



POLICY AND RESOURCES SCRUTINY COMMITTEE – 28TH SEPTEMBER 2021

**SUBJECT: DIRECTORATE PERFORMANCE ASSESSMENT YEAR END
REPORT 2020/21**

**REPORT BY: CORPORATE DIRECTOR OF EDUCATION AND CORPORATE
SERVICES**

1. PURPOSE OF REPORT

- 1.1 To present Scrutiny with the year-end Corporate Services Performance Assessment which is part of the Council's Performance Management Framework.
- 1.2 The Performance Assessment (referred to hereafter as the DPA) is the Directorate's self-assessment and forms part of the Council's overall self-assessment activity. It provides information and analysis for the year ending 2020/21. Members are invited to discuss, challenge, and scrutinise the range of information in the DPA.

2. SUMMARY

- 2.1 The Council's revised Performance Framework was endorsed by Cabinet in February 2020 and this report introduces one of the key components of the Framework, the Directorate Performance Assessment (DPA). The DPA is a 'self-assessment' of Directorate's progress across a wide range of information types and meets our 'duty as a principal council to keep our performance under review'
- 2.2 DPA's are an opportunity to bring together a range of information and intelligence into one picture to answer the self-assessment questions of 'how well are we performing, how do we know? And what and how can we do better? Appendix 1 is the Corporate Services Performance Assessment Year End Report 2020/21.

3. RECOMMENDATIONS

- 3.1 Members review the attached document (Appendix 1) and discuss, challenge, and scrutinise the information contained within.

4. REASONS FOR THE RECOMMENDATIONS

- 4.1 Scrutiny Members are involved in the 'self-assessment' process by scrutinising the

information within the Directorate Performance Assessment. This also supports the principles within the new section (Part 6, Chapter 1) of the Local Government and Elections (Wales) Act which provides for a new performance and governance regime for principal councils.

5. THE REPORT

5.1 The Performance Framework has been developed to meet several strategic and operational needs as well as to meet the legislation and further the Council's desire to be a high performing learning organisation focused on meeting the needs of its residents. The framework was piloted in 2019 and endorsed by Cabinet February 2020 and now is reported as a regular part of scrutiny committees. This report introduces and shares the Corporate Services dashboard (the DPA) for the year end 2020/21.

5.2 The spirit of the DPA (appendix 1) is about providing learning. The DPA is less about performance and targets (though they have their place) and is more so to provide a wider picture of performance that will support reflective and challenging conversations and scrutiny that will ultimately lead to learning and further improvement.

5.3 Conclusion

This DPA covers the period April 2020 to March 2021 which coincides with the early stages of the COVID-19 pandemic. The size and scale of the challenges that our organisation has faced during that period cannot easily be described and it is important that the performance information attached is considered with the additional challenges in mind.

6. ASSUMPTIONS

6.1 There are no assumptions thought to be required within this report.

7. SUMMARY OF INTEGRATED IMPACT ASSESSMENT

7.1 This report is for information only and on this basis an integrated impact assessment is not required.

8. FINANCIAL IMPLICATIONS

8.1 There are no financial implications within this report, however the DPA (appendix 1) has a section on resources including relevant budget outturns as part of the overall self-assessment of the directorate.

9. PERSONNEL IMPLICATIONS

9.1 There are no personnel implications within this report, although the DPA (appendix 1)

has a section called 'resources' which provides data on a range of workforce aspects.

10. CONSULTATIONS

10.1 Any consultation responses have been included with in this report.

11. STATUTORY POWER

11.1 The Local Government Measure (2009) and Local Government (Wales) Act 2020

Author: Richard (Ed) Edmunds, Corporate Director of Education and Corporate Services

Consultees: Christina HARRY, Chief Executive
Dave Street, Corporate Director Social Care and Housing
Mark S Williams, Corporate Director Economy and Environment
Rob Tranter, Head of Legal Services and Monitoring Officer
Steve Harris, Head of Corporate Finance/s.151 officer
Lynne Donovan, Head of People Services
Liz Lucas, Head of Customer and Digital Services
Cllr Colin Gordon, Cabinet Member for Corporate Services
Cllr Eluned Stenner, Cabinet Member for Performance, Economy and Enterprise
Cllr Gez Kirby, Chair of Policy & Resources Scrutiny Committee
Cllr Brenda Miles, Vice Chair of Policy & Resources Scrutiny Committee

Appendices:

Appendix 1 Directorate Performance Assessment (end of year report 2020/21)