



<b>Signed off by</b>	Head of Corporate Policy, Projects & Performance
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<b>To</b>	Overview and Scrutiny Committee Executive
<b>Date</b>	Thursday, 16 June 2022 Thursday, 23 June 2022
<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 2021/22
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<b>Recommendations</b>
<p><b>That the Overview &amp; Scrutiny Committee:</b></p> <ol style="list-style-type: none"> <li><b>Notes the Reigate &amp; Banstead 2025 Annual Report for 2021/22, and makes any observations for consideration by the Executive.</b></li> <li><b>Notes the Equality Objectives Progress Report for 2021/22, and makes any observations for consideration by the Executive.</b></li> </ol> <p><b>That the Executive:</b></p> <ol style="list-style-type: none"> <li><b>Agrees the Reigate &amp; Banstead 2025 Annual Report for 2021/22 for publication, and</b></li> <li><b>Agrees the Equality Objectives Progress Report for 2021/22 for publication</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</p>

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**

2021/22 was the second year of implementation for Reigate & Banstead 2025 (the Council's corporate plan for the period of 2020-2025). The plan was adopted by the Council on 16 January 2020.

The second annual progress report is provided 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.

2021/22 has been a year of both good progress and ongoing challenges for the Council. Key projects, such as the development of The Rise in Redhill and Camelia Close in Tadworth have either drawn nearer to fruition or been completed this year. The Council has also maintained consistent delivery of core services, despite the lingering disruption of the coronavirus pandemic, and drawn on the lessons learned to improve our work with local partners and deliver support to local residents and communities. However, the Council also continues to face significant financial challenges in the coming years, which have only been made more difficult by recent disruption. Despite steps taken over the last year, we will continue to need to provide more efficiencies and savings in the remaining years of the plan (and/or generate more income) if we are to be able to deliver upon its objectives whilst also maintaining a balanced budget.

The Reigate & Banstead 2025 annual report is also accompanied by a report on the Council's progress on its Equalities Objectives progress in 2021/22, provided as Annex 2. This reflects the Council's commitment to report annually on its progress towards these objectives. The pandemic has only emphasised the importance of respecting and caring for all members of our community, and these objectives form a vital part of the Council's responsibilities as a local authority.

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 2021/22, 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 and be 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](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. 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. The progress report also includes a range of contextual indicators, providing additional detail on the situation of the Borough, its residents, and local businesses. 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.
13. 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.
14. Council activity in 2021/22 continued to be significantly affected by the coronavirus pandemic, particularly during its earlier months. Whilst this has been a lesser factor

than in 2020/21, it has nonetheless had a significant influence on the work of the Council during this period. This has been reflected through the need to respond directly to support residents, increased demand on teams such as Revenues & Benefits and Waste & Recycling, staff being personally impacted by Covid-19 / being required to self isolate and disruption to Council income, such as reduced use of parking facilities during the year.

15. Council officers and Members have continued to work toward the corporate plan's objectives throughout the year, and there has been good progress against many of the success measures. Place shaping and housing developments at The Rise in Redhill and Camelia Close in Tadworth have progressed well, key services have been maintained through the disruption and our work with local communities and partners has been broadened and strengthened (including, but not only, by the lessons of the pandemic).
16. Facilities such as leisure centres and the Harlequin theatre have been able to reopen with a full programme of events, and teams across the Council has offered a range of support to help residents and businesses to recover from recent events.
17. However, the year has also been challenging for the Council, and there continues to be significant work to be done. For residents, increases in the cost of living, particularly to food and energy prices, are a painful reality. The Council has worked to support residents facing financial hardship, through (for example) our support for food banks, money advice service, and emergency fuel grants, but demand for support is likely to continue to grow. This will also present a challenge for local businesses as customers may have less capacity to spend, and this will also need to be reflected in the support we provide.
18. Factors such as the poor affordability of housing and the ongoing need to address climate change also demand a response. Whilst the Council has developed subsidiary strategies on both of these issues, there are practical limitations to what we can do that mean that these will continue to be challenges that we need to work with partners to address.
19. All of these obstacles are present within the context of limitations on the resources available to local authorities. The financial pressures present on local authorities across the county are well known, and Reigate & Banstead is no exception.
20. Following agreement of the Commercial Strategy Part 2 in 2021/22, work on the Council's Financial Sustainability Programme (FSP) is now underway – this work is essential if the Council is to be able to balance its budget in the medium to long term whilst also delivering on corporate objectives. The FSP will include looking at efficient operation and use of assets, along with income generation opportunities and the careful prioritisation of resources. Given the challenges ahead, this work will be vital if the Council is to be able to continue to meet the objectives of our corporate plan.

### **Equality Objectives**

21. In December 2019, the Council identified its four key equality objectives for 2020-2024. These are:
  - Using data and local intelligence better
  - Supporting good community relations

- Accessible information and services
- Working for the Council.

22. 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.

23. Following from the work of last year, work on some objectives is now well progressed, with elements such as procedures and practices within the organisation established and in operation. Community relations have also been an area of recent focus, developing from closer working with other community sector groups and local residents, partially shaped by the response to the pandemic. Other elements, such as around use of data and providing accessible information continue to be developed, with reviews of what we can offer underway and work in hand to address identified areas for improvement.

### **Options**

24. For the Executive, the following options are available:

25. Recommendation 1: To agree the Reigate & Banstead 2025 Annual Report for 2021/22 for publication.

- Option 1: Agree the Reigate & Banstead 2025 Annual Report for 2021/22. 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.
- Option 2: Do not agree the Reigate & Banstead 2025 Annual Report for 2021/22. This not the recommended option as it would represent a missed opportunity to support the effective awareness of the Council's progress towards its corporate plan objectives and the future activity of the Council.

26. Recommendation 2: To agree the Equality Objectives Progress Report for 2021/22

- Option 1: Agree the Equality Objectives Progress Report for 2021/22. This is the recommended option as it will support the effective awareness of the Council's progress towards its equalities objectives and the future work of the Council towards meeting its equality obligations.
- Option 2: Do not agree the Equality Objectives Progress Report for 2021/22. This is not the recommended option as it will not support the effective awareness of the Council's progress towards its equalities objectives and the future work of the Council towards meeting its equality obligations.

### **Legal Implications**

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

### **Financial Implications**

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

### **Equalities Implications**

29. 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.
30. 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.
31. 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.
32. 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**

33. No direct communication implications have been identified regarding this report.
34. 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.
35. 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**

36. No direct environmental sustainability implications have been identified regarding this report.
37. 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**

38. 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**

39. The recommendations of this report are consistent with the Council's Policy Framework.
40. 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.
41. 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.