

To Members of the Cabinet Executive

Councillor Terry Richardson (Leader)	– Leader of the Council
Councillor Maggie Wright (Deputy Leader)	– Finance, People & Performance Portfolio Holder
Councillor Nigel Grundy	– Neighbourhood Services & Assets Portfolio Holder
Councillor Les Phillimore	– Housing, Community & Environmental Services Portfolio Holder
Councillor Ben Taylor	– Planning Delivery and Enforcement & Corporate Transformation Portfolio Holder

Dear Councillor,

A meeting of the **CABINET EXECUTIVE** will be held in the Council Chamber – Council Offices, Narborough on **MONDAY, 13 MAY 2024** at **5.30 p.m.** for the transaction of the following business and your attendance is requested.

Yours faithfully



Louisa Horton
Monitoring Officer



AGENDA

1. Apologies for Absence
2. Disclosure of Interests from Members
To receive disclosures of interests from Members (i.e. the existence and the nature of those interests in respect of items on this agenda).
3. Minutes (Pages 3 - 4)
To approve and sign the minutes of the meeting held on 18 March 2024 (enclosed).
4. Public Speaking Protocol
Requests received by the Protocol deadline to be reported by the Senior Democratic Services Officer with details of the Agenda Item to which they relate. (Such persons entitled to use the Protocol attend for the purpose of making representations, answering questions or giving evidence relating to the business of the meeting and the time allocated to each person is a maximum of three minutes unless extended at the discretion of the Chairman).
5. Corporate Action Plan 2023-24 (Pages 5 - 20)
To consider the report of the Business Systems & Information Manager (enclosed).

CABINET EXECUTIVE

Minutes of a meeting held at the Council Offices, Narborough

MONDAY, 18 MARCH 2024

Present:

Councillor Terry Richardson (- Leader of the Council) (Leader)
Councillor Maggie Wright (- Finance, People & Performance Portfolio Holder) (Deputy Leader)

Cllr. Nigel Grundy	- Neighbourhood Services & Assets Portfolio Holder
Cllr. Les Phillimore	- Housing, Community & Environmental Services Portfolio Holder
Cllr. Ben Taylor	- Planning Delivery and Enforcement & Corporate Transformation Portfolio Holder

Also in attendance as Observers:

Cllr. Nick Brown (Scrutiny Commissioner)

Officers present:-

Julia Smith	- Chief Executive
Sarah Pennelli	- Executive Director - S.151 Officer
Cat Hartley	- Planning & Strategic Growth Group Manager
Katie Brooman	- Elections and Governance Manager
Isaac Thomas	- Democracy Support Officer

263. DISCLOSURE OF INTERESTS FROM MEMBERS

No disclosures were received.

264. MINUTES

The minutes of the meeting held on 26 February 2024, as circulated, were approved and signed as a correct record.

265. PUBLIC SPEAKING PROTOCOL

No requests were received.

266. UK SHARED PROSPERITY FUND

Considered – Report of the Planning & Strategic Growth Group Manager.

DECISIONS

1. That the progress of Year 1 and 2 Projects be noted.
2. That the allocation of UK Shared Prosperity Fund against a number of Year 3 project themes be approved.
3. That delegated authority be given to the Executive Director, Place, in consultation with cabinet to progress projects within the Year 3 Project Programme themes.

Reason:

To enable the Blaby District Council allocation of UK Shared Prosperity Fund to be spent in accordance with the submitted Investment Plan.

267. CABINET EXECUTIVE RESPONSE TO SCRUTINY RECOMMENDATIONS : ADMINISTRATIONS BUDGET PROPOSALS 2024/25

Considered – Report of the Executive Director (Section 151 Officer), presented by the Finance, People & Performance Portfolio Holder.

DECISION

That Cabinet Executive's response to the recommendations of Scrutiny Commission be agreed.

Reason:

The Local Government & Public Involvement In Health Act 2007 places a duty which requires Cabinet Executive to respond to Scrutiny Recommendations within two months of receiving them.

THE MEETING CONCLUDED AT 5.43 P.M.

Blaby District Council

Cabinet Executive

Date of Meeting	13 May 2024
Title of Report	Corporate Action Plan 2023-24 This is not a Key Decision and is on the Forward Plan
Lead Member	Cllr. Terry Richardson - Leader of the Council
Report Author	Business Systems & Information Manager
Corporate Priority	All Strategic Themes

1. What is this report about?

- 1.1 The purpose of this report is to update councillors on the progress of actions outlined in the Corporate Action Plan 2023-24. This action plan was approved by Council in June 2023.

2. Recommendation(s) to Council

- 2.1 That Council notes the end of year position and the progress made against the Corporate Action Plan 2023-24.

3. Reason for Decisions Recommended

- 3.1 It is important that Elected Members, and staff are familiar with how the Council is delivering against its agreed actions and priorities.

4. Matters to consider

4.1 Background

The Council's vision for the district and its key strategic themes are set out in the current 'Blaby District Plan 2024 - 2028'.

The vision is that "*to ensure that Blaby District is a great place to live, work and visit.*"

When the 2023-24 action plan was approved our previous Blaby District Plan was in place and as such it aligned with the strategic objectives set out within that plan.

The role of the '**Corporate Action Plan**' is to outline specific projects planned for the forthcoming period that will contribute towards the delivery of the Blaby District Plan.

This report provides an end of year position and progress update for those actions outlined in the Corporate Action Plan for 2023-24, which was approved by Council in June 2023.

In total, there were 23 objectives contained within the action plan for 2023-24. These covered some really significant areas such as the development of the Blaby District Plan, the Transforming Blaby Together Strategy and the Economic Development Framework.

Several important pieces of work were undertaken as part of the action plan such as the robust response to the Hinckley National Rail Freight Interchange submission, the District Council Elections and subsequently supporting new Cllrs in their roles as District Councillors.

Our objectives towards reaching carbon neutrality in 2030 continued alongside our work to ensure we progressed our new performance framework.

The progress detailed sits within the back-drop of challenging financial times, with several of the actions linking directly looking to mitigate those financial pressures without compromising the excellent standard of service provided to the residents, visitors and businesses of the district.

Many of the actions are relatively long-term endeavours, realistically taking longer than a year to complete, therefore you will notice that a significant proportion are contained within the Corporate Action Plan 2024-25, which was approved at Council in February this year.

4.2 Proposal(s)

Progress of the actions outlined in the Corporate Action Plan 2023-24 are detailed in the report at Appendix A. Members are invited to review the progress report.

4.3 Relevant Consultations

The Senior Responsible Officer was consulted for each project contained within the Corporate Action Plan 23-24 to gain the most recent and relevant information. Some of the pieces of work contained within the action plan have been subject to separate consultations.

4.4 Significant Issues

There are none within this report, however, individual projects may have associated issues, and these will be detailed in the appended report.

5. What will it cost and are there opportunities for savings?

- 5.1 The annual budget, approved by Council in February each year, supports the delivery of the actions contained within the Corporate Action Plan.

6. What are the risks and how can they be reduced?

Current Risk	Actions to reduce the risks
That the projects and actions within the Corporate Action Plan 2023-24 are not sufficiently progressed, meaning the key strategic objectives found in the Blaby Plan may also be diminished.	The delivery of the action plan will be monitored by SLT with reports to Council on a six-monthly basis. In addition, relevant Portfolio Holders will be kept up to date with specific activities.
Council members are unaware of key projects and their progress meaning they are unable to exert any influence or communicate this to residents, business and other stakeholders.	The provision of the appended progress report in addition to frequent updates to cabinet members collectively and portfolio holders individually.

7. Other options considered

- 7.1 No other options were considered. It is important that residents, partners, Elected Members, and staff are familiar with how the Council is delivering against its agreed actions and priorities.

8. Environmental impact

- 8.1 Any environmental impacts will be outlined alongside each individual project where relevant. However, our journey to Net Zero is a key priority for the Council and, there are specific actions within the annual plan which support the delivery of this priority.

9. Other significant issues

- 9.1 In preparing this report, the author has considered issues related to Human Rights, Legal Matters, Human Resources, Equalities, Public Health Inequalities, and Climate Local and there are no areas of concern.

10. Appendix

- 10.1 Appendix A – Corporate Action Plan 23-24 Progress Report

11. Background paper(s)

11.1 [Blaby District Plan 2021 - 2024' and Blaby District Plan 2024 - 2028](#)

11.2 [Corporate Action Plan 2023 -2024](#)

12. Report author's contact details

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Corporate Action Plan 2023-24 - Closure Report

A Place to Live, Work & Visit

Project	Intended Outcome	Lead	Current Status (at April 2024)	End of Year Position (as at April 2024)
Develop and lead a long term vision for the Blaby District.	A long term vision developed for the district of Blaby, produced in partnership with the residents, businesses and communities it will impact upon.	Chief Executive	Completed Nov 2023	The Blaby District Plan 2024 - 2028 was completed and approved at council on 27 November, and included an updated vision and 5 new strategic themes for delivering ongoing improvement to the district. Current and proposed work programmes and specific projects have been linked to the strategic themes so that progress can be tangibly tracked and shared.
	A new corporate plan will be produced clearly setting out the districts aspirations, priorities and with a clear understanding of the actions needed to achieve the priorities.		Completed Nov 2023	
	An action plan produced to deliver the new corporate plan for short, medium and long term.		Completed Feb 2024	
Produce a 'Transforming Blaby Together' strategy which aligns with our Corporate approach to transformation. This strategy will encompass our Blaby 'Customer and Digitilisation' approach/strategy.	Delivery of a clear strategy which crystalises our approach to Corporate Transformation including our pathway to project prioritisation. Also included will be our customer insights, experience and engagement strategy across all of our business with an action plan focusing on those elements that are the most important to us and our district. This will also convey our approach to digital for Blaby, hard to reach and vulnerable customers, and equalities, diversity and inclusion. We will understand our diverse communities and our Transforming Blaby Together strategy will reflect identified needs and requirements.	Transformation Group Manager	Completed Nov 2023	The Strategy has been completed and approved. Transforming Blaby Together is our over-arching response to the challenges that we face as a council. The world is changing around us, and we need to adapt. It is designed to enable the authority to adopt a culture of continuous improvement, grasping opportunities and different ways of working to drive operational effectiveness and efficiencies. There are 4 objectives at its heart, Customers At Our Heart, Prioritise Digital, Challenge The Way We Work and Financial Resilience. Each objective is influencing a range of projects taking place across the council that are being supported by our Transformation team.

Corporate Action Plan 2023-24 - Closure Report

A Place to Live, Work & Visit

Project	Intended Outcome	Lead	Current Status (at April 2024)	End of Year Position (as at April 2024)
Continue to robustly respond to the proposed Hinckley National Rail Freight Interchange	We will continue to invest in the planning service to ensure they are resourced to respond to the HNFRI application process, that we respond at every opportunity and continue to raise the concerns of residents, communities and professionals, we will support our communities to actively engage in the process to ensure they understand the proposals and will comment on the application as it progresses through the statutory process.	Planning and Strategic Growth Group Manager	Completed Mar 2024	Throughout 23/24 the Strategic Growth team prepared and submitted a series of formal responses to the proposed scheme. This included the submission of the Local Impact Report and Written Representation. These submissions provided the basis for BDC's position in relation to the proposed scheme. The call for evidence has now closed. A decision by the Secretary of State for Transport is expected by 12 September 2024.
Support our new Councillors to fulfil their roles as District Councillors and representative of their communities	A detailed induction programme delivered to all Councillors, to provide the tools, guidance support and encouragement to represent their wards and fulfil any roles they are given as part of the new council going forward.	Corporate Services Group Manager	Completed Jan 2024	The Member Induction Programme delivered 25 training sessions on a variety of subjects including ICT, Democratic Process, Code of Conduct, Planning Essentials/Local Plan/Enforcement, Scrutiny introduction and questioning skills, Meet the Services and Corporate Planning. Online training, buddying and 121 support was also provided.
Review our governance arrangements for partnerships, performance and project management	A review of the governance arrangements will be undertaken to ensure decision making is informed, made in the right place and at the right time. A transparent framework exists to allow the required level of understanding and challenge to ensure we are doing the best we can for our residents and communities.	Executive Director (Communities)	Completed March 2024	A review has been completed and the governance in relation to Waste, ICT, Lightbulb and Building Control have been addressed and amendments are being made in ongoing work streams, in particular the Governance elements for ICT and Lightbulb are being addressed through their individual projects. A review will be undertaken annually going forward of all partnership arrangements.

Corporate Action Plan 2023-24 - Closure Report

A Place to Live, Work & Visit

Project	Intended Outcome	Lead	Current Status (at April 2024)	End of Year Position (as at April 2024)
Embed our new performance management framework	<p>Open and transparent data on our performance, development of our performance baseline and the metrics to be measured and meaningful analysis and understanding of our performance in key areas. Service plans and personal appraisals embedded and informing and linked to the delivery of our corporate plan. the framework is used to develop services, enhance delivery and decision making.</p>	Corporate Services Group Manager	Completed Sept 2023	<p>The foundations of a performance and business planning framework have been successfully implemented. This has included a priority-based structure for managing and sharing projects, measures and risks across the organisation. The purchase and development of an online platform has provided ongoing visibility and management of those items, which in turn has had a positive effect on awareness, business planning and decision making.</p> <p>Work continues to develop and evolve the framework, particularly in relation to tangibly connecting operational activity to the corporate aims and objectives of the Blaby District Plan.</p>
Deliver the 2023 District Elections to ensure democracy for the district of Blaby	<p>A successful and legally compliant election is delivered that encourages both people to vote and people to stand for election.</p>	Chief Executive	Completed June 2023	<p>An efficient election was delivered with an accurate result. We are pleased to report that this was a well ran project brought in on time and within budget provision. Benefits for future Elections included building skills and resilience for future election staffing. We were particularly proud of the positive cross organisational working and one team approach.</p>

Corporate Action Plan 2023-24 - Closure Report

A Place to Live, Work & Visit

Project	Intended Outcome	Lead	Current Status (at April 2024)	End of Year Position (as at April 2024)
<p>Continue to develop the local plan to ensure we have an up to date and robust local plan</p> <p>Page 12</p>	<p>An updated local plan to provide a clear outlook for the forthcoming period.</p>	<p>Planning and Strategic Growth Group Manager</p>	<p>Ongoing</p>	<p>Development of the Local Plan has been undertaken, with work continuing into 24/25. In 2023/24 the Regulation 18 consultation was undertaken to ascertain initial feedback on potential development sites. The next phase of the Local Plan development will include the identification of settlement capacity, landscape, green and blue infrastructure, employment premises capacity, transport and climate change impacts. The Infrastructure Delivery Plan, which supports the Local Plan is also under ongoing development. This requires engagement with statutory bodies including Leicestershire County Council (education & highways), National Highways, Environment Agency. Approval to undertake the Local Plan Reg 19 consultation will be sought in 2024.</p>

Corporate Action Plan 2023-24 - Closure Report

A Place to Live

Project	Intended Outcome	Lead	Current Status (at April 2024)	End of Year Position (as at April 2024)
<p>Continue our drive to Net Zero through an updated Climate Action Plan</p>	<p>To deliver a clear Action Plan and work to further reduce our carbon footprint, support mechanisms for residents and businesses to work towards Net Zero, embedded low carbon culture across the organisation and advocate for Net Zero in our day to day work.</p>	<p>Environmental Health, Housing & Community Services Group Manager</p>	<p>Completed Dec 2023 (Action Plan) - Ongoing Delivery.</p>	<p>The 2030 Council Net Zero Action Plan was approved published in December providing a clear roadmap for Blaby District Council to become a carbon neutral organisation. Huge progress has already been made, predominantly via our fleet switching to HVO fuel rather than diesel, and other contributions through LED lighting and Boiler replacement. Electric vehicle charging has also been installed at the main offices. A number of other projects found within the Action Plan are either underway or being actively scoped and have been brought forward to the current years Corporate Action Plan.</p>
<p>Continue our drive to Net Zero through an updated Climate Action Plan</p>	<p>We will have installed solar panels at the depot</p>	<p>Neighbourhood Services & Assets Group Manager</p>	<p>Ongoing - Anticipated Completion Mar 2025</p>	<p>Both the solar panel installation and the EV charging infrastructure projects have been combined into a single project. This has extended the completion time of the solar panel installation and both projects will now be delivered concurrently by March 2025. The pre-construction phase of the project has been completed resulting in a final proposed design currently being reviewed by the project team. Once design is agreed the project will move into the delivery phase which will include a tender process and a construction phased plan to meet the delivery deadlines.</p>

Corporate Action Plan 2023-24 - Closure Report

A Place to Live

Project	Intended Outcome	Lead	Current Status (at April 2024)	End of Year Position (as at April 2024)
Continue our drive to Net Zero through an updated Climate Action Plan	We will have installed EV infrastructure in place at the depot to support our Net Zero ambitions.	Neighbourhood Services & Assets Group Manager	Ongoing - Anticipated Completion Mar 2025	Both the solar panel installation and electric vehicle charging infrastructure projects have been combined into a single project to be delivered concurrently by March 2025 to maximise value for money. Interim EV charging points have been installed to ensure facilities are in place for the Electric Compact Sweeper and conversion of an end of life diesel powered bin lorry to full electric conversion.
Deliver the requirements of the Defra air quality grant.	Purchase of an electric sweeper and the conversion of one of our existing diesel refuse lorries to electric.	Neighbourhood Services & Assets Group Manager and Environmental Health, Housing & Community Services Group Manager	Ongoing - Anticipated Completion October 2024	A suitable electric compact sweeper has been procured and will be delivered in May 2024. Quotes for the refurbishment and conversion to electric power of one of our existing bin lorry's have been received and the evaluation process has been completed with the conversion works to commence in May 2024 and anticipated delivery by end of October 2024.
Build on our Nationally recognised Lightbulb Service to set out how it can be even better, through a new development plan clearly providing a vision and way forward from 2024 - 2029.	A delivery plan produced to outline the role and governance of the lightbulb service, a partnership focus and robust financial position established. Clear roadmap produced identifying which of the pilots will be integrated into the service and how they will be funded.	Environmental Health, Housing & Community Services Group Manager	Ongoing - Anticipated completion October 2024	The First stage review resulting in a Visioning Document has been completed and presented to all Partners, the second stage of the review has commenced focusing on agreeing the delivery model, identifying improvements to processes and outcomes for the customer.

Corporate Action Plan 2023-24 - Closure Report

A Place to Live

Project	Intended Outcome	Lead	Current Status (at April 2024)	End of Year Position (as at April 2024)
<p>Ensure we are ready for the National introduction of food waste and other waste reform requirements.</p> <p>Page 15</p>	<p>A project is established to introduce a food waste service for Blaby, decision making is clear, a robust communications strategy is in place and delivered in partnership with our communities.</p>	<p>Neighbourhood Services & Assets Group Manager</p>	<p>Carried Forward Anticipated Completion (of Implementation Plan) Dec 2024</p>	<p>New national government policy on food waste collections which was delayed by a year has mandated the introduction of separate weekly food waste collections by the revised date of 1 April 2026 (originally 01 April 2025). In preparation officers have been working to understand and plan for the introduction of food waste engaging with industry experts and with waste officers across Leicestershire. Capital funding information has now been provided by Defra and is in the process of being challenged. Officers continue to work with colleagues across the county looking for opportunities of joint delivery and procurement. A full implementation plan will be developed and shared with members and the public to ensure engagement and sustainability of approach.</p>
<p>Focus on our growing homelessness and housing supply issues to ensure we can meet the needs of our communities</p>	<p>A feasibility study will be produced to support us to identify the most appropriate actions available to us to increase the amount of temporary accommodation we have access to, to support the growing demands on our housing services.</p>	<p>Environmental Health, Housing & Community Services Group Manager</p>	<p>Completed Apr 2024</p>	<p>This project evolved and progressed at pace following the award of a significant grant enabling the purchase of 16 properties intended for use as temporary accommodation. These are now furnished and in use. Subsequent projects have been activated to arrange ongoing property maintenance and the purchase of refugee accommodation.</p>

Corporate Action Plan 2023-24 - Closure Report

A Place to Live

Project	Intended Outcome	Lead	Current Status (at April 2024)	End of Year Position (as at April 2024)
Produce a new contaminated land strategy for the district with a supporting action plan.	We will have a clear approach to our contaminated land, a detailed action plan, a risk based approach to addressing contaminated land and focus our resources on sites that impact on our communities.	Environmental Health, Housing & Community Services Group Manager	Completed Nov 2023	The strategy was approved by members in November 2023. Following a vacancy a new officer has been appointed into post starting in role in April 2024. Assessments and works at Sandhill Drive and Southey Close, have also now been completed and an ongoing management and monitoring programme is in place for both sites. Work has started on the strategies supporting action plan and identified workstreams.
Ensure our ICT service meets the needs of the business	A clear LICTP strategy and roadmap produced and articulated, ensuring a reliable and robust service is provided, that technology is used to its full potential and a clear action plan to make the required improvements is produced and managed.	Transformation Group Manager	Ongoing. Options Appraisal Completed Feb 2024.	The future direction of our ICT provision was determined by Council in February 2024 following the submission of a detailed options appraisal. The option approved by members was to move away from the Leicestershire ICT Partnership and create an in-house service specifically for Blaby Council only. A project is now underway to plan and implement that transition, whilst at the same time attempting to work with the LICTP to stabilise and improve the current provision in the short term

Corporate Action Plan 2023-24 - Closure Report

A Place to Live

Project	Intended Outcome	Lead	Current Status (at April 2024)	End of Year Position (as at April 2024)
<p>Understand our assets and identify opportunities to utilise them to enhance local areas, develop income streams, ensure sustainability and that they are maintained to a high standard.</p>	<p>A clear asset register is in place and legal requirements and restrictions are understood for each of the assets. A management plan is in place for each of our assets to enable us to maintain them and meet any legal requirements.</p>	<p>Neighbourhood Services & Assets Group Manager & Corporate Services Group Manager</p>	<p>Ongoing. Options appraisal undertaken.</p>	<p>This year the focus has been on understanding the Council's strategic assets; their potential and legal restrictions relating to them. Work continues to consider the future use of these assets. Now with the appointments to the positions of Group Manager for Assets and Major Projects and the Corporate Services and MO Group Manager this project will continue to expand to encompass all assets to develop a fuller asset register including the detail relating to the legal requirements and restrictions.</p>
<p>Produce a high level options appraisal to consider the opportunities that exist to deliver our fleet and waste services through a partnership arrangement.</p>	<p>A high level options appraisal is produced and considered focusing on the different options of delivering both fleet and waste services.</p>	<p>Neighbourhood Services & Assets Group Manager</p>	<p>Completed March 2024</p>	<p>An options appraisal has been completed to assess the viability of providing waste collections and fleet management services on behalf of another partner authority. Whilst the Council remains open to all forms of partnership working it is not considered viable to take on delivery of fleet and waste services on behalf of another partner at this time due to uncertainty over government funding.</p>
<p>Produce a new Economic Development Strategy to help create a sustainable and vibrant economy that works for all.</p>	<p>We will have a clear strategy, with an action plan that focusses us where the need and action will have the greatest impact.</p>	<p>Business , Partnerships & Health Improvement Group Manager</p>	<p>Completed Nov 2023</p>	<p>The framework was approved by members in November 2023. It brings together all economic development activities that are occurring within the district and considers how they complement each other to maximise the benefits for our residents, businesses and visitors. Work will now be undertaken in 24/25 to develop an action plan to deliver the strategy.</p>

Corporate Action Plan 2023-24 - Closure Report

A Place to Work

Project	Intended Outcome	Lead	Current Status (at April 2024)	End of Year Position (as at April 2024)
<p>Ensure our ICT service meets the needs of the business</p>	<p>A clear LICTP strategy and roadmap produced and articulated, ensuring a reliable and robust service is provided, that technology is used to its full potential and a clear action plan to make the required improvements is produced and managed.</p>	<p>Transformation Group Manager</p>	<p>Ongoing.</p> <p>Options Appraisal Completed Feb 2024.</p>	<p>The future direction of our ICT provision was determined by Council in February 2024 following the submission of a detailed options appraisal. The option approved by members was to move away from the Leicestershire ICT Partnership and create an in-house service specifically for Blaby Council only. A project is now underway to plan and implement that transition, whilst at the same time attempting to work with the LICTP to stabilise and improve the current provision in the short term</p>
<p>Understand our assets and identify opportunities to utilise them to enhance local areas, develop income streams, ensure sustainability and that they are maintained to a high standard.</p>	<p>A clear asset register is in place and legal requirements and restrictions are understood for each of the assets. A management plan is in place for each of our assets to enable us to maintain them and meet any legal requirements.</p>	<p>Neighbourhood Services & Assets Group Manager & Corporate Services Group Manager</p>	<p>Ongoing.</p> <p>Options appraisal undertaken.</p>	<p>This year the focus has been on understanding the Council's strategic assets; their potential and legal restrictions relating to them. Work continues to consider the future use of these assets. Now with the appointments to the positions of Group Manager for Assets and Major Projects and the Corporate Services and MO Group Manager this project will continue to expand to encompass all assets to develop a fuller asset register including the detail relating to the legal requirements and restrictions.</p>

Corporate Action Plan 2023-24 - Closure Report

A Place to Work

Project	Intended Outcome	Lead	Current Status (at April 2024)	End of Year Position (as at April 2024)
Produce a high level options appraisal to consider the opportunities that exist to deliver our fleet and waste services through a partnership arrangement.	A high level options appraisal is produced and considered focusing on the different options of delivering both fleet and waste services.	Neighbourhood Services & Assets Group Manager	Completed March 2024	An options appraisal has been completed to assess the viability of providing waste collections and fleet management services on behalf of another partner authority. Whilst the Council remains open to all forms of partnership working it is not considered viable to take on delivery of fleet and waste services on behalf of another partner at this time due to uncertainty over government funding.
Produce a new Economic Development Strategy to help create a sustainable and vibrant economy that works for all.	We will have a clear strategy, with an action plan that focusses us where the need and action will have the greatest impact.	Business , Partnerships & Health Improvement Group Manager	Completed Nov 2023	The framework was approved by members in November 2023. It brings together all economic development activities that are occurring within the district and considers how they complement each other to maximise the benefits for our residents, businesses and visitors. Work will now be undertaken in 24/25 to develop an action plan to deliver the strategy.

Corporate Action Plan 2023-24 - Closure Report

Our People & Finances

Project	Intended Outcome	Lead	Current Status (at April 2024)	End of Year Position (as at April 2024)
People Strategy				
Update our People Strategy and develop an Action Plan. <div>Page 20</div>	A clear People Strategy and Action Plan that reflects new ways of working, the support, development and retention of staff and the actions that we will take to promote Blaby District and the Council as a place to work.	Strategic HR Manager & Strategic Director (Sarah Pennelli)	Completed Nov 2023	The People Strategy has been completed and approved as being incorporated into the Transforming Blaby Together (TBT) Strategy. Sitting underneath the umbrella of the TBT Strategy we have a People and Organisational Development (POD) Objectives and Delivery Plan which supports delivery of TBT and the wider Blaby District Plan. Transforming Blaby Together is our over-arching response to the challenges that we face as a council. The world is changing around us, and we need to adapt. It is designed to enable the authority to adopt a culture of continuous improvement, grasping opportunities and different ways of working to drive operational effectiveness and efficiencies.
Medium Term Financial Strategy				
Develop a business plan to support our Medium Term Financial Strategy to address our budget gap.	A clear plan linked to some of our key strategies such as transformation and commercialisation which clearly articulates our plans to address the budget gap within our budgets and the expected growing demands for our services.	Finance Group Manager	Completed March 2024	The Council's Medium Term Strategy (MTFS) was updated in February 2024 detailing the Council's current financial position and included a forecast for future years up until 2028/29. Given future budget gaps a plan was developed alongside the MTFS to close the financial gaps which included transformational savings, closing the gap initiatives and potential prioritisation/rationalisation should the business rate rebase be introduced. The plan gives confidence in the ability to ensure the Council remains financially sustainable.