

APPENDIX 2: Corporate Peer Challenge - Recommendations Action Plan

This action plan has been developed in response to the key recommendations for continuous improvement following the LGA Corporate Peer Challenge which was carried out in November 2023.

The Portfolio Management Office in the Transformation team will monitor the achievement of these actions and report progress on a regular basis to the Director of Resources & Business Change, the Senior Managers Network (SMN) and the Senior Leadership Team (SLT).

Ref	Recommendation	Action	Outcome	Responsible Officer (s)	Target Date
2.1	Use the development of a 10-year overarching plan to reflect the place you want South Gloucestershire to be.	Establish a set of shared objectives with strategic partners that provides a framework for shared resources and capacity where appropriate.	A 10 year overarching plan with a set of shared objectives with our strategic partners to reflect the place that South Gloucestershire wants to be.	Lead: Chief Executive Service Director Strategy & Innovation Strategic Planning & Partnership Manager SLT, SMN	31-03-2025
2.2	Continue work to develop an evidence-based Council Plan.	Develop an evidence based council plan.	An evidenced based council plan developed in collaboration with external and internal stakeholders that ensures clarity of purpose and ambition.	Lead: Executive Director Resources & Business Change Service Director Strategy & Innovation Strategic Planning & Partnership Manager SLT, SMN	31-05-2024
2.3	Continue collaborative organisational focus on financial management approach.	Continuation of our approach in a collaborative organisational focus on financial management.	The council continues to retain control of our financial future by ensuring the delivery of our existing MTFP savings programme while robustly developing new saving proposals in response to constantly emerging budget pressures.	Lead: S151 Officer Transformation Manager Head of Finance SLT, SMN	28-02-2025
2.4	Consider how to celebrate the successes of South Gloucestershire.	Develop a strategy/plan to externally promote the work of the council.	The external profile of the council is positively raised.	Lead: Executive Director Resources & Business Change Head of Strategic Communications SLT, SMN, Cabinet	30-09-2024

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2.5	Develop a clear vision and approach to resident engagement.	Review our current and proposed arrangements for a clear vision and approach to resident engagement including 'what good looks like.	Our clear vision and approach to resident engagement is owned by senior leadership and is embedded as a way of doing things, not a thing you do.	Lead: Executive Director Resources & Business Change Service Director Strategy & Innovation Service Director Community Development Insights & Engagement Manager SLT, SMN	30-09-2024
2.6	Review how governance arrangements are documented.	Document our internal informal governance arrangements that provides holistic oversight and ensures clarity of understanding and transparency, especially for external audiences and/or new starters	Enhanced robust assurance to the council which avoid the risk of a single point of failure should any key/statutory officers leave.	Lead: Executive Director Resources & Business Change S151 Officer Transformation Manager Legal Rep - TBC	30-09-2024
2.7	Develop a strategic approach to internal communications.	Develop strategic approach to internal communications to include introducing the Core Brief for council-wide communications.	All staff are receiving consistent messages and there is parity across all services.	Lead: Executive Director Resources & Business Change Head of Strategic Communications	30-09-2024