

Report to: Cabinet

Date of Meeting: 27 November 2019

Public Document: Yes

Exemption: None

Review date for release None



Subject: Peer Review Report and associated Action Plan

Purpose of report: This report brings forward to 10 point action plan to address the key recommendations made by the Peer Review Team in September 2019.

Recommendation: That Cabinet agree the 10 Point Action Plan

Reason for recommendation: To ensure we continually improve.

Officer: Karen Simpkin Strategic Lead Organisational Development and Transformation

Financial implications: There are no direct financial implication from the recommendations of this report.

Legal implications: There are no specific legal implications requiring comment.

Equalities impact: Low Impact

Climate change: Low Impact

Risk: Low Risk

Links to background information: .

Link to Council Plan: Continuously improving to be an outstanding council

Report in full

Our 10 point plan

This 10 point plan has been developed to address the key recommendations of the Peer Review Challenge. You can read the [full report here](#).

As Chief Executive, I am absolutely delighted with the overall tone of the report and with the specific observations of the peer team who have determined that our officers and members 'have a passion for the district – with a demonstrable commitment to the objective of keeping East Devon Outstanding'.

In particular, I am incredibly proud that the peer team have publicly recognised our 'strong track-record of successful delivery', 'strong financial management', 'high quality services' and our 'hard-working and committed workforce.'

The report looks forward with optimism and outlines that we 'have confidence that the council will continue to make progress. It has a strong foundation and track record for achievement'

Thank you to each of you for your passion and commitment to the job you do and for making EDDC a very special place to work.

Mark Williams

Chief Executive

	Action	Owner	Timescale
1	Review formal engagement channels with our stakeholders across all key services. Produce recommendations to improve levels of stakeholder engagement in service design and delivery.	All SMT +/-Jamie Buckley	By end February 2020
2	Extend Knowing East Devon to include Knowing Our Towns to support evidence based prioritisation and decision making.	All SMT +/-Joanne Avery	By end April 2020
3	Develop and clearly articulate a Commercialisation Strategy and its key principles. This will be developed collaboratively with key officers, stakeholders and Members to ensure there is consensus and a shared understanding of the approach.	Simon Davey	By end April 2020
4	Introduce a routine management practice to assist organisational learning from experience. To be known as LFE Meetings!	All SMT +	Immediately
5	Carry out Highly Effective Team audits for all teams including SMT +, Cabinet and SMT+, Cabinet as well as teams across the Council.	All	By end January 2020 and repeated as appropriate

6	Review with Members the current Member Development Plan and develop actions as appropriate.	Karen Simpkin	By end January 2020
7	Produce a report regarding recommendations in relation to current governance arrangements for the council.	Members	Timetable to be determined by Members
8	All Service Leads will be responsible for ensuring that the appropriate skills, resources and professional disciplines from across the Council are involved appropriately in project work.	All SMT+	Immediately
9	Consider other opportunities for sharing services with neighbouring councils as part of the Service planning process.	All SMT+	November/December 2019 and during Service Planning for 20/21 and as an ongoing process.
10	Review and monitor our financial position through the prism of our three key strategies of Commercialisation, Fit for Purpose to deliver the Council Plan and Careful Choices.	Section 151 Officer and all SMT +	Ongoing