



JOINT SCRUTINY COMMITTEE – 10TH NOVEMBER 2022

SUBJECT: CORPORATE PERFORMANCE ASSESSMENT END OF YEARREPORT 2021/22

REPORT BY: CORPORATE DIRECTOR - EDUCATION AND CORPORATE SERVICES

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1. PURPOSE OF REPORT

- 1.1 To present Joint Scrutiny with the Corporate Performance Assessment (CPA) which is part of the Council's Performance Framework approved by Cabinet February 2020, following the presentation of the Directorate Performance Assessments to Scrutiny.
- 1.2 **The CPA provides summary of information and analysis for the 6-month period October 2021 to March 2022.** The CPA forms part of the overall Council 'self-assessment' activity, of which members are invited to discuss, challenge, and scrutinise the information in the CPA.

2. SUMMARY

- 2.1 The Council's Performance Framework was endorsed by Cabinet in February 2020 and this report introduces one of the key components of the Framework, the Corporate Performance Assessment (CPA). The CPA is a 'self-assessment' of the Authority's progress across a wide range of information types.
- 2.2 As part of the Performance Framework, this report presents to Joint Scrutiny the CPA attached as Appendix 1 for the period October 2021 to March 2022.
- 2.3 Beneath the CPA are the Directorate Performance Assessments (DPA) which are detailed sources of information for each Directorate. Information from the DPA's is fed up into the CPA. The CPA is an opportunity for members to ask, how well we are performing? and what evidence are we using to determine this.
- 2.4 As part of the Performance Framework, this report presents the CPA attached as Appendix 1 Corporate Directorates Performance Assessment up to March 2022.

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 Members are involved in the 'self-assessment' process by scrutinising the information within the Corporate Performance Assessment. This also supports the principles within the new section (Part 6, Chapter 1) of the Local Government and Elections (Wales) Act 2021 which provides for a new performance and governance regime for principal councils
- 4.2 Statutory guidance for local authorities says that council executives should welcome and encourage scrutiny inquiries to make recommendations for system improvements. The aim is to support councils to build on existing strengths and to support them to achieve a more innovative, open, honest, transparent, and ambitious sector, challenging itself and collectively driving up service delivery outcomes and standards.
- 4.3 The guidance says that local authorities are responsible for: -
- Conducting robust self-assessments and reporting on the extent to which the council is meeting the performance requirements to improve the social, economic, environmental, and cultural well-being of its local communities.
 - Setting out any actions to increase the extent to which the council is meeting the performance requirements, including, for example, the role of scrutiny in challenging and driving the extent to which the performance requirements are being met.
 - Scrutiny committees are a key part of offering constructive challenge to how a council is performing and how it organises itself in the delivery of sustainable services. Scrutiny committees, as well as internal audit, will be a key part of a council's self-assessment

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 CPA for the year end 2021/22.
- 5.2 The spirit of the CPA (Appendix 1) is about providing learning. The CPA 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 Part of the framework was to develop a reporting dashboard at directorate level, that fed into an overall Council assessment, called the CPA (Appendix 1). To show how the CPA fits into the overall framework the components are noted below in 5.7
- 5.4 **The Framework**

The Council's new Performance Framework has several component parts:

- **Corporate Performance Assessment (CPA)**

- Directorate Performance Assessment (DPA)
- Service Planning, identifying priorities resources and actions to improve.
- Risk Management – the barriers that may prevent improvement.
- My-Time Extra – personal learning and development, skills to deliver on objectives.

5.5 The Corporate Performance Assessment (CPA) dashboard is used by the Corporate Management Team (CMT) and Cabinet to monitor the Council's progress in delivering its strategic priorities, identifying and challenging areas of underperformance and discussing and agreeing any remedial actions that may be required.

The dashboard is received by CMT and Cabinet on a twice-yearly basis. While the dashboard itself offers a rich insight, it is set at a high-level position and designed to be an 'at a glance' overall picture.

The detail that sits underneath it and creates the CPA from it is held within each individual DPA report, which are usually monitored at their individual scrutiny.

5.6 **Corporate Performance Assessment (CPA)**

The CPA includes the following sections:

- Chief Executive Summary
- Performance Data
- Risk Register

5.7 **Conclusion**

The Council's Performance Framework as set out will provide Cabinet, Scrutiny Committees, CMT and DMTs with a regular and embedded mechanism for monitoring progress, managing performance, and driving improvement. The dashboards, which provide 'a single source of the truth', enable key aspects of performance to be discussed, action to be agreed and learning to be generated. The ability to specifically link individual contributions to organisational goals provides a platform for every employee to understand how they fit and to be recognised for the part they play in delivering the Council's objectives.

6. **ASSUMPTIONS**

6.1 No assumptions were thought to be required in this report.

7. **SUMMARY OF INTEGRATED IMPACT ASSESSMENT**

7.1 This report is for information and has no decision-making requests, so the Council full Integrated Impact Assessment process does not to be applied. Information on equalities and Welsh language will be included appropriately within the DPA and CPA as part of a picture of Directorate's self-assessments.

8. **FINANCIAL IMPLICATIONS**

8.1 There are no financial implications within this report, however the CPA (Appendix 1)

has a section on resources including relevant budget out turns as part of the overall self-assessment of the directorate.

9. PERSONNEL IMPLICATIONS

- 9.1 There are no personnel implications within this report, however the CPA (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 within this report. The consultation is the response to whether members liked the CPA method and the questions raised from reviewing it.

11. STATUTORY POWER

- 11.1 The Local Government and Elections (Wales) Act 2021

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Appendices:

Appendix 1 Corporate Performance Assessment (Oct 2021 – Mar 2022)