**South Dublin County Council Corporate Plan 2025 - 2029**

In this new Corporate Plan, South Dublin County Council is setting out its ambition to be a citizen-first, proactive organisation that serves all of our communities both now and for the future. To be a place that meets the needs and ambitions of everyone in South Dublin. To provide greater opportunity for all.

The plan presents our values, goals, and strategies that will guide the council in the achievement of this vision.

**The 7 high-level goals:**

**Climate leadership** Lead a just transition towards net zero

**Quality housing** Provide quality social and affordable homesso that that the housing needs of all people are met

**A thriving economy** Make South Dublin the best possible place to do business

**A better place** Deliver the infrastructure and facilities required to serve our growing population

**Connected communities and citizens** Support our communities to be integrated, inclusive and safe

**Cultural richness** Create a vibrant culture for all to enjoy

**Citizen-first** Be a citizen centred organisation

**How the plan was developed:**

The Corporate Plan defines the accompanying strategies, targets and indicators under each of the 7 goals, which were developed through extensive consultation across the public, Elected Members, staff, the PPN and other key stakeholder groups. The engagement was extensive with around 1000 people participating through different channels:

* Online public consultation - 493 responses
* Online staff survey - 159 responses
* 4 Councillor focus group workshops - 19 participants
* 4 staff focus group workshops - 214 participants
* A PPN Executive focus group workshop - 6 participants
* 59 external stakeholder groups invited to complete the survey and / or make submissions
* Regular engagement with the Corporate Policy Group and the Council’s management team

Alongside the consultation, analysis of the socio-economic population trends evident in census data for the county was carried out, as well as analysis of our existing policy commitments and legislative requirements.

The 17 UN Sustainable Development Goals and the 7 LECP goals were mapped to show their alignment with the goals of the Corporate Plan and a new commitment to regular reporting on the Council’s contribution to the SDGs.

A human rights and equality impact assessment was carried out on the plan to ensure we actively focus on eliminating discrimination, promoting equality of opportunity, and protecting human rights for service-users, staff, members and policy beneficiaries, in compliance with our public sector duty, under Section 42 of the Irish Human Rights and Equality Commission Act 2014.

**Summary of consultation issues identified:**

The public consultation process saw high levels of participation from both the general public and key stakeholder groups through online surveys and focus group workshops over three months. There was strong consistency in the key issues identified, which can be grouped into the following high-level areas:

* Housing delivery, affordability, diversity of type, and associated infrastructure
* Community development, integration and inclusion, safety, community infrastructure, youth facilities, and better communication of services.
* Climate action, biodiversity, flood prevention, infrastructure resilience, retrofitting, energy saving initiatives, innovation and community engagement
* Economic development through education, enterprise, investment, the night-time economy, the creative industries, tourism, and supportive infrastructure.
* A more innovative and responsive organisation across customer services, communication, citizen engagement, digital service delivery, staff recruitment and retention.

**Implementation, monitoring and reporting:**

The Corporate Plan will be further translated into specific actions for delivery under the Capital Programme and Annual Service Delivery Plans and closely aligning with our annual budget planning, risk management, workforce planning and PMDS processes.

An annual report on the implementation of the Corporate Plan will detail our progress on objectives and supporting strategies, as well as provide updates on high-level performance measures.

Monthly Management Reports to the Council will keep the Elected Members and the public up to speed with our activities and achievements throughout the year.

 **Conclusion – Adoption of Plan and Next Steps:**

This draft plan is presented to the Council today for adoption, which is required within 6 months of the Council’s inaugural meeting in June 2024.

Following its adoption, work will continue on the plan to ensure it is presented in a way that is accessible, translated into Irish, plain-English proofed, and visually and digitally formatted.

The adoption of the Corporate Plan requires the preparation of a new strategic workforce development plan to ensure that the organisation develops the workforce with the necessary skills, competence and resourcing levels needed to deliver on our priorities.

Following adoption of the plan by the Elected Members at the December Council meeting, the substance of what its adopted will remain but these final tasks will proceed, and the plan will be published in its final format in March 2025.