

## **Record of Officer Decision**

### **Community and Corporate Plan and Council Business Plan Performance Indicator Target Setting Document**

#### **Decision Taker and Date Decision Taken:**

Chief Executive on 30 July 2025

#### **Summary of Matter or Issue Requiring Decision:**

Targets for the performance indicators being used to track delivery of the Community and Corporate Plan and Council Business Plan over the next three financial years to be agreed.

#### **Decision Taken:**

That targets set for each of the performance indicators contained in the Community and Corporate Plan and the Council Business Plan for 2025/26, 2026/2027 and 2027/2028 (as appropriate) be approved.

#### **Summary of Reason(s) for Decision Taken:**

Each year the Chief Executive and Directors review outturn performance for the metrics being used to monitoring delivery of the Community and Corporate Plan and Council Business Plan and agree annual targets for the year ahead as well as indicative targets for the two subsequent years. Targets are set for years two and three to embed a culture to continuously improve our performance. Like all local authorities these figures are only a guide and are reviewed and reset every year repeating the annual process as set out above.

Targets are only set for the performance indicators where we have direct control over influencing the outcome. When setting targets consideration is given to; historical performance over time, comparison against other local authorities' performance, known issues and commitments that will impact future performance e.g. cost impacts, political ambitions, national and local challenges or opportunities.

The EIA completed for the Council Business Plan 2023-27 covers this decision.

#### **Summary of Alternatives or Options considered and rejected and Background Papers:**

The annual setting of targets is described in the Council's Performance Management Policy. Alternative options for the targets for each performance indicator were considered in each discussion between the Chief Executive and Director. The Chief Executive has determined the targets which take account of the principles of good target setting as described in the Performance Management Policy.

The annual setting of targets is part of the Council's framework as detailed in our Performance Management Policy. There are no alternative options.

**Details of any conflict of interest and dispensation granted to the Officer taking the decision or by any Member of the Council in delegating responsibility for any specific express delegation:**

None.

**Implementation:**

The decision will be implemented immediately.

A copy of this decision and any supporting documentation considered by the Officer taking this decision may also be available for inspection by the public at the Council's offices or posted upon payment of any copying and postage charges. Any member of the public wishing to take up either of these options is asked to please ring (01803) 207087 or email [governance.support@torbay.gov.uk](mailto:governance.support@torbay.gov.uk)

Signed: \_\_\_\_\_ Date: 30 July 2025  
Chief Executive