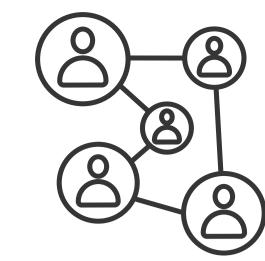


### **JANUARY 2022**

Post pandemic and following significant internal change, we arranged an LGA Corporate Peer Challenge to help reflect on the Council's strengths and areas for improvement, and inform where we go next.

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# **JULY 2022**

We launched our rk, bringing together officers from Council and South Tyneside Homes



### JULY 2022

We launched Viva Engage to celebrate and support collaboration between our staff

# **ULY 2022**

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We launched our Equality, Diversity Ind Belonging survey which led to several employee networks



# **OCTOBER 2022**

Employee Survey 202

launched to hear views and feedback from all our staff We now run this valuable tool annually to help delive lasting change

Following extensive consultation with residents, partners, members and staff our new Vision and y was launched: "Our South Tyneside – a place where people live, healthy, happy and fulfilled lives."



### **JANUARY 2022**

We launched our Modern Workplace Centre, to help our staff adopt new tools and manage resources

# **JANUARY 2022**

We established our rolling programme of Leader & CX Live Sessions to improve engagement and openness



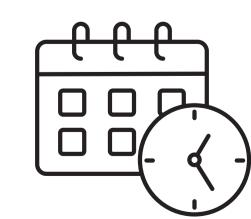
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# MAY 2022

We gathered a wide range of data and insight to help us decide 'where's next', including a residents survey and a Business survey.

# MAY 2022

Cabinet agreed Our Council change programme and 12-month delivery plan





### **OCTOBER 2022**

LGA Corporate Peer Review Team came back to review our progress: 'the Council is doing all the right things ...keep going!'



### **SEPTEMBER 2022**

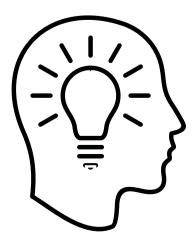
Our **hybrid working** policy launched, supporting colleagues to work flexibly and have a positive work/life balance

# **OCTOBER 2022**

We launched **Our South Tyneside Conversation South Shields** talking to almost 1300 residents and businesses to hear their thoughts on South Shields Town Centre

# **OCTOBER 2022**

We revised our Learning and **Development Programm** e and launched our Elected Members training Programme



Spread the word!



# Our Council Change Journey Some Highlights



# **NOVEMBER 2022**

# DECEMBER 2022

We took a lead role in securing a **£4.2billion devolution deal** for the North East, resulting in a combined authority with a new mayor expected to be elected in May 2024







# **APRIL 2023** We launched An

Service Plans linking team plans to our strategy to help prioritise and provide direction

# **DECEMBER 2022**

We launched our influencing strategy to increase our visibility to attract additional resources to our Borough

# **MARCH 2023**

We strengthened our governance with a **revised** n and introduction onstituti of our transformation board and new portfolios for our members



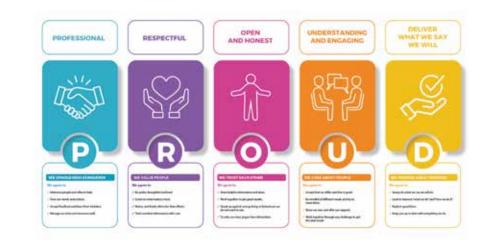
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# **FEBRUARY 2023**

We launched Annual Reviews and Check-ins to focus on the wellbeing, development and performance of every staff member

# **FEBRUARY 2023**

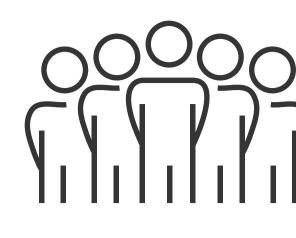
We launched our **PROUD Values** after engaging with almost 200 colleagues to agree the way we want to behave and work



# MARCH 2023

We published Ou Report. This was the first annual report outlining all our key data and evidence. We now update and publish this every year, as part of our commitment to being an 'evidence-led' Council





# DECEMBER 2023

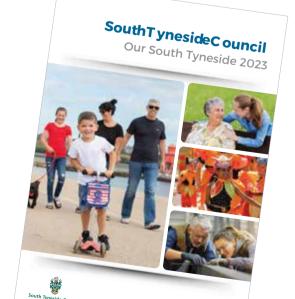
We launched **Our People** Strategy outlining how we are going to attract, retain and develop our talented workforce

We launched Linked Up Managers Network where 150 managers attended the first meeting to hear from our CX



# AY 2023

, Training and evelopment Programme





We co-designed **'Our Council** s focused on four themes fit-for-purpose-Council, and Evidence & Engagement.

# AUGUST 2023 🔴 AUGUST 2023

We undertook £1.5M at our Middlefields site and have further improvements planned in 2024/5





### **SEPTEMBER 2023**

We launched a **South Tyneside** Homes governance review to consider a move back into the Council

# SEPTEMBER 2023

We hosted the South Tyneside **Anti-Poverty Summit** where 99 delegates from our partners came together to ideate antipoverty initiatives for our resident





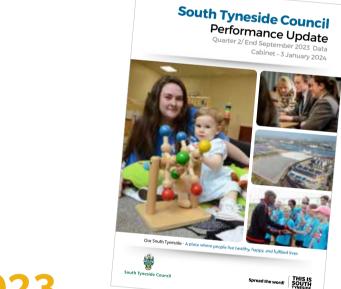
# **NOVEMBER 2023**

We launched Our South Tyneside **Conversation Hebburr** feedback from over 980 residents on what the future Hebburn Town Centre, Riverside Park and Hebburn surroundings should look like

# NOVEMBER 2023

We launched Health Literacy **Training**, to support our inclusive culture





# **JULY 2023**

We took our first Quarterly ce Report to Cabinet, setting out our performance. We now publish this report every quarter as part of our commitment to being open and honest

# **JULY 2023**

We refreshed and relaunched Our **South Tyneside Partnership** engaging with over 50 partners





# **OCTOBER 2023**

Our Ofsted improvement journey continues with DfE noting that "There has been clear progress made since the publication of the Ofsted report on May 2023."



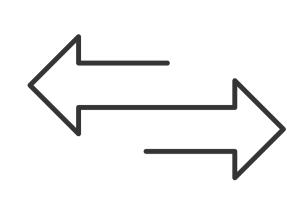
# BER 2023



# **FEBRUARY 2024**

### The Council was shortlis for three prestigious national awards

recognising our innovative work in renewable energy partnership working and organisational development



### **MARCH 2024**

We launched our Leadership Exchange to bring together senior leaders across the Council to strengthen engagement and collaboration



### **MAY 2024** We launched a new embers' Enquiry tem to support ou residents' enquiries



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DECEMBER 2023

**Certification** by the

**Recognition Scheme** 

revalidated in its Employe

Ministry of Defence

We had our Gold





SOUTH TYNESIDE

**JANUARY 2024** 

adult social care force

Care

Academ

We launched our Social Care

ongoing development, carer

progression and retention of the

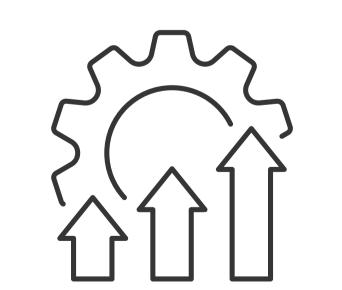
**Academy** to improve recruitment,



We launched M365 cademy, to support our staff with Microsoft tools

# MARCH 2024

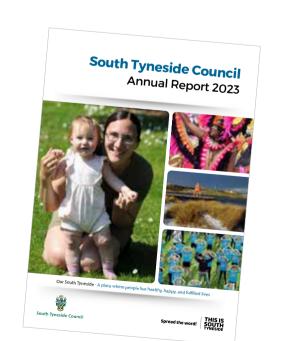
We continue to use independent challenge and review to drive improvement Since the LGA Corporate Peer Challenge in 2022, we have proactively arranged bespoke reviews on services such as Communications, Services for Children with Disabilities, and Waste.



# **AND THE** JOURNEY **CONTINUES...**

# **MORE TO COME FOR 2024**

- Insight informed action plan from the 2023 Wellbeing Survey
- Further investment in office accommodation and facilities
- Improved internal communications, including a new engagement programm focused on frontline employees
- Wider and more accessible training offer
- New approach to Equalities, Diversity, Inclusion and Belonging



# JANUARY 2024

We presented our Annual Report to Borough Council, summarising our progress and performance in 2023 against our Vision and will undertake this review every year.



South Tyneside Council