

COUNCIL	
Meeting Date	30 July 2025
Report Title	Chief Executives Objectives 2025/2026
EMT Lead	Larissa Reed – Chief Executive
Head of Service	Larissa Reed – Chief Executive
Lead Officer	Larissa Reed – Chief Executive
Classification	Open
Recommendations	That Council: 1. Notes the objectives set for the Chief Executive for the year 2025/2026

1 Purpose of Report and Executive Summary

- 1.1 This report sets out the objectives which have been set by Leader and Leader of the opposition (in consultation with all the Group Leaders) for the Chief Executive for the year 2025-2026.

2 Background

- 2.1 Section 3.1.1 of the Council's constitution sets out that the objectives set for the Chief Executive should be noted by members at Annual Council.
- 2.2 This report did not come to Annual Council but is being considered at the first full Council meeting following Annual Council.
- 2.3 The Chief Executive's appraisal took place on 9 April 2025. The process is in 2 parts. A meeting was held between the Head of HR and the Group Leaders to discuss the performance of the Chief Executive and to discuss and agree objectives for the Chief Executive. A further meeting was then held between the Chief Executive and the Leader of the Council and Leader of the Official Opposition Group (supported by the Head of HR), to undertake the appraisal and formally set the objectives.
- 2.4 The objectives set for the Chief Executive are not an exhaustive list of the tasks that need completing, nor do they cover the day to day work the Chief Executive is expected to undertake. The objectives should be SMART (specific, measurable, achievable, relevant and time bound).
- 2.5 The objectives for the year 2025-2026 are set out in Appendix A.

3 Alternative Options Considered and Rejected

3.1 No other options were considered

4 Consultation Undertaken or Proposed

4.1 A meeting was held between the Head of HR and Group Leaders to discuss and agree the objectives.

5 Implications

Issue	Implications
Corporate Plan	All the objectives link to the delivery of the Corporate Plan
Financial, Resource and Property	All the work contained within the objectives will need to be delivered within the agreed budget of the council
Legal, Statutory and Procurement	None
Crime and Disorder	There are no direct crime and disorder implications of this report
Environment and Climate/Ecological Emergency	There are no direct Environmental Emergency implications of this report
Health and Wellbeing	There are no Health and Wellbeing implications to this report
Safeguarding of Children, Young People and Vulnerable Adults	There are no direct safeguarding implications of this report
Risk Management and Health and Safety	There are no direct health and safety implications of this report
Equality and Diversity	There are no direct Equality and Diversity implications of this report
Privacy and Data Protection	There are no direct privacy or data protection implications of this report

6 Appendices

Appendix A: Objectives for 2025-2026 for Chief Executive

7 Background Papers

None