

CABINET

13th August 2025

Subject Heading:

Corporate Plan Annual Performance Report 2024/25

Cabinet Member:

Councillor Ray Morgon

ELT Lead:

Kathy Freeman, Strategic Director, Resources

Report Author and contact details:

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Policy context:

The annual performance report outlines the key activities that have been undertaken throughout the financial year 2024/25.

Financial summary:

There are no specific financial issues arising from the approval of the Annual report. Financial implications of specific projects identified within the annual report have been assessed on an individual basis as part of the relevant decision-making process.

Is this a Key Decision?

No

When should this matter be reviewed?

Reviewing OSC:

Overview and Scrutiny Board

The subject matter of this report deals with the following Council Objectives

Supporting our residents to stay safe and well x

A great place to live, work and enjoy x

Enabling a resident-focused and resilient council x

SUMMARY

This is the Council's third Annual Performance Report that enables a transparent review and scrutiny of the Council's overall performance for its residents. It provides an overview of the outcomes of priorities and projects outlined in the corporate plan. It is essential that the Council monitors its performance regularly to ensure that it is meeting its strategic objectives and providing value for money.

RECOMMENDATIONS

Cabinet is asked to:

1. Note the 2024/25 annual performance report
2. Agree that the report will be published on the council's website

REPORT DETAIL

- 1.1 This annual report is based on the version of the corporate plan that we were working towards throughout 2024/25, which was approved at Cabinet on the 10th April 2024. This version has now been reviewed and updated with new performance metrics which was seen and approved on 9th April 2025. This review looked at the metrics that had been completed and identified new metrics to achieve the aims and objectives of the corporate plan, whilst also ensuring the Council's Financial Position was taken into account.
- 1.2 The annual report has been written on behalf of the Leader of the council and the Chief Executive.
- 1.3 The annual report has highlighted 'a year in figures' which are a selection of key indicators, some are not specifically included in the Corporate Plan, but are indicators that we thought residents and members would take an interest in.
- 1.4 The main body of the annual report is once again split into three areas, in line with the corporate plan, 'People – Things that are important to us', 'Place – A great place to live, work and enjoy' and 'Resources – A well run council that delivers for people and place'.
- 1.5 Within each section we have highlighted the end of year performance for each of the numerical indicators outlined in the corporate plan performance report. As outlined in the Q4 Corporate Plan Performance Report at the end of 2024/25 22

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(53.7%) of the indicators had a RAG status of Green, 4 (9.7%) had a RAG status of Amber and the final 15 (36.6%) had a RAG Status of Red. To see the full breakdown of the most recent Power BI report, please visit the council's [data intelligence hub](#).

1.6 Alongside the quantitative data outlined above, we have also included a number of narrative updates in the annual report. These draw out some of the work which is mentioned in the corporate plan but also some other areas which officers across the council have undertaken. For the full end of year outline for all the narrative only indicators in the corporate plan, please visit the 'Narrative only' section of the power BI report on the council's [data intelligence hub](#).

1.7 Finally each section of the annual report also includes the key challenges we are looking to face in the 2025/26 financial year.

REASONS AND OPTIONS

Reasons for the decision:

In line with being transparent, we should report against our corporate plan to ensure that services are: 'responsive to the needs of citizens, of high quality and cost-effective, and fair and accessible to all who need them'.

There is also statutory guidance on the Council's 'best value duty' (May 2024 which sets out that local authorities when carry out their functions in compliance with the Best Value Duty, should adhere to the guiding principles of local accountability and continuous improvement, along with being open to challenge and support.

Other options considered:

If we did not report against our corporate plan we cannot tell positive progress from problematic progress. By highlighting positive progress we can reward it and build on it: and problematic progress can be corrected and learnt from.

IMPLICATIONS AND RISKS

Financial implications and risks:

This report is asking cabinet to note the 2024/25 annual performance report and agree that the report will be published on the Council's website. As such there are no immediate financial implications arising directly from this report. It is expected that the work identified within the report would have been delivered in so far as possible within approved budgets with any under/over spends associated with delivering monitoring processes throughout the course of the financial year.

Legal implications and risks:

There are no direct legal implications arising from the recommendations in this report. The council has a “best value duty” under section 3 of the Local Government Act 1999 (as amended), to “make arrangements to secure continuous improvement in the way in which its functions are exercised, having regard to a combination of economy, efficiency, and effectiveness”. Reporting on the council’s performance should promote efficiency and contribute to the way in which the best value duty can be fulfilled.

Human Resources implications and risks:

There are no major direct HR implications or risks from this report.

Equalities implications and risks:

The Public Sector Equality Duty (PSED) under section 149 of the Equality Act 2010 requires the Council, when exercising its functions, to have due regard to:

- (i) the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- (ii) the need to advance equality of opportunity between persons who share protected characteristics and those who do not, and;
- (iii) foster good relations between those who have protected characteristics and those who do not.

Note: ‘Protected characteristics’ are: age, sex, race, disability, sexual orientation, marriage and civil partnerships, religion or belief, pregnancy and maternity and gender reassignment.

The Council is committed to all of the above in the provision, procurement and commissioning of its services, and the employment of its workforce. In addition, the Council is also committed to improving the quality of life and wellbeing for all Havering residents in respect of socio-economics and health determinants.

Equality impact assessments are systematically carried out for any services, projects or other schemes that have the potential to impact on communities and / or staff on the grounds of particular protected characteristics or socio-economic disadvantage.

Equalities assessment is normally required for significant impacts upon ANY of the “protected characteristics”. As this is a report that pulls together the work that has already being completed, it is assumed that any assessment needed for each of the projects would have already been undertaken.

Health and Wellbeing implications and Risks

There are no major direct Health and wellbeing implications or risks arising from this report.

ENVIRONMENTAL AND CLIMATE CHANGE IMPLICATIONS AND RISKS

The Council has committed to taking action towards the organisation and the borough becoming carbon neutral by 2040.

According to figures from Google, one internet search produces 0.2g of CO₂. The average website produces as much as 1.76g of CO₂ per page view. An average website with 10,000 page views per month could generate 211kg of CO₂ per year, which is the same as would be absorbed by 105 trees in a year. It is not envisioned that the Annual report on the council's website will reach 10,000 views per year, so by approving and publishing the annual report it is unlikely to make a significant impact on the climate.

No detrimental climate change implications or risks are expected as a direct outcome of this plan.

BACKGROUND PAPERS

Appendix 1: Havering Corporate Plan Annual report 2024/25