



## Report of the Interim Deputy Chief Executive / Director of Corporate Services

Organisation Transformation Corporate Delivery Committee -  
26 July 2022

### Organisational Transformation Work Programme 2022-23

<b>Purpose:</b>	To provide the Organisation Transformation Corporate Delivery Committee, with a draft outline of their work programme for 2022-23 and what they seek to achieve in terms of policy objectives.
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<b>For Information</b>	

#### 1. Introduction

- 1.1 The purpose of the Corporate Delivery Committees (CDCs) is to develop policies or policy direction for consideration and adoption by Cabinet and / or Council as appropriate.
- 1.2 Corporate Delivery Committees (CDCs) are free to choose any items for inclusion within their work programme in line with their terms of reference, but these should be aligned to the Council's Policy Commitments and Corporate Priorities. The Council adopted a new Policy Commitment statement and approved a refreshed Corporate Plan on the 7<sup>th</sup> July 2022.

- 1.3 Corporate Delivery Committees (CDCs) should ensure that each individual work programmes contains a manageable number of items that have been prioritised in consultation with the relevant Cabinet Member/s and with input from Corporate Directors.
- 1.4 Each individual work programme item must have a clearly defined output, such as a specific policy, that is deliverable within a realistic timescale given the available resources. When developing their work plans, CDCs should clearly map out the process and resources required for the development of new policies.
- 1.5 CDCs should seek to avoid any overlap with Scrutiny. They should seek to develop and deliver draft policies for adoption at Cabinet or Council and provide written reports with clear outputs. Verbal reports will not be permitted, .

**2. Work Programme for Organisation Transformation CDC**

- 2.1 Following a discussion between the Director and Cabinet Member(s), the priorities outlined below, have been identified as draft items for Organisation Transformation CDC for the work programme 2022-23, subject to the approval or amendment of Organisation Transformation CDC. The table below also records: the anticipated outputs and outcome from each work plan item; the policy commitment that each CDC work plan item helps deliver; the corporate priority that each CDC work plan item is aligned to.

CDC Work Plan item	Required output, e.g. policy	Intended Outcome	Policy Commitment	Corporate Priority
Recovery and Transformation	Framework for Future Transformation	A sustainable, efficient and effective Council with the citizens at the heart of all that we do.		
Workforce Development	Revised Policy/s	A talented & aligned workforce		
Equality & Human Rights	Strategic Equality Plan & Human Rights City status	Equality, diversity and integrated thinking embedded across the Council's action plans		

		and decision-making.	Organisation Transformation	Transformation and future council development
Community & local democracy Involvement	Public Participation Strategy	Involvement in local democracy - A shift in power to local communities (Democracy Plans)		
		People play an equal role in both designing and delivering services (coproduction)		
Customer Contact (Inc. community hub)	Customer Contact Strategy	Citizens can access Council services and information via a variety of diverse channels		
Community Benefits	Commercial Strategy (Inc. research, risks & issues for GPC)	commercial focus on re-investment in the local economy		

### 3. Integrated Assessment Implications

3.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

- Deliver better outcomes for those people who experience socioeconomic disadvantage
  - Consider opportunities for people to use the Welsh language  
Treat the Welsh language no less favourably than English.
  - Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.
- 3.2 The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the social, economic, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.
- 3.3 Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also takes into account other key issues and priorities, such as poverty and social exclusion, community cohesion, carers, the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language.
- 3.4 An IIA screening has been undertaken which demonstrates a low impact in relation to this report (Appendix A). All policies/strategies etc. discussed within the agenda are subject to individual IIA's at the time of presentation and are fully compliant with the IIA process

#### **4. Financial Implications**

- 4.1 There are no financial implications.

#### **5. Legal Implications**

- 5.1 There are no legal implications.

**Background papers:** None

**Appendices:**

**Appendix A – Integrated Impact Assessment (IIA)**