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**Report of the Director of Resources and Housing**

**Report to Scrutiny Board (Strategy and Resources)**

**Date: 21<sup>st</sup> December 2017**

**Subject: Performance Reporting to Scrutiny Board – ‘Can Do’ Culture and Recognition in Leeds City Council**

Are specific electoral Wards affected? If relevant, name(s) of Ward(s):	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Are there implications for equality and diversity and cohesion and integration?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Is the decision eligible for Call-In?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information? If relevant, Access to Information Procedure Rule number: Appendix number:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No

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**Summary of main issues**

This report provides members with a summary of performance information relating to ‘Can Do’ Culture and Recognition in Leeds City Council.

**Recommendations**

Members are recommended to:

- Consider and comment on the performance information included in the report.
- Use the performance information provided to determine areas for further scrutiny work to support improvement over the coming year.

## **1. Purpose of this report**

- 1.1. This report provides members with a summary of performance information relating to 'Can Do' Culture and Recognition in Leeds City Council.
- 1.2. The report gives Scrutiny Board members information to inform decision making around identifying areas for further scrutiny work to support improvement across council outcomes, priorities and values.

## **2. Background information**

- 2.1. A 'can do' culture is one that supports everyone to feel safe and confident to take a 'can do' approach to working towards our ambition to be the best city and the best council. The performance report at Appendix 1 provides the Board with an update on areas of development undertaken by the council and future plans with regards to the 'can do' culture and recognition.

## **3. Main issues**

### **3.1. 'Can Do Culture and Recognition'**

- 3.1.1. Full details of the work undertaken on the 'Can Do' Culture and Recognition can be seen in Appendix 1. Key points include:
  - 2017 Leadership Conference
  - 2017 Leadership Unconference
  - Recognition
  - Employee Engagement
  - Future developments and next steps.

## **4. Corporate Considerations**

### **4.1. Consultation and Engagement**

- 4.1.1. This is an information report and as such consultation and engagement does not apply.

### **4.2. Equality and Diversity / Cohesion and Integration**

- 4.2.1. This is an information report, rather than a decision report and so due regard is not relevant. It is noted that a report on Equality performance is due to be reported to the Strategy & Resources Scrutiny Board later in 2017/18.

### **4.3. Council policies and the Best Council Plan**

- 4.3.1. This report brings to Scrutiny Board (Strategy & Resources) a performance update on progress against services that support the delivery of the council's Best Council Plan. The Best Council Plan itself forms part of the council's budget and policy framework.

### **4.4. Resources and value for money**

- 4.4.1. Effectively monitoring and managing performance helps ensure that resources continue to be appropriately deployed. There are no other financial implications from this report.

### **4.5. Legal Implications, Access to Information and Call In**

- 4.5.1. This report is an information update providing Strategy & Resources Scrutiny Board with a summary of performance for selected portfolio areas within its remit and is not subject to call in.

#### **4.6. Risk Management**

- 4.6.1. There are no specific risks associated with this performance report. However, it is noted that performance results may be linked to the corporate risk on 'Workforce Planning' (Workforce change does not secure sustainable quality services within the medium-term financial plan) that could impact on the delivery of the Best Council Plan.

#### **5. Conclusions**

- 5.1. This report highlights our ongoing work regarding 'can do' culture, recognition and engagement highlighting the many different ways in which a 'can do' approach can have a positive impact on the workforce.

#### **6. Recommendations**

- 6.1. Members are recommended to use the performance information provided to determine areas for further scrutiny work to support improvement over the coming year.