

### Corporate Peer Challenge Action Plan

<b>Corporate Peer Challenge Team Recommendation</b>	<b>Officer Lead(s)</b>	<b>Timescales</b>	<b>Action / Progress</b>
Actions that sit beneath the draft council plan should be clearly prioritised, reflecting the most important ambitions.	CEO and Deputy CEO	Ongoing	Completed
Be clear that the council's emerging actions reflect the outcomes BDBC is seeking to achieve. For example, the decisions being taken to achieve the net zero ambition and the local demand for homes.	CEO and Deputy CEO	Ongoing	Completed
Develop a planned approach to tackle the more difficult political decisions and risks that need to be taken to deliver the priorities set out in the council plan.	CEO and Deputy CEO	Ongoing	Completed
Key performance indicators should be refined to reflect the priorities in the draft council plan and ensure that these are meaningful and measurable. The process for reporting performance needs to be simplified giving clearer lines of accountability.	CEO	February 2023	Completed
Consider how the council can collaborate more regionally to support the delivery of the council's priorities with a particular focus at a county level.	CEO and Deputy CEO	Ongoing	Completed

Review the options from the constitutional review specific to the scrutiny and policy committees' structure and function.	CEO and Head of Law and Governance	March 2023	Completed
Review and rationalise the member bodies within the governance framework.	CEO and Head of Law and Governance	May 2023	Completed
The refreshed people strategy should continue to embed the culture changes and address challenges of siloes that have been identified.	CEO and Head of HR, Policy and Communications	Ongoing	This is the continuation of the work planned to continue to improve the culture.
Continue the strong financial governance in place whilst considering how to use the council's resources to drive priorities.	Chief Finance Officer (Section 151 Officer)	Ongoing	This is ongoing work as part of the Council's continued approach to financial management.
Align the policy, performance, organisational development, human resources and change functions. Given the strategic importance this should report to the Chief Executive.	CEO and Head of HR, Policy and Communications	March 2023	Restructure completed

<p>Ensure capacity exists to deliver major projects for the longer-term success of the project.</p>	<p>CEO and Deputy CEO</p>	<p>Ongoing</p>	<p>This is ongoing work to ensure the Council is effectively resourced to deliver its major projects and is regularly reviewed</p>
<p>Use the new census data to review the equality, diversity and inclusion objectives for the council and the borough.</p>	<p>Director of Customers, Digital and Improvement</p>	<p>July 2023</p>	<p>Completed</p>