

## REPORT TO CABINET

<b>Open</b>		Would any decisions proposed :		
<b>Any especially affected Wards</b>	Discretionary /	Be entirely within Cabinet's powers to decide	NO	
	Operational	Need to be recommendations to Council	YES	
		Is it a Key Decision	YES	
Lead Member: Brian Long E-mail: <a href="mailto:Cllr.brian.long@west-norfolk.gov.uk">Cllr.brian.long@west-norfolk.gov.uk</a>		Other Cabinet Members consulted:	All Cabinet	
		Other Members consulted:	CP Panel	
Lead Officers: Debbie Gates/Geoff Hall E-mail: <a href="mailto:Debbie.Gates@west-norfolk.gov.uk">Debbie.Gates@west-norfolk.gov.uk</a> Direct Dial: 01553 616605 E-mail: <a href="mailto:Geoff.Hall@west-norfolk.gov.uk">Geoff.Hall@west-norfolk.gov.uk</a> Direct Dial: 01553 616618		Other Officers consulted:	Management Team Assistant Directors	
Financial Implications	Policy/Personnel Implications	Statutory Implications	Equal Impact Assessment YES If YES: Pre-screening	Risk Management Implications YES

Date of meeting: 17 November 2020

### COVID 19 Response and Recovery – Action Plan

#### Summary

The Council adopted a Covid-19 Recovery Strategy for the Authority on 30.6.20. This report details the actions that the Council is taking, together with partners where appropriate, to facilitate recovery from the Coronavirus Pandemic. It includes both internal actions for the Authority and those that are externally focussed upon the economy and community served by the Council.

#### Recommendation

That Cabinet recommend to Council that the proposed Recovery Action Plan attached to this report is adopted.

#### Reason for Decision

To facilitate the achievement of objectives outlined in the Council's Covid-19 Recovery Strategy. Also, to enable the prioritisation and resource allocation necessary to promote recovery from Covid-19, whilst also retaining the ability to react quickly to further peaks, local outbreaks or national initiatives relating to Covid-19.

## **Background**

This recovery action plan was presented to the Corporate Performance Panel on 7.10.20 where it was supported.

- The Recovery Action Plan sets out action under each of the key priorities outline within the Corporate Business Plan and progress will be subject to regular monitoring and reports to the Corporate Performance Panel. A set of indicators to support the Plan will be considered by the Corporate Performance Panel at their meeting to be held on 11<sup>th</sup> November 2020.
- In addition, the activities outline in the Plan will be incorporated into annual directorate and service plans, which in turn are cascaded into annual performance targets for employees through the Council's Performance Management Scheme.
- The additional workloads relating to Covid-19 Response and Recovery will impact upon the capacity of the Authority to progress other projects and work streams relating to Corporate Business Plan priorities during 2020/21. The position will be reviewed towards the end of the financial year, when we may be in a position to adopt a more traditional Corporate Business Plan, but this be dependent upon the progression of Covid-19 and the resulting workloads for the Authority over the winter period.
- We recognise that recovery will not be a linear process and we will need to retain the capacity and ability to react quickly to further peaks, local outbreaks and national initiatives to contain the spread of the virus.

## **Policy Implications**

This document supports the Council's COVID-19 Recovery Strategy and is a key component of the Council's policy framework for the next 12-24 months.

## **Financial Implications**

The financial implications of Covid-19 on income, expenditure and capital budgets will be reported regularly to Cabinet and the Financial Plan will be reviewed and updated for the period 2021/2025.

## **Personnel Implications**

The Recovery Action Plan takes into account the fact that elements of the response phase will continue. The Council also needs to retain the ability to react quickly to further peaks, local outbreaks and national initiatives, such as test and trace. This will impact upon the capacity of the Authority to progress other projects and work streams relating to Corporate Business Plan priorities during 2020/21.

## **Environmental Considerations**

The importance of environmental prioritises is recognised within Key Priority 3 of the Action Plan. These will be further developed when the Authority has the capacity to adopt the more traditional Corporate Business Plan.

## **Statutory Considerations**

None.

### **Risk Management Implications**

There are risks that without the benefit of a cohort recovery strategy the work of the Council could lack a clear focus and sense of direction. This Action Plan provides clarity to our work and aligns it to local and national priorities.

The corporate risk register will be reviewed to ensure it is aligned with the new Recovery Strategy and Action Plan.

### **Equality Impact Assessment (EIA)**

None. See attached pre-screening form

# Pre-Screening Equality Impact Assessment

Borough Council of  
**King's Lynn &  
West Norfolk**



Name of policy/service/function	COVID19 Recovery Action Plan				
Is this a new or existing policy/service/function?	New				
<p>Brief summary/description of the main aims of the policy/service/function being screened.</p> <p>Please state if this policy/service is rigidly constrained by statutory obligations</p>	Action Plan to support the Council's COVID19 Recovery Strategy				
<b>Question</b>	<b>Answer</b>				
<p><b>1. Is there any reason to believe that the policy/service/function could have a specific impact on people from one or more of the following groups <b>according to their different protected characteristic</b>, for example, because they have particular needs, experiences, issues or priorities or in terms of ability to access the service?</b></p> <p>Please tick the relevant box for each group.</p> <p>NB. Equality neutral means no negative impact on any group.</p>		Positive	Negative	Neutral	Unsure
	Age			√	
	Disability			√	
	Gender			√	
	Gender Re-assignment			√	
	Marriage/civil partnership			√	
	Pregnancy & maternity			√	
	Race			√	
	Religion or belief			√	
	Sexual orientation			√	
	Other (low income)			√	

Question	Answer	Comments
<p><b>2.</b> Is the proposed policy/service likely to affect relations between certain equality communities or to damage relations between the equality communities and the Council, for example because it is seen as favouring a particular community or denying opportunities to another?</p>	No	
<p><b>3.</b> Could this policy/service be perceived as impacting on communities differently?</p>	No	
<p><b>4.</b> Is the policy/service specifically designed to tackle evidence of disadvantage or potential discrimination?</p>	No	
<p><b>5.</b> Are any impacts identified above minor and if so, can these be eliminated or reduced by minor actions?  If yes, please agree actions with a member of the Corporate Equalities Working Group and list agreed actions in the comments section</p>	N/A	<p><b>Actions agreed by EWG member:</b></p>
<p><b>Assessment completed by:</b> <b>Name</b></p>	Becky Box	
<p><b>Job title</b></p>	Assistant Director Central Services	
<p><b>Date</b></p>	22 <sup>nd</sup> October 2020	