

Prosperity

Ambition

Economy

Education

Growth

Young people

Communities

Vision

Priorities

Values

# Corporate Plan

Caring

Committed

Creative

Collaborative

## CORPORATE PLAN (2018–2022)

# Welcome

The landscape in which we deliver our services is changing. We must transform how we work so that we can deliver the services our communities need and the prosperity the future of Argyll and Bute depends upon.

We have considerable challenges to meet – declining funding for our services, economic dependence on the public sector, and an aging population.

Argyll and Bute however is recognised as one of Scotland’s most promising regions, and we are ambitious for our future and for the future of our young people in Argyll and Bute.

Prosperity is here to be achieved and this Corporate Plan sets out clearly how we will deliver on that shared ambition with our partners.

Our values underpin all that we do and we are proud to have a workforce that is Caring, Committed, Collaborative and Creative. These values give us a sound basis to achieve the transformation that will ensure we meet the challenges of the future and deliver the quality services that our communities and citizens deserve.



**Councillor Aileen Morton**  
Leader of Argyll and Bute Council



**Cleland Sneddon**  
Chief Executive

# 1.0 Our Vision

Argyll and Bute is an area of Scotland with outstanding places, people and potential for a prosperous future for everyone. Our Council, along with our Community Planning Partners, is committed to ensuring that

*Argyll and Bute's Economic Success is built on a Growing Population*

# 2.0 Our Mission

**We will deliver our 6 outcomes and make Argyll and Bute a place people choose to Live, Learn, Work and Do Business**

- Our Economy is diverse and thriving
- We have an infrastructure that supports sustainable growth
- Education skills and training maximise opportunities for all
- Children and young people have the best possible start
- People live active, healthier and independent lives
- People will live in safer and stronger communities

## 2.1 Our Priorities

Over the next five years, our agreed priorities are to ensure that:

- The education we provide meets the needs of all our young people and their families
- We make the most of our assets to build the local economy
- We support individual and community wellbeing
- We strengthen and empower our communities
- We ensure there are homes for all, we tackle poverty and build opportunity
- We have greener and cleaner communities
- We are an employer of choice
- We manage our finances prudently

## 2.2 Our Approach

The next five years will be a period of transformation for Argyll and Bute Council so we will:

- Continuously strive to find more efficient ways to deliver services
- Explore and create commercial opportunities
- Work with communities and partners to deliver services in new ways where possible and encourage community responsibility
- Create more opportunities for volunteering
- Commission services instead of delivering them where appropriate

## 3.0 Getting it Right

Our people have a vital role in the delivery of our corporate plan and we recognise that we have to create the right environment to enable them to deliver and continue to improve our front line services. Our People Strategy and Corporate Workforce plan outline in more detail how we will do this. Our support services assist front line services to make sure that we get it right for our communities and citizens, so will support the delivery of our priorities by:

- Ensuring our structure and systems make our council high performing
- Developing our positive organisational culture and remaining an employer of choice
- Managing our resources robustly and sharing buildings and facilities where appropriate
- Ensuring our workforce have the skills knowledge and behaviours to support our vision now and in the future
- Engaging, consulting and working with our customers, communities and partners
- Providing excellent customer service and communication
- Ensuring equality of opportunity for all and contributing to a sustainable future.

## 4.0 Measuring our Success

Our Performance and Improvement Framework (PIF) is focused not just on measuring what we do but on measuring the difference we make in terms of our outcomes. Right through from our Strategic Outcomes, through our Business Outcomes to our individual objectives, we all have a focus on the difference we make.

Our PIF sets out the framework through which our performance against key objectives is regularly reviewed by senior managers and elected members. At a strategic level performance is scrutinised through our Strategic Committees and more locally at our Area committees. The Audit and Scrutiny Committee, which meets four times a year has a key role in reviewing and scrutinising how we are meeting our strategic objectives.

Our Performance is reported through scorecards which are reviewed at team and service level as well as Council and Departmental level. These are reviewed at Council meetings and are available on the Council's website, [www.argyll-bute.gov.uk/council-and-governance/performance](http://www.argyll-bute.gov.uk/council-and-governance/performance)

Joint Over-arching Vision	Argyll and Bute's Economic Success is built on a growing population						
Council Mission	Making Argyll and Bute a place people choose to Live, Learn, Work and do Business						
	Choose Argyll, Love Argyll						
	A Place people choose to Live			A Place people choose to Learn	A Place people choose to Work and Do Business		Getting It Right
Corporate Outcomes	People live active healthier and independent lives	People will live in safer and stronger communities	Children and young people have the best possible start	Education, Skills and training maximise opportunities for all	Our economy is diverse and thriving	We have an infrastructure that supports sustainable growth	
Business Outcomes	<b>BO101</b> We Ensure Information And Support Is Available For Everyone.	<b>BO104</b> Our Communities Are Protected And Supported.	<b>BO106</b> Our Looked After Young People Are Supported By Effective Corporate Parenting.	<b>BO108</b> All Our Children And Young People Are Supported To Realise Their Potential.	<b>BO110</b> We Support Businesses, Employment And Development Opportunities.	<b>BO113</b> Our Infrastructure Is Safe And Fit For The Future.	<b>BO115</b> We Are Efficient And Cost Effective.
	<b>BO102</b> We Provide Support, Prevention And Opportunities To Help People Make Better Lifestyle Choices.	<b>BO105</b> Our Natural And Built Environment Is Protected And Respected.	<b>BO107</b> The Support And Lifestyle Needs Of Our Children, Young People, And Their Families Are Met.	<b>BO109</b> All Our Adults Are Supported To Realise Their Potential.	<b>BO111</b> We Influence And Engage With Businesses and Policy Makers.	<b>BO114</b> Our Communities Are Cleaner And Greener.	<b>BO116</b> We Engage And Work With Our Customers, Staff And Partners.
	<b>BO103</b> We Enable A Choice Of Suitable Housing Options.				<b>BO112</b> Argyll & Bute Is Promoted To Everyone.		<b>BO117</b> We Encourage Creativity And Innovation To Ensure Our Workforce Is Fit For The Future.
CROSS-CUTTING	Socio-Economic Duty, Equalities, Gaelic						
OUR VALUES	<p style="text-align: center;"><b>Caring, Committed, Collaborative &amp; Creative</b>  <b>Cùramach, Dealasach, Cruthachail agus Com-pàirteach</b></p>						

**Our values:** Caring, Committed, Creative and Collaborative

**Ar prionnsapalan:** Cùramach, Dealasach, Cruthachail agus Com-pàirteach

**[www.argyll-bute.gov.uk](http://www.argyll-bute.gov.uk)**

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