'Report later' measures
– update of Finance and Corporate Resource Plan 2019-20 Quarter 4 Progress Report

Measure	Comments at Quarter 4 2019-20	Updated status	Updated comments
Community Plan and Neighbourhood Plans are developed and reflect community needs and aspirations. Roll out neighbourhood planning processes beyond the three pilot areas to other priority areas in order to co-produce and deliver plans with Community Planning Partners	All work relating to Neighbourhood Planning has been temporarily suspended due to Covid-19.	Green	Neighbourhood plans completed for Fairhill, Cambuslang East and Burnhill. Plans for Blantyre and Larkhall completed by community and support in place for delivery. Preparatory work underway in Fernhill, Whitehill and Eddleston with plans due to follow shortly. Some difficulties in engagement due to Covid restrictions remain which is slowing progress in new areas.
Community Planning Partnership to develop a Participation and Engagement Strategy	All work relating to the Community Engagement Strategy has been temporarily suspended due to the team's involvement in the community response to Covid-19.	Green	Strategy complete and approved by CPP Board at September 2020 meeting.
Provide support to the Community Planning Partnership Board in the delivery of the Community Planning Agenda	All work relating to Community Planning has been temporarily suspended while the partners respond to Covid-19.	Green	CPP Board now meeting regularly online; work being progressed through CPP Progress Group which continues to meet.
Through the Community Planning Partnership, implement the actions arising from the council's Best Value Audit Report	All work relating to Community Planning has been temporarily suspended while the partners respond to Covid-19.	Green	All actions relating to CPP now implemented or in process of implementation
Support the implementation of and actions arising from the Community Planning Partnership Board Self-Assessment	All work relating to Community Planning has been temporarily suspended while the partners respond to Covid-19.	Green	Board agreed action plan at September 2020 meeting for final implementation
Community Partnership Improvement Plans and reporting to be reviewed during 2019-20	All work relating to Community Planning has been temporarily suspended while the partners respond to Covid-19.	Amber	Board agreed to continue with existing PIPs until new Community Plan priorities are identified.
Community Engagement Framework to be reviewed during 2019-20	As work relating to the Community Engagement Strategy has been temporarily suspended due to the team's involvement in the community response to Covid-19 this impacts on the framework review.	Amber	Work will now be progressed by a CPP Community Engagement working group following approval of the Participation and Engagement Strategy.

Measure	Comments at Quarter 4 2019-20	Updated status	Updated comments
Design and deliver an integrated local employability delivery model to progress the Scottish Government's "no one left behind" - plan by March 2020	Require to modify the plan in light of Covid-19 circumstances particularly in light of those at risk of losing their jobs and those who have been made redundant. The plan will be further developed to fit with emerging policy changes and aligned with local labour market priorities.	Green	The programme supports - re-skilling and up-skilling for local unemployed people seeking work, ensuring that we continue to provide an employability support service for the most vulnerable in our local communities. Work with internal council resources and wider partners to better align and integrate wrap around employability services.
A range of local networks and partnerships are in place to enable effective joined up working on key priorities/improvement areas linked to tackling poverty and inequalities	All work relating to Community Planning has been temporarily suspended while the partners respond to Covid-19.	Green	New networks and partnerships effectively established due to Covid response work. Networks will continue to be developed and linked into CPP processes.
Council Tax yield - Target 97.125%	This information will not be available until after the abstract and yearend position is finalised in mid-May.	Green	Target achieved.
Benefits Administration - Gross admin cost per Housing Benefit/Council Tax Reduction (HB/CTR) case – target £24.75	This information will not be available until after the abstract and yearend position is finalised in mid-May.	Red	Higher cost per case primarily associated with a reduced Housing Benefit caseload as a result of the continued migration of working age benefit claimants to Universal Credit.
Annual council Good Governance Statement has been completed by due date and actions developed to address non-compliant areas.	Preparations are underway for the 2019-20 review of Governance arrangements. This action will be reported in June 2020.	Green	Completed on target.
Continue to develop South Lanarkshire Council's Records Management Plan following the Keeper's Assessment and Review	It has been agreed with the Keeper that as the outstanding actions on the Records Management Plan are linked to the Council development of Objective that the updated Plan will be submitted once sufficient progress has been made with the introduction of Objective. A progress update review will be submitted in October 2020.	Red	As a result of COVID 19, Council Resources reprioritised employee resources to focus on key service delivery and the response to the pandemic and the development of Objective was temporarily suspended and the Progress Update Review (PUR) was not submitted in October. The Keeper of the Records of Scotland advised that this was replicated across Scottish Local Authorities.

Measure	Comments at Quarter 4 2019-20	Updated status	Updated comments
Identify and make appropriate links between the Equality Impact Assessment (EQIA) process and the requirements of the Fairer Scotland Duty by March 2020	This has been on hold until the outcome of the Scottish Government review was known. This will not now take place until later in 2020. The review of the EQIA process will now be started with a projected completion date of Dec 2020.	Report later	The review is still outstanding - the review of the EQIA process has been delayed due to the COVID-19 focus; the completion date has been impacted and is likely to be pushed back to at least April 2021. Also awaiting outcome of the Public Sector Equality Duty (PSED) review
Review the Equality Impact Assessment online recording tool and the process by 30 April 2020		Report later	
Review the publishing of impact assessments on the council website with IT	A database has been devised and the majority of records are now on the database.	Green	Completed - All new assessments are published as the assessment is approved
Complete the roll out of workforce scheduling software for home care services	"Live" pilot delayed due to Covid-19 and Social Work Resources working on other priorities. Ready to go once Covid-19 crisis is over. Social Work will advise IT Services when Resource is available to re-plan the project.	Green	Resources available, project restarted and detailed re-planning underway
Complete procurement for migration of server and storage estate to cloud hosted solution	Procurement tender period has had to be extended by one month to end of May 2020 at the request of the framework suppliers due to Covid-19. Award now due end of July 2020.	Amber	Contract awarded Sept 2020
Launch the Recruitment Strategy and revised recruitment procedures to employees and managers by 31 March 2020	There is no specific recruitment strategy as we are intending to have that as a strand under our people strategy at some point. Our recruitment procedures, including our agreed standards, were fully reviewed and updated last year following detailed discussions with CMT and the revised procedures have been put onto iGraphix and communicated to line managers	Green	This is complete – no further update required

The 'Report later' status of the following LGBF indicators remains the same. As already reported, the data will be published in 2021.

Local Government Benchmarking (LGBF) Indicators	Comment
Sickness absence days per teacher	These are Local Government Benchmarking Framework (LGBF) indicators. The LGBF results for 2019-20 are due to be published by the Improvement Service in February 2021.
Sickness absence days per employee (non teacher)	
The % of the highest paid 5% employees who are women. Target >45.9%	
The gender pay gap between average hourly rate of pay for male and female council employees. Target <5.9%	
Percentage of invoices sampled that were paid within 30 days – target 92.5%	
Support Services as a percentage of total gross expenditure - Target 4.4%	
Proportion of people earning less than the living wage (Target >18.3%)	
All employees will be paid correctly and on time – target 100%	
The cost per dwelling of collecting Council Tax – target £7.00	
% unemployed people assisted into work from council operated/funded employability programmes	

(Data/Information correct as at 4 December 2020)