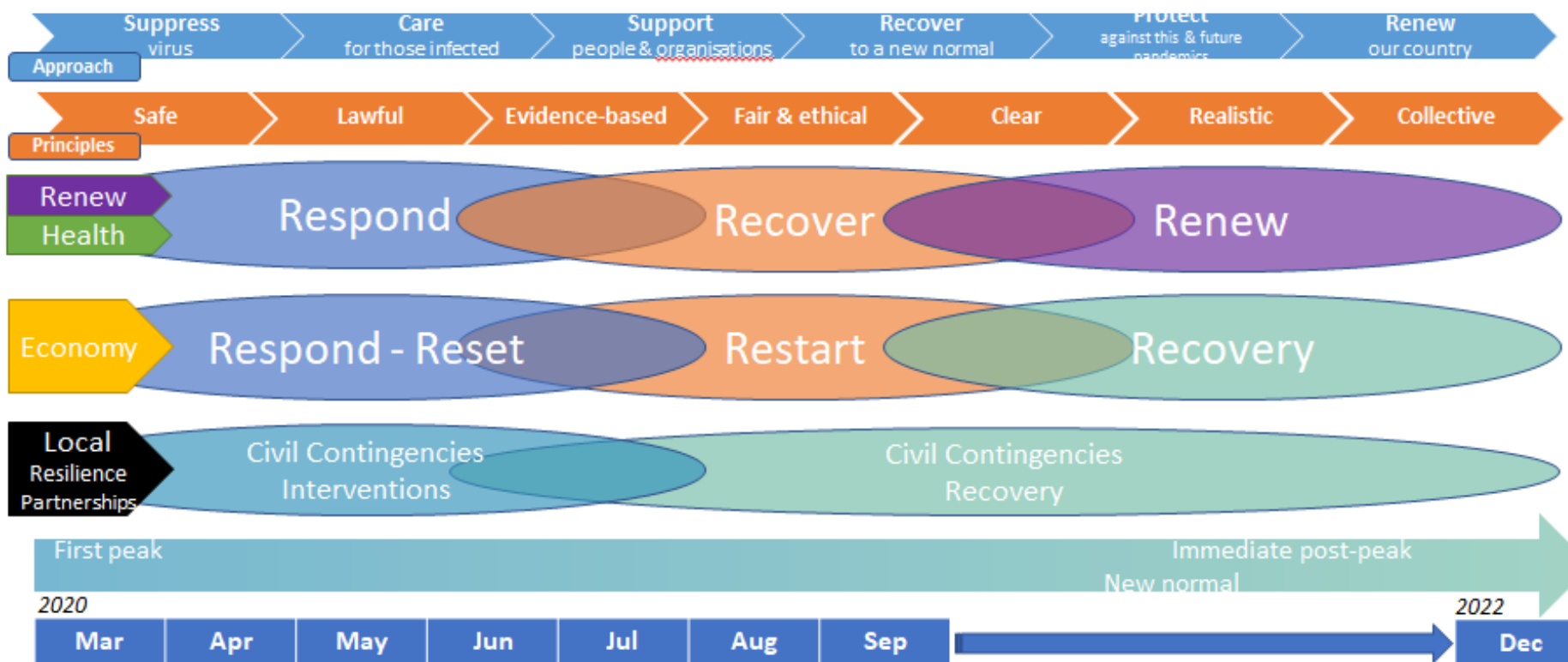


Recovery and renewal briefing- Building back an even better Council

SPECIAL COUNCIL MEETING
1 JUNE 2020

SCOTTISH GOVERNMENT COVID-19 Renew Programme: Alignment with other initiatives



Everyone has something to 'offer'

Building an even better Council



Recovery & Renewal Framework

- ▶ Discussion around the Framework plan



DRAFT

DRAFT document for discussion



Building an even better Council - PKC Recovery and Renewal

The overall aims of the Recovery and Renewal strategy are to ensure that:

- We recover from the impacts of the COVID 19 virus, develop a stronger economy and becomes a more sustainable and prosperous place to live and work
- We learn from the experiences of the pandemic, add pace to the Perth & Kinross offer and “build an even better Council” around Education and Learning, the Economy and Environment underpinned by Equalities and Empowerment

Objectives

- Enable people and communities to recover from the pandemic
- Externally, engage with and listen to our communities to understand how the Coronavirus pandemic has impacted on them
- Internally, engage with and listen to our staff to understand how the coronavirus pandemic has impacted on them
- Understand, externally and internally, what is different now, what has worked well, what has not worked so well and what we need to stop, start and keep doing
- Continue to build on the effective relationships and partnerships which have developed over the pandemic response period, adding pace to the Perth and Kinross Offer to build an even better Perth and Kinross
- Ensure a one Council approach where all resources are connected to support the effective delivery of the agreed

The Offer

Delivered through;

Recover and Renewal Co-ordinating group

Workstreams

1. Economy and Entrepreneurship

- **Business and Economic Recovery** - Investment, Employment, Location

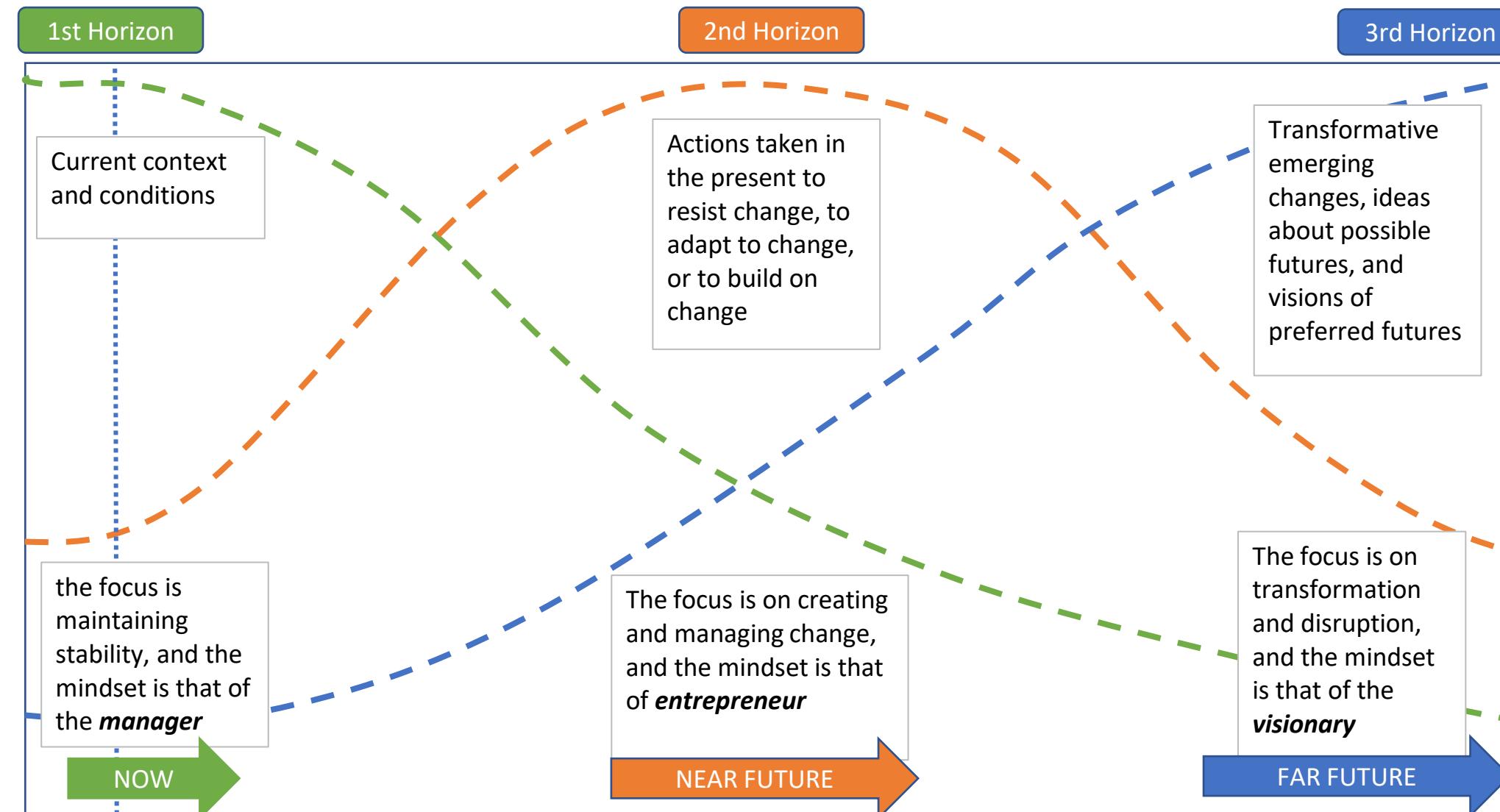
2. Equalities, Empowerment and Fairness

- **Care for People** - Diversity, Perceptions, Commitment, Rurality
- **Community Engagement** - Communities, Partnership

3. Education and Learning

- **Environment and Infrastructure** - Attainment, Investment, Collaboration, Strengthening families

4. Environment



Outcomes/Outputs

- A clear approach where we enhance relationships with communities to create a shared purpose
- A shared plan informed by people, communities and key stakeholders
- An integrated, flexible model of service delivery designed around people and place with a focus on enabling supportive and inclusive communities, and those most vulnerable
- A new vision for Perth & Kinross designed around the 5 E's - (Equalities and Fairness, Economy and Entrepreneurship, Education and Learning, Environment and

Process / Key Actions

Start with 1st Horizon

1-3 months

- Impact analysis
- Engagement
- Service assessments
- Evaluation

Then 3rd Horizon

12 months +

- Visioning
- Assumptions
- Themes
- Models of Service delivery

Back to 2nd Horizon

3-12 months

- Building an Even Better Council
- Strategy development
- Implementation plan
- Delivery

Community Impact Assessment

Service Communities Impact and Service Recovery and Renewal Assessment

Service Tier 2 assessment (for services below the 18 essential services identified)

Stakeholder engagement

Elected Member Officer working group

Risk Assessment

Evidence based evaluation

Evaluation - Disruption and Innovation workshops, events and innovation opportunities

Emerging themes / Themes / Possibilities

Emerging Issues / Issues / Stop, Start, Keep

Assess core competencies of frontline staff

Develop a set of key assumptions by which to re-design services and our approach

An agreed vision and model of operation with a set of key assumptions and a transformation framework developed

Underpinned by agreed principles

Oversight from Bronze Recovery and Renewal group

Develop an Organisational



Key Principles

Bold Vision

Together our new vision and the 'Offer' will be designed with people, communities and partners to create a sense of purpose and a shared direction of travel

We will be ambitious and agile in our approach and thinking to develop the 'Offer' and deliver a bold vision for everyone to live life well

Enabling

Together we will foster a culture of trust where communities influence change and flourish to achieve their full potential

We will enable a culture of possibility, opportunity and capability by listening to what matters and embracing everyone in our community as having something to 'Offer'. We will address inequalities and focus on specific areas of need

Partnership

Together we will work with all of our partners to shape service around people and communities

We will develop joined up solutions and integrated approaches connecting all forms of resources together in new and productive ways

Kindness

Together we will treat everyone fairly with kindness, compassion, respect and dignity. Our new ways of thinking and doing will include everyone

We will nurture a think yes culture, act upon our values, and reflect upon our learning and progress to enable continual

Developing relationships

We need to;

- ▶ Understand how the coronavirus pandemic has impacted on our employees, communities, businesses and partners; how it has affected their health and wellbeing, their family, their community and work
- ▶ Ask what is different now and what has worked well, but also what has not worked so well
- ▶ Open doors of communication, understanding and co-creation with all of our communities – allowing for more partnership working in all areas
- ▶ Raise awareness of our renewal and recovery process in relation to the 5E's and how we can continue to work together to create a better future for Perth and Kinross
- ▶ Build an even better Council which delivers services focused around the needs of the community which encourages and facilitates communities to become self supporting.

Communications & Engagement Plan

Understanding the Impact of the COVID 19 Virus

WHO?

- ▶ Employees
- ▶ Partner Organisations (including CPP, ALEO's and 3rd sector)
- ▶ People of Perth & Kinross and representative groups
- ▶ Businesses
- ▶ Community Groups
- ▶ Media

WHAT?

- ▶ Impact Assessment
- ▶ Staff survey
- ▶ Online forums for partner & communities
- ▶ Employee recovery & renewal innovation group
- ▶ External engagement survey
- ▶ Media engagement (press, social, radio etc)
- ▶ Using our current methods – ERIC, staff website, social media channels
- ▶ Telephone calls and wellbeing checks

Elected Member Feedback

- ▶ What has worked well over COVID19 that we wish to take forward at pace and maintain our momentum?
- ▶ What has not worked well and what do we wish to retain from previous ways of working?
- ▶ What do we wish to invest in or disinvest in?
- ▶ How do we build on the capacity of our communities as part of the P & K offer?
- ▶ What are the financial implications both revenue and capital that underpin our medium term financial planning to support our strategic direction?
- ▶ What is our overarching strategic vision for P & K and what strategic direction / initiatives do elected members want to see the Council take?

Next Steps

▶ Gathering evidence

- ▶ Elected member feedback
- ▶ Employee survey
- ▶ Impact analysis – internal/external

▶ Report to Council on 25 June 2020

- ▶ Draft recovery and renewal strategy
 - ▶ Draft communications and engagement plan
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