

Agenda Item No

Executive Board

23 March 2026

**Report of the
Chief Executive**

**Corporate Plan 2023-27: Annual
refresh 2026**

1 Summary

- 1.1 The purpose of this report is to Board recommend the 2026 annual refresh of the Council's 2023-27 Corporate Plan

Recommendation to the Council

- a That the main issues set out in the Appendix be agreed as the basis for the 2025 Corporate Plan Annual refresh;**
- b That the draft Equality Objectives, required under the Equality Act 2010, be agreed subject to consultation; and**
- c That the Chief Executive be given delegated authority to finalise the format of the Plan and the Equality Objectives following consultation;**

2 Report

- 2.1 Members will recall that the Council has adopted a high level Corporate Plan for the life of this Council, from 2023 to 2027. This has been subject to annual refreshes and this is the third one
- 2.2 The current Corporate Plan is appended to the Corporate Plan Performance Update elsewhere on this agenda and it is proposed to use the same format/style.
- 2.3 It is suggested that the majority of the key issues such as the vision and key aims remain the appropriate aspirations and key outcomes that the Council should work towards achieving. There are some suggested changes to the strategic aims and particular to the key actions to reflect the current set of key issues. The main ones relate to the Devolution/Local Government Reorganisation agenda and the investments announced last month in the Council's 2026/7 budget.
- 2.4 The vision, aims and actions are set out in Appendix 1 to this report.

2.5 Members will be aware that ordinarily this term of the Council would end in May 2027 with all out Borough elections. Based on the current Local Government Reorganisation timetable, those elections may not take place as elections for the Shadow Authority or Authorities will take place instead, with this Council due to be abolished from the start of the 28/29 financial year. In this scenario therefore it is suggested that the life of this Corporate Plan be extended to 2028. This can be amended if the LGR timetable changes.

2.6 As in previous years, delegated authority is sought to finalise the Plan.

2.7 The Council is also required to set Equalities Objectives. Under The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017, Councils are required to publish (and then review every four years) one or more objective it thinks would be helpful in furthering the Public Sector Equality Duty:

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;

(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

2.8 The following revised objectives are suggested, for consultation with the public. Delegated power is sought to finalise the objectives following this consultation.

1. We will ensure that we provide fair and accessible services and facilities, efficiently and effectively, to meet the diverse needs of our communities, and will manage this by:

- Carrying out Equality Impact Assessments (EqIA) and/or overall risk assessments to ensure decision-making is fair, and no group is disadvantaged or discouraged from participating and we monitor performance and analysing feedback from service users

2. Promote equality through engagement between the council, communities, customers, groups and individuals and we will manage this by:

- We will ensure that everyone has the opportunity to express their views, by empowering them to take part in decision-making processes and influence our service delivery, practices and processes through fora such as the Council's Borough Wide Tenants' Forum and the Disability Forum
- We will plan and monitor engagement with communities to improve the quality and effectiveness of council provision

3. Promote equality through better understanding of our workforce/potential workforce, and be seen as a good employer. This will be achieved by:

- Monitoring local demographics
- Analysing any disparities or issues found through our collection and recording of staff diversity data (based on the protected characteristics as identified in the Equality Act 2010), as well as through our gender pay gap reporting
- Providing Equality, Diversity and Inclusion (EDI) training to all our staff, including EqIA training, and offering further awareness sessions as appropriate to ensure our staff have the skills, knowledge and awareness to be able to deliver services fairly and challenge unfair treatment or inappropriate behaviours
- Actively promoting and ensuring everyone understands our EDI related policies, such as Dignity at Work.

3 Report Implications

3.1 Finance and Value for Implications

3.1.1 The Corporate Plan is deliverable within the Council's agreed financial and human resources.

3.2 Risk Management Implications

3.2.1 The main risk is ensuring that the Council prioritises its resources to enable it to deliver its priorities. The performance monitoring arrangements, to be reviewed as set out above, provide the mechanism to ensure that remedial action can be taken to review progress and ensure that priority outcomes are delivered.

3.3 Other Report Implications

3.3.1 Any further implications resulting from the proposals in the report will be the subject of further reports to the Board.

3.4 Links to Council's Priorities

3.8.1 These are set out in the Appendices.

The Contact Officer for this report is Steve Maxey (719438).