

## Stratford-on-Avon District Council Corporate Peer Challenge – Action Plan

Recommendation:	Action:	By When:	By Whom:
Codesign a compelling and long-term place-based narrative to define Stratford and the District. Use this as an opportunity to galvanise Partners and improve the District's economic and cultural strength	<ul style="list-style-type: none"> <li>• Establish a working group of key stakeholders and partners including representation from other public sector bodies.</li> <li>• Arrange workshops to help codesign and produce a long-term place vision for the District.</li> </ul>	August 2024  January 2025	Deputy Chief Executive  Deputy Chief Executive
Strengthen political and officer leadership of place roles – map your anchor institutions, partners and stakeholders	<ul style="list-style-type: none"> <li>• Undertake a desktop exercise to identify the Council's key partners and stakeholders.</li> <li>• Identify the most appropriate Management Team Lead and Portfolio Holder to manage these relationships in line with the review of Outside bodies.</li> </ul>	September 2024	Management Team
The Council should prioritise publication of Draft Accounts in line with the statutory deadlines for doing so, and work closely with their new External Auditors to ensure these are audited in a timely fashion	<p>The Council is one of many authorities who have not produced accounts due to the on-going impact of the disruption caused by the COVID pandemic and the external resourcing issues.</p> <p>The accounts for 2021/22 have now been published. The Council will follow the recovery plan for local authority audits published by government.</p> <ul style="list-style-type: none"> <li>• By 30 June 2024 to publish the draft Statement of Accounts 2022/23.</li> <li>• By 30 September 2024 the Council will have subjected to audit the 2021/22 and 2022/23 accounts.</li> </ul>	September 2024	Head of Resources

<b>Recommendation:</b>	<b>Action:</b>	<b>By When:</b>	<b>By Whom:</b>
Further define the Change Programme – budget, resource and governance - which is communicated and understood throughout SDC	<ul style="list-style-type: none"> <li>• Report scheduled to be considered by the Cabinet in June 2024 in relation to the initial allocation of £1.5m of resources from the Change Programme.</li> <li>• Following approval of The Cabinet promotion of the projects and initiatives to be supported</li> <li>• Process established for the monitoring and consideration of future initiatives. This process will be managed by The Cabinet.</li> </ul>	<p>Early June 2024</p> <p>mid June 2024</p> <p>On-going</p>	<p>Head of Resources</p> <p>Chief Executive</p> <p>Head of Resources</p>
Strengthen the Citizens' Panel and develop a Parish Forum to engage more effectively with local people on a range of opportunities and challenges	<ul style="list-style-type: none"> <li>• Under the Councils Community Engagement Strategy, the Council will commit to refresh the current Citizens' Panel.</li> <li>• The Council will extend the current liaison meetings with the Main Rural Centres and develop Parish Forum which meets on a quarterly cycle.</li> </ul>	<p>November 2024</p> <p>November 2024</p>	<p>Chief Executive</p> <p>Head of Law &amp; Governance</p>
Ensure the Audit and Standards Committee is effective and reviewed in line with CIPFA best practice guidance.	<ul style="list-style-type: none"> <li>• The Council will undertake a self-assessment using the CIPFA – Guiding the Audit Committee questionnaire. This will help determine future action points.</li> </ul>	<p>October 2024</p>	<p>Head of Resources and Head of Law &amp; Governance</p>
Deliver the Staff Strategy which places emphasis on the employee lifecycle and aligns with delivery of the Council Plan	<ul style="list-style-type: none"> <li>• Already under way. The action plan for the first year has been developed and presented to the Employment Committee.</li> </ul>	<p>Achieved</p>	<p>Chief Executive</p>

<b>Recommendation:</b>	<b>Action:</b>	<b>By When:</b>	<b>By Whom:</b>
Clarify how SDC's values will be further embedded with staff and define how they will help to achieve the Council Plan and its ambition	<ul style="list-style-type: none"> <li>The staff and the elected members of the Council approved the values of the Council. Further communications will be rolled out to further embed these values across the Council.</li> </ul>	November 2024	Chief Executive
Further develop the Member Development Programme, including the opportunities in the use of MS Teams and consideration for the constraints of Members with additional commitments e.g. working, and caring responsibilities	<ul style="list-style-type: none"> <li>The Member Development Working Group will evaluate what further steps to take in this area at their meeting on 9 July 2024.</li> </ul>	July 2024	Head of Law & Governance
Continue the work on developing the internal/external communications strategy with stakeholders and consider any external support, to amplify the voice of the Council	<ul style="list-style-type: none"> <li>The Council has commissioned an LGA Health Check in relation to the communications function.</li> <li>The Council will be conducting a Residents Survey over the summer the results of which will inform the Communications Strategy.</li> <li>The Council has already committed to the development of a new Communication Strategy, this will be implemented in October 2024.</li> </ul>	June 2024  August 2024  October 2024	Chief Executive  Chief Executive  Chief Executive