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| CABINET | DATE 18 September 2024 | ITEM NO 5 |
| TITLE Our Greenwich Annual Plan 2024-26 | WARD (S) All | |
| CHIEF OFFICER Chief Executive | CABINET MEMBER Leader of the Council | |
| DECISION CLASSIFICATION Key Non-exempt Report Non-exempt Appendix | IS THE FINAL DECISION ON THE RECOMMENDATIONS IN THIS REPORT TO BE MADE AT THIS MEETING? Yes | |

1. **Decision required**

This report makes the following recommendations to the decision-maker:

- 1.1 Cabinet is asked to agree the *Our Greenwich Annual Plan for 2024-26*.

2. **Links to the Our Greenwich missions**

- 2.1 This report relates to the Council's agreed missions as follows:

The 2024-26 *Our Greenwich* annual plan provides progress updates on the actions and success measures against each of the 20 agreed missions (listed below). It also outlines the specific actions for each mission the Council will undertake over the next twenty months.

1. People's health supports them in living their best life
2. People will not experience discrimination
3. Those in financial need can access the right support, advice and opportunities to improve their situation
4. Children and young people can reach their full potential
5. Everyone in Greenwich is safer, and feels safer
6. People in Greenwich have access to a safe and secure home that meets their needs
7. It is easier, safer and greener to move around the borough and the rest of London
8. Development delivers positive change to an area for existing and new communities
9. Neighbourhoods are vibrant, safe and attractive with community services that meet the needs of local residents

10. Greenwich plays an active role in tackling the climate crisis and improving environmental sustainability, in line with our commitment of being carbon neutral by 2030
11. Everyone has the opportunity to secure a good job
12. Town centres, high streets and shopping parades are vibrant, prosperous, well-maintained places that meet the needs of local people
13. Our economy attracts new high value businesses whilst strengthening its foundations
14. The voluntary, community and socially motivated sectors in Greenwich are strengthened and able to provide more support to the most in need
15. Our Council is better at listening to communities, and communities feel they are heard
16. We develop networks with communities, key partners and businesses to meet need and address challenges together
17. We design our services around the needs of our residents
18. Our Council is an adaptive organisation, enabling it to navigate the increasing number of challenges it faces while remaining financially sustainable
19. Our Council works in the most efficient and effective ways possible
20. Our Council is a great place to work, with a diverse workforce who have the right skills and are motivated and empowered to deliver

3. **Purpose of Report and Executive Summary**

- 3.1 In December 2022, the Council agreed the new four-year Corporate Plan titled *Our Greenwich*. This plan set out 20 missions across 5 themes covering People, Place, Economy, Communities and Organisation. Each mission has a specific set of success measures used to set internal targets and monitor progress.
- 3.2 In *Our Greenwich*, the Council committed to producing an annual plan each year that summarises the key actions the organisation will take over the upcoming financial year to contribute to the delivery of the missions. The plan also reports on progress against the mission success measures. The first annual plan was published in May 2023.
- 3.3 Due to three separate elections this year, including the General Election in July, the publication of the annual plan was delayed. This was to ensure there was enough time to engage meaningfully with residents,

businesses, and partners, which was not possible during pre-election periods where there are restrictions on the types of communications and engagement activities the Council can undertake. Consequently, the plan now covers until May 2026, as having a plan for 8 months would be too short to be meaningful. This time scale also aligns with the next local elections and taking us up to the end of *Our Greenwich*.

- 3.4 The second annual plan for 2024-26 is appended to this report. It summarises the key activities that will take place across the Council over the next twenty months, focusing on key non-business-as-usual actions.
- 3.5 Many of these actions relate to decisions made through the budget and Medium-Term Financial Strategy setting process as well as other formal decisions.

4. **Introduction and Background**

- 4.1 In December 2022, the Council agreed the new four-year Corporate Plan titled [Our Greenwich](#).
- 4.2 *Our Greenwich* is structured around five themes. These five themes are broken down as follows:
- **People**
 - Focusing on meeting the needs of residents of Greenwich.
 - **Place**
 - Focusing on improving Greenwich as a place.
 - **Economy**
 - Focusing on the development of Greenwich's economy.
 - **Organisation**
 - Focusing on improving how the Council works.
 - **Communities**
 - Focusing on the Council's interactions both directly and indirectly with residents.
- 4.3 Each theme has a vision for 2030 along with a set of missions to achieve that vision.
- 4.4 The missions are intended to guide the council in strategic and service-level action planning. To support this activity, in *Our Greenwich* we committed to producing an annual plan at the start of each financial year. The first annual plan was published in May 2023 and summarised the key

actions the council would undertake in the 2023-24 financial year to work towards the delivery of the *Our Greenwich* missions.

- 4.5 Having an annual plan allows the council to adjust ambition, resource and action to react to the challenges and priorities of the day. The annual plan also aims to align the council's strategic planning process with its budget setting process. With the continuing funding uncertainty surrounding local government, set against a backdrop of relatively high inflation, it is more important than ever that the council makes commitments to action alongside our budget planning process.
- 4.6 Due to three separate elections this year, including the General Election in July, the publication of the annual plan was delayed. This was to ensure there was enough time to engage meaningfully with residents, businesses, and partners, which was not possible during pre-election periods where there are restrictions on the types of communications and engagement activities the council can undertake. Consequently, the plan now covers until May 2026, as having a plan for 8 months would be too short to be meaningful. This time scale also aligns with the next local elections and taking us up to the end of *Our Greenwich*.
- 4.7 The second annual plan for 2024-26 is appended to this report, outlining the key actions the council will undertake over the next twenty months alongside its business as usual work. It is by no means a summary of everything that is happening across the Council to deliver on the *Our Greenwich* missions.
- 4.8 The progress of these actions will be subject to relevant governance and decision making processes, which may require consultation depending on the nature of the action.
- 4.9 The plan also includes an update on our mission success measures, comparing our performance with last year and benchmark figures for London. This includes a desired trend indicating the direction we hope to see the indicator move, and a recent trend showing the direction of change since the previous update. This information was gathered from various sources including polling of both staff and residents. To make this information more accessible and to update residents on our progress more regularly, alongside publishing the figures in the plan we have moved our reporting online, through the creation of an interactive portal called the 'Our Greenwich Performance Dashboard'.

- 4.10 The approach of producing an annual plan represents a significant change for the council and aims to ensure it more transparently presents and reports on the actions being taken to deliver on its agreed missions. The publication of the second annual plan will ensure we are continuing to deliver on the commitments the council set out in *Our Greenwich*.

5. **Available Options**

- 5.1 That Cabinet agree the attached annual plan for 2024-26 in line with the commitment to produce an annual plan as set out in the agreed Corporate Plan *Our Greenwich*.
- 5.2 That Cabinet do not agree the attached annual plan for 2024-26. This would go against the commitment to agree an annual plan as set out in the agreed Corporate Plan *Our Greenwich*.
- 5.3 To do nothing. This would leave the Council without an agreed annual plan for 2024-26. This would go against the commitment to agree an annual plan as set out in the agreed Corporate Plan *Our Greenwich*.

6. **Preferred Option**

- 6.1 That Cabinet agree the attached annual plan for 2024-26 in line with the commitment to produce an annual plan as set out in the agreed Corporate Plan *Our Greenwich*.

7. **Reasons for Recommendations**

- 7.1 The annual plan has been developed through extensive engagement and collaboration with communities, partners, businesses, councillors and staff. This includes a borough-wide resident poll, in-person pop-up events, an online survey, and the *Our Greenwich* Summit event with over 100 partners.
- 7.2 Agreeing the annual plan for 2024-26 will provide clear direction for the Council until May 2026 and meet the commitment to produce an annual plan set out in *Our Greenwich*. Not agreeing or doing nothing will leave the Council without an agreed annual plan.

8. **Consultation Results**

8.1 The annual plan has been developed through extensive engagement and collaboration with communities, partners, businesses, councillors and staff. This engagement is summarised throughout the plan and has helped to form its content.

9. **Next Steps: Communication and Implementation of the Decision**

9.1 If agreed, the annual plan will be published on the Council’s website and new Our Greenwich website. It will also be shared via the Council’s communication channels.

9.2 The plan will also be communicated to staff via the Council’s intranet and via management teams.

10. **Cross-Cutting Issues and Implications**

| Issue | Implications | Sign-off |
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| Legal including Human Rights Act | <p>On 14th December 2022, the Council agreed the new 4-year Corporate Plan titled “Our Greenwich”. This plan sets out the high-level objectives for the Council in the form of missions. across the following 5 themes, People, Place, Economy, Communities and Organisation.</p> <p>To support the Plan the Council agreed at the start of each financial year to produce a Business Plan that will detail the actions it will be taking to work towards the delivery of those missions. This Annual Plan which covers the period to May 2026 for the reasons set out in is consistent with the that decision.</p> | <p><i>Azuka Onuorah</i> <i>Interim Director</i> <i>of Legal Services</i> <i>23 August 2024</i></p> |

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| <p>Finance and other resources</p> | <p>This item is a progress report and as such, has no direct financial implications. Individual decision making reports are taken in respect of the delivery of the objectives, with the financial implications of each decision set out, as appropriate.</p> | <p>Damon Cook, Director of Finance, 22 August 2024</p> |
| <p>Equalities</p> | <p>This report summarises the actions we intend to take until May 2026. Each action is subject to relevant governance and decision making processes, including equality impact assessments where required. Therefore, the decisions recommended through this paper have a remote or low relevance to the substance of the Equality Act. There is no apparent equality impact on end users. Our Greenwich contains a number of missions that work directly or indirectly towards the achievement of both the Equality and Equity Charter and the Council’s Equality Objectives 2020-2024 not least the missions of: ‘No one in Greenwich will experience discrimination’ and ‘Our Council is a great place to work, with a diverse workforce who have the right skills and are motivated and empowered to deliver’. This annual plan helps to summarise how in part the Council is working towards achievement of the Equality and Equity Charter and the Council’s Equality Objectives 2020-2024. It also provides an update on the</p> | <p>Thomas Crook, Head of Change and Improvement, 20 August 2024</p> |

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| | development of new Equality Objectives for the Council. | |
| Climate change | Our Greenwich re-affirms the Council's commitment to be carbon neutral by 2030 as set out in the following mission: 'Greenwich plays an active role in tackling the climate crisis and improving environmental sustainability, in line with our commitment of being carbon neutral by 2030' and therefore this annual plan aligns with the Carbon Neutral Plan. | Thomas Crook, Head of Change and Improvement, 20 August 2024 |
| Risk Management | This document outlines, at a high level, the priority actions for the council over the next 20 months in order to deliver the corporate plan (Our Greenwich). Each action will be subject to its own governance arrangements and individual decision-making reports in the future will identify any associated risks and their mitigations. As such, the report has no direct risk management implications. | Thomas Crook, Head of Change and Improvement 22 August 2024 |

11. **Report Appendices**

11.1 The following documents are to be published with and form part of the report:

- *Appendix 1: Our Greenwich Annual Plan 2024-26*

12. **Background Papers**

12.1 *The following decision is relevant to the report:*

- *Our Greenwich Replacement of Corporate Plan, Council 14th December 2022*
- *Our Greenwich Annual Plan 23/24, Cabinet 17th May 2023*

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