

LGA Peer Challenge: Action Plan (DRAFT)

No	Peer Review Recommendation	Action Required	Lead officer(s)	Timetable
1	<p>Communicate consistently the council's excellent investments and community leadership on leisure, economic and community projects</p>	<ul style="list-style-type: none"> • Prepare a new Corporate Communications Strategy to be aligned to the development of the new Corporate Plan in 2019 which will provide the focus for ensuring strategic communications are focused on the council's key priorities. • Be more pro-active in promoting the support we provide to projects. Through our grants programmes we will request that beneficiaries display a "Supported by Test Valley Borough Council" sign. • Be more targeted in promoting stories to specific publications and media platforms. • Work with partners around strengthening joint communications • Develop a cultural mind-set where communications becomes an integral part of the day job (see 8 below) 	<p>Roger Tetstall & Kathryn Binfield</p>	<p>Summer 2019</p>

No	Peer Review Recommendation	Action Required	Lead officer(s)	Timetable
2	Explore different funding models, including joint ventures, to deliver further investment and economic growth opportunities	<ul style="list-style-type: none"> As regeneration and redevelopment projects in our town's emerge, we will ensure an informed approach based on "what works", learning from others and seeking professional advice to guide the models that will deliver the right outcomes. Work with the Local Enterprise Partnership to maximise funding for regeneration and redevelopment projects and to exploit central government funding opportunities (eg. Future High Street Fund) 	Roger Tetstall & Will Fullbrook	
3	Develop a strong narrative that sets out the linkages between the council's proactive growth and regeneration role set out in Andover Vision and Romsey Future and the council's approach to investment	<ul style="list-style-type: none"> We will continue to align our key strategies namely the Corporate Plan and Local Plan to set a strong narrative on our ambitions and focus for regeneration and redevelopment within our towns. We will review our investment strategy to explore the opportunities for how it can reflect the financial, economic and community benefits that different projects will deliver aligned to the priorities of our new corporate plan. We will develop our strategic communications approach to regeneration and redevelopment projects to ensure timely information and a clear narrative is made available for staff, communities and partners. 	James Moody & Graham Smith Will Fullbrook Kathryn Binfield	

No	Peer Review Recommendation	Action Required	Lead officer(s)	Timetable
4	Continue to be a strong voice for Test Valley in Hampshire	<ul style="list-style-type: none"> • Continue to strengthen our partnership working through the Test Valley Partnership • Work closely with EM3 LEP to promote the needs of Southern Test Valley as the area becomes part of the LEP in 2019. • Continue to engage at a sub-regional level on the big issues such as Housing, Devolution, Waste and Recycling. 	<p>James Moody</p> <p>Roger Tetstall</p> <p>SMT & OMT</p>	Ongoing
5	Develop, and co-design with staff, a workforce strategy for the council, including a focus on the skills and behaviours needed to meet changing demands	<ul style="list-style-type: none"> • A new People Strategy and action plan will be developed in 2019 aligned to the new Corporate Plan. The process to develop the strategy will include a focus on: <ul style="list-style-type: none"> - ongoing staff engagement throughout its development - Looking ahead and future proofing our ideas in respect of a changing workforce - Empowering and developing leadership skills throughout - Growing our strong values culture 	Alex Rowland	May 2019

No	Peer Review Recommendation	Action Required	Lead officer(s)	Timetable
6	Reconsider decision making arrangements for planning informed by the forthcoming PAS review	<ul style="list-style-type: none"> Following the completion of the PAS review the Council will now consider the recommendations from the report. 	Paul Jackson	
7	Maintain support and resources for the community councillor initiative beyond May 2019 and explore further opportunities for parish council engagement and information sharing on service and policy issues	<ul style="list-style-type: none"> Continue to work with Councillors in developing and the role of the Community Councillor through the Member and Community Development Group , through the establishment of a Member Development Strategy and by deeper involvement in Community planning and continuation of the devolved councillor budgets. Hold a workshop with Parish and Town Councils through the Test Valley Association of Parish and Town Councils (TVAPTC) to explore what practical things we can do to build on the current areas of strong partnership working in Test Valley. Review with TVAPTC the different methods of communication that should be used and how information can be disseminated. Build on the success of the resilience planning concept and develop multi-agency community planning processes in parishes through annual/bi annual parish workshops facilitated by the 	<p>Andy Ferrier / James Moody</p> <p>Andy Ferrier</p> <p>Andy Ferrier & Karen Dunn</p> <p>Dave Tasker</p>	<p>Ongoing</p> <p>November 2018</p> <p>May 2019 onwards</p>

No	Peer Review Recommendation	Action Required	Lead officer(s)	Timetable
		<p>Borough Councillor in conjunction with the Community Team.</p> <ul style="list-style-type: none"> • Develop an annual training programme for parishes in conjunction with TVATPC which will enhance opportunities for peer learning. • Further strengthen linkages to develop the place-based approach with the Communities Portfolio Holder attending the TVAPTC. 	Karen Dunn	
8	<p>Continue to improve communications, including the use of social media. Communications should be at the heart of the decision making process and seen as everyone's agenda</p>	<ul style="list-style-type: none"> • Prepare a new Corporate Communications Strategy to be aligned to the development of the new Corporate Plan in 2019 which will provide the focus for ensuring strategic communications are focused on the council's key priorities. • Explore ways in which we can better embed communications into service planning, project management and our performance frameworks to ensure a timely approach to communications and that all services are able to play their part. • Broaden the ways in which we currently use social media as key communication tool aligned to the new Communications Strategy. 	<p>Roger Tetstall</p> <p>Kathryn Binfield</p>	Summer 2019

No	Peer Review Recommendation	Action Required	Lead officer(s)	Timetable
9	Other Issues	<ul style="list-style-type: none"><li data-bbox="929 276 1552 339">• Explore options around the future timings of the council's committee meetings<li data-bbox="929 379 1552 440">• Explore the common causes of underspends within the Council's budget.	Karen Dunn Will Fullbrook	May 2019 Summer 2019