

# **STAFFORDSHIRE MOORLANDS DISTRICT COUNCIL**

## **Cabinet**

**6 October 2020**

<b>TITLE:</b>	<b>Revised Performance Framework 2020/21 due to COVID</b>
<b>PORTFOLIO HOLDER:</b>	<b>Councillor Sybil Ralphs - Council Leader</b>
<b>CONTACT OFFICER:</b>	<b>Vanessa Higgins - Information Business Partner</b>
<b>WARDS INVOLVED:</b>	<b>All</b>

### **Appendices Attached**

#### **Appendix 1: Amended Performance Targets 2020/21**

#### **1. Reason for the Report**

- 1.1 This report provides information on the proposed amendments to the current performance targets for 2020/21, which have been made necessary because of the effects of the coronavirus pandemic on the council's ability to meet its previously agreed targets.

#### **2. Recommendation**

- 2.1 It is recommended that the Cabinet note the proposed amendments and comment accordingly.

#### **3. Executive Summary**

- 3.1 The Council's 2019-2023 Performance Framework was considered by Resources Panel on 5th February 2020. It contains the Council's performance targets for the years 2020/21 through to 2022/23 and reflects the ambitions of the 4-year Corporate Plan adopted in October 2019.

- 3.2 The advent of a national lockdown on 23rd March 2020 had a dramatic effect on the Council's ability to carry out certain functions as previously planned and a major impact on the local economy and our communities. It has therefore been necessary to review the targets agreed pre-lockdown for 2020/21 and propose a revised set of targets for the areas affected. The usual service planning activity for 2021/22 will follow in due course with the involvement of this Panel at the appropriate stage.

#### **4. How this report links to Corporate Priorities**

- 4.1 The Performance Framework translates the ambitions of the Corporate Plan into measurable targeted activity and therefore links to all four of the Council's aims and the supporting objectives.

#### **5. Alternative Options**

- 5.1 This report is for information only and therefore no alternatives have been presented. However, if the target review had not taken place the 2020/21 Q4 report would show a higher than usual proportion of 'off track' measures due to lockdown and on-going coronavirus restrictions, which were outside the council's control.

#### **6. Implications**

- 6.1 Community Safety - (Crime and Disorder Act 1998)  
None
- 6.2 Workforce  
The adoption of revised targets will help ensure that colleagues do not become demotivated by now-impossible targets due to external factors outside their control
- 6.3 Equality and Diversity/Equality Impact Assessment  
None
- 6.4 Financial Considerations  
Several financial metrics have been adversely affected by the pandemic, in particular revenue.
- 6.5 Legal  
None
- 6.6 Climate Change  
There are no implications from this report although it is hoped that there will be some positive legacy aspects from lockdown in terms of reduced business co2 emissions from employee transport
- 6.7 Consultation  
All Heads of Service have been fully engaged in the process of reviewing their 2020-21 targets in response to lockdown
- 6.8 Risk Assessment  
The impact of lockdown on the council's risk profile was the subject of an Information Digest Report to Audit & Accounts Committee in June 2020

**ANDREW P STOKES**  
**Chief Executive**

**Web Links and**  
**Background Papers**

Performance Framework 2020-2023

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## **7. Detail**

- 7.1 The Council's 2019-2023 Performance Framework was considered by Resources Panel on 5th February 2020. It contains the council's performance targets for the years 2020/21 through to 2022/23 and reflects the ambitions of the 4-year Corporate Plan adopted in October 2019.
- 7.2 The advent of a national lockdown on 23rd March 2020 had a dramatic effect on the council's ability to carry out certain functions, particularly where access to premises was involved such as regulatory inspections. It also had a major impact on the Staffordshire Moorlands' economy and the health and wealth of its communities. It has therefore been necessary to review the 2020/21 targets agreed pre-lockdown and propose a revised set of targets for the relatively small but significant number of areas affected.
- 7.3 Of the 131 performance indicators in the previously agreed framework for 2020-21, around a fifth (18%) are now subject to revised targets as a result of this COVID-19 review. The revised targets for social media impact have been amended upwards to reflect the increased reach of the council during lockdown. The remainder are largely unaffected or measure contextual data only.
- 7.4 The usual service planning activity for 2021/22 to 2023/24 will follow in the New Year with the involvement of this Panel at the appropriate stage.