

# Title of report: **Delivery Plan 2024-25**

**Meeting: Cabinet**

**Meeting date: Thursday 27 June 2024**

**Report by: Cabinet member finance and corporate services;**

## **Classification**

Open

## **Decision type**

Key

This is a key decision because it is likely to result in the council incurring expenditure which is, or the making of savings which are, significant having regard to the council's budget for the service or function concerned. A threshold of £500,000 is regarded as significant.

This is a key decision because it is likely to be significant having regard to: the strategic nature of the decision; and / or whether the outcome will have an impact, for better or worse, on the amenity of the community or quality of service provided by the authority to a significant number of people living or working in the locality (two or more wards) affected.

Notice has been served in accordance with Part 3, Section 9 (Publicity in Connection with Key Decisions) of the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

## **Wards affected**

(All Wards);

## **Purpose**

To approve the council's Delivery Plan 2024-25. Cabinet is required to produce a delivery plan which sets out how the strategic priorities within the Herefordshire Council Plan will be delivered and monitored.

## **Recommendation(s)**

**That:**

- a) Cabinet approve the Delivery Plan 2024-25, as set out in appendix A.**

- b) Authority be delegated to the Chief Executive, in consultation with the Leader of the Council, to make minor amendments to the approved Delivery Plan 2024-25.**

### **Alternative options**

1. There are no alternative options as the Delivery Plan is required to be produced on an annual basis. Cabinet may choose to make amendments to the proposals and it is open to Cabinet to recommend alternatives to the deliverables and milestones that have been identified in the plan.

### **Key considerations**

2. The Herefordshire Council Plan 2024-2028, alongside the Medium Term Financial Strategy, provides the overarching policy framework within which decisions will be taken and resources allocated over the next four years.
3. The Herefordshire Council Plan 2024-2028 was developed through a process of engagement and consultation with the public and key stakeholders and was agreed at Council on 24 May 2024. The Herefordshire Council Plan sets out the key strategic priorities and objectives for the council.
4. The Delivery Plan 2024-25, as at Appendix A, identifies the deliverables and milestones that will progress the key objectives within the Herefordshire Council Plan set against the priorities of People, Place, Growth and Transformation.
5. Progress in delivering the plan across all areas of council will be monitored through:
  - I. Quarterly reporting into Cabinet.
  - II. Routine financial monitoring against the approved revenue budget and capital programme, reported to Cabinet on a quarterly basis.
  - III. Monthly progress reporting to the corporate leadership team.
  - IV. Annual Service Plans outlining service area priorities and key areas of focus to achieve the objectives.
  - V. Annual individual performance and development plans.

### **Community impact**

6. The Delivery Plan 2024-25 has taken into account the key characteristics of Herefordshire, as outlined on Understanding Herefordshire (the council's Joint Strategic Needs Assessment). Factors such as rurality, the aging population and social mobility for our young people are key drivers at the heart of the vision, priorities and objectives.
7. Within the priority area for People the approach is focussed on strengthening communities with the aim of connecting people to their local communities.

### **Environmental Impact**

8. The Delivery Plan 2024-25 continues the focus and responsibility to deliver the council's [environmental policy commitments](#) and the following success measures have been included within the plan:
  - I. Value nature and uphold environmental standards.
  - II. Minimise pollution and maximise biodiversity.
  - III. Reduce waste, increase reuse and increase recycling.
  - IV. Work towards reducing county and council carbon emissions, aiming for net zero carbon by 2030 and communities to make the county more resilient to the effects of climate change.
9. Herefordshire Council provides and purchases a wide range of services for the people of Herefordshire. Together with partner organisations in the private, public and voluntary sectors we share a strong commitment to improving our environmental sustainability, achieving carbon neutrality and to protect and enhance Herefordshire's outstanding natural environment.
10. The development of any projects within the Delivery Plan 2024-25 will seek to minimise any adverse environmental impact and identify opportunities to improve and enhance environmental performance.

## **Equality duty**

11. Under section 149 of the Equality Act 2010, the 'general duty' on public authorities is set out as follows:

A public authority must, in the exercise of its functions, have due regard to the need to –

  - a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
12. The Equality Act 2010 established a positive obligation on local authorities to promote equality and to reduce discrimination in relation to any of the nine 'protected characteristics' (age; disability; gender reassignment; pregnancy and maternity; marriage and civil partnership; race; religion or belief; sex; and sexual orientation). In particular, the council must have 'due regard' to the public sector equality duty when taking any decisions on service changes.
13. Improving equality of opportunity and access, and reducing inequality underpins the plan as set out in the Herefordshire Council Plan 2024-2028.
  - I. Tackle inequality and improve social mobility through timely intervention and prevention activities which allows residents to live independent and fulfilling lives.
  - II. Support people to feel safe and respected in their communities.

14. Individual projects and delivery within the plan will complete an equality impact assessment as a fundamental element to planning, decision making and implementation.

### **Resource implications**

15. The recommendations of this report have no direct financial implications, however the priorities within the plan set the strategic direction for the council. Proposals from the Herefordshire Council Plan 2024-2028 will be delivered within the budget and Medium Term Financial Strategy as agreed at Council in February.

### **Legal implications**

16. There are no legal implications arising directly from the recommendations of this report. The legal implications of any decisions to be taken by the executive in implementing the proposals will be set out within the relevant decision report.

### **Risk management**

17. The Delivery Plan 2024-25 is an integral elements of the council's performance and risk management framework. Risks associated with objectives and projects are entered onto the relevant project, service or directorate risk register and escalated as appropriate. The corporate risk register is a living document and reviewed regularly by Corporate Leadership Team, Cabinet and Audit and Governance Committee.
18. The financial challenge and capacity to deliver the corporate priorities, whilst delivering the necessary savings, remains a significant risk; this will be mitigated by ensuring that there is regular oversight and monitoring as detailed in the performance and risk framework.

### **Consultees**

19. The development of the Delivery Plan 2024-25 has been reviewed by Scrutiny Management Board Working Group and a number of their recommendations have been accommodated within the Delivery Plan.
20. The Delivery Plan 2024-25 was presented at a Political Group Consultation on 5 June 2024. Comments received were as follows;
  - I. Cllr. David Hitchiner (Independents for Herefordshire) requested that Pontrilas Railway Station be included in the Delivery Plan.
  - II. Cllr. Louis Stark (Liberal Democrats): -
    - the Delivery Plan does not sufficiently support the right housing in the right place;
    - it does not sufficiently demonstrate what the council is going to directly do about the river;
    - it does not demonstrate how the Growth priority is going to tackle inequality;
    - it is not clear about what impact the Delivery Plan will have across the three parts of the county – Hereford, Market Towns and Rural Wards

- III. Cllr Mark Woodall (The Green Party) asked what has happened with the all the work around speed reduction and 'Twenty is Plenty' campaign? With regards to rivers he commented on the Government Action Plan and new River Champion for the Wye, and asked how this has been included in the Delivery Plan.
- IV. Cllr. Robert Highfield (Conservative Party) commented that there is a narrow focus on 20mph speed restrictions and we should take more of a holistic and broader approach to road safety which would include 20mph restrictions.

## Appendices

### Appendix A Draft Delivery Plan 2024-25

#### Background papers

None identified.

#### Report Reviewers Used for appraising this report:

Please note this section must be completed before the report can be published		
Governance	John Coleman	Date 23/05/2024
Finance	Karen Morris, Wendy Pickering & Judith Tranmer	Date 28/05/2024
Legal	Georgina Coley	Date 29/05/2024
Communications	Luenne Featherstone	Date 22/05/2024
Equality Duty	Harriet Yellin	Date 31/05/2024
Procurement	Carrie Christopher	Date 03/06/2024
Risk	Lee Washbrook	Date 21/05/2024
Approved by	Click or tap here to enter text.	Date Click or tap to enter a date.