

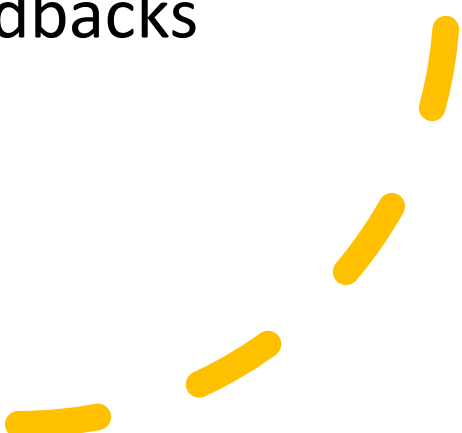
# CALC Business Planning

1<sup>st</sup> April 2023

Executive Members and CALC staff

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# Structure for the day

- Introduction – purpose of the day
  - Check on Equality and Diversity
  - What is and potentially could be CALC's role?
  - How do we structure to deliver?
  - Progressing governance arrangements
  - Each will have breakouts and feedbacks
  - Agree way forward
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# Purpose of the Day

To begin the development of a robust business plan with KPIs for 2023/24

This will enable us to:

- Ensure the current strategic plan is up to date
- Enable discussions with Unitary Authorities/Cumbria/funders
- Confirm and progress the governance arrangements
- Focus staff to support the delivery going forward
- \* Agree how members/ directors or Trustees are appointed post May
- To promote the Equality and Diversity Policy

# Equality and Diversity

- Previously circulated policy – any questions?
- Putting this into practice today
- Record the working practice for this meeting as an example
- ( Flip chart the 'rules')



# What is CALC's current role

- Co –ordinate Parish and Town councils into CALC membership structure/networks/media
- Provide support, information and advice to Parish and Town Councils
- Provide support to 'locality' functions of CALC
- Provide appropriate training and personal development at various levels and in different styles
- First point of call for requests for representatives on principle authorities, health , NALC for various working and strategy groups
- Key link with NALC and related networks
- Ensure lobbying, representation and discussions on variety of topics with Local authorities and others

# What do we aim to achieve?



Advancement and development of professionalism of Parish and Town councils ( clerks and members) .



Promotion and confidence to deliver services to a high standard e.g. play parks, allotments, community furniture, gardens etc.



Well trained and able clerks, some of whom will need to practice at a higher level going forward.



Locality meetings to increase local knowledge, mutual support, influence



Professional and valued opinions to support meaningful engagement at all levels

# How might this change in the future?

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Locality structures ? Their remit?

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Expectation of more formal representation?

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SLA's that are more prescriptive?

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Funding to do what we want to do? E.g.???????

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Devolvment of services ? What might be CALC's role?

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More imaginative projects e.g. resilience ?

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Other ideas?

# Breakout session 1

- 20 mins
- Do you agree with CALC role?
- How might this change in the future?
- Feedback 3 key points for each



Key points from CALC current role


Key points from CALC potential future role

# Structuring to deliver – CALC staffing

- Chief Officer -Sonia Hutchinson
- T and PC development Officer – Rachael Kelly
- Westmorland and Furness Parish Liaison Officer – Lindsay Nicholson
- Cumberland Parish Liaison Officer – Kate McGibbon
- Resilience Officer ( waiting for confirmed funding )- Kate McGibbon
- CALC Administration – Karen Wood

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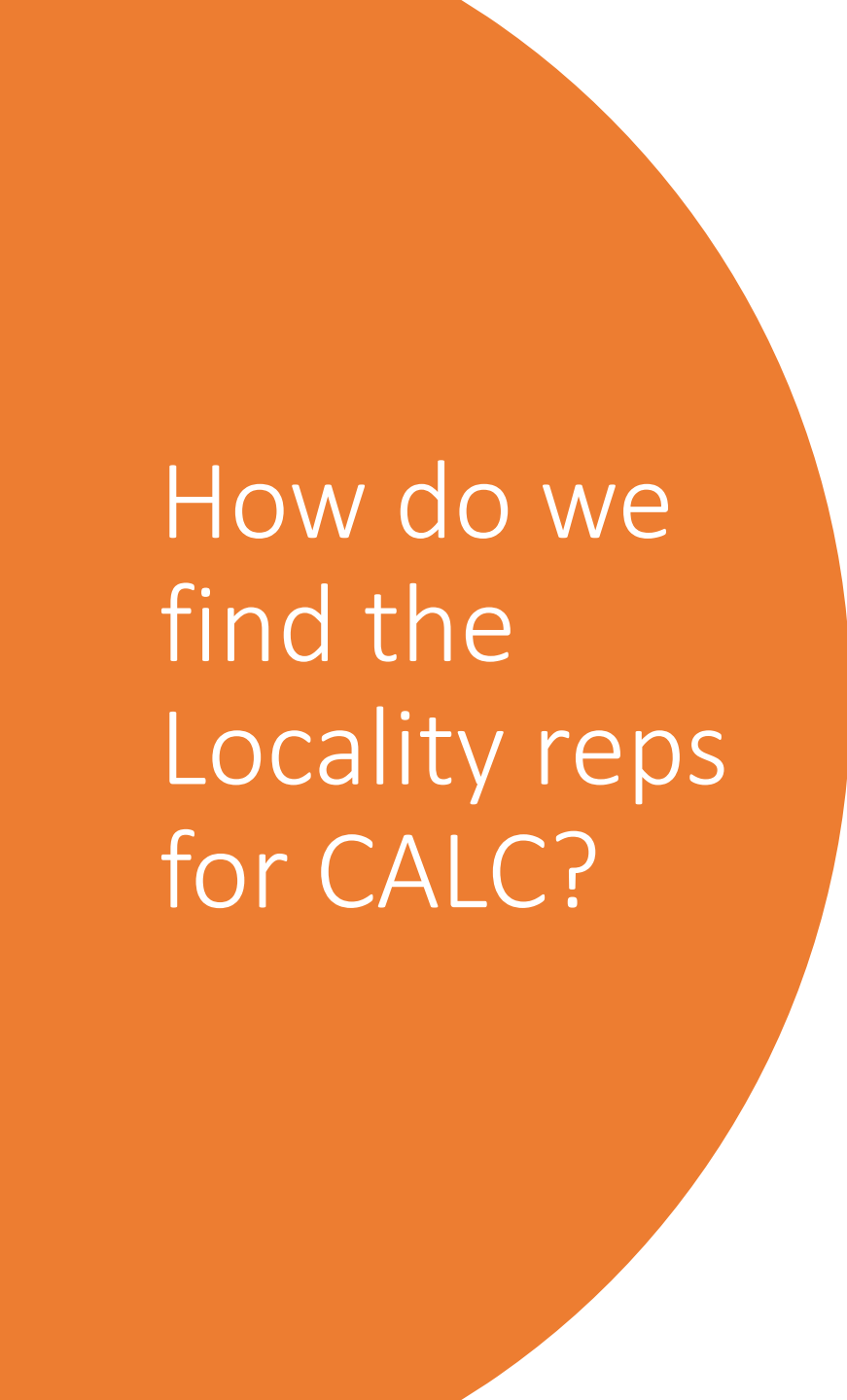
What do  
staff need to  
deliver  
effectively?

- Job profiles that reflect the business needs
  - KPIs that show progress against objectives
  - Support from the locality CALC 'exec' members
  - Team approaches and working
  - Respect for their roles
  - What else??
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# How do we see the future for parish and town councils?

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- Ideas?
- Impact on CALC support?
- Large Town Councils having different ambitions?
- Smaller councils needing to cluster?

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## How do we find the Locality reps for CALC?

- As structures change, does the ability to elect from locality meetings might change?
  - We may have more locality meetings than seats?
  - Does Sonia lead on this , seeking reps from the relevant PC and Town Councils?
  - Do parish liaison officers seek nominations?
  - How do we elect a chair?
  - How do we elect a president?
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# Breakout session 2

- 20 mins
- How do we structure CALC to deliver in the future?
- How do we find Trustees/Directors?
- Do you have views on the Chair and presidents appointment/roles?
- Feedback main points

# Feedback on structure



Feedback on recruitment of  
trustees/directors

Feedback on Chair/president



# Governance arrangements

- CIO – current progress and submission
- Company without shares – new application
- Or shall we do both?



# Breakout session 3

- 15 mins

# Feedback from session 3

- CIO
- Company
- Both

# What's next

- Take information from today
- Check strategic plan
- Write up the initial draft business plan
- Ensure staff profiles are clear
- Develop KPIs
- Governance progressed
- Elections/nomination for CALC 'exec' clear for post May and governance
- AOB?
- DONM