

Scrutiny Report

Performance Scrutiny Committee – People

Part 1

Date: 3rd November 2020

Subject 2020/21 Service Plan Mid-Year Reviews

Author Head of Legal & Regulatory Services

| Responsible Cabinet Member / Officer: | Area / Role / Subject |
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| Paul Cockeram | Cabinet Member for Social Services (Adults and Children Services) |
| Chris Humphrey | Head of Adult & Community Services |
| Sally-Ann Jenkins | Head of Children & Young People Services |

Section A – Committee Guidance and Recommendations

1 Recommendations to the Committee

The Committee is asked:

- 1.1 To consider the following Service Plan Mid-Year Reviews in relation to their performance for 2020/21. Each Mid-year review report includes an Executive Summary, 2020/21 Budget and Forecasted Expenditure, Q2 Service Areas Risks, Executive Summary, Analysis of Performance against Service Plan Objectives and Performance Measures as at end of Quarter 2 (30th September 2020) for:
- **Appendix 1** – Adult & Community Services
 - **Appendix 2** – Children & Young People Services

2 Context

Background

- 2.1 Each Service Area has set a Service Plan to support the delivery of the Council's Corporate Plan 2017-22 and now the Strategic Recovery Aims which were endorsed by the Council's Cabinet in June 2020. Annually, each service area reviews their plans and updates accordingly based upon resources (finance and human resources), strategic objectives and risks.

Service Plans for 2020/21 include:

- Key programme and project work being undertaken by the service area;
- Service Plan Objectives and planned actions including links to the Strategic Recovery Aims;
- Performance measures including National (Welsh Government / Public Accountability Measures) and locally set measures; and
- Service area risks.

- 2.2 Service Plans were originally approved by Cabinet Members in 2018/19 and have been annually reviewed and updated as the Council has progressed in the delivery of the Corporate Plan. The 2020/21 service plans has been approved by the relevant Cabinet Member, following the Member consultation process. This report presents Members with the Mid-Year Reviews for each Service Plan. Due to Covid-19, the 2019/20 Year-end reviews did not take place and were provided to Scrutiny members for information in August 2020. A copy of the 2020/21 Service Plan will be provided to Scrutiny Members as part of the reporting pack.
- 2.3 At the start of this financial year, the Council's Cabinet endorsed the Council's Strategic Recovery Aims in response to the Covid-19 crisis and to enable service areas to focus on recovering their services and adapting to the changes as a result of the current restrictions in place. A copy of the Strategic Recovery Aims will be linked into the Report.

3 Information Submitted to the Committee

- 3.1 This year's report for Mid-year reviews cover the period 1st April 2020 to 30th September 2020 and include: 2020/21 Budget and Forecasted Expenditure, Service Areas Risks, Executive Summary, Analysis of Performance against Service Plan Objectives and Performance Measures.

The updates are structured into the following sections:

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| Introduction and Financial Summary | Each report provides an introduction to each service area and their main objectives, budget and forecasted expenditure for the financial year 2020/21. |
| Executive Summary | The Executive Summary of the Head of Service is provided as an overview of performance for the first six months of the financial year. Heads of Service will also provide a summary of the impacts that Covid-19 has had on the service area and will also be looking forward for the remaining six months of the financial year. |
| Service Area Risks | Overview of corporate and service risks including risk scores for Quarter 2 and the previous three quarters. Also included is a glossary for the objective updates and risk scores. Note: Corporate and Service Risks are reported quarterly to the Council's Audit Committee and Cabinet. |
| Analysis of Progress against Objectives / Actions | Each service plan will have an overview of progress made in the first six months (1 st April 2020 to 30 th September 2020) against the objectives and their actions. For this years' service plan, actions will also indicate where they support the Council's Strategic Recovery Aims. Each action has a start date and an end date. Actions that are commencing from 1 st October 2020 onwards will be included but not performance reported against it. Performance against each action will be based upon Red / Amber / Green (RAG) status based upon whether the action is anticipated to be delivered by the agreed date or not. Each action also has a percentage of completion to enable Members to understand the current progression against the action. <ul style="list-style-type: none"> • Green C / 100% - Action has been completed • Green % - Action is on target to complete by agreed timescale • Amber % - Issues are identified which could impact on the delivery of the action by the agreed timescale. • Red % - The action is not going to be able to deliver by agreed timescale and immediate action is required. • ? - Update has not been provided for Q2. |
| Performance Measures | Performance measures reported in the review are for the first six months of the financial year. Not all performance measures will be reported as they may be reported annually and therefore will be included as part of the End of year review process. Additionally, this year due to Covid-19 there may also be some performance measures that cannot be reported due to the measure being suspended or for other reasons the service area is unable to collect the data. Where this occurs the service area will indicate this in the report. |

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| | <p>For performance measures that are reported the figure will indicate whether it is achieving its target or if it is under achieving. Where measures are under achieving against the target (Amber / Red) the service area will provide commentary to explain the reason(s) and what action is being taken to improve performance. Performance of the Measures is ranked using the following:</p> <ul style="list-style-type: none"> • Green - Performance is above Target • Amber - Performance is below Target (0-15%) • Red - Performance is under achieving (+15%) • ? – Performance is unknown (data missing) <p>The report will also include the performance measures previous performance in the last three years for comparison.</p> |
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4. Suggested Areas of Focus

4.1 Role of the Committee

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| <p>The role of the Committee in considering the report is to:</p> <p><u>Assess and make comment on:</u></p> <ul style="list-style-type: none"> • Finance – Based upon current forecasting and considering the impacts of Covid-19, is the service area projected to be under spent or over spent by the end of the financial year? <ul style="list-style-type: none"> ○ Is there sufficient assurance that service delivery is not impacted? • Objectives and Actions – Is the service area making good progress against the actions identified in the service plan? <ul style="list-style-type: none"> ○ For actions that have been completed, has the service area demonstrated what the outcome(s) of delivery are and what impact it has had on the service area. ○ The impact(s) of Covid-19 on the capacity and capability of the service area to deliver its objectives. ○ For actions still in progress, are these actions still projected to be completed on time and are there any areas where further clarification is required. ○ Do Members have sufficient assurance that good progress is being made by the service area to support the overall delivery of the Corporate Plan and the Strategic Recovery Aims. • Performance Measures – Are there any performance measures that are under performing and is there reasonable explanation and sufficient action being taken to address performance both in the short term and long term. <p><u>In drawing its conclusions, the Committee should assess:</u></p> <ul style="list-style-type: none"> • Is the Committee satisfied that the service areas are making good progress against their objectives, actions and performance measures at the end of quarter 2? • What was the overall conclusion on the information contained within the reports? • Are there any areas that requires more in-depth reviews by the Committee • Are there any areas in the report that are missing and/or require further clarification? • Does the Committee wish to make any Comments / Recommendations to the Cabinet? |
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4.2 Suggested Lines of Enquiry

In evaluating Service Plan performance, the Committee may wish to consider:

- Analysing the Service Plan Mid-Year Reviews and evaluating how well Service Areas performed in the first half of the financial year against the objectives, actions, recovery aims and performance measures in their service plans;
- Has the service area fully considered the impacts of Covid-19 in the delivery of their objectives?
- Is the service area taking demonstrating sufficient steps to innovate or change the way they deliver services to meet the long term needs of its users?
- Are targets sufficiently challenging and balanced between being realistic and robust especially in light of the Covid-19 crisis?
- Are actions appropriately contributing to the Well-being objectives and Strategic Recovery Aim(s) listed?
- Is any underperformance being addressed and are associated risks being mitigated?
- What is being done to improve performance for the second half of this financial year (taking ongoing Covid-19 impacts into consideration)?
- Are there any emerging risks / issues and lessons learned as result of Covid-19 on the service area both short term and long term?
- Are there any barriers to improving performance of objectives, actions and performance measures in the Service Plans?
- Is the Service Area on target with its budget? If not what mitigations are planned to reduce overspends within this financial year?

4.3 Well-being of Future Generations (Wales) Act

| 5 Ways of Working | Types of Questions to consider: |
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| Long-term The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs. | Do the objectives and actions of the service area take into account the long-term trends that will impact services areas? |
| | Do the objectives and actions consider the needs of service users and future trends of service delivery? E.g. What is the demographic forecast of young people living in Newport services required to support needs of future service users? |
| Prevention Prevent problems occurring or getting worse. | Do the objectives and actions undertaken prevent issues being faced by service users / communities now and in the future? |
| | Are the solutions being provided today having an impact on the root causes of the problem(s)? |
| | Is the service area addressing areas of underperformance that will improve service delivery in the short term and long term? |
| Integration Considering how public bodies' well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies. | Are service areas considering the goals of strategic partner organisations, the Public Services Board and wider regional / national objectives? |
| | Is the progress of delivery against objectives aligned with that of other Council service areas, strategic partners and that of other organisations? |
| Collaboration Acting in collaboration with any other person (or different parts of the organisation itself). | Who does the service area collaborate with (Internal / external) to deliver objectives and actions? |
| | What are the lessons learned and benefits from collaborative working? |
| | How does collaboration benefit the Council and service users in the long term? E.g. resource, knowledge, expertise, value for money, outcome(s) for the service user. |
| Involvement The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area | How are the views of the service user / wider community and partners being considered in the delivery of services and activities? |
| | How does the feedback of service users, citizens and businesses improve their experience and ensure lessons are learned? |

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| which the body serves. | How do you ensure the views of vulnerable and marginalised communities taken into consideration on decision making? |
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Section B – Supporting Information

5 Links to Council Policies and Priorities

- 5.1 Service Plan Mid-Year Reviews directly support the delivery of the Council’s Well-being Objectives set in the Council’s Corporate Plan 2017-22 and the Strategic Recovery Aims. Furthermore, the four Well-being Objectives contribute towards the delivery of the Public Services Board ‘One Newport’ Well-being Plan 2018-23 and ultimately the Well-being Goals set in the Well-being of Future Generations Act 2015. An overview of the strategic alignment is highlighted in the table below.
- 5.2 Members of the Committee should also consider the statutory duties that service areas are required to deliver and comply with necessary legislation. These are outlined in the Council’s Constitution and where necessary stated in the report.

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| Well-being Objectives | Promote economic growth and regeneration whilst protecting the environment | Improve skills, educational outcomes & employment opportunities | Enable people to be healthy, independent & resilient | Build cohesive & sustainable communities |
| Corporate Plan Commitments | Thriving City | Aspirational People | | Resilient Communities |
| Supporting Function | Modernised Council | | | |

6. Background Papers

- [The Essentials – Well-being of Future Generation Act \(Wales\)](#)
- [Corporate Plan 2017-22](#)
- [Strategic Recovery Aims](#)
- Adult & Community Services Service Plan (2020-21)
- Children & Young People Service Plan (2020-21)

Report Completed: November 2020