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| Signed off by | Head of Corporate Policy, Projects and Performance |
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| To | Overview and Scrutiny Committee Executive |
| Date | Thursday, 6 July 2023 Thursday, 13 July 2023 |
| Executive Member | Portfolio Holder for Corporate Policy and Resources |

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| Key Decision Required | N |
| Wards Affected | (All Wards); |

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| Subject | Reigate & Banstead 2025 Annual Report 2022/23 |
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| Recommendations |
| <p>That the Overview and Scrutiny Committee:</p> <ul style="list-style-type: none"> (i) Notes the Reigate & Banstead 2025 Annual Report for 2022/23, and makes any observations for consideration by the Executive. (ii) Notes the Equality Objectives Progress Report for 2022/23, and makes any observations for consideration by the Executive. <p>That the Executive:</p> <ul style="list-style-type: none"> (i) Agrees the Reigate & Banstead 2025 Annual Report for 2022/23 for publication. (ii) Agrees the Equality Objectives Progress Report for 2022/23 for publication. (iii) Agrees the continuation of the Council’s current Equality Objectives to 2025. |
| Reasons for Recommendations |

The Reigate & 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.

Consideration and noting of these reports, and consideration by the Executive of any observations by the Overview & Scrutiny Committee, will support effective awareness of the work of the Council, its challenges and successes, and thereby help inform and steer the Council's future actions in delivering corporate objectives and supporting the borough and its residents.

Executive Summary

The Council's corporate plan, [Reigate & Banstead 2025](#), was adopted by the Council on 16 January 2020 and covers the period 2020-2025. 2022/23 was the third year of implementation of the plan.

The third annual progress report on the plan is set out at Annex 1. It sets out the Council's progress against the success measures set out in Reigate & Banstead 2025 for each priority and objective, and also includes a range of contextual indicators which provide information on wider local circumstances.

As set out in this report, the borough and the Council faced challenges in 2022/23 relating to factors such food and energy costs for residents, constrained local government funding, and responding to increased staff turnover in the sector. Despite these, the Council was able to deliver positive achievements within the year, including securing financial efficiency whilst maintain services, delivering key affordable and temporary housing, and a range of initiatives to improve and expand the Council's offer to residents and communities, and build the foundation for future service delivery.

The Council agreed [Equality Objectives](#) for the period 2020 to 2024 in December 2019. 2022/23 was the third year of implementation of these objectives.

The progress report on the Council's equality objectives for 2022/23 is set out at Annex 2. The report provides an update on work towards the Council's four equality objectives within the period and a summary of areas of future focus for the 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 2022/23, which will then be considered by the Executive and inform future decision making.

Following agreement by the Executive, the reports will be finalised for publication with supporting images, made available on the Council's website and promoted via our communications channels.

Executive has 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.
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. The plan 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. Within the plan can also be found information on the role of the Council, the context in which it operates, and the partner organisations with whom we work.
10. The plan's priorities and objectives are divided into three themes, which reflect the structure of the organisation.
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. A number of the plan's success measures relate to resident sentiment, and were originally envisaged to draw upon the findings of a residents' survey. As it has not been possible to complete such a survey this year, the report covers these points by drawing on data, knowledge and experience from across relevant services, portfolio areas and third parties where appropriate.
13. As set out in the Executive Summary of this report, the Council has delivered successes within the last year, but also faced challenges. More information on these is contained within Annex 1, but both challenges and successes have been significantly influenced by the financial pressures faced by residents and local

government, and reflect the necessity of work done to overcome these pressures and respond to the demands they create.

14. The annual report contains information on work towards plan objectives across a broad range of areas, including shaping the borough's places, working towards environmental sustainability, and maintaining the organisation's key assets and capacities. Throughout, consideration is given to the cross-cutting commitments of the plan and their contribution towards the plan.
15. Accompanying the information on the Council's progress are a range of contextual indicators, as agreed at the establishment of the plan. These contextual indicators generally 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. Due to the nature of the data involved, the latest figures available may be for earlier than 2022/23. Nonetheless, these measures provide an indication of the wider trends which the borough is experiencing and may be useful in considering the other elements of the report.
16. Following agreement by the Executive, the reports will be finalised for publication with supporting images, made available on the Council's website and promoted via our communications channels.

Equality Objectives

17. The Council's four key equality objectives for 2020 to 2024 are:
 - a. Using data and local intelligence better
 - b. Supporting good community relations
 - c. Accessible information and services
 - d. Working for the Council
18. Details about the work that we have done that relates to these objectives are set out in the report at Annex 2. For each objective, information is provided about a number of areas of supporting activity and the future focus for the objective.
19. Work towards all objectives has been maintained during 2022/23. The Council's use of data to provide and steer services has attained greater maturity, and is becoming more integrated into service planning, whilst efforts towards accessible services and information are being strengthened by the development of a new customer contact strategy. Work towards community relations has taken particular account of wider vulnerabilities and risk factors for those with protected characteristics during recent economic pressures, with similar factors considered for those working for the Council.
20. The Council's equality objectives cover the four year period through to 2024. This report recommends that the current objectives are continued to 2025. This recommendation is made to allow for the review of the objectives to align with the review and development of the Council's corporate plan for 2025 to 2030. This alignment is intended to ensure that the objectives for both equality and the corporate plan can be developed in tandem to be cohesive and mutually supporting.
21. The current equality objectives are considered to remain apt and to well support the Council's public sector equality duty during the current period. If the continuation is

agreed, work towards the established objectives will continue during the extended period.

Options

22. For the Executive, the following options are available:
23. Recommendation 1: To agree the Reigate & Banstead 2025 Annual Report for 2022/23 for publication.
 - e. Option 1: Agree the Reigate & Banstead 2025 Annual Report for 2022/23 for publication. This is the recommended option as it will support the effective awareness of the Council's progress towards its corporate plan objectives and the future activity of the Council.
 - f. Option 2: Do not agree the Reigate & Banstead 2025 Annual Report for 2022/23 for publication. This is not the recommended option as it will delay the effective awareness of the Council's progress towards its corporate plan objectives and the future activity of the Council.
24. Recommendation 2: To agree the Equality Objectives Progress Report for 2022/23 for publication.
 - g. Option 1: Agree the Equality Objectives Progress Report for 2022/23 for publication. This is the recommended option as it will support the effective awareness of the Council's progress towards its equality objectives and the future work of the Council towards meeting its equality obligations.
 - h. Option 2: Do not agree the Equality Objectives Progress Report for 2022/23 for publication. This is not the recommended option as it will delay the effective awareness of the Council's progress towards its equality objectives and the future work of the Council towards meeting its equality obligations.
25. Recommendation 3: To agree the continuation of the Council's current Equality Objectives to 2025.
 - i. Option 1: Agree the continuation of the current Equality Objectives to 2025. This is the recommended option as it will support the cohesive development of mutually supporting equality objectives and future corporate plan.
 - j. Option 2: Do not agree the continuation of the current Equality Objectives to 2025. This is not the recommended option as it may disrupt the cohesive development of mutually supporting equality objectives and future corporate plan.

Legal Implications

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

Financial Implications

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

Equalities Implications

28. 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.
29. 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.
30. 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.
31. 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

32. No direct communication implications have been identified regarding this report.
33. 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.
34. Following consideration by the Executive, information within both reports will be made available on the Council website and promoted via the Council's established communications channels.

Environmental Sustainability Implications

35. No direct environmental sustainability implications have been identified regarding this report.
36. Environmental responsibility is one of the commitments of the corporate plan, and the plan contains an objectives to reduce the Council's environmental impact and support local residents and businesses to do the same. This commitment and objectives should be reflected across the work of the organisation.

Risk Management Considerations

37. 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. No direct risk management considerations have been identified in relation to the recommendations within this report.

Policy Framework

38. The recommendations of this report are consistent with the Council's Policy Framework.
39. 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.
40. 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.