
Report To:	Policy & Resources Committee	Date:	15 November 2022
Report By:	Corporate Director, Education, Communities & Organisational Development	Report No:	PR/24/22/MR
Contact Officer:	Morna Rae	Contact No:	01475 712042
Subject:	Corporate Policy and Performance Update Report		

1.0 PURPOSE AND SUMMARY

1.1 For Decision For Information/Noting

1.2 This report provides the Committee with an update on a number of performance and policy matters relating to:

- Developments in relation to the Strategic Planning and Performance Management Framework (SPPMF);
- Self-evaluation within Inverclyde Council and the assessment programme for 2023/24;
- New life expectancy data published by NRS which shows a decrease in life expectancy for Inverclyde males and a small increase in life expectancy for Inverclyde females;
- Equalities; and
- Use of emergency powers to a grant a public holiday for Her Majesty Queen Elizabeth II's state funeral on Monday 19th September 2022 and payment to school children who qualify for free school meals.

1.3 The report also seeks approval for a number of modifications to the draft Inverclyde Gaelic Language Plan 2022/27, following the Bòrd's assessment of the Plan. Details of the proposed modifications is provided in paragraph 3.21 of this report. Under the terms of the Gaelic Language (Scotland) Act 2005, a revised draft must be submitted to the Bòrd by 23 November 2022.

2.0 RECOMMENDATIONS

2.1 It is recommended that the Committee:

- Note the latest updates in relation to Corporate Policy and Performance.
- Approve the submission of a modified Gaelic Language Plan 2022/27 to Bòrd na Gàidhlig for final approval by 23 November 2022.

Ruth Binks
Corporate Director, Education, Communities and Organisational Development

3.0 BACKGROUND AND CONTEXT

- 3.1 A Corporate Policy and Performance update report is considered at every meeting of the Policy and Resources Committee.

STRATEGIC PLANNING AND PERFORMANCE MANAGEMENT FRAMEWORK (SPPMF)

- 3.2 The community consultation on the new Council and Partnership Plan ran from 25 August to 25 September. The responses are currently being analysed and a report will be produced in due course.
- 3.3 Alongside this, a draft performance management framework is being developed and will be finalised once the new Council priorities have been agreed. The framework sets out how the Council will plan and manage corporate and service performance and will ensure a consistent and joined up approach across the Council.

SELF-EVALUATION

- 3.4 All services of the Council that are not governed by a formal self-evaluation or inspection undertake self-evaluation using the Public Service Improvement Framework (PSIF) model. This is a three-year cycle, with the next cycle due to begin in 2023/24.
- 3.5 Due to Covid19, self-evaluation moved to an online survey covering the topics of Leadership, Service Planning, Service Processes, Employees and Partners and Other Resources. The self-evaluation team identifies service strengths and areas for improvement in each of these areas and an improvement plan for the service is developed based on the feedback.
- 3.6 The services due to undertake self-evaluation activity in 2023/24 are: Community Safety and Resilience, Finance and ICT and OD, Policy and Communications.

NRS LIFE EXPECTANCY IN SCOTLAND AND COUNCIL AREAS 2019/21

- 3.7 National Records of Scotland published new life expectancy statistics for Scotland and all Council areas on 22 September 2022. The latest figures, which cover the period 2019/21, show a decrease in life expectancy for Inverclyde males, with life expectancy at birth falling from 74.3 years to 74.05 years, the fourth lowest in Scotland (unchanged from 2018/20). Female life expectancy at birth in Inverclyde has increased slightly from 78.6 years to 78.9 years and is also the fourth lowest in Scotland (previously second lowest).
- 3.8 Life expectancy in Scotland fell over the periods 2018/20 and 2019/21. The average life expectancy at birth for males in Scotland is now 76.6 years and 80.8 years for females. A comparison of life expectancy with the rest of the UK in 2019/21 is not available as this data was not published at the time of the NRS report, however in 2018/20 Scotland had the lowest life expectancy at birth of all UK countries. Scotland also has the lowest life expectancy of all western European countries.
- 3.9 Deprivation continues to have a significant impact on life expectancy. Life expectancy for females is 10.5 years longer in the least deprived areas compared to the most deprived areas in Scotland, whilst for males the difference increases to 13.7 years.
- 3.10 NRS attribute the national fall in life expectancy to deaths due to Covid-19 in 2020 and 2021, however drug-related deaths are also thought to have had an impact. NRS stress in the report that it is highly likely that some people who died due to COVID-19, might have otherwise died of respiratory disease or cancer if the pandemic had not happened.

EQUALITIES

- 3.11 Training for Elected Members on EIAs was delivered on 13 September 2022. Topics covered in the session included the legislative setting for EIAs, links with our strategic priorities, the Council's EIA Templates, Elected Members' role in terms of equalities, and gender-based budgeting. As Members will be aware, Officers are currently preparing the EIAs which are required as part of the Budget-setting process 2023/26. Historical EIAs that have been published on the Council's website are available to view here:

<https://www.inverclyde.gov.uk/council-and-government/equality-impact-assessments>

- 3.12 To complement the training mentioned at paragraph 3.20, Members have been invited to a webinar on budget impact assessments with the Improvement Service and the Equality and Human Rights Commission (EHRC) on 1 November 2022. During the session, the EHRC will outline the importance of budget impact assessment and outline for Members what they should be looking for in any assessments presented to them alongside budget options. This will help Members to ensure our authority has fully paid due regard to the Public Sector Equality Duty and the Fairer Scotland Duty and avoids legal challenge.
- 3.13 While the main focus of the session is Elected Members, Officers are also very welcome to attend, especially senior management/decision makers. An invitation has also therefore been sent to the Extended Corporate Management Team.
- 3.14 Officers prepared a response to the Scottish Government's consultation on a draft plan to improve and strengthen Scotland's equality evidence base:

<https://www.gov.scot/publications/equality-evidence-strategy-2023-25-consultation-paper/>

Our response provided a general overview of Inverclyde's experience with obtaining/using equality evidence.

3.15 USE OF EMERGENCY POWERS FOR PUBLIC HOLIDAY

On 12 September 2022 the Chief Executive used their powers under the Scheme of Delegation (Officers) to approve a public holiday being granted to all Council employees for Her Majesty Queen Elizabeth II's state funeral on Monday 19th September 2022, and approve the payment of £3 to those school children who qualify for free school meals, by means of clothing grant qualifying criteria.

DRAFT INVERCLYDE GAELIC LANGUAGE PLAN 2022/27 – PROPOSED MODIFICATIONS

- 3.16 This Committee approved the submission of the draft Inverclyde Gaelic Language Plan 2022/27 to Bòrd na Gàidhlig at its meeting on 1 February 2022. The Bòrd carried out an assessment of the draft Plan and notified the Council of its findings on 6 September 2022. A number of modifications were proposed by Bòrd which have been considered by officers and changes made to the Plan where appropriate. Under the terms of the Gaelic Language (Scotland) Act 2005, the revised draft must be submitted to the Bòrd by 23 November 2022.
- 3.17 A small number of revisions have been made to the original draft Plan based on the overall general feedback of the Bòrd, including:
- Actions have been reviewed with a view to making the commitments SMART
 - Timescales have been revised, reflecting that the completion date for some actions has past, due to the time taken to complete the assessment process.

3.18 More specifically, a number of changes are proposed to the High Level and Corporate Services Aims that are central to the Plan. These were classed as ‘necessary amendments’ by the Bòrd and require the approval of this Committee. The changes are detailed below:

High Level Aim
Increasing the Learning of Gaelic

- (1) An action has been added to support an increase in the numbers of children accessing Gaelic Medium Early Years Education each year.
- (2) As per the Bòrd’s recommendation, a commitment has been given to deliver Gaelic as Language 2 or Language 3 in at least 40% of our schools by 2027.

Corporate Services Aims:

- (3) **Signage** - As per the Bòrd’s recommendation, a commitment has been added to develop a policy to render prominent signage bilingual on a renewal basis by the end of year 2 (2023/24).
- (4) **Social Media** - As per the Bòrd’s recommendation, a commitment has been given to publish at least 30 bilingual or Gaelic-only posts annually across a range of Council social media platforms.
- (5) **Recruitment** - As per the Bòrd’s recommendation, a commitment has been given to designate a number of Council posts as Gaelic desirable and at least one other post designated as Gaelic essential by the end of this edition of the Plan.

3.19 Subject to approval, the revised draft Plan will be submitted to Bòrd na Gàidhlig prior to 23 November 2023. The next step is for the Bòrd to submit the Plan to its Policy and Resources Committee for final approval, the date of which has not yet been advised. The Plan will thereafter be translated into Gaelic, with both English and Gaelic available on the Council’s website.

4.0 PROPOSALS

- 4.1 It is proposed that the Committee note the latest updates relating to the area of Corporate Policy and Performance, as provided in section 3.2 to 3.19.
- 4.2 The Committee is also asked to agree the modifications to the draft Inverclyde Gaelic Language Plan 2022/27, as set out in paragraph 3.20 onwards, and approve its submission to Bòrd na Gàidhlig.

5.0 IMPLICATIONS

5.1 The table below shows whether risks and implications apply if the recommendation(s) is(are) agreed:

SUBJECT	YES	NO	N/A
Financial	X		
Legal/Risk	X		
Human Resources	X		
Strategic (LOIP/Corporate Plan)	X		
Equalities & Fairer Scotland Duty			X

Children & Young People's Rights & Wellbeing			X
Environmental & Sustainability			X
Data Protection			X

5.2 Finance

All actions within the draft Gaelic Language Plan require to be contained within service budgets. The possibility of accessing external sources of funding to support the delivery of the Plan has been discussed with the Bòrd and this will be pursued where possible.

One off Costs

Cost Centre	Budget Heading	Budget Years	Proposed Spend this Report	Virement From	Other Comments
N/A					

Annually Recurring Costs/ (Savings)

Cost Centre	Budget Heading	With Effect from	Annual Net Impact	Virement From (If Applicable)	Other Comments
N/A					

5.3 Legal/Risk

The Gaelic Language (Scotland) Act 2005 requires that Inverclyde Council produce a Gaelic Language Plan to raise the status and profile of Gaelic and help to create practical opportunities for its use. Under the timescales set out in the Act, following notification of the Bòrd's assessment, Inverclyde Council has until 23 November 2022 to submit a revised Gaelic Language Plan.

5.4 Human Resources

The Corporate Services Aims contain a number of actions relating to employees. This includes the promoting of Gaelic opportunities, raising employee awareness of Gaelic and the inclusion of Gaelic as essential and desirable in a small number of employee posts going forward.

5.5 Strategic

The issues referred to within this report are of relevance to the following Corporate Plan priorities:

Organisational Priority 1: To promote Inverclyde to both residents and visitors alike, as a great place to live, work, study and visit.

Organisational Priority 2: To work collaboratively to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them.

Organisational Priority 9: To deliver services that are responsive to community needs and underpinned by a culture of innovation, continuous improvement and effective management of resources.

6.0 CONSULTATION

6.1 None,

7.0 BACKGROUND PAPERS

7.1 None.