. BACKGROUND PAPERS

None