

# CABINET Post-Decision

## Summary of the Decisions taken

**Date of Meeting** Tuesday, 29<sup>th</sup> March 2022 **Issued By:-** Nick Pontone

**Date of Delivery to Members:** Wednesday, 30<sup>th</sup> March 2022

**Date which any call in must be received by:** Wednesday, 6<sup>th</sup> April 2022

**Implementation of decisions delayed to:** Thursday, 7<sup>th</sup> April 2022

(Other than those items marked with an asterisk (\*) which need to be implemented urgently and those items marked with a hash (#) which have been considered by scrutiny in the past 6<sup>th</sup> months and cannot be called in).

AGENDA ITEM.	SUBJECT MATTER	DECISION PROPOSED	WARD	PROPOSED TO BE RESOLVED/ RECOMMENDED
1.	Declarations of Interest	None declared.		-
2.	Slough Borough Council First Stage Recovery Plan	Agreed the key themes and approach for developing the council's Recovery Plan, as outlined in section 3 and 4 of the report.	All	Resolved
3.	Slough: Solid Foundations for Recovery	Approved the following 12 recommendations to be built into the Council's wider Recovery Plan:		Resolved

AGENDA ITEM.	SUBJECT MATTER	DECISION PROPOSED	WARD	PROPOSED TO BE RESOLVED/ RECOMMENDED
		<ul style="list-style-type: none"> <li>• Recommendation 1: Cabinet will commit to ongoing, facilitated leadership development as a collective.</li> <li>• Recommendation 2: In addition, each Lead Member will have their own tailored development plan, so that they are empowered to fulfil the Executive roles properly.</li> <li>• Recommendation 3: Commitment to re-statement and regular communication on priorities within the organisation and outside - clearly outlining what is going well, not so well and what has changed as a result of the intervention.</li> <li>• Recommendation 4: Commitments to diversity and how the members will obtain tangible evidence to show change has happened.</li> </ul> <p>Cabinet noted the intention of the Chief Executive to ensure the following:</p> <ul style="list-style-type: none"> <li>• Recommendation 5: The CLT will commit to ongoing, facilitated leadership development as a collective.</li> <li>• Recommendation 6: Regular staff surveys will be undertaken and will include a section on CLT leadership. Any shortcomings will be addressed and fed back to staff.</li> </ul>		

AGENDA ITEM.	SUBJECT MATTER	DECISION PROPOSED	WARD	PROPOSED TO BE RESOLVED/ RECOMMENDED
		<ul style="list-style-type: none"> <li>• Recommendation 7: Visibility of officer senior leadership –improvements to include Chief Executive/ Executive Director visits to departments, unscheduled walkabouts, use of technology to communicate and obtain feedback, weekly blog from Chief Executive and attendance at induction programme or key message video.</li> <li>• Recommendation 8: Recruitment and Retention of staff will be fundamental to the Council’s recovery. The Council will publish a workforce strategy to address</li> <li>• Recommendation 9: A working group is established involving staff from across the organisation to propose a set of organisation values and behaviours. Once adopted, these will form a key part of the employer brand and will be used in recruitment, professional development and performance management</li> <li>• Recommendation 10: An annual staff survey (with intra year thematic polling) will be undertaken. Results will be published and scrutinised. Any response action will be published and reported back to the organisation</li> <li>• Recommendation 11: Bi-annual “Leader and CEO roadshows “will be undertaken, supported by smaller</li> </ul>		

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		<p>informal sessions with groups of staff. Where staff will have the opportunity to be updated on issues affecting the Council and where they will have the opportunity to interact with senior leaders</p> <ul style="list-style-type: none"> <li>• Recommendation 12: The Council should monitor and publish its staff diversity figures and create opportunities through its recruitment and staff development for people from diverse backgrounds to join and advance within the organisation.</li> </ul>		
4.	Slough: Functional Capability Assessments	Approved the analysis and findings included in the report relating to the functional capability assessments.	All	Resolved
5.	Initial ICT Improvement Programme	<ul style="list-style-type: none"> <li>• noted the initial assessment of the issues with the service set out in the Reasons for Recommendations</li> <li>• noted that these will be continuously worked on from now going forward</li> <li>• approved the expenditure set out in Appendix 2 and contained within the Council's recently approved budgets</li> <li>• noted the work being undertaken by the digital team and the projects outlined in appendices 3 and 4 and that a delivery update will be brought back when the work has been fully assessed</li> <li>• noted that the Director of Finance will be approving the licences and contracts set</li> </ul>	All	Resolved

AGENDA ITEM.	SUBJECT MATTER	DECISION PROPOSED	WARD	PROPOSED TO BE RESOLVED/ RECOMMENDED
		<p>out in appendix 5 and taking forward actions to avoid this reoccurring for these contracts in the future</p> <ul style="list-style-type: none"> <li>• noted that work continues to identify any other such matters</li> <li>• noted the outcome of the DLUHC cyber security assessment and the work being undertaken, appendices 6 and 7</li> <li>• delegated authority to the Director of Finance in consultation with the Leader, to appoint ICT officers on an interim basis and to commence procurement for an ICT partner (s)</li> <li>• agreed that a report be presented to Cabinet with an updated plan for future phases in quarter 3 2022/23</li> </ul>		
6.	Exclusion of Press and Public	Not required as Appendices 6 and 7 of the Initial ICT Improvement Programme were considered and noted during Part I of the meeting without disclosing any of the exempted information.		Resolved
7.	Initial ICT Improvement Programme - Appendices 6 and 7	Noted during Part I of the meeting.	All	-