

<b>SIGNED OFF BY</b>	Head of Corporate Policy, Projects & Business Assurance
<b>AUTHOR</b>	Tom Borer, Policy Officer, Ross Tanner, Performance Officer.
<b>TELEPHONE</b>	Tel: 01737 276717, Tel: 01737 276022
<b>EMAIL</b>	Tom.Borer@reigate-banstead.gov.uk, Ross.Tanner@reigate-banstead.gov.uk
<b>TO</b>	Overview and Scrutiny Committee; Executive
<b>DATE</b>	Thursday, 24 June 2021
<b>EXECUTIVE MEMBER</b>	Portfolio Holder for Corporate Policy and Resources

<b>KEY DECISION REQUIRED</b>	N
<b>WARDS AFFECTED</b>	(All Wards);

<b>SUBJECT</b>	Reigate & Banstead 2025 Annual Report 2020/21
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<b>RECOMMENDATIONS</b>
<p><b>That the Executive:</b></p> <ol style="list-style-type: none"> <li><b>1. Notes the Reigate &amp; Banstead 2025 Annual Report for 2020/21, and</b></li> <li><b>2. Notes the Equality Objectives Progress Report for 2020/21</b></li> </ol>

<b>REASONS FOR RECOMMENDATIONS</b>
<p>The Reigate &amp; Banstead 2025 Annual Report and the Equality Objectives Progress Report are key tools for the assessment of the Council's progress towards its corporate plan and equalities objectives.</p> <p>Consideration and noting of these reports, and consideration by the Executive of any observations by the Overview &amp; Scrutiny Committee, will support effective awareness of the work of the Council, its challenges and successes, and thereby help inform and steer</p>

the Council's future actions towards most effectively benefiting the borough and its residents.

## **EXECUTIVE SUMMARY**

2020/21 was the first year of the Council's new corporate plan for the period of 2020-2025, 'Reigate & Banstead 2025'. This new plan was adopted by the Council on 16 January 2020.

This first annual progress report on the new plan covers the year 2020/21 and is provided as Annex 1 to this report. The report sets out the Council's progress against the success measures set out in Reigate & Banstead 2025, and also includes a range of contextual indicators which provide information on local circumstances.

2020/21 was of course predominated by the pandemic. The report shows how the Council responded to the need to refocus council services to support residents and local businesses deal with the challenges of Covid-19 and the associated lockdowns and restrictions, but also how we have continued to provide both statutory and valued, but also non-statutory, services. It also highlights the good progress that has been made on specific projects.

The annual report is also accompanied by a report on the Council's Equalities Objectives progress for the year, provided as Annex 2 of this report. This report is part of the Council's commitment to report annually on its progress towards these objectives.

Overview and Scrutiny Committee Members are asked to review and note the reports provided. As part of this process, the committee is invited to make any observations on the Council's progress towards its corporate plan and/or equalities objectives in 2020/21, which will then be considered by the Executive and inform future decision making.

Following agreement by the Executive, information within the reports will be made available on the Council's website.

**The Executive has the authority to approve the above recommendations.**

## **STATUTORY POWERS**

1. There is no statutory requirement for the Council to produce a corporate plan. The adoption of a five year plan to set out priorities and objectives is consistent with best practice adopted by many organisations, in both the public and private sector.
2. The Council has a Public Sector Equality Duty under the Equality Act (2010). More information on this duty is provided in the Equalities Implications section of this report.

## **BACKGROUND**

3. In January 2020, the Council adopted Reigate & Banstead 2025 as its corporate plan for the period of 2020-25.
4. The plan was developed looking at local evidence, resident consultation and feedback, and considering both changes and lessons learned from the previous five years, along with how the borough might change in the future.

5. Reigate & Banstead 2025 can be found in full on the Council's website, along with additional information on the borough and the development of the plan at: [www.reigate-banstead.gov.uk/rbbc2025](http://www.reigate-banstead.gov.uk/rbbc2025).
6. In December 2019, the Council approved a new set of Equality Objectives for 2020 to 2024, committing to using data and local intelligence better, supporting good community relations, providing accessible information and services, and equality of opportunity for those working for the Council.
7. The Council's full Equality Objectives, along with additional information on equalities, can be found on the Council's website at: <https://www.reigate-banstead.gov.uk/equality>

## KEY INFORMATION

### Reigate & Banstead 2025

8. Reigate & Banstead 2025 sets out the Council's priorities for 2020-2025, and identifies its objectives for delivering services to those living, working and spending time in the borough.
9. Within the plan can be found information on the role of the Council, the context in which it operates, and the partner organisations with whom we work. The plan also sets out the Council's vision to be recognised by our residents, businesses and partners as a great Council, and its commitments to the borough and its residents.
10. The plan's priorities and objectives are divided into three themes: People, Place and Organisation. These themes have been maintained from the five year plan for 2015-20, and reflect where the Council is seeking to focus its activities and investment until 2025.
11. The annual report, attached at Annex 1, identifies the Council's work and progress towards the plan's objectives in the last year, across these three themes. It is based around the success measures set out within the plan.
12. This progress information is accompanied by a range of contextual indicators, providing additional detail on the situation of the Borough, its residents, and local businesses and conditions. Many of these contextual indicators reflect matters outside of the control of the Council, but are provided to support effective understanding of the context in which we operate and to assist in targeting our future activities.
13. As is identified within the annual report, the Covid-19 pandemic has presented a very significant disruption to both Council services and life in general for the last year. Whilst we are now moving towards recovery, these unusual circumstances required the redeployment of resources towards responding to the pandemic and supporting our most vulnerable residents.
14. The demands and restrictions of the pandemic have necessarily limited some of our activities in the past year, however the report shows how good progress has nonetheless been made on key corporate priorities, whilst at the same time supporting residents and businesses through the Covid-19 crisis.
15. As part of the work to prepare this Annual Report, officers have considered whether it is necessary to review and update the corporate plan as a result of the pandemic. It has been concluded that no changes to the corporate plan priorities or objectives are needed as these still remain relevant and appropriate. However, services will

continue to ensure – through service and business planning – that the ongoing social, economic and environmental impacts of the pandemic on residents and the borough are taken into account.

### **Equality Objectives**

16. The Council identified four equality objectives for 2020-204. As referenced above, these are:
  - Using data and local intelligence better
  - Supporting good community relations
  - Accessible information and services
  - Working for the Council.
17. Details of these objectives are set out in the accompanying progress report. Each objective provides information on a number of areas of supporting activity and the future focus for the objective.
18. The Covid-19 pandemic has again been influential in our work during the year. In the case of our equality objectives, it has highlighted the role of the Council in supporting all the Borough's communities, but particularly the need and ability for us to make a positive difference for our most vulnerable residents.

### **OPTIONS**

19. For the Executive, the following options are available:
20. Recommendation 1: To note the Reigate & Banstead 2025 Annual Report for 2020/21
  - a. Option 1: Note the Reigate & Banstead 2025 Annual Report for 2020/21. This is the recommended action as it will support the effective awareness of the Council's progress towards its corporate plan objectives and inform the effective future action of the Council.
  - b. Option 2: Do not note the Reigate & Banstead 2025 Annual Report for 2020/21. This is not the recommended action as it will not support the effective awareness of the Council's progress towards its corporate plan objectives and will not inform the effective future action of the Council.
21. Recommendation 2: To note the Equality Objectives Progress Report for 2020/21
  - a. Option 1: Note the Equality Objectives Progress Report for 2020/21. This is the recommended action as it will support the effective awareness of the Council's progress towards its equality objectives and inform the future work of the Council towards meeting its equality obligations.
  - b. Option 2: Do not note the Equality Objectives Progress Report for 2020/21. This is not the recommended action as it will not support the effective awareness of the Council's progress towards its equality objectives and will not inform the future work of the Council towards meeting its equality obligations.

### **LEGAL IMPLICATIONS**

22. No direct legal implications have been identified regarding this report.

## **FINANCIAL IMPLICATIONS**

23. No direct financial implications have been identified regarding this report.

## **EQUALITIES IMPLICATIONS**

24. The Council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act;
- Advance equality of opportunity between people who share those protected characteristics and people who do not;
- Foster good relations between people who share those characteristics and people who do not.

25. The three parts of the duty applies to the following protected characteristics: age; disability; gender reassignment; pregnancy/maternity; race; religion/faith; sex and sexual orientation. In addition, marriage and civil partnership status applies to the first part of the duty.

26. The development of Reigate and Banstead 2025 was supported by an Equality Impact Assessment, to assess its implications with regard to these duties. An awareness of the Council's obligations with respect to these duties should form part of the consideration of this report.

27. The Council's Equality Objectives, and the Equality Objectives Progress Report accompanying this report, seek to support these obligations. As identified in the objectives and the report, these obligations apply across the Council and its services, and should be reflected in all of the Council's activities.

## **COMMUNICATION IMPLICATIONS**

28. No direct communication implications have been identified regarding this report.

29. In line with the Council's equality objectives, our communication activities include consideration of the accessibility needs of our residents and those within the borough.

30. Following consideration by the Executive, information within both reports will be made available on the Council website.

## **RISK MANAGEMENT CONSIDERATIONS**

31. In support of its corporate plan and service delivery, the Council has a robust risk management system in place with regular reports to Executive, Audit Committee, and Management Team.

## **POLICY FRAMEWORK**

32. The recommendations of this report are consistent with the Council's Policy Framework.

33. The Council's corporate plan forms part of the Council's Policy Framework and awareness of its objectives and the work towards them should inform decision-making across the work of the Council.
34. As identified in the Equalities Implications section of this report, consideration of the Council's Public Sector Equality Duty and Equality Objectives should inform decision-making across the work of the Council.