



Annual Self-Assessment 2024/25

Performance Joint Scrutiny Committee July 2025



Structure of today's Meeting – follows the report

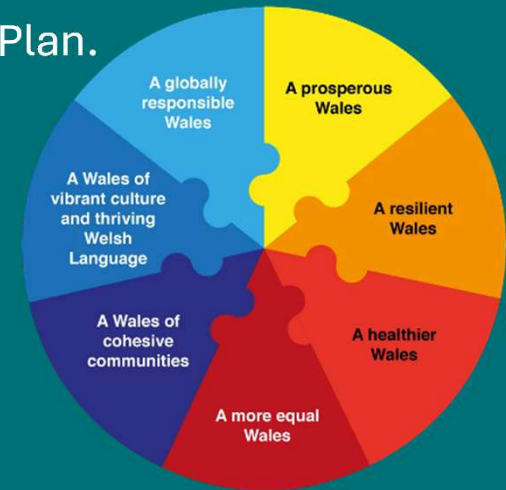
- **Introduction: The Annual Self-Assessment, Process, the Panel Performance Assessment and 'Ratings'**
- **Requirement 1: Performance**
- **Requirement 2: Resources**
- **Requirement 3: Governance**
- **Next Steps**
- **Summing up and Recommendations**

There will be an opportunity for questions and discussion between each section and a comfort break during the meeting



The Self-Assessment

- The last relating to the **2020-2025 Corporate Plan** & 2024/25 Annual Delivery Plan.
- **Statutory duty** to keep performance under review.
- **3 performance requirements:**
 - i. Performance
 - ii. Use of resources
 - iii. Governance
- **By definition a self-assessment:** based on a range of work and data to inform the judgements which are subject to peer challenge, moderation and further challenge to ensure robustness.
- A **high-level overview report** with links to more detailed information.
- An **Executive Summary** of the ASA will be available for consultation and will be shared with all Members.



Scrutiny of the Annual Self-Assessment Report

Integrated scrutiny

Responding to
feedback: simplified,
reduced duplication
& earlier reporting

End of Year & Self-
Assessment
together

Holistic view of
performance &
feeds scrutiny work

Consider the
performance
requirements
together

ASA is draft and
being consulted
upon

Introduction to the Annual Self-Assessment Report

- **Introduction** from the Leader & Chief Executive
- **Summary judgements** and key achievements & challenges
- Overview of the **process** and how judgements are made, and criteria applied.
- **Progress** against last year's identified areas of focus
- Findings of the external **Panel Performance Assessment** and the action being undertaken to progress the four recommendations around planning for place, building on strong partnerships, signalling change and governance.





Requirement 1: Assessing Performance

Assessing Performance (Pages 16-25)

- The **PPA** considered the extent to which the Council is exercising its functions effectively and how well the Council is performing.
- To achieve a rating of **good for performance more than 85% of activities** must be delivered and targets for performance measures achieved. We must have successfully delivered the majority of our ADP commitments.
- **End of year performance** has been gathered and considered.
- **Directorate Self-Assessments** have been undertaken by all five Directorates and one of the elements considered is performance – these have all been subject to peer challenge and moderation.
- **Challenges and Areas for Improvement** are identified as part of the Directorate Self-Assessment process reflecting on the performance of the year.

Performance Judgement - Good (Pages 16-25)

- The PPA concluded that overall, **the Council exercises its functions effectively** and there were no identified areas of concern.
- In 24/25 we delivered on **85.3% of the commitments and performance targets** in the Annual Delivery Plan that Members approved at the beginning of the year.
- The report details **performance by objectives and links to the exceptions** which show ADP actions and measures which were not completed or did not meet the target set.
- Each Directorate Self-Assessment has attributed **a judgement of good performance** and for the Council's performance overall in delivering our ADP commitments for the reporting period.
- A review of local performance indicators, trends and national service benchmarking data where available, shows that despite significant financial pressures and increased service demand, on balance the Council's performance is positive when looking at a range of services.
- Delivery of our ADP commitments have contributed to **multiple national well-being goals**.

Requirement One: Performance Summary

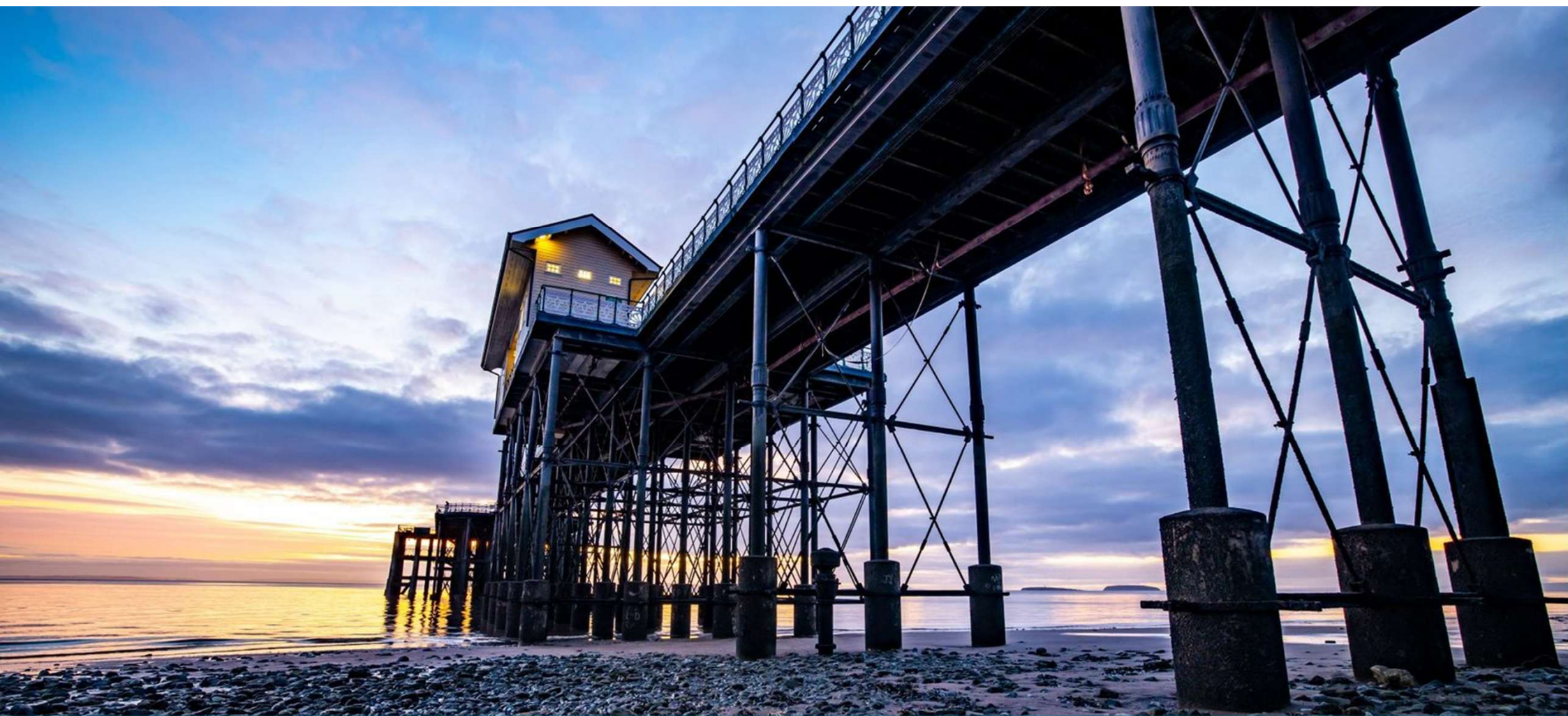
Combined Total Service Plan Actions & Performance Measures	Performance Status at End of Year		Overall RAG Status for all Well-being Objectives
	Green	Red	
Total	Actions & Measures	Actions & Measures	
689	441 (85.3%)	76 (14.7%)	Good

Overall Council Summary	Corporate Resources	Environment & Housing	Learning & Skills	Place	Social Services
Performance	Good	Good	Good	Good	Good
Overall rating	Good				

- This section also highlights key achievements by well-being objective, overall challenges and areas for improvement.

Questions & Discussion





Requirement 2: Use of Resources

Assessing Our Use of Resources (Pages 25-33)

- The **PPA** considered the extent to which the Council is using its resources economically, efficiently and effectively.
- Directorate Self-Assessments consider **people, finance, commissioning and procurement, assets, performance, risk, and engagement and insight** to reach an overall judgement of use of resources.
- To achieve a **judgement of good**, must demonstrate that:

Management of resources is good and is in a strong position to secure future service improvements.

Robust mechanisms/practices are in place to operate services economically, efficiently, effectively and equitably.

The 5 ways of working is understood and can be evidenced, and equality considerations are understood and given consideration and can be evidenced

There is good information about how resources are used to enhance performance, outcomes, meet need, address performance and/or meet need.

All 'fair' criteria are also met.

Use of Resources Judgement - Good (Pages 25-33)

- The PPA concluded that from the evidence they heard and within the current high levels of service demand and financial pressures the Council is using its resources effectively and efficiently.
- Directorate Self-Assessment judgements:

Overall Council Summary	Corporate Resources	Environment & Housing	Learning & Skills	Place	Social Services
People	Good	Good	Good	Good	Good
Finance, Commissioning & Procurement	Fair	Fair	Fair	Good	Fair
Assets	Good	Fair	Fair	Good	Good
Performance	Good	Good	Good	Good	Good
Risk	Good	Good	Fair	Fair	Good
Engagement & Insight	Good	Good	Good	Good	Good
Overall rating	Good	Good	Good	Good	Good

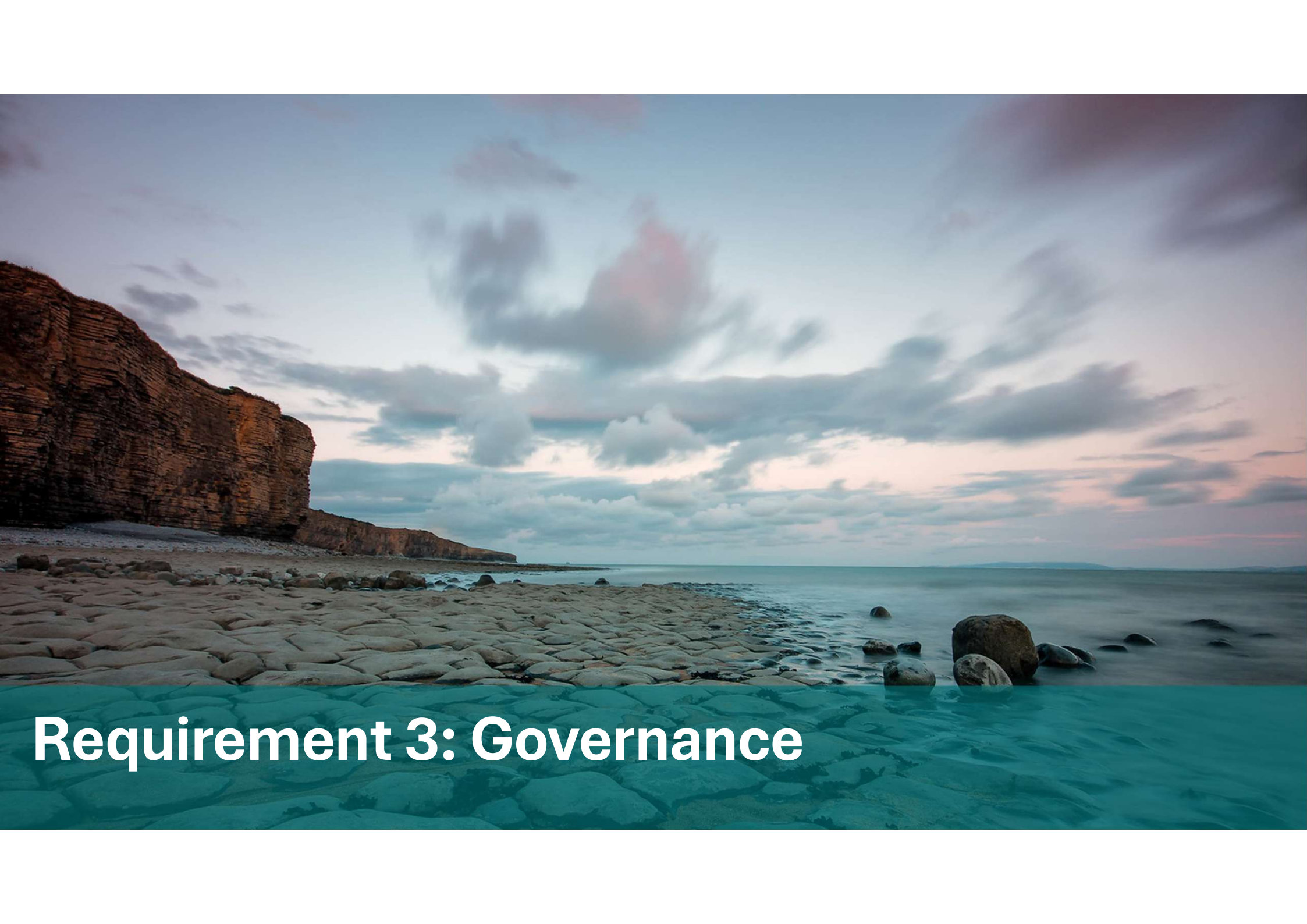
Use of Resources Judgement - Good (Pages 25-33)

- Overall Council objectives and direction of travel:

Overall Council Summary	2021/22	2022/23	2023/24	2024/25	Direction of Travel
People	Good	Good	Good	Good	↔
Finance, Commissioning & Procurement	Good	Good	Fair	Fair	↔
Assets	Good	Good	Good	Fair	↓
Performance	Good	Good	Good	Good	↔
Risk	Good	Good	Good	Good	↔
Engagement & Insight	Good	Good	Fair	Good	↑
Overall rating	Good	Good	Good	Good	↔

Questions & Discussion





Requirement 3: Governance

Assessing Effectiveness of Governance (Pages 33-34)

- The **PPA** considered the extent to which the Council has effective governance in place and how effective the Council's governance is.
- Other considerations to help reach our judgement were:
 - The **Draft Annual Governance Statement** for 2024/25.
 - The **Head of Internal Audit's Annual Opinion**
 - Compliance with the **CIPFA Financial Management Code**
 - External **regulatory work**
 - Monitoring of our **key risks**
- A **reasonable judgement** means that there is a generally sound system of governance, risk management and control in place but there are some issues of non-compliance or scope for improvement have been identified which may put at risk the achievement of objectives in the area audited.

Effective Governance Judgement - Good (Reasonable Assurance)

- The **PPA** concluded that the Council has effective governance arrangements in place but there are areas which could be further developed. These are being addressed.
- The Draft Annual Governance Statement for 2024/25 concludes an opinion of '**Reasonable Assurance**' can be given that the governance arrangements continue to be regarded as fit for purpose.
- The Head of Internal Audit's Annual Opinion given as part of the Annual Internal Audit Report gives a '**Reasonable Assurance**' on the adequacy and effectiveness of the Council's framework of governance, risk management and control environment for 2024/25.
- A '**Substantial Assurance**' Internal Audit opinion has been provided on the Council's compliance with the CIPFA Financial Management Code Standards for the period.
- The work of **external regulators** throughout the year as part of the Annual Audit Work Programme has been constructive and we have responded positively in addressing the recommendations.
- Effective monitoring of our **key risks** through a well-established risk management framework which has provided essential input into the determination of our well-being objectives, priorities and areas for focus. This year we **comprehensively reviewed our corporate risks and the risk strategy**.

Questions & Discussion



Next Steps

The legislation requires consultation to be undertaken, with prescribed roles for Governance & Audit Committee and Cabinet before consideration by Council and publication:

21 st July	Governance & Audit Committee
Summer (4 weeks)	Consultation: Public & Partners
4 th September	Cabinet
15 th September	Governance & Audit Committee
29 th September	Council
October	Publication

- The Self-Assessment will be a key driver to develop Directorate Plans and the Annual Statement 2026/27.



Summing up and Recommendations