

**CORPORATE
PEER
CHALLENGE
ACTION PLAN
29/06/2026**

POLICY AND RESOURCES COMMITTEE
29/06/2026

PART I

**CORPORATE PEER CHALLENGE ACTION PLAN
(ADCCC)**

1 Summary

- 1.1 The Local Government Association Corporate Peer Challenge (CPC) is a valued improvement and assurance tool the LGA offers to councils which is built on the principles of sector-led improvement.
- 1.2 A team of local government peers, led by the Local Government Association (LGA) delivered a Corporate Peer Challenge (CPC) of Three Rivers District Council (TRDC) from 10-13 February 2026. This was the council's second peer challenge, the first was in March 2019.
- 1.3 The agreed CPC report attached at Appendix A provides TRDC with feedback on the peer team's findings. It provides the council with a set of high-level recommendations alongside further recommendations under each of the CPC's core areas. There is an expectation the council will publish a clear action plan to respond to all the recommendations highlighted. The proposed action plan is attached at Appendix B.

2 Recommendation

- 2.1 That:

Policy and Resources Committee agree the Corporate Peer Challenge Action Plan.

That public access to the report be immediate.

Report prepared by: Rebecca Young, Head of Strategy and Partnerships.

Katie Stacey, Corporate Services Manager.

3 Details

- 3.1 Local authorities are responsible for their own performance and improvement and are primarily accountable locally for this, through their local democratic mandates. Under the statutory Best Value duty, Government expects all local authorities to have a Local Government Association Corporate Peer Challenge (CPC) at least every five years.
- 3.2 CPC is a tried and trusted method of improvement; it provides councils with a robust and effective improvement tool which is owned and delivered by the sector, for the sector.
- 3.3 The CPC covered the following five core areas:
- **Local priorities and outcomes**
 - **Organisational and place leadership**

- **Governance and culture**
- **Financial planning and management**
- **Capacity for improvement**

3.3.1 Recommendations from the report and actions TRDC has developed cover these five areas. The actions will be delivered during this financial year and a follow up visit by the peers will take place in February 2027 to check on progress against the actions.

4 Options and Reasons for Recommendations

4.1 The recommendation is to agree the Corporate Peer Challenge Action plan or make suggested amendments that can be agreed. The action plan should be agreed and published by July 2026.

5 Policy/Budget Reference and Implications

5.1 The recommendations in this report are within the Council’s agreed policy and budgets. The relevant policy is entitled Council Plan and was agreed on 24 February 2026.

6 Financial Implications

6.1 None arising, all actions are within existing budgets.

7 Legal Implications

7.1 None arising.

8 Equal Opportunities Implications

8.1 Relevance Test

Has a relevance test been completed for Equality Impact?	Yes
Did the relevance test conclude a full impact assessment was required?	No

8.2 Impact Assessment

An Equality Impact Assessment (EIA) is contained within the appendices for this report. It is not anticipated that the updated Policy will have any negative impact on the groups with protected characteristics, with positive impacts on some groups listed.

9 Staffing Implications

10 Actions will be delivered within existing staffing arrangements. One action relates specifically to staffing capacity in connection with LGR and will be resourced in line with the approved 2026/27 budget.

11 Environmental Implications

None Arising – a Sustainability Impact Assessment has been completed and can be viewed in the appendix.

12 Community Safety Implications

None Arising

13 Public Health implications

None Arising

14 Customer Services Centre Implications

None Arising

15 Communications and Website Implications

The Action plan will be published on the website and communications on individual projects or actions will take place when appropriate.

16 Risk and Health & Safety Implications

16.1 The Council has agreed its risk management strategy which can be found on the website at <http://www.threerivers.gov.uk>. In addition, the risks of the proposals in the report have also been assessed against the Council's duties under Health and Safety legislation relating to employees, visitors and persons affected by our operations. The risk management implications of this report are detailed below.

16.2 The subject of this report is covered by all service plans. Any risks resulting from this report will be included in the risk register and, if necessary, managed within this/these plan(s).

Nature of Risk	Consequence	Suggested Control Measures	Response (tolerate, treat, terminate, transfer)	Risk Rating (combination of likelihood and impact)
Not implementing actions recommended by the Corporate Peer Challenge	Fail to achieve the CPC recommendations.	Agree Action Plan as outlined in Appendix B.	Tolerate	4

16.3 The above risks are scored using the matrix below. The Council has determined its aversion to risk and is prepared to tolerate risks where the combination of impact and likelihood scores 6 or less.

Likelihood	Low	High	Very High	Very High
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	4	8	12	16
	Low	Medium	High	Very High
	3	6	9	12
	Low	Low	Medium	High
	2	4	6	8
	Low	Low	Low	Low
	1	2	3	4
	Impact			
	Low -----> Unacceptable			

Impact Score

- 4 (Catastrophic)
- 3 (Critical)
- 2 (Significant)
- 1 (Marginal)

Likelihood Score

- 4 (Very Likely (≥80%))
- 3 (Likely (21-79%))
- 2 (Unlikely (6-20%))
- 1 (Remote (≤5%))

16.4 In the officers' opinion none of the new risks above, were they to come about, would seriously prejudice the achievement of the Strategic Plan and are therefore operational risks. The effectiveness of the management of operational risks is reviewed by the Audit Committee annually.

Data Quality

Data sources:

Corporate Peer Challenge Report Appendix A

Data checked by:

Katie Stacey

Data rating:

1	Poor	
2	Sufficient	
3	High	/

Background Papers

APPENDICES

Appendix A – Corporate Peer Challenge

Appendix B – Corporate Peer Challenge Action Plan.

