

Council Improvement Plan (Dec 2018 – March 2020)

This Plan is based on recommendations and actions identified by the Best Value Assurance Report (BVAR) and the Council's Corporate Governance Self-Evaluation (CGSE)

	ACTION	SOURCE	LEAD OFFICERS	DEADLINE
1	<p>Implement the Council Workforce Plan. The implementation plan has 28 actions within 7 workstreams:</p> <ul style="list-style-type: none"> a) Workforce planning, including service workforce plans where relevant b) Employer of choice, including consideration of adopting a 'Staff Deal' c) PRD, performance and development d) Leadership and management development e) Wellbeing f) Recruitment, selection and retention g) Rewards and recognition 	<p>BVAR CGSE</p>	<p>Service Manager Corporate Policy & Improvement</p>	<p>The Plan is a four year plan and each action in the Plan has been allocated a deadline within for completion within the timespan of the Plan</p>
2	<p>Review all performance indicators and adopt a small set of key indicators that measure progress in achieving the Council Plan outcomes and strategic goals and work with the East Lothian Partnership to agree outcome measures and report on progress in reducing inequalities and growing the economy</p>	<p>BVAR CGSE</p>	<p>Service Manager Corporate Policy & Improvement</p>	<p>March 2019</p>
3	<p>Review the format of the Council's Annual Report/ Annual Public Performance Report and how performance is reported to elected members</p>	<p>BVAR CGSE</p>	<p>Service Manager Corporate Policy & Improvement</p>	<p>March 2019</p>

4	Revise and then implement the Council's Continuous Improvement Framework to take on board improvements identified through the Recognised for Excellence Assessment	CGSE	Service Manager Corporate Policy & Improvement	March 2019 through to March 2020
5	Revise and deploy an updated approach to consultation and engagement ensuring community and third sector organisations have opportunities to inform council policies, strategic plans and service improvement	BVAR CGSE	Service Manager Corporate Policy & Improvement	March 2019 through to March 2020
6	Continue to embed transformational change across the Council and ensure it delivers expected improvement and benefits within planned timeframes, prioritising projects that are most likely to lead to major change and significant benefits	BVAR	Chief Executive	March 2020
7	Continue to focus on improving education performance for all children and young people in East Lothian	BVAR	Head of Education	March 2020