

Performance measure	Target and reporting timescale	Baseline/output from 2022 – 2023	Owner and co-owners
<p>Ensure that all staff appraisals are completed annually and within the time frame set by HR</p>	100%, annually	100%	Strategic Planning Manager
<p>Regularly review higher level corporate risks including:</p> <ul style="list-style-type: none"> new legislation, impacting on work in progress new legislation, resulting in a resource pressure to implement status of policies within the Local Plan, resulting in resource implications, reputational risks, and unplanned for development adaptation to climate change 	Ongoing, annually	<p>Large legislative programme, including Environment Act 2021 being enacted, and emerging 'Levelling Up' Bill, which has large volume of planning and environment related changes. The implications of these continued to be considered and managed. For example, Biodiversity Net Gain becoming mandatory late 2023, with Member briefing at the November 2022 Finance and Assets Committee.</p>	Strategic Planning Manager
<p>Council's Strategic Outcome: A clean, green and attractive place.</p>			
<p>Strategic Planning Service's Strategic Objective: Undertake activities which help to mitigate/adapt to climate change.</p>			
<p>Link to Corporate Plan: Cleaner, greener East Cambridgeshire.</p>			
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<p>Lead on the preparation of, and subsequently help implementation of, the Council's Climate and Environment Action Plan</p>	As identified, annually	<p>Environment Plan 2022 to 2023 adopted June 2022. Actions progressing. Council achieved national 'Investors in the Environment' bronze accreditation in December 2022 (first authority in Cambridgeshire to do so).</p>	Strategic Planning Manager Senior Natural Environment and Climate Officer