

Appendix 11 - Peer Review - Action Plan 2023 - 2024 - Quarter 2 Reporting

Priority	Director/AD	Milestones/Actions	Quarter 2 update	Comments
PEER01 Vision	Celia Prado-Teeling	PEER01.03 Refresh the performance and risk management frameworks and embed them throughout the organisation	Complete	The council's Performance and Risk Management and Risk Strategies have both been refreshed and agreed. Implementation of both is currently underway.
	Jo Miskin	PEER01.04 Refresh the climate strategy and associated actions plans and continue to embed them across the organisation demonstrating a robust pathway to achieving its net zero ambition.	In progress	We have drafted a new 12 month Climate Action Plan for Executive consideration in Q3. Alongside this, we have embedded climate implications in our decision making processes. We have also committed to the Future Oxford Partnership (FOP) Pathways to Net Zero Carbon program and to delivering Climate Literacy training for staff and councillors with the target of achieving Silver status. A new framework will follow in 2024 to cover the next 5 years and emerging biodiversity duties.
PEER02 Savings	Paul Nicol	PEER02.02 Agree and deliver a Transformation programme - Draft proposal to meet 24/25 savings	Complete	The transformation strategy has been approved, and we are now in the implementation phase. At the outset we identified our initial priority services. We had already started a review of the Planning service. We have consolidated the activity, and implementation is underway. A full review of the activity of Environmental Services is underway – actions identified will either be linked to the budget and business planning process or delivered as we progress. The Property services was one of the teams most disrupted during decoupling, and we have had to rely on a number of interim staff, but progress on rebuilding the function has been positive. The permanent Assistant Director for this area of responsibility started at the start of September so we will now take this forward. Wellbeing – a review of the activity started in September with the outcome linked to business planning and the presentation of our wellbeing strategy to the Executive in December 23. We have also carried out an organisational wide review of our overtime and agency spend with a view to identifying significant financial reductions in the future. We will be considering the proposals for this next month.
PEER04 Resources	Claire Cox	PEER04.02 Develop a plan and programme of activities to support staff through the Transformation and Prioritisation Programme.	Ongoing	Empowering and inspiring staff to lead their service transformations is a key objective of our Transformation Strategy. To achieve this, we have encouraged services to establish their own transformation working groups with guidance and direction from the central team and external subject matter experts. Change management plans are being developed alongside any major transformation proposals.

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PEER05 Regeneration	David Peckford	PEER05.04 Ensure planning service can administer continued sustainable growth.	Ongoing	The Executive approved a consultation on a draft of the Cherwell Local Plan Review on 5 September 2023. Consultation started on 22 September and will run for 6 weeks. An updated 'Local Development Scheme' containing the programme for completion of the Plan was also approved by the Executive on 5 September 2023.
	Mike Gillespie / Mona Walsh	PEER05.02 Undertake a strategic asset review as part of the transformation and prioritisation programme to recognise the potential of the council's property portfolio in meeting its regeneration ambition	In progress	We have drafted an Asset Management Strategy for Executive consideration in Q3. This will set out the approach for reviewing our assets in Q4. Alongside this we have started looking into the feasibility of relocating our offices to better reflect our current and future needs. A review of planning resource is ongoing as part of our transformation work, with support from PAS also being sought. Focused work on the North West Bicester site continues in discussion with Homes England and supported by strategic work on viability.
	Robert Jolley	PEER05.01 Communicate the council's vision for Banbury and Bicester. Adopt a Place shaping Strategy for Banbury (non-statutory masterplan) and clarify role in securing future stages.	In progress	We will be launching a series of Stakeholder engagement and consultation activities for the Banbury Vision 2050 Programme and Bicester Market Square Project next month. We have also commissioned a new public realm framework to recommend improvements to our three urban centres (Banbury, Bicester and Kidlington).
		PEER05.03 Create a prospectus for investment in Cherwell	In progress	The Future Oxfordshire Partnership has committed to developing an Oxfordshire wide Place Narrative which will include the prospectus for investment in Cherwell. CDC are working with OCC on development of the narrative and options to invest further in a dedicated daughter document to the overarching narrative. The Strategic Economic Plan developed by OxLEP is being finalised and prepared for consideration by FOP, which will complement the development of the prospectus.
PEER06 Communications	Julian Cotton	PEER06.01 Develop and agree a council wide Communications, and Marketing Strategy	In progress	The strategy is in development, and a first draft should be available in October. We have also introduced a forward planner to support a more proactive approach to our communication activities and messaging.
aPEER08 Infrastructure	Ian Boll	PEER08.02 Reset critical officer and member relations with partners and the business community, including developers) and increase the visibility of other senior leaders across the organisation.	Ongoing	We are collaborating with OxLEP (Oxfordshire Local Enterprise Partnership), partners and the business community on the development of a county-wide Strategic Economic Plan, a new destination management plan and local skills improvement plan. Collaboration with partners began in Q2 and will continue for the rest of the year on the development of the Oxfordshire Place Narrative, led by the Future Oxfordshire Partnership (FOP).

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				<p>A tour of Bicester to demonstrate its potential for growth and outline the challenges to delivery, for the new OCC Chief Executive and Homes England, was undertaken at the end of September 23. The tour included the NW Bicester SLR, Market Square public realm improvements and London Road Level Crossing proposals.</p>
	Robert Jolley	PEER08.01 Establish a clear action plan for the next phase of the infrastructure and place-shaping relationship with Oxfordshire County Council	Ongoing	<p>Our Corporate Director (CD) is working with the OCC director on place-shaping narrative development and development of place-shaping across Cherwell.</p> <p>Our CD oversees the infrastructure and growth deal programme with the Future Oxford Partnership (FOP) and has commissioned jointly with OCC colleagues detailed infrastructure viability studies to unlock sites.</p> <p>Our Chief Executive and CD are part of scoping work with FOP on wider next steps and an action plan. The Council is currently consulting on the next Local Plan and will engage with Oxfordshire County Council on the Infrastructure requirements for the development of that Plan.</p>