

Divisions Affected - All

PERFORMANCE AND CORPORATE SERVICES OVERVIEW AND SCRUTINY COMMITTEE

19 APRIL 2024

Update on Approach to Transformation

Report by Director for Customer Experience and Cultural Services, including Transformation (interim)

RECOMMENDATION

1. **The Committee is RECOMMENDED to**
 - **NOTE** the report, raise any questions on its contents and **AGREE** any recommendations it wishes to make to Cabinet arising therefrom.

Executive Summary

2. The Performance and Corporate Services Overview and Scrutiny Committee has requested an update on the Council's approach to Transformation. This report and its associated annexes seek to provide that update.

Background

3. The Performance and Corporate Services Overview and Scrutiny Committee has expressed an interest in different aspects of the Council's transformation over the past year, including receiving a report focusing on the HR side of Delivering the Future Together, and reports relating to potential changes to the IBC system. It has not, however, been updated on the Council's broader approach to Transformation.
4. Annex 1, attached to this report, is a slide deck detailing the drivers for Transformation and the main outcomes the Council seeks to achieve, and details of the current transformation projects and their status. It also provides detail relating to the governance and monitoring regime of Transformation projects.

5. Further background detail relating to the governance arrangements around Transformation has been reported to the [Audit and Governance Committee on 13 March 2024](#).

Corporate Policies and Priorities

6. The Council's approach to Transformation cross-cuts all the Council's policies and priorities by seeking to make the Council ready to deliver these policies and priorities in light of recent and upcoming changes to the environment in which it operates.

Financial Implications

7. The Council has a Transformation Reserve that is used to support the costs of implementation of the council's transformation programme, Delivering the Future Together. There is a requirement for business cases to set out the benefits to be achieved through the transformation project or programme including planned returns on the investment. The benefits realisation is tracked and will be reported to the Delivery Board. As part of the budget monitoring processes, planned savings are also monitored and reported at least every 2 months to the Council Management Team and Cabinet.

Comments checked by: Ian Dyson, Director of Finance Service
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Legal Implications

8. There are no legal implications to this report.

Comments checked by: Anita Bradley, Director of Law and Governance,
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Equality & Inclusion Implications

9. Individual transformation programmes complete an equalities impact assessment at the start of the programme.

Sustainability Implications

10. Individual transformation programmes complete a climate impact assessment at the start of the programme.

