

Streets for People - Reflection Tool for Councils - Gisborne

- This is a simple tool to help councils reflect on your strengths and areas for development in relation to Streets for People. It focuses on **organisational-level** commitment, readiness, and processes that will provide a strong foundation for great adaptive projects.
- The different layers (in blue below) have been drawn from the evaluation of Innovating Streets for People (they are similar to what was in the EOI).
- Waka Kotahi would like your team to complete this at the start, middle, and end of your involvement in Streets for People.
- We encourage your project team to complete it as a group.
- Building on the EOI process, this will also help us understand strengths and areas for improvement across the group of councils, what support we could provide, and understand change over time.
- We won't share your document with anyone and encourage councils to be honest – rating yourself lower won't affect your ability to receive funding, rather it is an opportunity for you to put plans in place to help close any gaps.
- This is a high-level tool and there will be judgement involved in your responses – just choose the level that best matches where your team/ organisation is currently at. Depending on the size of your council, some of the levels may be slightly harder to achieve than others (again just choose the cell that is the best fit).

Key Instructions:

Highlight the cell in **yellow** that best matches where your team/organisation is at.

It's best to complete it as a team or group (e.g. in a team meeting).

There are some general questions at the end to help you identify actions and next steps.

			Not evident /not started yet	Initiating	Developing	Consolidating	Advanced/embedded
			1	2	3	4	5
Leadership & commitment to adaptive practices to accelerate change	Commitment from elected members	Unsure/unclear	Unaware/ unsupportive	Elected Members have been informed, but that's all	Somewhat supportive	Supportive & engaged	High engaged & actively supportive
	Commitment from senior leaders	Unsure/unclear	Unaware/ unsupportive	Senior Leaders have been informed	Somewhat supportive	Supportive & engaged	High engaged & actively supportive
	Clear systems & processes that support adaptive practices	Unsure/unclear	Not evident, currently thought of as a traditional project – limited understanding of process constraints	Starting to understand what needs to change	Some processes established to support adaptive practices	Systems and processes mostly in place	Highly adaptive processes developed & tested
Internal capability & capacity	A well-resourced team	Unsure/unclear	Lacking in resource needs, e.g., reliance on one person only	Identifying team resourcing needs	Team resource needs in place, with some gaps or pressures	Team resource in place - generally tracking & working well	Team resources in place & embedded within the organisation
	A capable team – i.e. a team with the necessary knowledge, skills, and experience in <i>adaptive practices</i> .	Unsure/unclear	Lacking, not clear, or limited team capability	Identifying what skills we need in the team	Somewhat in place, with some gaps or pressures	In place - generally tracking & working well	In place, experienced, high functioning team
	Well-being processes and support for project teams and key community partners	Unsure/unclear	Lacking or not clear	Identifying a process and strategies	Somewhat in place, with some gaps or pressures	In place - generally tracking & working well	In-place and working well

	Tailored communications & engagement approaches for adaptive practices	Unsure/unclear	Lacking or not clear – i.e. currently planning on BAU processes to comms & engagement	Identifying a process and strategies for more tailored comms & engagement.	Tailored approaches somewhat in place or being deployed at times – some further development required	Tailored approaches to comms & engagement generally in use	Sophisticated and nuanced comms & engagement approaches consistently being used
			Not evident /not started yet	Initiating	Developing	Consolidating	Advanced/embedded
			1	2	3	4	5
Partnerships	Internal partnerships (e.g. other departments & teams)	Unsure/unclear	No awareness outside project teams	Initiating awareness across other teams/departments	Some level of awareness across the organisation	High-level of awareness across the organisation, most seem supportive	Whole-of-org is aware and supportive
	Commitment to and processes to build partnerships with Māori for adaptive projects	Unsure/unclear	No existing relationships or process for building them	Initiating how we will go about this	Developing partnerships with Māori for adaptive projects	Partnerships with Māori exist and we are looking at ways to sustain and strengthen them through adaptive projects	Strong partnerships with Māori exist and we have a process for sustaining and strengthening them through adaptive projects
	Commitment to and processes to build partnerships with key partners for adaptive projects (e.g., private sector, not-for-profit, education, recreation)	Unsure/unclear	No existing relationships or process for building them	Initiating how we will go about this	Developing partnerships with key stakeholders for adaptive projects	Partnerships are evident and we looking at ways to strengthen and sustain them	Strong partnerships exist and we have a process for sustaining and strengthening them
	A social procurement policy and process for adaptive projects	Unsure/unclear	Lacking, unclear, or inconsistent	Initiating how we will go about this	Social procurement policy is under development or in the early stages of use	In place – and generally in use and working well	Highly developed and tested social procurement approach

**OVERALL Streets
for People
confidence &
experience rating**

Unsure/unclear

We are mostly unclear what Streets for People is all about and have no experience yet

We are coming to grips with what Streets for People is all about and are planning to try this approach for the first time

We have some experience and are starting to grow in confidence

We are quite experienced, are growing in confidence, and looking at ways to embed Streets for People techniques further

We are experienced and confidently using Streets for People techniques in a range of our programmes

Reflections & Actions

What actions could your team or organisation take to 'move to the right' for each row?

- creating a dedicated comms team (external support)
- engaging with our Maori engagement officer GDC and external iwi stakeholder
- informing elected and senior leaders and getting their buy-in
- developing wellbeing support programme for SfP group
- networking with other councils who have innovating streets experience

What's acting as a constraint or challenge? (could be either local or national constraints). What actions or responses are needed to address them?

- The project for Uawa/Tolaga Bay is on the main street which is SH35. Normally Council expects anything on State Highway to be fully funded by Waka Kotahi so any local share going towards this project will be seen as taking away budget for local roads. The local State Highway team are very busy on emergency and maintenance work after the weather events we've had and have been hard to approach for the Uawa walking and cycling project so have referred us to the Hawkes Bay office. We will ask **Out of Scope** our Waka Kotahi funding advisor, who approved our SfP application in TIO.
- Local elections might be a constraint for access to councillors.

What do you need from Waka Kotahi?

- Meeting with **Out of Scope** to go over our ideas for the proposal
- introductions to other Councils – **s 9(2)(a)** form Napier?
- A copy of the leadership presentation that we can share with CEOs and other managers who missed it

What other factors (that might not be mentioned in the tool above) do you see as important for your council?