

WEST DUNBARTONSHIRE COUNCIL**Report by Strategic Lead – Housing & Employability****Housing & Communities Committee: 1 May 2019**

Subject: Housing & Employability Delivery Plan 2019/20**1 Purpose**

- 1.1** The purpose of this report is to present to members the 2019/20 Delivery Plan for Housing & Employability and the year end progress report for the 2018/19 Delivery Plan as agreed at Committee on 9 May 2018.

2 Recommendations

- 2.1** It is recommended that the Committee:
- Approves the 2019/20 Delivery Plan
 - Notes progress made on delivery of the 2018/19 plan

3. Background

- 3.1** In line with the strategic planning & performance framework each Strategic Lead has developed an annual delivery plan for 2019/20. This plan sets out actions to address key priority areas and issues identified through the service planning process as well as actions to deliver the Council's strategic objectives. It also provides an overview of services and resources, including employees and budgets, and considers relevant risks.

4. Main IssuesDelivery Plan 2019/20

- 4.1** Appendix 1 sets out the Housing & Employability Delivery Plan for 2019/20. This includes appendices detailing the action plan for delivery over 2019/20 and the workforce plan for the service.
- 4.2** Progress towards delivery of the plan is monitored monthly through the management team of the service and also scrutinised on a quarterly basis through the strategic leadership performance monitoring and review meetings. A mid-year progress report on actions will be presented to committee in November 2019.
- 4.3** Key issues identified in the strategic assessment section of the plan include: Brexit with a particular focus on European funding; Welfare Reform, Employability and Learning; Legislative considerations including new provisions within the Housing (Scotland) Act 2014, Domestic abuse Act 2018, Community Empowerment (Scotland) Act 2015 and the Child Poverty Act; Community Learning & Development Plan; and Review of staffing structures.

Workforce Planning

- 4.4** Each strategic delivery plan has a supporting annual workforce plan, which is developed to highlight and plan for the management of key workforce issues which are necessary to fully support the delivery of the plan.
- 4.5** These workforce issues are anticipated to have significant implications in terms of organisational change, resource planning, resource profiling, skill mix, training and development and restructuring. The workforce plan sits as appendix 4 to the Delivery Plan 2019/20.

2018/19 Year-end progress

- 4.6** The Delivery Plan for 2018/19 was supported by an action plan of activities to be delivered over the year. Appendix 2 details the progress on delivery of this action plan. Twenty four of the twenty six actions have been completed in year as planned.
- 4.7** The remaining two actions have not been completed as planned:
- Analyse causal factors of tenancy failure and resolve by focused assistance systemic change; 75% complete. This has one outstanding milestone remaining and will be completed by Q2 in 2019/20.
 - Review strategic response to private sector housing; 25% complete. Due to competing service priorities this action has not been achieved and will be continued to the 1/2019/20 delivery plan.
- 4.8** Significant achievements delivered through the plan are highlighted in the Delivery Plan for 2019/20. Updates on the linked performance indicators for the delivery plan will be published in line with annual public performance reporting for the organisation.

5. People Implications

- 5.1** There are no direct people implications arising from this report. Any workforce implications arising from the Delivery Plan are detailed in the workforce plan.

6. Financial & Procurement Implications

- 6.1** There are no direct financial or procurement implications arising from this report. All commitments will be delivered through existing resources as described in the financial resources section of the plan.

7. Risk Analysis

- 7.1** Failure to deliver on the actions assigned to the strategic area may have a direct impact on the delivery of the Council's Strategic Plan. It is essential that remedial action is taken to ensure strategic delivery plans achieve the commitments detailed and approved.

8. Equalities Impact Assessment

- 8.1** Screening and Impact Assessments will be carried out on specific activities as required.

9. Consultation

- 9.1** The Delivery Plan detailed in this reported was developed through consultation with officers from the strategic service area.

10 Strategic Assessment

- 10.1** The strategic delivery plan sets out actions to support the successful delivery of the strategic priorities of the Council.

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Appendix: Appendix 1: Housing & Employability Delivery Plan 2019/20
Appendix 2: End of year report 2018/19
Appendix 3: Workforce Plan 2017-2022 Annual Action Plan 2019-20

Background Papers: None

Wards Affected: All

