

Agenda Item



REPORT OF:	LEADER OF THE COUNCIL
TO:	POLICY COUNCIL
ON:	THURSDAY 7 st DECEMBER 2017

Corporate Plan and priorities to 2020

1. PURPOSE OF THE REPORT

This report to Policy Council updates on the six corporate priorities, the key strategies in place to achieve these priorities and the future policy direction for the Council.

2. RECOMMENDATIONS

Policy Council is invited to:

- Note the content of the report
- Re-affirm the Council's six corporate priorities and four themes up to 2020
- Note the overall performance against the delivery of the Council's strategic objectives as illustrated in appendix one
- Note the remedial action to improve delivery against those priorities which are giving cause for concern, as outlined in appendix two
- Adopt the Climate Change / Environmental policy statement – with a commitment to develop a policy / strategy in 2018.
- Agree to increase the Local Living Wage for Council employees from £7.85 to £8.45 per hour from April 2018, commending adoption also by schools and to agree the pattern for future increases as set out in this report.

3. WHERE ARE WE NOW?

Policy Council 2015 adopted the current Corporate Plan which sets out the council's aims and ambitions up to 2019. As part of this, Policy Council 2016 agreed the continuation of the six corporate priorities to 2020 which are:

1. Creating more **jobs** and supporting business growth.
2. Improving **housing** quality and building more houses.
3. Improving **health and well-being**.
4. Improving outcomes for our **young people**.
5. Safeguarding the most **vulnerable people**.
6. **Making your money go further**.

Further to this, Policy Council in 2016 also adopted the implementation of four development themes

that underpin all the work the local authority undertakes and these were:

- Image and marketing of the borough.
- Fairness / Equality / Cohesion.
- Partnership working:
 - With businesses and other public sector organisations (to maximise impact of BwD spend)
 - With residents - empowering communities through volunteering and asset based working (more effective use of all our assets, people and places)
 - Other key stakeholders
- Digital First.

By adopting the themes the Council will commit itself to further transforming how both the borough is perceived and how it operates whilst also ensuring that the local authority is fit for purpose in the current online and digital landscapes. Therefore, by considering the themes in conjunction with the corporate priorities the local authority and its executive will continue its work in mitigating the impact on residents during the present economic and legislative context.

Progress in 2017/2018

As per previous years, robust performance management arrangements continue to be in place to monitor and ensure the delivery of the Corporate Plan.

The performance framework continues to see performance discussed and challenged with directors and also includes a direct challenge from the Leader of the Council to the Executive Members on a six monthly basis.

Appendix One tracks the progress of performance against the Council's strategic objectives for the April 2017 to September 2017 period.

Appendix Two provides exception reports for priorities which are considered to be off track.

Internal quality assurance checks, through the established Council challenge process, aim to ensure the robustness of the data and information included in all performance monitoring reports. Policy Council are asked to note that some figures may change in future reports, as a result of these quality assurance checks.

Each portfolio has been asked to allocate a red, amber or green forecast to the measures that they own. The following guidelines have been provided to ensure a standardised approach to allocating these forecasts.

Red

- The measure is likely to fail or perform poorly in the future
- The measure falls below a set national target / statutory required performance.
- The measure may also be below a minimum requirement for the particular service as agreed by the department
- The lead department perceives there could be a potential serious risk to the Council

Amber

- The measure is at risk of failure, but the lead department feels this is currently being managed
- Actions are or need to be in place to ensure that the end of year position is achieved

Green

- The measure is on target/ over performing / over achieving (if departmental target has been set)
- The lead department perceives there is currently no risk to the council in relation to this measure.

Performance overview

There are 108 measures within the Corporate Plan linked to the Council’s priority objectives.

Of the 108 measures information for the period is as follows:

- 3% (3 actual) have been forecast as “red” where performance is, or is likely to be off track
- 23% (25 actual) have been forecast “amber” where delivery is on track and currently being managed
- 72% (78 actual) have been forecast “green” or on track
- 2% (2 actual) of the measures a RAG rating is not available

The table below shows a breakdown of the measures across the portfolios:

Portfolio	Total	Red	Amber	Green	Awaiting data
Leader’s Cllr Mohammed Khan	11	0	0	11	0
Resources Cllr Andy Kay	10	1	3	6	0
Regeneration Cllr Phil Riley	23	0	5	18	0
Environment Cllr Jim Smith	8	0	2	6	0
Leisure, Culture and Young People Cllr Damian Talbot	11	0	0	11	0
Neighbourhoods and Prevention Services Cllr Arshid Mahmood	11	1	4	6	0
Adults Cllr Mustafa Desai	7	0	2	4	1
Public Health Cllr Mustafa Desai	7	0	3	4	0
Children’s Services Cllr Maureen Bateson	12	1	5	6	0
Schools and Education Cllr Dave Harling	8	0	1	6	1
Total	108	3	25	78	2

Progress since Policy Council 2016

As members will be aware despite the challenges there have been a number of fantastic achievements over the past 12 months.

Portfolio	Key activity and achievements
Leaders	<ul style="list-style-type: none"> • Hosted the country’s first National Festival of Making attracting over 30,000 visitors. • New Strategic Alliance signed between Blackburn with Darwen Council, Blackburn College and Lancaster University to improve Borough prosperity. • Blackburn awarded first prize in Great British High Street Awards • Borough becomes “Kindness Community” and launches Kindness challenge

	<ul style="list-style-type: none"> • Continued success of Your Call events – Good Neighbour Awards. • Support of the community cohesion award at the Fusion Awards. • New Place Based Partnership with Capita agreed.
Resources	<ul style="list-style-type: none"> • National Health and Wellbeing week – over 500 employees involved in various activities. • The Council’s Digital Strategy was approved at the Executive Board meeting on 12th October 2017.
Regeneration	<ul style="list-style-type: none"> • Growth pipeline of 180 projects covering public and private sector • 150 new build housing completions and 130 empty properties brought back into use during the first 6months of 2017/18 • 3 housebuilders on site at Gib Lane (Storey Homes, Wainhomes and Kingswood Homes). • Over 250,000 sqft of new business space developed in the Borough • Key commercial developments approved including new offices for Euro Garages • New Contractor & Development Framework approved to help accelerate growth projects • New half hourly train service all day from Blackburn and Darwen to Manchester from December 10th • £2.5m LEP Growth Deal 2 funding for Darwen East Development Corridor recommended for full approval • £15m LEP Growth Deal 3 funding allocation for Pennine Gateway schemes • £2m award for highways from National Productivity Investment Fund • One Cathedral Square - Best Commercial Property – Royal Institute of Chartered Surveyors Award • Numerous businesses supported with Assistance to Industry funding • Multi-agency Employment & Skills Board established • Hive business leaders network membership now at over 380 local businesses • Hive Business School now links all secondary schools with business leaders.
Environment	<ul style="list-style-type: none"> • Positive impact of recycling through introduction of revised waste collection arrangements, with moving to alternate weekly collections and the introduction of a subscription scheme for garden waste collections. • Positive impact on green transport plan via introduction of traffic management with the use of bus lane enforcement on arterial road corridors within the borough • Introduction of dog fouling and litter enforcement to keep parks and public spaces clean • Blackburn town centre - Gold Award in Royal Horticultural Society (RHS) national Britain in Bloom competition
Leisure, Culture and Young People	<ul style="list-style-type: none"> • Reinvigorated Young People’s Service holiday programme including family fun days, adventurous activities and recreational and sport activities. • Increase in turnout for Youth Elections 2016/17 and Make your Mark Campaign. • Blackburn with Darwen Youth Forum have led events and prevention activities such as the Takeover Challenge to engage young people across the borough on key issues that affect their life’s and influence the services they access. • Wellbeing Service - Transformation in Health and Social Care award • Woolridge Playing Fields - £400k grant funded investment • Working towards designation for the Hart Collection in Blackburn Museum

	<ul style="list-style-type: none"> and opening of the new Study Room • Upgrade of the Libraries public access computer network. • Volunteers contributed over 24,000 volunteer hours across LC&YP services • King Georges Hall & Darwen Library Theatre hosted 546 shows and events
Neighbourhood and Prevention Services	<ul style="list-style-type: none"> • ‘Beg for Change’ campaign launched to encourage people to donate to local homelessness charities that provide food, shelter and support to homeless people and street beggars. • State-of-the-art CCTV Hub opened in Blackburn covering almost 250 cameras across East Lancashire • Volunteering partnership launched across Lancashire • Families and vulnerable adults supported through transforming lives prevention and stepdown partnership • Festival of Learning week – Supporting adults in gaining their first qualification and further learning or work • Delivery of Government’s central heating and boiler programme. This has enabled many properties in the Borough that didn’t have central heating to benefit from this affordable warmth programme. • Central Darwen Private Sector Rented housing included within the revised selective landlord licensing area.
Health and Adult Social Care	<ul style="list-style-type: none"> • £12m Riverside Heights housing with care scheme in final phase and will open in 2018 • Better Care Fund plan until 2019 has been approved by Government. This gives priority to support integrated discharge and Home First. • Re-ablement and intermediate care will be boosted by the initiation of a new purpose built scheme at Albion Mill, Blackburn. • ‘Eat Well, Shape Up, Move More’ three year strategy and action plan in place to improve access to healthy, affordable and sustainable food, increase physical activity levels and increase the number of children and adults of a healthy weight. • Introduced a local suicide prevention strategy to support vulnerable people. • Delivered a series of Adverse Childhood Experience (ACE) awareness conferences at local, regional and national level
Children’s Services	<ul style="list-style-type: none"> • 17 additional council and commissioned services have attained ‘Investing in Children’ status bringing the total to 24. • Successful implementation of the 30 hour free childcare offer for 3 and 4 olds. • Regional Adoption Agency launched bringing together adoption services from Blackburn with Darwen, Bolton, Bury, Oldham, Rochdale and Tameside, as well as incorporating voluntary agencies Adoption Matters and Caritas Care. • First time entrants into the youth justice system is the lowest it has been in the past 4 years and markedly lower than the national, regional and comparable authority averages. • Outstanding support hub for children with disabilities. • Outcomes for care leavers consistently better than national averages. • Phased co-location of health visiting and schools nursing and other early years teams in children’s centres.
Schools and Education	<ul style="list-style-type: none"> • 86% % of learners attending schools judged good or better by Ofsted. • NEET and Not Known combined figure is less than half the figure for England and better than North West average. • A combined figure of 96.7% of 16 and 17 year olds participating in education

	<p>or training which is a 6.1% increase on the previous year.</p> <ul style="list-style-type: none"> • Blackburn with Darwen secondary schools outperformed any other area of the North West on pupil progress in 2016 and remained second best in 2017. • Vulnerable learners, whether children with SEND or children from disadvantaged backgrounds, consistently outperform their national peers and have a narrower gap to other pupils in Blackburn with Darwen primary and secondary schools. • Successful transition to a school-led school improvement system. • Two more schools judged to be outstanding by Ofsted.
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4. WHERE DO WE WANT TO BE?

As set out earlier in this report, Policy Council agreed the continuation of the six corporate priorities.

The Corporate Plan priorities and themes have all been distilled into portfolios and the table below outlines where we want to be by 2020.

Portfolio	Where do we want to be by 2020
Leaders	<ul style="list-style-type: none"> • Play a key role in Lancashire wide and sub-regional governance, public service reform agenda and influential role in the Northern Powerhouse. • Taking Your Call further - supporting all volunteers through a co-ordinated volunteering strategy. • Supporting community cohesion – people living, working and getting on well with each other
Resources	<ul style="list-style-type: none"> • Budget – delivering a balanced budget, maximising income. • Digital First: <ul style="list-style-type: none"> ○ all customer requests, reports and applications to be available on-line ○ increasing take-up of online services • Support, health, wellbeing and attendance in the workplace. • Continue to develop workforce strategies to deliver organisational change and priorities. • Provide legal support for commercial and residential development and economic growth
Regeneration	<ul style="list-style-type: none"> • Delivery of key capital projects: <ul style="list-style-type: none"> ○ Blakey Moor Townscape Heritage Initiative ○ Blackburn Cinema ○ Darwen East Development Corridor, Fabric Borders, Pennine Gateway Highways Schemes at Furthergate, South East Blackburn and North Blackburn ○ Darwen Town Centre Public Realm • Delivery of growth agenda (2020 targets from Plan for Prosperity) <ul style="list-style-type: none"> ○ Blackburn with Darwen Local Plan which outlines our commitment to build 3,989 new homes by 2020 ○ 100,000m² of new commercial floor space ○ 2,700 new jobs • A larger and financially self-sustaining Hive Business Leaders Network • Delivery of Employment & Skills Strategy and Action Plan.
Environment	<ul style="list-style-type: none"> • Improving the appearance of the borough: <ul style="list-style-type: none"> ○ Through Your Call clean up events ○ Reduced fly-tipping

	<ul style="list-style-type: none"> ○ Increased recycling ● Effective licensing and enforcement.
Leisure, Culture and Young People	<ul style="list-style-type: none"> ● Promoting participation and healthy lifestyles through our leisure, healthy lifestyle and wellbeing services; attracting over 1 million visits per year ● Continue to support and expand the successful volunteering network and opportunities integrated within and across our services. ● Strengthening the programme in our cultural and heritage venues. ● Develop an integrated BwD Youth Offer.
Neighbourhood and Prevention Services	<ul style="list-style-type: none"> ● Supporting people to achieve qualifications and gain employment ● Working with vulnerable families and single adults to prevent them entering statutory services or providing stepdown opportunities from statutory provision ● Reducing levels of crime. ● Reducing fatalities and serious injuries due to road traffic accidents. ● Supporting reduction in homelessness: we will implement the requirements of the Homelessness Reduction Bill including the 56 day homelessness prevention duty and review the current Homelessness Strategy and Action Plan ● To improve the privately rented housing offer and standards: we will introduce stronger enforcement in the private rented sector and a wider licensing scheme for Houses in Multiple Occupation (HMOs). We will also sustain the existing Selective Licensing areas and lobby government to widen the scope and reach of Selective Licensing.
Health and Adult Social Care	<ul style="list-style-type: none"> ● Improve and protect the health and wellbeing of the population. ● Increase life expectancy. ● Reduce inequalities in health outcomes. ● Safeguarding Adults. ● Managing demand pressures. ● Developing new models of health and care integration across Lancashire and South Cumbria, including joined up health, well-being and care services: Pennine Lancashire Transformation Programme.
Children's Services	<ul style="list-style-type: none"> ● Ensuring that the council's help and protection of children and young people and support for children in our care and care leavers is consistently good and enables those children and young people to achieve the best outcomes possible. ● Developing an Adolescent Strategy for Blackburn with Darwen. ● Further developing Early Help and prevention services for children, young people and their families to provide the right help at the right time and prevent costly intervention. ● Continuing to expand the use of the Common Assessment Framework (CAF) with partners as lead professionals, particularly those working with children across the age range. ● Continuing to empower young people from across the borough to influence and inform decisions that affect their lives.
Schools and Education	<ul style="list-style-type: none"> ● Working with schools, parents and children to ensure that children have the maximum educational opportunities possible. ● Ensuring that services provided to children with identified special educational needs and disabilities (SEND) are of consistently good quality and enable these learners to achieve their best. ● Increasing the number of learners in Blackburn with Darwen attending good or outstanding schools. ● Further reducing the number of young people not in employment, education or

	<p>training (NEET).</p> <ul style="list-style-type: none"> Increasing the academic progress of children living in more deprived areas of the local authority and ensuring that vulnerable learners make good progress in our schools.
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5. HOW WILL WE GET THERE?

The Council has had to make significant budget savings since 2010 and whilst the Council is now in a relatively stable period due to strong financial planning, there are still challenges ahead as demand for services continues to increase.

The next 12 months will see all out elections as a result of the new ward boundaries and a reduction in the number of councillors and wards. New ward profiles are being developed which will provide councillors with data sets and intelligence for their own ward areas which can be used to help shape and inform future policy.

In April 2018 it will be the 20th anniversary of Blackburn with Darwen Council becoming a unitary authority. We will be taking the opportunity to reflect on our achievements, celebrate the various milestones and focus on the highlights from the past two decades. A celebration event in 2018 is being organised and will showcase a variety of projects and events which have made a real difference to communities over the past 20 years.

We are an ambitious council with a strong track record of delivery and partnership working to achieve the very best outcomes for residents and businesses in the Borough. Outlined below is some of the key activity which will take place over the next 12 months.

<p>Responding to government policy</p>	<p><u>Industrial Strategy White Paper</u> Following the publication of the Industrial Strategy by the Department for Business, Energy and Industrial Strategy, the council looks forward to seeing the positive outcomes of the Governments ‘Grand Challenges’ of an Artificial Intelligence revolution, clean and sustainable growth, enhanced innovation to meet the needs of the UK population and the future of mobility and transport.</p> <p>Locally the Council will work closely with the Lancashire LEP to develop Lancashire’s Local Industrial Strategy as the borough and the region prepare to enter the next industrial revolution.</p>
	<p><u>Britain’s Exit from the EU</u> There is concern that Britain’s exit from the EU will impact on funding locally, particularly for employability programmes that rely on EU funding. We may also see an impact on trade; investment and skills shortages. We will continue to work with the Lancashire LEP and partners to monitor the impact of Brexit and identify implications for the Borough.</p> <p>A UK Shared Prosperity Fund to replace existing EU funding has been proposed. We will monitor progress of this and make sure that the Council and businesses are in a strong position to clearly articulate our requirements and attract investment.</p>
	<p><u>Social Integration Strategy</u> Integration is the extent to which people from all backgrounds can get on together and have mutual respect for each other. The council is committed to creating the opportunities for people to interact with one another. The Government has</p>

	<p>outlined that in 2018 it will be publishing a green paper on its new integration strategy. We have developed a draft Social Integration Strategy which is currently out for consultation and we will look to adopt this in 2018.</p> <p>Unsung heroes who make a real difference to the lives of those around them are set to be recognised once again thanks to the Good Neighbour Awards. Nominations are being sought and deadline for entries is Friday 12th January 2018.</p>
Growth	<p><u>Delivering growth projects and programmes</u></p> <p>The council has 180 growth projects under business case development or ready for delivery. We are committed to work with the Government and agencies to find solutions to accelerate growth and continue to attract private sector investment.</p> <p>We have submitted a number of bids recently to the Government for grant funding including Housing Infrastructure Fund – bids submitted for £2.8m Marginal Viability and £12m Forward Fund.</p> <p>We will continue to support the areas’ business network through Hive and strengthen the role of the Borough Business Leaders to have a voice in Lancashire and the Northern Powerhouse.</p> <p><u>Raise national profile</u></p> <p>We will build on our strong reputation locally and nationally with continued positive media coverage promoting council and partnership activities. We have recently been shortlisted for the Local Government Association’s ‘Driving Growth’ award. The winner will be announced on 21st March 2018.</p> <p>Through our Capita partnership we will continue to promote the area nationally as a place to live, work, visit and invest.</p>
Partnerships and Civic leadership role	<p><u>The North</u></p> <p>Transport for the North is set to become the first Sub-National Transport Body from 1st April 2018. All 19 transport authorities in the North of England are invited to join the Board. Members are asked to note that the Leader or his nominee is invited to represent the Council, therefore Cllr Phil Riley is nominated to join the Board.</p> <p><u>North West</u></p> <p>The Leader continues to represent the Council and Lancashire on the North West Regional Leaders Board. The Chief Executive represents the Council and Lancashire on the North West Northern Powerhouse Partnership group.</p> <p><u>Lancashire</u></p> <p>The Council is a Board Director with the Lancashire LEP and we will continue to influence and shape economic growth and job creation across the County for the benefit of Blackburn with Darwen, securing investment into the Borough.</p> <p>The Council is committed to working with Lancashire Leaders to agree a governance model with the Government which can secure a devolution deal for Lancashire’s residence and businesses.</p> <p><u>Transport for Lancashire</u></p> <p>The council is also represented at this board which approves Lancashire’s local major transport scheme investment programme and other transport commitments within the Lancashire's Growth Deal</p>

	<p><u>Pennine Lancashire</u> The Leader is chair of PLACE which oversees delivery of the Pennine Lancashire Growth and Prosperity Plan. The PLACE partnership is complimentary to Lancashire governance arrangements to achieve the best outcomes, investment and opportunities for the Pennine Lancashire area.</p> <p>The Council through the leisure service is leading a bid for Pennine Lancashire to be one of the 10 Sport England delivery pilot areas across England to help residents become more active by reducing inactivity. We had a positive and successful Sport England visit in September and we are now awaiting the final outcome of our submission.</p> <p><u>Blackburn with Darwen</u> The Council continues to be at the heart of partnership working in the Borough and the key driver to delivery. The new Strategic Alliance work programme is under development with Blackburn College and Lancaster University to improve skills, attainment and routes into quality jobs a high priority. The Council is also leading the new Employment and Skills Board with membership drawn from across the public, private and voluntary sector. The council continues to support the private sector led Hive network and in particular the new Hive Business School which brings businesses into schools for mentoring, advice, career information and interview practice.</p> <p>The Local Strategic Partnership Board which is made of the key partners in Blackburn with Darwen. To make a Blackburn with Darwen a good place to a great place it continues to drive the Plan for Prosperity which outlines the ambitious programmes between all the partner organisations until 2020.</p> <p>The Council, with partners, is developing a Blackburn with Darwen Skills Strategy and establishing a new Employment and Skills Board which will have responsibility for taking the strategy forward and developing a clear and prioritised action plan to achieve the vision of having full employment and a skills system that works for everybody in the Borough by 2040.</p> <p><u>Health changes</u> We are developing new models of health, care and wellbeing across Lancashire, South Cumbria and at Pennine Lancashire level. This is a policy direction for all Councils to deliver integrated health and care by 2020 and an update was provided to councillors in October. The council will continue to play a key role in health and care developments and any proposed changes.</p> <p>The council recognises the importance and benefits of prevention and BwD is currently a LGA Prevention at Scale pilot area, which is looking to help improve the scale and pace of prevention initiatives. To take this further we are embedding Public Health and a prevention framework in the Pennine Lancashire local delivery plan (LDP) Accountable Care System development.</p>
Supporting BwD residents	<p><u>Safeguarding</u> The Council recently had a Children’s OFSTED inspection. Inspectors were onsite for four weeks reviewing case notes, speaking to staff, councillors and service users. A further update will be provided at the meeting. We will ensure that any recommendations are put in place.</p>

	<p><u>Universal Credit</u> Effective implementation of, and transition to, Universal Credit which will be a ‘full service’ in February 2018. This will bring together and replace a number of benefits into a single monthly payment for people in or out of work. Some of the benefits and tax credits that residents may be getting include; housing benefit, child tax credit, income support, working tax credit, income-based jobseeker’s allowance and income-related employment and support allowance</p>
Autumn budget announcements	<p>Major announcements from the Chancellor’s statement on Wednesday 22nd November impacting on Blackburn with Darwen.</p> <ol style="list-style-type: none"> 1. Housing – <ol style="list-style-type: none"> a. Empty properties will now be subject to a 100% council tax premium without a six month discount. b. The Government will invest a further £2.7bn in the Housing Infrastructure fund. c. £1.1bn will be made available to unlock strategic urban housing and regeneration schemes. d. A review will be undertaken to measure the gap between planning being granted to new housing building and development. 2. Business Rates - The Chancellor announced that the Government will bring forward plans to switch business rates increases from the Retail Price Index (RPI) to the Consumer Price Index (CPI) by two years to April 2018. 3. National Living Wage - The Chancellor announced that the National Living Wage would increase by 4.4% from £7.50 to £7.83 in April 2018. 4. Industrial Strategy White Paper – The Chancellor confirmed the publication of the Industrial Strategy White Paper. 5. Universal Credit – A number of changes to Universal Credit was announced, including the continuation of housing benefit for the first two weeks of a new Universal Credit claim.
Council policy	<p><u>Climate Change / Environment Strategy</u> Blackburn with Darwen Borough Council, like other local authorities, has a pivotal role to play in tackling climate change and enabling sustainable living. The Council recognises the importance of taking action to minimise greenhouse gas emissions, adapting to unavoidable local impacts of climate change and working to support strong, vibrant and healthy communities. The Council’s approach is set out in its strategic plans and programmes including, land use planning, transport planning, waste disposal and flood management, which underpin delivery of the Corporate Plan and all Council services.</p> <p>Environmental and sustainability considerations are fundamental concerns for a number of key service areas and these are big policy challenges for both central government and local government. A commitment for 2018 is to develop a new climate change / environmental policy / strategy.</p> <p><u>Digital BwD</u> So that wherever possible, services and interactions with the council can be delivered digitally, recognising that an ‘assisted digital’ approach may be required for a small number of citizens who are unable to use digital methods independently. Implementation of the strategy will focus on four strands:</p> <ul style="list-style-type: none"> • Digital Customer, • Digital Workforce, • Digital Partners and

	<ul style="list-style-type: none"> Digital Borough
	<u>EU General Data Protection Regulation (GDPR)</u> The council will ensure compliance with the new GDPR legislation in recording, processing and retaining citizens' data, which comes in to effect from May 2018.

Blackburn with Darwen Local Living wage

Following the Policy Council in 2013 a `Local Living Wage` was introduced which was generally in line with the previous years `Living Wage Foundations` outside London rate. Since this date, Policy Council has continued with the practice of uplifting the lowest council pay rates to this `Local Living Wage` rate, acknowledging that annual pay awards may impact on the numbers of staff in receipt of the pay supplement.

Currently the minimum rate paid to Council employees is a Local Living Wage rate of £7.85 per hour. The government's National Living Wage (NLW) of £7.50 per hour is set to rise in April 2018 to £7.83. The current national pay negotiations will also be required to take into account a rise in the National Living Wage when planning for rates payable from 1st April 2018.

In line with the Council's previous practice it is suggested the Policy Council agree to the lifting of the `Local Living Wage` from £7.85 per hour to £8.45 per hour, i.e. the Living Wage Foundation rate from 2016/17. It is suggested that Policy Council adopt the previous year's Living Wage Foundation rates on a recurring basis to reflect the local economy and the Council's continued intention to support lower paid employees.

It is also proposed that the Policy Council commend its approach to supporting a local living wage to all the schools in the Borough whom it is hoped will positively support as they have done in previous years.

6. POLICY IMPLICATIONS

The Corporate Plan sets out the corporate priorities and underpinning themes of the Council for 2017-2020, and in order to provide clear strategic direction, such priorities should be reflected across the organisation, throughout departmental business plans, service plans and individuals' performance plans.

7. FINANCIAL IMPLICATIONS

The policy context and Corporate Plan will inform Elected Members' decisions during the budget setting process for 2018 and beyond, alongside the Medium Term Financial Strategy (MTFS).

Aligned to the budget setting process, financial implications of business plans will need to be developed for each individual department which will require approval though the relevant Executive Member(s).

The introduction of the new Blackburn with Darwen Local Living Wage rate will directly impact approximately 140 permanent employees and up to 340 casual employees who throughout the year provide temporary short term cover for staff on training or on holiday or other leave, as well as covering events and other short projects.

The cost of the supplement to current pay rates for these staff would be approximately £50,000 in 2018/19.

8. LEGAL IMPLICATIONS

There are no direct legal implications of this report. Any legal matters arising during the delivery of these priorities, are a matter for consideration through the usual constitutional processes.

9. RESOURCE IMPLICATIONS

Any additional resource requirements that may be required by the services, following the agreement of the recommendations outlined within this report are a matter for consideration by either Executive Board or the relevant Executive Member according to delegated powers.

10. EQUALITY IMPLICATIONS

A full Equality Impact Assessment has been completed for the Corporate Plan, which was refreshed in 2016.

Future implications of policy decisions and recommendations will be assessed individually through consultation with relevant Executive Members.

11. CONSULTATIONS

This Corporate Plan has been formulated via the input of several groups, taking into consideration the local political landscape, current Government legislation and the current and future needs of the Borough.

When originally outlined in 2012 the Local Authority undertook a public consultation to draft the corporate priorities. Since this original consultation and through recent discussions with community partners, Your Call volunteers and ward members (via ward solutions meetings and Council committees) it is felt that these priorities found within this Corporate Plan still reflect the needs of residents.

Internally this Corporate Plan and especially the portfolio specific pledges has been devised with the input and co-operation of Executive Members, Chief Officers, departmental management teams (including Heads of service) and through one to one meetings between portfolio holders and directors.

Chief Officer

Contact Officer: Denise Park, Deputy Chief Executive
Date: 23rd November 2017

BACKGROUND PAPERS

The following papers are available via the Council's website:

- Corporate Plan