Today

- Who am I?
- First steps
- Opportunities and challenges for Reading
- The future
- Your views
Who am I?

• Started in front line roles
• 30 years in management
• Chief Executive - 7 years in Derbyshire, 10 in Oxford
• Came to Reading because:
  - Potential of Reading
  - Unitary Authority
  - Values;
    • public service
    • In house ethos
    • Diverse community
First Steps as Chief Executive

- Commitment to involving staff - being open and honest
- Stabilise finances
- Move to more permanent staff and managers in post
- Performance appraisal
- Confidence in ourselves
- Improve Reading’s reputation

One Council - ‘TEAM READING’
Opportunities and Challenges for Reading

• Proud heritage
• Regional transport hub
• Knowledge and culture economy
• Economic growth
Opportunities and Challenges for Reading - Population

- Increased by 11% from 146,000 in 2001 to 162,666 in 2016
- By 2050 expect another 20% increase
- 33.1% BME (compared to 19.1% for England)¹
- Highest proportion BME 0-4 age group (49%)

¹ 2011 Census
Opportunities and Challenges for Reading

• But …. not everyone is sharing in this growth and prosperity
  - 4th least equal city in terms of wealth inequality
  - Particular areas of concern around
    • Child poverty
    • Homelessness
    • JSA claimants over 50
Opportunities and Challenges for Reading

- With a growing population, demand for services is going up
  - By 2020 forecast increase of 9% in people over 65
  - By 2020 expect 25% of people who pay for their own care to have run out of funds
  - 2,500 primary school places provided
  - More referrals to Children’s Social Care - 1,891 open cases

- The cost of providing services is going up
  - Pay & pension costs
  - Non-pay inflation

- Money available to us is not increasing to match
Cost and Growth pushing up costs

* Cumulative year on year (before savings)
Budget and Savings

- Budget Report agreed at Policy Committee on 17th July set out our plan to close the budget gap:
  - Savings already agreed £24.9m
  - New savings £11.3m
  - Detailed proposals
  - Resources and funding to make the changes
  - Need to make some further savings
So where are we now?

Budget requirement before savings

* Cumulative year on year
So where are we now?

Budget requirement before savings

Funding available

* Cumulative year on year
So where are we now?

* Cumulative year on year

Savings Identified that must be delivered
So where are we now?

- Gap to be filled by balances or extra savings
- £5.3m

* Cumulative year on year
Terms and Conditions

- Staffing costs are a large part of budget, £93m in 17/18 and a key budget pressure
- Individual service savings will mitigate this pressure
- Target to reduce this by £2m over 3 years

![Bar chart showing staffing costs before and after savings](chart.png)
Our Council

Team Reading

Staff

Councillors

Managers
Our Community

Team Reading

Council

Residents

Businesses

Other public services
Team Reading -
Team Reading is…..

- Ensuring Reading reaches its potential
- Everyone sharing in its success
- Supporting people in their hour of need
- Delivering better outcomes
- Working together as one organisation
- Efficient and effective
- Achieving our financial objectives
- Pride in a public service ethos
- Investing in improvement
- Enriching our jobs
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Your views

• What do we need to change to make Team Reading a reality?

• Your questions

• What is your commitment to help a Team Reading approach?

www.reading.gov.uk/staffbriefing