



OADBY AND WIGSTON BOROUGH COUNCIL

CORPORATE PLAN

February 2014

1. The Borough

1.1 The Borough is made up of the towns and communities of Oadby, Wigston and South Wigston. The Borough is predominantly urban and adjoins the city of Leicester which is situated to the north. The borough has approximately 60,000 residents living within its nine square miles.

2. Governance Structure

2.1 The Council exists to serve both its residents and as an agency of central Government. The Council's primary role is to implement national legislation and deliver local services.

2.2 The Council is a democratic organisation that is elected, in its totality, every 4 years. It consists of 26 Councillors who make all of the Council's decisions. The Council is currently made up of 22 Liberal Democrats, 2 First Conserve and 2 Conservatives.

2.3 The Council is a democratic organisation. All decisions are taken by its 26 Councillors operating through the following governance structure:

2.4 The Full Council which has specific statutory responsibilities and oversees and coordinates the actions and decisions of the four main committees.

The four committees are:

- Policy, Finance & Development Committee
- Service Delivery Committee
- Development Control Committee
- Licensing & Regulatory Committee

These committees debate and decide Council Policy and make specific decisions in relation to those individual committees' responsibilities.

2.5 There is one Overview & Scrutiny Committee which maintains an overview of performance and progress, reviews important topics and scrutinises the decisions of the other committees.

2.6 A Standards Board oversees the Councillor's conduct.

2.7 There are also a number of ad hoc Working Groups that develop specific initiatives and report through to the main committees and the Council.

2.8 The Council is resolute in that it will not adopt the Executive model of governance where a restricted number of Councillors make all the decisions.

2.9 The Council's style is consultative, co-operative and open.

3. Council Funding

3.1 The Council's main services are primarily funded through a combination of money allocated by the central Government and Council Tax paid by the residents of the Borough. Approximately 50% of the Council's funding is from Central Government, which is reducing on an annual basis, and 50% from local Council Tax. The Council is also a housing landlord with over 1,200 properties and this element is funded through a combination of rents and loans.

4. The Council's Commitments

In May 2011, the Council set out its key priorities for its four year administrative period.

4.1 Protect and continue to deliver the good quality, consistent, value for money front line services provided to residents, particularly weekly refuse and recycling collections.

- a. All front line services are provided and protected from the affect of national budget cuts including weekly refuse and recycling collections.
- b. A range of front line service improvements continue to be implemented including additional waste services, better housing provision and increased community development.
- c. Major investment of nearly £10million in developing front line service such as the construction of two new swimming pools and the complete refurbishment of Parklands Leisure Centre.

4.2 Enhance the green environment of the Borough so that residents are able to take full advantage of it.

- a. The Council has embarked on the wide ranging "Greening of the Borough" programme which will enhance a significant number of areas across the Borough.
- b. Brocks Hill Environment Centre is developing as an exemplar facility that will be the hub of the "Greener the Borough" programme.
- c. Major investment into developing existing green spaces across the Borough such as over £1 million on Blaby Road Park.

4.3 Revitalise the town centres through development and by retaining free shoppers car parking.

- a. Adoption and implementation of Town Centre Action Plans.
- b. Appointment of a dedicated Town Centre Manager resulting in the creation of Chambers of Trade, Town Centre Markets and increased attractions such as new Christmas lights and improved free car parking provision
- c. Substantial investment of nearly £1million into specific town centre improvement schemes

4.4 Work with the Police and partners to create a safer Borough where people feel more comfortable and at ease.

- a. A year on year reduction in crime is now stabilising and satisfaction is generally good and residents are consulted regarding their concerns and these are incorporated into the Community Safety Strategy.
- b. Regular monthly meetings called Joint Action Group (JAG) are held with partners to assess and review the incidents in the Borough and work together to successfully address them. The JAG is set up to and acts dynamically, decisively and swiftly to resolve these problems.
- c. The Community Safety Partnership (CSP) works with the Police and Crime Commissioner to achieve the priorities set out in his Police & Crime Plan.

4.5 Improve community engagement including listening to and delegating more to the three town forums.

- a. The three town forums in the borough are amongst the very few that have survived and are thriving even when partner organisations have withdrawn and the vast majority of forums in Leicestershire are being disbanded.
- b. Attendance by local residents continues to grow and the forums are increasingly being used to debate important and sensitive local issues such as major planning applications and significant changes to health and police services.
- c. The forums receive significant financial support and investment from the Council as delegated budgets which they fully utilise.

4.6 Work with others to try and improve the health and wellbeing of the residents of the borough.

- a. The creation of an active now well established Health & Wellbeing Board that brings together partners and practitioners to address health issues that affect the residents of the borough.
- b. Initiatives such as Books on Prescription, Four Ways to Warmth, The Health Directory and local community based projects.
- c. Health outcomes across the borough will improve as a result of the multi million pounds investment by the Council in its leisure services provision.

4.7 To work smarter to deliver the efficiency savings needed to meet the large reductions to the Council's budget.

- a. Council budgets are balanced annually supported by healthy reserves.
- b. Wide ranging and major staffing and service reviews and reorganisations have saved significant amounts of money and improved the efficiency.
- c. Programme of collaboration and innovative working either with others and its own.

5. Operational Structure

5.1 Management Team

The Management Team comprises of the Chief Executive, Director of Services and Chief Financial Officer. Its role is to lead the organisation so that the Council can fulfil its statutory responsibilities and deliver its services and local priorities.

5.2 Management Structure

The leadership, management and operation of the Council's services and the implementation of strategies, policies and budget is carried out by the Management Team together with the Heads of Service which are:

- Head of Community
- Head of Corporate Resources
- Head of Customer Services
- Head of Environmental Development and Operational Services

All of these managers are accountable to Councillors through the Chief Executive as Head of Paid Service.

5.3 Policy is developed by Council staff who present reports to the appropriate committee either at the request of councillors or due to legislative requirements. The Councillors then debate these issues at the appropriate committee in open meetings and vote on them. Their decisions then determine what policies the Council will adopt and what its priorities are. It is then the responsibility of the Council staff to implement those policies.

5.4 The Council directly employs 200 people. All staff have a designated role within the organisational structure and also work with colleagues from across the Council with many participating in cross cutting corporate working groups.

5.5 A performance management Charter System has been introduced which enables Councillors, residents and senior managers to monitor the progress of the Council's priorities.

5.6 All of the Heads of Service and their staff contribute to achieving the priorities with targets set out in annual Service Plans.

5.7 A formal employee development interview and review process is carried out which includes an assessment of performance and sets targets for the forthcoming year which contribute to the Council's agreed priorities.

6. Equality

6.1 The Council has a duty to promote equality and is measured against its commitment and performance. The purpose is to ensure that all local authorities have made a high quality response to the equality priorities and targets for services and employment. Oadby and Wigston Borough Council aims to ensure:

- Diversity is welcomed and is promoted as a positive force in our community,
- People's differences are understood, valued and respected,
- We take action to foster and promote good relations between all local communities,
- All our services are fully accessible and any barriers are addressed,
- The workforce reflects the profile of our community,
- There is zero tolerance of unlawful discrimination and harassment of any kind and
- Everyone is able to access the opportunities and life chances on offer.

6.2 Equal Opportunities Policy

Oadby and Wigston Borough Council will take action to ensure that all people who visit, live or work in the Borough are treated justly and equally, are free from prejudice, fear, harassment and discrimination, and have equal access to learning, employment and social opportunities to enhance their quality of life.

6.3 Commitments:

To support those who are vulnerable, lack resources or face disadvantage.

- a. Not to permit direct or indirect discrimination on the grounds of race, religion, colour, age, gender, sexual orientation, marital status or disability either in delivery of our services or through our employment or training practices.
- b. To train and encourage all Members and employees to take action to implement this policy
- c. To encourage residents and other employers in the Borough to adopt the spirit of this equal opportunities policy.
- d. To ensure that this policy is implemented in the delivery of all our services, through a process of audit, monitoring and scrutiny.
- e. To promote inter-cultural good relationships between people living in the Borough.
- f. To consult widely with representatives of different ethnic groups and disable people in the delivery of services, development of policy and monitoring of impacts.

OADBY AND WIGSTON BOROUGH COUNCIL

HOW TO CONTACT US

If you would like further details regarding this document please contact one of the responsible officers named in the document.

OR

By post to: Mr M Hall
 Chief Executive
 Oadby & Wigston Borough Council
 Council Offices
 Station Road
 Wigston
 Leicestershire LE18 2DR

OR

In person: Visitors are welcome to call in with enquiries. Our main Customer Services Centre is located at our offices in Station Road, Wigston and is open to the public from 8.45 am to 4.45 pm Monday – Thursday and 8.45 am to 4.15 pm on Friday