

Committee Report Ref:	009
Report Date:	09/10/2023
Committee Date:	Corporate 07/11/2023

Best Value Action Plan: Progress Summary Report APPENDIX 1

Key	Not Started	Concern	Caution	On Target	Complete			
RAG	% Completed	Target Date	Lead	Priority	Workstreams (BV Recommendations)	Status Update	Decisions Required/Made by cmt/smt	
	100	June 2023	DCE/ECOD	1	R1: INCREASE THE PACE OF TRANSFORMATIONAL CHANGE	Final element to be completed was to ensure the OD plan was updated which has been done based on feedback from leadership forum. Implementation and ongoing maintenance is in place via the OD service aligned to the transformation of the council work and workforce strategy agreed by Committee. COMPLETE.		
	100	April 2023	H/ GPS & HR ICT OD	2	R2: IMPROVE PERFORMANCE MANAGEMENT REPORTING / IMPROVE THE QUALITY & CLARITY OF SERVICE PERFORMANCE REPORTING	Action complete		
	75	Sept 23	DCE/EEF & CFO	1	R3: FINANCIAL PLANNING	Short to Medium Term Financial Strategy approved by Council on 27/09/2023. Savings Max and Income Max - proposals from Green and Amber lists will be reported to Council on 25/10/2023. There will be a second decision point per the Short to Medium Term Financial Strategy in December. The Medium to Long Term Financial Strategy will also be reported to Council on 25/10/2023		
	100	Sept 23	H / GSP	4	R5: CONTINUE TO PROGRESS THE GOVERNANCE REVIEW	Complete programme. Agreed rolling programme for review of second tier governance documents taken forward as operational business.		
	85	Feb 24	H / Educ	2	R6: IMPROVE EDUCATIONAL ATTAINMENT	Key actions in service plan, School Improvement Plans and QA work across service all link to the continued need to improve outcomes for learners.		
	95	June 2023	CEx	1	R AC: ACCOUNTS COMMISSION FINDINGS: NEED FOR CLEAR COMMITTED AND DECISIVE LEADERSHIP	Consideration of investment in leadership development will be concluded by the end of October. The only remaining actions relate to develop and improve relationships of trust and it is proposed to carry this forward into the next stage BV action plan. CLOSE THIS WORKSTREAM		
NEW	NEW		CEx		Best Value Action Plan: Next Stage	These are 20 new actions to be incorporated into the next stage BV action plan following on from the decisions of the Special Corporate Committee on 4 October 2023, in relation to the recommendations contained in Appendix 1 to the report; and the Special meeting of Council on 25 October 2023 in relation to the Thematic Review and Annual Audit Report Wider Scope. Note actions in relation to the risk register and Transform have been completed to date. Note arrangements are in hand to tender for the additional external support in Recommendation 2 of Appendix 1.		
	100	Sept 2023	DCE (ECOD)	1	R WC: WORKFORCE AND CAPACITY	Apprenticeship report on hold, rest of recruitment work progressing per available resource as part of workforce strategy and plan. Complete		

Key	Issues (I)	Major Risks (R)	Change Request (C)		Targets for Next Period
	Issues / Major Risks / Change Requests				
R1	C: Aug 2023: Request change of target date for OD approach to support transformation to Sept 2023 - progress impacted over summer holiday period. (Approved 07/08/23 CMT SMT)			R1	
R2				R2	
R3				R3	October 2023: Medium to Long Term Financial Strategy to be reported to Council 25/10/2023, delay from September to allow workshop on transformation / future council to input to strategy
R5	R: Impact of any potential future reduction in capacity on delivery of further targets/improvements now required.			R5	
	R: Impact of budgetary pressures on service delivery.				
R6				R6	Revised Education (Schools) Governance and framework in place/actions ongoing Moray Curriculum Strategy Group and revised governance implemented with group guiding key developments (ongoing) Moray Improvement Groups supported through Strategy Group direction with clear actions plans, outcomes and measures (ongoing) Strengthen approaches to learning, teaching and assessment by establishing collaborative learning communities across our schools through empowered leadership, realising improvements in pedagogy and practice Secondary Attainment and Performance Frameworks/Stretch Aims setting and monitoring
R AC	C: Aug 2023: Request for change to target date for Leadership Actions x 2. (Approved 07/08/23 CMT SMT)			R AC	
R AcC2				R AcC2	Award tender for external support
R WC	C: Aug 2023: Request to change target date to Sept 2023. (Approved 07/08/23 CMT SMT)			R WC	

Report 007 Update:	Good to reasonable progress in all areas with four workstreams substantially complete and signed off by Full Council on 15 March 2022. Approach and requirements to be developed for those workstreams to be carried forward for reporting to Full Council following the LGE in May 2022.
Report 008 Update:	Progress continues across the range of action planned. Workforce issues have impacted on a number of OD related actions which accounts for a number of amber indicators but with resources in place, timescales have been reviewed and this work is expected to recover to green. The financial actions at R3 have been rated as amber due to the level of risk attached to this. However, overall it can be seen that actions are well progressed with many nearing completion
Report 009 Update:	The actions in a further 2 workstreams have been completed (Transformational Change and Workforce) and one other (Leadership) is 85% completed with remaining work being carried forward to the next stage BV action plan. Longer terms workstreams such as financial planning and education have remaining actions which are progressing and will also continue as part of the BV action plan.