

# Cyngor Sir CEREDIGION County Council

<b>Report to:</b>	<b>Overview and Scrutiny Coordinating Committee</b>
<b>Date of meeting:</b>	<b>15<sup>th</sup> June 2022</b>
<b>Location:</b>	<b>Remotely Via Video Conference</b>
<b>Title:</b>	<b>Performance Management Policy Statement and Introduction to Performance Self-assessment arrangements as required by the Local Government and Elections (Wales) Act 2021</b>
<b>Purpose of the report:</b>	<b>To present the Draft Performance Management Policy Statement and the new Self-Assessment process</b>
<b>Cabinet Portfolio and Cabinet Member</b>	<b>Councillor Bryan Davies, Leader of the Council and Cabinet Member for Policy, Performance, Partnerships and Democratic Services</b>

## Background

Part 6 of the new **Local Government and Elections (Wales) Act 2021** replaces the old Local Government Measure (Wales) 2009 and introduces a new Self-Assessment based performance regime for Principal Councils. (The Guidance for Part 6 of the Act is attached as Appendix 1).

The new performance regime is intended to build and support a culture in which councils continuously seek to improve and do better in everything they do, regardless of how well they are performing already. It is the expectation of the Act that councils will always be striving to achieve more and seek to ensure best outcomes for local people and communities. One way of doing this is continuously challenge the status quo and ask questions about how they are operating.

There are 5 specific duties for Councils introduced by the Act:

- Duty to keep performance under review
- Duty to consult on performance
- Duty to report on performance
- Duty to arrange a Panel Performance Assessment
- Duty to respond to a Panel Performance Assessment

The focus of self-assessment is on outcomes rather than process, and will require local authorities to take a different approach to assessing their performance than previously. This will require greater self-reflection.

Chapter 2 of the Guidance sets out the integral role that the Governance and Audit Committee are expected play in the Self-Assessment Process. This role involves the Committee:

- Receiving the Council's draft Self-Assessment Report
- Reviewing the draft Self-Assessment Report and making recommendations to the conclusions or actions the Council intends to take
- Receiving the final Self-Assessment report when it is published, including commentary on why it accepted or did not accept the recommendations made by the Governance and Audit Committee.

## **Current Position**

### Self-Assessment

A process for conducting Self-Assessment has been developed over the last several months and will be presented to Overview and Scrutiny Coordinating Committee on 15 June 2022 (the slides are attached at Appendix 2).

The Core Principles of the Self-Assessment Process are:

- Publish a Self-Assessment Report that discharges the requirements of both:
  - The Well-being of Future Generations (Wales) Act 2015 – to set and review progress against our Corporate Well-being Objectives
  - The Local Government and Elections (Wales) Act 2021 – the duty to keep performance under review, consult on performance, report on performance, arrange a Panel Performance Assessment and respond to a Panel Performance Assessment.
- Use Key Questions or “Key Lines of Enquiry” approach to ensure the process is focused on outcomes, the organisation-wide view of performance and is evidence based.
- Run annual workshop to undertake the Self-Assessment in order to:
  - Identify strengths, opportunities and areas for improvement
  - Identify evidence for current position
  - Update scores
  - Identify our ambitions and the actions for improvement
- Build Self-Assessment into the Teifi Performance System, and create Self-Assessment ‘Dashboard’
- Publish the Self-Assessment Report annually, i.e. one cycle = approximately one year
- Publish the self-assessment report in November to align with other corporate planning and governance arrangements, e.g. Self-Assessment is a key driver for Business Plans.

## Integrating with the Performance Management Framework and Corporate Strategy

Self-Assessment is not a standalone process, rather it is integrated as part of the Council's ongoing **corporate planning** and **performance management** arrangements. It is, for example, integral to driving business planning and risk management, and in turn draws on the outcomes from monitoring Business Plans and the Corporate Risk Register to evaluate our current performance and complete the self-assessment.

Furthermore, it supports the production of the Council's Corporate strategy through providing an organisation-wide view of performance to help in priority setting. The Council's overall Performance Framework, which includes the self-assessment process, is also the mechanism by which we ensure delivery of the Corporate Strategy's aims and objectives through planning, monitoring, reporting and challenging our performance.

## Performance Management Policy Statement

Ceredigion County Council has a Performance Management process in place for securing improved performance levels, efficiencies and improved outcomes for local people. However, the introduction of the new Self-Assessment based performance regime for Councils, combined with the need to reflect the latest best practice, means that the process needs updating.

Appendix 3 sets out a draft of the proposed new Performance Management Policy Statement for Overview and Scrutiny Coordinating Committee's consideration. The draft Statement sets out the guiding principles of the Council's approach to performance management going forward, and takes account of the new legislation and best practice.

In particular, it highlights the fundamental role performance management plays in securing improved outcomes for the people and communities in Ceredigion, in supporting policy setting and in evidence-based decision-making. To maximise the benefits of managing performance, the Council will establish an effective Performance Management Framework that will be embedded into the culture of the organisation.

Both the Draft Performance Management Policy Statement and the specific Self-Assessment process will be presented to Overview and Scrutiny Coordinating Committee on 15 June 2022.

**Recommendations (s): To receive and endorse the Draft Performance Management Policy Statement and Performance Self-assessment arrangements (as required by the Local Government and Elections (Wales) Act 2021) and to**

**make recommendations as appropriate when the report is presented to Cabinet on the 6 September 2022.**

**Reason for decision:** **To adopt an updated Performance Management Policy Statement which sets the guiding principles for performance management in the Council and meets the requirements of Part 6 of the Local Government and Election (Wales) Act 2021.  
To keep the Overview and Scrutiny Coordinating Committee informed of progress with Part 6 of the Local Government and Elections (Wales) Act 2021**

**Appendices:** Appendix 1 - Local Government and Elections (Wales) Act 2021 Part 6 Guidance  
Appendix 2 - Self-Assessment Process Slides  
Appendix 3 - Draft Performance Management Policy Statement

**Corporate Lead Officer:** Alun Williams (Corporate Leader Officer Policy, Performance and Public Protection)

**Reporting Officer:** Alun Williams (Corporate Leader Officer Policy, Performance and Public Protection)

**Date:** 24 May 2022