

<b>Report to:</b>	Cabinet Council	<b>Date of Meeting:</b>	6 April 2023 20 April 2023
<b>Subject:</b>	Corporate Plan, Workforce Plan & Equalities, Diversity and Inclusion Strategy		
<b>Report of:</b>	Chief Executive	<b>Wards Affected:</b>	(All Wards);
<b>Portfolio:</b>	Cabinet Member - Communities and Housing, Cabinet Member - Regulatory, Compliance and Corporate Services		
<b>Is this a Key Decision:</b>	No	<b>Included in Forward Plan:</b>	No
<b>Exempt / Confidential Report:</b>	No		

### Summary:

This report presents the Corporate Plan, Workforce Plan & Equalities, Diversity and Inclusion Strategy to Cabinet for consideration and subject to comment recommendation to Council.

### Recommendation(s):

**Cabinet** is asked to:

- (1) consider the draft Corporate Plan and subject to comment, recommend the draft Corporate Plan to Council for approval;
- (2) note that the next Corporate Peer Challenge is planned for 21 to 24 November 2023;
- (3) consider the draft Workforce Plan and subject to comment, recommend the draft Workforce Plan to Council for approval; and
- (4) consider the draft Equalities, Diversity and Inclusion Strategy and subject to comment recommend the draft Strategy to Council for approval.

**Council** is asked to approve the draft Corporate Plan, draft Workforce Plan and draft Equalities, Diversity and Inclusion Strategy.

### Reasons for the Recommendation(s):

To agree the draft Corporate Plan, Workforce Plan & Equalities, Diversity and Inclusion Strategy. The Corporate Plan sets out the Council's priorities for the next three years and

these are underpinned by achieving financial sustainability, the Workforce Plan, the Equalities, Diversity and Inclusion Strategy and living our values.

**Alternative Options Considered and Rejected:** (including any Risk Implications)

NA

**What will it cost and how will it be financed?**

**(A) Revenue Costs-**There are no direct revenue costs arising from this report. Any financial implications from specific activities will be addressed as part of the development of the proposal

**(B) Capital Costs-** There are no direct capital costs arising from this report. Any financial implications from specific activities will be addressed as part of the development of the proposal

**Implications of the Proposals:**

<b>Resource Implications (Financial, IT, Staffing and Assets):</b>	
<b>Legal Implications:</b>	
<b>Equality Implications:</b> The equality Implications have been identified and risk remains, the three draft documents demonstrate the Council's commitment to reducing inequalities.	
<b>Impact on Children and Young People: Yes</b>  The draft Corporate Plan articulates the vision for Children's Services and the work that will be undertaken to improve outcomes for children and their families.  The draft Equalities, Diversity and Inclusion Strategy recognises that Council have agreed care experience should be treated like a protected characteristic.	
<b>Climate Emergency Implications:</b>  The recommendations within this report will	
Have a positive impact	Yes
Have a neutral impact	No
Have a negative impact	No
The Author has undertaken the Climate Emergency training for report authors	Yes
The draft Corporate Plan recognises the Council's commitment to being a carbon neutral and climate resilient organisation by 2030.	

## Contribution to the Council's Core Purpose:

Protect the most vulnerable: All three of these documents demonstrate the Council's commitment to protecting the most vulnerable.  The draft Corporate Plan demonstrates the Council's commitment to be a good Corporate Parent.
Facilitate confident and resilient communities: All three of these documents demonstrate the Council's commitment to facilitating confident and resilient communities.
Commission, broker and provide core services: All three of these documents demonstrate the Council's commitment to delivering its Core Purpose.
Place – leadership and influencer: All three of these documents demonstrate the Council's commitment to delivering its Core Purpose.
Drivers of change and reform: All three of these documents demonstrate the Council's commitment to delivering its Core Purpose.
Facilitate sustainable economic prosperity: All three of these documents demonstrate the Council's commitment to delivering its Core Purpose.
Greater income for social investment: All three of these documents demonstrate the Council's commitment to delivering its Core Purpose.
Cleaner Greener: All three of these documents demonstrate the Council's commitment to delivering its Core Purpose.

## What consultations have taken place on the proposals and when?

### (A) Internal Consultations

The Executive Director of Corporate Resources and Customer Services (FD.7188/23) and the Chief Legal and Democratic Officer (LD.5388/23) have been consulted and any comments have been incorporated into the report.

The Corporate Equalities Group has considered the draft Equalities, Diversity and Inclusion Strategy.

### (B) External Consultations

A range of partners have considered the draft Corporate Plan.

## Implementation Date for the Decision

Immediately following the Council meeting.

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## Appendices:

Appendix A Draft Corporate Plan

Appendix B Draft Workforce Plan

## Appendix C Draft Equalities, Diversity and Inclusion Strategy

### **Background Papers:**

There are no background papers available for inspection.

## **1. Introduction**

- 1.1 This report presents the Corporate Plan, Workforce Strategy & Equalities, Diversity and Inclusion Strategy to Cabinet for consideration and subject to comment recommendation to Council.

## **2. Corporate Plan**

- 2.1 As part of the Council's response to the feedback to the Local Government Association Peer Challenge Revisit in April 2022 a draft Corporate Plan is presented to Cabinet at appendix A for consideration and subject to comment recommendation to Council.

- 2.2 The draft Corporate Plan contains the Council's priorities for the next three years

- Children & Young People
- Health & Wellbeing
- Adult Social Care
- Working for Our Communities Every Day
- Inclusive Growth

- 2.3 The priorities are underpinned by achieving financial sustainability, the Workforce Plan, the Equalities, Diversity and Inclusion Strategy and living our values.

- 2.4 The draft has been developed from existing strategies and recognises the work that has already been undertaken and as such has been shared with partners and the workforce.

- 2.5 The Corporate Plan will run for a three year period and that progress will be reported to Cabinet on an annual basis. Delivery of the plan will be monitored through existing mechanisms and plans such as the Children's Improvement Plan and Service Plans.

- 2.6 Cabinet members are asked to consider the draft Corporate Plan and subject to comment recommend the draft Corporate Plan to Council for approval.

- 2.7 Alongside the introduction of the Corporate Plan it is intended to refresh the approach to Service Planning. Good service planning is a cornerstone of effective performance management and provides a solid foundation, keeping priorities and principles firm, even in times of change. They link how services are contributing to the delivery the Vision 2030, the Core Purpose and Corporate Plan through to individual appraisals.

- 2.8 Cabinet is asked to note that the next the Corporate Peer Challenge planned for 21 to 24 November 2023.

## **3. Workforce Plan**

- 3.1 The draft Workforce Plan, appendix B outlines the vision for the Council, values and behaviours, and the priorities to be focused on to achieve our vision.

- 3.2 The Council needs to continually develop and evolve to meet the needs of residents, communities, businesses and indeed its workforce. That pace of change has been in place for many years now and was further impacted during the pandemic when what the Council delivered and how, changed fundamentally. This once again demonstrated the value, skills and flexibility of the Council's workforce.
- 3.3 The next few years will present a different set of challenges and opportunities for Sefton and the Council's workforce, and the Workforce Plan outlines how the Council is planning to respond.
- 3.4 Cabinet members are asked to consider the draft Workforce Plan and subject to comment recommend the draft Workforce Plan to Council for approval.

#### **4. Equalities, Diversity and Inclusion Strategy**

- 4.1 The draft Equalities, Diversity and Inclusion Strategy, Appendix C, aims to make the Council a more inclusive and diverse place for people to work, recognises the need to work with partners to remove barriers for under-represented groups across Sefton and demonstrates the Council's commitment to improve inclusivity in Sefton.
- 4.2 The draft Equalities, Diversity and Inclusion Strategy reaffirms the Council's commitment to recognising care experience as a protected characteristic.
- 4.3 The draft Equalities, Diversity and Inclusion Strategy also recognises the work the Council needs to prioritise internally.
- 4.4 Cabinet members are asked to consider the draft Equalities, Diversity and Inclusion Strategy and subject to comment recommend the draft Equalities, Diversity and Inclusion Strategy to Council for approval.

#### **5. Equality Implications**

- 5.1 The Equality Act 2010 says public authorities must comply with the public sector equality duty. In carrying out their functions, they need to have due regard to the need to achieve the objectives set out under s149 of the Equality Act 2010 to:
- Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by or under this Act.
  - Advance equality of opportunity between persons who share a relevant protected characteristic and those who do not share it.
  - Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics are:

- Age

- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

5.2 In Sefton, a motion was approved by Council, at its meeting on 19<sup>th</sup> January 2023 to treat Care Experience, as a protected characteristic. This decision is recognised in the draft Equality, Diversity and Inclusion Strategy.

5.3 All three draft documents demonstrate the Council's ongoing commitment to reducing inequality.