

Alignment of proposals with Corporate Priorities

Green and Vibrant – A better place to live where people enjoy their surroundings

Priorities	S&R 16.03.21	Proposed changes to the structure
Maintain clean and attractive streets and open spaces	Protecting our Natural and Built Environment	3 Street cleansing teams to cover North, South and Town Increased capacity of street cleansers to address littering and graffiti Enforcement team of Civil Enforcement Officers and more general enforcement officers to be created to help patrol our towns, parks and open spaces. One Enforcement Supervisor and two additional enforcement officers created.
Enhance the Borough's natural assets, preserving and increasing biodiversity.	Quality green open space has always been an important component of our plans. Post Covid19, it is important that we protect them and ensure that they are there to be enjoyed by all. Similarly the integrity of our built environment and the planning system needs to be upheld through design standards and appropriate enforcement	Countryside Team and Climate Change Officer transferred to Place Development to ensure Climate Change and biodiversity at the heart of our future and current plans. Countryside Team to be renamed Biodiversity and Countryside Team.
Work with partners to reduce our impact on the environment and move closer to becoming carbon neutral.		Part time Urban designer to help produce environment sustainable transport bids to attract external funding. Part time Conservation Officer to be retained.
Encourage high quality design which balances the built environment with new open green spaces.		Head of Place Development post to be recruited to on a permanent basis. New role profile emphasises delivery of the council's vision for place, alongside delivery of climate change, biodiversity and urban design objectives. Place Shaping service area created to ensure a cohesive and environmentally sustainable future. An additional Planning Policy Officer to progress Planning Design Codes (S&R 30.3.21) All planning officers to have enforcement activities within their remit and an additional planning officer post created to increase capacity.

Opportunity and Prosperity – A successful place with a strong dynamic local economy where people can thrive

Priorities	S&R steer	Proposed changes to the structure
Promote Epsom and Ewell as a great place to live, work study and encourage inward investment.	Support the re-opening of our local businesses, attracting people back to the high streets and shopping parades and securing more investment and jobs.	Place Shaping service area created to ensure a cohesive and environmentally sustainable future. Head of Place Development to lead on economic development and the recovery of our economy. Part time Urban designer responsible for creating a pipeline of schemes and submitting infrastructure funding bids. Head of Property & Regeneration to focus on Council owned regeneration opportunities
Address the housing needs of the Borough including affordable housing needs, through the development of our Local Plan.	Work with developers, housing associations and other partners to endeavour to supply as many affordable homes as possible across the Borough	Strategic Housing Manager post created with responsibility for affordable housing. Housing Needs and Development officer post to support the Strategic Housing manager in moving forward the affordable housing agenda. Housing Solutions Manager to focus on homelessness prevention. Head of Place Development also has the responsibility for maximising affordable housing delivery emphasised within role profile.
Encourage and support business creation and growth		An additional planning policy officer to support our Economic Development and Covid19 Recovery Plan. (S&R 30.3.21) Head of Property & Regeneration to focus on Council owned regeneration opportunities
Work with partners to secure an attractive and vibrant high street and market experience.		Part time Urban designer responsible for creating a pipeline of schemes and submitting infrastructure funding bids. Director responsible for income generation across the Council.

Safe and Well – A place where people feel safe, secure and lead healthy fulfilling lives

Priorities	S&R steer	Proposed changes to the structure
Work with partners to improve the health and wellbeing of our communities, focusing in particular on those who are more vulnerable.	<p>Holistically address key issues of wellbeing irrespective of age such as social isolation, mental health, domestic violence, obesity and digital exclusion.</p> <p>Building and developing new ways of working together with voluntary sector, community groups and vulnerable residents.</p>	Community development team created which will be responsible for all aspects of wellbeing and to deliver the Covid 19 Recovery Plan including addressing issues of social isolation, mental health, domestic violence, obesity and digital exclusion.
Work with partners to keep our borough safe and secure.		<p>Public Protection Manager appointed to increase capacity and ensure all regulatory services (other than planning) are managed effectively under one team.</p> <p>Parking and Enforcement to transfer to the Head of Housing and Communities bringing all enforcement (other than planning) together under one Head of Service.</p> <p>One Supervisor and two enforcement officers to have wider remit to cover additional enforcement activities within Parking and Enforcement Team.</p> <p>Reduction in direct reports to Head of Housing and Communities and Principal Environmental Health Officer and Environmental Officer to increase capacity.</p> <p>Director of Environment, Housing and Regeneration to lead cross service team to progress enforcement activity and ensure co-ordinated response.</p>
Enable community and voluntary sector run activities which enhance wellbeing and community safety outcomes.		<p>Community development team created to work with community and voluntary groups to enhance wellbeing and ensure our policies are targeted to address the needs of our Borough.</p> <p>Increase number of enforcement officers by two.</p>

Smart and Connected – Alive and connected socially, economically, geographically and digitally.

Priorities	S&R steer	Proposed changes to the structure
Work with partners to develop and improve transport and infrastructure with particular emphasis on sustainable transport options.	Building on the success of the Future40 engagement programme, a co-ordinated cross service approach to engagement is required to ensure we are seen as an organisation that listens and responds.	Part time Urban designer responsible for creating a pipeline of schemes and submitting infrastructure funding bids including sustainable transport schemes.
Increase digital connectivity for all		Head of Place Development and Head of Property and Regeneration to investigate opportunities to enhance digital connectivity for all resident's as part of new development proposals in the Borough.
Work with businesses and communities to enable networking opportunities		<p>Director to lead on developing a new approach to engagement with residents, businesses and key stakeholders across the organisation.</p> <p>Communication Manager post created to provide strategic direction and additional capacity to assist with engagement activities.</p> <p>Community Development team with responsibility for developing closer links with our community.</p>

Effective Council: Engaging, responsive and resilient Council

Priorities	S&R Steer	Proposed changes to the structure
Strengthen the Council's financial independence	Enterprising - Maximising existing income streams and explore and develop new ones to ensure council services can continue to be provided to residents.	Commercial Services Manager created to lead enterprising agenda across organisation. Combine income generating activities under one head of service. Part time Urban designer with experience of submitting infrastructure funding bids
Improve access to services through technology	Collaborating-Opportunities for collaboration to be sought, where possible and appropriate, with partners across Surrey and other local authority partners with the aim to provide greater resilience, capacity and in some areas access to a wider professional skill set	Enhanced capacity in Digital and Service Transformation will create opportunities for further customer channel shift and greater use of technology in service delivery.
Support and enable high performing and adaptable workforce	Effective and Agile – Enhance strategic capacity, align service groups to support collaborative, flexible, cross boundaries and efficient workflow, develop a co-ordinated approach to cross cutting themes and improve effective decision making and accountability.	Client Unit, Procurement and Contract Management Manager created to ensure a strong client function should collaboration progress. Activities combined under one head of service and where this is not possible for boundaries clearly defined to avoid “fragmented” service provision. Generic posts created to increase resilience and move away from single post specialists. Larger more flexible and resilient teams created. Additional resource to ensure key priority areas are resourced. Improved decision making by having smaller more cohesive top team. Strategic capacity increased with directors accountable for delivering specific themes from the Vision to ensure co-ordinated approach across service areas. Corporate processes such as FOI, post and print to transfer to business support. Place shaping service area created to ensure a cohesive and environmentally sustainable future. Enabling specialist teams to concentrate on delivering key corporate initiatives such as regeneration. Place Shaping service area created to ensure a cohesive and environmentally sustainable future.
Improve openness, transparency and customer service		