

<b>REPORT TO:</b>		Cabinet	
<b>DATE:</b>		26 March 2025	
<b>PORTFOLIO:</b>		<b>Councillor Munsif Dad BEM JP - Leader of the Council</b>	
<b>REPORT AUTHOR:</b>		Kirsten Burnett, Head of Policy and OD	
<b>TITLE OF REPORT:</b>		LGA Corporate Peer Challenge Action Plan	
<b>EXEMPT REPORT (Local Government Act 1972, Schedule 12A)</b>	<b>No</b>	Not applicable	
<b>KEY DECISION:</b>	<b>No</b>	If yes, date of publication:	

## 1. Purpose of Report

- 1.1 To present an action plan for adoption by the Council, addressing the Corporate Peer Challenge recommendations.

## 2. Recommendations

- 2.1 To formally agree the action plan which has been developed in response to the recommendations of the Corporate Peer Challenge undertaken in October 2025.
- 2.2 That the Chief Executive is given delegated authority to update and amend the action plan, following consultation with the LGA Corporate Peer Challenge Working Group.

## 3. Reasons for Recommendations and Background

- 3.1 The Local Government Association Corporate Peer Challenge culminated in a peer team visit to Hyndburn between 29 and 31 October 2024.
- 3.2 The team presented their main findings and recommendations verbally to the Council on their final day here and provided a formal report just before the Christmas break.
- 3.3 The following are the peer team's key recommendations to the council:
1. Conduct the planned review of the corporate strategy and align the organisational structure accordingly.

2. Engage in top team development to develop effective relationships within Cabinet/CMT as a group to create agreed ways of working and clarity of roles and responsibilities.
  3. With partners, lead the development of a clear and well understood vision for the whole Borough (Place Strategy).
  4. Consider what capacity and skills the Council needs to develop and address this as part of the review of organisational structure, including options for collaboration with partners and the use of consultants.
  5. Design a transformation & digital strategy and action plan.
  6. Develop a strategy for income generation, including commercial income, fees & charges and council tax.
  7. Review and implement new plans for internal and external communication, aligning it with the new corporate strategy.
  8. Create and implement a well understood and effective process for forward planning of Council decision making which engages Cabinet members and Scrutiny.
  9. Promote the Council's approach to climate change and decarbonisation and play a key role in leading the Borough on this agenda.
  10. Continue and broaden your engagement with local government and beyond in order to learn from others and offer your experience and learning.
- 3.4 Reports to Council and Cabinet during January shared the report (now published on our website as required by the LGA), outlined the many positive findings, and set out the recommendations.
- 3.5 The Council is required to agree an action plan to address the recommendations within 3 months. The following steps have led to the attached action plan:
- **January / February** - Management Team and Service Managers considered recommendations and develop draft action plan.
  - **February** – cross-party working group established. (*Terms of Reference agreed by Cabinet*)
  - **Early March** - Draft action plan brought to working group for discussion.
  - **26 March 2025** - Final draft to Cabinet for formal agreement.
- 3.6 A progress visit is being arranged for some or all of the peer team for early September 2025.
- 3.7 The action plan is intended to be a living, working document. The actions against the recommendations will develop as time passes and in response to progress. The working group intends to meet monthly to monitor progress.

#### 4. Alternative Options considered and Reasons for Rejection

- 4.1 In agreeing to the CPC process, the Council has committed to developing an action plan based on the recommendations.

#### 5. Consultations

- 5.1 A large number and range of people spoke to the peer team, in addition to written information. The next steps are likely to involve a similar range of people in terms of developing the action plan.

#### 6. Implications

<b>Financial implications (including any future financial commitments for the Council)</b>	A number of the recommendations may have financial implications. The implementation of any suggested actions may need to be considered in the light of any financial implications.
<b>Legal and human rights implications</b>	None for this report, although legal input may be required in respect of implementation of a number of the recommendations.
<b>Assessment of risk</b>	The CPC report is published openly and the peer team will conduct a follow up review in visit later this year and produce a further report, which will again be published. There are therefore potential reputational risks based on how the Council responds to the recommendations.
<b>Equality and diversity implications</b> <i>A <a href="#">Customer First Analysis</a> should be completed in relation to policy decisions and should be attached as an appendix to the report.</i>	None specifically for this report. The CPC report details some observations / suggestions regarding equality and diversity and this will be picked up, where relevant, as part of the action plan.

#### 7. Local Government (Access to Information) Act 1985: List of Background Papers

- CPC report:  
<https://democracy.hyndburnbc.gov.uk/documents/s20809/Appendix%201%20-%20CPC%20Report%20for%20Hyndburn.pdf>
- Report to Council, 16 January 2025:  
<https://democracy.hyndburnbc.gov.uk/documents/s20763/Corporate%20Peer%20Challenge%20-%20Covering%20Report.pdf>
- Report to Cabinet, 22 January 2025:  
<https://democracy.hyndburnbc.gov.uk/documents/s20808/CPC%20Report%20Cabinet%20-%20Main%20Report.pdf>

## **8. Freedom of Information**

- 8.1 The report does not contain exempt information under the Local Government Act 1972, Schedule 12A and all information can be disclosed under the Freedom of Information Act 2000.