

Brentwood Borough Council

Corporate Peer Challenge – November 2021

Action Plan

Ref	Recommendation(s)	Lead	What we will do
PR1	Build your capacity to deliver your ambitions – there is insufficient resilience in the system to deliver all the councils' aspirations.	Chief Executive	The council has agreed a strategic partnership with Rochford District Council (Jan 2022). This will assist both councils with financial efficiencies while also providing organisational resilience through the creation of one team across two sovereign council areas.
PR2	Prioritise on your key projects – Focus on delivering a smaller number of key projects at pace and within the capacity available to avoid undue pressure.	Chief Executive	The strategic partnership with Rochford District Council will assist in enabling both councils to focus and priorities key outcome that have the most impact on our residents and businesses. This will be achieved through a clear and ambitious joint vision and aligned Corporate Strategies/Business Plans.
PR3	Invest in success – Develop a new workforce strategy, align pay, refresh and implement corporate learning and development.	Corporate Director (Finance and Resources)	This is a fundamental first phase of the partnership with Rochford District Council. The intention is to complete this work on the People Strategy by the end of 2022/23.

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PR4	Grow your political leaders – Develop and empower councillors to efficiently succession plan.	Leader	We will work with the Local Government Association alongside the Member Development programme within the organisation.
PR5	Develop a more diverse budget strategy – Expand the focus to include efficiencies through transformation, partnership working and future opportunities.	Corporate Director (Finance and Resources)	Work has already begun to develop a more diverse budget strategy. Such measures will be included within the Council's Medium Term Financial Strategy which is linked to our Business Plan and priorities. These will be presented to Members as part of the Budget setting process.
PR6	Rationalise the investment structure – Review the interrelation of Brentwood Development Partnership (BDP), Seven Arches Investments Limited (SAIL) and BBC.	Chief Executive	The council has a number of delivery vehicles. Work is being undertaken to review the outcomes and benefits of using these different models.
PR7	Promote the "Brentwood Way" – The culture of BBC is the councils unique selling point to continue to grow and develop and maximise externally.	Chief Executive	The council will establish a new communications and engagement strategy that will ensure this opportunity is maximised. The intention is to create and adopt a new strategy within the first year of the partnership with Rochford District Council.

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PR8	Have a plan for partnerships – review the existing arrangements to ensure they are value for money and meeting the council's objectives.	Senior Leadership Team	The Council undertakes an annual review of its partnership arrangements which includes value for money and how they meet the corporate objectives. This year's review will be undertaken in June 2022.
PR9	Consider wider opportunities – Other partners and stakeholders want to work with you to help deliver services.	Senior Leadership Team	We will work with partners and stakeholders to identify further collaborative ways of working to help deliver services for residents.
PR10	Demonstrate good standards in public office – Councillors can also demonstrate and adopt the "Brentwood Way".	Monitoring Officer	The Members Training programme will include sessions on good standards in public office and Officers will work with Councillors to demonstrate and adopt the "Brentwood Way" in these sessions.