

# Public Document Pack



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PUBLIC

To: Members of Council

Tuesday, 19 March 2024

Dear Councillor,

You are hereby summoned to attend a meeting of **Council** to be held at **2.00 pm** on **Wednesday, 27 March 2024** in the Council Chamber, County Hall, Matlock, the agenda for which is set out below.

Yours faithfully,

A handwritten signature in black ink that reads 'Helen E. Barrington'.

**Helen Barrington**  
**Director of Legal and Democratic Services**

## AGENDA

1. Apologies for absence  
To receive apologies for absence (if any)
2. Declarations of interest  
To receive declarations of interest (if any)
3. Chairman's announcements

4. Minutes (Pages 1 - 16)  
To confirm the minutes of the meeting of the Council held on 14 February 2024.
5. Report of the Leader of the Council and Members' questions  
To consider the report of the Council Leader and Members' questions on the report
6. Public questions (Pages 17 - 18)  
To consider public questions (if any)
7. Petitions  
To receive petitions (if any)
8. Derbyshire Electoral Boundary Review – Response to the Local Government Boundary Commission for England (LGBCE) Draft Proposals for Derbyshire (Pages 19 - 96)
9. Service Plans 2024-25 (Pages 97 - 302)
10. Pay Policy Statement 2024 (Pages 303 - 320)
11. Review of the Code of Conduct and arrangements for dealing with complaints against Elected Members (Pages 321 - 356)
12. Revisions to Constitution: Budget & Policy Framework policies (Pages 357 - 364)
13. Revisions to the Constitution: Petition Scheme (Pages 365 - 370)
14. Revisions to the Constitution: Terms of Reference of the Audit Committee (Pages 371 - 390)
15. Decisions taken as a matter of Urgency and Key Decisions and Special Urgency (Pages 391 - 396)
16. Elected Member questions (Pages 397 - 398)  
To consider questions submitted by Elected Members

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**MINUTES** of a meeting of **COUNCIL** held on Wednesday, 14 February 2024 at Council Chamber, County Hall, Matlock.

## **PRESENT**

Councillor T Ainsworth (in the Chair)

Councillors B Lewis, S Spencer, K S Athwal, R Ashton, D Allen, N Atkin, J Barron, B Bingham, J Bryan, S Burfoot, A Clarke, C Cupit, A Dale, C Dale, J Dixon, R Flatley, M Ford, E Fordham, M Foster, R George, A Gibson, K Gillott, N Gourlay, L Grooby, C Hart, A Hayes, A Haynes, G Hickton, S Hobson, N Hoy, R Iliffe, J Innes, T Kemp, T King, G Kinsella, W Major, R Mihaly, P Moss, D Muller, D Murphy, P Niblock, R Parkinson, J Patten, L Ramsey, C Renwick, P Rose, J Siddle, P Smith, A Stevenson, A Sutton, S Swann, D Taylor, J Wharmby, D Wilson and J Woolley.

Apologies for absence were submitted for Councillor S Bull, D Collins, A Foster, D Greenhalgh, G Musson, J Nelson, B Woods and M Yates.

Officers present: Emma Alexander (Managing Director), Helen Barrington (Director of Legal and Democratic Services), Alec Dubberley (Head of Democratic and Registration Services), Linda Elba-Porter (Service Director), James Gracey, Simon Harvey (Acting Consultant in Public Health), Chris Henning (Executive Director - Place), Mark Kenyon (Director of Finance and ICT) and Jen Skila.

### **1/24 APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillors Athwal, Bull, Collins, A Foster, Greenhalgh, Musson, Nelson, Woods and Yates.

### **2/24 DECLARATIONS OF INTEREST**

No declarations of interest were received.

### **3/24 CHAIRMAN'S ANNOUNCEMENTS**

The Chairman expressed congratulations to Childrens Services staff responsible for children in care or at risk of harm for the attainment of 'good' in all five gradings of the key areas in a recent inspection.

On a sadder note, he referred to the death of ex-councillor David Bookbinder in December 2023. Tributes were received and a period of reflective silence was observed.

Finally he informed the meeting that he had agreed to vary the order of

business and confirmed that the Annual Report of the Independent Remuneration Panel would be heard as the first item of business after Petitions.

**4/24**      **MINUTES**

On the motion of Councillor B Lewis, duly seconded, it was

**RESOLVED:**

To confirm, as a correct record, the minutes of the meetings of Council held on 29 November and 7 December 2023.

**5/24**      **REPORT OF THE LEADER OF THE COUNCIL AND MEMBERS' QUESTIONS**

The Leader expressed his thanks to the staff for their hard work and commitment over the December and January period in response to the various storms and weather events in Derbyshire.

There had been ten named storms now through the county and each one had brought its own particular impacts on infrastructure and people's lives and their homes and these members of staff along with colleagues at the Districts and Boroughs and the emergency services should be commended for their continued hard work and dedication.

No questions were raised.

**6/24**      **PUBLIC QUESTIONS**

**Question from Mr D Ingham to Councillor S Spencer, Cabinet Member for Corporate Services and Budget**

"I'm acutely concerned regarding the Council's finances and Council Tax increase proposals for many people. All steps should be taken to secure increased Central Government funding where appropriate.

I'm uncertain if Council quarterly performance metrics are taken into account externally for such decision making. Many of the current performance metrics (Quarter 2) are recorded as "Strong" or "Good". However, after reviewing past reports, outcomes in numerous cases are because targets have been lowered. If adjusted back to originally set targets, current actual performance would actually fall below these levels.

It would appear to those on the outside targets are currently being

exceeded, but only because certain targets have been lowered. Wouldn't the case for increased Government funding be better supported and served by reversing those previously lowered targets, in order to demonstrate the reality of current underperformance despite all best intent, which will be underfunding related in many cases?"

Councillor Spencer responded as follows:

"I just want to assure you that over recent months Councillor Lewis at a national level has been campaigning for further funding from Central Government on behalf of this Authority and the wider local authorities across the country as the Vice-Chairman of the CCN and the financial spokesman and I likewise have been doing the same locally. That will continue and will be the case moving forward.

With regard to the performance information you mentioned, well let me start with the local government mechanism for funding local authorities. I think it is widely recognised, Mr Ingham, that the mechanism is out of date and not now fit for purpose. I think there needs to be an ongoing debate with representatives of the CCN and Local Government Authority on that particular issue and that will continue. We for many years have been campaigning for multi-year settlements and a consistent way of budgeting moving forward.

With regard to the targets we are far more transparent and have been over the last two years than we ever have been before with regard to targets, information which is set aside with regard to the financial position of the Council and the detail that supports that with performance targets. We set those performance targets in line with neighbouring authorities and data that is provided for us at a national level and they are adjusted accordingly. They change and they are monitored throughout the year, Mr Ingham, please be assured, as you know because you have been attending those meetings so please have my assurances those will continue to be monitored and we will continue to lobby for further funding from Central Government with regard to the challenges the Authority faces."

Mr Ingham asked the following supplementary question:

"Having looked at the reports again and given targets appear sort of centred around what Council considers it can deliver and what is considered to be appropriate rather than what is actually an ideal situation with adequate funding etc, I just wonder if I can ask yourself and Councillor Lewis, who I know are both actively involved in doing everything you can for this Council, and Councillor Lewis's over budget strategy, between yourselves whether or not with the combined support

of all members in this room cross-Party can ensure that when the 2024-25 targets are agreed they are actually set in all cases to the levels that the Council aspires to to deliver within Derbyshire?

I personally have no issue with reported Council underperformance if it is based against correct high bars rather than strong performance based on low bars. I don't believe Derbyshire should settle on being an average performing Council based upon the lowest common denominator to assess performance and I do feel like this open change of approach could really demonstrate where funding gaps exist and to aid securement for this Council?"

Councillor Spencer responded as follows:

"If I understand you correctly, Mr Ingham, what we need to do is set targets that are achievable, sustainable and inspire our staff and our organisation to deliver. As I have already said earlier on in the meeting we set those targets based on our neighbouring Authorities' performance and all national data on all aspects of Council delivery.

You are right to say that we should aspire to be the best we can be and that will always be the case with Derbyshire County Council as long as I am here and responsible for those statistics. I do genuinely believe that in the face of challenging circumstances our Council continues to deliver; our staff continue to deliver and we perform to the best ability we can with the resources we have available to ourselves."

**7/24**      **PETITIONS**

None received.

**8/24**      **ANNUAL REPORT OF THE INDEPENDENT REMUNERATION PANEL**

Mr Peter Clay, Chairman of the Independent Remuneration Panel introduced a report, which had been circulated in advance of the meeting, that presented the annual report of the Council's Independent Remuneration Panel following its consideration by the Governance, Ethics and Standards Committee.

On the motion of Councillor S Spencer, duly seconded it was

**RESOLVED to:**

- 1) Note the report of the Independent Remuneration Panel and accept the recommendations contained in the report;

2) Agree to:

(a) The application of the pay award in relation to Members' Allowances for 2023/24 as detailed in the report and approves the amended schedule of Members' Allowances for 2023/24 as attached at Annex A to the Independent Remuneration Panel's report;

(b) The schedule of Members' Allowances for 2024/25 as attached at Annex B to the Independent Remuneration Panel's report;

(c) The introduction of a new rate of special responsibility allowance to be paid to co-opted Independent Members of the Audit Committee to be set at £2,000 per annum; and

(d) Make various changes to the wording of the Members Allowances Scheme for 2024/25 as detailed at Annex C to the Panel's report.

3) Authorise the Monitoring Officer to make appropriate amendments to the Constitution to reflect any changes to the Members' Allowances Scheme agreed.

**9/24**

### **RESERVES POSITION AND RESERVES POLICY**

The Director of Finance and ICT introduced a report, which had been circulated in advance of the meeting, that requested Council to note the current and forecast positions for both General and Earmarked Reserves and the updated Reserves Policy.

On the motion of Councillor S Spencer, duly seconded it was

#### **RESOLVED to note:**

- 1) The current position on Earmarked Reserves;
- 2) The details of the amounts to be released from Earmarked Reserved balances to the General Reserve;
- 3) That the £31.803m released from Earmarked Reserves is expected to be fully required to mitigate the forecast 2023-24 overspend, with the balance being funded from the Revenue Contributions to Capital Expenditure Earmarked Reserve held to support revenue budget management, and so ensure that the General Reserve balance remains at a minimum level; and

- 4) The updated Reserves Policy at Appendix Five to the report.

**10/24 BUDGET CONSULTATION RESULTS**

The Director of Finance and ICT introduced a report, which had been circulated in advance of the meeting, that enabled Council to consider the outcome of the Council's budget consultation exercises in the formulation of its budgetary proposals in relation to the Revenue Budget for 2024-25.

On the motion of Councillor S Spencer, duly seconded it was

**RESOLVED**

To note the views of consultation respondents in relation to the Revenue Budget for 2024-25.

**11/24 REVENUE BUDGET REPORT 2024-25**

The Director of Finance and ICT introduced a report, which had been circulated in advance of the meeting, that proposed a Revenue Budget and Council Tax for 2024-25.

On the motion of Councillor S Spencer, duly seconded and in accordance with the Local Authority (Standing Orders)(England)(Amendment) Regulations 2014 a recorded vote was taken as follows:

**For the motion:**

Councillors Ainsworth, Ashton, Atkin, Barron, Cupit, A Dale, Flatley, Ford, M Foster, Gourlay, Grooby, Hart, Hickton, Hobson, Iliffe, Kemp, King, Lewis, Major, Moss, Murphy, Parkinson, Patten, Renwick, Siddle, Smith, Spencer, Sutton, Swann, Taylor, Wharmby, Wilson and Woolley.

**Against the motion:**

Councillors Bingham, Burfoot, Fordham, Kinsella, Niblock and Rose.

**Abstentions:**

Councillors Allen, Bryan, Clarke, C Dale, Dixon, George, Gillott, Hayes, Haynes, Innes, Mihaly and Ramsey.

**RESOLVED to:**



- 1) Note the details of the Autumn Statement 2023, Local Government Finance Settlement and other announcements as outlined in sections 3.3 and 3.4 of the report;
- 2) Note the Government's expectations about Council Tax levels for 2024-25 outlined in section 3.5 of the report;
- 3) Approve the precepts as outlined in Section 3.5 and Appendix Four of the report;
- 4) Approve that billing authorities are informed of Council Tax levels arising from the budget proposals as outlined in Section 3.5 and Appendix Four of the report;
- 5) Approve the contingency to cover non-standard inflation as outlined in Section 3.7 of the report and that the contingency be allocated by the Director of Finance & ICT, as S151 Officer, once non-standard inflation has been agreed;
- 6) Approve the service pressure items identified in Section 3.8 and Appendix Five of the report;
- 7) Approve the increase to budgets for undeliverable prior year savings proposals as outlined in Section 3.9 of the report;
- 8) Approve the level and allocation of budget savings as outlined in Section 3.10 and Appendix Six of the report;
- 9) Note the comments of the Director of Finance & ICT, as S151 Officer, about the robustness of the estimates and adequacy of the reserves as outlined in Section 3.11 of the report;
- 10) Note the details of the Council's consultation activity as outlined in Section 4 of the report;
- 11) Approve the Council Tax requirement of £410,111,128 which is calculated as follows:

	£
<b>Budget Before Non-Inflationary Pressures and Budget Reductions</b>	<b>705,047</b>
Plus Service Pressures – ongoing	6,391
Plus Adult Social Care Precept	7,816
Plus Service Pressures - one-off	17,287
Less Budget Reductions	-40,068

Increase in Debt Charges - ongoing	9,845
Increase in Debt Charges – one-off	1,423
Increase in Risk Management Budget	6,111
Decrease in Interest and Dividend Receipts	916
<b>Net Budget Requirement</b>	<b>714,769</b>
Less Top-Up	-101,908
Less Business Rates	-21,020
Less Revenue Support Grant	-16,755
Less New Homes Bonus	-843
Less General Grant	-142,649
Less PFI Grant	-10,503
Less Use of Earmarked Reserves	-10,976
<b>Balance to be met from Council Tax</b>	<b>410,111</b>

- 12) Approve the use of the Revenue Contributions to Capital Expenditure Earmarked Reserve to provide one-off support to the 2024-25 Revenue Budget; and
- 13) Authorise the Director of Finance & ICT, as S151 Officer, to allocate cash limits amongst Cabinet portfolios; Executive Directors will then report to Cabinet on the revised Service Plans for 2024-25.

**12/24 CAPITAL PROGRAMME APPROVALS, TREASURY MANAGEMENT AND CAPITAL STRATEGIES FOR 2024-25**

The Director of Finance and ICT introduced a report , which had been circulated in advance of the meeting, that sought approval for proposals in relation to the Capital Starts Programme and the Treasury Management, Investment and Capital Strategies.

On the motion of Councillor S Spencer, duly seconded it was

**RESOLVED to:**

- 1) Approve the new Capital Starts Programme as set out in Appendix Two of the report and approve the procurement and award of contracts which support the delivery of the Capital Programme. All contract awards will then be subject to approval by Executive Directors (via an Executive Director Report) under the relevant Departmental Scheme of Delegation;
- 2) Approve the detailed Planned Asset Maintenance Programme for 2024-25 as set out in Appendix Three of the report;
- 3) Adopt the Treasury Management Strategy for 2024-25 as set out

in Appendix Four of the report;

- 4) Adopt the Investment Strategy for 2024-25 as set out in Appendix Five of the report;
- 5) Adopt the Capital Strategy for 2024-25 as set out in Appendix Six of the report;
- 6) Adopt the Minimum Revenue Provision Statement for 2024-25 as set out in Appendix Seven of the report; and
- 7) Adopt the application of financing up to 4% of disposal costs associated with land from capital receipts as set out in paragraph 3.7 of the report.

### **13/24 COUNCIL PLAN 2024-25**

The Managing Director introduced a report, which had been circulated in advance of the meeting, that sought approval of the authority's Council Plan 2024-25.

On the motion of Councillor B Lewis, duly seconded it was

#### **RESOLVED to approve:**

- 1) The authority's Council Plan for 2024-25 as recommended by Cabinet at the 1 February 2024 meeting; and
- 2) The Strategic Objectives Implementation Plan 2024-25 as recommended by Cabinet at the 1 February 2024 meeting.

### **14/24 ELECTED MEMBER QUESTIONS**

#### **Question from Councillor E Fordham to Councillor C Cupit, Cabinet Member for Highway Assets and Transport**

“Given the emotional ties and investment from so many people over the bridge locks in Bakewell, can the Council give a public commitment that the solution to the dilemma will be sensitive, in close proximity to the bridge and will ensure no locks are disposed of? Can the council consider progressing a scheme that is comprised public metal framed hearts whereby existing locks can be affixed and to which future locks could be added?”

Councillor Cupit responded as follows:

“Both Highways’ officers and I fully recognise that this is a sensitive and emotive topic and that locks have been placed on the bridge sometimes in celebration but also sadly sometimes in commemoration of loved ones. We also recognise the huge importance of engaging and communicating with the public on these works that we have to do. Equally, I think as was recognised by a recent *Derbyshire Life* article the future of this issue does divide local opinion and we have received representations on both perspectives and about a variety of issues related to the bridge.

As many will know, but just for the benefit of the Chamber, we have to carry out maintenance works on the bridge which are planned for later this year now which will mean that the locks on the bridge do need to be removed and cannot be reattached. When the works have a confirmed date we have committed to provide several months’ advance notice of this and to communicate it as widely as we can so people can remove their locks if they do want to. Equally we will try and organise a storage period for the collection of any existing locks for any who wish to.

In terms of the future of any future locks that aren’t collected, as well as future ones, we are looking at the possibility of a lock tree or similar. Again I know there are mixed views on this but we are looking at the options and I am happy to reassure you of that. We will discuss these locally when it becomes clearer in terms of location possibilities, so whilst I can’t commit to a specific future scheme here today I hope this does reassure Councillor Fordham we will look at all the options. We will be clear on advance communications and updates because we do appreciate this is an emotive issue and we will engage with the local member, community and stakeholders on future options. I know it is something that I have already discussed with Councillor Sutton several times.

Councillor Fordham asked the following supplementary question:

“Having heard that answer this is a disproportionately emotive issue to those for whom it matters. I understand it is easy to dislike the locks, to hate the locks, to resent the locks, but for those who have placed them there in some context (and I have two constituents for whom this is literally a matter of life and death to them) can I just urge that in the removing of the locks and the “You can collect them period” an alternative will come forward that the timeframe is not over-extended, that there is some point at which it actually ends and the alternative gets put in place because I think if we remove the locks and place them in store to be claimed there is a real risk it will look like we have swept them all away. I don’t believe that all the people who placed locks

there will be watching Derbyshire's media strategies to see those sorts of announcements and I worry that it will just give the impression the Council has swept it away and put it in a shed and the alternative won't come forward. I would much rather we had a tree coming forward that would be implemented on such and such a date so as to remove that storage uncertainty."

Councillor Cupit responded as follows:

"I think the problem is that the manner by which, unless residents who placed the existing locks on the bridge remove them themselves we will have to cut them off because of the nature of it so therefore we wouldn't be able to place them on a new tree, I think was what you are asking Councillor Fordham wasn't it?"

Councillor Fordham responded as follows:

"If it is helpful I will have this dialogue outside the meeting."

**Question from Councillor E Fordham to Councillor C Cupit,  
Cabinet Member for Highway Assets and Transport**

"The potholes across the County are only getting worse as storm after storm batters the country. Is the Council content that it has in place the correct materials, approach and workforce that is enabling an effective repair policy or does the Council recognise the concerns of many residents that the current quality of repairs is poor, botched, hasty and costing the authority excessive money in damage pay-outs and repeat repairs of many of the same potholes?"

Councillor Cupit responded as follows:

"I fully acknowledge, understand and share the frustrations of local residents at the current challenges we are facing with our highways. That is why last month, as many will know, I wrote an open letter to residents acknowledging the problems which we are facing and how we are trying to deal with them. We are in an exceptional period, as I think your question acknowledges, and we have been taking steps to manage this as best we can and to tackle the rise in potholes.

To take the key points of your question in turn, in terms of materials and equipment we are trying to increase hot tarmac and wider sectional resurfacing as well as bumping up with additional equipment and teams. Equally we are still scheduling our planned reactive materials trial for the spring that I have mentioned before to test out new technologies and make sure we are fully utilising them but also what

works for the different parts of our county and the different geography.

In terms of approach no one wants to see the same pothole need fixing twice. I think we all agree on this. Sometimes it is necessary just to make a pothole safe particularly under current weather conditions but we are trying to focus on permanent repairs or resurfacing as far as we can. This includes the sectional resurfacing programme I have previously mentioned which is rolling out to over 250 pothole hot spot sites to try to prevent these areas suffering issues with potholes. I understand that includes Newbold Road and Linacre Road in Councillor Fordham's patch in the near future.

To further boost this our reactive teams are being bolstered with additional teams who are carrying out sectional resurfacing in further hot spot areas as well on top of that. Given the weather, the issues and the scale of the county though we do have to do reactive maintenance and pothole repairs which on some occasions are temporary to make an area safe for drivers and pedestrians.

As a final point, and to cover the workforce point, I don't believe it is intended with the question but some of the strong language in your question, and mentioned earlier today again, could be considered a bit offensive to many of our Highways staff who are out in some of the toughest conditions we have seen in decades across the county, including during the storm after storm you mentioned in the many weather warnings we have had. They have been working each day of the week including over the Christmas period, so separate to your question, Councillor Fordham, I just want to note on record my support for our Highways workforce and to thank them for the relentless work that they are doing."

**Question from Councillor E Fordham to Councillor B Lewis,  
Leader of the Council**

"Following the debate on anti-semitism, can the Leader give an update on measures he has undertaken to pro-actively liaise with groups and individuals associated with that debate across the County - and in Chesterfield in particular? The request follows the undertaking that he personally gave that he would look to such an approach to calm and aid positive community relations in the light of the Israel-Gaza conflict."

Councillor Lewis responded as follows:

"I looked at the verbatim minutes the last time that we had the discussion about this. I might have misunderstood what you said but the wording in there and my understanding of what you said at the time

led me to believe I would be undertaking some of this work with you or alongside you and hence I was quite glad to get that invitation at the Holocaust Memorial Day in Chesterfield the other Saturday and the ceremony that took place there, so very happy to have a further conversation with you offline about this.

We have had conversations internally with the Community Safety Team and myself and Councillor Hart looking at the situation with regard to issues like anti-Semitism/racism in Derbyshire. We are beginning now to get one or two contacts from residents in Derbyshire about such issues particularly around anti-Semitism as well.

Interestingly the information we have is there has been a 6.5% increase in reported religious hate crimes across Derbyshire in the period between January and December of last year so it is something we definitely need to keep an eye on.”

Councillor Fordham asked the following supplementary question:

“I am grateful to the Leader for his attendance and participation at the Holocaust event I organised in Chesterfield. He will be equally appalled, I am sure, to know I have had now annual complaints through my door, you know writing of green ink, reporting that I am standing up for foreigners.

Can I ask the Leader to reflect on the significance of the Holocaust Memorial Day and the role he has. When he says “Albanians should not come here” I would suggest he shows a lack of understanding on issues of religious persecution; of LGBT homophobia in Albania and a lack of awareness of the Greater Hitler Plan for Greater Albania leading to some of the Kosovo rebellions.

I am hoping he didn’t mean it in that way but I would ask him to reflect that demonising a race, a nation or a State is identified by the Holocaust Memorial Trust as the first step on the ladder of hatred that leads to genocide.”

Councillor Lewis responded as follows:

“Councillor Fordham, that is frankly ridiculous. I made those comments in the context of the situation with regard to boats coming over here and the Government and what they did around reducing those numbers of Albanians coming over here. If indeed they are coming over here because of persecution or anything else that is entirely different and they would be dealt with in that way in the asylum system, I am sure. That is not what was meant at all and I will not have that conflation of

my words. That is frankly disgusting.”

**Question from Councillor J Barron to Councillor J Patten,  
Cabinet Member for Children and Families**

“Will the Cabinet Member please update the Council on the outcome of the recent Ofsted inspection of Children’s Social Care Services?”

The question was carried forward to the next Council meeting on 27 March 2024.

**Question from Councillor G Kinsella to Councillor S Spencer,  
Cabinet Member for Corporate Services and Budget**

“The Council’s current financial position will result in significant reductions in non-statutory services. Some of these planned service reductions can be mitigated by attracting external funding. However, cuts to staffing means the remaining staff will only have the capacity to deliver day to day operations. How does the Council propose that officers are given the capacity to carry out the work necessary to identify, bid and develop ‘oven ready’ schemes, attracting external funding?”

Councillor Spencer’s written response was as follows:

“In developing the savings proposals, the County Council has gone through a vigorous process to first of all identify savings opportunities and then undertaken work to ensure they can be delivered. The resources to deliver against these proposals is an important factor and departments recognise the priority to deliver the proposals to maintain the financial standing of the organisation.

A programme management approach is therefore being adopted to support delivery of proposed savings and efficiencies in 2024/25 and provide transparency and assurance over delivery. This approach is designed to ensure that all significant proposals are underpinned by a delivery plan and risk assessment and ensure that Council resources are directed appropriately. The Portfolio Direction Group will oversee and monitor delivery of the savings, alongside financial monitoring. Fees and charges are applied where appropriate to recover the costs of the services provided this is in the line with the County Council’s charging policy.

In relation to capacity to develop projects and bids to attract external funding, we are confident that we have the ability to do this. Project lifecycles mean that officers are at different times able to change the



mix of their activity between delivery of current projects and securing funding for future projects. In addition, we will make best use of grants designed to support feasibility studies and capacity building across regeneration, sustainable travel, highways and climate change.”

**Question from Councillor R George to Councillor N Hoy, Cabinet Member for Adult Care**

“Please can the Cabinet Member explain why spending on private sector care homes has risen by £42 million a year in the last 5 years to £113.6 million, whilst almost 40% of the beds in Derbyshire’s own care homes are vacant?”

Councillor Hoy’s written response was as follows:

“The figures you have quoted for the spending on private sector care homes is the totality of the spend across residential care homes and nursing care homes for both older people and people of working age and as such any cross reference to vacancies in our directly delivered residential care homes is not relevant.”

**Question from Councillor R George to Councillor C Cupit, Cabinet Member for Highways Assets and Transport**

“Please can the Cabinet Member let me know when Whaley Bridge Footpath 105 Wharf Road will be fixed following the complaint last year from a lady with a disability who fell on the huge holes whilst 8 months pregnant?”

Councillor Cupit’s written response was as follows:

“I know this has been the source of concerns and complaints, and a previous question. I’m sorry to hear of the issues residents have had.

I understand this area is a private non-adopted road, but as footpath 105 runs through it, Derbyshire County Council have a responsibility to keep it accessible as a right of way. In this way, the County Council have, as I understand it, carried out repairs in May 2022 and March 2023 as two recent examples.

An inspector has recently attended the site, but no further defects have been raised at the current time. I’d be happy to discuss this further if that would be helpful.”

**Question from Councillor R George to Councillor S Spencer, Cabinet Member for Corporate Services and Budget**

“Please can the Cabinet Member explain why the Council have abandoned the custom and practice of many decades of engaging in collective consultation on redundancies being made across multiple departments?”

Councillor Spencer’s written response was as follows:

“In the spirit of the Trade Union Recognition Agreement, the organisation engaged the recognised trade unions early on its financial position, with discussions on the in-year position being held from September 2023. It is acknowledged that the organisation in previous years has undertaken collective consultation with the recognised trade unions at the respective team level and aligned to the scope of the review in question, irrespective of the scale of anticipated dismissals. However, our organisational context and landscape has significantly changed in the recent months and as a result of these pressures the organisation is required to deploy an increased scale and pace of change, to enable the effective delivery of a balanced budget both in-year and from 2024-25 onwards.

The organisation will continue to undertake collective consultation at the respective team level where it is anticipated that there will be more than 20 dismissals, aligned to our statutory obligation with our recognised trade unions, as opposed to applying this to all service redesigns/reviews. Where the organisation anticipates there will be fewer than 20 dismissals as a result of a service redesign within a particular team, our commitment remains that we will engage with recognised trade unions and impacted employees, as well as continuing to undertake individual consultation where required.

In addition, the organisation remains committed to its continued dialogue with recognised trade unions through ongoing organisational change meetings, Corporate Joint Committee (CJC), Departmental Joint Committee (DJC) and HR workstreams. At the last CJC in January 2024, recognised trade unions commended the work of officers for sharing the forward plan of change and deploying the policy forum which regularly meets to discuss changes to employment policies. Recognised trade unions have been offered a further meeting with both HR and departmental leaders to provide further details on the proposed budget savings, and to further outline the approach to both consultation and engagement within which joint trade unions will be involved.”

The meeting finished at 6.00 pm

## **PUBLIC QUESTIONS TO COUNCIL – 27 March 2024**

### **1) Question from Ms S Davis to Councillor A Dale, Cabinet Member for Education**

“With a large deficit budget and a big disparity between funding and real costs, how, as a Primary School with triple the national average of pupils with an EHCP/funding, do we continue to ensure they receive the support they need to make educational progress and keep safe, whilst also ensuring that other pupils are not detrimentally impacted by the large numbers of redundancies we are having to progress with?”

### **2) Question from Mr A Key to Councillor B Lewis, Leader of the Council**

“Can you tell me why the County Council has affiliated itself to an organisation called UK100? This has been done without public consultation or consent and is therefore, in my opinion, unacceptable. The actions you have agreed to undertake in consequence will have a tremendous, detrimental effect upon the lives of Derbyshire people.”

### **3) Question from Mr D Snaith to Councillor C Cupit, Cabinet Member for Highways Assets and Transport**

“As a borough councillor, I often get questions from the public about potholes and other highways matters. I normally point them to Derbyshire County Council and hear nothing more but I was recently contacted by someone who got no joy after contacting Derbyshire Highways when reporting badly damaged safety barriers. The reply from Derbyshire Highways stated “only works that are determined as being essential to highway safety are being issued at this time.” How can safety barriers be not classed as “essential” and what will it take before the Council takes actions.”

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**FOR PUBLICATION**

**DERBYSHIRE COUNTY COUNCIL**

**COUNCIL**

**WEDNESDAY, 27 MARCH 2024**

**Report of the Managing Director**

**Derbyshire Electoral Boundary Review – Response to the Local Government Boundary Commission for England (LGBCE) Draft Proposals for Derbyshire**

**1. Purpose**

- 1.1 To update Full Council on the Derbyshire Electoral Division Boundary Review and to seek approval to submit the Derbyshire County Council Response to the draft Electoral Divisional Arrangements proposed by the Local Government Boundary Commission for England (LGBCE).

**2. Information and Analysis**

**2.1 Background**

In April 2022, the Local Government Boundary Commission for England (LGBCE) initiated an Electoral Division Boundary Review of Derbyshire. Electoral Reviews can be initiated for a number of reasons as follows:

- At the request of the local authority
- Electoral imbalance, if either:
  - One electoral ward / division has a +/-30% variance with the local authority electorate average
  - Or, 30% or more of the electoral wards/divisions have a +/-10% variance from the local authority average
- Time period since the previous review, which is normally between 12 and 16 years or every two to three electoral cycles

- As a result of structural change – for example in an area where local government reorganisation is taking place
- 2.2 A report to Full Council on 15 February 2023 confirmed that the Review in Derbyshire had been initiated primarily as a result of the passage of time, it being 12 years since the previous Electoral Division Boundary Review had taken place. The report also confirmed that one of the Council's 61 electoral divisions, Etwall and Repton, had reached an electoral imbalance with the rest the county in 2021, having a 33% variance above the Derbyshire average number of electorate per electoral division.
- 2.3 The latest timescales for the Electoral Boundary Review process are outlined in Appendix 2 to this report. Comprise of five key stages as follows:
- Preliminary Phase – Information gathering and electoral forecasts
  - Phase 1 – Council size i.e. proposals for the total number of councillors/electoral divisions
  - Phase 2 – Consultations on draft proposals and divisional arrangements i.e. proposals for revised boundaries and names of electoral divisions
  - Phase 3 - Parliamentary approval of recommendations
  - Phase 4 - Implement new electoral arrangements
- 2.4 At its meeting on 15 February 2023, Full Council were updated on work undertaken as part of the Preliminary Phase of the Review, specifically in respect of setting out projected electoral forecasts for the County, and work undertaken on Phase 1 proposals relating to Council Size. Full Council subsequently approved:
- The Authority's Council Size Submission, recommending a Council Size of 64 based on the projected electoral forecasts to 2029.
  - Proposals to formally request that the LGBCE delay the start of Phase 2 consultation, originally scheduled to take place between 21 March and 29 May 2023, to take into account challenges of district and borough council elections taking place across the County at the same time.
  - Proposals to make a formal request to the LGBCE to undertake a Single Member Review as part of the Phase 2 consultation process.
- 2.5 The Council Size Submission document and the formal requests as outlined above were submitted to the LGBCE for consideration following Full Council. The LGCBE agreed the council's representations and

released its recommendation on the council size remaining at 64 on 9 May 2023, marking the start of the Formal Review Process.

2.6 The Formal Review Process covers Phase 2 of the Boundary Review and consists of two rounds of ten-week consultations with the first consultation running from 9 May to 17 July 2023 reviewing the divisional arrangements including the names and patterns of 64 electoral divisions and officially ends when the LGCBE release their Final Recommendations which is currently scheduled for 2 July 2024.

2.7 At its meeting on 12 July 2023, Full Council were appraised of the significant work undertaken on the first round of LGCBE consultation on the divisional arrangements as part of the Phase Two of the Review. This particularly covered an update in respect of recommending 64 single member divisions and revised boundaries and/or name changes in all but 13 of the current electoral divisions, the DCC submission from which being agreed at Council on 12 July 2023. Full Council also approved proposals to:

- reduce the number electoral divisions in Chesterfield by one
- increase the number electoral divisions in South Derbyshire by one
- formally request the LGBCE to delay the start of the Phase 2 consultation period to take into account challenges completing the consultation over the Christmas period and to align with the current Full Council meeting schedule

## 2.8 **Phase 2 Update**

The first consultation period asked all interested parties such as residents, community groups, Councillors, Political Groups and Councils for their views on which communities should be part of the same division asking about:

- shared facilities i.e. parks, leisure centres, schools and shopping areas.
- common issues faced by neighbouring communities such as high numbers of visitors or heavy traffic.
- new housing or commercial developments that have changed the focus of communities.
- natural or manmade boundaries or features that people believe form strong boundaries between neighbourhoods i.e. roads, rivers, railways.

2.9 All interested parties could make a submission for council size and again for the divisional pattern arrangements on whole or parts of Derbyshire and all proposals made carried equal weight. The LGCBE

received no significant comments on council size other than the council submission and 74 representations<sup>1</sup> relating to pattern arrangements, eight from Political groups, one from an MP, five individual responses from Councillors, eight from Parish and Town Councils, one from a local organisation and 50 proposals sent by members of the public. Only two submissions covered the whole of the county, the council and Labour Group submissions, the remaining covering parts of divisions, districts, parishes or wards, with only those relating to the electoral divisions being considered.

2.10 The LGCE must abide by certain rules set out in law<sup>2</sup> when drawing up proposals for new electoral division boundaries and each submission's evidence will be considered in light of these criteria before making any final recommendations. The three statutory criteria applied are that:

- the new wards deliver electoral equality for voters.
- they reflect community interests.
- they promote effective local government.

2.11 Occasionally, it will not be possible for the LGCE to put forward a boundary proposal that clearly meets all these principles. In fact, the statutory criteria can sometimes contradict each other, for example where a proposed division might reflect the shape of local communities but delivers poor levels of electoral equality. In these cases, the LGCE will use its discretion and the quality of the evidence presented in each submission to come to a conclusion. As part of the draft recommendations the LGCE proposals see change to all but six of the existing divisions, with major changes occurring to split existing two-member divisions, remove a division from Chesterfield, add a division to South Derbyshire and rebalance electorates in every district. These draft proposals contain seven electoral divisions which are forecast to result in poor electoral equality by 2029, outweighing the criteria of existing boundaries and community interests above electoral parity, these LGCE proposals for each electoral division are available in Appendix 3.

2.12 The proposals provided have been devised solely by the LGCE after considering all of the relevant representations made. These proposals have used elements of the submissions in conjunction with each other, in their entirety for some areas or have rejected all submissions in favour of their own recommendations. In some cases, adopting a few division boundaries within a district from one submission means having to adopt the majority if not all of the boundaries within that district from

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<sup>1</sup> <https://www.lgbce.org.uk/all-reviews/derbyshire>

<sup>2</sup> Schedule 2, Local Democracy, Economic Development and Construction Act 2009



the same submission in order to balance the electorate and adhere to the statutory criteria as set out in section 2.10 above.

- 2.13 The second round of consultation, instigated by the release of the LGCBEs proposed divisional arrangements began on 23 January 2024 and will run until 1 April 2024.
- 2.14 During the second consultation period the LGBCE will be gathering views on their proposed boundaries, names, locations and councillor numbers, with the final set of electoral division boundaries due to be released on 2 July 2024. Further rounds of consultation may be required following representations made during this consultation period. Whilst this has not been required in previous Derbyshire Reviews it is not uncommon for county councils to have additional consultation on specific areas and will cover changes proposed to specific electoral divisions rather than a district or the county as a whole.
- 2.15 In order to develop the council's response to the LGCBEs proposals and accept or recommend divisional arrangements and name changes to the proposals for the 64 Electoral Divisions, significant work has been undertaken to review the LGCBE proposed divisional arrangements. This has considered and taken account of electoral inequality and coterminous boundaries and providing strong evidence to underpin the council's response to ensure electoral parity moving forward. Officer and Member views have been sought via presentations and drop-in sessions to capture their views and local knowledge and to support the process of identifying community areas and identities.
- 2.16 The LGCBE have acknowledged and adhered to the council's request for a single member review, maintaining a council size of 64, to remove one seat from Chesterfield and add one seat to South Derbyshire throughout their proposals. The evidence to support these recommendations for the council were submitted and approved at full council on 12 February 2023 and 15 July 2023. The council has maintained these proposed divisional arrangements throughout the review process and is detailed in the Response submission document which is attached at Appendix 5 to this report.
- 2.17 It should be noted, that whilst approved by the LGBCE, the proposed Council Size of 64, will not be formalised until the Final Recommendations are agreed and published on 2 July 2024 and may change by +/- 1 from the initial recommendation if it is felt that modifying the number of councillors may provide a pattern of electoral divisions that better reflects the three statutory criteria of Strategic Leadership, Accountability and Community Leadership.

- 2.18 Having reviewed the LGBCE's draft recommendations for Derbyshire, the organisation advises that that 50 of the proposed divisions represent a good balance of the commissions criteria, creating 64 single-member divisions with improved electoral equality, reasonable coterminosity to parishes and district wards, and good representations of the communities they contain. However, the LGCBEs proposals for the remaining fourteen Electoral Divisions, from the perspective of the organisation, do not represent the best possible balance of those criteria, with some proposed divisions still containing high levels of electoral inequality and others not offering the best representation of the distinct communities within the county.
- 2.19 In order to ensure electoral parity within each district and with the Derbyshire average, the Council's Submission, attached at Appendix 5 to this report, recommends that across the 64 electoral divisions the Council:
- Keeps the recommended council size at 64
  - Upholds the single-member review by the creation of 64 electoral divisions
  - Loses one seat from Chesterfield
  - Gains one seat in South Derbyshire
  - Accepts the LGCBEs proposed divisional arrangements across four districts and boroughs, those being Amber Valley (10), Bolsover (6), Chesterfield (8) and South Derbyshire (9)
  - Accepts the recommendations proposed by LGCBE that fifty of the LGCBEs proposed divisional arrangements require no change at the current time
  - Recommends minor changes to nine divisions where there is a small to moderate change required to the existing polling district or proposed electoral boundaries; and
  - Recommends major changes or the redrawing of the boundaries in their entirety of five divisions, all of which would require a name change to better reflect the communities characteristics and identities.
- 2.20 Council are now asked to approve the Council's Response to the LGCBEs Draft Proposals for Divisional Arrangements Submission document which sets out revised Electoral Division proposals, for consideration by the LGBCE as part of the continued Phase 2 consultation process.

## 2.21 Next Steps

Following the closure of the current Phase 2 consultation process on 1 April 2024, the LGCBE will review all submissions that it receives from the council and other interested parties, subsequently making their recommendations on the final set of Divisional Arrangements and Electoral Division names public on 2 July 2024. This will mark the end of the Formal Review Process unless it has been deemed necessary to conduct further rounds of consultation on divisions of interest.

- 2.22 After the end of the Formal Review Process the LGCBE will seek formal parliamentary approval of their final recommendations at the latter end of 2024 and once approved, will notify the council's Managing Director and key officers. The LGCBE will also inform the electoral officers from district and borough councils of the statutory instruments and powers to enact the changes to polling districts, parishes and electoral divisions by May 2025.

## 3. Consultation

- 3.1 Details of consultation activity undertaken as part of the development of the Divisional Arrangements submission are outlined within the main body of the report.

## 4. Alternative Options Considered

- 4.1 Option 1 Accepting the LGCBEs proposals for all Electoral Divisions – in reviewing all of the proposed divisional arrangements the council considers that 14 of the proposed divisions do not represent the best possible balance of the commissions criteria, with some having higher levels of variance than would be optimal and others not representing communities as well as could be achieved. With this in mind the council has made alternative proposals for those 14 divisions and has not taken this option to its full extent.
- 4.2 Option 2 Reducing the number of electoral divisions in High Peak by one and increasing the number of electoral divisions in South Derbyshire by a further one electoral division – Removing one electoral division from High Peak and adding an additional tenth electoral division to South Derbyshire was also again considered as an option as it was in the previous round of consultation, as like Chesterfield, the electorate ratio in High Peak is reducing compared with the County average and is forecast to be -8% by 2029. This option was not deemed appropriate at this time as the imbalance within South Derbyshire would be too great.

However, this may be a consideration in future Boundary Reviews taking place across the County.

## **5. Implications**

- 5.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

## **6. Background Papers**

- 6.1 Local Government Boundary Commission for England (LGBCE) Council Briefing.
- 6.2 Council Size Submission to the Local Government Boundary Commission for England (LGBCE) Electoral Boundary Review Report - Full Council 15 February 2023.
- 6.3 Divisional Arrangements Submission to the Local Government Boundary Commission for England (LGBCE) Electoral Boundary Review Report - Full Council 12 July 2023

## **7. Appendices**

- 7.1 Appendix 1 – Implications
- 7.2 Appendix 2 – Electoral Boundary Review Timetable 2024
- 7.3 Appendix 3 – LGCBE proposed Electoral Division boundaries
- 7.4 Appendix 4 – Council Proposed Electoral Division boundaries
- 7.5 Appendix 5 - County Council Response to the LGCBE Draft Divisional Arrangements Proposals for Derbyshire Submission

## **8. Recommendation(s)**

That Council:

- a) Approve the submission of the council's response to the LGCBEs draft proposals for divisional arrangements, attached at Appendix 5 to the report, which sets out revised Electoral Division proposals, for consideration by the LGBCE.
- b) Note the revised indicative timescales for undertaking the key stages of the Electoral Boundary Review 2024 process, as outlined in the report.

c) Note the possibility of further LGCBE consultation in Electoral Divisions of interest.

## **9. Reasons for Recommendation(s)**

- 9.1 The approval of the council's response to the LGCBE Draft Divisional Arrangements Proposals for Derbyshire Submission document will support greater electoral parity, whilst enabling fair and equal representation across the County for the future electorate and also maintaining and strengthening community ties and identities.
- 9.2 To ensure that there is a shared understanding of the milestones for completing future Phases of the Review process and to ensure that Elected Members continue to be appraised of progress.
- 9.3 To ensure that, in the eventuality of additional consultation, Elected Members continue to engage with the Boundary Review process and work with officers to establish appropriate and timely responses to any such consultation during the Formal Review Process.

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**Contact details:** Mel.Turvey@derbyshire.gov.uk

## Implications

### **Financial**

- 1.1 There are no direct financial implications arising from the County Council response to the LGCBE draft divisional arrangements proposals for Derbyshire submission. The Submission agrees with the LGCBEs recommendations of 64 single member divisions, therefore maintaining the current Council Size at 64, ensuring no additional costs are incurred as a result of recommended proposals within the response submission should they be approved by the Local Government Boundary Commission for England (LGBCE).

### **Legal**

- 2.1 The Local Government Boundary Commission for England are empowered to conduct a boundary review as per the Local Democracy, Economic Development and Construction Act 2009. The legislation states that 'the total number of members of the council' forms part of an authority's electoral arrangements. The Commission refers to this more simply as 'council size'. The legislation does not set out how many members (or councillors) each authority (or type of authority) should have. It is the Commission's responsibility to determine the appropriate number of councillors for each authority. The Commission will always recommend a council size that, in its judgement, enables the council to take its decisions effectively, to discharge the business and responsibilities of the council successfully, and provides for effective community leadership and representation.
- 2.2 Section 57 of the 2009 Act enables any local authority that elects the whole council every four years, or has resolved to do so, to request that the LGBCE conduct an electoral review and make recommendations for single-member wards or divisions. The LGBCE expect that this is submitted at the same time that the authority makes its submission regarding the number of councillors to be elected to the Council. This is because it is important that anyone wishing to make a submission is aware of the grounds under which the review is being conducted should the request be agreed. A Council wishing to make a request should communicate this to the LGBCE formally. While the legislation does not require a resolution from a meeting of full council, the LGBCE will wish to see evidence that the request has been formally agreed through the normal decision-making processes of the authority as detailed in its constitution. The LGBCE will normally endeavour to meet such

requests. If the LGBCE decline a Council's request for such a review they will always give their reasons for doing so.

2.3 If the LGBCE do conduct a single-member warding review, they are not obliged to recommend a uniform pattern of single-member wards or divisions. The LGBCE are specifically required to have regard to the desirability of securing single-member electoral areas. However, this requirement does not override statutory criteria. This means that whilst the LGBCE will endeavour to recommend single-member wards, they may include one or more two or three member wards if a uniform pattern of single-member wards would result in the following:

- Community identity and interests would not be reflected; and/or
- That obstacles to the effectiveness and convenience of local government in the area would be created; and/or
- That resultant electoral variances would be such that the LGBCE would normally consider an electoral review of the area

2.4 Schedule 2 - Electoral change in England of the 2009 Local Democracy, Economic Development and Construction Act applies where the LGBCE makes recommendations under section 56 in relation to the electoral arrangements for the area of a county council. The recommendations must secure the following results:

- An electoral area of the county council must not fall partly inside and partly outside any district
- Every ward of a parish having a parish council (whether separate or common) must lie wholly within a single electoral area of the county council, and
- Every parish which is not divided into parish wards must lie wholly within a single electoral area of the county council

2.5 In making recommendations the LGCBE must have regard to:

- Securing the ratio of the number of local government electors to the number of members of the county council to be elected is, as nearly as possible, the same in every electoral area of the council
- Reflecting the identities and interests of local communities and in particular:
  - The desirability of fixing boundaries which are and will remain easily identifiable, and
  - The desirability of not breaking local ties when fixing boundaries
- Securing effective and convenient local government, and
- The boundaries of the electoral areas of any district council whose area is within the area of the county council.

- 2.6 The LGCBE must also have regard to any change in the number or distribution of local government electors in the area of the county council which is likely to take place within the period of five years immediately following the making of the recommendations.

### **Human Resources**

- 3.1 There are no direct workforce implications resulting from the County Council response to the LGCBE draft divisional arrangements proposals for Derbyshire submission.

### **Information Technology**

- 4.1 There are no direct Information Technology implications resulting from the County Council response to the LGCBE draft divisional arrangements proposals for Derbyshire submission.

### **Equalities Impact**

- 5.1 The Council's commitment to enhancing the wellbeing of communities and individuals and to promoting equality and diversity has been embedded throughout the County Council response to the LGCBE draft divisional arrangements proposals for Derbyshire submission process.

### **Corporate objectives and priorities for change**

- 6.1 The County Council response to the LGCBE draft divisional arrangements proposals for Derbyshire submission clearly supports the Council's ambition, outcomes, decision making processes, accountability and scrutiny and priorities to ensure the continued effective representation of Derbyshire.

### **Other (for example, Health and Safety, Environmental Sustainability, Property and Asset Management, Risk Management and Safeguarding)**

- 7.1 There are no other direct implications resulting from the County Council response to the LGCBE draft divisional arrangements proposals for Derbyshire submission.



**2024 Electoral Boundary Review Timetable**

The following sets out the current timescales for undertaking the review

Preliminary Period (Information Gathering)	May 2022 – 31 January 2023
Phase 1 – Council Size	September 2022 – January 2023
LGBCE makes council size decision	21 March 2023
Phase 2 – Divisional arrangements	
Consultation on division patterns	9 May 2023 - 17 July 2023
Publication of draft proposals	23 January 2024
Consultation on draft proposals	23 January 2024 – 1 April 2024
Publication of final recommendations	2 July 2024
Phase 3 - Parliamentary approval of recommendations	Winter/Spring 2024
Phase 4 - Implementation of new electoral arrangements	May 2025

## Appendix 3

### LGCBE Proposed Electoral Division Boundaries

See the table below for the electorate for each proposed division.

The numbers included within this Appendix are taken from the LGCBCE's Draft Recommendations report. Due to this, there may be discrepancies between the figures included within this Appendix and other sections of this report which have been calculated by the council.

Name	Cllr	2022 Electorate	% variance from Derbyshire	2029 Electorate	% variance from Derbyshire	Change	Name Change
<b>Derbyshire</b>	<b>64</b>	<b>621,414</b>	<b>9,710</b>	<b>679,510</b>	<b>10,617</b>	<b>58</b>	<b>38</b>
<b>Amber Valley</b>	<b>10</b>	<b>99,751</b>	<b>2.7%</b>	<b>109,985</b>	<b>3.6%</b>	<b>10</b>	<b>8</b>
1 Alfreton and Somercotes	1	10,211	5%	10,967	3%	Major	
2 Alport and Duffield	1	9,358	-4%	11,461	8%	Major	Yes
3 Codnor, Aldercar, Langley Mill and Loscoe	1	10,273	6%	11,046	4%	Major	Yes
4 Heanor	1	10,530	8%	11,220	6%	Major	Yes
5 Horsley	1	10,055	4%	11,157	5%	Major	
6 North Belper	1	9,356	-4%	10,221	-4%	Major	Yes
7 Ripley East	1	10,056	4%	11,379	7%	Minor	Yes
8 Ripley West and Crich	1	10,543	9%	11,352	7%	Minor	Yes
9 South Belper and Holbrook	1	9,356	-4%	10,219	-4%	Major	Yes
10 Swanwick and Riddings	1	10,013	3%	10,963	3%	Major	Yes
<b>Bolsover</b>	<b>6</b>	<b>60,541</b>	<b>3.9%</b>	<b>66,738</b>	<b>4.8%</b>	<b>4</b>	<b>5</b>
11 Barlborough and Clowne	1	10,412	7%	11,170	5%	Minor	
12 Bolsover	1	9,242	-5%	10,939	3%	Major	Yes
13 Elmton with Creswell and Whitwell	1	9,541	-2%	10,431	-2%	Major	Yes
14 Hardwick	1	10,579	9%	11,430	8%	No	Yes
15 Shirebrook and Pleasley	1	10,569	9%	11,799	<b>11%</b>	Minor	
16 South Normanton and Pinxton	1	10,198	5%	10,969	3%	No	
<b>Chesterfield</b>	<b>8</b>	<b>78,053</b>	<b>0.5%</b>	<b>83,238</b>	<b>-2.0%</b>	<b>8</b>	<b>4</b>
17 Brimington	1	9,226	-5%	9,627	-9%	Minor	
18 Dunston	1	9,066	-7%	10,145	-4%	Major	Yes
19 Hasland and Rother	1	10,696	<b>10%</b>	10,991	4%	Major	Yes
20 Linacre and Loundsley Green	1	9,917	2%	10,472	-1%	Major	Yes
21 Spire	1	9,335	-4%	10,192	-4%	Major	
22 Staveley	1	9,560	-2%	10,411	-2%	Minor	
23 Staveley North and Whittington	1	10,179	5%	10,902	3%	Minor	
24 Walton, Brampton and Boythorpe	1	10,074	4%	10,498	-1%	Major	Yes
<b>Derbyshire Dales</b>	<b>6</b>	<b>57,624</b>	<b>-1.1%</b>	<b>60,904</b>	<b>-4.4%</b>	<b>6</b>	<b>2</b>
25 Ashbourne South	1	9,065	-7%	9,674	-9%	Major	Yes
26 Bakewell	1	11,208	<b>15%</b>	11,621	9%	Major	
27 Derwent Valley	1	9,164	-6%	9,685	-9%	Major	
28 Dovedale and Ashbourne North	1	9,455	-3%	9,848	-7%	Major	Yes
29 Matlock	1	9,132	-6%	10,085	-5%	Minor	
30 Wirksworth	1	9,600	-1%	9,991	-6%	Minor	
<b>Erewash</b>	<b>9</b>	<b>86,663</b>	<b>-0.8%</b>	<b>93,045</b>	<b>-2.6%</b>	<b>7</b>	<b>3</b>
31 Breadsall and West Hallam	1	8,585	<b>-12%</b>	10,515	-1%	Minor	
32 Breaston	1	10,266	6%	10,661	0%	No	
33 Ilkeston Central	1	10,543	9%	10,957	3%	Major	Yes
34 Ilkeston North	1	10,302	6%	11,168	5%	Major	Yes
35 Ilkeston South and Kirk Hallam	1	8,674	<b>-11%</b>	9,701	-9%	Major	Yes
36 Long Eaton	1	9,260	-5%	9,586	<b>-10%</b>	Minor	
37 Petersham	1	10,023	3%	10,429	-2%	Minor	
38 Sandiacre	1	9,209	-5%	9,828	-7%	No	
39 Sawley	1	9,801	1%	10,200	-4%	Minor	

Name	Cllr	2022 Electorate	% varianc e from Derbys hire	2029 Electorate	% variance from Derbyshire	Chang e	Name Chang e
<b>Derbyshire</b>	<b>64</b>	<b>621,414</b>	<b>9,710</b>	<b>679,510</b>	<b>10,617</b>	<b>58</b>	<b>38</b>
<b>High Peak</b>	<b>8</b>	<b>72,412</b>	<b>-6.8%</b>	<b>78,102</b>	<b>-8.0%</b>	<b>6</b>	<b>4</b>
40 Buxton North and East	1	8,722	-10%	9,534	-10%	Major	
41 Buxton South and West	1	8,544	-12%	9,716	-8%	Major	Yes
42 Chapel and Hope Valley	1	9,367	-4%	9,892	-7%	Major	
43 Etherow	1	9,180	-6%	9,833	-7%	Minor	
44 Glossop North and Bamford	1	9,090	-6%	9,713	-9%	Major	Yes
45 Glossop South	1	8,915	-8%	9,621	-9%	Major	Yes
46 New Mills and Hayfield	1	9,787	1%	10,401	-2%	No	Yes
47 Whaley Bridge	1	8,807	-9%	9,392	-12%	No	
<b>North East Derbyshire</b>	<b>8</b>	<b>82,315</b>	<b>6.0%</b>	<b>87,327</b>	<b>2.8%</b>	<b>8</b>	<b>7</b>
48 Clay Cross and Tupton	1	10,638	10%	11,631	10%	Major	Yes
49 Dronfield and Unstone	1	11,206	16%	11,521	9%	Major	Yes
50 Dronfield Woodhouse and Walton	1	10,509	8%	10,762	1%	Major	Yes
51 Eckington and Coal Aston	1	10,445	8%	10,729	1%	Major	Yes
52 Killamarsh and Renishaw	1	9,288	-4%	9,550	-10%	Major	Yes
53 North Wingfield, Pilsley and Morton	1	9,600	-1%	10,443	-2%	Major	Yes
54 Shirland and Wingerworth South	1	10,651	10%	11,575	9%	Major	Yes
55 Sutton	1	9,978	3%	11,116	5%	Major	
<b>South Derbyshire</b>	<b>9</b>	<b>84,055</b>	<b>-3.8%</b>	<b>100,171</b>	<b>4.8%</b>	<b>9</b>	<b>5</b>
56 Aston	1	7,854	-19%	10,773	1%	Major	
57 Etwall and Findern	1	8,714	-10%	10,738	1%	Major	Yes
58 Hilton	1	9,804	1%	11,115	5%	Minor	
59 Linton	1	8,344	-14%	10,992	4%	Minor	
60 Melbourne and Woodville	1	9,779	1%	10,979	3%	Major	Yes
61 Repton and Stenson	1	10,441	8%	11,972	13%	Major	Yes
92 Swadlincote East	1	9,482	-2%	11,254	6%	Major	Yes
63 Swadlincote South	1	9,811	1%	11,139	5%	Minor	
64 Swadlincote West	1	9,826	1%	11,209	6%	Major	Yes

**Council Proposed Electoral Division Boundaries**

See the table below for the electorate for each proposed division




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 Ordnance Survey [100023251]  
 Strategy and Policy Team  
 Date 8 March 2024

**2029 Electorate Forecasts by council proposed Electoral Division**  
Divisions showing the variance in the electorate from the Derbyshire and district average and indicating changes from the LGCBE proposals.

Name	2029 Electorate	Cllr	% variance from Derbyshire	% variance from District	Change from LGCBE proposal	Name Change
<b>Derbyshire</b>	<b>679,484</b>	<b>64</b>	<b>10,617</b>		<b>14</b>	<b>5</b>
<b>Amber Valley</b>	<b>109,985</b>	<b>10</b>	<b>3.6%</b>	<b>10,999</b>	<b>0</b>	<b>0</b>
A01 Alfreton and Somercotes	10,967	1	3.3%	-0.3%	No	No
A08 Alport and Duffield	11,461	1	7.9%	4.2%	No	No
A03 Codnor, Aldercar, Langley Mill and Loscoe	11,046	1	4.0%	0.4%	No	No
A04 Heanor	11,220	1	5.7%	2.0%	No	No
A05 Horsley	11,157	1	5.1%	1.4%	No	No
A06 North Belper	10,221	1	-3.7%	-7.1%	No	No
A10 Ripley East	11,379	1	7.2%	3.5%	No	No
A09 Ripley West and Crich	11,352	1	6.9%	3.2%	No	No
A07 South Belper and Holbrook	10,219	1	-3.8%	-7.1%	No	No
A02 Swanwick and Riddings	10,963	1	3.3%	-0.3%	No	No
<b>Bolsover</b>	<b>66,738</b>	<b>6</b>	<b>4.8%</b>	<b>11,123</b>	<b>0</b>	<b>0</b>
B01 Barlborough and Clowne	11,170	1	5.2%	0.4%	No	No
B02 Bolsover	10,939	1	3.0%	-1.7%	No	No
B03 Elmton with Creswell and Whitwell	10,431	1	-1.8%	-6.2%	No	No
B05 Hardwick	11,430	1	7.7%	2.8%	No	No
B04 Shirebrook and Pleasley	11,799	1	11.1%	6.1%	No	No
B06 South Normanton and Pinxton	10,969	1	3.3%	-1.4%	No	No
<b>Chesterfield</b>	<b>83,238</b>	<b>8</b>	<b>-2.0%</b>	<b>10,405</b>	<b>0</b>	<b>0</b>
C03 Brimington	9,627	1	-9.3%	-7.5%	No	No
C04 Dunston	10,145	1	-4.4%	-2.5%	No	No
C08 Hasland and Rother	10,991	1	3.5%	5.6%	No	No
C05 Linacre and Loundsley Green	10,472	1	-1.4%	0.6%	No	No
C07 Spire	10,192	1	-4.0%	-2.0%	No	No
C01 Staveley	10,411	1	-1.9%	0.1%	No	No
C02 Staveley North and Whittington	10,902	1	2.7%	4.8%	No	No
C06 Walton, Brampton and Boythorpe	10,498	1	-1.1%	0.9%	No	No
<b>Derbyshire Dales</b>	<b>60,908</b>	<b>6</b>	<b>-4.4%</b>	<b>10,151</b>	<b>4</b>	<b>0</b>
D01 Ashbourne South	9,674	1	-9%	-4.7%	No	No
D06 Bakewell	11,190	1	5%	10.2%	Yes	No
D05 Derwent Valley	9,639	1	-9%	-5.0%	Yes	No
D02 Dovedale and Ashbourne North	9,848	1	-7%	-3.0%	No	No
D04 Matlock	10,674	1	1%	5.1%	Yes	No
D03 Wirksworth	9,883	1	-7%	-2.6%	Yes	No
<b>Erewash</b>	<b>93,048</b>	<b>9</b>	<b>-2.6%</b>	<b>10,339</b>	<b>3</b>	<b>3</b>
E05 Breadsall and West Hallam	10,515	1	-1%	1.7%	No	No
E07 Breaston	10,661	1	0%	3.1%	No	No
E01 Ilkeston East	10,539	1	-1%	1.9%	Yes	Yes
E02 Ilkeston South	10,925	1	3%	5.7%	Yes	Yes
E03 Ilkeston West	10,365	1	-2%	0.3%	Yes	Yes
E06 Long Eaton	9,586	1	-10%	-7.3%	No	No
E09 Petersham	10,429	1	-2%	0.9%	No	No
E04 Sandiacre	9,828	1	-7%	-4.9%	No	No
E08 Sawley	10,200	1	-4%	-1.3%	No	No

Name	2029 Electorate	Cllr	% variance from Derbyshire	% variance from District	Change from LGBCE proposal	Name Change
<b>Derbyshire</b>	<b>679,484</b>	<b>64</b>	<b>10,617</b>		<b>14</b>	<b>5</b>
<b>High Peak</b>	<b>78,106</b>	<b>8</b>	<b>-8.0%</b>	<b>9,763</b>	<b>4</b>	<b>0</b>
H01 Buxton North and East	9,646	1	-9%	-1.2%	Yes	No
H02 Buxton South and West	9,608	1	<b>-10%</b>	-1.6%	Yes	No
H05 Chapel and Hope Valley	9,748	1	-8%	-0.2%	Yes	No
H08 Etherow	9,833	1	-7%	0.7%	No	No
H07 Glossop North and Bamford	9,857	1	-7%	1.0%	Yes	No
H06 Glossop South	9,621	1	-9%	-1.5%	No	No
H04 New Mills and Hayfield	10,401	1	-2%	6.5%	No	No
H03 Whaley Bridge	9,392	1	<b>-12%</b>	-3.8%	No	No
<b>North East Derbyshire</b>	<b>87,290</b>	<b>8</b>	<b>2.8%</b>	<b>10,911</b>	<b>3</b>	<b>2</b>
N06 Clay Cross North and Tupton	10,857	1	2%	-0.5%	Yes	Yes
N07 Clay Cross South and North Wingfield	11,407	1	7%	4.5%	Yes	Yes
N03 Dronfield and Unstone	11,521	1	9%	5.6%	No	No
N04 Dronfield Woodhouse and Walton	10,762	1	1%	-1.4%	No	No
N02 Eckington and Coal Aston	10,729	1	1%	-1.7%	No	No
N01 Killamarsh and Renishaw	9,550	1	<b>-10%</b>	<b>-12.5%</b>	No	No
N05 Shirland and Wingerworth South	11,348	1	7%	4.0%	Yes	No
N08 Sutton	11,116	1	5%	1.9%	No	No
<b>South Derbyshire</b>	<b>100,171</b>	<b>9</b>	<b>4.8%</b>	<b>11,130</b>	<b>0</b>	<b>0</b>
S08 Aston	10,773	1	1%	-3.2%	No	No
S07 Etwall and Findern	10,738	1	1%	-3.5%	No	No
S06 Hilton	11,115	1	5%	-0.1%	No	No
S01 Linton	10,992	1	4%	-1.2%	No	No
S09 Melbourne and Woodville	10,979	1	3%	-1.4%	No	No
S05 Repton and Stenson	11,972	1	<b>13%</b>	7.6%	No	No
S04 Swadlincote East	11,254	1	6%	1.1%	No	No
S02 Swadlincote South	11,139	1	5%	0.1%	No	No
S03 Swadlincote West	11,209	1	6%	0.7%	No	No



**Derbyshire County Council**  
**2024 Boundary Review:**  
Response to the Local Government  
Boundary Commission for England Draft  
Proposals for Derbyshire

March 2024

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# 1. Introduction

Electoral boundaries are in place to ensure fair and equal representation by Elected Members, reflect community ties and identities and promote effective and convenient local government.

Electoral Reviews can be initiated for several reasons:

- At the [request of the local authority](#)
- [Electoral imbalance](#), if either:
  - one electoral division has a +/-30% variance with the local authority electorate average
  - or, 30% or more of the electoral divisions have a +/-10% variance from the local authority average
- [Time period](#) since the previous review, which is normally around 12 and 16 years or every two to three electoral cycles
- As a result of [structural change](#) i.e. in an area where local government reorganisation is taking place

In April 2022, the Local Government Boundary Commission for England (LGBCE) initiated an Electoral Division Boundary Review of Derbyshire by notifying the council that 12 years had passed since the previous Electoral Division Boundary Review and that a review was due. In addition, the LGBCE confirmed that one of the council's 61 electoral divisions, Etwall and Repton, had reached an electoral imbalance with the rest the county in 2021, having a 33% variance above the Derbyshire average number of electorate per electoral division. The table in [Appendix A](#) shows the current and forecast electorate ratio and variance for the current electoral divisions which were identified through the 2011 Electoral Review.

The Electoral Boundary Review process comprises a full review of all council electoral divisions implemented in five key stages:

- [Preliminary Phase](#) – Information gathering and electoral forecasts
- [Phase 1 – council size](#) i.e. proposals for the total number of councillors/electoral divisions
- [Phase 2 – Consultations](#) on draft proposals and divisional arrangements i.e. proposals for revised boundaries and names of electoral divisions
- Phase 3 - Parliamentary approval of recommendations
- [Phase 4 - Implement](#) new electoral arrangements

The Preliminary (information gathering) phase was completed on 30 January 2023 and the council Size phase was approved by Full council on 15 February 2023 the recommendations from which to delay the start of the second phase until after the Local Elections on 4 May 2023, to keep the council Size at 64, to hold a Single member review<sup>1</sup> were all agreed at this stage of the Review.

The second phase of the Review started on 9 May 2023. The LGCBE released its recommendation on the council Size<sup>2</sup>, marking the start of the Formal Review Process. The first of the two 10-week consultation periods on the divisional and pattern arrangements for the electoral divisions ended with a submission date of 17 July 2023.

The first consultation period asked all interested parties such as residents, community groups, councillors, Political Groups and councils for their views on which communities should be part of the same division asking about:

- **shared facilities** i.e. parks, leisure centres or schools and shopping areas
- **common issues** faced by neighbouring communities such as high numbers of visitors or heavy traffic
- **new housing or commercial developments** that have changed the focus of communities
- **natural or manmade boundaries** such as roads, rivers, railways or other features that people believe form strong boundaries between neighbourhoods

The LGCE used these local views to help it draw up proposals for new division boundaries with the draft proposals being released at the start of the second round of consultation on 23 January 2024, see the tables in [Appendix B](#) for the LGCE proposed electoral divisions.

During the second consultation period the LGCE are gathering views on their proposed boundaries, names, locations and councillor numbers, with the final set of electoral division boundaries due to be released on 2 July 2024 unless further rounds of consultation are required following representations made during this consultation period. Whilst this has not been required in previous Derbyshire Reviews it is not uncommon for county councils to have additional consultation on specific areas.

All submissions made during the consultation periods, whether for the whole or parts of Derbyshire carry equal weight and are duly considered.

## Electoral Division Pattern Arrangements

The LGCE must abide by certain rules set out in law<sup>3</sup> when drawing up proposals for new electoral division boundaries and each submissions evidence will be considered in light of these criteria before making any final recommendations. The main rules are:

- **Delivering electoral equality for local voters** - ensuring that each local councillor represents roughly the same number of people
- **Reflecting the interests and identities of local communities** – establishing electoral arrangements which, as far as possible, maintain local ties and where boundaries are easily identifiable
- **Promoting effective and convenient local government** ensuring that the new electoral divisions can be represented effectively by their elected representative(s) and that the new electoral arrangements as a whole allow the local authority to conduct its business effectively

The LGCE have stated in their guidance that it is not always possible to put forward a boundary proposal that clearly meets all these principles. In fact, the statutory criteria can sometimes contradict each other, for example where a proposed division might reflect the shape of local communities but delivers poor levels of electoral equality. In these cases, the LGCE will use its discretion and the quality of the evidence presented in each submission to come to a conclusion. As part of the draft

recommendations the LGCEB has proposed seven areas which are forecast to result in poor electoral equality by 2029, outweighing the criteria of existing boundaries and community interests above electoral parity, these LGCEB proposals for each electoral division are available in [Appendix B](#).

In addition to the main rules, the LGCEB makes it clear that:

- No electoral division can cross a district or borough boundary
- Parish and ward boundaries must be adhered to wherever possible
- The electoral divisions variance from the Derbyshire average should be as close to zero as possible

However, the LGCEB recognise that coterminosity with district and borough wards is not always possible and new parish wards can be created if the LGCEB consider the proposal viable.

The guidance provided also states that the LGCEB will not consider the following as evidence for a proposal:

- Parliamentary Constituency Boundaries
- Current County Electoral Divisions
- Local political implications of recommendations
- School catchment areas
- Postcodes or addresses
- Polling districts

## Naming conventions of electoral boundaries

The LGCEB also issued guidance on the naming conventions for the Electoral Division proposals as it is generally regarded that councils and their communities are usually able to suggest appropriate names for wards and electoral divisions that reflect community identities and mean something to local people.

In determining names for wards and divisions, the aim is to:

- avoid causing confusion amongst local electors by ensuring that names are distinct and easily identifiable, especially in two-tier areas
- use the existing ward or division name when the area remains largely unchanged, supporting continuity of identification with an area and voting processes
- alter ward or division names even where there has been little or no change to electoral boundaries when there is good reason for change. For example, where a community identity has clearly changed over time, a different name may better reflect the constituent communities of the proposed electoral area

Other considerations are to:

- adopt compass point names when there is not a more suitable name, (usually applies in larger urban and suburban settlements), for example Swadlincote East. Compass points will normally be used only where they are relative to another compass point (i.e., Swadlincote West)
- use short names rather than those which attempt to describe an area exhaustively, e.g., by reference to all or a number of parishes it encompasses. Excessively long electoral area names have the potential to cause confusion

## 2. LGBCE proposed divisional arrangements

On 23<sup>rd</sup> January 2024, The LGCBE published their Draft Recommendations for Derbyshire. Their report contains details on council size, divisional arrangements and representations received during the first round of consultation.

The proposals agree to the council's recommendation for a council size of 64 and the council's request for a single-member review, with the LGBCE draft recommendations including 64 single-member divisions.

The LGBCE, like the council in their own proposals which were agreed at full council on 12<sup>th</sup> July 2023, have proposed Chesterfield lose one councillor and South Derbyshire gain one, with this change necessary to remove significant electoral imbalance in both areas.

The commission's proposals see change to all but six of the existing divisions, with major changes occurring to split existing two-member divisions, remove a division from Chesterfield, add a division to South Derbyshire and rebalance electorates in every district.

### Submissions received by LGBCE

All interested parties could make a submission for council size and again for the divisional pattern arrangements on whole or parts of Derbyshire and all proposals made carried equal weight. The LGCBE received no significant comments on council size other than the council submission and 74 representations relating to pattern arrangements, eight from Political groups, one from an MP, five individual responses from councillors, eight from Parish and Town councils, one from a local organisation and 50 proposals sent by members of the public. Only two submissions covered the whole of the county, the council and Labour Group submissions, the remaining covering parts of divisions, districts, parishes or wards, with only those relating to the electoral divisions being considered.

The proposals provided by the LGCBE, which are the subject of this consultation period, have been devised solely by the LGCBE after considering all of the relevant representations made. These proposals have used elements of the submissions in conjunction with each other, in their entirety for some areas or have rejected all submissions in favour of their own recommendations. In some cases, adopting a few division boundaries within a district from one submission means having to adopt the majority if not all of the boundaries within that district from the same submission in order to balance the electorate and adhere to the statutory criteria as set out above.

### Council size

Following a review of committee membership, Member workload and consultation with Elected members, it was agreed at Full council on 15 February 2023 that the council should recommend no change to the current council size of 64 but should formally seek a Single Member Review to increase the number of Electoral Divisions from 61 to 64. The LGBCE agreed to these proposals and recommended that the council Size remain at 64 Elected Members and has adhered to the request for single member divisions throughout their draft recommendations following no significant comments from any interested parties to the contrary.

## Electorate forecasting

The council provided electorate forecasts which are projected for five years post review to 2029, along with the evidence to support it as part of the Preliminary Phase. These draft forecasts were revised following discussions with and updates to the tools provided by the LGBCE and revisions to the polling districts for Amber Valley, Chesterfield and Derbyshire Dales. These forecasts have been used by the LGCBE to prepare their recommendations. However, it should be noted that there are now questions over the Spondon Wood development in Erewash breaking ground and there has been recent approval for a large site in Killamarsh in North East Derbyshire. The forecasts cannot be revisited and proposals are based on the information available during the Information gathering phase which completed in January 2023.

The revised Polling District forecasts have been aggregated to the existing Electoral Divisions, see [Appendix A](#), and show what the electoral position would be if there was no change to the current divisions or council size. In total, 20 electoral divisions have a variance +/- 10% from the Derbyshire average with Aston and Etwall & Repton in South Derbyshire both forecast to have electorate at over 40% variance from Derbyshire's average, one of the triggers for a review being any electoral division reaching a variance of +/-30%. The LGBCE made it clear that no change is not an option.

The current 2029 forecast electorate stands at 679,518, a 9% rise from the 2022 electorate which will give an average of 10,617 electorate per councillor and a variance range of -27% to 44% if the status quo were to be maintained.

The LGBCE draft proposals for Derbyshire, included in [Appendix B](#) provide 64 single-member divisions with improved electoral variance when compared to the current divisions. However, the LGBCE draft proposals do contain 7 divisions with a variance above the +/-10% variance threshold, with a further 9 of their proposed divisions at +/-9% variance and close to the 10% threshold.

## LGCBE recommendations for Derbyshire

Overall, based on the recommendations from the LGCBE, the county's divisional landscape would see significant changes with only six of the current 61 electoral divisions having no change to their boundaries, 17 electoral divisions will see a minor change and 38 will see a major change, particularly where the current two-member divisions have been split and with the removal of one division from Chesterfield and the increase of one division in South Derbyshire, calling for significant reconfiguration in those areas. Overall, a total of 41 of the newly recommended 64 electoral divisions will be proposed as a result of major changes based on the LGCBEs recommendations at this stage.

### 3. The council's approach

Officers from the County council reviewed the LGBCE's draft proposals for Derbyshire and developed new proposals for electoral division boundaries and names using data from various sources including:

- **Current electorate** by household, polling districts, parishes, parish wards, district and borough wards, existing electoral divisions and districts (2022)<sup>4</sup> see [Appendix A – Current Electoral Divisions](#)
- **Projected electorate** by polling districts, parishes, parish wards, district and borough wards, existing electoral divisions and districts (2029)
- **Forecast housing completions**, planning applications where 17 or more dwellings are expected to be completed by 2029
- **Market towns**
- **Deprivation**<sup>5</sup>
- **Rural Urban Classification (RUC2011)**Error! Bookmark not defined.

These officer proposals follow parish, parish ward and ward boundaries where possible, attempted to minimise the electoral variance within each district and with the county average and to reflect local communities as a basis for discussion with interested parties.

The proposals have been through an iterative process following feedback and regular reviews with officer and political groups.

This final response document was agreed at Full council on 27 March 2024 for submission to the LGBCE on 1 April 2024.



## 4. The council's proposals

Having reviewed the LGBCE's draft recommendations for Derbyshire, the council feel that 50 of the proposed divisions represent a good balance of the commissions criteria, creating 64 single-member divisions with improved electoral equality, reasonable coterminosity to parishes and district wards and good representations of the communities they contain. However, the LGCBEs proposals for the 14 remaining divisions, in the council's opinion, do not represent the best possible balance of those criteria, with some proposed divisions still containing high levels of electoral inequality and others not offering the best representation of the distinct communities within the county.

In order to better meet the LGBCE's criteria, the council has proposed alternative arrangements for those 14 divisions within this report. The council feel that these new proposals offer better reflections of the communities they contain whilst often offering improved electoral equality and coterminosity to parishes and/or district wards.

The table in Fig 1 below, shows the current position, the proposed distribution of electoral divisions by district, and the number of proposals the council have accepted or rejected as part of its response. these are fully discussed in the following sections which outline in detail the County council's proposals for each of the districts and boroughs in the county.

**Fig 1 - District current and proposed Electoral Division arrangements**

	Current Divisions					LGCBE Proposed Divisions					Council's Response		
	EDs	Seats	Electrate	Electoral average per seat	Variance	EDs	Seats	Electrate	Electoral average per seat	Variance	Accepted	Rejected	Name Change
Amber Valley	9	10	99,755	9,976	2.7%	10	10	109,985	10,999	3.6%	10	-	-
Bolsover	6	6	60,541	10,090	3.9%	6	6	66,738	11,123	4.8%	6	-	-
Chesterfield	9	9	78,058	8,673	-10.7%	8	8	83,238	10,405	-2.0%	8	-	-
Derbyshire Dales	6	6	57,624	9,604	-1.1%	6	6	60,904	10,151	-4.4%	2	4	-
Erewash	9	9	86,660	9,629	-0.8%	9	9	93,045	10,338	-2.6%	6	3	3
High Peak	7	8	72,340	9,043	-6.9%	8	8	78,102	9,763	-8.0%	4	4	-
North East Derbyshire	7	8	82,325	10,291	6.0%	8	8	87,327	10,916	2.8%	5	3	2
South Derbyshire	8	8	84,055	10,507	8.2%	9	9	100,171	11,130	4.8%	9	-	-
<b>Derbyshire</b>	<b>61</b>	<b>64</b>	<b>621,358</b>	<b>9,709</b>		<b>64</b>	<b>64</b>	<b>679,510</b>	<b>10,617</b>		<b>50</b>	<b>14</b>	<b>5</b>

### Amber Valley

In 2022, the total electorate for the ten divisions in Amber Valley was 99,755, equating to an average electorate of 9,976 per councillor and an electoral variance of 2.7% from the county average. By 2029 the district electorate is projected to increase by 10.2% to 109,986 with an average of 10,999 electors per division, higher than the county average with an electoral variance of 3.6%. Detailed figures for the current divisions can be found in [Appendix A – Current Electoral Divisions](#).

As the average variance within Amber Valley is relatively low, it is proposed by the LGBCE that Amber Valley retain its ten seats, but that it sees its current two-member division (Alfreton and Somercotes) split to leave the district with ten single-member divisions. This position is one that was shared by the council in its own submission

during the first round of consultation. The LGBCE’s proposals can be found in [Appendix B – LGCBE proposed Electoral Divisions](#).

Where the two sets of proposals differ is in the level of change required elsewhere in the district, with the council initially proposing to leave three divisions unchanged, carry out minor changes to five divisions with the only major change being the splitting of the two member Alfreton and Somercotes division. The LGBCE, however, are proposing change in every division in the district, with much higher levels of change than the council initially proposed.

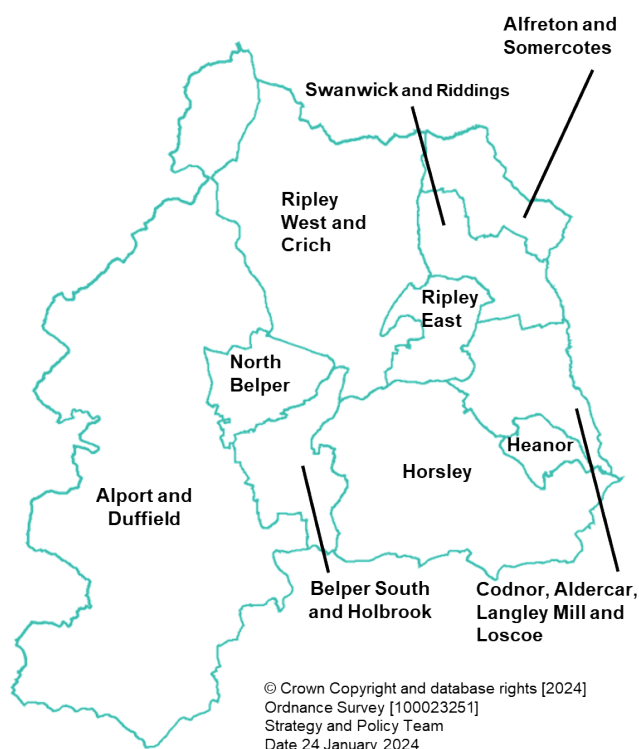
Having reviewed the proposed changes, detailed below, the council accepts the LGBCE’s proposals for Amber Valley district and proposes that these divisional arrangements be carried forward to the LGBCE’s final proposals.

### Amber Valley Proposed Electoral Divisions

Fig 4 - Amber Valley proposed Electoral Division electorate variances

	Amber Valley	2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change from LGBCE proposal	Name Change
A01	Alfreton and Somercotes	10,211	5%	10,967	3%	No	No
A08	Alport and Duffield	9,358	-4%	11,461	8%	No	No
A03	Codnor, Aldercar, Langley Mill and Loscoe	10,273	6%	11,046	4%	No	No
A04	Heanor	10,530	8%	11,220	6%	No	No
A05	Horsley	10,055	4%	11,157	5%	No	No
A06	North Belper	9,356	-4%	10,221	-4%	No	No
A10	Ripley East	10,056	4%	11,379	7%	No	No
A09	Ripley West and Crich	10,543	9%	11,352	7%	No	No
A07	South Belper and Holbrook	9,356	-4%	10,219	-4%	No	No
A02	Swanwick and Riddings	10,013	3%	10,963	3%	No	No

Fig 5 - Amber Valley Electoral Divisions proposals map



### **Alfreton and Somercotes**

The council initially proposed that the two-member Alfreton and Somercotes division be split into two single-member divisions. The first of those divisions would be of the same name, Alfreton and Somercotes, as it would contain Alfreton ward and the majority of Somercotes ward, split along Nottingham Road and Quarry Road to best balance the electorate in this area.

The LGBCE proposes that the council's submission be accepted in this area, so the council is in favour of the LGBCE's proposed Alfreton and Somercotes division and accepts this proposal.

### **Alport and Duffield**

The council and the LGBCE have proposed different configurations in the Alport, Duffield and Belper areas, with the council proposing that the existing Alport and Derwent division remain almost the same, losing a small section of Belper into Belper division and Hazelwood Parish into Belper South and Duffield division to best balance the electorate.

The LGBCE, however, propose that Belper be separated from Alport and Duffield, with Alport ward be paired with Duffield and Quarndon ward to create the new Alport and Duffield division, a division more rural in nature and allowing Belper to be split between two rather than three divisions.

After some consideration, the council accepts the LGBCE's recommendation in this area, with the split in Belper between two rather than three divisions being more favourable.

### **North Belper**

As detailed above, the council and the LGBCE differ in their proposals for the Belper area, with the council initially proposing that the existing Belper division be changed only by the addition of the Far Laund area.

The LGBCE, however, propose a new North Belper division, containing some of what was the old Belper division, but including all of Belper North ward and much of Belper East ward.

The council accepts this proposal as a sensible split of Belper between two rather than three divisions.

### **South Belper and Holbrook**

The council initially proposed that South Belper continue in its shared division with Duffield, with Holbrook Parish remaining with its ward of Horsley.

The LGBCE, however, propose that South Belper and Duffield be split, with the new South Belper and Holbrook division containing Belper South ward, half of Belper East ward and the parish of Holbrook.

The council accepts this proposal as a logical split of the Belper area into two rather than three divisions.

## **Codnor, Aldercar, Langley Mill and Loscoe**

The council and the LGBCE again differ in their proposals for the Codnor, Heanor, Aldercar and Langley Mill areas, the council proposed that the existing Greater Heanor division remains unchanged and Codnor remained paired with Ripley East, however, the LGBCE proposals see the entire Codnor, Langley Mill and Aldercar ward paired with the Loscoe area from the Heanor West and Loscoe ward.

The council accepts this proposal as a sensible configuration in this area allowing more coterminosity with wards.

## **Heanor**

The council had proposed that the existing Heanor Central division remain largely unchanged, the LGBCE however, have proposed that the division see some significant change. Their proposal sees the split within Heanor Central removed and creates a division containing Heanor East ward and most of the densely populated area from Heanor West and Loscoe ward.

The council accepts this proposal as a sensible configuration of Heanor town.

## **Horsley**

The council proposed that Horsley division remain unchanged.

The LGBCE, however, have proposed two changes to this division, which loses Holbrook parish but gains Shipley and Mapperley to give it the entirety of the Smalley, Shipley and Horsley Woodhouse ward as well as most of the Kilburn, Denby, Holbrook and Horsley ward (minus Holbrook Parish).

The council accepts the commission's proposal for this division, which creates a better urban/rural split with Shipley and Mapperley split from Heanor.

## **Ripley East**

The council proposed a Ripley East and Codnor division almost identical to the current division of that name.

The LGBCE have proposed that Ripley East and Codnor be split, with the new Ripley East division containing Ripley ward and the better part of Ripley and Marehay ward.

The council accepts this proposal as a largely coterminous boundary with Codnor removed along ward lines.

## **Ripley West and Crich**

The council had proposed an unchanged division, however the LGBCE have opted to add Crich to the division, removing a split in the Crich and South Wingfield ward. This move necessitates a split in the Ripley and Marehay ward to better balance the electorates.

The council accepts this proposal as a largely coterminous boundary.

## Swanwick and Riddings

The wards of Swanwick and Ironville and Riddings currently make up part of the two member Alfreton and Somercotes division. As this division is set to be split into two single-member divisions, the council proposed that the two wards be paired and take a small section of Somercotes ward in order to create electorally balanced divisions.

The LGBCE agree with the council in this proposal, meaning the council supports the LGBCE's proposed Swanwick and Riddings division.

## Bolsover

In 2022, the electorate for the six divisions in Bolsover was 60,541, equating to an average of 10,090 electorate per councillor and an electoral variance of 3.8% from the county average. By 2029 the districts electorate is projected to increase by 10% to 66,740 and with no proposed changes to the number of divisions in the district, the average number of electors per division is 11,123, higher than the county average with an electoral variance of 4.8%. Detailed figures for the current divisions can be found in [Appendix A – Current Electoral Divisions](#).

The council's initial proposals for Bolsover saw only minor change to four of the divisions, with small boundaries changes proposed to even out electorates and clean up confusing boundaries. The LGBCE, though, have opted to propose fairly significant change to three of Bolsover divisions, minor change to one division and two divisions remaining unchanged. The LGBCE's proposals can be found in [Appendix B – LGCBE proposed Electoral Divisions](#).

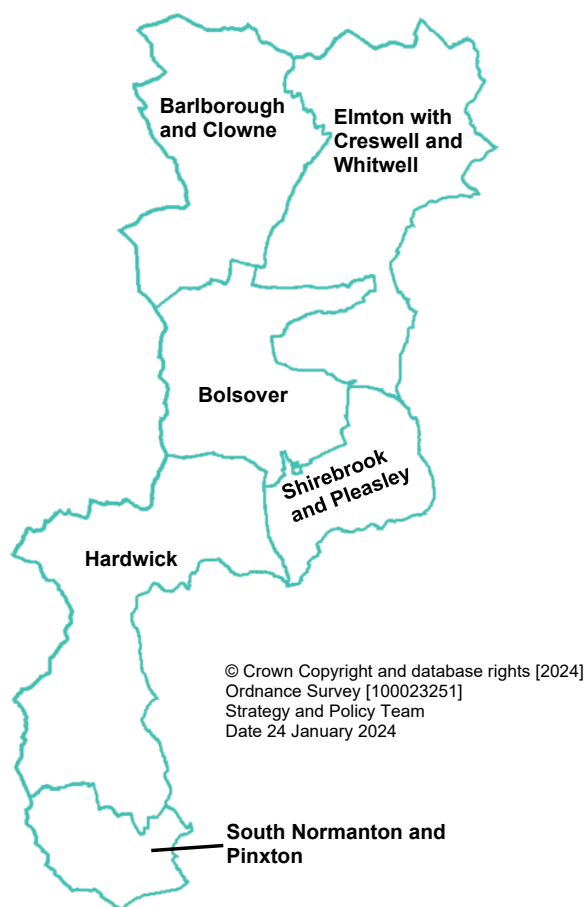
Having reviewed the proposed changes, detailed below, the council accepts the LGBCE's proposed divisions for Bolsover district.

## Bolsover Proposed Electoral Divisions

Fig 9 - Bolsover proposed Electoral Division electorate variances

Bolsover		2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change from LGBCE proposal	Name Change
B01	Barlborough and Clowne	10,412	7%	11,170	5%	No	No
B02	Bolsover	9,242	-5%	10,939	3%	No	No
B03	Elmton with Creswell and Whitwell	9,541	-2%	10,431	-2%	No	No
B05	Hardwick	10,579	9%	11,430	8%	No	No
B04	Shirebrook and Pleasley	10,569	9%	11,799	<b>11%</b>	No	No
B06	South Normanton and Pinxton	10,198	5%	10,969	3%	No	No

Fig 10 - Bolsover Electoral Divisions proposals map



### Barlborough and Clowne

The council proposed that Barlborough and Clowne see a small increase in its electorate, gaining a small section of the current Bolsover North division to the west of Whitwell.

The LGBCE have also proposed an increase to the electorate in Barlborough and Clowne but have done so by the addition of Shuttlewood. This change sees Barlborough and Clowne extend slightly further south and reunites Shuttlewood and Oxcroft with their neighbouring Stanfree.

The council accepts this proposal as a necessary increase in Barlborough and Clowne's electorate which was forecast to be somewhat smaller than its neighbouring divisions in 2029 (10,234 electors, compared to 11,640 and 11,686 in Bolsover North and South divisions).

### Bolsover

The council had proposed divisional boundaries in Bolsover similar to the current divisions, with the split between Bolsover North and Shuttlewood ward, Bolsover East ward and Bolsover South ward remaining.

The LGBCE's proposal, however, with Shuttlewood split from its ward, sees a Bolsover division comprised of the entire Bolsover Parish and the entire Scarcliffe Parish.

The council accepts this proposal as a reasonable representation of the communities of the two parishes it contains.

### **Elmton with Creswell and Whitwell**

As detailed previously, the council's proposal for the division currently known as Bolsover North was that it loses a small section to the west of Whitwell into Barlborough and Clowne division to better balance the electorate.

The LGBCE's proposals are much more radical in this area, with the division losing all its Bolsover North ward section but gaining the villages of Whaley Thorns and Langwith, with most of Langwith Parish included in the division, save from the Langwith Junction area which is included in the Shirebrook and Pleasley division.

The council accepts the LGBCE's proposals in this area as a necessity to better balance the electorates whilst also allowing all of Bolsover Parish to be represented in one division.

### **Shirebrook and Pleasley**

Both the council and LGBCE proposed minimal change for the Shirebrook and Pleasley division, with the council proposing a small change to how Langwith Junction was divided and the LGBCE proposing the entirety of Langwith Junction be included within the division to create the most obvious border available.

The council accepts the LGBCE's proposal in this area as they create the most coherent and identifiable border possible whilst also reflecting the communities of Shirebrook, Pleasley and Langwith Junction.

### **South Normanton and Pinxton**

Neither the council nor LGBCE proposed change in this division, with changes to the boundary being difficult due to the geography of the division, bordered on three sides by the county/district border.

The council accepts the LGBCE's decision to leave this division unchanged.

### **Hardwick**

Neither the council nor LGBCE proposed boundary changes to the division currently known as Tibshelf.

The only change proposed in this area is a change in name to Hardwick, which it is felt better reflects the whole division, rather than one part. The council supports and accepts the LGBCE's decision in this name change, which the council initially proposed.

## **Chesterfield**

In 2022, the total electorate for the nine divisions in Chesterfield is 78,058, with an electorate/councillor average of 8,673 and an electoral variance of -10.7% from the

county average. By 2029 the electorate are projected to increase by 7% to 83,224 and with no proposed changes to the number of divisions in the district the average number of electors per division would be 9,247, lower than the county average with an electoral variance of -12.9%.

Based on this forecast variance it is proposed that Chesterfield have its number of councillors and divisions reduced to eight, thus providing an average of 10,403 electors per division, -2.0% from the county average. More details on the electorates of the current Chesterfield divisions can be found in [Appendix A – Current Electoral Divisions](#).

The LGBCE and council proposals for Chesterfield differ, often significantly, with the council proposing divisions with variances from the county average of between -0.1% and -3.0%. The LGBCE have opted to propose boundaries with a much higher level of variance from the county average, ranging from 3.5% to -9.3%, but with slightly more coterminosity to ward boundaries. The LGBCE’s proposals can be found in [Appendix B – LGCBE proposed Electoral Divisions](#).

Having reviewed the LGBCE’s proposals, the council accepts them as reasonable representations of the borough’s communities due to the improved coterminosity with ward boundaries the LGBCE’s proposals offer.

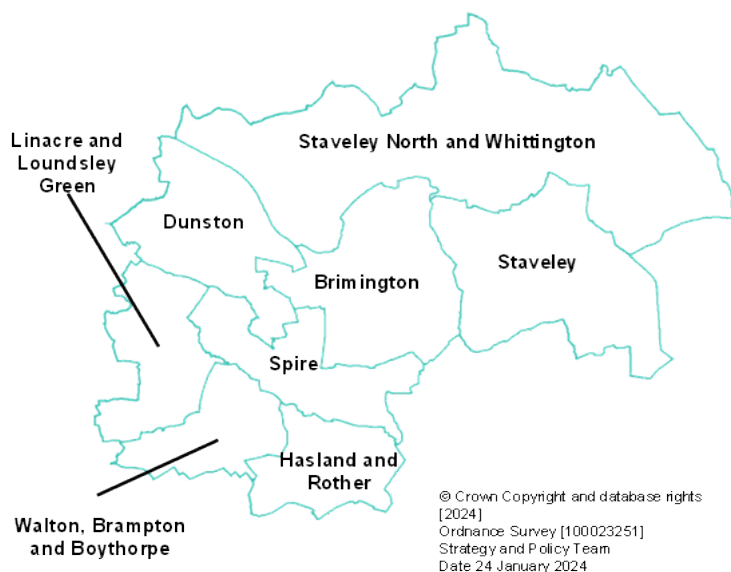
### Chesterfield Proposed Electoral Divisions

Fig 13 - Chesterfield proposed Electoral Division electorate variances

Chesterfield		2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change from LGBCE proposal	Name Change
C03	Brimington	9,226	-5%	9,627	-9%	No	No
C04	Dunston	9,066	-7%	10,145	-4%	No	No
C08	Hasland and Rother	10,696	<b>10%</b>	10,991	4%	No	No
C05	Linacre and Loundsley Green	9,917	2%	10,472	-1%	No	No
C07	Spire	9,335	-4%	10,192	-4%	No	No
C01	Staveley	9,560	-2%	10,411	-2%	No	No
C02	Staveley North and Whittington	10,179	5%	10,902	3%	No	No
C06	Walton, Brampton and Boythorpe	10,074	4%	10,498	-1%	No	No

Fig 14 - Chesterfield’s Electoral Divisions proposals map





### Hasland and Rother

The council and LGBCE proposed very similar boundaries for the Hasland and Rother division, with both containing all of Hasland ward and the majority of Rother ward. Where they differ is in the split applied to Rother ward.

The LGBCE's proposal sees a smaller split to the Rother ward, with the ward split in its north-western corner along Baden Powell Road, St Augustine's Avenue and St Augustine's Road.

The council accepts the LGBCE's proposal for this division, which is very similar to that initially proposed by the council.

### Walton, Brampton and Boythorpe

The council had proposed a Walton division with very similar boundaries to the current Walton and West division, with minor additions made to better balance the electorate in the borough.

The LGBCE have opted for a proposal for Walton ward that sees it paired with Brampton East and Boythorpe ward the small section of Rother ward split away from that division.

The council accepts this proposed division as a reasonably coterminous proposal.

### Brimington

The newly proposed Brimington division in the LGBCE's draft proposals is somewhat different to that proposed by the council. The council had opted for as little change as possible in the east of the borough due to the significant changes required in the west to remove a seat from the borough.

The council had proposed that the division move slightly west to take in the entirety of the two Brimington wards whilst maintaining the longstanding relationship with Hollingwood. The LGBCE, however, have opted to remove Hollingwood from the

division along ward lines and pair Brimington with the section of Whittington Moor ward around the Tesco and Football Stadium roundabout.

The council accepts this proposal as a reasonable representation of the ward boundaries.

### **Linacre and Loundsley Green**

The LGBCE's proposals for Linacre and Loundsley Green see the two wards paired in their entirety to create an entirely coterminous division. The council accepts this proposal as a sensible option, although it does differ significantly from the council's proposals that opted to leave much of the Brampton West and Loundsley Green ward in its current division with Walton ward. But with that option offering less coterminosity, the council can understand and accept the LGBCE's proposal.

### **Spire**

The council had proposed a Spire division containing the entire Spire ward and the vast majority of the Whittington Moor ward, removing a split from the Stonegravels area included in the ward boundaries.

The LGBCE has opted for a different approach, with Whittington Moor ward split between the Brimington and Dunston divisions and Spire ward paired with Brockwell ward. This option retains the split in Stonegravels, but creates a reasonably coterminous division.

The council accepts this proposal due to its reasonable coterminosity.

### **Dunston**

The council and LGBCE differ in their proposals for the Dunston area, with the LGBCE opting to pair Dunston ward with the majority of Whittington Moor ward and the council opting to pair the majority of the ward with Linacre ward and a small section of Brockwell ward with which it currently shares a county council division.

The council accepts the LGBCE's proposal in this area, though, as a coterminous proposal that sees Dunston ward maintained in one division and Whittington Moor ward largely maintained also.

### **Staveley**

The council had proposed that Staveley division remain unchanged, with its electorate having a low variance from the county average in 2029 (-2.4%) and with significant changes required elsewhere in the division it was felt no change in this division would simplify other changes.

The LGBCE, however, have opted for several changes in the Staveley area which see the new Staveley division representing Staveley Central ward and Staveley South ward in their entireties.

The council accepts this proposal as a coterminous proposal which allows for improved road connections in the Staveley North and Whittington division.

### **Staveley North and Whittington**

The council had proposed that Staveley North and Whittington see only minor change to balance the electorates in the borough, with a small section of Dunston and Whittington Moor included in the division.

The LGBCE have opted for a proposal that sees the division retain its western boundary on the A61 but move eastwards to take in the areas of Woodthorpe and Mastin Moor. The division would now contain Staveley North ward and Whittington ward in their entirety.

The council accepts this proposal as a sensible change which improves road connections and has good coterminosity.

## Derbyshire Dales

In 2022, the electorate aged 17 years and over for the six Electoral Divisions in Derbyshire Dales was 57,624 with an average of 9,604 electorate per councillor and an electoral variance of 1.1% from the county average. By 2029 this is projected to increase by 6% to 60,908 and with no proposed changes to the number of divisions in the district the average number of electors per division is 10,151, lower than the county average with an electoral variance of -4.4%. More details on the electorates of the current divisions can be found in [Appendix A – Current Electoral Divisions](#).

Change in the district was made inevitable by the significant variances between divisions, with two divisions forecast to have electorates more than -10% away from the county average by 2029. Because of this, both the LGBCE and council proposed changes increase the electorate with these alterations causing small changes to be required to each division in the district. The changes proposed by the council and the LGBCE do differ though, with details provided below. The LGBCE's proposals can be found in [Appendix B – LGBCE proposed Electoral Divisions](#).

Having reviewed the LGBCE's proposals for the Derbyshire Dales the council accepts two divisions, Ashbourne South and Dovedale and Ashbourne North, but has provided alternative proposals for the other four divisions in the district, with details and maps below. Full details of the council's proposals for the district can be found in [Appendix C](#).

### Derbyshire Dales Proposed Electoral Divisions

Whilst the council accepts the LGBCE's proposals for Ashbourne South and Dovedale and Ashbourne North divisions as reasonable proposals, it takes issue with the proposals for the other four divisions and has detailed its own proposals below.

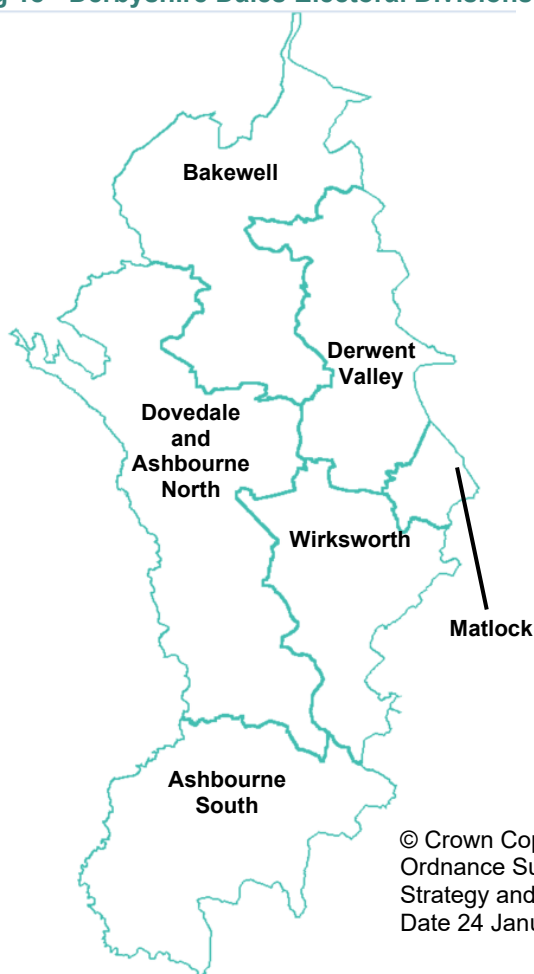
The council feel that their new proposals for the remaining divisions provide a better balance of the LGBCE's legal factors with high variances reduced and communities better reflected, with coterminosity to wards having perhaps been overvalued in the LGBCE's own proposals.

The table in Fig 17 below illustrates the proposed electorate and variance from the Derbyshire average by the six Electoral Divisions and Fig 18 show the proposed boundaries.

Fig 17 - Derbyshire Dales proposed Electoral Division electorate variances

Derbyshire Dales		2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change from LGBCE proposal	Name Change
D01	Ashbourne South	9,065	-7%	9,674	-9%	No	No
D06	Bakewell	11,208	<b>15%</b>	11,190	5%	Yes	No
D05	Derwent Valley	9,164	-6%	9,639	-9%	Yes	No
D02	Dovedale and Ashbourne North	9,455	-3%	9,848	-7%	No	No
D04	Matlock	9,132	-6%	10,674	1%	Yes	No
D03	Wirksworth	9,600	-1%	9,883	-7%	Yes	No

Fig 18 - Derbyshire Dales Electoral Divisions proposals map



### Ashbourne South

The council's proposal for Ashbourne South saw only minor change made to the original Ashbourne division, with an area around The Leys removed from the division to better balance the electorate.

The LGBCE instead propose that Bradley parish be passed north. The council accepts this proposal as a reasonable option for reducing the high electorate within the division.

## Bakewell

The LGBCE's proposed Bakewell division, at 11,621 electors in 2029, is electorally much larger than the average division within Derbyshire Dales, with a 14.5% variance from the district average and a 9.5% variance from the county average.

Whilst the council understands the desire to increase coterminosity in this area by including Stoney Middleton within the division along ward lines, this is done at the heavy expense of electoral equality, with Stoney Middleton's current division, Derwent Valley, reduced to a -8.8% variance with 936 fewer electors than Bakewell.

The council feel that this level of electoral imbalance is too large and seems contrary to the commissions own legal framework, with coterminosity to wards too heavily favoured in this instance. Therefore, the council propose that Stoney Middleton (polling district FSM) remain within the Derwent Valley division, reducing Bakewell to 11,190 electors, a 5% variance from the county average.

The council feel that the splitting of the newly implemented Hathersage ward in this instance would be preferable to the considerable electoral imbalance within the division and by including Stoney Middleton within the same division as it is currently situated, electors and councillors would be less likely to be confused than if other possible splits within the Bakewell division were employed to reduce its high electorate.

This change is also made essential by the council's other proposed changes within the district that see Derwent Valley lose another area into the Wirksworth division and fall below a -10% variance from the county average.

## Derwent Valley

The LGBCE's proposals for Derwent Valley see it lose Stoney Middleton which contains around 392 electors, taking it from a county variance of -5.1% to -8.8%, making it electorally further away from the county average. This low electorate is exacerbated by Derwent Valley's neighbour, Bakewell, having an electorate 936 electors higher than Derwent Valley's in the LGBCE's proposals.

The council feel that this level of electoral imbalance is contrary to the commissions own legal framework which states that each division should contain "roughly the same number of electors".

It is therefore proposed that Derwent Valley division retain the village of Stoney Middleton (polling district FSM) and its 427 electors.

Due to changes required elsewhere in the division, the council also proposes that Derwent Valley lose the village of Winster. Winster being part of the Bonsall and Winster ward that the commissions own proposals split three ways with three of the ward's villages (Bonsall, Elton and Winster) split between three separate divisions – contrary to the commissions own legal framework stating that coterminosity with ward boundaries is a key consideration for the county's electoral divisions.

The council's proposal would see Winster reunited with Bonsall in the Wirksworth division, with polling district WWI moving between divisions. Whilst this move does retain a three-way split in the ward, it sees two of the ward's villages reunited in one division and leaves the areas of Wensley and Darley Bridge in the same division as

their neighbouring Darley Dale, with which they both share a strong community connection.

### **Dovedale and Ashbourne North**

The council and LGBCE proposed different changes to the Dovedale division, with the council proposing it gain a section of Ashbourne around The Leys and lose the villages of Elton and Winster.

The LGBCE have opted for a higher degree of change to the division, with it losing Tideswell and Winster but gaining Ballidon, Bradley, Bradbourne and Kniveton parishes.

The council accepts this proposal due to its increased coterminosity with the recently adopted ward boundaries.

### **Matlock**

The LGBCE's proposals for Matlock, to include Cawdor Quarry and the Moreledge Estate are understandable and the council accepts these proposals. However, the council would ask the commission to look again at including Matlock Bath within the division as the council initially proposed during the first round of consultation.

The council firmly believe that residents in Matlock Bath share a strong community connection with Matlock and look to the town for many of their services, amenities and community assets. Whilst the council acknowledges that this proposal splits the Cromford and Matlock Bath ward the council would contest that Matlock Bath has much more community connection with Matlock than with Cromford whose residents look to Wirksworth for their own services, amenities and community connections.

Matlock Bath and Matlock are easily connected via the A6, River Derwent and by train. They have interconnected tourist offerings and are often actively promoted together online and in brochures. These tourist offerings give the two communities common issues which have been intertwined for a long time. This sets Matlock Bath apart from its neighbour of Cromford whose major industry is quarrying, giving that community a different set of issues than to the Matlock's.

Matlock Bath, whilst it has its own primary school, looks to Matlock for its secondary school at Highfields. This also sets it apart from Cromford, where secondary pupils attend the Wirksworth based Anthony Gell after attending Cromford's own primary school.

In addition to this, Matlock Bath's residents look to Matlock for their banks, post office, leisure centre, medical and dental services and much of their retail needs. None of these services are available in Cromford and residents from Cromford often look toward Wirksworth for many of the same needs, further evidencing the divide between the two communities.

Matlock Bath and Matlock have affinities which are historic, economic and geographic, with Matlock Bath's dependence on Matlock quite stark. There is no such level of relationship between Matlock Bath and Cromford, with Cromford looking south to Wirksworth rather than into Matlock Bath or Matlock. It is therefore appropriate that, with all things considered, Matlock Bath and Matlock be

represented by the same voice at county level, so we would ask that the LGBCE reconsider this proposal.

### Wirksworth

As previously detailed, the council proposes that Wirksworth division loses Matlock Bath but gain Winster. The council firmly believe that Matlock Bath shares a much stronger community connection with Matlock than with the rest of the Wirksworth division and that by pairing Matlock Bath with Matlock you would create a much more cohesive community which is better represented by one voice at county.

In order to both balance the electorate in Wirksworth and better represent the communities of the area, the council proposes that Winster be added to the division. This move would see Winster and its ward companion of Bonsall united in one division, reducing the severity of the split within the Bonsall and Winster ward and allowing the two neighbours to be represented together at county level.

### Erewash

In 2022, the total electorate for the eight divisions in the district of Erewash was 86,660<sup>4</sup>, with an average electorate of 9,629 per councillor and an electoral variance of -0.8% from the county average. By 2029 this is projected to increase by 7% to 93,048 and with no proposed changes to the number of seats in the district the average number of electors per division would be 10,339, lower than the county average with an electoral variance of -2.6%. More details on the electorates of the current divisions can be found in [Appendix A – Current Electoral Divisions](#).

Change to Erewash's divisions was not necessarily essential, with all eight divisions within a +/-10% variance of the county average. However, both the council and LGBCE proposed some degree of change within the division to better balance the electorate and reflect changing communities. The level of change proposed differs though, with the council proposing only minor changes to three divisions and the commission proposing major changes to all but 2 divisions in the district. The LGBCE's proposals can be found in [Appendix B – LGCBE proposed Electoral Divisions](#).

Having reviewed these proposals, the council accepts six of the proposed LGBCE divisions, but would ask them to look again at the council's original proposals for the Ilkeston area, with reasoning for this request detailed below. Full details of the council's proposals for the district can be found in [Appendix C](#).

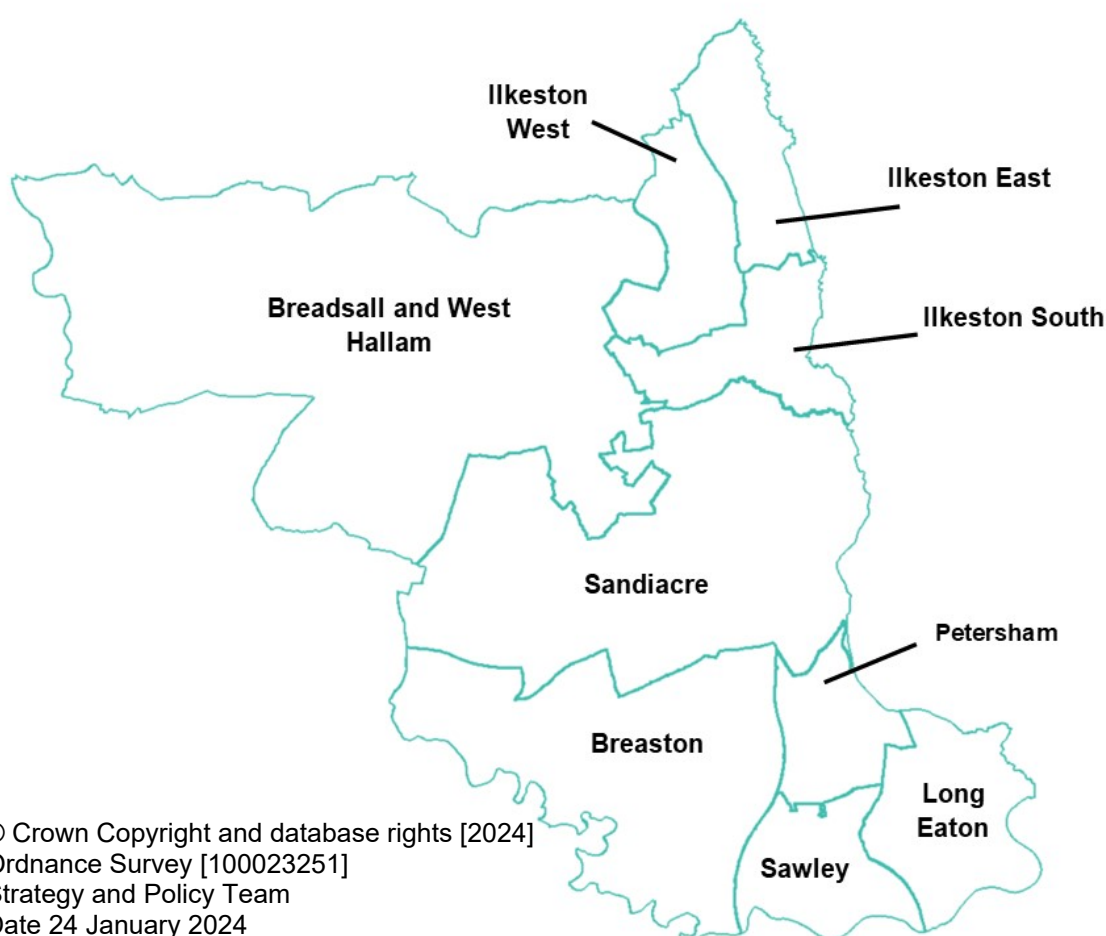
### Erewash Proposed Electoral Divisions

Whilst the council accepts the LGBCE's proposals for Breadsall and West Hallam, Breaston, Long Eaton, Petersham, Sandiacre and Sawley divisions, it would ask the LGBCE to reconsider the council's original proposals for Ilkeston's three divisions which see a much smaller degree of change and offer a better geographical split in the north of the town.

Fig 21 - Erewash proposed Electoral Division electorate variances

Erewash		2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change from LGBCE proposal	Name Change
E05	Breadsall and West Hallam	8,585	-12%	10,515	-1%	No	No
E07	Breaston	10,266	6%	10,661	0%	No	No
E01	Ilkeston East	9,684	0%	10,539	-1%	Yes	Yes
E02	Ilkeston South	9,864	2%	10,925	3%	Yes	Yes
E03	Ilkeston West	9,436	-3%	10,365	-2%	Yes	Yes
E06	Long Eaton	9,260	-5%	9,586	-10%	No	No
E09	Petersham	10,023	3%	10,429	-2%	No	No
E04	Sandiacre	9,209	-5%	9,828	-7%	No	No
E08	Sawley	9,801	1%	10,200	-4%	No	No

Fig 22 - Erewash Electoral Divisions proposals map



### Breadsall and West Hallam

The council and LGBCE both propose similar changes to Breadsall and West Hallam, with polling district KHS2 removed. The council had also proposed minor changes around the proposed Spondon Wood housing development and Hermit's Wood areas but understands the LGBCE's position in those two areas being that they have populations too small to currently create viable parish wards. Based on this, the council will accept the LGBCE's proposals for this division.



## Breaston

Neither the council nor LGBCE propose any changes to this division, so the council supports the LGBCE's proposal for this division to remain unchanged.

## Ilkeston East, Ilkeston West and Ilkeston South divisions

Whilst the council acknowledges that the LGBCE's proposals for Ilkeston provide a set of divisions with good coterminosity with the district wards, it strongly contests that this is the best divisional layout for the town and its very different communities.

The geography of Ilkeston more naturally lends itself to an east/west split, with the communities of Cotmanhay and Larklands in the east being similar in both population density and age of properties. Both areas contain predominantly terraced housing with some newer estates and a sizable amount of social housing. Seven of the nine output areas in the proposed division are classed by the IMD (2019)<sup>5</sup> as being in the top 30% of most deprived areas in England, giving a commonality of issues in a division of high deprivation.

Conversely, the western part of the town, containing Shipley View Estate and areas of Little Hallam are predominantly privately owned housing. Of the nine output areas in the proposed division, 5 are in the bottom 50% of most deprived areas in England, with two in the bottom 10% based on the IMD (2019)<sup>5</sup>. This stark contrast between east and west in terms of levels of deprivation means the types of issues an elected member would therefore be dealing with are vastly different.

The LGBCE's proposals, to mix up these areas, would create divisions comprised of communities with very different demographics, with the proposed Ilkeston North containing 3 areas classed in the bottom 30% nationally for deprivation<sup>5</sup> and 6 in the top 30%. This would give the division a collection of vastly different communities with vastly different needs.

The councils proposed divisions also offer easily recognisable and long-standing boundaries, especially between the east and west divisions. Heanor Road in the north of the town is a particularly clear boundary, separating the very different communities in Cotmanhay and Shipley View. Further south, the use of Bath Street as a boundary is also sensible, with the division along this road allowing the centre of the town to be represented and championed by two voices – allowing for collaboration between members on issues affecting the town centre.

Whilst the council acknowledges that its proposed division of the Kirk Hallam estate between west and south divisions may be seen as a compromise in community, we would argue that there is sense in this division as it allows an area of high deprivation to receive representation by two members which would better support the higher workload and more complex cases coming from that community.

The council's proposals also have the benefit of better balancing the electorate in the town, with our proposed East, West and South divisions having electorates of 10,539 (-1%), 10,925 (3%) and 10,365 (-2%) respectively. In comparison, the LGBCE's own proposals include an Ilkeston South and Kirk Hallam division of only 9,701 electors, a -9% variance from the county average and an Ilkeston North of 11,168 electors, a 5% variance. This imbalance of electors having an unfair impact on both the electors and member representing the proposed North division.

In summary, whilst we accept that the LGBCE's proposals have better coterminosity to the district wards, we feel that it is heavily compromised in terms of both community and electoral variance and would ask that the LGBCE reconsider their proposals for Ilkeston and base them on the council's own proposals which offer the best community interest and electoral variance options available to the town.

### **Long Eaton**

The council had proposed that Long Eaton division remain unchanged due to its reasonable level of electoral variance. The LGBCE, however, are proposing that the division lose polling districts WIL5 and DRE1 but gain LEC4. These changes see the division move to contain Nottingham Road ward and Long Eaton Central ward in their entirety.

The council accepts this proposal based on its improved coterminosity.

### **Petersham**

The council had proposed that Petersham division remain unchanged due to its reasonable level of electoral variance. The LGBCE, however, propose that the division lose polling districts LEC4 and WIL3, but gain DRE1. DRW4 and WIL1. These changes see the division contain Derby Road East ward, almost all of Derby Road West ward and a small section of Wilsthorpe ward, the Pennyfields Estate.

The council accepts this proposal based on its improved coterminosity.

### **Sandiacre**

The council proposed only minor change to the Sandiacre division, with it gaining the Spondon Wood development and neatening up the border south of Dale Abbey. The LGBCE have opted against those two changes due to the uncertainty around the Spondon Wood development meaning neither area would be populous enough to be a parish ward. This means that the LGBCE is proposing no change to the Sandiacre division.

The council supports this proposal as a sensible choice in maintaining the identifiability of the division.

### **Sawley**

The council had proposed that Sawley division remain unchanged due to its reasonable level of electoral variance. The LGBCE, however, propose that the division lose polling districts DRW4 and WIL1, but gains WIL3 and WIL5. This created a division comprising of Sawley ward and the better part of Wilsthorpe ward (minus the Pennyfields estate).

The council accepts this proposal as a reasonably coterminous division.

### **High Peak**

In 2022, the total electorate for the eight divisions in the borough of High Peak was 72,340<sup>4</sup>, with an average electorate of 9,043 per councillor and an electoral variance of -6.9% from the county average. By 2029 this is projected to increase by 8% to 78,106 and with no proposed changes to the number of divisions in the district the

average number of electors per division would be 9,763, lower than the county average with an electoral variance of -8.0%.

Variances across the district are generally high, with the three divisions of Etherow (-13.6%), Glossop and Charlesworth (-11.1%) and Whaley Bridge (-11.5%) having variances greater than +/-10% if the boundaries remain unchanged to 2029. More details on the electorates of the current divisions can be found in [Appendix A – Current Electoral Divisions](#).

The council initially proposed changes to all eight divisions in the district, with the splitting of the two-member Glossop and Charlesworth division and rebalancing of the electorate to bring the smaller divisions within +/-10% variance seen as essential. The LGBCE differ in their view, with two divisions remaining unchanged. The LGBCE have provided a proposal for the splitting of the two-member division which the council welcomes. The LGBCE’s proposals can be found in [Appendix B – LGCBE proposed Electoral Divisions](#).

The council accepts four of the boundaries proposed for High Peak by the commission but is proposing changes to the remaining four divisions which the council feel create boundaries which better reflect the communities represented in the district. Full details of the council’s proposals for the district can be found in [Appendix C](#).

### High Peak Proposed Electoral Divisions

The LGBCE have proposed that Whaley Bridge division and New Mills and Hayfield division remain unchanged, minus the addition of Hayfield to the New Mills and Hayfield division name. This the council supports as the best reflection of those communities whilst attempting to reach electoral parity. The council also accepts the proposed Etherow and Glossop South divisions, which provide understandable splits in the wider Glossop area.

The council does not, however, accept the proposals for the Buxton divisions, Chapel and Hope Valley division and Glossop North and Bamford division, with new proposals for those divisions detailed below.

**Fig 25 - High Peak proposed Electoral Divisions electorate variances**

High Peak		2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change from LGBCE proposal	Name Change
H01	Buxton North and East	8,722	-10%	9,646	-9%	Yes	No
H02	Buxton South and West	8,544	-12%	9,608	-10%	Yes	No
H05	Chapel and Hope Valley	9,367	-4%	9,748	-8%	Yes	No
H08	Etherow	9,180	-6%	9,833	-7%	No	No
H07	Glossop North and Bamford	9,090	-6%	9,857	-7%	Yes	No
H06	Glossop South	8,915	-8%	9,621	-9%	No	No
H04	New Mills and Hayfield	9,787	1%	10,401	-2%	No	No
H03	Whaley Bridge	8,807	-9%	9,392	-12%	No	No

Fig 26 - High Peak Electoral Divisions proposals map



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### Buxton North and East

The LGBCE's proposal for the Buxton North and East division groups Buxton Central ward, Barms ward and Stone Bench ward with small sections of Corbar ward. The proposal creates a division marginally too small at 9,534 electors (-10.2% variance).

As well as being electorally too small, the division separates Corbar Ward creating a division with an oddly shaped boundary that forces the other South and East division to wrap around the centre of the town, joining areas that share little community connection.

The council propose that all of polling district CO1 be placed into the Buxton South and East division, with a small divide included in CO2 instead, running up the remainder of Lascelles Road (which is already partially divided), behind Sycamore Close and placing all of Lightwood Road into the North and East division.

Geographically, the council's proposals are more coherent, with the Corbar Road/Sheraton Way estate (the most northern part of the town) moving to be in the North and East division. It also has strong links to the Lightwood Road and Brown Edge Road area, which the commission proposes dividing it from.

The council also feel that Pavilion Gardens is the most clear and obvious logical border between east and west in the town, moving the border to run east of Pavilion Gardens creates a more clearly identifiable boundary and avoids effectively orphaning Lismore Road as the only part of the North and East division to the west of the park.

The newly proposed division also has the benefit of increasing the low variance within the North and East division to 9,646 electors, putting it within the +/-10% variance threshold.

## **Buxton South and West**

The LGBCE proposal for Buxton South and West sees Burbage ward, Cote Heath ward and Temple ward grouped with a large section of Corbar ward. It creates a split within Corbar ward in such a way as to create a confused border between the divisions, with small roads around Corbar Road/Sheraton Way split from their neighbours and included in the South division despite being the most northern parts of the town.

The inclusion of a section of polling district CO1 in the North and East division adds to the confusing layout of this border, with Lismore Road included in the North and East division despite being separated from those parts of the town by Pavilion Gardens, which creates the most natural boundary within the town.

The council propose that the split to polling district CO1 be reversed, with all of the polling district placed in the South and West division to allow for a more coherent border between divisions. As an alternative, the council propose that polling district CO2 be split instead to allow the roads north of Lascelles Road to be re-joined to their neighbouring area.

The council's new proposal for Buxton South and West has the added advantage of increasing the undersized North and East division to within a +/-10% variance.

## **Chapel and Hope Valley**

The council is largely in favour of the commission's proposal for the Chapel and Hope Valley division, with one caveat, that being the splitting of the Bamford with Thornhill Parish council area. Whilst this may appear on a map to be two separate communities with their own parish areas, the two villages do, in fact, share a parish council. The council feel that the community interests of these villages would be best served by them remaining together in one division – especially since Bamford is to be paired with the geographically distant Glossop area with which it shares no community ties.

It is therefore proposed that Thornhill be moved into Glossop North and Bamford division, reuniting the parish within that one division and improving coterminosity in this area.

This change has a small impact on the electorates of the Chapel and Hope Valley division and the Glossop North and Bamford division, with Chapel and Hope Valley reduced from 9,892 electors (-6.8% variance) to 9,748 electors (-8.2% variance) while Glossop North and Bamford increases from 9,713 electors (-8.5% variance) to 9,857 electors (-7.2% variance).

## **Etherow**

The council initially proposed that much of the area contained in the current Etherow division be contained within a new Glossop North and Tintwistle division, pairing Tintwistle ward with the northern sections of central Glossop.

The LGBCE have opted for a different proposal which sees the current Etherow division largely maintained, but with small additions around the Hadfield and Gamesley area to increase the low electorate in the division.

The council accepts this proposal as a reasonable compromise of electoral variance, coterminosity and avoiding unnecessary changes.

### **Glossop North and Bamford**

The council is largely in favour of the commission's proposal for the Glossop North and Bamford division, with one caveat, that being the splitting of the Bamford with Thornhill Parish council area. Whilst this may appear on a map to be two separate communities with their own parish areas, the two villages do, in fact, share a parish council. The council feel that the community interests of these villages would be best served by them remaining together in one division – especially since Bamford is to be paired with the geographically distant Glossop area with which it shares no community ties.

It is therefore proposed that Thornhill be moved into Glossop North and Bamford division, reuniting the parish within that one division and improving coterminosity in this area.

This change has a small impact on the electorates of the Chapel and Hope Valley division and the Glossop North and Bamford division, with Chapel and Hope Valley reduced from 9,892 electors (-6.8% variance) to 9,748 electors (-8.2% variance) while Glossop North and Bamford increases from 9,713 electors (-8.5% variance) to 9,857 electors (-7.2% variance).

### **Glossop South**

The council proposed that Gamesley be paired with Higher Gamesley, Charlesworth, Chisworth and most of the Hadfield area. The southern parts of Glossop town centre would then be paired with the northern Hope Valley ward, running down the Snake Pass to Bamford and Thornhill Parish.

The LGBCE have proposed a much smaller Glossop South division including Chisworth, Charlesworth, Simmondley ward, Whitfield ward and the south of Howard Town ward, split along the A57. The LGBCE propose that St John's ward be split along the A624 to give the division identifiable boundaries.

The council accepts this proposal as a reasonable means of splitting the Glossop area with identifiable boundaries.

### **New Mills and Hayfield**

The council proposed a small change to the New Mills division as it currently stands, with a split being applied between New Mills and Newtown to balance the electorate and increase the electorally small Whaley Bridge division. The LGBCE have proposed that New Mills boundaries remain unchanged, but that its name be changed to include Hayfield to better reflect the communities included in the division.

The council supports this proposal.

### **Whaley Bridge**

The council proposed that Whaley Bridge see two small changes, with Combs moving into the Buxton area and Newtown moving into Whaley Bridge, these

changes being done to balance the electorate in Whaley Bridge division which is electorally small at 9,392 electors in 2029, a -12% variance from the county average.

The LGBCE, with perhaps greater licence to prioritise between its legal frameworks has opted for no change to the Whaley Bridge division, meaning it remains electorally small, but does not create fractures in long standing communities.

The council supports this proposal as the best balance of the commissions legal factors.

## North East Derbyshire

In 2022, the total electorate for the eight divisions in the district of North East Derbyshire was 82,325<sup>4</sup>, with an average electorate of 10,290 per councillor and an electoral variance of 5.65% from the county average. By 2029 this is projected to increase by 6% to 87,327 and with no proposed changes to the number of divisions in the district the average number of electors per division would be 10,916, higher than the county average with an electoral variance of 2.8%.

North East Derbyshire has three divisions forecast to have electoral variances outside +/-10% of the Derbyshire average, with Wingerworth and Shirland (16.1%), Clay Cross North and Sutton (both 10.5%) all above 10%. Meanwhile, Eckington and Killamarsh would have a -6.7% variance from the county average by 2029. More details on the electorates of the current divisions can be found in [Appendix A – Current Electoral Divisions](#).

Both the council and LGBCE initially proposed change to all eight of the North East Derbyshire divisions, with the splitting of the two-member Eckington and Killamarsh division included in both sets of proposals. However, both proposals differed in how they split that two-member division and how the other six divisions should be configured. The LGBCE's proposals can be found in [Appendix B – LGCBE proposed Electoral Divisions](#).

Having reviewed the LGBCE's proposals the council accepts five of the commission's recommended divisions but is proposing change in three. Details of the council's proposals can be found both below and in [Appendix C](#).

### North East Derbyshire Proposed Electoral Divisions

The LGBCE's proposals for the single-member Eckington and Coal Aston division and Killamarsh and Renishaw division, splitting the two member Eckington and Killamarsh division are acceptable to the council. As are the changes to the two Dronfield divisions and Sutton.

The council feel, however, that the LGBCE's proposed divisions for the south of the district are suboptimal, with three electorally imbalanced divisions creating avoidable splits to three wards and separating connected communities. The LGBCE's proposed Clay Cross and Tupton Division (11,613 electors, 9.6% variance) and Shirland and Wingerworth South division (11,575 electors, 9.0% variance) are much larger than its proposed North Wingfield, Pilsley and Morton division (10,443 electors, -2% variance) and are created at the expense of Clay Cross North ward, Tupton ward and Shirland ward.

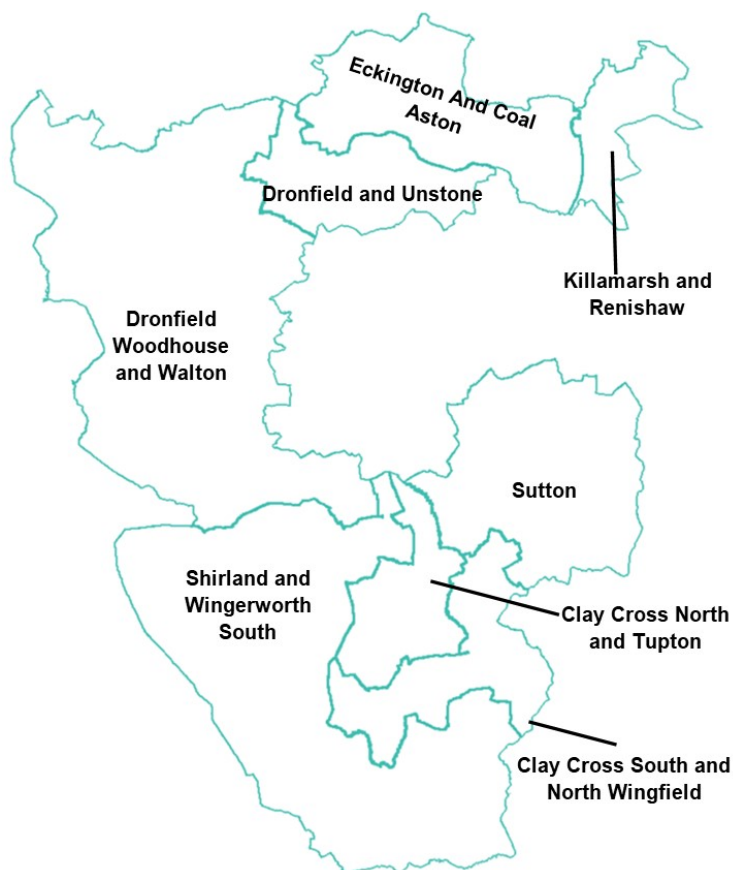
The council feel that these proposals do not represent a good balance of the commission’s factors, with electoral imbalances and ease of local government not well achieved and with communities also poorly represented by splits particularly in the Mickley and Mill Lane areas.

The council would instead propose the divisions of Clay Cross North and Tupton (10,857 electors, 2.3% variance), Clay Cross South and North Wingfield (11,407 electors, 7.4% variance) and Wingerworth South and Shirland (11,348 electors, 6.9% variance). The council’s proposals both reduce the levels of electoral imbalance and increase coterminosity to district wards, with splits removed from Clay Cross North, Tupton and Shirland wards and only Pilsley and Morton ward split, but split between distinct communities and parishes, rather than cutting through them as proposed by the LGBCE.

Fig 29 - North East Derbyshire proposed Electoral Divisions electorate variances

North East Derbyshire		2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change from LGBCE proposal	Name Change
N06	Clay Cross North and Tupton	10,474	8%	10,857	2%	Yes	Yes
N07	Clay Cross South and North Wingfield	9,970	3%	11,407	7%	Yes	Yes
N03	Dronfield and Unstone	9,897	2%	11,521	9%	No	No
N04	Dronfield Woodhouse and Walton	10,666	10%	10,800	2%	No	No
N02	Eckington and Coal Aston	9,643	-1%	10,729	1%	No	No
N01	Killamarsh and Renishaw	9,643	-1%	9,550	-10%	No	No
N05	Shirland and Wingerworth South	11,654	20%	11,348	7%	Yes	No
N08	Sutton	10,378	7%	11,116	5%	No	No

Fig 30 - North East Derbyshire Proposed Electoral Divisions



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## Clay Cross North and Tupton

The LGBCE's proposed Clay Cross and Tupton division is a slightly odd configuration, splitting both the Clay Cross North Ward and Tupton Ward to create a division of 11,631 electors, a 9.6% variance above the county average. As well as being electorally very large, the division also separates polling district DF from the rest of the Clay Cross North Ward, isolating the small communities on Mill Lane from the rest of their near neighbours.

The electoral size of this division is further exacerbated by its near neighbour, the proposed North Wingfield, Pilsley and Morton division containing only 10,443 electors (-2% variance), some 1,200 electors below the proposed Clay Cross and Tupton division.

As a means of both reducing the high electoral imbalance in the near area and increasing coterminosity to the district wards, the council proposes a Clay Cross North and Tupton division comprising of Clay Cross North Ward and Tupton Ward in their entireties. This division would have complete coterminosity to the district ward boundaries, reunite the Mill Lane area and create a division of 10,857 electors, thus reducing the high imbalance between divisions and creating a division better aligned to all of the commissions key factors.

Whilst the LGBCE's proposal to include all of Clay Cross Parish in the same division is understandable, in practice it does not produce a set of divisions with good electoral variance, good coterminosity or even the best reflection of communities in the surrounding area. As covered above, the split of polling district DF from the ward leaves a small community cut off from their neighbours and linked with an area to which they have no real link except a historic parish boundary line. The communities on Mill Lane have much more affinity to Holmgate and Old Tupton, their nearest neighbours, than to Wingerworth, and would be most likely to use Clay Cross for all of their services and amenities and the council feels that the grouping polling district DF with Wingerworth does not reflect the community.

The council also believe that, whilst keeping the town together would be desirable, the geography and spread of population do not make this possible. The division of the town into north and south is a long-standing division at both district and parish level with wards already in place and well established and recognised, so retaining the identical split is hardly a new or undesirable division. As there is precedent across the county for towns being split where the numbers and geography do not allow for them to remain as one division, retaining this split in Clay Cross would not be a break from the norm and would actually produce divisions better reflecting the wider community as a whole.

One argument in favour of the commissions proposed Clay Cross and Tupton division is that, with so much development in the north of the town it makes sense to consolidate it in one division to better reflect the new and changing community. In actual fact, the residents on the new Biwaters estate will have a direct link to the Avenue development in Wingerworth parish which will be the location of their normal area primary school. This, as well as the location of the secondary school is further argument for the council's proposal to include all of Tupton Ward in a division with Clay Cross North ward, to better reflect the link between the new communities at the Biwaters and Avenue sites.

## Clay Cross South and North Wingfield

The LGBCE's proposed North Wingfield, Pilsley and Morton division is electorally much smaller than its neighbours, with 10,443 electors (-2% variance) compared to 11,631 electors in the proposed Clay Cross and Tupton division and 11,575 electors in the proposed Shirland and Wingerworth South division, variances of 9.6% and 9.0%.

Additionally, the proposed division is also at the expense of coterminosity to district wards, with Mickley separated from both the Shirland ward and also its parish in order to rebalance the electorate in this area.

The council would instead propose a division in this area which rebalances electoral variance, with Clay Cross South Ward paired with North Wingfield Central Ward (minus polling district RE already proposed to be included in Sutton division) and the majority of the Pilsley and Morton Ward to create a Clay Cross South and North Wingfield division of 11,407 electors. This electorate being reduced by the omission of polling district QA, containing the village of Morton.

The council feel that whilst the omission of Morton does break coterminosity with the district ward, it is still favourable to the LGBCE's proposals which break Shirland ward, Clay Cross North ward and Tupton ward. A break in Pilsley and Morton ward is seen as favourable to the other proposed breaks in that it occurs between the communities of Pilsley and Morton which are separate villages with separate parish councils, primary schools and communities. This break allows both Mill Lane to remain unbroken and Mickley to remain with its parish, whilst pairing Morton with the villages of Stonebroom and Mickley, its nearest neighbours.

As previously stated, the desire to retain Clay Cross parish within one division is understandable, but the knock on affects to all of the surrounding communities, the poor coterminosity to district and parish wards and the electoral imbalance make this proposal impractical. The council feel that by maintaining the split to the parish along the current Parish, District and County split of north-south would allow for the communities surrounding Clay Cross to be better reflected and more equitably represented at a county level.

## Dronfield and Unstone

The council's proposals for Dronfield and Unstone division saw it contain Dronfield South ward and Unstone ward in their entirety, the majority of Dronfield North ward and sections of Dronfield Woodhouse ward and Gosforth Valley ward.

The LGBCE proposals are similar to the councils, but with several small differences. The division, as proposed by the commission contains Dronfield North ward, Dronfield South ward, Unstone ward and a section of Gosforth Valley ward.

The council accepts these proposals with their increased coterminosity.

## Dronfield Woodhouse and Walton

Both the council and LGBCE had similar proposals for Dronfield Woodhouse and Walton, with small differences at the northern border. Both proposals contain identical splits to the Wingerworth ward, but with minor differences in Gosforth Valley.

The LGBCE have noted that they accepted the Labour Group's submission for this division, including their proposed split to the Wingerworth polling district ZC. This is not correct though, with Labour having proposed a slightly larger split to the polling district than the council and commission's maps show. Due to this, the LGBCE's forecast electorate for this division is slightly incorrect, with the council calculating 10,800 electors in this division in 2029, compared to the commission's calculation of 10,762.

The council accepts the commission's proposals for this division which strike a reasonable balance between coterminosity and electoral variance and match the council's proposals for the split in the north of Wingerworth.

### **Eckington and Coal Aston**

Both the LGBCE and the council proposed divisions pairing Eckington with Coal Aston, with the two proposals differing slightly at both the east and west ends of the division. The council had proposed a small split within Eckington town, to increase the low numbers in the neighbouring Killamarsh and Renishaw division. It also proposed slightly more of the Dronfield area be included in the division to rebalance the electorates.

The LGBCE have proposed that all of Eckington be included within a division containing Coal Aston ward, Ridgeway and Marsh Lane ward and Eckington North ward in their entirety. Eckington South and Renishaw ward is split along the railway line between the two communities.

The council accepts this proposal as a coterminous and community focused boundary, albeit one that creates an electorally small neighbouring division.

### **Killamarsh and Renishaw**

The council proposed a Killamarsh and Renishaw division comprising of Killamarsh East and West wards and with a substantial portion of Eckington South and Renishaw ward. This split within the Eckington South and Renishaw ward being proposed to increase the low electorate in the division.

The LGBCE have proposed a similar configuration to the council, but with it ending between Renishaw and Eckington, avoiding any split to the town. The council accepts this proposal as a better representation of the communities in the area albeit with a worse electoral variance to the division proposed by the council.

### **Sutton**

The council proposed that Sutton's boundaries be altered to exclude the majority of the North Wingfield ward area it currently includes, but that it gains the parts of Grassmoor ward it currently excludes.

The LGBCE has proposed the same boundaries as the council for Sutton, with the division including Holmewood and Heath ward, Grassmoor ward and Sutton ward all in their entirety and with a small section of North Wingfield ward (polling district RE) included to balance the electorate.

The council accepts this proposal from the LGBCE which matches the council's original proposals.

## Shirland and Wingerworth South

Both the council in its original submission and the LGBCE have proposed to split Wingerworth Ward, with some of polling districts ZA and ZC included in the Dronfield Woodhouse and Walton division to better balance the electorate of the whole district. The council accept that this is unavoidable due to the unique geography of the district.

The LGBCE, however, have proposed a Shirland and Wingerworth South division that also splits Clay Cross North Ward, Shirland Ward and Tupton Ward, creating a division containing parts of five different wards, with all but Ashover Ward split. The division is also electorally imbalanced, containing 11,575 electors (a 9% variance) compared to its immediate neighbours North Wingfield Pilsley and Morton which has only 10,443 electors, 1,100 electors short of the proposed division.

The LGCBEs proposed inclusion of polling district DF, along parish lines, seems at odds to the community identity as the small, sparsely populated area on Mill Lane has little connection to Wingerworth, with residents much more likely to look into Holmgate, Old Tupton and Clay Cross for their community, services and amenities. The area is separated from Wingerworth by a large rural area and has poor road links without leaving the parish.

Whilst it is again understandable to propose divisional boundaries that adhere to the parish boundaries of Wingerworth, as with that proposal for Clay Cross it creates electorally imbalanced divisions with poor ward coterminosity and poorer reflections of the communities in the wider area. Wingerworth parish has long been split into different parish and district wards, with these divisions long established and well understood.

The communities on The Avenue and the Addlington estate are also separate from Wingerworth and both have links to Tupton, where their secondary school is based, and to Clay Cross where they are most likely to travel for their more regular retail and leisure needs. The Avenue will also have a long-standing relationship with the Biwaters development in Clay Cross North ward as the children from that estate will be expected to attend the new school on the Avenue which will act as their normal area school.

The council propose a Shirland and Wingerworth South division which, whilst maintaining the unavoidable split in Wingerworth Ward to the north, is otherwise more coterminous to district wards. The division would include Ashover Ward, Shirland Ward, all of Wingerworth Ward south of the LGBCE's proposed split on Longedge Lane as well as the village of Morton (polling district QA).

The council's proposed division contains 11,348 electors, reducing the variance from 9.0% to 6.9% and removes splits to three wards, replacing them with just one ward split between the villages and parishes of Pilsley and Morton which have separate communities, parishes and schools thus creating a favourable split.

The council oppose the LGCBEs proposal for this division as it separates connected communities, connects communities with little in common and provides divisions with higher levels of electoral variance than is desirable and would ask the LGCBE to reconsider their proposals.

## South Derbyshire

South Derbyshire is projected to see a significant increase to its electorate between 2022 and 2029, increasing from 84,055 to 100,171, a 19% increase. This increase means the average electoral division within South Derbyshire would have an electorate of 12,521, a 17.9% variance from the county average. More details on the electorates of the current divisions can be found in [Appendix A – Current Electoral Divisions](#).

Due to this sizable variance, both the council and the LGBCE propose that South Derbyshire increase from eight single member divisions to nine, with the additional seat being taken from Chesterfield which has a comparative overrepresentation of electors for the current nine members.

As well as increasing the number of seats within the division, the LGBCE proposals include minor changes to three of the current divisions and major changes to the other five to better balance the electorate in order to make space for the additional new seat. The LGBCE proposals are largely the same as those proposed by the council during the first round of consultation with minor changes made to create boundaries which are more coterminous with the district wards. The LGBCE's proposals can be found in [Appendix B – LGCBE proposed Electoral Divisions](#).

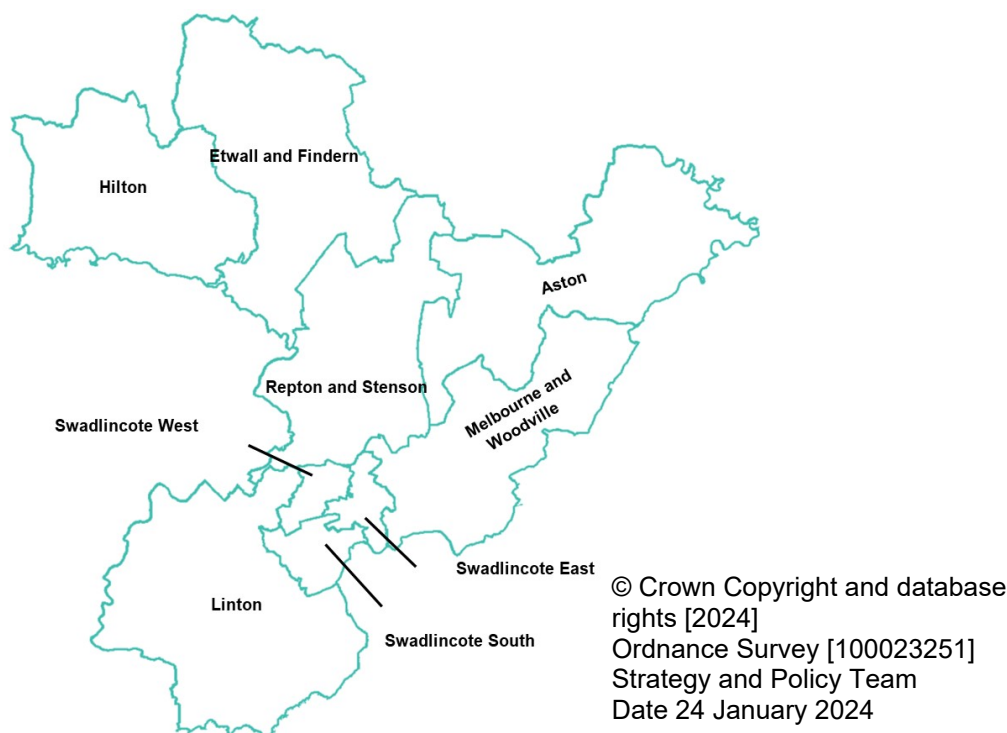
The council is accepting of all of the proposed LGBCE changes in this district and supports the LGBCE's proposals.

### South Derbyshire LGBCE Proposed Electoral Divisions

Fig 33 - South Derbyshire proposed Electoral Divisions electorate variances

South Derbyshire		2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change from LGBCE proposal	Name Change
S08	Aston	7,854	-19%	10,773	1%	No	No
S07	Etwall and Findern	8,714	-10%	10,738	1%	No	No
S06	Hilton	9,804	1%	11,115	5%	No	No
S01	Linton	8,344	-14%	10,992	4%	No	No
S09	Melbourne and Woodville	9,779	1%	10,979	3%	No	No
S05	Repton and Stenson	10,441	8%	11,972	13%	No	No
S04	Swadlincote East	9,482	-2%	11,254	6%	No	No
S02	Swadlincote South	9,811	1%	11,139	5%	No	No
S03	Swadlincote West	9,826	1%	11,209	6%	No	No

**Fig 34 - South Derbyshire Electoral Divisions proposals map**



### **Aston**

The LGBCE proposals for this division see only a minor change from the council's initial proposal, with the border between the proposed Aston and Repton and Stenson divisions moved eastwards from Arleston Lane (as proposed by the council) to run along the ward boundary behind Jarvis Road and Outram Way.

The council accepts this minor change due to its improved coterminosity.

### **Etwall and Findern**

The council had proposed an Etwall and Findern division comprising of the entire Etwall ward, Findern parish and the parishes of Barton Blount, Church Broughton and Sutton on the Hill from Hilton ward.

The LGBCE largely accepted this proposal, with the exception of the Hilton ward parishes, which are proposed to be included in the Hilton division. This leaves the LGBCE's proposed Etwall and Findern division containing Etwall ward and Findern Parish in their entirety.

The council accepts these proposals due to their improved coterminosity.

### **Hilton**

The council had proposed a Hilton division containing Hatton ward and the parishes of Foston and Scrompton, Hatton, Hoon and Hilton.

The LGBCE's proposal sees the parishes of Barton Blount, Church Broughton and Sutton on the Hill added to the Hilton division to see it contain Hatton ward and Hilton ward in their entirety.

The council accepts these proposals due to their improved coterminosity.

### **Linton**

The council proposed a Linton division comprised of Seales ward in its entirety, the village of Stanton from the Newhall and Stanton ward and all of Linton ward minus the majority of Castle Gresley Parish, split along the A444 and Cadley Lane to provide road access between Linton ward and Stanton.

The LGBCE has proposed a Linton division which is almost identical to that proposed by the council, save the small section of Castle Gresley Parish which is excluded so as to avoid creating a small parish ward.

The council accepts these proposals due to their increased coterminosity with the ward boundary of Castle Gresley.

### **Melbourne and Woodville**

The council proposed a division containing Melbourne ward (minus Stanton by Bridge Parish), Calke Parish, Ticknall Parish, Smisby Parish and the majorities of Hartshorne Parish and Woodville Parish.

The LGBCE has proposed that the council's divisional arrangement be accepted in for this division, which the council supports and accepts.

### **Repton and Stenson**

The council proposed a Repton and Stenson division containing the parishes of Bretby, Newton Solney and Repton from the Repton ward, Willington Parish and almost the entirety of Stenson ward, with a small split along Arleston Lane to create a more identifiable boundary.

The LGBCE's proposals accept the council's proposals for this division, minus a small amendment which sees all of Stenson ward included in the division.

The council accepts these proposals due to their increased coterminosity.

### **Swadlincote East**

The council proposed a Swadlincote East division made up of large sections of Midway ward, Swadlincote ward and Woodville ward.

The LGBCE proposals accept the council's divisional arrangement in this area meaning the council supports and accepts the LGBCE proposal for this division.

### **Swadlincote South**

The council proposed a Swadlincote South division containing Church Gresley ward, Castle Gresley Parish, minus a small section included in the proposed Linton division, and a significant section of Swadlincote ward.

The LGBCE's proposals see Swadlincote South are almost identical to that proposed by the council, with the removal of the split in Castle Gresley Parish being the only change.

Therefore, the council accepts and supports the LGBCE's proposal for this division.

### **Swadlincote West**

The council's proposed Swadlincote West division was made up of large sections of Newhall and Stanton ward and Midway ward, with Newhall and Stanton ward split to exclude Stanton and Midway ward split largely along the main roads of the A511 and Newhall Road.

The LGBCE's proposals for this division are identical to those proposed by the council, so the council accepts and supports the LGBCE's proposals for this division.



## 5. Conclusions

Having reviewed the LGBCE's proposals for Derbyshire, the council feel that 50 of the 64 proposed divisions represent a good balance of the criteria outlined by the LGBCE. The proposals create 64 single-member divisions with improved electoral equality, reasonable coterminosity with parishes and district wards and represent communities fairly well.

The council feel, however, that 14 of the proposed divisions do not represent the best possible balance of the commissions criteria, with some having higher levels of variance than would be optimal and others not representing communities as well as could be achieved. With this in mind the council has made alternative proposals for those 14 divisions.

The council believe that these new proposals offer a better balance of the commissions criteria, with some council proposals reducing electoral inequality between divisions and others aimed at better representing the distinct communities they cover.

Both the LGBCE and council's new proposals have kept the representation for a single member review paramount in the creation of their divisional proposals and as such have recommended 64 single member divisions, proposing the removal and reconfiguration of the three two-member divisions.

The divisional arrangements and names have been developed with input from officers, planning experts and Elected Members, whose knowledge of the local area have been used to shape arrangements to best reflect the communities represented.

As a result, the County council submits these proposals in response to the LGCBEs consultation with the view that they represent the most effective and convenient arrangements for future local government electoral representation in Derbyshire.

# Appendix A – Current Electoral Divisions

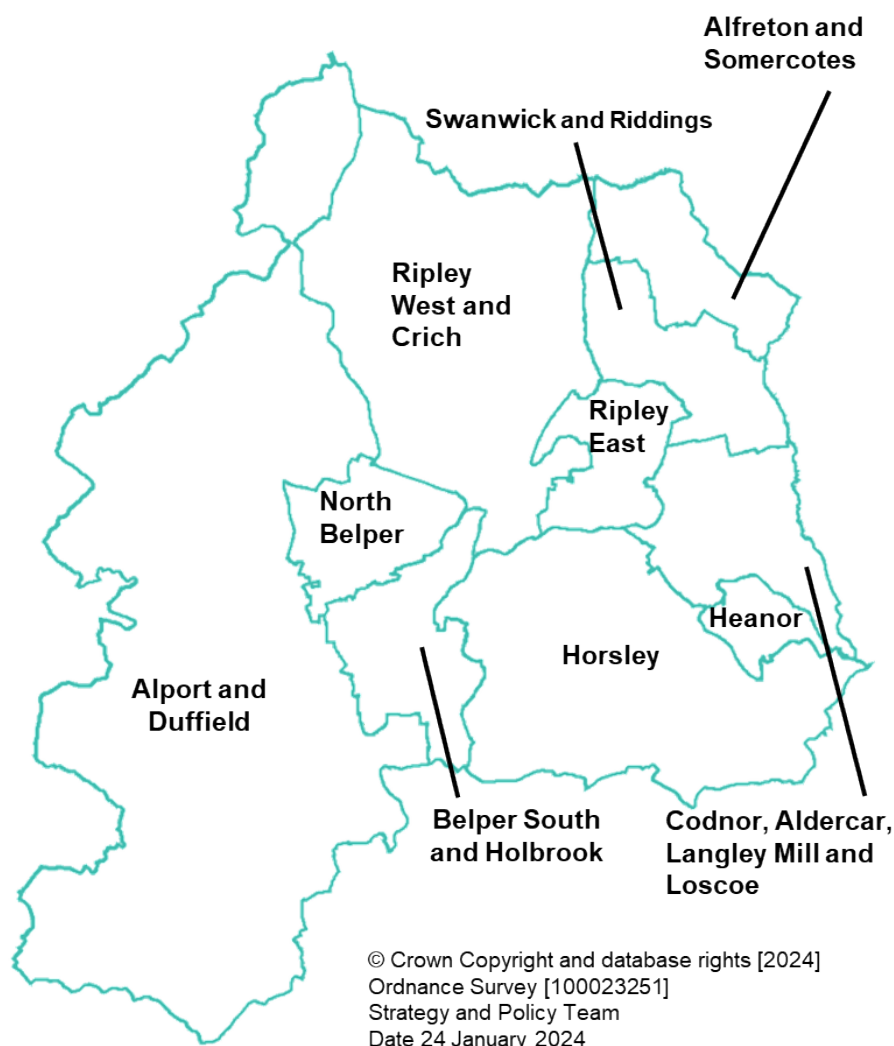
Electoral Division	2022				2029 Forecast			Difference	
	2022 Electorate	Cllr	Electorate Ratio	% variance from Derbyshire	2029 Electorate	Electorate Ratio (based on existing council size)	% variance from Derbyshire	Count	% Change
<b>Derbyshire</b>	<b>621,358</b>	<b>64</b>	<b>9,709</b>		<b>679,518</b>	<b>10,617</b>		<b>58,160</b>	<b>9%</b>
<b>Amber Valley</b>	<b>99,755</b>	<b>10</b>	<b>9,976</b>	<b>3%</b>	<b>109,994</b>	<b>10,999</b>	<b>4%</b>	<b>10,239</b>	<b>10%</b>
Alfreton and Somercotes	20,224	2	10,112	4%	21,936	10,968	3%	1,712	8%
Alport and Derwent	10,704	1	10,704	10%	12,502	12,502	18%	1,798	17%
Belper	9,028	1	9,028	-7%	9,760	9,760	-8%	732	8%
Duffield and Belper South	9,213	1	9,213	-5%	10,586	10,586	0%	1,373	15%
Greater Heanor	9,637	1	9,637	-1%	10,743	10,743	1%	1,106	11%
Heanor Central	9,704	1	9,704	0%	10,353	10,353	-2%	649	7%
Horsley	10,556	1	10,556	9%	11,208	11,208	6%	652	6%
Ripley East and Codnor	10,361	1	10,361	7%	11,702	11,702	10%	1,341	13%
Ripley West and Heage	10,328	1	10,328	6%	11,204	11,204	6%	876	8%
<b>Bolsover</b>	<b>60,541</b>	<b>6</b>	<b>10,090</b>	<b>4%</b>	<b>66,740</b>	<b>11,123</b>	<b>5%</b>	<b>6,199</b>	<b>10%</b>
Barlborough and Clowne	9,509	1	9,509	-2%	10,234	10,234	-4%	725	8%
Bolsover North	10,500	1	10,500	8%	11,640	11,640	10%	1,140	11%
Bolsover South	10,136	1	10,136	4%	11,686	11,686	10%	1,550	15%
Shirebrook and Pleasley	9,619	1	9,619	-1%	10,782	10,782	2%	1,163	12%
South Normanton and Pinxton	10,198	1	10,198	5%	10,969	10,969	3%	771	8%
Tibshelf	10,579	1	10,579	9%	11,429	11,429	8%	850	8%
<b>Chesterfield</b>	<b>78,058</b>	<b>9</b>	<b>8,673</b>	<b>-11%</b>	<b>83,224</b>	<b>9,247</b>	<b>-13%</b>	<b>5,166</b>	<b>7%</b>
Birdholme	8,386	1	8,386	-14%	8,609	8,609	-19%	223	3%
Boythorpe and Brampton South	7,355	1	7,355	-24%	7,704	7,704	-27%	349	5%
Brimington	9,825	1	9,825	1%	10,237	10,237	-4%	412	4%
Loundsley Green and Newbold	9,430	1	9,430	-3%	10,111	10,111	-5%	681	7%
Spire	7,613	1	7,613	-22%	8,276	8,276	-22%	663	9%
St. Mary's	9,419	1	9,419	-3%	10,440	10,440	-2%	1,021	11%
Staveley	9,079	1	9,079	-6%	10,363	10,363	-2%	1,284	14%
Staveley North and Whittington	8,894	1	8,894	-8%	9,202	9,202	-13%	308	3%
Walton and West	8,057	1	8,057	-17%	8,282	8,282	-22%	225	3%
<b>Derbyshire Dales</b>	<b>57,624</b>	<b>6</b>	<b>9,604</b>	<b>-1%</b>	<b>60,908</b>	<b>10,151</b>	<b>-4%</b>	<b>3,284</b>	<b>6%</b>
Ashbourne	10,827	1	10,827	12%	11,515	11,515	8%	688	6%
Bakewell	9,397	1	9,397	-3%	9,754	9,754	-8%	357	4%
Derwent Valley	9,500	1	9,500	-2%	10,210	10,210	-4%	710	7%
Dovedale	9,010	1	9,010	-7%	9,360	9,360	-12%	350	4%
Matlock	8,747	1	8,747	-10%	9,514	9,514	-10%	767	9%
Wirksworth	10,143	1	10,143	4%	10,555	10,555	-1%	412	4%
<b>Erewash</b>	<b>86,660</b>	<b>9</b>	<b>9,629</b>	<b>-1%</b>	<b>93,048</b>	<b>10,339</b>	<b>-3%</b>	<b>6,388</b>	<b>7%</b>
Breadsall and West Hallam	9,117	1	9,117	-6%	11,076	11,076	4%	1,959	21%
Breaston	10,266	1	10,266	6%	10,661	10,661	0%	395	4%
Ilkeston East	9,684	1	9,684	0%	10,539	10,539	-1%	855	9%
Ilkeston South	9,864	1	9,864	2%	10,925	10,925	3%	1,061	11%
Ilkeston West	9,436	1	9,436	-3%	9,805	9,805	-8%	369	4%
Long Eaton	9,679	1	9,679	0%	10,020	10,020	-6%	341	4%
Petersham	9,955	1	9,955	3%	10,363	10,363	-2%	408	4%
Sandiacre	9,209	1	9,209	-5%	9,828	9,828	-7%	619	7%
Sawley	9,450	1	9,450	-3%	9,831	9,831	-7%	381	4%
<b>High Peak</b>	<b>72,340</b>	<b>8</b>	<b>9,043</b>	<b>-7%</b>	<b>78,106</b>	<b>9,763</b>	<b>-8%</b>	<b>5,766</b>	<b>8%</b>
Buxton North and East	8,973	1	8,973	-8%	10,448	10,448	-2%	1,475	16%
Buxton West	9,114	1	9,114	-6%	9,680	9,680	-9%	566	6%
Chapel and Hope Valley	9,580	1	9,580	-1%	10,121	10,121	-5%	541	6%
Etherow	8,237	1	8,237	-15%	9,175	9,175	-14%	938	11%
Glossop and Charlesworth	17,842	2	8,921	-8%	18,888	9,444	-11%	1,046	6%
New Mills	9,787	1	9,787	1%	10,401	10,401	-2%	614	6%
Whaley Bridge	8,807	1	8,807	-9%	9,393	9,393	-12%	586	7%
<b>North East Derbyshire</b>	<b>82,325</b>	<b>8</b>	<b>10,291</b>	<b>6%</b>	<b>87,327</b>	<b>10,916</b>	<b>3%</b>	<b>5,002</b>	<b>6%</b>
Clay Cross North	10,474	1	10,474	8%	11,730	11,730	10%	1,256	12%
Clay Cross South	9,970	1	9,970	3%	10,578	10,578	0%	608	6%
Dronfield East	9,897	1	9,897	2%	10,170	10,170	-4%	273	3%
Dronfield West and Walton	10,666	1	10,666	10%	10,967	10,967	3%	301	3%
Eckington and Killamarsh	19,286	2	9,643	-1%	19,815	9,908	-7%	529	3%
Sutton	10,378	1	10,378	7%	11,736	11,736	11%	1,358	13%
Wingerworth and Shirland	11,654	1	11,654	20%	12,331	12,331	16%	677	6%
<b>South Derbyshire</b>	<b>84,055</b>	<b>8</b>	<b>10,507</b>	<b>8%</b>	<b>100,171</b>	<b>12,521</b>	<b>18%</b>	<b>16,116</b>	<b>19%</b>
Aston	11,600	1	11,600	19%	15,289	15,289	44%	3,689	32%
Etwall and Repton	13,217	1	13,217	36%	15,769	15,769	49%	2,552	19%
Hilton	10,377	1	10,377	7%	11,739	11,739	11%	1,362	13%
Linton	9,875	1	9,875	2%	12,705	12,705	20%	2,830	29%
Melbourne	9,607	1	9,607	-1%	11,030	11,030	4%	1,423	15%
Swadlincote Central	9,996	1	9,996	3%	11,575	11,575	9%	1,579	16%
Swadlincote North	9,351	1	9,351	-4%	10,669	10,669	0%	1,318	14%
Swadlincote South	10,032	1	10,032	3%	11,395	11,395	7%	1,363	14%

\* Lighter highlighted cells are greater than or equal to +/-10%, darker cells +/-30%

## Appendix B – LGCBE proposed Electoral Divisions

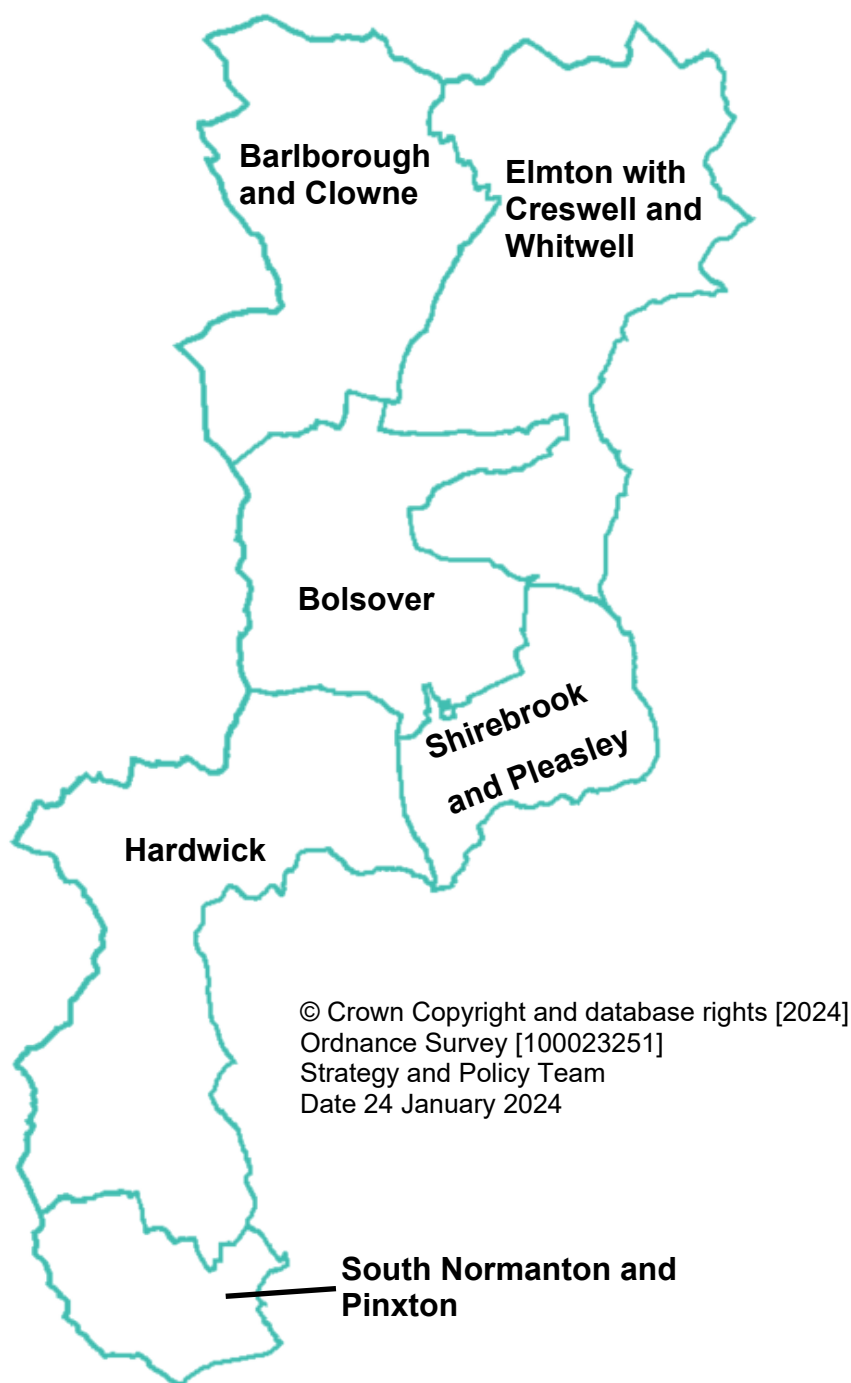
The numbers included within this appendix are taken from the LGCBE's Draft Recommendations report. Due to this, there may be discrepancies between the figures included within this appendix and other sections of this report which have been calculated by the council.

### Amber Valley LGCBE proposals



Amber Valley		Cllr	2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change	Name Change
1	Alfreton and Somercotes	1	10,211	5%	10,967	3%	Major	
2	Alport and Duffield	1	9,358	-4%	11,461	8%	Major	Yes
3	Codnor, Aldercar, Langley Mill and Loscoe	1	10,273	6%	11,046	4%	Major	Yes
4	Heanor	1	10,530	8%	11,220	6%	Major	Yes
5	Horsley	1	10,055	4%	11,157	5%	Major	
6	North Belper	1	9,356	-4%	10,221	-4%	Major	Yes
7	Ripley East	1	10,056	4%	11,379	7%	Minor	Yes
8	Ripley West and Crich	1	10,543	9%	11,352	7%	Minor	Yes
9	South Belper and Holbrook	1	9,356	-4%	10,219	-4%	Major	Yes
10	Swanwick and Riddings	1	10,013	3%	10,963	3%	Major	Yes

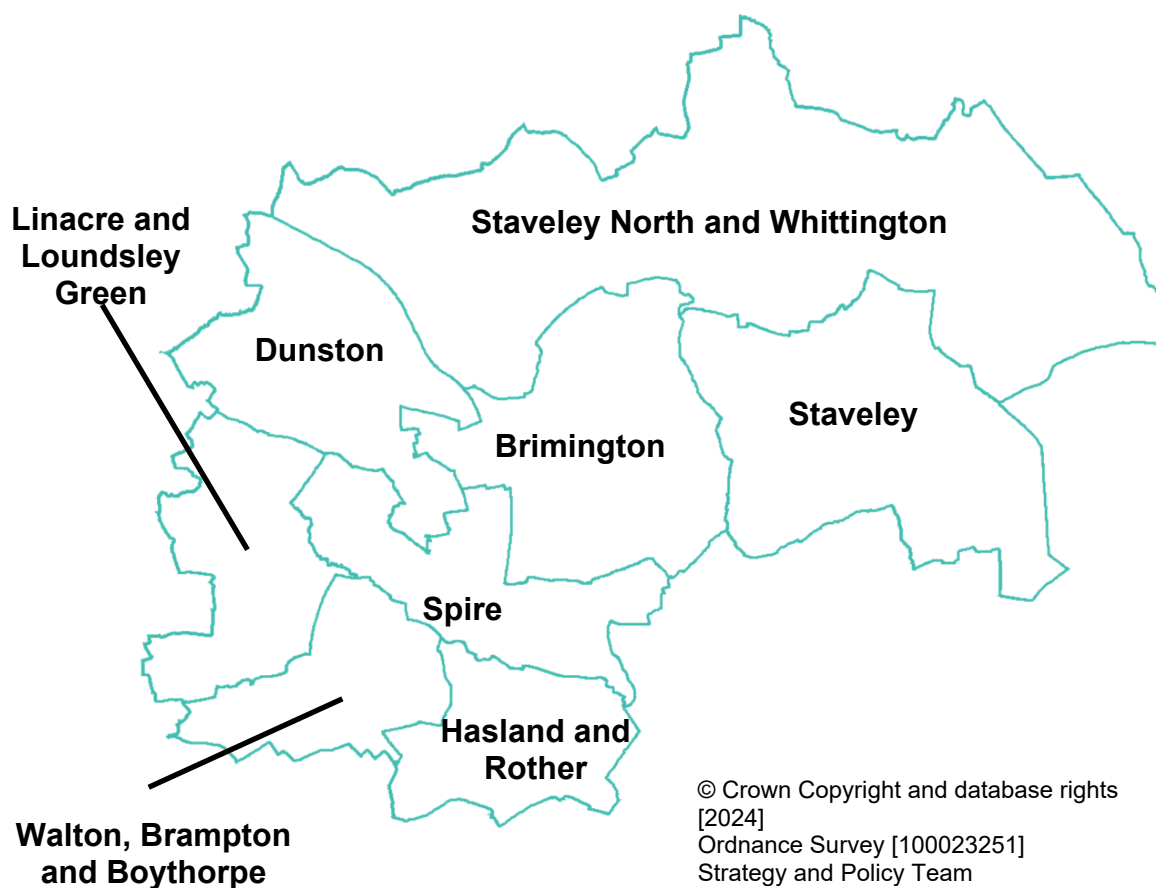
## Bolsover LGCBE proposals



Bolsover		Cllr	2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change	Name Change
11	Barlborough and Clowne	1	10,412	7%	11,170	5%	Minor	
12	Bolsover	1	9,242	-5%	10,939	3%	Major	Yes
13	Elmton with Creswell and Whitwell	1	9,541	-2%	10,431	-2%	Major	Yes
14	Hardwick	1	10,579	9%	11,430	8%	No	Yes
15	Shirebrook and Pleasley	1	10,569	9%	11,799	<b>11%</b>	Minor	
16	South Normanton and Pinxton	1	10,198	5%	10,969	3%	No	

Highlighted cells show where the electoral parity is 10% +/- from the Derbyshire average ratio of electorate to councillor numbers.

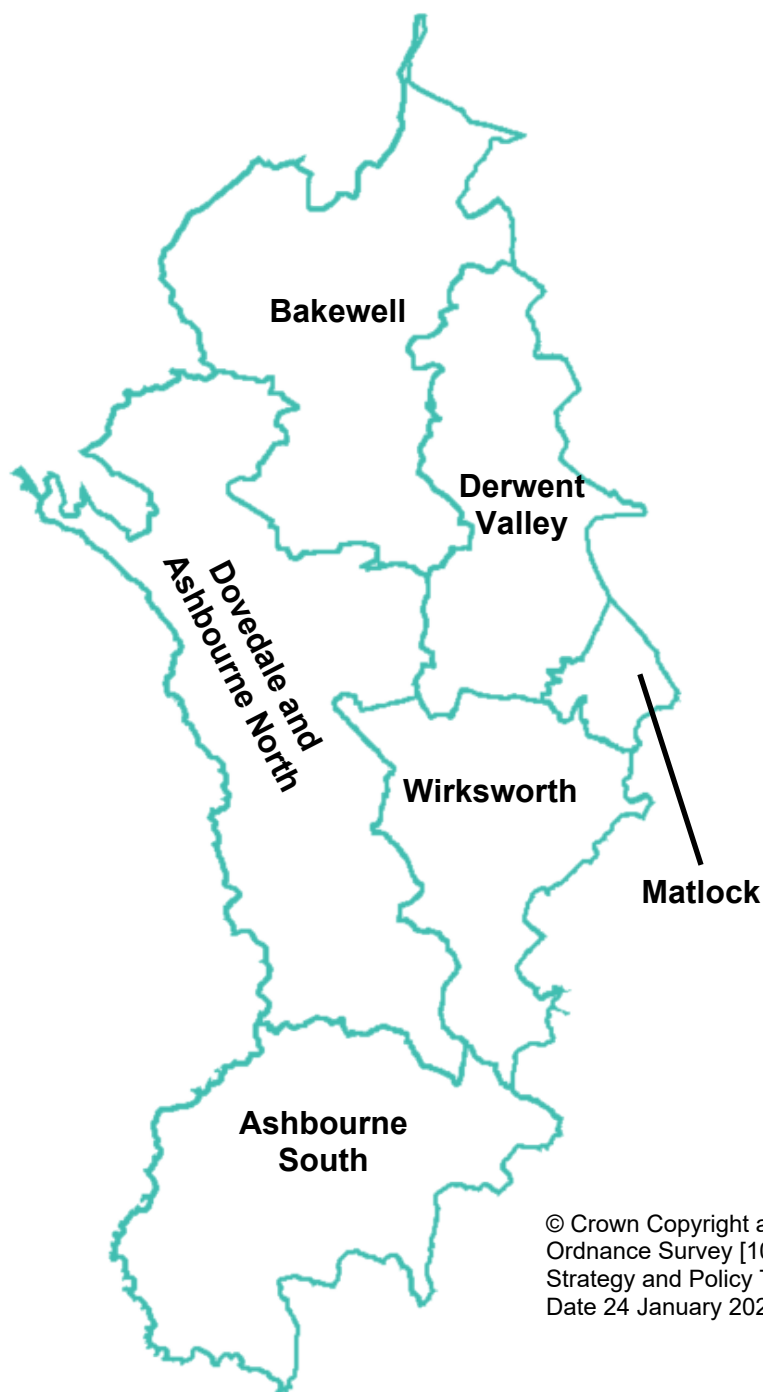
## Chesterfield LGCBE proposals



Chesterfield		Cllr	2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change	Name Change
17	Brimington	1	9,226	-5%	9,627	-9%	Minor	
18	Dunston	1	9,066	-7%	10,145	-4%	Major	Yes
19	Hasland and Rother	1	10,696	<b>10%</b>	10,991	4%	Major	Yes
20	Linacre and Loundsley Green	1	9,917	2%	10,472	-1%	Major	Yes
21	Spire	1	9,335	-4%	10,192	-4%	Major	
22	Staveley	1	9,560	-2%	10,411	-2%	Minor	
23	Staveley North and Whittington	1	10,179	5%	10,902	3%	Minor	
24	Walton, Brampton and Boythorpe	1	10,074	4%	10,498	-1%	Major	Yes

Highlighted cells show where the electoral parity is 10% +/- from the Derbyshire average ratio of electorate to councillor numbers.

## Derbyshire Dales LGCBE proposals



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 Strategy and Policy Team  
 Date 24 January 2024

Derbyshire Dales		Cllr	2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change	Name Change
25	Ashbourne South	1	9,065	-7%	9,674	-9%	Major	Yes
26	Bakewell	1	11,208	<b>15%</b>	11,621	9%	Major	
27	Derwent Valley	1	9,164	-6%	9,685	-9%	Major	
28	Dovedale and Ashbourne North	1	9,455	-3%	9,848	-7%	Major	Yes
29	Matlock	1	9,132	-6%	10,085	-5%	Minor	
30	Wirksworth	1	9,600	-1%	9,991	-6%	Minor	

Highlighted cells show where the electoral parity is 10% +/- from the Derbyshire average ratio of electorate to councillor numbers.

## Erewash LGCBE proposals

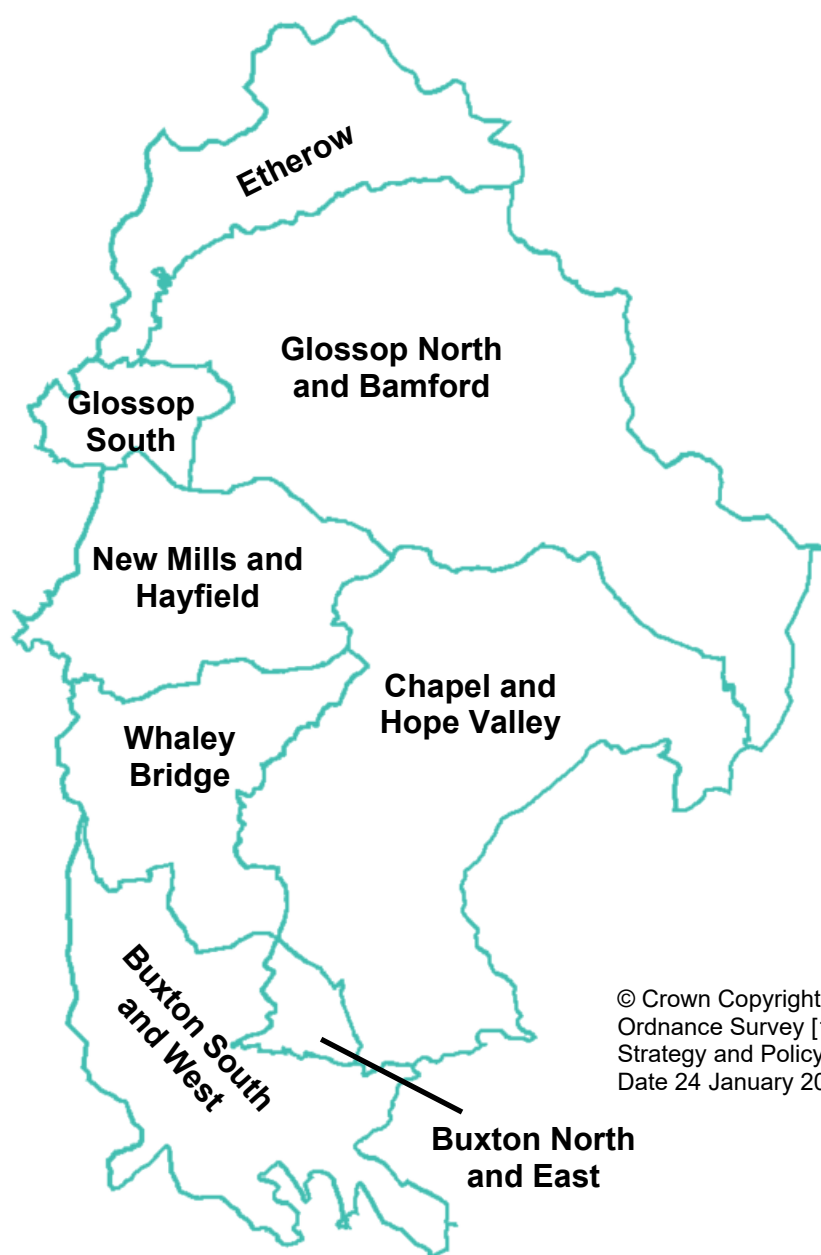


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 Strategy and Policy Team  
 Date 24 January 2024

Erewash		Cllr	2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change	Name Change
31	Breadsall and West Hallam	1	8,585	-12%	10,515	-1%	Minor	
32	Breaston	1	10,266	6%	10,661	0%	No	
33	Ilkeston Central	1	10,543	9%	10,957	3%	Major	Yes
34	Ilkeston North	1	10,302	6%	11,168	5%	Major	Yes
35	Ilkeston South and Kirk Hallam	1	8,674	-11%	9,701	-9%	Major	Yes
36	Long Eaton	1	9,260	-5%	9,586	-10%	Minor	
37	Petersham	1	10,023	3%	10,429	-2%	Minor	
38	Sandiacre	1	9,209	-5%	9,828	-7%	No	
39	Sawley	1	9,801	1%	10,200	-4%	Minor	

Highlighted cells show where the electoral parity is 10% +/- from the Derbyshire average ratio of electorate to councillor numbers.

## High Peak LGCBE proposals



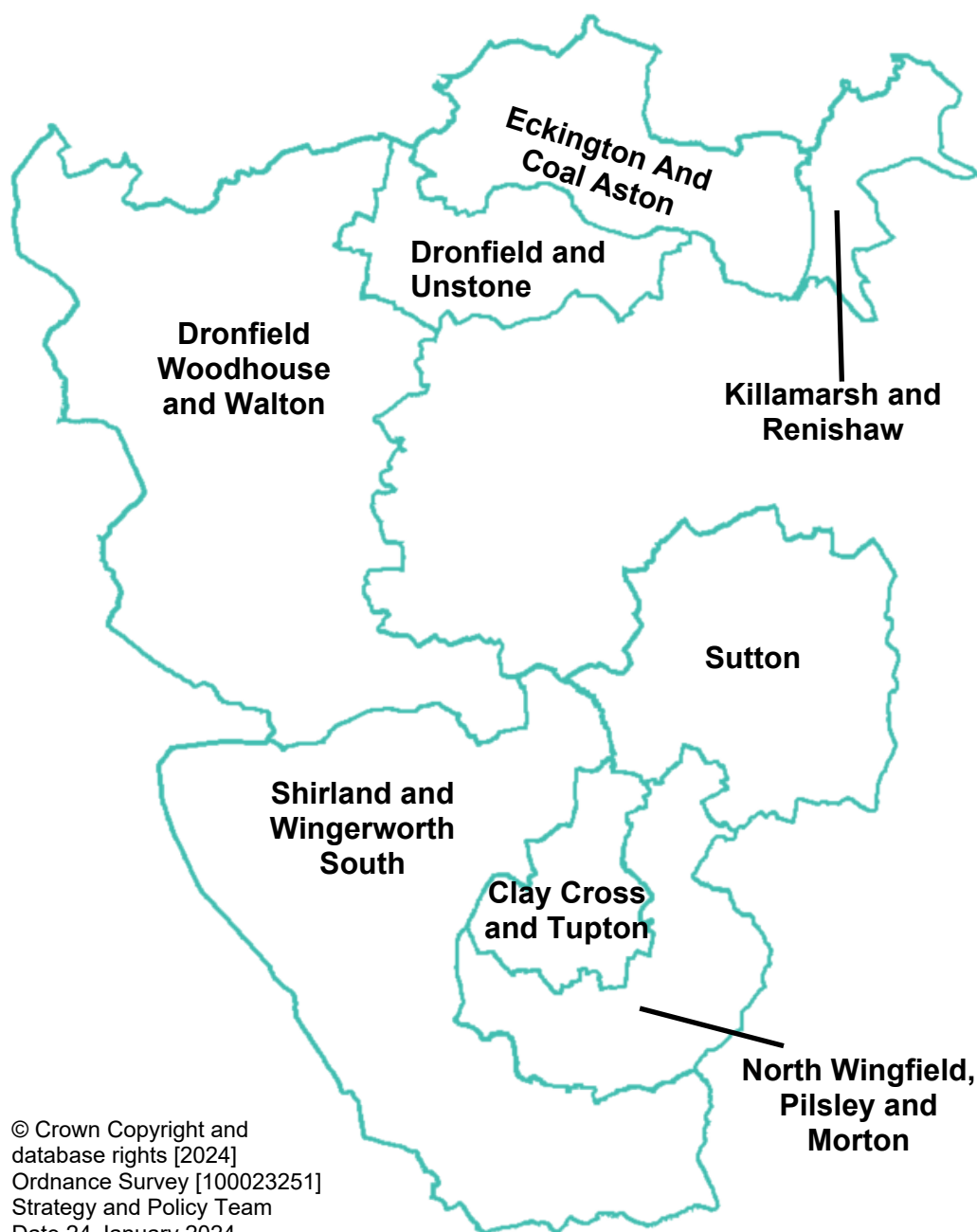
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High Peak	Cllr	2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change	Name Change
40 Buxton North and East	1	8,722	-10%	9,534	-10%	Major	
41 Buxton South and West	1	8,544	-12%	9,716	-8%	Major	Yes
42 Chapel and Hope Valley	1	9,367	-4%	9,892	-7%	Major	
43 Etherow	1	9,180	-6%	9,833	-7%	Minor	
44 Glossop North and Bamford	1	9,090	-6%	9,713	-9%	Major	Yes
45 Glossop South	1	8,915	-8%	9,621	-9%	Major	Yes
46 New Mills and Hayfield	1	9,787	1%	10,401	-2%	No	Yes
47 Whaley Bridge	1	8,807	-9%	9,392	-12%	No	

Highlighted cells show where the electoral parity is 10% +/- from the Derbyshire average ratio of electorate to councillor numbers.



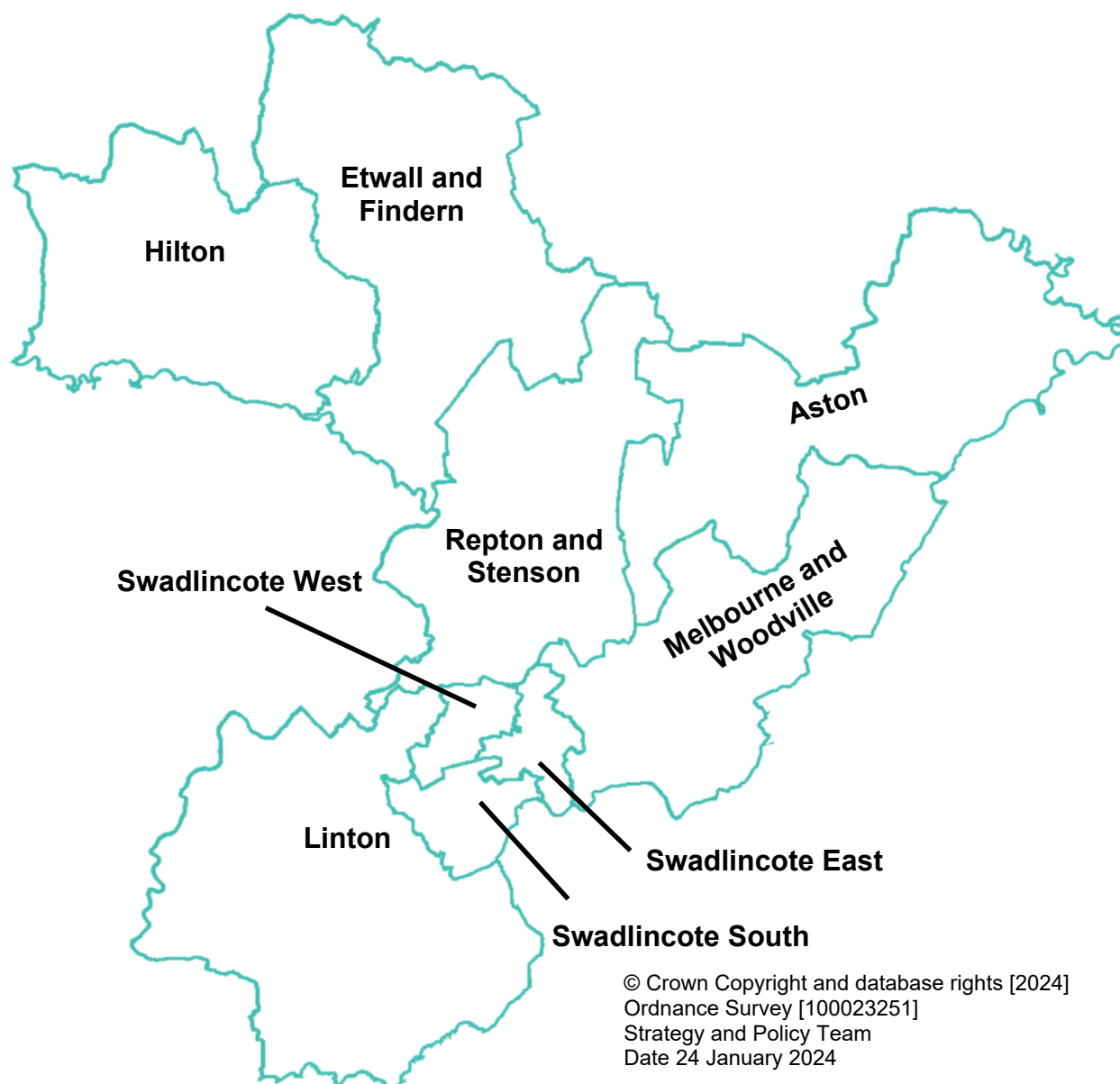
## North East Derbyshire LGCBE proposals



North East Derbyshire		Cllr	2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change	Name Change
48	Clay Cross and Tupton	1	10,638	<b>10%</b>	11,631	<b>10%</b>	Major	Yes
49	Dronfield and Unstone	1	11,206	<b>16%</b>	11,521	9%	Major	Yes
50	Dronfield Woodhouse and Walton	1	10,509	8%	10,800	2%	Major	Yes
51	Eckington and Coal Aston	1	10,445	8%	10,729	1%	Major	Yes
52	Killamarsh and Renishaw	1	9,288	-4%	9,550	<b>-10%</b>	Major	Yes
53	North Wingfield, Pilsley and Morton	1	9,600	-1%	10,443	-2%	Major	Yes
54	Shirland and Wingerworth South	1	10,651	<b>10%</b>	11,537	9%	Major	Yes
55	Sutton	1	9,978	3%	11,116	5%	Major	

Highlighted cells show where the electoral parity is 10% +/- from the Derbyshire average ratio of electorate to councillor numbers.

## South Derbyshire LGCBE proposals



South Derbyshire		Cllr	2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change	Name Change
56	Aston	1	7,854	<b>-19%</b>	10,773	1%	Major	
57	Etwall and Findern	1	8,714	<b>-10%</b>	10,738	1%	Major	Yes
58	Hilton	1	9,804	1%	11,115	5%	Minor	
59	Linton	1	8,344	<b>-14%</b>	10,992	4%	Minor	
60	Melbourne and Woodville	1	9,779	1%	10,979	3%	Major	Yes
61	Repton and Stenson	1	10,441	8%	11,972	<b>13%</b>	Major	Yes
92	Swadlincote East	1	9,482	-2%	11,254	6%	Major	Yes
63	Swadlincote South	1	9,811	1%	11,139	5%	Minor	
64	Swadlincote West	1	9,826	1%	11,209	6%	Major	Yes

Highlighted cells show where the electoral parity is 10% +/- from the Derbyshire average ratio of electorate to councillor numbers.

## Appendix C – councils response to the LGCBEs proposed Electoral Divisions

### Amber Valley Council proposals

No changes are proposed for this district.

	<b>Amber Valley</b>	2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change from LGBCE proposal	Name Change
A01	Alfreton and Somercotes	10,211	5%	10,967	3%	No	No
A08	Alport and Duffield	9,358	-4%	11,461	8%	No	No
A03	Codnor, Aldercar, Langley Mill and Loscoe	10,273	6%	11,046	4%	No	No
A04	Heanor	10,530	8%	11,220	6%	No	No
A05	Horsley	10,055	4%	11,157	5%	No	No
A06	North Belper	9,356	-4%	10,221	-4%	No	No
A10	Ripley East	10,056	4%	11,379	7%	No	No
A09	Ripley West and Crich	10,543	9%	11,352	7%	No	No
A07	South Belper and Holbrook	9,356	-4%	10,219	-4%	No	No
A02	Swanwick and Riddings	10,013	3%	10,963	3%	No	No

### Bolsover Council proposals

No changes are proposed for this district.

	<b>Bolsover</b>	2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change from LGBCE proposal	Name Change
B01	Barlborough and Clowne	10,412	7%	11,170	5%	No	No
B02	Bolsover	9,242	-5%	10,939	3%	No	No
B03	Elmton with Creswell and Whitwell	9,541	-2%	10,431	-2%	No	No
B05	Hardwick	10,579	9%	11,430	8%	No	No
B04	Shirebrook and Pleasley	10,569	9%	11,799	11%	No	No
B06	South Normanton and Pinxton	10,198	5%	10,969	3%	No	No

### Chesterfield Council proposals

No changes are proposed for this district.

	<b>Chesterfield</b>	2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change from LGBCE proposal	Name Change
C03	Brimington	9,226	-5%	9,627	-9%	No	No
C04	Dunston	9,066	-7%	10,145	-4%	No	No
C08	Hasland and Rother	10,696	10%	10,991	4%	No	No
C05	Linacre and Loundsley Green	9,917	2%	10,472	-1%	No	No
C07	Spire	9,335	-4%	10,192	-4%	No	No
C01	Staveley	9,560	-2%	10,411	-2%	No	No
C02	Staveley North and Whittington	10,179	5%	10,902	3%	No	No
C06	Walton, Brampton and Boythorpe	10,074	4%	10,498	-1%	No	No

## Derbyshire Dales Council proposals

The council is proposing change to 4 divisions in this district.

Derbyshire Dales		2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change from LGBCE proposal	Name Change
D01	Ashbourne South	9,065	-7%	9,674	-9%	No	No
D06	Bakewell	11,208	<b>15%</b>	11,190	5%	Yes	No
D05	Derwent Valley	9,164	-6%	9,639	-9%	Yes	No
D02	Dovedale and Ashbourne North	9,455	-3%	9,848	-7%	No	No
D04	Matlock	9,132	-6%	10,674	1%	Yes	No
D03	Wirksworth	9,600	-1%	9,883	-7%	Yes	No

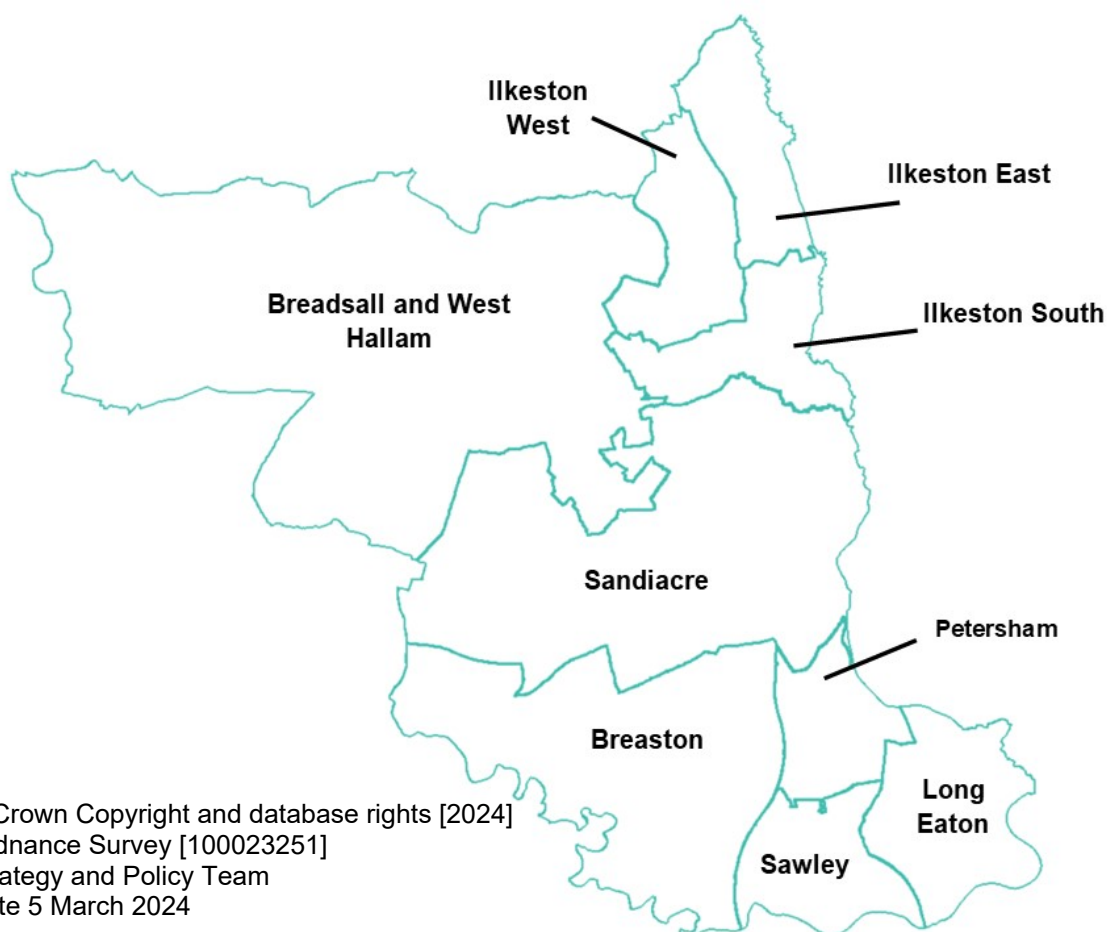


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## Erewash Council proposals

The council is proposing change to 3 divisions in this district.

Erewash		2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change from LGBCE proposal	Name Change
E05	Breadsall and West Hallam	8,585	-12%	10,515	-1%	No	No
E07	Breaston	10,266	6%	10,661	0%	No	No
E01	Ilkeston East	9,684	0%	10,539	-1%	Yes	Yes
E02	Ilkeston South	9,864	2%	10,925	3%	Yes	Yes
E03	Ilkeston West	9,436	-3%	10,365	-2%	Yes	Yes
E06	Long Eaton	9,260	-5%	9,586	-10%	No	No
E09	Petersham	10,023	3%	10,429	-2%	No	No
E04	Sandiacre	9,209	-5%	9,828	-7%	No	No
E08	Sawley	9,801	1%	10,200	-4%	No	No

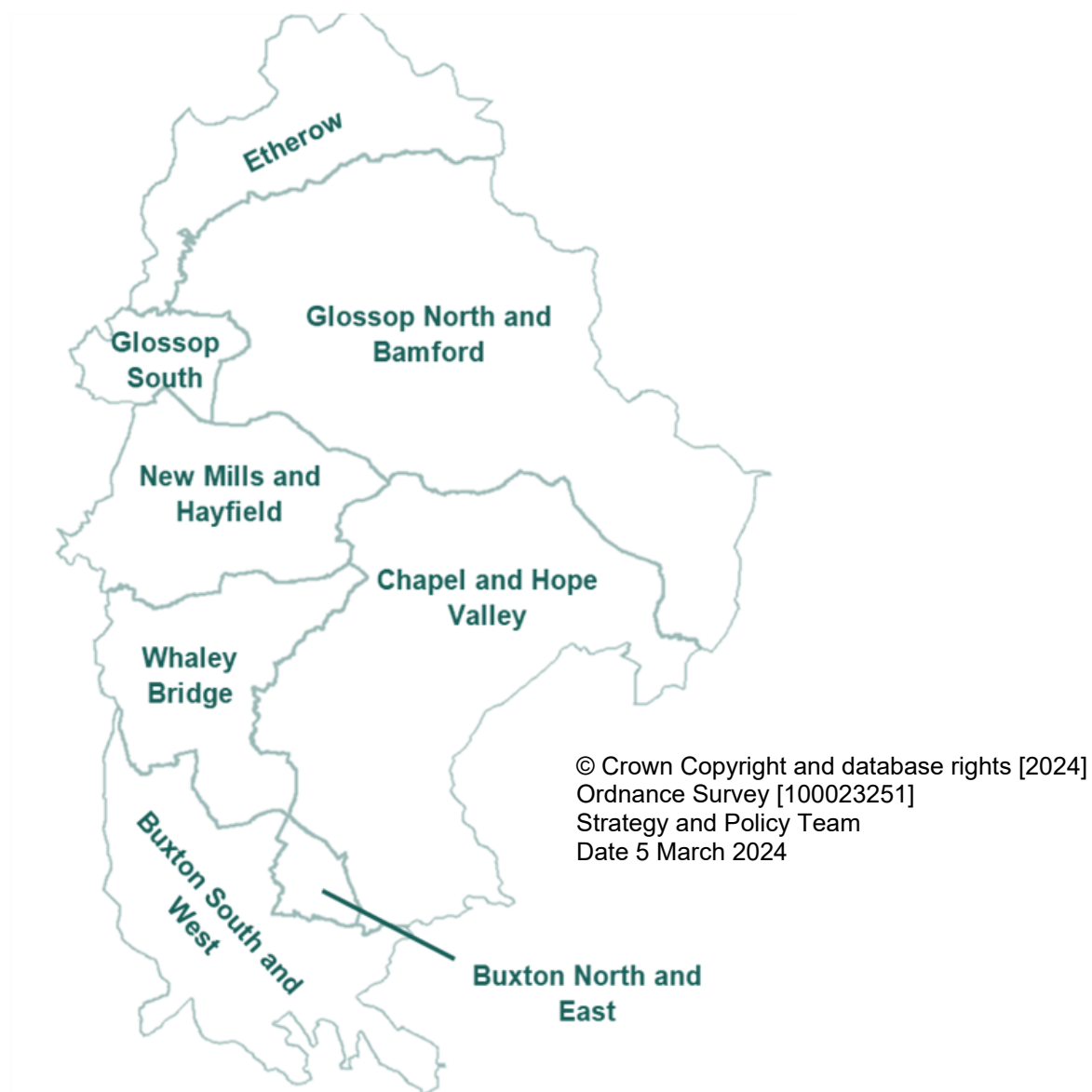


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## High Peak Council proposals

The council is proposing change to four divisions in this district.

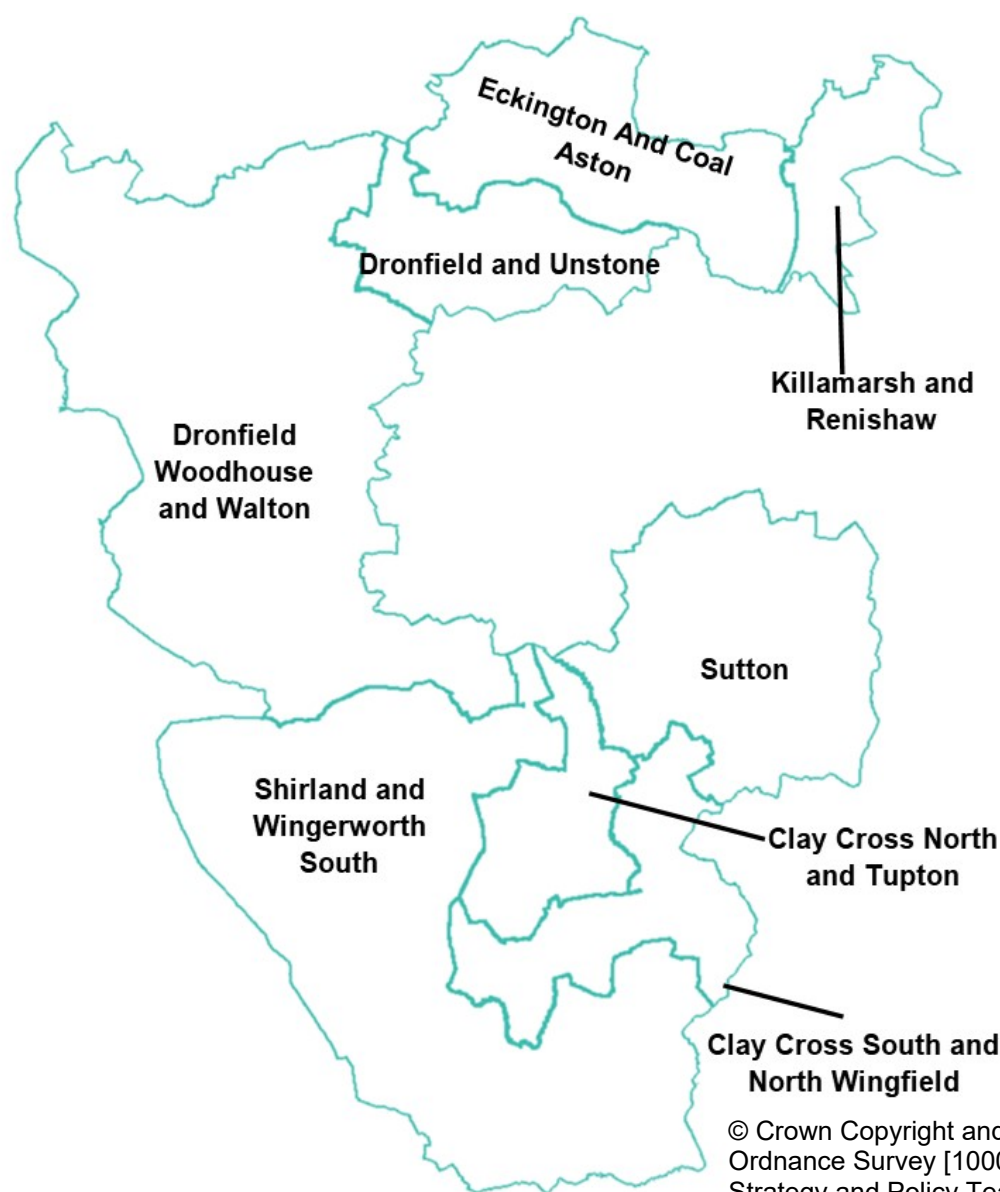
High Peak		2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change from LGBCE proposal	Name Change
H01	Buxton North and East	8,722	-10%	9,646	-9%	Yes	No
H02	Buxton South and West	8,544	-12%	9,608	-10%	Yes	No
H05	Chapel and Hope Valley	9,367	-4%	9,748	-8%	Yes	No
H08	Etherow	9,180	-6%	9,833	-7%	No	No
H07	Glossop North and Bamford	9,090	-6%	9,857	-7%	Yes	No
H06	Glossop South	8,915	-8%	9,621	-9%	No	No
H04	New Mills and Hayfield	9,787	1%	10,401	-2%	No	No
H03	Whaley Bridge	8,807	-9%	9,392	-12%	No	No



## North East Derbyshire Council proposals

The council is proposing change to three divisions in this district.

	North East Derbyshire	2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change from LGBCE proposal	Name Change
N06	Clay Cross North and Tupton	10,474	8%	10,857	2%	Yes	Yes
N07	Clay Cross South and North Wingfield	9,970	3%	11,407	7%	Yes	Yes
N03	Dronfield and Unstone	9,897	2%	11,521	9%	No	No
N04	Dronfield Woodhouse and Walton	10,666	10%	10,800	2%	No	No
N02	Eckington and Coal Aston	9,643	-1%	10,729	1%	No	No
N01	Killamarsh and Renishaw	9,643	-1%	9,550	-10%	No	No
N05	Shirland and Wingerworth South	11,654	20%	11,348	7%	Yes	No
N08	Sutton	10,378	7%	11,116	5%	No	No



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## South Derbyshire Council proposals

No changes are proposed for this district.

South Derbyshire		2022 Electorate	2022 % variance from average	2029 Electorate	2029 % variance from average	Change from LGBCE proposal	Name Change
S08	Aston	7,854	-19%	10,773	1%	No	No
S07	Etwall and Findern	8,714	-10%	10,738	1%	No	No
S06	Hilton	9,804	1%	11,115	5%	No	No
S01	Linton	8,344	-14%	10,992	4%	No	No
S09	Melbourne and Woodville	9,779	1%	10,979	3%	No	No
S05	Repton and Stenson	10,441	8%	11,972	13%	No	No
S04	Swadlincote East	9,482	-2%	11,254	6%	No	No
S02	Swadlincote South	9,811	1%	11,139	5%	No	No
S03	Swadlincote West	9,826	1%	11,209	6%	No	No



# Appendix D – Council’s response to LGCBEs proposed Electoral Divisions – county map



## End Notes

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<sup>1</sup> Single-member ward review - councils which elect the whole council every four years can ask the LGCBE to carry out a single-member ward or division review. Meaning, the LGCBE will seek to deliver a pattern of wards or divisions across the district or county which are represented by one councillor.

<sup>2</sup> [Derbyshire | LGBCE \(https://www.lgbce.org.uk/all-reviews/derbyshire\)](https://www.lgbce.org.uk/all-reviews/derbyshire)

<sup>3</sup> Schedule 2, Local Democracy, Economic Development and Construction Act 2009

<sup>4</sup> Electoral Registers provided by the district and borough councils between July 2022 and February 2023

<sup>5</sup> Statistics on relative deprivation in small areas in England. Source: 2019 English Indices of Multiple Deprivation, Output Area level, Ministry of Housing, Communities & Local Government, September 2019



**FOR PUBLICATION**

**DERBYSHIRE COUNTY COUNCIL**

**COUNCIL**

**Wednesday, 27 March 2024**

**Report of the Managing Director**

**Departmental Service Plans 2024-25**

(Cabinet Member for Strategic Leadership, Culture, Tourism and Climate Change)

**1. Purpose**

1.1 To seek approval of the authority's Service Plans for 2024-25.

**2. Information and Analysis**

2.1 In March 2021 Council approved the four-year Council Plan and Service Plans 2021-2025. Since that time an annual refresh of the Council Plan and Service Plans has been undertaken, to ensure they remain up to date and fit for purpose.

2.2 The Service Plans outline each department's service delivery and identify how the department will support the achievement of the council's ambitions as set out in the Council Plan 2024-25, which was approved by Council on 14 February 2024.

2.3 This year the council has changed the way it conducts strategic planning by implementing a new Integrated Strategic Planning approach. This has been designed to achieve a closer integration of service and financial planning and to establish a clearer golden thread that better connects the council's ambition and outcomes to operational activity and resource.

Under the new approach, the council has identified in the Council Plan 2024-25, a set of Strategic Objectives and supporting actions, to outline

the key activity the council must deliver in the year to achieve the council's Ambition and Outcomes.

A total of 33 Strategic Objectives have been identified for delivery during 2024-25, each aligned to one of the council's five Outcomes:

- **Resilient, thriving, and green communities** which share responsibility for improving their areas and supporting each other
- **Happy, safe, and healthy people**, with solid networks of support, who feel in control of their personal circumstances and aspirations
- **A strong, diverse, and clean economy** which makes the most of Derbyshire's rich assets and provides meaningful opportunities for local people to achieve their full potential
- **Great places to live, work and visit** with high performing schools, diverse cultural opportunities, transport connections that keep things moving and a healthy and sustainable environment for all
- **High quality public services** that work together alongside communities to deliver services that meet people's needs

The Strategic Objectives led by each department and the actions to achieve them are identified in the Service Plans. Detailed planning has been undertaken to ensure the council is able to deliver on its ambitions. This information is set out in the appendix to each Service Plan, alongside detailed budget information and the commercial pipeline of procurement.

2.4 Each Service Plan also includes a range of performance measures to monitor progress. Baseline and target information for a number of measures are still to be confirmed due to the reliance on data that is not fully available until later in the year. Service Plans will be refreshed at appropriate points during the year to ensure that they include updated information once available.

2.5 The four departmental Service Plans 2024-25 are now attached at Appendices 2, 2a, 3, 3a, 4, 4a, 5 and 5a.

### **3. Consultation**

3.1 The Service Plans align with the outcomes and Strategic Objectives set out in the Council Plan. As part of the process for developing the Council Plan for 2021-2025, aligned with the annual budget consultation, residents were also consulted on the council's priority activities for the forthcoming four-year period. This consultation took place during December 2023 and January 2024. As a result of the

consultation, a number of changes were made to help strengthen the Council Plan 2021-25.

- 3.2 Service Plans are also shaped by ongoing consultation and engagement undertaken by departments, including for instance, the Youth Network, Older People's Forum and Black and Minority Ethnic Communities Forum.

#### **4. Alternative Options Considered**

- 4.1 Alternative Option 1- Do Nothing. The council could continue to progress using the existing Service Plans until they expire in 2025. This option is not desirable as it would mean the strategic objectives included in the Council Plan approved by Council on 14 February 2024 would not be reflected in the plans.

#### **5. Implications**

- 5.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

#### **6. Background Papers**

- 8.1 Report to Cabinet 11 March 2021 – Council Plan 2021-25, including:
- Appendix A – Council Plan 2021-25
  - Appendix B – Consultation Summary
  - Appendix C – Delivery Plan 2021 - 22

## **7. Appendices**

- 7.1 Appendix 1 – Implications
- 7.2 Appendix 2 – Adult Social Care and Health Service Plan 2024-25
- 7.3 Appendix 2a – Adult Social Care and Health Service Plan 2024-25 Appendix
- 7.4 Appendix 3 – Children’s Services Service Plan 2024-25
- 7.5 Appendix 3a – Children’s Services Service Plan 2024-25 Appendix
- 7.6 Appendix 4 – Corporate Services and Transformation Service Plan 2024-25
- 7.7 Appendix 4a – Corporate Services and Transformation Service Plan 2024-25 Appendix
- 7.8 Appendix 5 – Place Service Plan 2024-25
- 7.9 Appendix 5a – Place Service Plan 2024-25 Appendix

## **8. Recommendation(s)**

That Council:

- a) Approves the authority’s Service Plans for 2024-25 as recommended by Cabinet at the 14 March 2024 meeting.

## **9. Reasons for Recommendation(s)**

- 9.1 The approval of the authority’s Service Plans will ensure that departmental plans encompass emerging key priorities and activity.

Report Author: Matthew Walters

Contact details: matthew.walters@derbyshire.gov.uk

## **Appendix 1**

### **Implications**

#### **Financial**

- 1.1 The capital and revenue programmes included in Service Plans accord with the revenue and capital budgets approved by Council in February 2024. The commercial pipeline of procurement over the next 24 months is set out in the appendices to the Plans. Budgetary resources required to deliver each of the key actions have been considered and the Service Plans also include a range of actions to support the Council's ambition to deliver value for money services.

#### **Legal**

- 2.1 The commercial pipeline of procurement for each department are included in accordance with Financial Regulations. Legal advice will be provided on individual projects and initiatives included in the Service Plans as necessary.

#### **Human Resources**

- 3.1 Workforce resources to deliver the key actions in the Service Plans have been considered. Advice will be provided on individual projects to ensure that workforce implications are understood and managed in line with the council policies and procedures.

#### **Information Technology**

- 4.1 Resources required to deliver the Plan, including Information Technology requirements, have been considered for each key activity in the Service Plans.

#### **Equalities Impact**

- 5.1 The Council's commitment to enhancing the wellbeing of communities and individuals and to promoting equality and diversity has been embedded throughout the Plans.

#### **Corporate objectives and priorities for change**

- 6.1 The Service Plans clearly support the Council's ambition, outcomes, and strategic objectives as set out in the Council Plan.

## **Environmental Sustainability**

- 7.1 The Council's ambition of being a net zero carbon organisation by 2032, or sooner, and for the county of Derbyshire to be net zero by 2050 is reflected in the Service Plans.

## **Property and Asset Management**

- 8.1 As part of the refresh of the Plans, departments have also considered their requirements regarding property and asset management to support the delivery of their priorities.

## **Risk Management**

- 9.1 In refreshing the Service Plans principal risks for all activity moving forwards have been identified and aligned with departmental risk registers.

## **Safeguarding**

- 10.1 Activity to ensure that high quality safeguarding services are in place for adults, children and families is included within the Council Plan and the Service Plans for Children's Services and Adult Social Care and Health.



# Service Plan Refresh 2024-25

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## Adult Social Care and Health

Simon Stevens

**Executive Director**

1  
CONTROLLED

# Contents

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Monitoring the Plan	20
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# Foreword



**Simon Stevens** – Executive Director Adult Social Care and Health

Our core ambition is that adults, young people and children in Derbyshire will be able to live their lives well, safely and comfortably, wherever possible in their own home, in their local community. I know each and every one of my colleagues are determined to support people to enjoy good health and wellbeing where they are active, independent and can take personal responsibility for reaching out to quality, integrated support if, and when, they need help. Our commitment to supporting thriving communities that improve the quality of life for our residents and help to reduce health inequalities is as strong as ever.

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We are ambitious for Derbyshire, its residents, business and communities. We know that what people want and expect for themselves and their loved ones has been changing and evolving. The role of adult social care and health is about working with people to support them to achieve the wellbeing outcomes that are important to them. That may be done through using existing services such as our Live Life Better Derbyshire programme, or, through listening and responding to our residents and redesigning the way we work with people. Throughout our work we will continue to foster a sense of team so we create opportunities for collaboration and share collective responsibility for progress with other organisations and agencies working within this field.

The update to the service plan this year reflects how we are planning to refine and deliver on our vision to enable improved outcomes for the people of Derbyshire, in line with their expectations, while doing this in a way which recognises the financial pressures being faced by the Council and offers the best possible value for money. We have a strong record of listening to the views and voices of residents, employees and stakeholders and I am committed to continuing to do that throughout the coming year.

# Our Services

Adult Social Care and Health plays an important role in supporting the Council to achieve its ambition to be an enterprising and value for money council, enabling people and communities to thrive. With around 3237 (full time equivalents of 2279.30) and an annual budget exceeding £303 million, the department works collaboratively with a range of stakeholders including local communities, residents, service users, businesses, partners, other local authorities, Government and its agencies to deliver key services and support functions for the Council, as set out below.

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## Adult Social Care

### **Gemma Poulter - Interim Director of Adult Social Care**

**Adult Social Care** acts as the system leader for social care, discharging the local authority's statutory duties regarding the Care Act 2014, the Mental Health Act 2017, the Mental Capacity Act 2005 and Health and Care Act 2022.

The department is primarily responsible for:

- Enabling people with care and support needs to identify a range of personal, community, voluntary, independent, and statutory support to meet those needs.
- Managing and commissioning the care services market across Derbyshire to ensure that there is the right type of high-quality services to meet both current and future demand.
- Directly providing care and support services and operates residential care homes, day centres and homecare with a focus on delivering short-term support to enable independence.
- Supporting Adult safeguarding activity via a commitment to follow the principles of making safeguarding personal to deliver strong, effective and person focused safeguarding enquiries, action and reporting.
- Meeting the further statutory responsibilities set out in the above legislation.



## Public Health

### Ellie Houlston – Director of Public Health

**Public Health** acts as the system leader for health and wellbeing, discharging the local authority's duties in regard to:

- Health improvement
- Health protection
- Healthcare Public Health
- Community Safety
- Reducing health inequalities as outlined in the Health and Social Care Act 2012 and other legislation.

The department is also responsible for resettlement, school crossing patrols and aspects of adult social care prevention. The department also has statutory responsibility for developing a Joint Strategic Needs Assessment (JSNA), Director of Public Health Annual Report and Health and Wellbeing Strategy. The department seeks to ensure people live healthy lives, protect the health and wellbeing of everyone, focuses on increasing healthy life expectancy and reducing inequalities.

# The Council's Ambition and Outcomes

**“We will work together with our partners and communities to be an enterprising council, delivering value for money and enabling local people and places to thrive”**

We want Derbyshire to have:

Resilient, thriving, and green communities which share responsibility for improving their areas and supporting each other

Happy, safe, and healthy people, with solid networks of support, who feel in control of their personal circumstances and aspirations

A strong, diverse, and clean economy which makes the most of Derbyshire's rich assets and provides meaningful opportunities for local people to achieve their full potential

Great places to live, work and visit with high performing schools, diverse cultural opportunities, transport connections that keep things moving and a healthy and sustainable environment for all

High quality public services that work together alongside communities to deliver services that meet people's needs

# Strategic Objectives – achieving the Council ambition and outcomes

This year the Council has introduced a new approach to integrated strategic planning, designed to achieve a closer integration of service and financial planning. The Council has identified in its Council Plan 2024-25, a set of 33 Strategic Objectives which describe the key activity the Council must deliver during 2024-25, working with partners, communities and residents, to achieve the Council's Ambition and five key outcomes.

Adult Social Care and Health leads on the delivery of 11 of the Strategic Objectives and supporting actions. These Strategic Objectives reflect our priorities across Adult Social Care and Health and to ensure the department is in a sustainable budget position to support the council's budget saving proposals.

For Adult Social Care our priorities are to:

- Ensure work is outcome focused by supporting people to live their best lives independently at home whilst being connected to the community and local resources, stepping in with more help where needed.
- Ensure short-term support is available, helping people recover and regain stability, independence and control following a personal crisis or illness.
- Implement joined up support, working across the system with partners, carers and residents to provide support in a safe, supportive homelike setting.
- Encouraging co-production by developing more equal partnership between people who use services, carers and professionals to deliver better outcomes.
- Supporting carers and our workforce by recognising and valuing carers and our social care workforce and the contribution they make.
- Ensure standards and value for money to make sure there is a good choice of affordable care and support available across the country with a focus on people's experiences and improving quality.

For Public Health our priorities are to:

- Ensure a JSNA is in place and evidence informed decision making takes place
- Ensure our outcome focused programmes of work and strategic approach are co-produced with colleagues and local residents
- Implement the Public Health Strategy, which is supported by a revised business planning process

Alongside the delivery of the Strategic Objectives, the department will continue to work to fulfil its statutory duties and to deliver business as usual activity; this work is set out in internal divisional and team plans.

The Council's 33 Strategic Objectives have been plotted against the 2024-25 timeline and this has been represented as a Base Plan, enabling a single overview of the council's key planned activity throughout the year to be created. The Base Plan promotes a better understanding of the full range of planned activity and resource requirements across the organisation, assisting the council to evaluate its strategic options and to prioritise activity. This supports the alignment of the budget to the council's priorities, assists effective resource planning and enables the council to ensure that its ambitions match the organisation's capacity to deliver. The Base Plan is set out below, with detail on the 11 Strategic Objectives lead by the department. The Strategic Objectives which are led by the other departments are set out in the Council Plan and in departmental service plans.



# Strategic Objectives and Base Plan



Each triangle represents a Strategic Objective from the numbered list provided on the following pages\*. The other objectives are set out in the relevant departmental service plan.

-  **Resilient, thriving, and green communities**
-  **Great places to live, work and visit**
-  **Happy, safe, and healthy people**
-  **High quality public services**
-  **A strong, diverse, and clean economy**

\* Details of each objective are provided in the separate Strategic Objective Implementation Plan

# Outcome 1 - Resilient, thriving, and green communities which share responsibility for improving their areas and supporting each other

## Strategic Objectives

### **1 Support people of all ages and communities in need, including financial help from our Derbyshire Discretionary Fund, and other activities that promote financial inclusion and tackle cost of living pressures**

- Delivery of Homes for Ukraine financial support via Derbyshire Discretionary Fund
- Provide grants or emergency cash payments to those in urgent need following a crisis or disaster via Derbyshire Discretionary Fund
- Delivery of Welfare Rights Service including Macmillan Cancer Support
- Deliver the Public Health Advisory Service and affordable credit initiatives to support those in financial crisis to resolve matters that affect health and wellbeing
- Support the development of affordable food projects targeted at those in greatest need
- Support people with long term health conditions and/ or disabilities into good employment through a range of interventions and support

### **2 Collaboratively work with partner agencies to promote positive mental wellbeing and improve support for local people with a particular focus on suicide prevention and building resilience**

- Continue to develop suicide prevention approaches across the county by leading the Derbyshire Self Harm and Suicide Prevention Partnership Forum, running four meetings a year and deliver training
- Promoting positive emotional health and wellbeing through a range of initiatives including promotion of national campaigns at a Derbyshire level
- Work with partners to further develop a whole system approach to mental health and tackle social isolation maximising the impact of investment opportunities
- Use targeted action to focus action for the most disadvantaged communities and those experiencing severe mental illness with the aim of reducing health inequalities
- Embed the Let's Chat principles across Derbyshire by maximising partnership opportunities

### **3 Support communities through partnership working to protect and enable people of all ages to live healthier and safer lives**

- Implement new falls prevention strength and balance service to help older people maintain independence
- Maximise the uptake of screening, vaccinations and immunisations including COVID-19, Flu, Shingles and those given in childhood
- Develop annual action plans and distribute funding focusing on the health factors that protect communities in the eight Locality and Place Health and Wellbeing Partnerships
- Further develop locality-based community insight to better understand diverse communities to help shape long-term planning
- Deliver health and wellbeing advice and coaching to prevent, reduce and delay the need for Adult Social Care services
- Work in partnership across the Integrated Care System and Health and Wellbeing Board to tackle health inequalities and move towards more preventative interventions and investment
- Oversee the delivery of the Air Quality Strategy Action Plan 2023-25 to manage air quality and environments that support good health
- Work in partnership with members of the Women's Health Hub working group to have operational Women's Health Hubs in Derbyshire by March 2025
- Implement the UK Health Security Agency (UKHSA) Adverse Weather and Health Plan and integrate across the council to deliver the best outcomes possible during adverse weather
- Strengthen community infection prevention across settings and prioritise proactive control of infection to protect people and prevent antimicrobial resistance (AMR)
- Mobilise the Domestic Abuse Support Service which includes provision of emergency accommodation, community outreach and children and young people's support service
- Work with partners to respond effectively to existing and emerging challenges such as serious violence and violence against women and girls
- Implement the statutory guidance relating to the Prevent element of the national Counter Terrorism Strategy
- Work with partners to welcome refugee families into Derbyshire and support the countywide response to the implementation of asylum dispersal

## Outcome 2 - Happy, safe, and healthy people, with solid networks of support, who feel in control of their personal circumstances and aspirations

### Strategic Objectives

#### **5 Support people to live their best lives independently at home, connected to the community and local resources, stepping in with more help where needed**

- Create and implement Prevention Strategy
- Prioritisation and management of waiting lists (Occupational Therapist/ Social Worker assessment, Deprivation of Liberty Safeguards, Homecare waits, people awaiting long term social care support, financial assessments)
- Embedding strength-based practice for older people and people with a physical disability to ensure people, wherever possible remain in their homes within their local community
- Embed strength-based practice for people with a learning disability and/ or who are autistic to ensure people have an outcome focused support plan for people who are supported to live in the least restrictive option
- Increasing usage of Shared Lives Scheme
- Young people transitioning from Children's Services have access to all opportunities open to them
- Increasing usage of Direct Payments to promote choice and control
- Embedding "Making Safeguarding Personal" in accordance with best national practice

#### **6 Help people recover and regain stability, independence and control following a personal crisis or illness**

- Community connectors - working with people with a learning disability and/ or who are autistic from the age of 14 upwards to link to local community and activities to access all opportunities open to them
- Mental health enablement offer for those recovering from mental ill health to achieve independent outcomes
- Short-term homecare reablement offer working with older people and people with a physical disability to improve independence, wellbeing and the ability to remain in their own homes within their local communities

## **7 Work across the system with partners, carers and residents to provide support in a safe, supportive homelike setting**

- Building the right support by the joining of Health, Social Care and PVI sector to achieve the best outcomes for people whose behaviours may challenge
- Team Up – aging and dying well – joining of Health and Social Care community support to reduce non elective admission for people and support people leaving acute hospitals to achieve the best outcome
- Living Well – recovery from mental ill health joining of Health, Social Care and Voluntary community support to support people to achieve the best outcome

## **8 Work across Derbyshire with partners and key health services to deliver good health, resilience and wellbeing to enable children and young people to have the best start in life**

- 0-19 Public Health Nursing service transformation project to review and redesign a sustainable service delivery model maximising the funding available
- Promote the benefits of maintaining good oral health to those at risk of poor oral health
- Deliver the My Life My View Young People's survey to inform future strategic planning across the council
- Promoting positive emotional health and wellbeing for children and young people through a range of initiatives
- Provide specialist support to children and young people directly and indirectly affected by substance misuse
- Support families to have positive pregnancy outcomes through providing a range of support to improve health and wellbeing
- Support sustainable and active travel to school by providing school crossing patrols where they are most needed within a risk-based approach

## **9 Enable people and partner organisations to tackle key risk factors of health including inactivate lifestyle, smoking, diet and alcohol consumption to improve health outcomes**

- Work with partners to identify, understand, and reduce alcohol and drug related harms
- Deliver support for weight management, stop smoking, reducing alcohol intake, improving diet through Live Life Better Derbyshire (LLBD) and other partners

- Collaborate with Trading Standards and partners to improve tobacco control maximising the opportunity of additional government funding
- Introduce a Tobacco Control Strategy for Derbyshire by October 2024
- Secure future funding from the Integrated Care Board (ICB) to deliver the Tobacco Dependency Treatment Programme

## Outcome 4 - Great places to live, work and visit with high performing schools, diverse cultural opportunities, transport connections that keep things moving and a healthy and sustainable environment for all

### Strategic Objectives

#### 19 Recognise and value carers and our Adult Social Care workforce and the contribution they make to sustaining care and support in a challenging market

- Overarching Workforce Strategy including council, Private, Independent and Voluntary Sector (PVI)
- Refresh with system partners Carer's Strategy
- Focus on wellbeing and leadership skills including succession planning within department
- Creation of Connect site and Team Action Plans to support two-way process for colleagues concerning communication

## Outcome 5 - High quality public services that work together alongside communities to deliver services that meet people's needs

### Strategic Objectives

#### **22 Develop more equal partnerships between people who use services, carers and professionals to deliver better outcomes**

- Best Life Derbyshire Strategy – completed and implemented review yearly, bi-yearly surveys and yearly engagement in place to create feedback loop
- Implement Co-Production Strategy to increase participation and co-production of offers going forward
- Implement Digital Strategy
- Partnership with Healthwatch and other key stakeholders to engage fully with local population

#### **23 Ensure there is a good choice of affordable Adult Social Care support available across the county with a focus on people's experiences and improving quality**

- Best Life Derbyshire programme efficiency target met
- Proposed redesign of Direct Care offer
- Quality Assurance Board to overview, monitor and ensure quality within the below identified areas:
  - Assessment Function (Prevention and Personalisation)
  - Direct Care
  - Contracting/ Commissioning of Private, Independent and Voluntary Sector

# Budget and Savings for 2024-25

The department's service delivery is supported by a budget of **£303.23 million** for 2024-25. The departmental budget includes agreed additional funding for service pressures for 2024-25 of £13.676 million ongoing and £0.920 million one-off funding, as set out in the table below:

Service Pressure funding	£million Ongoing	£million One off
<b>Demographic Growth/Demand 65+ (Reduction)</b> - Underlying demographic growth pressures remain in Adult Care including an increase in the 75+ population	<b>£-1.959</b>	-
<b>Demographic Growth/Demand Working Age</b> - More adults with disabilities are accessing services, together with an increase in the complexity of cases including for young adults transitioning from children's services to adult care.	<b>£1.918</b>	-
<b>PVI (Care Provider) Annual Fee Uplifts</b> - The Council is required to annually review its contract fee rates paid to external care providers to ensure that they are set at a level which allows for a sustainable care market.	<b>£13.174</b>	-
<b>Digital Social Care Record</b> - A Digital Social Care Record allows for the digital recording and sharing of care information relating to the care received by an individual within a social care setting and is a statutory requirement.	<b>£0.168</b>	<b>£0.051</b>
<b>Inflation Direct Care Transport and Catering</b> - High levels of inflationary pressures are still being experienced in relation to transport contracts (mainly for day centres) and for food purchases (mainly care homes).	-	<b>£0.20</b>
<b>MOSAIC revised hosting arrangements</b> - Additional contract costs of the core case management system for Adult and Children's Social Care. This reflects revised hosting arrangements.	<b>£0.375</b>	-
<b>Derbyshire Discretionary Fund (DDF)</b> - The DDF is a financial assistance scheme to residents of Derbyshire who meet eligibility criteria. Government funding from the Household Support Fund (HSF) has supported increased demand. A review of the	-	<b>£0.669</b>



<p>scheme is underway with a view to aligning a revised policy framework to the original base budget, which will take effect during the financial year 24/25. There is no clear information yet about whether further HSF will be available in 24/25.</p>		
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The department will be managing the delivery of total proposed budget savings for 2024-25 of **£19.024million**. Full details of the department’s budget are set out in the appendix to this plan.

**Initiatives already under way - £10,503,000**

Adult Social Care has a number of service modernisation initiatives and savings proposals that are already underway. These have all followed due process and are already in the public domain. These include short term services redesign, changes to the charging policy for people receiving Adult Social Care support in the community, assistive technology, Whole Life Disability and the saving for low level support services for 2024-25.

**Short breaks and day opportunities for people with a learning disability and/or who are autistic - £500,000**

To ensure the sustainability of Adult Social Care support now and in the future, approval will be sought to publicly consult on a redesign of the current Council owned direct care offer of five short stay residential homes and four building-based day centres for people with a learning disability and/or who are autistic.

Adult Social Care will seek to ensure that any proposals made for the redesign of the direct care services offer includes a enablement, reablement and progression emphasis to enable people to plan for their future and to be supported to become as independent as they are able to be, with the aim of improving outcomes for local residents and ensuring the most efficient use of public money.

**Residential Care and Day Care for Older People - £105,000**

To ensure the sustainability of adult social care services now and in the future, approval will be sought to publicly consult on a redesign of the services provided by the council through the 16 council-owned and managed residential care homes and ten building-based day care centres for older people.

The proposed consultation would seek views on future delivery models that would ensure that care services focus on support for older people to retain or regain their independence, to continue to live in their own homes and interact in their own communities, and when residential care is needed, a choice of quality options are available.

### **Extra Care Facilities for Older People - £180,000**

To ensure the sustainability of adult social care services now and in the future approval will be sought to publicly consult on a redesign of the current council-owned care and support delivery arrangements within extra care settings.

Extra care housing schemes offer independent self-contained living but with the benefit of on-site care provision if needed.

Currently, social care and support services are provided as a set amount for day and night cover that does not fully account for the balance of the individual needs of people living in extra care housing. The proposed consultation would follow a review of services at each of the extra care settings which will identify whether the current home care hours scheduled reflect the assessed needs of the residents. The consultation would include proposals as to alternative service delivery options which would ensure that the service continues to deliver appropriate support to the residents at best value to the council.

### **Use of voluntary sector grants to fund discretionary support services - £284,000**

To ensure the sustainability of adult social care services now and in the future, approval will be sought to publicly consult on the current allocation of grants to the voluntary sector which support community based preventative services.

The proposed consultation would also consider proposals to further ensure that all council grant funded discretionary support services, delivered by voluntary organisations, focus on supporting people to retain or regain their independence, to continue to live in their own home for as long as they are able, and provide best value to ensure efficient use of public money.

### **Young People - £260,000**

The Council is aiming to ensure that all young people transitioning from Children's Services to Adult Social Care have opportunities to maximise their independence and realise their aspirations for the future. Adult Social Care is focused on improving outcomes through developing practice culture, joint working and ensuring person centred planning. This is the third year of this approach which is improving outcomes for young people by increasing their independence and enabling them to access activities in their own communities and improve employment opportunities.

### **Direct Payment Usage - £1,100,000**

The benefits of using Direct Payments are well known and the Care Act 2014 explicitly encourages their use, they provide increased flexibility, choice and control so that a person can put in place the care and support that works for them; often employing a personal assistant or using a small micro provider. They are also more cost efficient and can help reduce the

need for more expensive residential placements. This is the third year of this approach within Adult Social Care.

**Long Term Support for people with a learning disability and / or who are autistic - £900,000**

The Council aims to support people with a learning disability and / or who are autistic to ensure they are able, wherever possible, to live within their local communities and not within a residential setting. Adult Social Care is focused on improving outcomes through developing practice culture, joint working and ensuring person centred planning. This is the fourth year of this approach.

**Reduce Investment in Prevention Schemes Including Second Homes (Housing Assistance) - £276,000**

Reduction in contribution to housing assistance scheme in Districts and Boroughs.

**Public Health** expenditure is funded from a ring-fenced grant. The budget is largely spent on drug and alcohol treatment services, sexual health services, public health nursing, health protection and promoting activities to tackle smoking and obesity and to improve children's health. However, the ring-fenced grant amount outlined in the comprehensive spending review will place challenges on delivery as it does not increase in line with inflation. Public Health will have to manage NHS Agenda for Change pay rises for services commissioned from the NHS and additional costs associated with commissioning the HIV prevention drug Pre-Exposure Prophylaxis (PrEP), which was previously funded by NHS England. The Public Health Ring Fenced Grant for Derbyshire was confirmed in February as £46.300 million for 2024-25.

# Monitoring the Plan

The ambitions set out in the Plan are supported by an implementation plan which outlines how each of the Strategic Objectives set out in the Plan will be delivered, the details of the departmental budget and the department's forward plan of procurement. As well as monitoring the progress of the Strategic Objectives, the following measures will also be monitored:

## Key Performance Measures

### Resilient, thriving, and green communities

Percentage of people supported by Health and Wellbeing coaches with a shared agreement

### Happy, safe, and healthy people

"Average Health Status improvements reported through the Treatment Outcome Profile

- Physical Health
- Psychological Health
- Quality of Life"

Number of 6-8 week reviews delivered by the 0-19 Public Health Nursing provider within the timeframe

Number of New Birth visits delivered by the 0-19 Public Health Nursing provider between 10-14 days

Number of individuals completing Live Life Better Derbyshire Health and Wellbeing MOT

Number of people achieving a 4 week Quit through Live Life Better Derbyshire Smoking Cessation Programme

Number of people following a safeguarding Section 42 enquiry say their outcome has been met

Number of people participating in Live Life Better Derbyshire's Weight Management Programme

Number of people participating in physical activity sessions organised by Live Life Better Derbyshire

Number of people participating in the Live Life Better Derbyshire Smoking Cessation Programme

Number of people who have been supported through short-term homecare offer and have fully regained their independence

Percentage of people approaching Adult Social Care who have been supported to retain their independence through early help and signposting

**Great places to live, work and visit**

Number of carers accessing support services

**High quality public services**

Monitor quality of care homes (18-64) across Derbyshire percentage of offer that is outstanding/ good

Monitor quality of care homes (65+) across Derbyshire percentage of offer that is outstanding/ good

Monitor quality of home care across Derbyshire percentage of offer that is outstanding/ good

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# Service Plan Refresh 2024-25

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## Children's Services

Carol Cammiss  
Executive Director

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CONTROLLED

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# Foreword



Welcome to the Children's Services Service Plan 2024-25. This plan outlines how we are supporting delivery of the Council Plan and provides an overview of the breadth of support to children and families the department provides. We are progressing well in line with our Children's Strategy 2022-25; The strategy sets out how we will drive the continuous improvement and transformation needed to deliver better outcomes for all children, young people and families in Derbyshire. The ambition set out in the strategy is:

**We will work creatively and collaboratively to inspire and empower children, young people and their families to be the best they can be. Our ambition is that all children and young people in Derbyshire are safe, healthy, happy, learning, and ready for work.**

We continue to operate in exceptionally challenging and fast-changing circumstances. The combination of sustained pressure on public finances; rising pressures associated with cost of living; and increased demand for services and inflationary uplifts to costs of services all impact and set up challenges for the future. We are also implementing changing legislation and expectations from central government coupled with significant reform agendas affecting all areas of children's services. This all gives rise to extremely challenging conditions in which to achieve our ambitions for all children and young people in the county. The priorities and actions set out in this strategy represent the best possible route to achieve our goals. We have made huge strides in addressing consistency of the experience of children and families and have made improvements across all services, this has been recognised in our recent Ofsted Inspection. This outcome has been supported by our robust quality assurance process and high-quality performance data.

As corporate parents, we take particular pride in the amazing achievements of our children in care and care experienced young people who have overcome significant challenges in their lives, and we remain tireless advocates for them in ensuring improved outcomes. Partnership working has also improved with further exciting partnership work planned for 2024-25. We have an established Education Partnership, SEND Strategy, SENDCO network and panel arrangements, all linked to new operating models. Everything we are doing is focused on the delivery of the children's strategy with children and young people at the heart of what we do.

*Carol*

# Our Services

The children's services department plays an important role in supporting the council to achieve its ambition to be an enterprising and value for money council, enabling people and communities to thrive. With just under 4,400 appointments (over 2,410 FTEs) and an annual budget exceeding £151 million, the department works collaboratively with a range of stakeholders including local communities, residents, service users, businesses, partners, other local authorities, government and its agencies to deliver key services and support functions for the council, as set out below.

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## Strategic Commissioning, Quality and Transformation

### **James Gracey – Director**

Provides a number of strategic enabling services such as: Participation and children's rights; business intelligence; quality assurance; ICT, casework systems and children services websites; transformation, change management strategies and programmes; future service development; process improvement; traded services and music hub partnership. Statutory roles include the child protection service, independent reviewing officers for children in care, advocacy, independent visitors, and complaints management.



## Early Help and Safeguarding

### **Alison Noble – Director**

Delivers children's social care services including early help, children's social work, children's centres, youth services, careers, troubled families, youth justice, fostering, residential, adoption, specialist services for disabled children, children in care and those with care experience.



## Schools and Learning

### **Vacancy – Director**

Delivers services relating to early years and childcare, education improvement, special educational needs and disabilities (SEND), alternative provision, the virtual school for children in care, school place planning, the school capital programme, admissions and transport, adult community education, school catering, sport and outdoor education, and access and inclusion.

# The Council's Ambition and Outcomes

**“We will work together with our partners and communities to be an enterprising council, delivering value for money and enabling local people and places to thrive”**

We want Derbyshire to have:

Resilient, thriving, and green communities which share responsibility for improving their areas and supporting each other

Page 130 Happy, safe, and healthy people, with solid networks of support, who feel in control of their personal circumstances and aspirations

A strong, diverse, and clean economy which makes the most of Derbyshire's rich assets and provides meaningful opportunities for local people to achieve their full potential

Great places to live, work and visit with high performing schools, diverse cultural opportunities, transport connections that keep things moving and a healthy and sustainable environment for all

High quality public services that work together alongside communities to deliver services that meet people's needs

# Strategic Objectives – achieving the Council ambition and outcomes

This year the council has introduced a new approach to integrated strategic planning, designed to achieve a closer integration of service and financial planning. The council has identified in its Council Plan 2024-25, a set of 33 strategic objectives which describe the key activity the Council must deliver during 2024-25, working with partners, communities and residents, to achieve the Council's Ambition and five key outcomes.

Children's Services leads on the delivery of seven of the strategic objectives and supporting actions. These strategic objectives reflect our priorities to: deliver our financial strategy to address rising demand; strengthen our strategic partnerships; develop and implement a placement strategy to ensure sufficiency of accommodation and educational provision; develop and reform our fostering service; implement our 'Stronger Families' team; develop our new operating model; and drive improvements for children with special educational needs and disabilities (SEND).

The department will also be supporting has a key role to play in support of the council's objective to address climate change by reducing carbon emissions across all its operations. We will continue to support improvement in relation to customer experience and developing our workforce.

Alongside the delivery of the strategic objectives, the department will continue to work to fulfil its statutory duties and to deliver business as usual activity; this work is set out in internal divisional and team plans.

The council's 33 strategic objectives have been plotted against the 2024-25 timeline and this has been represented as a Base Plan, enabling a single overview of the council's key planned activity throughout the year to be created. The Base Plan promotes a better understanding of the full range of planned activity and resource requirements across the organisation, assisting the council to evaluate its strategic options and to prioritise activity. This supports the alignment of the budget to the council's priorities, assists effective resource planning and enables the council to ensure that its ambitions match the organisation's capacity to deliver. The Base Plan is set out below, with detail on the seven strategic objectives lead by the department. The strategic objectives which are led by the other departments are set out in the Council Plan and in departmental service plans.

# Strategic Objectives and Base Plan



Each triangle represents a Strategic Objective from the numbered list provided on the following pages\*. The other objectives are set out in the relevant departmental service plan.

- ▲ **Resilient, thriving, and green communities**
- ▲ **Great places to live, work and visit**
- ▲ **Happy, safe, and healthy people**
- ▲ **High quality public services**
- ▲ **A strong, diverse, and clean economy**

\* Details of each objective are provided in the separate Strategic Objective Implementation Plan

## Outcome 2 - Happy, safe, and healthy people, with solid networks of support, who feel in control of their personal circumstances and aspirations

### Strategic Objectives

#### **10 Implement our 'Stronger Families' team to support families in crisis, reduce admissions to care, and reunify families where safe to do so**

- Governing the effectiveness of the Stronger Families model and identifying the savings/ cost-avoidance that the service achieves
- Develop and embed an effective performance management approach including a “dashboard” to track performance, capture learning, and enable benefit-realisation

#### **11 Develop and implement a Placement Strategy for children and ensure sufficiency of accommodation and educational provision across Children's Services**

- Identify cohorts of children that can return home or be stepped down into suitable, cost-effective placements
- Aligning sufficiency capacity requirements with the Property Strategy in order to maximise utilisation of council assets and options for enhancements to internal residential provision
- Form and implement a monthly Placement Board, with supporting workstreams, to govern delivery of the Placement Strategy and key objectives around strengthening sufficiency, placement quality and efficiency in placement expenditure

#### **12 Drive development and reform of our fostering service**

- Implementation of Recruitment Strategy to drive an increase in foster carers
- Implementation of Retention Strategy to maintain and support our current foster carers

## Outcome 4 - Great places to live, work and visit with high performing schools, diverse cultural opportunities, transport connections that keep things moving and a healthy and sustainable environment for all

### Strategic Objectives

#### 20 Drive improvements to schools and services for children with special educational needs and disabilities (SEND)

- Monitoring and recording SEND Workstream progress against goals and targets
- Drive effective governance through the SEND Executive Board
- Implementation of the SEND Strategy and Self-Evaluation
- Drive preparation for SEND inspection

## Outcome 5 - High quality public services that work together alongside communities to deliver services that meet people's needs

### Strategic Objectives

#### 21 Strengthen effectiveness of strategic partnerships to drive improved outcomes for children

- Work with partners and staff at all levels of the department to identify and implement an alternative model to Locality Children's Partnerships (LCPs)
- Deliver a programme of partnership events (including operational attendees) focused on development and delivery of partnership approaches to Early Intervention and Prevention



- Strengthen multiagency working in key areas of Children's Services
  - Quality assurance and performance against outcomes in the Children's Strategy
  - SEND and educational outcome performance
  - Safeguarding
- Develop and embed multi-agency partnership working in relation to early help and the "Stronger Families" edge of care/ crisis support model

## **26 Develop a new operating model to support the effective delivery of Children's Services**

- Reviewing the efficiency and effectiveness of top-level structures within Children's Services' directorates
- Reviewing the efficiency and effectiveness of lower-tier structures within Children's Services
- Analysing the impact of new structures – and making adjustments where necessary
- Work through the implications of the new operating model for processes including business processes and workflow; systems and ICT requirements; performance management

## **27 Deliver the Children's Services Financial Strategy to improve outcomes for children and address rising demand**

- Identifying areas for savings, cost-avoidance and financial mitigations with particular focus on reducing placement expenditure
- Review and develop invest-to-save cases for use of resources to achieve long-term financial sustainability
- Implement activities associated with growth bids, subject to approval
- Ongoing monitoring of key lines of expenditure, risks to achievement of financial targets and identify emerging opportunities for savings/ cost-avoidance
- Develop a programme of efficiencies and value for money to be implemented through the Finance Strategy Board
- Identifying areas for utilisation of internal provision between Early Help and Safeguarding and Schools and Learning
- Establishing options for commercialisation of services within Schools and Learning, including but not limited to further commercialisation of services which are already traded
- Drive reform across Schools and Learning in relation to the academisation agenda

# Budget and Savings for 2024-25

The department's service delivery is supported by a budget of **£151.708 million** for 2024-25, which includes agreed additional funding for pay and price inflation for 2024-25 of £6.464 million ongoing. In addition, £10 million one-off funding will be held in contingency, as set out in the table below:

Service Pressure funding	£million Ongoing	£million One off
Home to School Transport Inflation	£1.479	-
Children's Social Care Inflation	£4.985	-
Children's Social Care Demography Contingency	-	£10.000

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The Department will be managing the delivery of total proposed budget savings for 2024-25 of **£12.528 million** through a range of efficiencies across staffing and reviewing the delivery model of some services. Full details of the department's budget are set out in the delivery plan.

## SCQP function efficiency savings - £106,000

Removal of vacant posts in the SCQP Division.

## Review ICT equipment and digital services across Children's Services - £37,000

Repurpose unused IT equipment in the Children's Services department that was provided during COVID to enable agile working.

## Postpone Mosaic Mobile project - £44,000

## Review Education Psychology management structure - £58,000

Removal of a post in the Education Psychology Service.

**Review Quality Assurance model - £35,000**

Removal of post in the QA Team.

**Review of Traded Services team - £3,000**

Removal of posts in the Traded Services team.

**Review of Elective Home Education service - £100,000**

Removal of posts in the EHE Service.

**Centralise procurement in Children's Services- £1,100,000**

More efficient and effective spend on support and services to families.

**Review ad hoc spending to support children and families - £2,400,000**

More efficient and effective spend on support and services to families.

**Review posts across Children's Services for efficiency savings - £2,100,000**

Reduction in posts across Children's Services.

**Children's Centre Review - £100,000**

Reviewing the delivery of Children's Centres operations and exploring the sustainability of grant funding for Children's Centres.

**Early Help Review - £800,000**

Review of Children's Services Early Help service.

**Review home to school transport contractual arrangements - £500,000**

Improve Home to School transport sourcing.

**Review home to school transport for alternative provision - £250,000**

Review of decision making to enable better value for money in home to school transport.

**Review Short Break Service and support for children with a disability - £1,288,000**

Review of short break and support services for disabled children.

**Review funding for all external contracts - £900,000**

Reviewing of funding contributions for contracted services to ensure value for money.

**Review alternative funding source for SEND through early intervention - £100,000**

Review alternative funding source for SEND through early intervention.

**Review school catering utilisation of grant funding - £300,000**

Review school catering utilisation of grant funding.

**Fees and Charges: charges for Children In Care - £50,000**

Exploring options in terms of recharging some families for children in care.

**Payroll Vacancy Factor - £2,257,000**

3% vacancy factor to reflect expected proportion of vacant posts due to staff turnover.

# Monitoring the Plan

The ambitions set out in the Plan are supported by an implementation plan which outlines how each of the Strategic Objectives set out in the Plan will be delivered, the details of the departmental budget and the department's forward plan of procurement. As well as monitoring the progress of the Strategic Objectives, the following measures will also be monitored:

## Key Performance Measures

### Linked to the Strategic Objectives

#### Outcome 2

- The number of children in care living with Council foster carers (target for 2024-25 increase from 2023-24).
- The number of children returning home from care (target for 2024-25 increase from 2023-24).
- The number of children leaving care through a special guardianship order (target for 2024-25 increase from 2023-24).
- The number of children in care with a placement step down (baseline to be established during 2024-25).
- The number of children being supported to remain at home rather being admitted to care (baseline to be established during 2024-25).

#### Outcome 4

- Proportion of all new Education Health and Care plans issued within 20 weeks (target for 2024-25 to exceed the national average).
- Proportion of new Education Health and Care plans (excluding exceptions) issued within 20 weeks (target for 2024-25 to exceed the national average).

#### Outcome 5

- Proportion of practice areas within reflective case reviews judged to be good or better (target for 2024-25 to maintain performance above 70%).
- Children's social work assessments completed within 45 days (target for 2024-25 maintain upper-middle or better national quartile performance).
- Initial child protection conferences held within 15 days (target for 2024-25 maintain upper-middle or better national

- quartile performance).
- Percentage of Council run children's homes rated as 'Good' or 'Outstanding' by Ofsted (target for 2024-25 maintain performance above 90%).
  - Rate of improvement in the proportion of pupils in 'Good' or better primary schools (target for 2024-25 to exceed the rate of improvement nationally).
  - Rate of improvement in the proportion of pupils in 'Good' or better secondary schools (target for 2024-25 to exceed the rate of improvement nationally).
  - Percentage of pupils achieving the expected level in Phonics (target for 2024-25 to exceed the national average).
  - Percentage point gap between disadvantaged pupils in Derbyshire and non-disadvantaged pupils achieving the expected standard in Phonics (target for 2024-25 to narrow the national gap compared to the previous year)
  - Percentage of pupils achieving a grade 4 or above in English and Maths at GCSE (target for 2024-25 to maintain an outcome significantly better than the national average)
  - Percentage point gap between disadvantaged pupils in Derbyshire and non-disadvantaged pupils nationally achieving a grade 4 or above in English and Maths at GCSE (target for 2024-25 to narrow the national gap compared to the previous year)
  - Percentage of 17-18 year olds in employment, education, and training (target for 2024-25 to exceed the national average).

# Service Plan Refresh 2024-25

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## Corporate Services and Transformation

Joe O'Sullivan

Executive Director

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# Foreword



Welcome to the Corporate Services and Transformation Service Plan for 2024-25. This plan sets out what we aim to deliver over the next year to support the council to achieve its ambitions for the residents and communities of Derbyshire. This will involve continuing to deliver our business as usual activity alongside delivering our key strategic objectives.

Over the forthcoming year we will be focusing our activity on further improving our financial management processes so that we can drive value for money across the council. We will also be continuing to develop and engage the council's workforce, working to improve the customer experience and developing our community engagement approach. Continuing to rationalise the council's property portfolio will be a key focus, so that it is an affordable size and can also support dynamic service delivery. We will also be continuing work to ensure our technology is cost effective, reliable and fit for the future.

We are delivering our services in the context of significant budget pressures, due to a range of factors, in particular inflationary pressures and a continuing increase in demand for adult social care and children's services. A key focus during the forthcoming year will be to ensure that we deliver our identified budget savings for 2024-25, which are set out in this plan. We will also be supporting other departments to do the same, providing programme management support and assisting any service reviews or redesigns with human resource, finance, property and legal advice. We will also continue to play our part in spending money wisely and scrutinising every spending decision.

Despite these challenges, over the last 12 months huge progress has been made. We have established the council's Portfolio Management Office, and this is working effectively to co-ordinate projects and programmes across the council and ensure the organisation can maximise the value from its investment in change.

Substantial work has taken place to review our ICT estate and to develop a Digital Strategy which will enable the council to take advantage of opportunities for improving services and unlocking potential efficiencies and savings. Within the department, a new digital division and leadership team will be created, to ensure the department can manage and drive value from technology across the council.

Excellent progress has been made in accelerating our property rationalisation programme. As well as releasing income from property disposals to invest in front line services, we are making savings from running costs, reducing our carbon footprint, improving working environments and supporting transformation in service delivery.

We have also successfully rolled out our Inspiring Leaders programme and we launched our first Derbyshire Awards, paid for by external sponsors, to celebrate our people and formally recognise their achievements. We will be continuing to invest in our workforce, developing leadership skills, improving employee wellbeing, promoting an inclusive culture and enhancing employee engagement.

As we implement our Service Plan, we will also be looking to the future. We will be leading work to set out our ambitions as a council over the next four year planning period 2025-29 and refreshing our strategic approach, which will describe how the council will achieve its ambitions, working as an effective and efficient council, with and for communities and in collaboration with partners.

I am extremely proud of what has been achieved over the last year and am looking forward to continuing our valuable and ambitious work, as set out in this plan, to enable the council's delivery of high quality, value for money services for the residents and communities of Derbyshire.

Joe

# Our Services

The Corporate Services and Transformation Department plays an important role in supporting the Council to achieve its ambition to be an enterprising and value for money Council, enabling people and communities to thrive. With around 1,500 staff (full time equivalents of 1,400), and an annual budget of £77.6 million, the Department works collaboratively with a range of stakeholders including local communities, residents, service users, businesses, partners, other local authorities, Government and its agencies to deliver key services and support functions for the Council, as set out below.



## Finance

### **Mark Kenyon – Director**

The Division plays a fundamental role in the organisation's capability to continue to deliver services to the people of Derbyshire. This includes managing and advising on the best use of the Council's resources and finances, opportunities for cost reduction and income generation. The Division also helps ensure management controls are in place to help deliver effective services, prevent fraud and protect public money.



## Digital

### **Director – Vacant pending appointment**

The Division is responsible for setting and delivering the council's Digital and ICT Strategies, working to improve systems & processes, increase efficiency, modernise services to the public and protect sensitive information.



## Legal and Democratic Services

### Helen Barrington – Director

The Division provides a range of services including legal advice to departments across the Council, support for all aspects of local democracy, professional business support for the Council's leadership team, print, post, courier and design services for all Council departments, Registration Services and a Coroners Service.

## Property

### Janet Scholes – Director

The Division manages the Council's property and land assets and carries out all the activities necessary to deliver our strategic property objectives. The Council's land and property portfolio, comprising 7,086 separately listed assets, is supported by teams dealing with maintenance, estate management and facilities management. There is also a dedicated team dealing with specific projects for both new build and major changes to existing properties. The current property portfolio has an estimated value of £2.237bn and includes service buildings such as homes for older people, libraries and country parks, as well as administrative buildings.



## People and Organisational Change

### Jen Skila – Director

The People and Organisational Change division works collaboratively with departments, members, communities and partners to support the Council to achieve its ambition. The team provides expert professional advice and support to the Council with regard to its workforce, communications, transformation and organisational strategy. Our Human Resource function leads deployment of the Council's People Strategy and key people priorities through HR Operations, HR Services, Learning and Development and Health, Safety and Wellbeing. Our Communications and Customer function provides high quality internal and external communications as well as championing customer experience through Call Derbyshire. Our Strategy and Policy function supports the Council in delivering the organisation's integrated strategic planning approach whilst also leading key functions including performance management, consultation and engagement and research and intelligence. Our Portfolio Management and Transformation function facilitates organisational change through the oversight from the portfolio management office and deployment of programme and project management expertise across the organisation.

# The Council's Ambition and Outcomes

**“We will work together with our partners and communities to be an enterprising council, delivering value for money and enabling local people and places to thrive”**

We want Derbyshire to have:

Resilient, thriving, and green communities which share responsibility for improving their areas and supporting each other

Page 148 Happy, safe, and healthy people, with solid networks of support, who feel in control of their personal circumstances and aspirations

A strong, diverse, and clean economy which makes the most of Derbyshire's rich assets and provides meaningful opportunities for local people to achieve their full potential

Great places to live, work and visit with high performing schools, diverse cultural opportunities, transport connections that keep things moving and a healthy and sustainable environment for all

High quality public services that work together alongside communities to deliver services that meet people's needs

# Strategic Objectives – achieving the Council ambition and outcomes

The year the council has introduced a new approach to integrated strategic planning, designed to achieve a closer integration of service and financial planning. The council has identified in its Council Plan 2024-25, a set of 33 Strategic Objectives which describe the key activity the Council must deliver during 2024-25, working with partners, communities and residents, to achieve the Council's Ambition and five key Outcomes.

CST leads on the delivery of seven of the Strategic Objectives and supporting actions. These strategic objectives reflect our priorities to improve customer experience; develop the council's work force; develop our finance and ICT services; rationalise and improve the council's property holdings and develop the vision and operating model for the council's headquarters. The department will also be providing finance, human resources, legal, ICT, programme management and property support to other council departments in the delivery of the full set of Strategic Objectives. The department will also be supporting the council's objective to address climate change by reducing carbon emissions across all its operations.

Alongside the delivery of the Strategic Objectives, the department will continue to fulfil its statutory duties and to deliver business as usual activity; this work is set out in internal divisional and team plans.

The council's 33 Strategic Objectives have been plotted against the 2024-25 timeline and this has been represented as a Base Plan, enabling a single overview of the council's key planned activity throughout the year to be created. The Base Plan promotes a better understanding of the full range of planned activity and resource requirements across the organisation, assisting the council to evaluate its strategic options and to prioritise activity. This supports the alignment of the budget to the council's priorities, assists effective resource planning and enables the council to ensure that its ambitions match the organisation's capacity to deliver. The Base Plan is set out below, with detail on the seven Strategic Objectives led by the department. The Strategic Objectives which are led by the other departments are set out in the Council Plan and in departmental service plans.

# Strategic Objectives and Base Plan



Each triangle represents a Strategic Objective from the numbered list provided on the following pages\*. The other objectives are set out in the relevant departmental service plan.

-  **Resilient, thriving, and green communities**
-  **Great places to live, work and visit**
-  **Happy, safe, and healthy people**
-  **High quality public services**
-  **A strong, diverse, and clean economy**

\* Details of each objective are provided in the separate Strategic Objective Implementation Plan



## Outcome 5 - High quality public services that work together alongside communities to deliver services that meet people's needs

### Strategic Objectives

#### **24 Develop the council's Customer Experience Strategy to deliver improved resident satisfaction and community engagement**

- Establish programme to develop an agreed roadmap for the utilisation and deployment of the organisation's customer relationship management system
- Develop the Customer Experience Strategy
- Refresh of the Customer Charter, aligned to employee values development
- Alignment of revised community engagement/ consultation approaches
- Define organisational approach to managing, responding to and resolving customer complaints and compliments

#### **25 Develop and engage the council's workforce to enable the organisation to be an enterprising council**

- Develop leaders through continued deployment of the Inspiring Leaders' Programme
- Embed the organisation's approach to personal development reviews (PDRs) aligned to strategic planning
- Develop an organisational strategic workforce plan to support delivery of the organisation's future workforce capability and capacity requirements, aligned to the organisation's change agenda and budget requirements
- Develop the organisation's Reward Strategy to enable recruitment and retention aligned to the Strategic Workforce Plan
- Develop and deploy the organisation's Equality, Diversity and Inclusion Strategy to promote an inclusive culture

- Enhance employee voice and engagement through improved internal communication channels and development of employee values
- Improve employee wellbeing through the deployment of the Wellbeing Strategy

## **28 Develop and implement an improvement programme across the Finance Service to ensure effective financial management**

- Introduce a programme management approach to the Improvement Programme
- Define the objectives of the Finance Service so there is a common understanding across the council
- Amend financial governance procedures (Financial Regulations, Financial Delegation, Standing Orders)
- Define and refine the number of budget holders across the council
- Define responsibilities of budget managers and the Finance function
- For transaction areas determine the best in class and develop plans to improve where appropriate
- Develop a comprehensive training programme across the council for all areas of Finance
- Introduce a Workforce Development Plan across Finance including a Skills Development Plan and succession planning
- Improve the financial information provided to budget managers
- Devise a common set of financial reports across the council
- Define the information that should be provided in reports and link to business management information
- Continue to develop the SAP financial management system to improve the efficiency of transactions across the council
- Develop the SAP system to ensure it is the primary source of information and reports are produced via SAP and do not require additional refinement or manipulation before circulation
- Ensure there is effective data management processes in relation to finance
- Review the chart of accounts to ensure it is fit for purpose
- Introduce a Procurement Board to increase value for money across the council

- Ensure the council's processes and procedures comply with new procurement regulations
- Implement and deliver a contract management function

**29 Enhance the efficiency of the council's property holdings by strategically optimising the portfolio, ensuring it consists of affordable assets that support essential services or serve as viable investments**

- Challenge every asset and the reason for holding it and ensure that we have a robust plan in place for its disposal, development or management. Develop the Implementation Plans for each outcome
- Develop Service Asset Plans (SAMPS), via service area strategic governance groups, which consider the services current asset use and costs, identifies changes to the way in which services will be delivered in the future, the impact this has on their asset base requirements and put a plan in place to deliver the change
- Ensure that effective governance is in place around property asset decisions at all levels, developing clear terms of reference for any committees
- Produce a refined and deliverable asset rationalisation plan to reduce the estate by 50% overall, based on agreed criteria. Advise on the interdependencies, risks and implications and agree the governance

**30 Improve customer and staff employee experience at our sites by delivering fit for purpose spaces that are consistent, positive and conducive to productivity, thereby supporting overall efficiency in service delivery**

- Implement the agreed corporate landlord model, centralisation of all land and property assets, decision making and budgets
- Develop a corporate brand for council buildings and take opportunities to implement as assets are developed

### **31 Drive asset-led transformation in service delivery by envisioning and developing the future County Council Headquarters and operating model, aligning them with the broader vision for the public estate**

- Progress the Outline Business Case for County Hall options to allow the council to make an informed decision on its future relationship with the building
- Work with partners to agree an integrated approach to the use of public assets in Matlock
- Develop interim opportunities for the use of the Matlock campus, around reducing our footprint, disposing of peripheral buildings, improving the customer and workforce experience
- Review the ability of the wider asset base to contribute to any working model, through a hub and spoke arrangement and dispersed or consolidated workforce

### **32 Implement a Digital Improvement Programme to better support and develop systems across the council**

- Provide cost effective, reliable and secure technology to our workforce
- Provide the workforce with the digital technologies, systems and workspaces to enable them access to what they need, when they need it, from any location
- Further develop the Enterprise Architecture function that sets out the technical journey to underpin digital, data and ICT transformation
- Develop and deliver an Integration Strategy and architecture that supports end-to-end digital service design
- Develop application roadmaps to support end to end system and service design
- Adopt a “digital first” and "cloud first" approach to procuring and adopting new systems and delivering our existing services

# Budget and Savings for 2024-25

The department's service delivery is supported by a budget of **£77.6 million** for 2024-25. The departmental budget includes agreed additional funding for service pressures for 2024-25 of £2.821 million ongoing and £3.909 million one-off funding, as set out in the table below:

Service Pressure funding	£million Ongoing	£million One off
<b>Inflation - Business Rates</b> – To increase the property business rates budget to reflect the 2024-25 increase	<b>£0.144</b>	-
<b>Inflation - Property - Gas and Electricity Price</b> – To increase the budget to pay for the increased cost of energy in line with inflation	<b>£2.677</b>	-
<b>Inflation - Property - Cleaning and Caretaking Price Uplift</b> – To uplift the cost of the Council's cleaning and caretaking budget in line with the National Living Wage uplift	-	<b>£0.445</b>
<b>Information, Communications Technology EDRM (Electronic Data Records Management) System Upgrade</b> – Upgrade to the system which supports the safeguarding and storage of around 10 million documents	-	<b>£0.550</b>
<b>Information, Communications Technology – Telephony</b> – Replacement of the current telephony contract	-	<b>£0.180</b>
<b>Property - Asbestos Residue Removal</b> – To fund the removal of asbestos residue within Council buildings	-	<b>£0.120</b>
<b>Property - Corporate Maintenance Budget Increase</b> – To fund the day-to-day reactive maintenance of buildings to ensure compliance with health and safety	-	<b>£0.500</b>
<b>Property - County Hall Winter Gardens Remedial Works</b> – To carry out essential health and safety works to the Winter Gardens	-	<b>£0.265</b>
<b>Property - Decommissioning, Dilapidations and Staff Relocations</b> – To fund relocation of staff, clearing sites of unwanted furniture and equipment, security and other costs associated with the closure of surplus buildings	-	<b>£0.500</b>

<b>Property - Glazing Surveys</b> – To fund Glazing Surveys to comply with legislation	-	<b>£0.220</b>
<b>Property - Ilkeston Library External Maintenance Works</b> – To carry out essential maintenance to the listed building	-	<b>£0.350</b>
<b>Property - Planned Preventative Asset Maintenance Budget Increase</b> – To proactively look after the council's to prevent failure and to ensure that they are water-tight and safe	-	<b>£0.500</b>
<b>Corporate - Amortisation of Premiums</b> – 2023-25 charge to the general reserve for premiums or discounts from early repayment of loan debt	-	<b>£0.279</b>
<b>Total</b>	<b>£2.821</b>	<b>£3.909</b>

The Department will be managing the delivery of total proposed budget savings for 2024-25 of **£5.80 million** (£5.211 ongoing and £0.590 one-off) as detailed below. Full details of the department's budget are set out in the appendix to this plan.

**Rateable values - £5,000**

Review rateable values for all assets.

**Industrial Estates - £251,000**

Reduce management costs of industrial estates and continued review of rents.

**Business Rates - £50,000**

Review rateable values for all assets, including Business rates.

**County Hall Opening Hours - £50,000**

Review County Hall opening hours, reduce operating costs and delete vacant post.

**Facilities Management Services - £91,000**

Review Facilities Management Services, including deletion of vacant posts.

**Rent Roll - £50,000**

Review and improve rent roll.

**Maintenance and Cleaning - £195,000**

Review maintenance and cleaning contracts to reduce costs.

**Property Maintenance Service - £141,000**

Review maintenance service to ensure focus on key deliverables, including deletion of vacant posts.

**Property Support Services - £32,000**

Deletion of vacant post in Facilities Management.

**Property Maintenance - £24,000**

Reduction in maintenance linked to the property disposal programme.

**Finance recruitment - £195,000**

Cessation of Graduate Recruitment.

**Finance budget - £675,000 (£450,000 overall 5% with £225,000 further 5%)**

Reduction in the Finance Service's overall budget.

**ICT budget - £590,000**

5% reduction in ICT in 2024-25.

**Legal fees and charges - £20,000**

Increase in fees/charges within legal services.

**Community Leadership Scheme - £124,000**

Review community leadership scheme of councillors' grants to local groups.

**Member and Management Support Services - £260,000**

Review support services for Members and Management.

**Coroners Service - £30,000**

Review Coroners service to reduce costs.

**Human Resources Team - £230,000**

Efficiency opportunities.

**Traded Services - £139,000**

Cessation of work experience service for schools within HR.

**Equality, Diversity, and Inclusion - £83,000**

Review Equality, Diversity, and Inclusion resources.

**Derbyshire Now magazine - £90,000**

Cessation of the production of Derbyshire Now magazine.

**Call Derbyshire - £28,000**

Call Derbyshire team efficiency opportunities.

**Strategy and Policy Team - £350,000**

Strategy and Policy Team budget review.

**Portfolio Management and Transformation - £400,000**

Portfolio Management and Transformation redesign.

**Payroll Vacancy - £1,698,000**

3% vacancy factor to reflect expected proportion of vacant posts due to staff turnover.



# Monitoring the Plan

The ambitions set out in the Plan are supported by an implementation plan which outlines how each of the Strategic Objectives set out in the Plan will be delivered, the details of the departmental budget and the department's forward plan of procurement. As well as monitoring the progress of the Strategic Objectives, the following measures will also be monitored:

## Key Performance Measures

- Achievement of in year Budget Savings
- Amount of money raised from the disposal of council land and buildings
- Time to hire (Days between a job vacancy shortlisting and contract offer)
- Sickness as a percentage of available working hours
- Spend on agency staff
- Percentage of Call Derbyshire calls abandoned before they are answered
- Carbon emissions from officers using their own vehicles

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## Place

Chris Henning  
Executive Director

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# Foreword



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The Place Service Plan outlines the important role the Department plays in supporting the Council to achieve its ambition to work together with our partners and communities to be an enterprising council, delivering value for money and enabling local people and places to thrive.

When we think of 'Place' we consider both the surrounding areas, and about the people that live, work and visit those places. Our role is to make these places work for people by ensuring we have the roads and public transport to travel around safely, the footpaths to walk around, the woods and meadows to spend time in and the broadband to participate in a digital world.

Helping to sustain our climate and natural environment, managing how we dispose of our waste, creating jobs and places to live and work, supporting businesses and protecting consumers, providing efficient means of transport and access to culture, arts and libraries are all activities supported by the work of the Department.

Place shaping, whether by direct intervention or through influencing and supporting partners, is at the heart of what we do. Building fruitful relationships and working in partnership is critical to success, whether in support of local businesses, in providing a well-managed highway network, managing the increasing threat of flood risk including preparing and adapting for resilience, in supporting sustainable mineral extraction planning decisions or in promoting the countryside that is rich and diverse both in its landscape and its wildlife and is a hugely attractive tourist destination.

The County Council, like many local authorities, faces severe budget constraints. We therefore have to be clear in our priorities and focused on both good financial management and seeking new income streams. We must deliver our statutory services – planning, trading standards, highways maintenance, libraries and many many more. Above this we can then be ambitious – particularly where we are successful in securing grant funding to support these.

The approval of plans to create the East Midlands Combined County Authority last year has provided the opportunity to bring more funding into the region, and the Council looks forward to working with partners in Derby, Nottingham, and Nottinghamshire to improve services and opportunities for local residents. Through the devolution deal, decisions about the East Midlands will be taken in the East Midlands, giving people who live in our region a much greater say over issues that affect them. These powers and the funding will help to improve transport, housing, the environment and boost the local economy and support businesses with the establishment of an 'Investment Zone', which will encourage the creation of good quality jobs to bring people a decent standard of living and a brighter future.

This is an exciting time for Derbyshire, and I look forward to continuing working alongside colleagues to help this amazing County achieve its full potential.

Best,

**Chris**

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# Our Services

The Place department includes the 3 divisional areas: Economy & Regeneration, Environment & Transport and Highways. The divisions are responsible for a range of many services and have a total of 1,137 staff of which 802.15 are full time equivalent (FTE) posts.

The department has a budget of **£109,591,465** for 2024-25. The departmental budget includes agreed additional funding for service pressures for 2024-25 of **£11.299 million** ongoing and **£2.458 million** one-off funding

The Directors leading these divisions and the services that fall within the divisional areas are highlighted below.



## Economy and Regeneration

**Joe Battye – Director**

**Libraries & Heritage** - includes Derbyshire Library Service operating 45 static libraries and 2 mobile libraries, The Derbyshire Record Office, Buxton Museum and Art Gallery Service.

**Regeneration and Major Projects** – responsible for preparation, funding, delivery and monitoring of a wide portfolio of projects underpinning the economic health of the County.

**Regulatory Services** - responsible for delivering the functions in relation to Minerals, Waste and Strategic County Planning, Highways Development Control and Trading Standards.

**Sustainable Growth** - the overarching aim is to lead the development of relevant physical and social regeneration, transport, and economic development projects.



## Environment and Transport

### Claire Brailsford – Director

**Climate Change Programme** - responsible for co-ordinating the delivery of the Council's Climate Change Strategy: Achieving Net Zero, which includes a primary objective of the Council working towards being a net zero organisation.

**Conservation, Heritage, and Design Services** - the service promotes and assists with the best possible stewardship of Derbyshire's built and natural environment.

**Countryside Services** - responsible for the stewardship of 123 Countryside Sites including woodlands and greenways canals, parks, and buildings; previous industrial infrastructure; quarries, former railways, meadows, and reservoirs.

**Resources & Waste** - responsible for development and delivery of Waste Strategy across Derbyshire and for managing the treatment and disposal of all the County's waste. The service also provides Household Waste Recycling Centres (HWRCs) for residents to use and manages the County's closed landfill sites.

**Transport** - incorporates Local Bus Services, the Bus Service Improvement Plan (BSIP), Fleet Services, School Transport (Mainstream), Adult Social Care and Health (ASCH) Transport, and Specialised School Transport (SEND Transport).



## Highways

### Julian Gould – Director

**Derbyshire Highways Programme Team** - implement the Derbyshire Highways Transformation Programme.

**Highways Commissioning Service** - includes the management of highways infrastructure, the Highway Hub, and Emergency Planning Service.

**Highways Construction Services** - delivers both planned and reactive maintenance and construction work, planned capital schemes, and provides a Winter/Adverse weather maintenance service, whilst having the ability to respond to emergencies affecting the highway network.

**Highways Design/Professional Services** - includes Highway, Structures & Land Reclamation projects, Project Management of Major Schemes, Land Surveying, Site Supervision & development led design



checks.

**Network Planning** - monitor, maintain and improve all highway assets to provide a safe and reliable network and ensure the council discharges its duties as Highway Authority.

**Road Safety and Data** - co-ordinates programmes of road safety training, education, and publicity campaigns, to reduce road traffic casualties, as well as monitoring, analysing, and investigating road traffic collision data.

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# The Council's Ambition and Outcomes

**“We will work together with our partners and communities to be an enterprising council, delivering value for money and enabling local people and places to thrive”**

We want Derbyshire to have:

1. Resilient, thriving, and green communities which share responsibility for improving their areas and supporting each other.
2. Happy, safe, and healthy people, with solid networks of support, who feel in control of their personal circumstances and aspirations.
3. A strong, diverse, and clean economy which makes the most of Derbyshire's rich assets and provides meaningful opportunities for local people to achieve their full potential.
4. Great places to live, work and visit with high performing schools, diverse cultural opportunities, transport connections that keep things moving and a healthy and sustainable environment for all.
5. High quality public services that work together alongside communities to deliver services that meet people's needs.

# Strategic Objectives – achieving the Council ambition and outcomes

This year the council has introduced a new approach to integrated strategic planning, designed to achieve a closer integration of service and financial planning. The council has identified in its Council Plan 2024-25, a set of 33 Strategic Objectives which describe the key activity the Council must deliver during 2024-25, working with partners, communities, and residents, to achieve the Council's Ambition and five key Outcomes.

Place leads on the delivery of eight of the Strategic Objectives and supporting actions as follows :

- Ensure council leadership in mitigating and adapting to the impacts of climate change, achieving net zero, and enabling nature recovery
- Support continued and sustainable growth in the Derbyshire economy
- Drive preparation, facilitation and delivery of regeneration programmes for Derbyshire sites and infrastructure proposals to support regeneration and renewal
- Develop and deliver a strategic approach to sustainable travel and integrated transport across the county
- Develop the county's long-term Waste Strategy and integrated operating model to deliver a step change in recycling and environmental performance across the county
- Establish and implement effective partnership arrangements with the East Midlands Combined County Authority (EMCCA) to maximise the benefits of a devolution deal for Derbyshire
- Deliver a safe, effective, efficient and innovative Highways Service
- Embed best value principles in all aspects of Place service delivery, driving innovation and improvement in the achievement of council objectives

Alongside the delivery of the Strategic Objectives, the department will continue to work to fulfil its statutory duties and to deliver business as usual activity; this work is set out in relevant internal divisional and team plans.

The council's 33 Strategic Objectives have been plotted against the 2024-25 timeline and this has been represented as a Base Plan, enabling a single overview of the council's key planned activity throughout the year to be created. The Base Plan promotes a better understanding of the full range of planned activity and resource requirements across the organisation, assisting the council to evaluate its strategic options and to prioritise activity. This supports the alignment of the budget to the council's priorities, assists effective resource planning and enables the council to ensure that its ambitions match the organisation's capacity to deliver.


The Base Plan is set out below, with detail on the eight Strategic Objectives and actions led by the department on the following pages

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# Strategic Objectives and Base Plan



Each triangle represents a Strategic Objective from the numbered list provided on the following pages\*. The other objectives are set out in the relevant departmental service plan.

-  **Resilient, thriving, and green communities**
-  **Great places to live, work and visit**
-  **Happy, safe, and healthy people**
-  **High quality public services**
-  **A strong, diverse, and clean economy**

\* Details of each objective are provided in the separate Strategic Objective Implementation Plan



# Outcome 1 - Resilient, thriving, and green communities which share responsibility for improving their areas and supporting each other

## Strategic Objectives

### 4 Ensure council leadership in mitigating and adapting to the impacts of climate change, achieving net zero, and enabling nature recovery

- Managing the delivery of the council's Climate Change Strategy and Action Plan to contribute to the council achieving net zero by 2032 or sooner and helping the county to be net zero by 2050
- Prepare a Local Nature Recovery Strategy for Derbyshire in collaboration with key stakeholders
- Work collaboratively with D2 local authority partners to develop and implement projects to reduce the county's emissions, including delivery of the workstreams detailed in the Vision Derbyshire Climate Change Strategy 2022-25
- Develop and implement a robust methodology for calculating a baseline for wider, currently unqualified, council emissions, and undertake an assessment of anticipated future reductions in emissions and options for addressing residual council emissions (such as through carbon capture and sequestration)
- Development of a council wide work programme on climate change risk, resilience and adaptation
- Implementation of essential actions contained within the Tree and Woodland Strategy for Derbyshire facilitating the planting of one million trees planted by 2030
- Implementation of essential actions contained in the Countryside Service Business Plan for 2024-25

## **Outcome 3 - A strong, diverse, and clean economy which makes the most of Derbyshire's rich assets and provides meaningful opportunities for local people to achieve their full potential**

### **Strategic Objectives**

#### **13 Support continued and sustainable growth in the Derbyshire economy**

- Drive delivery of the Skills and Employment Devolution workstream, ensuring readiness conditions met by May 2024
- Develop and deliver business support programmes, including start up, sector support and sector development activity
- Finalise and implement an Inward Investment Strategy for Derbyshire coordinated with an East Midlands Combined County Authority Strategy
- Implement Digital Strategy and essential actions from the Implementation Plan

#### **14 Drive preparation, facilitation and delivery of regeneration programmes for Derbyshire sites and infrastructure proposals to support regeneration and renewal**

- Further develop and embed strategic approach to business case preparation to secure external resources for essential projects
- Align Freeport and Investment Zone work programmes into core business
- Finalise and implement agreed short and long-term plans for Elvaston Castle as part of the Countryside Service Business Plan
- Progress Chesterfield to Staveley Regeneration Route (CSRR) and the South Derbyshire Growth Zone (SDGZ) projects to full business case approval – and towards start of construction
- Continue to implement programme and project management of revised pipeline projects to ensure timely delivery of all government funded schemes
- Undertake work to identify, assess and commence implementation of future business delivery models for Markham Value estate and Enterprise Centre

**15 Develop and deliver a strategic approach to sustainable travel and integrated transport across the county**

- Complete development of Active Travel Programme and implement projects in line with required timescales
- Support and influence development of a local transport plan for the East Midlands Combined County Authority
- Complete an implementation plan to create mobility hubs across the county
- Deliver a £47m Bus Service Improvement Plan (BSIP) in partnership with Derbyshire bus operators to develop and improve bus frequency, connectivity, usage and affordability
- Continue to deliver the Low Emission Vehicle Infrastructure (LEVI) Strategy 2019-29 to enable an increase in the number of Electric Vehicle (EV) charging points and vehicles within the council and across the county

**16 Develop the county's long-term Waste Strategy and integrated operating model to deliver a step change in recycling and environmental performance across the county**

- Establish the evidence base for the 2026-46 Derbyshire Joint Municipal Waste Management Strategy (JMWMS) and open consultation on the draft strategy
- Complete procurement for the rectification and recommissioning of the Derby and Derbyshire Waste Treatment Centre
- Develop and finalise options appraisal and outline business case for a more integrated operating model for waste recycling, disposal and collection in the county
- Complete delivery route map and procurement plan for implementation of the Environment Act 2021



## Outcome 4 - Great places to live, work and visit with high performing schools, diverse cultural opportunities, transport connections that keep things moving and a healthy and sustainable environment for all

### Strategic Objectives

#### **17 Establish and implement effective partnership arrangements with the East Midlands Combined County Authority (EMCCA) to maximise the benefits of a devolution deal for Derbyshire**

- Support and influence business case development to inform the investment pipeline
- Support implementation of new D2 Strategic Leaders Board to ensure strong, single voice in influencing the work and priorities of the EMCCA

#### **18 Deliver a safe, effective, efficient and innovative Highways Service**

- Deliver the revised Derbyshire Highways Transformation programme, with the associated strategic and operational benefits, that will provide a fit for purpose Highways Service for the citizens of Derbyshire
- Delivery of statutory duties to ensure network availability for the road users of Derbyshire
- Work with partners to help reset and deliver the 2030 casualty reduction target
- Develop and implement a risk-based Drainage Strategy
- Implement the Derbyshire Highways Asset Management Strategy, and the priority development areas within individual Highways Infrastructure Asset Management Plans where finance permits

## Outcome 5 - High quality public services that work together alongside communities to deliver services that meet people's needs

### Strategic Objectives

#### **33 Embed best value principles in all aspects of Place service delivery, driving innovation and improvement in the achievement of council objectives**

- Embed strong performance management within and across all service areas
- Deliver efficient and effective services that understand and manage risk appropriately, and utilise audit findings to drive improvement and act on feedback received from the customer to shape future service requirements

# Budget and Savings for 2024-25

The department's service delivery is supported by a budget of **£109,591,465** for 2024-25. The departmental budget includes agreed additional funding for service pressures for 2024-25 of **£11.299 million** ongoing and **£2.458 million** one-off funding, as set out in the table below:

Service Pressure funding	£million Ongoing	£million One off
<b>Inflation - Local Bus</b> – The supported local bus network of some 80 services was re-tendered in August 2022 and a significant increase of almost 50% in cost had been experienced due to inflationary pressures. The services are for routes which are not commercially viable and typically in rural communities, evening and weekend services.	<b>£1.800</b>	-
<b>Inflation - Waste</b> – The Council is a statutory Waste Disposal Authority and has a legal obligation to make arrangements to treat and dispose of all household waste arising across the county. Under each contract for the disposal or treatment of waste, inflationary pressures are passed to the Council, as is standard for this type of contract.	<b>£3.608</b>	-
<b>Inflation - Business Rates</b> – To increase the property business rates budget to reflect the 2024-25 increase in the Business Rates Multiplier, which is used to increase business rates.	<b>£0.002</b>	-
<b>Countryside Structures</b> – Funding is required to establish a Project Engineer post and to undertake inspections and maintenance on the 300+ Countryside structural assets.	<b>£0.089</b>	<b>£0.093</b>
<b>Highways Revenue Rebase Budget</b> – As a Highways Authority the Council has a statutory duty to maintain highways. Current budgets to deliver this duty were set on an historic organisational structure with an income target that is not achievable with the current level of staff resource. In addition, the state of the highways network has been deteriorating for a number of years and severe weather leads to higher maintenance costs. The current delivery model is being redesigned through the Derbyshire Highways Programme to ensure value for money.	<b>£5.800</b>	-

Service Pressure funding	£million Ongoing	£million One off
<p><b>Ash Dieback – Via Gellia</b> - The Council is currently delivering the Ash Dieback Action Plan to manage this increasingly prevalent tree disease in Derbyshire. A survey undertaken as part of this work has identified a 4.3-mile section of the A5012 Via Gellia road where the Ash trees have advanced stages of the disease and action is required to remove them.</p>	-	<b>£0.550</b>
<p><b>Buxton Museum (Decant &amp; Dry Rot investigation)</b> - Buxton Museum and Art Gallery was temporarily closed in June 2023 following investigations which revealed dry rot in some of the building's structural timbers. The most affected areas have been decanted to allow further intensive investigations to be carried out by experts to assess the extent of the issue. Alternative ways of delivering the service and storing artefacts are being explored to ensure the Council is compliant with its legal duties around this service. This funding is for delivering the service and storing artefacts as required in 2024-25.</p>	-	<b>£0.215</b>
<p><b>Highways Depot Maintenance</b> - Planned works to maintain the Highways Depots has not been undertaken for a number of years, with only emergency works carried out as required. This has led to significant deterioration in the overall condition of the depots. The Council has a legal responsibility to ensure the depots, as workspaces, are safe for use and fit for purpose. This funding will prevent further asset deterioration and allow continuity of the Highways service.</p>	-	<b>£1.600</b>
<b>Total</b>	<b>£11.299</b>	<b>£2.458</b>

The Department will be managing the delivery of proposed budget savings for 2024-25 of **£2.715 million** as set out below. Full details of the department's budget are set out in the Delivery Plan.

<b>Household Waste Recycling Centres material charges Household Waste Recycling Centres</b>	<b>£0.032m</b>
Proposals to restrict or charge for the disposal of tyres and asbestos, and generate income by offering small businesses the opportunity to use the centres for a fee.	
<b>Performance, Governance &amp; Improvement Service</b>	<b>£0.050m</b>
Savings to be achieved through removal of vacant post and ceasing non-essential activity.	
<b>County Transport</b>	<b>£0.120m</b>
Revised income target for commercial work undertaken by County Transport.	
<b>Derbyshire Connect bus services</b>	<b>£0.126m</b>
Proposal to use external grant funding to replace county council core funding.	
<b>Companion bus pass</b>	<b>£0.150m</b>
Proposal to use external government grant funding (BSIP) to replace county council core funding for the pilot of a bus pass for companions of severely disabled people.	
<b>Trading Standards Service</b>	<b>£0.045m</b>
Savings to be achieved through removal of vacant post.	
<b>Climate Change</b>	<b>£0.283m</b>
Reduction in funding for climate change initiatives and review of Derbyshire Environmental Studies Service provision.	
<b>Climate Change Reduced Staffing Levels</b>	<b>£0.043m</b>
Removal of vacant post within the Climate Change Team.	
<b>Derwent Valley Mills World Heritage Site</b>	<b>£0.048m</b>
Working closely with partners, replace an element of county council spend with external funding.	
<b>Revise approach to delivery of the Tree and Woodland Strategy</b>	<b>£0.071m</b>
Derbyshire's tree and woodland strategy - use grant money to deliver projects instead of council funding.	

**Countryside Services Strategy**

Development of additional income streams and review of fees and charges throughout the Countryside Service.

**£0.102m****Countryside Services**

Reduction of grounds maintenance budget.

**£0.300m****Highways Winter Service Efficiencies**

Achieved through technology improvements.

**£0.113m****Removal of Contribution to Bolsover Countryside Partnership**

Agreement with partner organisations to reduce the County Council contributions to Bolsover Countryside Partnership.

**£0.014m****Payroll Vacancy Factor**

3% vacancy factor to reflect expected proportion of vacant posts due to staff turnover

**£1.218m**

# Monitoring the Plan

The ambitions set out in the Plan are supported by an implementation plan which outlines how each of the Strategic Objectives set out in the Plan will be delivered, the details of the departmental budget and the department's forward plan of procurement. As well as monitoring the progress of the Strategic Objectives, the following measures will also be monitored:

## Key Performance Measures

### Resilient, thriving, and green communities

- Council carbon emissions from all main sources (excluding schools)
- Derbyshire carbon emissions from all sectors
- Number of trees planted against the one million trees target

### A strong, diverse, and clean economy

- Number of public electric vehicle charging points installed working with partners
- Number of start-up businesses supported
- Percentage of household waste recycling rate
- Residual household waste (kg per household)
- Passenger numbers through mobility hubs
- Number of cyclist/ walkers/ horse riders on key sections of the network
- Bus Passenger Numbers

### Great places to live, work and visit

- Number of people killed or seriously injured on the council's road network
- Road defect response times / No of defects (including potholes)
- Percentage of Principal roads where maintenance should be considered
  - Percentage of Non-Principal classified roads where maintenance should be considered

- Percentage of the Unclassified road network where maintenance should be considered

**High quality public services**

- Percentage of complaints upheld
- Percentage of FOI / EIRs responded to within timescale

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# Service Plan Refresh 2024-25

## Appendix

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### Adult Social Care and Health

Simon Stevens  
Executive Director

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# Strategic Objectives Implementation Plan

This Implementation Plan has been developed to identify the activity that will be carried out to achieve the Strategic Objectives contained with the Service Plan 2024-25. Principal risks have been considered and these along with mitigations are managed by the department in line with corporate risk management policy.

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
1	<p>Support people of all ages and communities in need, including financial help from our Derbyshire Discretionary Fund, and other activities that promote financial inclusion and tackle cost of living pressures</p> <p>ASCH - Assistant Director of Public Health</p>	<p>Delivery of Homes for Ukraine financial support via Derbyshire Discretionary Fund</p>	<p>Apr 24 - Mar 25</p>	<p>Milestones met</p>	<p>Increased demand in council services if this activity is not delivered to a high quality</p>

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Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Provide grants or emergency cash payments to those in urgent need following a crisis or disaster via Derbyshire Discretionary Fund	Apr 24 - Mar 25	Milestones met	<p>Cost of living pressures may result in service pressures and additional activity being required by Public Health or other departments</p> <p>Increased demand in council services if this activity is not delivered to a high quality</p> <p>Legacy impact of service pressure in following year 2025-26</p>

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Ref	Strategic Objectives	Action	Dates	Success measures	Risk
Page 187		Delivery of Welfare Rights Service including Macmillan Cancer Support	Apr 24 - Mar 25	Milestones met	<p>Cost of living pressures may result in service pressures and additional activity being required by Public Health or other departments</p> <p>Increased demand in council services if this activity is not delivered to a high quality</p> <p>Legacy impact of service pressure in following year 2025-26</p>
		Deliver the Public Health Advisory Service and affordable credit initiatives to support those in financial crisis to resolve matters that affect health and wellbeing	Apr 24 - Mar 25	Milestones met	<p>Affordable credit initiatives short-term funding</p> <p>Cost of living pressures may result in service pressures and additional activity being required by Public Health or other departments</p> <p>Increased demand in council services if this activity is not delivered to a high quality</p>

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
Page 188		Support the development of affordable food projects targeted at those in greatest need	Apr 24 - Mar 25	Milestones met	Demand for service may be high which may result in pressures delivering the service  Supply issues with food may prevent effective service delivery
	Support people with long term health conditions and/ or disabilities into good employment through a range of interventions and support	Apr 24 - Mar 25	Milestones met	Recruitment and retention of staff may limit service delivery	
2	Collaboratively work with partner agencies to promote positive mental wellbeing and improve support for local people with a particular focus on suicide prevention and building resilience  ASCH - Assistant Director of Public Health	Continue to develop suicide prevention approaches across the county by leading the Derbyshire Self Harm and Suicide Prevention Partnership Forum, running four meetings a year and deliver training	Apr 24 - Mar 25	Milestones met	Increased demand for council services if this activity is not delivered to a high quality  Sustainable funding approach to all activity required to maximise impact

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
Page 189		Promoting positive emotional health and wellbeing through a range of initiatives including promotion of national campaigns at a Derbyshire level	Apr 24 - Mar 25	Milestones met	<p>Increased demand for council services if this activity is not delivered to a high quality</p> <p>Sustainable funding approach to all activity required to maximise impact</p>
		Work with partners to further develop a whole system approach to mental health and tackle social isolation maximising the impact of investment opportunities	Apr 24 - Mar 25	Milestones met	<p>Increased demand for council services if this activity is not delivered to a high quality</p> <p>Sustainable funding approach to all activity required to maximise impact</p>
		Use targeted action to focus action for the most disadvantaged communities and those experiencing severe mental illness with the aim of reducing health inequalities	Apr 24 - Mar 25	Milestones met	<p>Increased demand for council services if this activity is not delivered to a high quality</p> <p>Sustainable funding approach to all activity required to maximise impact</p>

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Embed the Let's Chat principles across Derbyshire by maximising partnership opportunities	Apr 24 - Mar 25	Milestones met	<p>Increased demand for council services if this activity is not delivered to a high quality</p> <p>Sustainable funding approach to all activity required to maximise impact</p>
3	<p>Support communities through partnership working to protect and enable people of all ages to live healthier and safer lives</p> <p>ASCH - Assistant Director of Public Health</p>	Implement new falls prevention strength and balance service to help older people maintain independence	Apr 24 - Mar 25	Milestones met	<p>Systemwide cost pressures potentially limit programme delivery</p> <p>Sufficient engagement may not materialise from clinical services reducing overall impact of this programme</p>
		Maximise the uptake of screening, vaccinations and immunisations including COVID-19, Flu, Shingles and those given in childhood	Apr 24 - Mar 25	Milestones met	External organisational change within screening and immunisation services



Ref	Strategic Objectives	Action	Dates	Success measures	Risk
Page 191		Develop annual action plans and distribute funding focusing on the health factors that protect communities in the eight Locality and Place Health and Wellbeing Partnerships	Apr 24 - Mar 25	Milestones met	<p>Funding distributed to partners efficiently and effectively following Cabinet approval</p> <p>Recruitment and retention of staff may limit service delivery</p>
		Further develop locality-based community insight to better understand diverse communities to help shape long term planning	Apr 24 - Mar 25	Milestones met	<p>Funding not yet confirmed</p> <p>Recruitment and retention of staff may limit service delivery</p>
		Deliver health and wellbeing advice and coaching to prevent, reduce and delay the need for Adult Social Care services	Apr 24 - Mar 25	<p>Percentage of people supported by Health and Wellbeing coaches with a shared agreement</p> <p>Milestones met</p>	<p>Increased demand in council services if this activity is not delivered to a high quality</p> <p>Demand for service could be high and impact service delivery</p>

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
Page 192		Work in partnership across the Integrated Care System and Health and Wellbeing Board to tackle health inequalities and move towards more preventative interventions and investment	Apr 24 - Mar 25	Milestones met	<p>Failure of system partners to engage with the approach</p> <p>Health and Wellbeing Strategy not agreed and implemented</p>
		Oversee the delivery of the Air Quality Strategy Action Plan 2023-25 to manage air quality and environments that support good health	Apr 24 - Mar 25	Milestones met	Requires sufficient capacity to support and implement the action plan to ensure key actions are completed within agreed timescales and delivered effectively
		Work in partnership with members of the Women's Health Hub working group to have operational Women's Health Hubs in Derbyshire by March 2025	Apr 24 - Mar 25	Milestones met	Recruitment and retention of staff may limit service delivery

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
Page 193		Implement the UK Health Security Agency (UKHSA) Adverse Weather and Health Plan and integrate across the council to deliver the best outcomes possible during adverse weather	Apr 24 - Mar 25	Milestones met	Securing external grant funding
		Strengthen community infection prevention across settings and prioritise proactive control of infection to protect people and prevent antimicrobial resistance (AMR)	Apr 24 - Mar 25	Milestones met	Staff turnover and capacity across the health and social care system
		Mobilise the Domestic Abuse Support Service which includes provision of emergency accommodation, community outreach and children and young people's support service	Apr 24 - Mar 25	Milestones met	Demand for service could be high and impact service delivery

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
Page 194		Work with partners to respond effectively to existing and emerging challenges such as serious violence and violence against women and girls	Apr 24 - Mar 25	Milestones met	Lack of capacity across the partnership to support delivery of all Strategic Objectives
		Implement the statutory guidance relating to the Prevent element of the national Counter Terrorism Strategy	Apr 24 - Mar 25	Milestones met	Capacity within council services to support implementation
		Work with partners to welcome refugee families into Derbyshire and support the countywide response to the implementation of asylum dispersal	Apr 24 - Mar 25	Milestones met	Lack of capacity/ funding to develop support for asylum seekers  Lack of control over the number of refugees and asylum seekers and refugees arriving in Derbyshire resulting in the potential for services to become overwhelmed

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
5	<p>Support people to live their best lives independently at home, connected to the community and local resources, stepping in with more help where needed</p> <p>ASCH - Director of Adult Social Care</p>	<p>Create and implement Prevention Strategy</p>	<p>Apr 22 - Mar 25</p>	<p>Percentage of people approaching Adult Social Care who have been supported to retain their independence through early help and signposting</p>	<p>None identified</p>
Page 195		<p>Prioritisation and management of waiting lists (Occupational Therapist/ Social Worker assessment, Deprivation of Liberty Safeguards, Homecare waits, people awaiting long term social care support, financial assessments)</p>	<p>Apr 22 - Mar 25</p>	<p>Milestones met</p>	<p>Implementation of the short-term service potentially impacting upon the current Care Quality Commission status of the eight registered homecare services and quality/ safety generally</p> <p>Failure to meet Statutory duties</p> <p>Recruitment and retention risks for social work teams</p>

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Embedding strength-based practice for older people and people with a physical disability to ensure people, wherever possible remain in their homes within their local community	Apr 22 - Mar 25	Milestones met	None identified
Page 196		Embed strength-based practice for people with a learning disability and/ or who are autistic to ensure people have an outcome focused support plan for people who are supported to live in the least restrictive option	Apr 22 - Mar 25	Milestones met	None identified
		Increasing usage of Shared Lives Scheme	Apr 22 - Mar 25	Milestones met	None identified
		Young people transitioning from Children’s Services have access to all opportunities open to them	Apr 22 - Mar 25	Milestones met	None identified

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Increasing usage of Direct Payments to promote choice and control	Apr 22 - Mar 25	Milestones met	None identified
		Embedding “Making Safeguarding Personal” in accordance with best national practice	Apr 22 - Mar 25	Number of people following a safeguarding Section 42 enquiry say their outcome has been met  Milestones met	None identified
6	<p>Help people recover and regain stability, independence and control following a personal crisis or illness</p> <p>ASCH - Director of Adult Social Care</p>	Short-term homecare reablement offer working with older people and people with a physical disability to improve independence, wellbeing and the ability to remain in their own homes within their local communities	Apr 22 - Mar 25	<p>Number of people who have been supported through short-term homecare offer and have fully regained their independence</p> <p>Milestones met</p>	Implementation of the short-term service potentially impacting upon the current Care Quality Commission (CQC) status of the eight registered homecare services and quality/ safety generally

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Community connectors - working with people with a learning disability and/ or who are autistic from the age of 14 upwards to link to local community and activities to access all opportunities open to them	Apr 22 - Mar 25	Milestones met	None identified
Page 198		Mental health enablement offer for those recovering from mental ill health to achieve independent outcomes	Apr 22 - Mar 25	Milestones met	None identified
7	Work across the system with partners, carers and residents to provide support in a safe, supportive homelike setting  ASCH - Director of Adult Social Care	Building the right support by the joining of Health, Social Care and PVI sector to achieve the best outcomes for people whose behaviours may challenge	Apr 22 - Mar 25	Milestones met	None identified



Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Team Up – aging and dying well – joining of Health and Social Care community support to reduce non elective admission for people and support people leaving acute hospitals to achieve the best outcome	Apr 22 - Mar 25	Milestones met	Older people’s outcomes will not be met if the volume of age-appropriate accommodation is not increased
Page 199		Living Well – recovery from mental ill health joining of Health, Social Care and Voluntary community support to support people to achieve the best outcome	Apr 22 - Mar 25	Milestones met	None identified
8	Work across Derbyshire with partners and key health services to deliver good health, resilience and wellbeing to enable children and young people to have the best start in life  ASCH - Assistant Director of Public Health	0-19 Public Health Nursing service transformation project to review and redesign a sustainable service delivery model maximising the funding available	Apr 24 - Mar 25	Milestones met	System wide cost pressures impact on service delivery  Workforce pressures, especially national shortage of health visitors and school nurses, could impact on service delivery

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
Page 200		Promote the benefits of maintaining good oral health to those at risk of poor oral health	Apr 24 - Mar 25	Milestones met	<p>Availability of storage and delivery options across all areas of the county for the lifetime of the activity</p> <p>Partnership capacity to support the development of the campaign</p> <p>System wide cost pressures impact on service delivery</p>
		Deliver the My Life My View Young People’s survey to inform future strategic planning across the council	Apr 24 - Mar 25	Milestones met	Capacity of Derbyshire secondary schools to engage in the survey limits potential insight gained
		Promoting positive emotional health and wellbeing for children and young people through a range of initiatives	Apr 24 - Mar 25	Milestones met	<p>Increased demand for council services if this activity is not delivered to a high quality</p> <p>Sustainable funding approach to all activity required to maximise impact</p>

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Provide specialist support to children and young people directly and indirectly affected by substance misuse	Apr 24 - Mar 25	Milestones met	Demand of referrals is likely to be high on an ongoing basis  Recruitment and retention of staff limits service provision
Page 201		Support families to have positive pregnancy outcomes through providing a range of support to improve health and wellbeing	Apr 24 - Mar 25	Number of 6-8 week reviews delivered by the 0-19 Public Health Nursing provider within the timeframe  Number of New Birth visits delivered by the 0-19 Public Health Nursing provider between 10-14 days  Milestones met	Failure to develop a whole system approach results in missed opportunities to improve outcomes  Not achieving transformation which results in unsustainable financial position  Recruitment and retention of staff limits service provision
		Support sustainable and active travel to school by providing school crossing patrols where they are most needed within a risk-based approach	Apr 24 - Mar 25	Milestones met	Recruitment and retention of staff may impact service delivery

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
9	<p>Enable people and partner organisations to tackle key risk factors of health including inactivate lifestyle, smoking, diet and alcohol consumption to improve health outcomes</p> <p>ASCH - Assistant Director of Public Health</p>	<p>Work with partners to identify, understand, and reduce alcohol and drug related harms</p>	<p>Apr 24 - Mar 25</p>	<p>Average Health Status improvements reported through the Treatment Outcome Profile</p> <ul style="list-style-type: none"> <li>- Physical Health</li> <li>- Psychological Health</li> <li>- Quality of Life</li> </ul>	<p>Recruitment and retention of staff may limit service delivery</p> <p>Increased demand on council services if this activity is not delivered to a high quality</p>

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Ref	Strategic Objectives	Action	Dates	Success measures	Risk
Page 203		Deliver support for weight management, stop smoking, reducing alcohol intake, improving diet through Live Life Better Derbyshire (LLBD) and other partners	Apr 24 - Mar 25	Number of individuals completing Live Life Better Derbyshire Health and Wellbeing MOT  Number of people achieving a 4 week Quit through Live Life Better Derbyshire Smoking Cessation Programme  Number of people participating in Live Life Better Derbyshire's Weight Management Programme  Number of people participating in physical activity sessions organised by Live Life Better Derbyshire  Number of people participating in the Live Life Better Derbyshire Smoking Cessation Programme	Increased demand on council services if this activity is not delivered to a high quality  Supply issues with stop smoking medications may prevent effective service delivery  Recruitment and retention of staff may limit service delivery

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Collaborate with Trading Standards and partners to improve tobacco control maximising the opportunity of additional government funding	Apr 24 - Mar 25	Milestones met	Local authority doesn't receive funding allocation  Recruitment and retention of staff may limit service delivery
		Introduce a Tobacco Control Strategy for Derbyshire by October 2024	Apr 24 - Oct 24	Milestones met	Staffing capacity within the team to deliver a new strategy by the deadline
Page 204		Secure future funding from the Integrated Care Board (ICB) to deliver the Tobacco Dependency Treatment Programme	Apr 24 - Mar 25	Milestones met	Funding not yet confirmed  Recruitment and retention of staff may limit service delivery
19	Recognise and value carers and our Adult Social Care workforce and the contribution they make to sustaining care and support in a challenging market  ASCH - Director of Adult Social Care	Overarching Workforce Strategy including council, Private, Independent and Voluntary Sector (PVI)	Apr 22 - Mar 25	Milestones met	ICT capacity to support required HR systems and data changes  Senior Leadership capacity
		Refresh with system partners Carer's Strategy	Apr 22 - Mar 25	Number of carers accessing support services	None identified

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Focus on wellbeing and leadership skills including succession planning within department	Apr 22 - Mar 25	Milestones met	None identified
		Creation of Connect site and Team Action Plans to support two-way process for colleagues concerning communication	Apr 22 - Mar 25	Milestones met	None identified

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Ref	Strategic Objectives	Action	Dates	Success measures	Risk
22	<p>Develop more equal partnerships between people who use services, carers and professionals to deliver better outcomes</p> <p>ASCH - Director of Adult Social Care</p>	<p>Best Life Derbyshire Strategy – completed and implemented review yearly, bi-yearly surveys and yearly engagement in place to create feedback loop</p>	<p>Apr 22 - Mar 25</p>	<p>Milestones met</p>	<p>Costs of delivering the programme reduce the financial viability of the programme</p> <p>Procurement activities supporting the delivery of benefits are not achieved in line with proposed timings/ costs</p> <p>Programme does not achieve its stated benefits (projects do not complete in time)</p> <p>There is insufficient resource to deliver the programme effectively</p> <p>Projects are not delivered on time due to business as usual (BAU) resources being consumed with transformational and BAU operational activity</p>

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Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Implement Co-Production Strategy to increase participation and co-production of offers going forward	Apr 22 - Mar 25	Milestones met	None identified
		Implement Digital Strategy	Apr 22 - Mar 25	Milestones met	None identified
		Partnership with Healthwatch and other key stakeholders to engage fully with local population	Apr 22 - Mar 25	Milestones met	None identified
23 Page 207	Ensure there is a good choice of affordable Adult Social Care support available across the county with a focus on people's experiences and improving quality  ASCH - Director of Adult Social Care	Best Life Derbyshire programme efficiency target met	Apr 22 - Mar 25	Milestones met	There is insufficient resource to deliver the programme effectively
		Proposed redesign of Direct Care offer	Apr 22 - Mar 25	Milestones met	None identified

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
Page 208		Quality Assurance Board to overview, monitor and ensure quality within the below identified areas: - Assessment Function (Prevention and Personalisation) - Direct Care - Contracting/ Commissioning of Private, Independent and Voluntary Sector	Apr 22 - Mar 25	Monitor quality of care homes (18-64) across Derbyshire percentage of offer that is outstanding/ good  Monitor quality of care homes (65+) across Derbyshire percentage of offer that is outstanding/ good  Monitor quality of home care across Derbyshire percentage of offer that is outstanding/ good	None identified

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## Key Performance Measures

Key Performance Measures	Actual 2021-2022	Actual 2022-2023	Latest 2023-2024	Target 2023-2024	Target 2024-2025
<b>Resilient, thriving, and green communities</b>					
Percentage of people supported by Health and Wellbeing coaches with a shared agreement	New measure in 2023-24	New measure in 2023-24	40%	Monitor	60%
<b>Happy, safe, and healthy people</b>					
Average Health Status improvements reported through the Treatment Outcome Profile - Physical Health - Psychological Health - Quality of Life	New measure in 2024-25	New measure in 2024-25	Physical Health – Q2 206/575 (35.8%)  Psychological Health – Q2 259/575 (45.0%)  Quality of Life – Q2 154/575 (26.8%)	New measure in 2024-25	Monitor
Number of 6-8 week reviews delivered by the 0-19 Public Health Nursing provider within the timeframe	New measure in 2024-25	New measure in 2024-25	Q2 - 1,559 (97%)	New measure in 2024-25	95%
Number of New Birth visits delivered by the 0-19 Public Health Nursing provider between 10-14 days	New measure in 2024-25	New measure in 2024-25	Q2 - 1,453 (97%)	New measure in 2024-25	94%
Number of individuals completing Live Life Better Derbyshire Health and Wellbeing MOT	8,517	9,909	7,535	7,500	8,000

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Key Performance Measures	Actual 2021-2022	Actual 2022-2023	Latest 2023-2024	Target 2023-2024	Target 2024-2025
Number of people achieving a 4 week Quit through Live Life Better Derbyshire Smoking Cessation Programme	1,808	1,653	Q2 - 884	1,200	1,400
Number of people following a safeguarding Section 42 enquiry say their outcome has been met	New measure 2022-23	89%	46%	80%	80%
Number of people participating in Live Life Better Derbyshire's Weight Management Programme	1,841	2,144	2,156	1,700	2,000
Number of people participating in physical activity sessions organised by Live Life Better Derbyshire	New measure 2022-23	2,081	1,573	1,300	1,500
Number of people participating in the Live Life Better Derbyshire Smoking Cessation Programme	2,645	2,287	2,686	2,700	3,000
Number of people who have been supported through short-term homecare offer and have fully regained their independence	2,911	3,039	2,527	3,588	3,588
Percentage of people approaching Adult Social Care who have been supported to retain their independence through early help and signposting	New measure 2022-23	80%	82%	70%	70%
<b>Great places to live, work and visit</b>					
Number of carers accessing support services	New measure 2022-23	2,863	6,217	5,880	5,880
Achievement of in year budget savings (Dept figures)	New measure in 2022-23				
Sickness as a percentage of available working hours (Dept figures)					

Key Performance Measures	Actual 2021-2022	Actual 2022-2023	Latest 2023-2024	Target 2023-2024	Target 2024-2025
Average days between a job vacancy being ready to shortlist and the start of the contract being prepared for the successful candidate (Dept figures)	New measure in 2022-23				
Spend on agency staff (Dept figures)					
Carbon emissions from officers using their own vehicles (tonnes CO <sup>2</sup> e) (Dept figures)					

Table Key: Latest Data: AD = Awaiting data N/A – Not available Targets: TBC = To be confirmed

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# Approved Controllable Budget 2024-25

Division	Employees	Premises	Transport	Supplies and Services	Agency and Contracted Services	Transfer payments	Unallocated budget	Controllable Recharges	Gross Budget	Income	Grants	Net Budget
Purchased Services	-	-	3,094	-	283,786	39,800	-	12,179	314,501	92,396	-	222,105
Assistive Technology & Equipment	99	-	1	11,514	319	-	-	5,389	6,544	5,316	-	1,228
Social Care Activity	29,173	-	642	406	-	32	-	8,066	22,187	148	-	22,039
Information & Early Intervention Commissioning & Service Delivery	183	1	7	1,002	6,069	64	-	2,282	5,044	1,601	-	3,443
HOUSING Related Support	-	-	-	70	3,546	-	-	394	3,222	111	-	3,111
Prevention	3,782	10	86	335	67	1,984	-	719	5,545	256	-	5,289
Direct Care	52,966	570	1,104	3,794	24	2	-	15,060	43,400	1,081	-	42,319
Better Care Fund	-	-	-	-	8,587	-	20	48,672	57,279	45,126	13,597	1,444
Unallocated Budgets	-	-	-	-	987	-	6,719	-	5,732	-	-	5,732
Public Health	9,342	66	106	4,622	27,738	-	1,877	825	44,576	88	45,232	744
<b>TOTAL</b>	<b>102,790</b>	<b>671</b>	<b>5,110</b>	<b>24,270</b>	<b>331,600</b>	<b>41,882</b>	<b>4,822</b>	<b>6,888</b>	<b>508,389</b>	<b>146,327</b>	<b>58,829</b>	<b>303,233</b>

# Commercial Pipeline of Procurement – up to 31 March 2026

In line with the Council's Financial Regulations, the forward plan of procurement projects for the department, set out below, details procurement projects above £50,000 which are planned to commence over the next 24-month period in support of delivering the departmental Service Plan.

## Procurements due to commence between 1 April 2024 and 31 March 2026

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions months	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
Adult Social Care							
Y	Derbyshire Community Lives Directory – Day Services for Derbyshire	01/04/2024	01/06/2024	60	01/04/2025	£24,215,000	No
Y	Long-term low-level support	01/04/2024	01/09/2024	60	01/04/2025	£2,325,000	No
Y	Washroom Services	01/04/2024	01/06/2024	60	01/04/2025	£687,610	No
Y	Supply and Delivery of Fresh Meat	01/04/2024	01/06/2024	60	01/04/2025	£475,000	No

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions months	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
Y	Call bell systems for care homes	01/04/2024	01/06/2024	60	01/04/2025	£165,000	No
Y	Furniture supplies Care Homes and Childrens Residential	01/04/2024	01/06/2024	72	01/04/2025	£600,000	No
Y	Supply of ovens and heavy kitchen equipment	01/04/2024	01/06/2024	60	01/04/2025	£398,464	No
Y	CST079 - Resource Allocation System	01/04/2024	01/10/2024	36	01/02/2025	£160,000	Yes
Y	Digital Social Care Record and Falls Prevention Project	01/04/2024	01/06/2024	36	01/01/2025	£300,000	Yes
Y	Welfare Rights System	01/05/2024	01/11/2024	48	05/05/2025	£160,000	Yes
Y	Adult Care Finance System	01/05/2024	01/11/2024	48	05/05/2025	£175,000	Yes
Y	Benefits Calculator	01/05/2024	01/11/2024	48	11/05/2025	£50,000	Yes
Y	CST070 - Supply of an Interim Social Care Case Management	01/06/2024	01/11/2025	72	11/12/2026	£4,000,000	Yes



Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions months	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
	Solution and Associated Services						
Y	TS16006 Supply of an Externally Hosted Activity Recording and Scheduling Solution and Associated Services	01/06/2024	01/11/2025	72	17/11/2026	£4,000,000	Yes
Y	Electronic Brokerage Management System (e-brokerage)	01/04/2024	01/06/2024	36	01/08/2024	£270,000	Yes
Y	Autism Support	01/06/2024	01/09/2024	60	01/04/2025	£500,000	No
Y	ASC006 - Purchase of Software to manage Mental Health Referrals	01/09/2024	01/02/2025	36	13/09/2025	£150,000	Yes

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions months	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
Y	Supply of janitorial products across departments	01/01/2025	01/03/2025	60	01/09/2025	£1,250,000	No
Y	Care Homes Textiles and Homeware	01/04/2025	01/06/2025	60	01/04/2026	£70,650	No
Y	Care Homes Washing Machine Detergent	01/04/2025	01/06/2025	60	01/04/2026	£79,385	No
Y	Supply of washing machines and dryers	01/04/2025	01/06/2025	60	01/04/2026	£273,159	No
Y	Supply of light kitchen equipment	01/04/2025	01/06/2025	60	01/04/2026	£86,439	No
Y	Locksmith service provision	01/04/2025	01/06/2025	72	01/04/2026	£72,560	No
Y	Wellbeing service in Extra Care (Trident scheme)	01/04/2025	01/06/2025	60	01/04/2026	£225,000	No
Y	Wellbeing service in Extra Care (SYHA schemes)	01/04/2025	01/06/2025	60	01/04/2026	£390,000	No
Y	Wellbeing service in Extra Care	01/04/2025	01/06/2025	60	01/04/2026	£712,500	No

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions months	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
	(Together Housing schemes)						
Y	Wellbeing service in Extra Care (Housing 21 Thomas Fields)	01/04/2025	01/06/2025	60	01/12/2025	£115,000	No
Y	Wellbeing service in Extra Care (Housing 21 Lacemaker Court)	01/04/2025	01/06/2025	60	01/12/2025	£105,000	No
<b>Public Health</b>							
N	Digital Apps for Health Outcomes	01/04/2024	01/09/2024	24	08/02/2025	£90,000	Yes
N	CPH107 Provision and Analysis of Emotional Health and Wellbeing Survey of Young People in Derbyshire	17/06/2024	17/02/2025	48	01/09/2026	£52,000	No
Y	NHS Health Checks IT Support	10/04/2024	01/09/2024	60	01/04/2025	£300,000	Yes

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions months	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
N	Derbyshire Wellbeing Website	01/09/2025	01/12/2025	36	01/04/2026	£175,000	Yes
N	Data Management System For Stop Smoking Service	01/04/2024	01/11/2024	96	01/11/2025	£900,000	Yes
Y	PharmOutcomes	01/04/2025	01/09/2025	36	01/04/2026	£195,000	Yes
Y	CPH115 Mental Health and Suicide Prevention Outreach and Network Project	11/02/2025	20/08/2025	42	01/05/2026	£120,000	No
Y	CPH116 Provision of an Integrated Specialist Intensive Home Visiting Service for Vulnerable Families and Young People	20/01/2025	20/09/2025	48	01/09/2026	£2,900,000	No
N	CPH117 Supply of School Crossing Patrol Uniforms to	08/09/2025	17/03/2026	48	01/10/2026	£50,000	No

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions months	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
	Derbyshire County Council						
N	CPH110 E-Cigarettes Starter Kits, Consumables and Support	01/04/2024	31/07/2024	96	01/04/2025	£600,000	No
Y	Derbyshire Outbreak Management System	01/04/2024	01/09/2024	24	01/04/2025	£80,000	Yes
N	CPH118 Supporting Recovery from Substance Use in Derbyshire	12/05/2025	31/01/2026	60	01/04/2027	£1,500,000	No
N	CPH119 Provision of Specialist Legal and Employment Advice	21/10/2024	28/04/2025	48	01/04/2026	£402,100	No
N	CPH120 Supporting Children and Young People at	09/04/2024	11/12/2024	36	01/09/2025	£460,000	No

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions months	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
	Risk of Becoming NEET						
N	CPH121 Emotional Wellbeing and Peer Support for Men	02/04/2024	14/08/2024	36	01/04/2025	£150,000	No
N	CPH122 Stop smoking initiative	01/04/2024	01/07/2024	12	01/01/2025	£1,000,000	No
N	CPH123 Family Trust Fund	30/09/2024	02/06/2025	60	01/04/2026	£3,502,229*	No
N	CPH124 Post Office payment support to DDF. Homes Ukraine Childrens HSF HSF Pensions	18/08/2024	21/04/2025	60	01/04/2026	£40,100,400*	No
Y	CPH125 Harmful Sexual Behaviours Pathway	12/05/2024	13/01/2025	24	01/09/2025	£100,000	No
Y	NHS Health Check Training	01/04/2024	01/05/2024	60	02/09/2024	£70,000	No

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions months	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
N	Population Segmentation system	01/05/2024	15/06/2024	36	01/12/2024	£60,000	Yes
N	Homes for Ukraine – Mediation and Re-matching Service	01/03/2024	01/06/2024	24	01/09/2024	£150,000	No
N	Integration and support service for Refugee Resettlement in Derbyshire	01/07/2024	01/11/2024	48	01/06/2025	£700,000	No
Y	Target Hardening for Victims of Domestic Abuse	01/04/2024	01/06/2024	36	01/09/2024	£90,000	No

\*This contract value includes funding given to Derbyshire residents through this payment system as well as administration and payment fees.

**Please note: The above procurement plan includes for the replacement of existing contracts and also an early indication of new projects which may require procurement activity to commence within 2024-26. All values are estimated and may change when projects are tendered.**

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# Service Plan Refresh 2024-25

## Appendix

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### Children's Services

Carol Cammiss  
Executive Director

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# Strategic Objectives Implementation Plan

This Implementation Plan has been developed to identify the activity that will be carried out to achieve the Strategic Objectives contained with the Service Plan 2024-25. Timescales are provided though these sometimes extend outside the period of this plan reflecting the long-term ambition and implementation periods required. Principal risks have been considered and these along with mitigations are managed by the department in line with corporate risk management policy.

## Happy, safe, and healthy people

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
10	Implement our 'Stronger Families' team to support families in crisis, reduce admissions to care, and reunify families where safe to do so  Children's Services - Director of Children's Services	Governing the effectiveness of the Stronger Families model and identifying the savings/cost-avoidance that the service achieves	Oct 23 - Oct 24	Milestones met	None identified
		Develop and embed an effective performance management approach including a “dashboard” to track performance, capture learning, and enable benefit-realisation	Oct 23 - Oct 24	Milestones met	None identified

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
11	Develop and implement a Placement Strategy for children and ensure sufficiency of accommodation and educational provision across Children's Services  Children's Services - Director of Children's Services	Identify cohorts of children that can return home or be stepped down into suitable, cost-effective placements	Oct 23 - Apr 25	Proportion of children in care in internal residential provision  Number of children returned home  Number of children stepped down  Children placed in ideal placement type according to their care plan	New children coming into the system can and has affected children identified to move
		Aligning sufficiency capacity requirements with the Property Strategy in order to maximise utilisation of council assets and options for enhancements to internal residential provision	Oct 23 - Sep 24	Milestones met	Increase in internal provision availability needs to match demand and forecasts of demand

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Form and implement a monthly Placement Board, with supporting workstreams, to govern delivery of the Placement Strategy and key objectives around strengthening sufficiency, placement quality and efficiency in placement expenditure	Oct 23 - May 24	Milestones met	None identified
12	Drive development and reform of our fostering service  Children's Services - Director of Children's Services	Implementation of Recruitment Strategy to drive an increase in foster carers	Aug 23 - Jan 25	Milestones met	Capacity of workforce to develop both strategies simultaneously must be considered
		Implementation of Retention Strategy to maintain and support our current foster carers	Aug 23 - Jan 25	Milestones met	

## Great places to live, work and visit

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
20	Drive improvements to schools and services for children with special educational needs and disabilities (SEND)  Children's Services - Strategic Lead for Schools and Learning	Monitoring and recording SEND Workstream progress against goals and targets	Jul 23 - Mar 25	Timeliness of Education, Health and Care needs assessments  Increase in parental satisfaction for school services for children with SEND	
		Drive effective governance through the SEND Executive Board	Oct 23 - Mar 25	Milestones met	
		Implementation of the SEND Strategy and Self-Evaluation	Sep 23 - Jan 24	Milestones met	The strategy is currently in development
		Drive preparation for SEND inspection	Oct 22 - Apr 24	Milestones met	This process must balance statutory requirements, inspection requirements as well as the council's financial position

## High quality public services

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
21	Strengthen effectiveness of strategic partnerships to drive improved outcomes for children  Children's Services - Executive Director - Children's Services	Work with partners and staff at all levels of the department to identify and implement an alternative model to Locality Children's Partnerships (LCPs)	Apr 23 - Apr 25	Milestones met	Any alternative model must be efficient and feed into other aspects of partnership working
		Deliver a programme of partnership events (including operational attendees) focused on development and delivery of partnership approaches to Early Intervention and Prevention	Apr 23 - Apr 25	Milestones met	Ensuring engagement and co-operation following the events
		Strengthen multiagency working in key areas of Children's Services - Quality assurance and performance against outcomes in the Children's Strategy - SEND and educational outcome performance - Safeguarding	Jun 23 - Apr 25	Milestones met	Maintaining engagement and co-operation across agencies could be challenging with ongoing financial pressures

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Develop and embed multi-agency partnership working in relation to early help and the “Stronger Families” edge of care/ crisis support model	Jun 23 - Apr 25	Milestones met	Maintaining engagement and co-operation across agencies could be challenging with ongoing financial pressures
26	Develop a new operating model to support the effective delivery of Children's Services  Children's Services - Executive Director - Childrens Services	Reviewing the efficiency and effectiveness of top-level structures within Children's Services' directorates	Apr 23 - Apr 25	Milestones met	This process must balance statutory requirements, inspection requirements as well as the council's financial position  HR and legal capacity may be depleted as restructures are ongoing across the council
		Reviewing the efficiency and effectiveness of lower-tier structures within Children's Services	Apr 23 - Apr 25	Milestones met	
		Analysing the impact of new structures – and making adjustments where necessary	Apr 24 - May 25	Milestones met	



Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Work through the implications of the new operating model for processes including business processes and workflow; systems and ICT requirements; performance management	Dec 23 - May 25	Milestones met	HR and legal capacity may be depleted as restructures are ongoing across the council
27	Deliver the Children's Services Financial Strategy to improve outcomes for children and address rising demand  Children's Services - Executive Director - Childrens Services	Identifying areas for savings, cost-avoidance and financial mitigations with particular focus on reducing placement expenditure	Jun 23 - Apr 25	Milestones met	Deliverability is subject to a wide-ranging variety of actions to reduce expenditure e.g. placement expenditure is vulnerable to unavoidable unaccompanied asylum seeking children placement increases
		Review and develop invest-to-save cases for use of resources to achieve long-term financial sustainability	Jun 23 - Apr 25	Milestones met	Invest to save cases are difficult to comprehensively forecast the implications of  Children's Services is vulnerable to increases in cost/ demand across many areas

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Implement activities associated with growth bids, subject to approval	Jun 23 - Apr 25	Milestones met	None identified
		Ongoing monitoring of key lines of expenditure, risks to achievement of financial targets and identify emerging opportunities for savings/ cost-avoidance	Jun 23 - Apr 25	Milestones met	Children's Services is vulnerable to increases in cost/ demand across many areas
		Develop a programme of Efficiencies and Value for Money to be implemented through the Finance Strategy Board	Jun 23 - Apr 25	Milestones met	
		Identifying areas for utilisation of internal provision between Early Help and Safeguarding and Schools and Learning	Jun 23 - Apr 25	Milestones met	None identified
		Establishing options for commercialisation of services within Schools and Learning, including but not limited to further commercialisation of services which are already traded	Jun 23 - Apr 25	Milestones met	The potential limitations of expanding/ developing traded services may reduce commercial viability of services

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Drive reform across Schools and Learning in relation to the Academisation agenda	TBC	Milestones met	Children's services financial pressures leading to overspend  Council wide traded services loss of income Supporting Families payment by results income not maximised Rising unaccompanied asylum-seeking children in care numbers
			Apr 23 - Apr 25	Milestones met	None identified

# Key Performance Measures

Key Performance Measures	Actual 2020-2021	Actual 2021-2022	Actual 2022-2023	Latest 2023-2024	Target 2023-2024	Target 2024-2025
Number of children in care living with Council foster carers	397	354	356	350 (Dec 2023)	356	Increasing trend from 2023-24 (TBC April 2024)
Number of children returning home from care as part of the care planning process	51	55	63	77 (Dec 2023)	-	Increasing trend from 2023-24 (TBC April 2024)
Number of children leaving care through a special guardianship order	65	62	77	72 (Dec 2023)	-	Increasing trend from 2023-24
Number of children in care with a placement step down	-	-	-	-	-	Baseline Year
Number of children being supported to remain at home rather being admitted to care	-	-	-	-	-	Baseline Year
Proportion of all new Education Health and Care plans issued within 20 weeks	73.0%	86.6%	31.3%	19.4% (Dec 2023)	-	Exceed national average (TBC May 2024)
Proportion of new Education Health and Care plans (excluding exceptions) issued within 20 weeks	78.4%	86.3%	32.1%	15.0% (Dec 2023)	-	Exceed national average (TBC May 2024)
Proportion of practice areas within reflective case reviews judged to be good or better (rolling 6 months)	-	77.7%	79.7%	78.1% (Dec 2023)	>70%	>70%

Key Performance Measures	Actual 2020-2021	Actual 2021-2022	Actual 2022-2023	Latest 2023-2024	Target 2023-2024	Target 2024-2025
Children's social work assessments completed within 45 days	92.2%	90.5%	90.0%	89.9% (Dec 2023)	82.1%	Maintain upper-middle or better national quartile performance (TBC Nov 2024)
Initial child protection conferences held within 15 days	84.2%	88.5%	85.5%	85.7% (Dec 2023)	81.4%	Maintain upper-middle or better national quartile performance (TBC Nov 2024)
Percentage of Council run children's homes rated as 'Good' or 'Outstanding' by Ofsted	90%	100%	91%	91% (Dec 2023)	91%	90%
Rate of improvement in the proportion of pupils 'Good' or better primary schools	0.5	2.4	1.1	2.3 (Dec 2023)	Exceed the rate of improvement nationally	Exceed the rate of improvement nationally
Rate of improvement in the proportion of pupils 'Good' or better secondary schools	0.1	1.9	6.1	13.6 (Dec 2023)	Exceed the rate of improvement nationally	Exceed the rate of improvement nationally
Percentage of pupils achieving the expected level in Phonics	-	-	75.2%	78.5% (Academic year 2022-23)	78.9%	Exceed the national average
Percentage point gap between disadvantaged pupils in Derbyshire and non-disadvantaged pupils achieving the expected standard in Phonics	-	-	18.7	16.7 (Academic year 2022-23)	18.7	16.7

Key Performance Measures	Actual 2020-2021	Actual 2021-2022	Actual 2022-2023	Latest 2023-2024	Target 2023-2024	Target 2024-2025
Percentage of pupils achieving a grade 4 or above in English and Maths at GCSE	72.2%	71.6%	67.8%	64.6% (Academic year 2022-23)	Maintain an outcome significantly better than the national average	Maintain an outcome significantly better than the national average
Percentage point gap between disadvantaged pupils in Derbyshire and non-disadvantaged pupils nationally achieving a grade 4 or above in English and Maths at GCSE	27.7	29.6	31.6	32.4 (Academic year 2022-23)	31.6	32.4
Percentage of 17-18 year olds in employment, education, and training	95.5%	96.5%	95.1%	72.2% (Nov 2023)	Exceed the national average	Exceed the national average

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# Commercial Pipeline of Procurement – up to 31 March 2026

In line with the Council's Financial Regulations, the forward plan of procurement projects for the department, set out below, details procurement projects above £50,000 which are planned to commence over the next 24-month period in support of delivering the departmental Service Plan.

## Procurements due to commence between 1 April 2023 and 31 March 2025

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions months	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract	
Page 23 of 29 Childrens Services								
	N	Supply and delivery of pre-packed sandwiches	01/04/2024	01/10/2024	48	01/01/2025	£2,500,000	No
	Y	CCIS Youth Working and Youth Offending System	01/04/2024	01/11/2024	96	19/03/2025	£300,000	Yes
	N	Schools Management Information System	01/04/2024	01/01/2025	120	23/12/2026	£5,000,000	Yes
	Y	GDPR Systems for Schools	01/04/2024	01/09/2024	72	01/4/2025	£450,000	Yes
	Y	Electronic Kitchen Management Solution	01/01/2026	01/05/2026	60	16/09/2027	£500,000	Yes



Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions months	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
N	CCS032 Supply and Delivery of Frozen Food	01/04/2024	01/10/2024	96	01/05/2025	£45,000,000	No
N	Emotional Health and Wellbeing for Children in Care	01/07/2024	01/02/2025	84	01/09/2025	£3,200,000	No
Y	Children's Accommodation Support Service (including Framework for Supported Accommodation)	01/04/2024	01/03/2025	120	01/10/2025	£100,000,000	No
N	Cashless Catering Solutions for Derbyshire Schools	01/04/2024	01/01/2025	60	01/10/2025	£200,000	Yes
N	Supply of Commercial Fridges and Freezers	01/11/2024	01/04/2025	48	01/11/2025	£480,000	No
Y	Children in Care Provision	01/09/2024	01/09/2025	120	01/02/2026	£240,000,000	No
Y	Disabled Childrens Services	01/05/2025	01/10/2025	84	01/05/2026	£15,800,000	No
Y	Supply of Externally Hosted Live Online Lessons, Asynchronous Learning and Associated Services	01/08/2024	01/01/2026	60	02/08/2026	£350,000	Yes
N	Supply of a Hosted Traded Services Sales and Communications Platform for Education and Related Settings	01/01/2025	01/11/2025	60	17/09/2026	£160,000	Yes

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions months	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
N	Transportation of School Meals	01/04/2024	01/10/2024	72	01/04/2025	£3,000,000	No
N	Supply and Maintenance of Reverse Vending Machines	01/07/2024	01/12/2024	72	01/05/2025	£450,000	No
Y	CCS012 – D2N2 Small Residential Homes for Children with Complex Needs	Led by Notts CC	01/06/2024	108	01/04/2025	£9,000,000	No
N	Transport Solution (Service User/Client Requirements)	01/04/2024	01/10/2024	84	01/01/2025	£8,000,000	No
N	Creative Mentors (Flexible framework)	01/09/2025	01/03/2026	78	01/09/2026	£4,000,000	No
Y	Family Justice Assessments	01/04/2024	01/10/2024	84	01/05/2025	£1,500,000	No
Y	Children's Home Management Information System	01/04/2024	01/04/2024	36	10/08/2024	£100,000	Yes
Y	Education, Health & Care Plan Management System	01/04/2024	01/06/2024	48	01/08/2024	£230,000	Yes
N	Regional Improvement and Innovation Alliance Programme Support	01/04/2024	01/04/2024	48	01/05/2024	£800,000	No

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions months	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
Y	Children's Homes Refurbishments	01/04/2024	01/05/2024	36	01/07/2024	£2,000,000	No
Y	East Midlands Regional SEND Mediation Advice, Mediation and Dispute Resolution	Led by Lincs CC	Completed by Lincs CC	60	01/04/2024	£314,000	No

**Please note: The above procurement plan includes for the replacement of existing contracts and also an early indication of new projects which may require procurement activity to commence within 2024-26. All values are estimated and may change when projects are tendered.**

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# Service Plan Refresh 2024-25

## Appendix

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### Corporate Services and Transformation

Joe O'Sullivan  
Executive Director

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# Strategic Objectives Implementation Plan

This Implementation Plan has been developed to identify the activity that will be carried out to achieve the Strategic Objectives contained with the Service Plan 2024-25. Principal risks have been considered and these along with mitigations are managed by the department in line with corporate risk management policy.

## High quality public services

Ref	Strategic Objectives	Action	Dates	Success Measures	Risk
24	Develop the council's Customer Experience Strategy to deliver improved resident satisfaction and community engagement  CST - Assistant Director Communications and Customers	Establish programme to develop an agreed roadmap for the utilisation and deployment of the organisation's customer relationship management system  This is to include exploring options for the ongoing technical and system support: - Centralised team or resource/ skill within each service area	Nov 23 - Feb 24	Milestones met	Past challenges regarding the implementation of the council's customer service portal need to be overcome  Lack of dedicated customer experience staffing resource
		Develop the Customer Experience Strategy	Sep 23 - Dec 24	Milestones met	

Ref	Strategic Objectives	Action	Dates	Success Measures	Risk
Page 246		Refresh of the Customer Charter, aligned to employee values development	Feb 24 - Dec 24	Milestones met	
		Alignment of revised community engagement/consultation approaches	TBC	Milestones met	
		Defined organisational approach to managing, responding to and resolving customer complaints and compliments	May 24 - Feb 25	Milestones met	
	Develop and engage the council's workforce to enable the organisation to be an enterprising council	Develop leaders through continued deployment of the Inspiring Leaders' Programme	Apr 24 - Mar 25	Milestones met	Cost pressures in 2024-25  Lack of buy-in due to cost pressures/prioritisation
	CST - Director Organisation Resilience People and Comms	Embed the organisation's approach to personal development reviews (PDRs) aligned to strategic planning	Apr 24 - Mar 25	Milestones met	



Ref	Strategic Objectives	Action	Dates	Success Measures	Risk
		Develop an organisational strategic workforce plan to support delivery of the organisation's future workforce capability and capacity requirements, aligned to the organisation's change agenda and budget requirements	Jan 24 - Apr 25	Time to hire (Days between a job vacancy shortlisting and contract offer)	<p>Capacity within the team to dedicate the focus required to develop a Strategic Workforce Plan</p> <p>Organisation not able to identify and accurately report on workforce costs</p> <p>Unable to identify future talent and succession planning</p> <p>Unable to accurately forecast future skills and recruitment needs</p> <p>Systems/ strategies in place to support workforce planning (SAP software system)</p> <p>Lack of alignment with Finance team</p>

Ref	Strategic Objectives	Action	Dates	Success Measures	Risk
Page 248		Develop the organisation's Reward Strategy to enable recruitment and retention aligned to the Strategic Workforce Plan	Sep 22 - Apr 25	Milestones met	Lack of Portfolio Management Office (PMO), HR, Finance resource
		Develop and deploy the organisation's Equality, Diversity and Inclusion Strategy to promote an inclusive culture	Apr 24 - Mar 25	Milestones met	Lack of resource due to current vacancy
		Enhance employee voice and engagement through improved internal communication channels and development of employee values	Apr 24 - Mar 25	Milestones met	Lack of resource due to current vacancy
		Improve employee wellbeing through the deployment of the Wellbeing Strategy	Apr 24 - Mar 25	Sickness as a percentage of available working hours	Joined Up Care Derbyshire (JUCD) activity programme not available due to lack of resources
28	Develop and implement an improvement programme across the Finance Service to ensure effective financial management  CST - Director of Finance	Introduce a programme management approach to the Improvement Programme	Apr 24 - Mar 25	Milestones met	In house resource to complete action

Ref	Strategic Objectives	Action	Dates	Success Measures	Risk
		Define the objectives of the Finance Service so there is a common understanding across the council	Apr 24 - Mar 25	Milestones met	In house resource to complete action
		Amend financial governance procedures (Financial Regulations, Financial Delegation, Standing Orders)	Apr 24 - Mar 25	Milestones met	In house resource to complete action
		Define and refine the number of budget holders across the council	Apr 24 - Mar 25	Milestones met	In house resource to complete action
		Define responsibilities of budget managers and the Finance function	Apr 24 - Mar 25	Milestones met	In house resource to complete action
		For transaction areas determine the best in class and develop plans to improve where appropriate	Apr 24 - Mar 25	Milestones met	In house resource to complete action
		Develop a comprehensive training programme across the council for all areas of Finance	Apr 24 - Mar 25	Milestones met	In house resource to complete action
		Introduce a Workforce Development Plan across Finance including a Skills Development Plan and succession planning	Apr 24 - Mar 25	Milestones met	In house resource to complete action

Ref	Strategic Objectives	Action	Dates	Success Measures	Risk
		Improve the financial information provided to budget managers	Apr 24 - Mar 25	Milestones met	In house resource to complete action
		Devise a common set of financial reports across the council	Apr 24 - Mar 25	Milestones met	In house resource to complete action
		Define the information that should be provided in reports and link to business management information	Apr 24 - Mar 25	Milestones met	In house resource to complete action
		Continue to develop the SAP financial management system to improve the efficiency of transactions across the council	Apr 24 - Mar 25	Milestones met	In house resource to complete action
		Develop the SAP system to ensure it is the primary source of information and reports are produced via SAP and do not require additional refinement or manipulation before circulation	Apr 24 - Mar 25	Milestones met	System upgrade being completed In house resource to complete action
		Ensure there is effective data management processes in relation to finance	Apr 24 - Mar 25	Milestones met	In house resource to complete action

Ref	Strategic Objectives	Action	Dates	Success Measures	Risk
		Review the chart of accounts to ensure it is fit for purpose	Apr 24 - Mar 25	Milestones met	In house resource to complete action
		Introduce a Procurement Board to increase value for money (VfM) across the council	Apr 24 - Mar 25	Milestones met	In house resource to complete action
		Ensure the council's processes and procedures comply with new procurement regulations	Apr 24 - Mar 25	Milestones met	In house resource to complete action
		Implement and deliver a contract management function	Apr 24 - Mar 25	Procurement savings achieved	In house resource to complete action

Ref	Strategic Objectives	Action	Dates	Success Measures	Risk
29	<p>Enhance the efficiency of the council's property holdings by strategically optimising the portfolio, ensuring it consists of affordable assets that support essential services or serve as viable investments</p> <p>CST - Director of Property</p>	<p>Challenge every asset and the reason for holding it and ensure that we have a robust plan in place for its disposal, development or management. Develop the Implementation Plans for each outcome</p>	<p>Apr 24 - Mar 25</p>	<p>Milestones met</p>	<p>Team capacity to deliver the outcomes</p> <p>Interdependency with other service areas and with professional services and their capacity to deliver outcomes</p> <p>Wider sensitivity around changes to assets</p> <p>Fitness for purpose of assets available and supply of more suitable ones</p> <p>Uncertainty over service strategies</p>

Ref	Strategic Objectives	Action	Dates	Success Measures	Risk
		Develop Service Asset Plans (SAMPS), via service area strategic governance groups, which consider the services current asset use and costs, identifies changes to the way in which services will be delivered in the future, the impact this has on their asset base requirements and put a plan in place to deliver the change	Apr 24 - Oct 24	Milestones met	Capacity within the team  Capacity within service teams and engagement at the appropriate level to enable decisions to be made  Uncertainty of future service delivery strategies in some areas
		Ensure that effective governance is in place around property asset decisions at all levels, developing clear terms of reference for any committees	Apr 24 - Oct 24	Milestones met	Ongoing attendance at Corporate Asset Management Group and service area Strategic Governance Group, at sufficient level to enable decisions
		Produce a refined and deliverable asset rationalisation plan to reduce the estate by 50% overall, based on agreed criteria. Advise on the interdependencies, risks and implications and agree the governance	Apr 24 - Oct 24	Milestones met	

Ref	Strategic Objectives	Action	Dates	Success Measures	Risk
30	<p>Improve customer and staff employee experience at our sites by delivering fit for purpose spaces that are consistent, positive and conducive to productivity, thereby supporting overall efficiency in service delivery</p> <p>CST - Director of Property</p>	<p>Implement the agreed corporate landlord model, centralisation of all land and property assets, decision making and budgets</p>	<p>Apr 24 - Mar 25</p>	<p>Milestones met</p>	<p>Inadequate budgets transferred from service departments</p>
		<p>Develop a corporate brand for council buildings and take opportunities to implement as assets are developed</p>	<p>Apr 24 - May 24</p>	<p>Milestones met</p>	<p>Insufficient capacity and budget to implement the outcomes</p>
	<p>Drive asset-led transformation in service delivery by envisioning and developing the future County Council Headquarters and operating model, aligning them with the broader vision for the public estate</p> <p>CST - Director of Property</p>	<p>Progress the Outline Business Case for County Hall options to allow the council to make an informed decision on its future relationship with the building</p>	<p>Apr 24 - Oct 24</p>	<p>Milestones met</p>	<p>Insufficient funding</p> <p>Delay to the programme will result in the work to date becoming obsolete</p>
		<p>Work with partners to agree an integrated approach to the use of public assets in Matlock</p>	<p>Apr 24 - Oct 24</p>	<p>Milestones met</p>	<p>Capacity and resource to deliver outcomes</p>



Ref	Strategic Objectives	Action	Dates	Success Measures	Risk
		Develop interim opportunities for the use of the Matlock campus, around reducing our footprint, disposing of peripheral buildings, improving the customer and workforce experience	Apr 24 - Mar 25	Amount of money raised from the disposal of council land and buildings	Capacity to deliver  Budget to fund transformation of spaces to enable moves
		Develop interim opportunities for the use of the Matlock campus, around reducing our footprint, disposing of peripheral buildings, improving the customer and staff experience	Apr 24 - Mar 25	Milestones met	Capacity to deliver  Budget to fund transformation of spaces to enable moves
		Review the ability of the wider asset base to contribute to any working model, through a hub and spoke arrangement and dispersed or consolidated workforce	Apr 24 - Mar 25	Milestones met	Fitness for purpose of available assets  Budget and resource to enable disposals and moves  Required transformation of service delivery in conjunction

Ref	Strategic Objectives	Action	Dates	Success Measures	Risk
32	Implement a Digital Improvement Programme to better support and develop systems across the council  CST - Director of Digital	Provide cost effective, reliable and secure technology to our workforce	Apr 24 - Mar 25	Milestones met	Not securing funding
		Provide the workforce with the digital technologies, systems and workspaces to enable them access to what they need, when they need it, from any location	Apr 24 - Mar 25	Milestones met	Not securing funding and
		Further develop the Enterprise Architecture function that sets out the technical journey to underpin digital, data and ICT transformation	Apr 24 - Mar 25	Milestones met	Not securing funding to deliver roadmaps and strategies
		Develop and deliver an Integration Strategy and architecture that supports end-to-end digital service design	Apr 24 - Mar 25	Milestones met	Not securing funding to deliver the technology
		Develop application roadmaps to support end to end system and service design	Apr 24 - Mar 25	Milestones met	Not securing funding to deliver the roadmap

Ref	Strategic Objectives	Action	Dates	Success Measures	Risk
		Adopt a “digital first” and “cloud first” approach to procuring and adopting new systems and delivering our existing services	Apr 24 - Mar 25	Milestones met	Not Securing funding

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# Key Performance Measures

Key Performance Measures	Actual 2020-2021	Actual 2021-2022	Actual 2022-2023	December 2023-2024	Target 2023-2024	Target 2024-2025
Achievement of in year budget savings (CST figures)	New measure in 2022-23	New measure in 2022-23	£0.444m	£0m	£0.625m	£5.8m
Sickness as a percentage of available working hours (CST figures)	2.9%	3.7%	3.7%	3.3%	3.5%	TBC
Average days between a job vacancy being ready to shortlist and the start of the contract being prepared for the successful candidate (CST figures)	New measure in 2022-23	New measure in 2022-23	50.4	53.1	To be monitored	To be set
Rely on agency staff (CST figures)	£1,860,272	£2,455,252	£2,366,872	TBC	To be monitored	To be monitored
Carbon emissions from officers using their own vehicles (tonnes CO <sup>2</sup> e) (CST figures)	375	128	130	76	105	91
Money raised from the disposal of Council land and buildings	£3.961m	£3.621m	£3.936m	£4.685m	£4m	£6m
Percentage of Call Derbyshire calls abandoned before they are answered	15.6%	10%	21.3%	15.1%	15%	15%

# Approved Controllable Budget 2024-25

Division	Employees	Premises	Transport	Supplies and Services	Agency and Contracted Services	Transfer payments	Unallocated budget	Controllable Recharges	Gross Budget	Income	Grants	Net Budget
	£	£	£	£	£	£	£	£	£	£	£	£
Finance	15,010,271	2,196,472	344,335	3,744,588	424,240	0	-42,903	-4,027,920	<b>17,649,084</b>	-3,576,419	0	<b>14,072,664</b>
ICT	7,972,752	0	44,050	5,918,680	248,000	0	-1,451,006	-1,899,310	<b>10,833,167</b>	-85,000	0	<b>10,748,167</b>
Legal & Democratic Services	9,573,421	10,875	113,729	4,668,653	8,898	0	-55,000	-941,340	<b>13,379,235</b>	-2,805,332	211,665	<b>10,785,568</b>
People and Organisational Change	16,941,981	40,502	50,460	981,832	236	0	-21,336	-2,307,964	<b>15,685,711</b>	-902,803	0	<b>14,782,908</b>
Property	6,283,826	10,143,285	2,190	5,395,272	38,115	0	-2,020,570	4,864,828	<b>24,706,946</b>	-2,749,008	0	<b>21,957,938</b>
Corporate & Other	1,398,630	16,578	14,795	-6,419,203		279,000	-483,774	19,000	<b>-5,174,974</b>	-24,470	10,503,833	<b>5,304,389</b>
<b>Total</b>	<b>57,180,881</b>	<b>12,407,713</b>	<b>569,558</b>	<b>14,289,822</b>	<b>719,489</b>	<b>279,000</b>	<b>-4,074,589</b>	<b>-4,292,705</b>	<b>77,079,168</b>	<b>-10,143,032</b>	<b>10,715,498</b>	<b>77,651,634</b>

# Commercial Pipeline of Procurement

In line with the Council's Financial Regulations, the commercial pipeline of procurement projects for the department, set out below, details procurement projects above £50,000 which are planned to commence over the next 24-month period in support of delivering the departmental Service Plan.

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
<b>Audit and Insurance</b>							
N	Insurance Services Contract for the Peak District National Park Authority	31/07/2024	01/10/2024	60	31/03/2025	£600,000	No
N	Supply of an Externally Hosted Claims Management Solution	08/06/2025	01/12/2025	120	08/06/2026	£300,000	Yes
<b>Communications And Customers</b>							
N	Email Alert and Newsletter Solution	01/06/2024	01/12/2024	48	05/09/2025	£176,000	Yes
N	Externally hosted media and stakeholder management solution	01/09/2024	01/01/2025	48	29/09/2025	£50,000	Yes

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Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
N	Social media management solution	01/10/2024	01/02/2025	36	02/10/2025	£50,000	Yes
N	Content management system	01/04/2024	01/01/2025	120	08/01/2026	£500,000	Yes
<b>Democratic Services</b>							
Y	Provision of Toxicology Services	01/10/2024	01/04/2025	48	03/10/2025	£500,000	No
N	Supply of Post Collection Services	01/05/2024	01/10/2024	84	08/02/2025	£2,500,000	No
Y	Paediatric Post-mortems	01/05/2024	01/10/2024	60	01/04/2025	£50,000	No
Y	Pathology Services	01/05/2024	01/10/2024	60	01/04/2025	£550,000	No
Y	Provision of Funeral Directors for Coroners	01/05/2024	01/10/2024	60	01/04/2025	£100,000	No
<b>Finance</b>							
Y	Prepaid Card Service	01/04/2024	01/08/2024	72	01/01/2025	£360,000	No
N	eProcurement Solution	01/04/2024	01/08/2024	60	01/03/2025	£150,000	Yes
N	Cash Collection from Council establishments	01/03/2026	01/08/2026	48	13/03/2027	£100,000	No

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract	
N	Supply of Office Supplies	01/01/2025	01/05/2025	48	24/11/2025	£280,000	No	
Y	Bacstel-IP Solution	01/08/2025	01/04/2026	48	31/08/2026	£60,000	Yes	
Y	Treasury Management Advisory Services	01/01/2026	31/03/2026	60	01/02/2027	£100,000	No	
Page 262	N	Deputyship Money Management System	01/04/2026	01/08/2026	72	14/03/2027	£96,000	Yes
	N	Social Value Recording Solution	01/04/2024	01/07/2024	48	23/11/2024	£70,000	Yes
	N	Professional support for financial transformation	01/04/2024	01/07/2024	24	01/09/2024	£130,000	No
	N	Support and Maintenance licences for ERP system	01/07/2024	01/01/2025	60	22/07/2025	£5,000,000	Yes
<b>Human Resources</b>								
N	Occupational Health Physician Service	01/04/2024	01/06/2024	24	01/10/2024	£300,000	No	
N	DBS Processing Solution	01/07/2024	01/10/2024	60	07/03/2025	£160,000	Yes	
N	Provision of Salary Sacrifice Shared Cost Additional Voluntary Contributions Scheme Service	01/04/2025	01/08/2025	48	01/04/2026	£400,000	No	



Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract	
N	Human Capital Management (Success Factors)	01/04/2024	01/05/2024	60	01/07/2024	£2,500,000	Yes	
N	Dyslexia Support	01/04/2025	01/08/2025	24	01/12/2025	£150,000	No	
N	Occupational Health Software	01/04/2025	01/08/2025	48	12/12/2025	£60,000	Yes	
<b>ICT</b>								
Page 263	N	Security and Vulnerability Assessments	01/04/2024	01/06/2024	48	22/10/2024	£90,000	Yes
	N	School Networking, wireless and infrastructure	01/10/2025	01/04/2026	36	24/11/2026	£300,000	Yes
	N	Supply of Networking Equipment including Support and Maintenance and Associated Services	01/04/2024	01/07/2024	36	24/12/2024	£4,500,000	Yes
	N	Microsoft Unified Support	01/04/2024	01/07/2024	36	01/01/2025	£660,000	Yes
	N	Supply of Microsoft Licensing Solutions Provider	01/01/2025	01/08/2025	36	01/04/2026	£12,000,000	Yes
	N	Supply of Internet Connectivity and Associated Services	01/04/2024	01/08/2024	60	28/03/2025	£2,500,000	Yes
	N	Supply of a Service Desk Solution	01/04/2024	01/09/2024	48	03/05/2025	£660,000	Yes

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
N	Supply of an On-Premise Business Continuity Solution	01/06/2024	01/04/2025	36	01/09/2025	£520,000	Yes
N	BT HSCN Connection	01/09/2024	01/06/2025	36	01/11/2025	£100,000	Yes
N	Provision of a replacement Analogue Telephony Solution	01/04/2024	01/06/2024	60	01/08/2024	£450,000	Yes
N	Supply of Storage and Compute Infrastructure, Software and Associated Services	01/04/2024	01/08/2024	36	01/01/2025	£1,500,000	Yes
N	Supply of a Vulnerability Management Service	01/04/2024	01/06/2024	36	01/10/2024	£120,000	Yes
N	Supply of a Corporate Wide Area Network including Support & Maintenance and Associated Services	01/04/2024	01/09/2024	36	07/06/2025	£2,000,000	Yes
<b>Pensions and Investment</b>							
Y	Global Custody Services and Investment Performance Measurement	01/04/2024	01/07/2024	60	01/10/2024	£600,000	No
N	Supply of an Externally Hosted Investment Market	01/04/2024	01/05/2024	60	01/07/2024	£600,000	Yes

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
	Data and Analysis Solution and Associated Services						
N	Discretionary Manager for the Derbyshire Pension Fund Asset Direct Property	01/07/2024	01/01/2025	72	12/06/2025	£4,000,000	No
N	MSCI Real Estate Benchmarking	01/04/2024	01/04/2024	36	01/05/2024	£60,000	No
N	Address tracing and Overseas Existence ID App	01/04/2024	01/05/2024	24	09/06/2024	£45,000	No
Y	Integrated Service Provider - Pensions Dashboards Programme	01/04/2024	01/09/2024	60	01/01/2025	240,000	Yes
<b>Property</b>							
N	Property Market Information Solution	01/04/2024	01/09/2024	36	01/04/2025	£80,000	Yes
N	Supply of an Internally Hosted Asset and Facilities Management Solution with Associated Services	01/04/2024	01/06/2024	84	01/10/2024	£170,000	Yes
N	Supply of Office Furniture	01/10/2024	01/01/2025	48	01/06/2025	£250,000	No
Y	Supply of Gas to DCC Sites	01/01/2025	01/10/2025	72	01/04/2026	£14,400,000	No

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
N	Planning and Consultancy Advice	01/04/2024	01/07/2024	36	01/05/2024	£225,000	No
N	Management of Industrial Estates	01/06/2024	01/11/2024	48	01/06/2025	£600,000	No
N	Installation, Maintenance & Servicing of Security Systems (CCTV)	01/06/2024	01/11/2024	48	01/06/2025	£1,600,000	No
N	Window Cleaning Services	01/06/2024	01/11/2024	48	01/06/2025	£150,000	No
N	Pest Control Services	01/06/2024	01/11/2024	48	01/06/2025	£100,000	No
N	Office Furniture Removals and Disposal	01/06/2024	01/11/2024	48	01/06/2025	£250,000	No
N	Provision of Security – Key holding and Alarm Response	01/06/2024	01/11/2024	48	01/06/2025	£500,000	No
N	Supply of Arboricultural Equipment	09/02/2025	01/07/2025	48	11/10/2025	£55,000	No
N	Supply of Liquefied Petroleum Gas	01/07/2024	01/04/2025		22/10/2025	£155,000	No
N	Hire of Cherry Pickers	01/04/2024	01/08/2024	18	01/01/2025	£50,000	No
Y	Supply of Trade Materials	01/04/2024	01/09/2024	48	15/03/2025	£6,600,000	No
Y	Asbestos Analytical & Bulk Sampling	01/12/2024	01/05/2025	48	21/09/2025	£90,000	No

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
Y	Contract for the Servicing of Gas and Electric Catering Appliances	30/01/2025	01/05/2025	48	01/10/2025	£950,000	No
Y	Repair & Maintenance of Automatic Door Equipment	16/02/2025	01/06/2025	48	18/10/2025	£450,000	No
Y	Provision of Legionella Control Services	02/03/2025	01/07/2025	48	01/11/2025	£550,000	No
Y	Fixed Wire Testing	01/01/2025	01/07/2025	48	01/01/2026	£560,000	No
N	Repair and Maintenance of Heating Equipment and Heating Controls	01/01/2025	01/05/2025	48	02/01/2026	£850,000	No
N	Supply and Installation of Kitchen Ventilation Equipment	01/01/2025	01/07/2025	48	31/01/2026	£80,000	No
Y	Servicing and Repairs of Air Conditioning and Air Handling Units/ Heating Ventilation (HVAC)	31/01/2025	01/07/2025	48	01/02/2026	£400,000	No
Y	Servicing and Testing of Gas Pipeline and Equipment	01/01/2025	01/07/2025	48	01/03/2026	£600,000	No
Y	Cleaning of Kitchen Ventilation Systems	01/01/2025	01/07/2025	48	01/04/2026	£200,000	No
N	Supply of Softwood, Hardwood & Sheet Materials	01/01/2025	01/07/2025	48	12/04/2026	£500,000	No

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions £	ICT Contract
N	Supply and Installation of Kitchen Ventilation Equipment	01/05/2025	01/01/2026	48	17/07/2026	£420,000	No
Y	Generator Maintenance	01/03/2025	01/09/2025	48	01/08/2026	£210,000	No
Y	Servicing and Maintenance of Lifts	01/03/2025	01/09/2025	48	01/10/2026	£200,000	No
N	Provision of Urinal Water Saving Technology	01/06/2024	01/11/2024	48	01/06/2025	£250,000	No
<b>Strategy and Policy</b>							
N	Corporate Performance Management System	01/01/2026	01/05/2026	120	01/01/2027	£800,000	Yes

# Service Plan Refresh 2024-25

## Appendix

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**Place**

Chris Henning  
Executive Director

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# Strategic Objectives Implementation Plan

This Implementation Plan has been developed to identify the activity that will be carried out to achieve the Strategic Objectives contained with the Service Plan 2024-25. Timescales are provided though these sometimes extend outside the period of this plan reflecting the long-term ambition and implementation periods required. Principal risks have been considered and these along with mitigations are managed by the department in line with corporate risk management policy.

## Resilient, thriving, and green communities

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
4 Page 271	Ensure council leadership in mitigating and adapting to the impacts of climate change, achieving net zero, and enabling nature recovery  Place - Environment and Transport Director	Managing the delivery of the council's Climate Change Strategy and Action Plan to contribute to the council achieving net zero by 2032 or sooner and helping the county to be net zero by 2050	Apr 24 - Mar 25	Percentage reduction in council carbon emissions from all main sources (excluding schools)  Derbyshire carbon emissions from all sectors	Shortfall on funding or resources  Complexity of decarbonising the council's buildings, particularly heating systems  Lack of investment and commitment from national government to phase out petrol and diesel vehicles
		Prepare a Local Nature Recovery Strategy for Derbyshire in collaboration with key stakeholders	Apr 24 - Mar 25	Milestones met	Time constraints against a set deadline  Recruitment issues

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Work collaboratively with D2 local authority partners to develop and implement projects to reduce the county's emissions, including delivery of the workstreams detailed in the Vision Derbyshire Climate Change Strategy 2022-25	Apr 24 - Mar 25	Milestones met	Shortfall on funding or resources  Lack of investment and commitment from national government to decarbonise all sectors (including industry, housing and transport)
		Develop and implement a robust methodology for calculating a baseline for wider, currently unqualified, council emissions, and undertake an assessment of anticipated future reductions in emissions and options for addressing residual council emissions (such as through carbon capture and sequestration)	Apr 24 - Mar 25	Milestones met	Shortfall on funding or resources  Data complexity and availability constraints

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
Page 273		Development of council wide work programme on climate change risk, resilience and adaptation	Apr 24 - Mar 25	Milestones met	Shortfall on funding or resources  Lack of investment, guidance and commitment from national government on climate change resilience and risk, adaptation
		Implementation of essential actions contained within the Tree and Woodland Strategy for Derbyshire facilitating the planting of one million trees planted by 2030	Apr 24 - Mar 25	Number of trees planted against the one million trees target	Prioritisation and capacity risks
		Implementation of essential actions contained in the Countryside Service Business Plan for 2024-25	Apr 24 - Mar 25	Milestones met	Public acceptability of changes and commercial approach

## Key Performance Measures

Key Performance Measures	Actual 2020-2021	Actual 2021-2022	Actual 2022-2023	Latest 2023-2024	Target 2023-2024	Target 2024-2025
Percentage reduction in Council carbon emissions from all main sources (excluding schools)	63.7	65.8	70.6	tbc	70.8	78.8
Derbyshire carbon emissions from all sectors (thousand tonnes)	8,508	N/A	N/A	N/A	N/A	N/A
Number of trees planted against the one million trees target	N/A	2,772	26,096	407,366	300,000	400,000

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## A strong, diverse, and clean economy

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
13	Support continued and sustainable growth in the Derbyshire economy  Place - Economy and Regeneration Director	Drive delivery of the Skills and Employment Devolution workstream, ensuring readiness conditions met by May 2024	Oct 23 - May 24	Milestones met	Resources not being in place with capacity to deliver  Complexity of contracts and rationalisation
		Develop and deliver business support programmes, including start up, sector support and sector development activity	TBC	Number of start-up businesses supported	None identified
		Finalise and implement an Inward Investment Strategy for Derbyshire coordinated with an East Midlands Combined County Authority Strategy	Jul 23 - Dec 25	Number of enterprises receiving Information, diagnostic and brokerage (IDB)	Contract Management performance not as expected or brief not realised  Buy-in from district and borough councils not obtained
		Implement Digital Strategy and essential actions from Implementation Plan	Jan 24 - Mar 27	Milestones met	ICT contracts not being updated to reflect strategy

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
14	Drive preparation, facilitation and delivery of regeneration programmes for Derbyshire sites and infrastructure proposals to support regeneration and renewal  Place - Economy and Regeneration Director	Further develop and embed strategic approach to business case preparation to secure external resources for essential projects	Jan 24 - Mar 27	Milestones met	ICT contracts not being updated to reflect strategy
		Align Freeport and Investment Zone work programmes into core business	Apr 24 - Mar 26	Milestones met	Availability of Resources  Funding opportunities not maximised
		Progress Chesterfield to Staveley Regeneration Route (CSRR) and the South Derbyshire Growth Zone (SDGZ) projects to full business case approval – and towards start of construction	Apr 24 - Mar 26	Milestones met	Full business case approval not obtained from central government
		Continue to implement programme and project management of revised pipeline projects to ensure timely delivery of all government funded schemes	Apr 24 - Mar 26	Milestones met	Limited resources available to develop pipeline

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Undertake work to identify, assess and commence implementation of future business delivery models for Markham Value estate and Enterprise Centre	Apr 23 - Mar 25	Milestones met	Limited resources available to undertake the work required
	Drive preparation, facilitation and delivery of regeneration programmes for Derbyshire sites and infrastructure proposals to support regeneration and renewal  Place - Economy and Regeneration Director/ Environment and Transport Director	Finalise and implement agreed short and long-term plans for Elvaston Castle as part of the Countryside Service Business Plan	Mar 24 - Sep 24	Milestones met	Adverse stakeholder response
	Develop and deliver a strategic approach to sustainable travel and integrated transport across the county  Place - Economy and Regeneration Director/ Environment and Transport Director	Complete development of Active Travel Programme and implement projects in line with required timescales	Nov 23 - Mar 26	Number of cyclist/ walkers/ horse riders on key sections of the network	Insufficient funding

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
	Develop and deliver a strategic approach to sustainable travel and integrated transport across the county  Place - Economy and Regeneration Director	Support and influence development of a local transport plan for the East Midlands Combined County Authority	Nov 23 - Dec 25	Milestones met	Resources and capacity to develop and implement the Local Transport Plan  Complex environment due to establishment of EMCCA
		Complete an implementation plan to create mobility hubs across the county	Mar 22 - Mar 28	Passenger numbers through mobility hubs	Grant funding not available and suitable locations not available
		Continue to deliver the Low Emission Vehicle Infrastructure (LEVI) Strategy 2019-29 to enable an increase in the number of Electric Vehicle (EV) charging points and vehicles within the council and across the county	Nov 23 - Mar 26	Number of public electric vehicle charging points installed working with partners	Contract management  Ability to comply with insurance requirements



Ref	Strategic Objectives	Action	Dates	Success measures	Risk
	Develop and deliver a strategic approach to sustainable travel and integrated transport across the county  Place - Environment and Transport Director	Deliver a £47m Bus Service Improvement Plan (BSIP) in partnership with Derbyshire bus operators to develop and improve bus frequency, connectivity, usage and affordability	Nov 22 - Mar 25	Passenger Numbers	Not being able to deliver on identified work measures  Resources not being available  Planning permissions not being granted  Department for Transport (DfT) not awarding year 3 funding
19 page 279	Develop the county's long-term Waste Strategy and integrated operating model to deliver a step change in recycling and environmental performance across the county  Place - Environment and Transport Director	Establish the evidence base and for the 2026-46 Derbyshire Joint Municipal Waste Management Strategy (JMWMS) and open consultation on the draft strategy	Nov 23 - Mar 25	Percentage of household waste recycling rate  Residual household waste (kg per household)	Capacity linked to current vacancy in Strategy and Engagement Team  Active participation by district and borough councils
		Complete procurement for the rectification and recommissioning of the Derby and Derbyshire Waste Treatment Centre	Mar 24 - Jul 25	Milestones met	Complex procurement process  Highly specialised contract

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
Page 280		Develop and finalise options appraisal and outline business case for a more integrated operating model for waste recycling, disposal and collection in the county	Nov 23 - Mar 25	Milestones met	Capacity linked to current vacancy in Strategy and Engagement Team  Active participation by district and borough councils
		Complete delivery route map and procurement plan for implementation of the Environment Act 2021	Nov 23 - Sep 24	Milestones met	Procurement risk around available supply change  Changes to secondary legislation and regulations  Availability of transitional funding

## Key Performance Measures

Key Performance Measures	Actual 2020-2021	Actual 2021-2022	Actual 2022-2023	Latest 2023-2024	Target 2023-2024	Target 2024-2025
Number of cyclist/ walkers/ horse riders on key sections of the network	N/A	2,771,214	2,771,214	43,640	None set	None set
Passenger numbers through mobility hubs	N/A	N/A	N/A	N/A	tbc	tbc
Total number of bus passengers carried on county supported bus services	555,022	1,644,319	2,338,992	1,747,593	None set	None set

Key Performance Measures	Actual 2020-2021	Actual 2021-2022	Actual 2022-2023	Latest 2023-2024	Target 2023-2024	Target 2024-2025
Number of public electric vehicle charging points installed working with partners	N/A	249	279	337	250	250
Number of Passenger journeys within Derbyshire	7,600,000	14,200,000	16,800,000	tbc	None set	None set
Percentage of household waste recycling rate	40.35%	41.30%	42.28%	48.91%	None set	tbc
Residual household waste (kg per household)	143	137	142	114	None set	tbc

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## Great places to live, work and visit

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
17	Establish and implement effective partnership arrangements with the East Midlands Combined County Authority to maximise the benefits of a devolution deal for Derbyshire  Place - Executive Director For Place/ Economy and Regeneration Director	Support and influence business case development to inform the investment pipeline	Apr 24 - Mar 26	Milestones met	Availability of resources and risk of not maximising funding opportunities
		Support implementation of new D2 Strategic Leaders Board to ensure strong, single voice in influencing the work and priorities of the EMCCA	Apr 24 - Dec 24	Milestones met	None identified
	Deliver a safe, effective, efficient and innovative Highways Service  Place - Highways Director	Deliver the revised Derbyshire Highways Transformation programme, with the associated strategic and operational benefits, that will provide a fit for purpose Highways Service for the citizens of Derbyshire	Apr 24 - Mar 25	Milestones met	Availability of Finance, HR resource

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Delivery of statutory duties to ensure network availability for the road users of Derbyshire	Apr 24 - Mar 25	Road defect response times  Percentage of Principal roads where maintenance should be considered  Percentage of Non-Principal classified roads where maintenance should be considered  Percentage of the Unclassified road network where maintenance should be considered	Availability of Finance, HR resource
				Completion of precautionary gritting routes within response time	Availability of Finance, HR resource
		Work with partners to help reset and deliver the 2030 casualty reduction target	Apr 24 - Mar 25	Number of people killed or seriously injured on the council's road network	Availability of Finance, HR resource
		Develop and implement a risk-based Drainage Strategy	Apr 24 - Mar 25	Milestones met	Availability of Finance, HR resource

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
		Implement the Derbyshire Highways Asset Management Strategy, and the priority development areas within individual Highways Infrastructure Asset Management Plans where finance permits	Apr 24 - Mar 25	Milestones met	Availability of Finance, HR resource

## Key Performance Measures

Key Performance Measures	Actual 2020-2021	Actual 2021-2022	Actual 2022-2023	Latest 2023-2024	Target 2023-2024	Target 2024-2025
Road defect response times						
Percentage of defects – All	71.0%	75.0%	76.6%	tbc	90%	90%
Percentage of defects – Urgent target	93.1%	100%	92.6%	tbc	100%	100%
Percentage of defects - 32 hour	77.9%	73.0%	70.9%	tbc	90%	90%
Percentage of defects – 9 days	59.0%	50.5%	70.6%	tbc	80%	80%
Percentage of defects - 28 day target	74.6%	61.5%	81.1%	tbc	80%	80%
Percentage of Principal roads where maintenance should be considered	N/A	N/A	15.4%	27.8%	13%	13%

Key Performance Measures	Actual 2020-2021	Actual 2021-2022	Actual 2022-2023	Latest 2023-2024	Target 2023-2024	Target 2024-2025
Percentage of Non-Principal classified roads where maintenance should be considered	N/A	N/A	22.1%	37%	23%	23%
Percentage of the Unclassified road network where maintenance should be considered	N/A	N/A	30.2%	36.5%	31%	31%
Number of people killed or seriously injured on the council's road network	208	274	371	tbc	286	tbc

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## High quality public services

Ref	Strategic Objectives	Action	Dates	Success measures	Risk
33	Embed best value principles in all aspects of Place service delivery, driving innovation and improvement in the achievement of council objectives  Place - Directors	Embed strong performance management within and across all service areas	Apr 24 - Mar 25	Milestones met	Available resources  ICT systems support
		Deliver efficient and effective services that understand and manage risk appropriately, and utilise audit findings to drive improvement and act on feedback received from the customer to shape future service requirements	Apr 24 - Mar 25	Milestones met	Available resources  Suitable mechanisms in place to capture customer feedback effectively

## Key Performance Measures

Key Performance Measures	Actual 2020-2021	Actual 2021-2022	Actual 2022-2023	Latest 2023-2024	Target 2023-2024	Target 2024-2025
Percentage of complaints Upheld	36.6%	27.3%	27.7%	43.3%	25%	25%
Percentage of FOI and EIRs responded to within timescale	95%	98.3%	99.8%	99.5%	100%	100%



## Approved Controllable Budget 2024-25

Division	Employee Related £'000	Premises Related £'000	Transport Related £'000	Supplies & Services £'000	Agency & Contract Services £'000	Un-allocated budgets £'000	Growth £'000	Savings £'000	Controllable Recharges £'000	Gross Budget £'000	Income £'000	Net Budget £'000
Departmental Management Team & Other	2.775	0.020	0.008	0.267	0	(4.429)	4.755	(1.268)	(0.065)	2.070	(0.580)	1.489
Economy and Regeneration:	10.452	0.332	0.142	1.703	0	(1.462)	0.556	(0.045)	0.521	12.236	(2.709)	9.528
Environment	7.985	0.687	1.137	1.773	66.459	(0.273)	6.140	(1.289)	(3.566)	79.053	(12.421)	66.632
Transport:	10.978	0.756	(0.475)	5.314	5.733	(0.425)	9.612	(0.113)	3.713	35.094	(3.152)	31.942
Highways:												
<b>TOTAL</b>	<b>32.191</b>	<b>1.795</b>	<b>0.813</b>	<b>9.057</b>	<b>72.237</b>	<b>(6.589)</b>	<b>21.063</b>	<b>(2.715)</b>	<b>0.603</b>	<b>128.453</b>	<b>(18.862)</b>	<b>109.591</b>

## Commercial Pipeline of Procurement – up to 31 March 2026

In line with the Council's Financial Regulations, the forward plan of procurement projects for the department, set out below, details procurement projects above £50,000 which are planned to commence over the next 24-month period in support of delivering the departmental Service Plan. The projects identified will be the subject of a procurement process as per the procedures set out in the Council's financial regulations.

### Procurements due to commence between 1 April 2024 and 31 March 2026

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions (XX months)	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions	ICT Contract
		DD/MM/YY	DD/MM/YY		DD/MM/YY		Y/N
No	Purchase of Ticketing analysis software	01/04/2024	15/05/2024	48	01/07/2024	£50,000.00	Yes
Yes	Commissioning of baseline survey of the condition of structures on Countryside Sites	01/04/2024	01/09/2024	12	01/04/2025	£50,000.00	No
No	Commissioning of advisors and works to support Countryside Site improvements to contribute to nature recovery and climate change resilience	01/04/2024	01/09/2025	24	25/06/2026	£50,000.00	No
No	Commissioning of project design for Chesterfield Canal side weir repairs to mitigate flood risk	03/06/2024	01/07/2024	2	12/08/2024	£50,000.00	No
Yes	Commissioning of contractor(s) for culvert clearance and de-silting at Peter Fidler Reserve	03/06/2024	01/10/2024	3	03/02/2025	£50,000.00	No

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Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions (XX months)	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions	ICT Contract
Y/N		DD/MM/YY	DD/MM/YY		DD/MM/YY		Y/N
No	Supply of fuel tanks and Maintenance contracts for depots	01/04/2024	15/05/2024	60	01/07/2024	£60,000.00	No
No	Markham vale - Erin Road Infrastructure	29/07/2024	01/09/2024	6	04/11/2024	£60,000.00	No
No	Key Cycle Network (KCN) Signage - supply and installation of destination and directional signage at various locations across the network	01/04/2024	15/05/2024	12	01/07/2024	£66,000.00	No
Yes	Supply of a Waste Data Management System	15/01/2025	15/02/2025	36	01/04/2025	£66,000.00	Yes
No	Fenny Bentley (Bridge)	03/06/2024	01/08/2024	0	01/10/2024	£70,000.00	No
Yes	WPL Buxton - Byway across Fairfield Common, surface and drainage improvements	01/04/2024	(Framework /Jacobs)	12	31/05/2024	£75,000.00	No
Yes	Local Transport Plan and Investment Programme Preparation	15/04/2024	15/05/2024	12	03/07/2024	£75,000.00	No
No	Supply of Vehicle Parts to OEM or Equivalent Spec for DAF & Volkswagen	01/01/2025	01/03/2025	48	30/05/2025	£83,000.00	No
No	WPL Matlock to Rowsley - Ongoing repairs and replacement of boardwalk between Harrison Way and Old Station Close	01/04/2024	(Framework /Jacobs)	24	31/05/2024	£100,000.00	No

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions (XX months)	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions	ICT Contract
Y/N		DD/MM/YY	DD/MM/YY		DD/MM/YY		Y/N
Yes	Supply of Bus Stop Publicity Posting and Display Maintenance	01/04/2024	15/05/2024	24	01/07/2024	£100,000.00	No
No	Commissioning of Climate Change Adaptation Measures Study and Works for Care Homes and Schools	04/01/2025	01/10/2026	24	31/03/2027	£100,000.00	No
No	PLACE437ET Supply, Maintenance & Repair of CCTV Camera Systems for CT Sites	20/01/2025	01/06/2025	4	01/10/2025	£100,000.00	No
Yes	Commission of contractor(s) to deliver the Council's Ash Dieback Highway and site surveys	03/03/2025	01/05/2025	4	28/07/2025	£100,000.00	No
Yes	Commissioning of contractor(s) to carry out works on Closed landfill electrical and control systems	01/04/2025	01/06/2025	36	01/08/2025	£100,000.00	No
No	Procurement of goods for sale (e.g. ice cream) to sell in the shops directly operated by the Council on the Countryside Sites Packet Ice Cream shop in parks	01/04/2024	15/05/2024	36	01/07/2024	£100,000.00	No
Yes	Supply of Vehicle Parts to OEM or Equivalent Spec for Toyota	03/06/2024	01/08/2024	72	04/10/2024	£102,000.00	No
Yes	Non-contestable DNO work in National Grid Electricity Distribution network area	01/04/2024	(Non contestable)	12	01/05/2024	£110,000.00	No

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions (XX months)	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions	ICT Contract
Y/N		DD/MM/YY	DD/MM/YY		DD/MM/YY		Y/N
No	Hire of Water Pumps greater than 4 inch	01/04/2024	15/05/2024	48	01/07/2024	£120,000.00	No
Yes	Supply of Vehicle Parts to OEM or Equivalent Spec for Volkswagen	06/05/2024	01/06/2024	72	04/09/2024	£120,000.00	No
No	Markham Vale - The Sidings Infrastructure	29/07/2024	01/09/2024	6	04/11/2024	£120,000.00	No
No	Markham Vale Commercial Advice	01/04/2024	15/05/2024	24	01/07/2024	£150,000.00	No
Yes	Purchase of software to manage 'real time' infrastructure e.g. electronic bus stop displays	01/04/2024	15/05/2024	24	01/07/2024	£150,000.00	Yes
No	Accident Management System	01/04/2024	01/07/2024	72	02/09/2024	£150,000.00	Yes
No	CETE Supply of Vehicle Body Repair Consumables	15/04/2024	01/07/2024	48	19/08/2024	£150,000.00	No
Yes	Commissioning of contractor(s) to carry out works for the Closed landfills civils repair programme	01/04/2025	01/01/2027	36	31/12/2027	£150,000.00	No
No	Supply of Vehicle Parts to OEM or Equivalent Spec for Peugeot, Volvo & Hyundai	01/01/2025	01/03/2025	48	30/05/2025	£150,500.00	No
No	Supply of Vehicle Parts to OEM or Equivalent Spec for Mercedes Light & HGV	01/01/2025	01/03/2025	48	30/05/2025	£166,000.00	No

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions (XX months)	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions	ICT Contract
Y/N		DD/MM/YY	DD/MM/YY		DD/MM/YY		Y/N
Yes	WPL Interim Route - Rowsley to Bakewell, surface and drainage improvements	01/04/2024	(Framework /Jacobs)	12	31/05/2024	£175,000.00	No
Yes	Commissioning of contractor(s) for Loscoe Gas Extraction system improvement works	01/04/2024	15/05/2024	24	01/07/2024	£185,000.00	No
No	Roadside Information and Infrastructure Maintenance	01/04/2024	15/05/2024	48	01/07/2024	£200,000.00	No
No	Commissioning of advice to support the Forest Plan / Business Case preparation to establish Derbyshire's Heartwood Community Forest	01/04/2024	01/01/2025	12	25/06/2025	£200,000.00	No
No	Procurement of the Elvaston Castle Country Park Security Contract	06/06/2024	01/09/2024	24	02/12/2024	£200,000.00	No
No	Supply of Concrete kerbs and flags	01/05/2024	01/06/2024	48	01/08/2024	£200,000.00	No
No	PLACE030 The Supply of Workshop Consumables	02/03/2026	01/07/2026	48	30/10/2026	£200,000.00	No
No	Supply of Vehicle Parts to OEM or Equivalent Spec for Volvo HGV's	06/05/2024	01/06/2024	72	05/08/2024	£204,000.00	No
No	PLACE036 - Supply of Photo Electric Control Units for Street Lighting (SL11)	01/04/2024	15/05/2024	48	01/07/2024	£240,000.00	No
No	Regeneration Investment Pipeline	01/04/2024	(Framework /Jacobs)	24	15/04/2024	£250,000.00	No

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Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions (XX months)	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions	ICT Contract
Y/N		DD/MM/YY	DD/MM/YY		DD/MM/YY		Y/N
No	Hire of Storage containers and mobile plant safe	01/04/2024	15/05/2024	48	01/07/2024	£250,000.00	No
No	Markham Vale - Site Security and CCTV Monitoring	08/04/2024	01/06/2024	36	05/08/2024	£250,000.00	No
No	Markham Vale - Enterprise Way Infrastructure	24/06/2024	01/08/2024	6	28/10/2024	£250,000.00	No
No	Supply of Vehicle Parts to OEM or Equivalent Spec for Vauxhall	01/04/2024	15/05/2024	72	04/07/2024	£282,000.00	No
No	One Network	01/04/2024	15/05/2024	60	01/07/2024	£290,000.00	No
No	Ashbourne Town Plan including Relief Road preparation	01/04/2024	(Framework /Jacobs)	36	15/04/2024	£300,000.00	No
Yes	Supply of Cables, Cut-outs & Sundries for Street Lighting Work. (SL32)	01/04/2024	15/05/2024	48	01/07/2024	£300,000.00	No
No	Design and Preparatory work, including land assembly for priority sections of the KCN e.g. Pennine Bridleway National Trail, Derwent Valley Trail, Peak Forest Tramway, Ripley to Derby Greenway	01/04/2024	15/05/2024	12	01/07/2024	£300,000.00	No
No	Pay and display machines and back office support	01/04/2024	15/05/2024	60	01/07/2024	£300,000.00	No
Yes	TS13038 Supply of a Fleet and Workshop Management Solution and Associated Support Services	01/05/2025	15/06/2025	36	06/08/2027	£300,000.00	Yes

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions (XX months)	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions	ICT Contract
Y/N		DD/MM/YY	DD/MM/YY		DD/MM/YY		Y/N
No	Hire of Fork lift Trucks for depot operations	01/04/2024	15/05/2024	48	01/07/2024	£312,000.00	No
No	Supply Of Castings	01/04/2025	15/05/2025	48	01/07/2025	£320,000.00	No
No	Staveley Town Deal: Barrow Hill Rail Station	01/04/2024	15/05/2024	9	01/07/2024	£330,000.00	No
Yes	Commissioning of contractor(s) for the update of drainage and installation of impermeable surface at Glossop Household Recycling Centre	01/04/2024	15/05/2024	24	01/07/2024	£350,000.00	No
Yes	Commissioning of contractor(s) to undertake S10 Statutory Works - Reprofiling works at Osbornes Pond, Shipley Country Park	03/06/2024	01/08/2024	6	23/09/2024	£350,000.00	No
Yes	Commissioning of contractor(s) for Ilkeston HWRC drainage and surfacing works	01/04/2024	15/05/2024	24	01/07/2024	£400,000.00	No
No	Supply of Prefilled Sand Bags	01/04/2024	15/05/2024	48	01/07/2024	£400,000.00	No
No	ICT17029 Supply of an Externally Hosted Vehicle Management System with Associated Services	01/04/2024	01/07/2024	58	30/09/2024	£400,000.00	No
Yes	Commissioning of contractor(s) for Bretby HWRC surfacing and civils repairs	04/04/2024	15/05/2024	12	03/07/2024	£400,000.00	No
Yes	CCP042 Offsite Document Storage	01/08/2024	01/05/2025	36	01/10/2025	£400,000.00	No



Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions (XX months)	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions	ICT Contract
Y/N		DD/MM/YY	DD/MM/YY		DD/MM/YY		Y/N
Yes	PLACE 149 Supply of specialist library materials and Resources	30/09/2024	01/01/2025	48	01/04/2025	£411,839.00	No
No	WPL Construction - Interim Route, surface improvements, new road crossing and section of shared footway at Rowsley	01/04/2024	(Framework /Jacobs)	12	31/05/2024	£420,000.00	No
No	Supply of Vehicle Parts to OEM or Equivalent Spec for BMW	01/04/2024	15/05/2024	72	04/07/2024	£420,000.00	No
Yes	Commissioning of technical advice and communications to support the preparation and delivery of a Local Nature Recovery Strategy for Derbyshire	01/04/2024	01/09/2025	24	25/06/2026	£423,000.00	No
No	Specialist accident and body modifications repairs of vehicles	03/04/2024	01/08/2024	48	14/10/2024	£425,000.00	No
No	PLACE127 Provision of Vehicle Glass Provision and Repair	03/03/2025	01/06/2025	36	03/09/2025	£425,000.00	No
No	Supply of Primary School Swimming Transport	02/06/2025	15/07/2025	60	01/09/2025	£499,999.00	No
No	Supply & Fitment of Heavy & Light Goods vehicle Tyres	01/04/2024	15/05/2024	60	12/07/2024	£500,000.00	No
No	Supply of Primary School Swimming Transport	01/06/2024	15/07/2024	60	09/09/2024	£500,000.00	No

Statutory Service Y/N	Title of Procurement	Estimated Procurement Start Date DD/MM/YY	Estimated Advert Date DD/MM/YY	Length of Contract Including Extensions (XX months)	Estimated Contract Start Date DD/MM/YY	Total Value of Contract Including Permissible Extensions	ICT Contract Y/N
No	PLACE128 Provision of a Managed Vehicle Breakdown & Recovery service for Fleet Services	03/02/2025	01/03/2026	60	17/07/2026	£525,000.00	No
Yes	Commissioning of Contractor(s) for development of Derbyshire's Resources and Waste Strategy	01/04/2024	15/05/2024	18	03/07/2024	£572,000.00	No
No	White Peak Loop (WPL) Buxton - route alignment, surveys, and assessments to support planning applications, preliminary to detailed designs, construction costs and whole route stakeholder/ community engagement.	01/07/2024	01/08/2024	6	01/10/2024	£575,000.00	No
Yes	Annual Engineers Inspection (AEI) Survey	01/04/2024	15/05/2024	60	01/07/2024	£600,000.00	No
Yes	Commissioning of contractor(s) to undertake S10 Statutory Works at Shipley Lake, Shipley Country Park	03/06/2024	01/08/2024	6	07/10/2024	£600,000.00	No
Yes	Commissioning of contractor(s) to undertake S10 Statutory works at Shipley Lake, Shipley Country Park – Improvement of spillway structure, other safety works	01/04/2025	01/06/2025	6	15/09/2025	£600,000.00	No
Yes	Provision of PPE Safety wear	04/08/2025	01/10/2025	48	12/01/2026	£600,000.00	No

Statutory Service Y/N	Title of Procurement	Estimated Procurement Start Date DD/MM/YY	Estimated Advert Date DD/MM/YY	Length of Contract Including Extensions (XX months)	Estimated Contract Start Date DD/MM/YY	Total Value of Contract Including Permissible Extensions	ICT Contract Y/N
No	Commissioning of works associated with the development of Stockley Hill Farm / Glapwell Countryside Site subject to outcomes of feasibility studies	02/09/2024	01/04/2025	24	01/09/2025	£750,000.00	No
Yes	Commissioning of Countryside Structural Repair Works – Capital funded 7 structures in the worst condition	01/04/2024	15/05/2024	36	01/07/2024	£800,000.00	No
No	Hire of employer operated Welfare units Self-propelled and Towed	01/04/2024	15/05/2024	48	01/07/2024	£800,000.00	No
No	Risley and Ryderpoint Winter operations	01/04/2024	15/05/2024	48	01/07/2024	£800,000.00	No
No	Winter farmers snow clearance	01/04/2024	01/06/2024	48	01/08/2024	£800,000.00	No
Yes	Commissioning of contractor(s) to deliver Ash dieback Removal Project on the Via Gellia A5012	08/07/2024	01/08/2024	3	14/10/2024	£800,000.00	No
Yes	Supply of Home to School Transport (Mainstream)	03/11/2025	01/01/2026	60	31/03/2026	£950,000.00	No
No	Hire of owner operated Hot Box lorries up to 18ton Gross	01/04/2024	15/05/2024	48	01/07/2024	£1,000,000.00	No
No	Hire of No Dig Vacuum Excavator	01/04/2024	01/06/2024	48	01/08/2024	£1,000,000.00	No
No	Supply of Gritting Salt	01/03/2025	Framework	24	01/09/2025	£1,000,000.00	No

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions (XX months)	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions	ICT Contract
Y/N		DD/MM/YY	DD/MM/YY		DD/MM/YY		Y/N
Yes	Commissioning of contractor(s) for the Amber Valley and Erewash Green Waste Contract	15/01/2025	15/02/2025	12	01/04/2025	£1,200,000.00	No
No	Supply of Vehicle Parts to OEM or Equivalent Spec for Ford	01/04/2024	15/05/2024	72	28/06/2024	£1,338,000.00	No
Yes	Supply of Home to School Transport (Mainstream)	02/06/2025	01/05/2025	60	31/10/2025	£1,500,000.00	No
No	Waste for Tipping	01/08/2024	01/10/2024	48	31/01/2025	£1,800,000.00	No
No	Towed Hot box trailer with a vehicle 3.5ton dropside , capable of towing with driver included and gas	01/04/2024	01/06/2024	48	01/08/2024	£2,000,000.00	No
No	Little Eaton Branch Line - Construction of multi-user trail and highway elements	01/04/2024	Framework	24	31/05/2024	£2,300,000.00	No
No	Commissioning of technical advice and works to support the New woodland creation / tree planting to contribute to the Council's million trees target	01/04/2024	01/01/2025	12	25/06/2025	£2,500,000.00	No
No	Hire of Skips	01/08/2024	01/10/2024	48	31/01/2025	£2,500,000.00	No
No	Supply of Ready Mix Concrete	01/02/2025	01/05/2025	48	01/08/2025	£3,000,000.00	No
No	Temporary road repairs (eg Jet Patch-Thermo Patch - HFS)	01/04/2024	01/06/2024	48	01/08/2024	£3,500,000.00	No
No	Hollis Lane Link Road	01/04/2024	01/01/2025	36	02/09/2025	£3,600,000.00	No

Statutory Service Y/N	Title of Procurement	Estimated Procurement Start Date DD/MM/YY	Estimated Advert Date DD/MM/YY	Length of Contract Including Extensions (XX months)	Estimated Contract Start Date DD/MM/YY	Total Value of Contract Including Permissible Extensions	ICT Contract Y/N
No	Road Repair Materials	01/04/2024	15/05/2024	48	01/07/2024	£4,000,000.00	No
No	Supply and lay of Micro surfacing treatments	01/10/2024	01/12/2024	48	01/04/2025	£4,000,000.00	No
Yes	Supply of Home to School Transport (Mainstream)	03/06/2024	01/08/2024	60	31/10/2024	£4,250,000.00	No
Yes	Supply of Goods and Services using the Bus Service Improvement Plan (BSIP) Network North Funding	01/04/2024	(various)	12	31/03/2025	£4,519,000.00	No
Yes	Supply of Home to School Transport (Mainstream)	04/11/2024	01/01/2025	60	01/04/2025	£4,750,000.00	No
No	South Derbyshire Growth Zone Spencer Academy Access Design and Construction	01/04/2024	Framework	36	31/05/2024	£5,000,000.00	No
No	Hire of 180 Degree back hoe loader (JCB/CAT) or similar plus all attachments available	01/04/2024	01/06/2024	48	30/08/2024	£7,000,000.00	No
No	Supply of Traffic Management	01/10/2024	01/12/2024	48	01/04/2025	£8,000,000.00	No
Yes	Commissioning of contractor(s) for the provision and operation of Waste Transfer Stations	01/04/2024	01/08/2024	36	01/10/2024	£8,500,000.00	No
No	Ashbourne Reborn Highway and Public Realm Works	01/04/2024	Framework	36	15/04/2024	£10,000,000.00	No
No	Long Eaton High Street Highway and Public Realm Works	01/04/2024	Framework	36	15/04/2024	£11,000,000.00	No

Statutory Service	Title of Procurement	Estimated Procurement Start Date	Estimated Advert Date	Length of Contract Including Extensions (XX months)	Estimated Contract Start Date	Total Value of Contract Including Permissible Extensions	ICT Contract
Y/N		DD/MM/YY	DD/MM/YY		DD/MM/YY		Y/N
No	Supply, installation, operation, and maintenance of shared power supply (low power) charge points	01/04/2024	01/06/2024	180	01/08/2024	£12,000,000.00	No
No	Purchase of Vehicles	01/07/2024	01/02/2025	48	01/07/2025	£13,000,000.00	No
No	Supply, installation, operation, and maintenance of free standing (med power) charge points	01/05/2024	01/07/2024	300	01/10/2024	£25,000,000.00	No
No	Supply, installation, operation, and maintenance of free standing (High power) charge points	01/05/2024	01/07/2024	300	01/10/2024	£25,000,000.00	No
Yes	Commissioning of contractor(s) for the Derbyshire Composting Contract	15/01/2025	15/02/2025	60	01/04/2025	£25,000,000.00	No
No	South Derbyshire Growth Zone Construction	01/04/2024	Framework	36	31/05/2024	£40,000,000.00	No
Yes	MHA+ Framework - PSP4	01/04/2024	Framework	96	01/04/2025	£40,000,000.00	No
Yes	Supply of Goods and Services for the delivery of the Bus Service Improvement Plan (BSIP)	01/04/2024	(various)	36	31/03/2025	£47,000,000.00	Yes
Yes	Commissioning of contractor(s) for a Green and Food Waste Contract	01/04/2024	01/08/2024	120	01/10/2024	£55,000,000.00	No
Yes	Commissioning of contractor(s) for a Dry Mixed Recycling Contract	04/11/2024	01/01/2025	120	03/03/2025	£60,000,000.00	No

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Statutory Service Y/N	Title of Procurement	Estimated Procurement Start Date DD/MM/YY	Estimated Advert Date DD/MM/YY	Length of Contract Including Extensions (XX months)	Estimated Contract Start Date DD/MM/YY	Total Value of Contract Including Permissible Extensions	ICT Contract Y/N
Yes	Commissioning of contractor(s) for the provision and operation of Waste Transfer Station and the disposal of waste	01/04/2024	01/08/2024	36	01/10/2024	£124,999,999.00	No
Yes	MHA+ Framework - MSF4	01/04/2024	(Framework	96	01/04/2025	£300,000,000.00	No
Yes	Derby and Derbyshire Waste Treatment Centre (DDWTC) (and associated contracts)	03/04/2024	01/01/2025	276	02/06/2025	£700,000,000.00	No
Yes	Highway Construction Partnership	01/04/2024	01/09/2025	120	01/04/2026	£1,000,000,000.00	No
<b>Departmental Concessions</b>							
No	Family History resources concessions	01/04/2024	01/09/2024	120	01/04/2025	-£150,000.00	No

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**FOR PUBLICATION**

**DERBYSHIRE COUNTY COUNCIL**

**COUNCIL**

**WEDNESDAY, 27 MARCH 2024**

**Report of the Managing Director**

**Pay Policy Statement 2024**

**1. Purpose**

- 1.1 To approve the Pay Policy Statement (attached at Appendix 2) for publication on the Council's website on 1 April 2024.

**2. Information and Analysis**

- 2.1 Since 2012 the Council has published an annual Pay Policy Statement in accordance with Section 38 of the Localism Act 2011 setting out the Council's policies on pay and conditions for its most senior employees (defined as 'chief officers' in the Act) and employees. Teachers and employees employed in local authority schools are not covered by the Act.
- 2.2 The Pay Policy Statement sets out the methods by which salaries of all employees are determined, the detail and level of remuneration of its most senior employees (chief officers), the definition of the Council's lowest paid employees and the pay multiple (ratio) between the salary of the highest paid employee and the median full time equivalent salary in the Council. The Council's pay multiple is 6.6:1.
- 2.3 The Act defines chief officers as:
- Head of Paid Service (Managing Director)
  - Monitoring Officer (Director of Legal & Democratic Services)
  - Statutory Chief Officers (Executive Director of Adult Social Care & Health, Director of Public Health, Executive Director of Children's Services, Director of Finance)
  - Non-Statutory Chief Officers (Executive Director of Place and Executive Director of Corporate Services & Transformation)

- Deputy Chief Officer – direct reports to the above.

A structure chart showing the Statutory and Non-Statutory Chief Officers and their direct reports is within the appendices of Appendix 2 Pay Policy Statement.

2.4 The Pay Policy Statement is reviewed and published annually on 1 April. A summary of the changes that have been applied to the Pay Policy Statement are outlined below:

2.4.1 About the Council (Appendix 2, Section 4)

The net budget required amount and the amount of savings planned have been amended to reflect the current financial position of the Council for 2024-2025.

The job title of the Director of Finance and ICT has been amended to Director of Finance within the Corporate Management Team composition.

2.4.2 Chief Officer Remuneration (Appendix 2, Section 6, Table 1)

The table has been updated to reflect the current senior management structure.

- Corporate Services & Transformation

The post of Director of Transformation & Strategy has been removed and the Director of People and Organisational Change now has the responsibility for Portfolio Management and Transformation and Strategy and Policy.

The post of Director of Finance and ICT has been adjusted to reflect changes within the CST senior leadership team structure. Two separate posts of Director of Finance and Director Digital are now included both at grade 18.

The job title of Head of Pension and Investments has been amended to Head of Pension Fund.

- Children's Services

The Commissioning and Transformation division was merged with Performance, Quality and Partnerships on a temporary basis to become Strategic Commissioning, Quality and Performance. The Director of Strategic Commissioning, Quality and Performance leads the new division and is known temporarily as Director of Strategic Commissioning, Quality and Performance.

- Adult Social Care and Health

The Public Health Lead (Public Health Policy) which reported directly to the Director of Public Health has been removed from the pay policy as the post now reports into a Group Manager.

2.4.4 Lowest Paid Employee (Appendix 2, Section 7)

Increase from £10.50/hr 2022/23 to £11.50/hr 2023/24 in Grade 1/2.

2.4.5 Pay Multiple (Appendix 2, Section 8)

Reduction in pay multiple ratio from 6.8:1 to 6.6:1 due to large percentage increase to lower grades from the 2023/24 pay award.

2.5 Any further amendments to the Pay Policy Statement, other than minor updates to reflect the 2023/24 pay agreement will require the approval of Full Council.

### **3. Consultation**

3.1 The Council has not amended the way employees are paid, therefore there has been no requirements to consult on the review of the Council Pay Policy Statement.

### **4. Alternative Options Considered**

4.1 An alternative option could be to not publish an annual Pay Policy Statement however this would be in breach of Section 38 of the Localism Act 2011 meaning the Council would not be compliant with legislation, therefore this option is not recommended.

### **5. Implications**

5.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

### **6. Background Papers**

6.1 None

### **7. Appendices**

7.1 Appendix 1 – Implications

7.2 Appendix 2 – Pay Policy Statement

### **8. Recommendation(s)**

That Council:

a) approves the Pay Policy Statement for the financial year commencing 1 April 2024 at Appendix 2 to this report and agrees that the Statement should be published on the Council's website.

## **9. Reasons for Recommendation(s)**

9.1 Publication of the Council's Pay Policy Statement is a requirement under section 38 of the Localism Act 2011.

**Report Author:** Lee Gregory

**Contact details:** [lee.gregory@derbyshire.gov.uk](mailto:lee.gregory@derbyshire.gov.uk)

## **Implications**

### **Financial**

- 1.1 There are no direct financial implications arising from this report. The annual revenue budget process provides for amendments to staffing budgets to reflect current levels of pay and any changes outside of this process are subject to separate decisions and consideration of the financial implications. The changes outlined in section 2 of the report relate to items that are either already reflected in 2024/25 revenue budgets, or proposals to review or implement changes in 2024/25 at which point those decisions will consider the financial implications.

### **Legal**

- 2.1 Sections 38 to 43 of the Localism Act 2011 requires local authorities to prepare and publish annual pay policy statements that set out their policies on the pay of its workforce, particularly its senior staff (or ‘chief officers’) and its lowest paid employees. Pay policy statements must be prepared for each financial year and must be approved by Full Council. Not publishing an annual Pay Policy Statement would, therefore, be in breach of this legislative requirement.

The requirement to publish a Pay Policy Statement and the information which must be included within the Statement is set out in section 38 of the Localism Act 2011. Section 43 of the Act specifies the officers who are considered to be chief officers for the purposes of the Statement.

In accordance with section 39 of the Localism Act, the Pay Policy Statement must be approved by a resolution of the authority before it comes into force and the Statement must be approved before the end of the 31<sup>st</sup> March immediately preceding the financial year to which it relates.

### **Human Resources**

- 3.1 As outlined within the attached Pay Policy Statement.

### **Information Technology**

- 4.1 None.

### **Equalities Impact**

- 5.1 The Council’s pay and grading structure is based on a “points to pay” relationship determined through Job Evaluation as a mechanism to ensure the consistent evaluation of the relative value of job roles across the Council. This ensures a fair, open and transparent pay and reward structure that is

affordable and supports the equal treatment of all employees in respect of their pay, terms and conditions and is compliant with Equal Pay legislation and Single Status requirements.

- 5.2 The Council's policies on pay and terms and conditions apply equally to employees at all levels of seniority across the authority. There is therefore no direct impact on employees with any protected characteristic arising from the Council's pay and grading structure, salary structure or reward and remuneration policies.

### **Corporate objectives and priorities for change**

- 6.1 Maintaining policies that ensure fairness and equal pay across the organisation support the people priorities outlined in the Council's People Strategy in particular attracting and retaining the best people in the most effective way possible, promoting diversity and inclusion and enabling responsive workforce plans and the development of credible reward strategies.

### **Other (for example, Health and Safety, Environmental, Sustainability, Property and Asset Management, Risk Management and Safeguarding)**

- 7.1 None.

# Pay Policy Statement

## April 2024



# Contents

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2. Scope
3. Introduction
4. About the Council
5. Pay arrangements
6. Chief Officers' remuneration
7. Lowest paid employee
8. Pay multiple
9. Starting pay
10. Pay progression
11. National pay agreement
12. Terms and conditions
13. Protection of earnings policy
14. Salary sacrifice schemes
15. Termination of employment
16. Local Government pension scheme
17. Short term secondments
18. Gender pay gap

## Appendix 1: Senior Management Structure

Version	Date	Detail	Author
1	01/04/2024	Annual review	Helen Alden



# 1. Purpose

This pay policy statement outlines Derbyshire County Council's approach to the pay of its workforce including the pay of its senior officers.

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# 2. Scope

This policy statement applies to all Council employees, excluding teachers and employees of local authority schools.



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## 3. Introduction

The Council is committed to fairness and transparency of pay in employment.

This Pay Policy Statement sets out the Council's policy on pay for senior managers and employees for 2024/25 and is in accordance with the requirements of section 38 of the Localism Act 2011 and Guidance and Supplementary Guidance issued by the Department for Communities and Local Government in February 2012 and February 2013. For the purposes of this statement, senior managers means 'chief officers' as defined by section 43 of the Localism Act 2011. The posts falling within the statutory definition are set out at Appendix 1.

Under the Local Government Transparency Code 2015 additional organisational information is required to be published annually on the website. This consists of third tier organisation charts, senior salaries information, including functional responsibilities, budget amounts and numbers of staff responsible for, together with details of trade union facility time. Read more about our [current organisational data and trade union information](#).

This Pay Policy Statement was approved by Council on 27 March 2024.

Full Council will approve the appointment of the Managing Director (Head of Paid Service) following the recommendation of such an appointment by a politically balanced panel in line with the requirements of the Council's Constitution.

A politically balanced panel will approve the appointment of Executive Directors and Directors. The appointment panel will be formed in line with the requirements of the Council's Constitution. Council will receive 'for information' reports as appropriate to note the appointment of Executive Directors.

Temporary appointments to Directors and Executive Directors of no more than 12 months at a grade whereby the annual salary does not total £100,000 or more or has been approved by Council will be approved by the Head of Paid Service in consultation with the Chair and Vice-Chair of the Appointments and Conditions of Service Committee.

Council will approve any salary packages for roles exceeding £100k per annum that have not already been approved by Council. The salary package offered for Chief Officer appointments are made in line with the Council's Senior Accountability Framework and pay and grading structure and are set out in the table below.

Any amendments to this policy, other than minor updates to reflect the 2024/25 pay agreement, will require the approval of the Council.

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## 4. About the Council

For 2024-25 the Council has a net budget requirement of £714.8m and will use these funds to provide approximately 794,600 residents with essential local services. By 31 March 2029 the Council needs to save £66.6m due to inflation, including pay pressures, greater demands on many areas of the budget, particularly adults and children's social care.

As £40.1m savings are planned in 2024-25 it is important that services provide excellent value for money and make the best use of our resources.

The Council has approximately 11,981 appointments across four departments. The Managing Director (Head of Paid Service) and four Executive Directors, together with the Director of Finance, Director of Public Health and the Director of Legal and Democratic Services form the Council's Corporate Management Team leading the work that provides services across Derbyshire.

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## 5. Pay arrangements

The Council uses the Korn Ferry Group's Job Evaluation Scheme to evaluate the elements of each job to provide an individual score line and total points score. Read more about information relating to the [job evaluation scheme](#). The Council's pay structure is aligned to the scheme's points bandings and applies across the whole workforce (with the exception of Soulbury, Further Education Lecturers, Apprentices and centrally employed Teaching and Headteacher posts). Read more about the Council's [pay structure and pay progression](#).

The Council has agreed to apply recruitment and retention payments to address recruitment and retention difficulties where these arise subject to the appropriate approval including Market Supplement Payments. Read more about our [recruitment and retention payments policy](#).

Any pay supplements paid to Senior Officers are available within the Council's [senior management salaries data](#).

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## 6. Chief Officers' remuneration

The grade and salary range of the Managing Director, Executive Directors and statutory chief officers, non-statutory chief officers and deputy chief officers is set out below. The table details the level and elements of remuneration for each chief officer and the remuneration that would be paid to chief officers on recruitment. *Senior Salaries shown reflect the 2023/24 salary rates and are subject to change following the 2024/25 NJC and JNC pay agreements.*

**Table 1**

<b>Job Title</b>	<b>Grade</b>	<b>Salary range 2023/24</b>
Managing Director (Head of Paid Service)	21	£171,127 - £186,810
<b>Executive Directors:</b> Adult Social Care & Health (Statutory Chief Officer) Children's Services (Statutory Chief Officer) Place (Non-Statutory Chief Officer) Corporate Services & Transformation (Non-Statutory Chief Officer)	20	£125,817 - £138,198
Director of Public Health (Statutory Chief Officer) Director of Finance (Statutory Chief Officer) Director of Legal & Democratic Services (Monitoring Officer) (Statutory Chief Officer) Director Digital (Deputy Chief Officer) Director of People and Organisational Change (Deputy Chief Officer) Director of Corporate Property (Deputy Chief Officer) Director of Adult Social Care (Deputy Chief Officer) Director of Early Help & Safeguarding (Deputy Chief Officer) Director of Schools & Learning (Deputy Chief Officer) Highways Director (Deputy Chief Officer) Environment & Transport Director (Deputy Chief Officer) Economy & Regeneration Director (Deputy Chief Officer)	18	£99,063 - £108,772

Director of Adult Social Care Transformation and Partnerships (Deputy Chief Officer) Director of Strategic Commissioning, Quality and Performance (Deputy Chief Officer)	17	£86,712 – £95,186
Assistant Director Public Health x 3 (Deputy Chief Officer) Assistant Director of Finance (Deputy Chief Officer) Assistant Director of Finance (Audit) (Deputy Chief Officer) Assistant Director of Legal Services x 2 (Deputy Chief Officer) Head of Pension Fund (Deputy Chief Officer)	16	£67,311 – £73,260
Finance Manager x 2 (Deputy Chief Officer) Head of Democratic & Registration Services	15	£59,559 – £65,327
Head of Performance, Governance & Improvement (Deputy Chief Officer) Department Service Relationship Manager (Deputy Chief Officer)	14	£51,869 – £57,639

Read more about chief officer salaries within the Council's [open data and the Local Government Transparency Code data](#) and access Derbyshire [salary scales](#) including senior officer salaries.

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## 7. Lowest paid employee

At 1 April 2024 pay point 1/2 on the Derbyshire Pay and Grading Structure in Grade 1/2 £22,183 (£11.50/hr), is the salary that is defined as the lowest within the Council. (The Council's pay structure is pending the 2024/25 pay award).

The Council employs apprentices who are not included within the definition of 'lowest paid employees' as they are employed on temporary contracts and paid the national minimum wage rate applicable for their age.

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## 8. Pay multiple

In accordance with the Hutton Review of Fair Pay in the Public Sector and the requirements of the Local Government Transparency Code 2015, based on the Council's pay structure, the pay multiple between the median salary (£26,871) and the highest salary (£176,200) is a ratio of 6.6:1. (The Council's pay structure is pending the 2024/25 pay award).

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## 9. Starting pay

All employees, including senior managers, will normally be appointed to the minimum point of the pay grade for the job. In certain cases, it may be appropriate to appoint to a higher point in the pay grade at the discretion of the recruiting manager due to the candidate's current salary, experience or qualifications.

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## 10. Pay progression

Employees on Grades 1/2 to 4 are on single pay points. Employees on Grade 5 and above receive annual increments until the top of their salary grade has been reached. The first increment is paid when the employee has been in post for 12 months.

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## 11. National pay agreement

Pay agreements are negotiated by the National Joint Council for Local Government Services for employees up to Grade 16, the Joint Negotiating Committee for Chief Officers of Local Authorities for senior managers Grade 17 and above and the Joint Negotiating Committee for Local Authority Chief Executives for the Managing Director.

The Derbyshire Pay Structure is adjusted by any 'cost of living' increase agreed nationally by the relevant National Joint Committee. If the national agreement is not a flat rate increase, application will reflect the national agreement and read across to

the Derbyshire Pay and Grading Structure. The statement will be updated once relevant pay agreements are finalised.

Where national agreements include changes to Green Book terms and conditions, these will not be automatically applied to the Derbyshire Package terms and conditions. Should the Council wish to consider any proposed changes to Derbyshire Package terms and conditions relevant processes must be followed including consultation with the Joint Trade Unions as appropriate.

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## 12. Terms and conditions

All employees are covered by the Derbyshire Package terms and conditions of service. Read more about the [Derbyshire Package terms and conditions of service](#).

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## 13. Protection of earnings policy

Read about the Council's policy on [Protection of Earnings](#). This applies to all employees of the Council.

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## 14. Salary sacrifice schemes

The Council offers a range of salary sacrifice schemes. Read more about salary sacrifice schemes available in the [Derbyshire Package terms and conditions of service booklet](#).

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## 15. Termination of employment

Payments made to employees including senior managers for circumstances of redundancy will be made in accordance with the Councils Redundancy, Redeployment, Protection of Earnings and Buy Out of Hour Policy. Read more about the [Redundancy, Redeployment, Protection of Earnings and Buy Out of Hour Policy](#).

In addition, the published Employer Discretions provides the Councils policies for Voluntary Early Retirement and Voluntary Redundancy, Read more about [Derbyshire County Council employer discretions](#). The Attendance Management and Ill Health Capability Procedure sets out the framework by which short-term, long-term and ill health capability is addressed. Read more about the [Attendance Management and Ill Health Capability Procedure](#).

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## 16. Local Government pension scheme

The Council is part of the Local Government Pension Scheme which provides pension benefits to eligible employees. Read more about the [Local Government Pension scheme](#).

The Council exercises the various discretions provided by the Local Government Pension Scheme. Read more about the [Derbyshire Pension Fund and Derbyshire County Council employer discretions](#).

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## 17. Short term secondments

A temporary payment may be made for covering part of another job or taking on extra responsibilities. Read more about the [Secondment Policy](#).

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## 18. Gender pay gap

In accordance with the Gender Pay Gap legislation which came into force on 31 March 2017, employers with at least 250 employees are required to publish their gender pay gap information by 31 March each year. Read more about information relating to the Council's [Gender Pay Gap](#). Read more about information relating to Government [Gender Pay Gap](#).



**Senior Management Structure – Statutory and Non-Statutory Chief Officers and their direct reports**

Managing Director (Head of Paid Service)

Executive Director Corporate Services & Transformation (Non-Statutory Chief Officer)

- Director of Legal & Democratic Services (Monitoring Officer) (Statutory Chief Officer)
  - Assistant Director of Legal Services x 2
  - Head of Democratic & Registration Services
- Director of People & Organisational Change
- Director Digital
- Director of Corporate Property
- Director of Finance (Statutory Chief Officer)
  - Assistant Director Finance x 2
  - Head of Pension Fund
  - Finance Manager x 2

Executive Director Adult Social Care & Health (Statutory Chief Officer)

- Director of Public Health (Statutory Chief Officer)
  - Assistant Director of Public Health x3
- Director of Adult Social Care
- Director of Adult Social Care Transformation and Partnerships

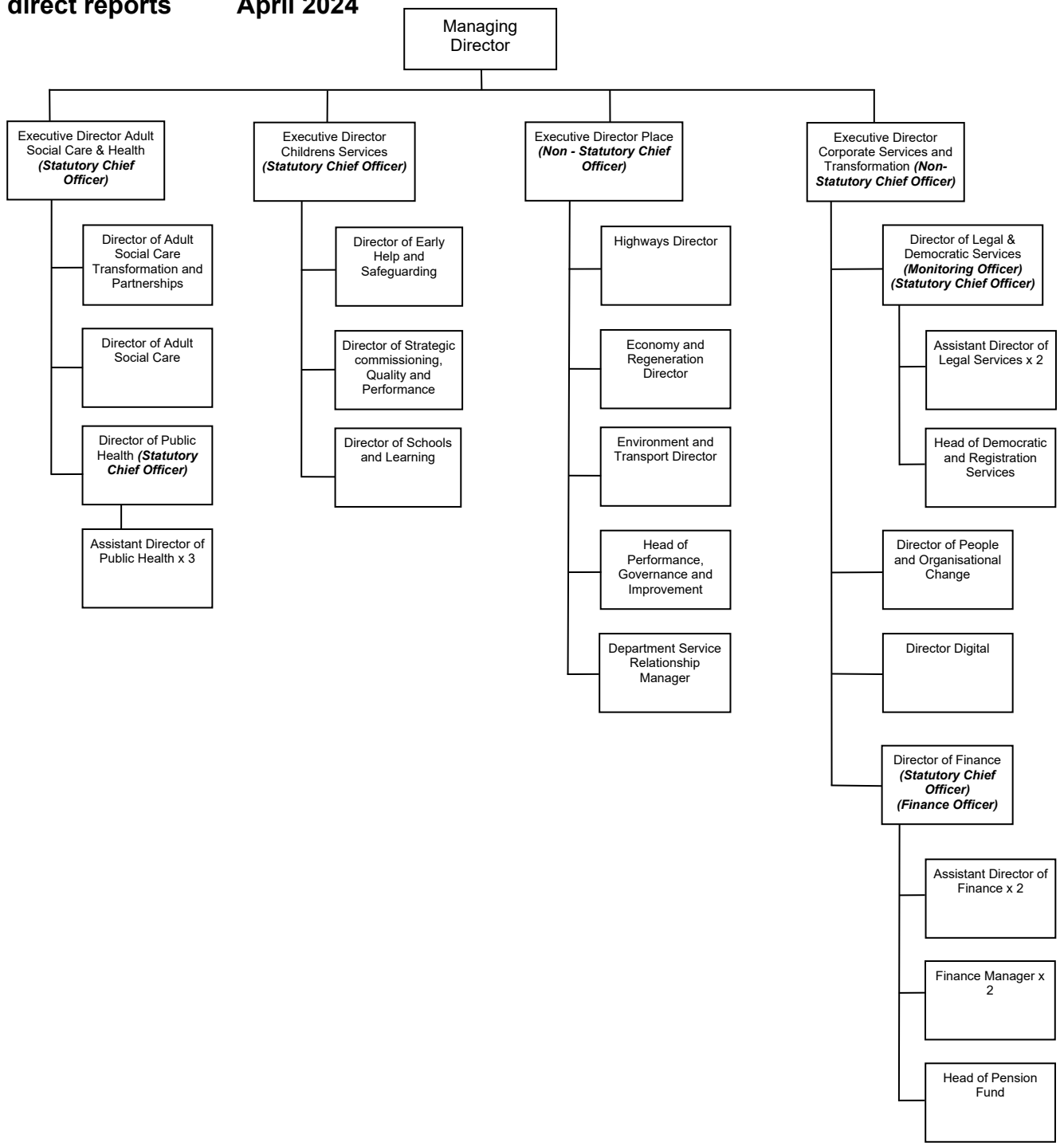
Executive Director Children's Services (Statutory Chief Officer)

- Director of Early Help & Safeguarding
- Director of Strategic Commissioning, Quality and Performance
- Director of Schools & Learning

Executive Director Place (Non-Statutory Chief Officer)

- Highways Director
- Economy & Regeneration Director
- Environment & Transport Director
- Head of Performance, Governance & Improvement
- Department Service Relationship Manager

**Senior Management Structure – Statutory & Non-Statutory Chief Officers and their direct reports**  
**April 2024**





**FOR PUBLICATION  
DERBYSHIRE COUNTY COUNCIL**

**COUNCIL**

**WEDNESDAY, 27 MARCH 2024**

**Report of the Director - Legal and Democratic Services**

**Review of the Code of Conduct and arrangements for dealing with complaints  
against Elected Members**

**1. Purpose**

- 1.1 A review of the current Code of Conduct for Members and the procedure for considering complaints that Members have breached the Code of Conduct has been undertaken by a cross-party Working Group nominated by the Governance, Ethics and Standards (GES) Committee. The purpose of this report is to inform the Council of the review and for Council to consider recommendations for amendments to the Code of Conduct and to note the amendments to the Procedure for Considering Complaints that Members have breached the Code of Conduct.

**2. Information and Analysis**

- 2.1 At its meeting in October 2023, the GES Committee agreed that a cross-party Working Group should be established to review the current Code of Conduct for Members and the procedure for considering complaints that Members have breached the Code of Conduct. The cross-party Working Group comprising Councillors Swann, Flatley and C Dale met on 28<sup>th</sup> November to undertake the review.
- 2.2 Following the findings of the report of the Committee on Standards in Public Life on Local Government Ethical Standards which were reported to the GES Committee together with the new model Code of Conduct published by the LGA in January 2021, the GES Committee set up two cross-party working groups in July 2021 to consider and revise the standards regime at Derbyshire County Council.

- 2.3 The review resulted in the Council adopting a new Code of Conduct in April 2022 and procedure for considering complaints that Members have breached the Code of Conduct in January 2022. The documents were based on the model Code of Conduct and guidance produced by the Local Government Association.
- 2.4 The new Code and procedure for dealing with complaints have now been in place for more than 12 months. One of the recommendations from the Committee for Standards in Public Life was that principal authorities should review their Code of Conduct each year and regularly seek where possible, the views of the public, community organisations and neighbouring authorities. The LGA model code also includes the following *“the LGA will undertake an annual review of this Code to ensure it continues to be fit for purpose, incorporating advances in technology, social media and changes in legislation”*. Therefore, it was appropriate to review both documents and consider any revisions required to enhance the regime and ensure that the best practice identified by the Committee for Standards on Public Life is being put into practice.
- 2.5 In considering complaints made against Members, the Council receives very few complaints. In the municipal year 2021-2022 only one complaint was received; 7 complaints were received in 2022-2023, but one of those was withdrawn; and only one complaint has been received so far in 2023- 2024. No increase has been noted since the adoption of the new Procedure and the new Code. The Monitoring Officer has not determined that any complaints received require further investigation, and no complaints have progressed to hearing.
- 2.6 At the time of developing the procedure for dealing with complaints, consideration was given to the timescales involved in dealing with complaints and the timescales are now generally adhered to with complaints being dealt with in a timely manner and no issues being raised by the Monitoring Officer when dealing with complaints in accordance with the Procedure.
- 2.7 Therefore, in general terms, the cross-party Working Group and the GES Committee were satisfied that the implementation of the Code of Conduct and the Procedure for dealing with complaints appear to have been successful and are working well.

2.8 However, the cross-party Working Group did consider that there were two specific amendments which needed to be made. The first was an omission from the Procedure for Considering Complaints. The Working Group identified that whilst the list of sanctions at section 15 of the Procedure for dealing with complaints includes removal of members from any or all committees of the Council or Cabinet, there is no similar sanction to remove the Leader. This was included in the previous version of the Procedure for Dealing with Complaints and the LGA guidance on complaints handling but was omitted erroneously in preparing the current version. The Working Group was therefore of the view that this sanction should be re-instated, and the GES Committee approved this. Members should be aware that although this was missing from the Procedure for considering complaints, the list is not exhaustive and therefore, such a sanction would have been available to a Hearing Panel should that have been necessary. A copy of the amended procedure for considering complaints including this sanction is attached at Appendix 2 for information and noting.

2.9 The cross-party Working Group also considered that it would be appropriate to make a change to the presentation of the Code on page 2. The model Code says:

*Everyone in public office at all levels; all who serve the public or deliver public services, including ministers, civil servants, councillors and local authority officers; should uphold the Seven Principles of Public Life, also known as the Nolan Principles.*

*Building on these principles, the following general principles have been developed specifically for the role of councillor.*

*In accordance with the public trust placed in me, on all occasions:*

- *I act with integrity and honesty*
  - *I act lawfully*
  - *I treat all persons fairly and with respect; and*
  - *I lead by example and act in a way that secures public confidence in the role of councillor.*
- 
- *In undertaking my role:*

- *I impartially exercise my responsibilities in the interests of the local community*
- *I do not improperly seek to confer an advantage, or disadvantage, on any person*
- *I avoid conflicts of interest*
- *I exercise reasonable care and diligence; and*
- *I ensure that public resources are used prudently in accordance with my local authority's requirements and in the public interest.*

The Derbyshire Code omits the highlighted section and splits the two sets of bullet points around the Nolan principles. Therefore, the Working Group were of the view that it would be appropriate to add in the highlighted section and to list the principles after the Nolan Principles. A copy of the amended Code of Conduct is attached at Appendix 3 for agreement.

- 2.10 The cross-party Working Group also considered the need for regular review of the Procedure for considering complaints against Members and the Code of Conduct. The Working Group noted the recommendation from the Committee for Standards in Public Life was that principal authorities should review their Code of Conduct each year and regularly seek where possible the views of the public, community organisations and neighbouring authorities. The Group also noted that the LGA model code also includes the following *“the LGA will undertake an annual review of this Code to ensure it continues to be fit for purpose, incorporating advances in technology, social media and changes in legislation”*.
- 2.11 However, the Working Group also noted that these were recommendations and advice, rather than a requirement. Therefore, in light of the small number of complaints received by the authority, the fact that the current arrangements are working well, and that only minor amendments are required to the code of Conduct to correct a previous error and in terms of presentation, the Working Group was of

the view that it was not necessary to review the arrangements annually as this was disproportionate in terms of officer and Member time. The Group suggested that a review once every two years would be more appropriate and proportionate and this was supported by the GES Committee.

- 2.12 The need for additional training for Members was also considered by the cross-party Working Group. It was noted that significant training had been offered to Members on the adoption of the new Code of Conduct which had been successful. However, it was also noted that the declaration of interest regime is significantly different to previously and the Working Group felt that Members would find it useful to have refresher training focussing on scenarios and practical examples of interests which needed to be declared. This was supported by the GES Committee. Officers are working on the development of the further training as requested and propose to invite Members to workshop sessions in June 2024.

### **3. Consultation**

- 3.1 Not applicable

### **4. Alternative Options Considered**

- 4.1 Not to amend the current Code of Conduct for Members as recommended. However, this is not appropriate as the review has identified amendments and to not make those amendments would not ensure that the regime is fit for purpose.

### **5. Implications**

- 5.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

### **6. Background Papers**

- 6.1 None identified

### **7. Appendices**

- 7.1 Appendix 1 – Implications

- 7.2 Appendix 2 – Derbyshire County Council’s Arrangements for dealing with complaints that members have breached the Code of Conduct with suggested amendments highlighted.
- 7.3 Appendix 3 – Derbyshire County Council’s Code of Conduct for Councillors with suggested amendments highlighted.

## **8. Recommendation(s)**

That Council:

- a) notes the revisions to the Procedure for Considering Complaints that Members have breached the Code of Conduct at Appendix 2.
- b) agrees the proposed amendment to the Code of Conduct regarding presentation outlined at paragraph 2.9 and included in the revised Code of Conduct at appendix 3 and agrees that the revised Code should be included within the Council’s Constitution.
- c) notes and supports that there should be a review of the Procedure for Considering complaints against Members and the Code of Conduct for Members once every two years with the next review being scheduled for October 2025; and
- d) notes the proposals for further training in respect of the requirements for declaring interests.

## **9. Reasons for Recommendation(s)**

- 9.1 To ensure that the Code of Conduct and arrangements for dealing with complaints against elected members remains up to date and fit for purpose and to ensure that appropriate training is available to all members.

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## **Implications**

### **Financial**

- 1.1 None

### **Legal**

- 2.1 The Localism Act 2011 sets out the statutory framework for ethical standards and the Council must be satisfied that current arrangements comply with those statutory requirements.
- 2.2 The report of the Committee on Standards in Public life sets out guidance for best practice in respect of the standards regime in local authorities and it would be appropriate for the Council to ensure that these are taken into account within its current regime.
- 2.3 The GES Committee has the authority to design, implement, monitor, approve and review the standards of ethics and probity of the Council, both for Elected Members and Officers and was therefore, able to approve amendments to the procedure for considering complaints against Elected Members.
- 2.4 The GES Committee is also responsible for overseeing and managing programmes of guidance, advice and training on ethics, standards and probity for Elected Members on the Members Code of Conduct and was, therefore, able to consider the position regarding training.
- 2.5 However, the adoption of and revisions to the Members' Code of Conduct are matters reserved to the Council.

### **Human Resources**

- 3.1 None directly arising out of this report.

### **Information Technology**

- 4.1 None directly arising out of this report.

### **Equalities Impact**

- 5.1 None directly arising out of this report.

### **Corporate objectives and priorities for change**

6.1 None directly arising out of this report.

**Other (for example, Health and Safety, Environmental, Sustainability, Property and Asset Management, Risk Management and Safeguarding)**

7.1 None directly arising out of this report.

**DERBYSHIRE COUNTY COUNCIL****PROCEDURE FOR CONSIDERING COMPLAINTS THAT MEMBERS HAVE BREACHED THE CODE OF CONDUCT****1. Introduction**

These arrangements set out how Derbyshire County Council (the Council) will deal with allegations that an elected or co-opted member of the Council has breached the Code of Conduct.

The person making the complaint will be referred to as “the Complainant” and the person against whom the complaint is made will be referred to as “the Subject Member”.

**2. The Code of Conduct**

The Council has adopted a Code of Conduct for elected members. This is available for inspection on the Council’s website.

**3. Making a Complaint**

All complaints must be submitted in writing to:

The Monitoring Officer  
Derbyshire County Council  
County Hall  
Matlock  
Derbyshire DE4 3AG  
Email: [helen.barrington@derbyshire.gov.uk](mailto:helen.barrington@derbyshire.gov.uk)

The Council is committed to ensuring that its services are accessible to all and reasonable adjustments will be made to enable persons with protected characteristics to utilise this process.

The complaint must include;

- The Complainant’s name and contact details; If the Complainant seeks to make an anonymous referral they should detail what they consider to be the exceptional compelling reasons why an anonymous complaint could be

accepted without detriment to the process and how the allegation can be evidenced without reference to the complainant

- the name of the member(s) the complainant believes has breached the Code of Conduct;
- What the Subject Member has allegedly done that the Complainant believes breaches the Code of Conduct; and
- If necessary, details of why the Complainant believes their name and/or the details of the complaint should be withheld.

In order to ensure that the Council has all the information to be able to process the complaint, a complaint form is available to complete on the Council's website. If the Complainant decides not to use the complaint form, they must still provide the Monitoring Officer with all the information set out above otherwise the Monitoring Officer will not be able to consider the complaint.

#### **4. Data Protection**

The complaint will be processed in accordance with the Data Protection Act 2018 and UK General Data Protection Regulation (GDPR). . Personal data will be processed fairly and lawfully at every stage of the process. Reasonable expectations of privacy will be balanced against the public interest.

#### **5. Conflict of Interest**

Where the Monitoring Officer considers that he/she has a conflict of interests, for example, as a result of a close professional relationship with the Subject Member, the Monitoring Officer will pass the complaint to the Deputy Monitoring Officer to deal with. Where the Deputy Monitoring Officer similarly has a conflict of interest, arrangements may be made for a Monitoring Officer from another local authority in Derbyshire to deal with the complaint.

#### **6. Criminal Conduct**

If the complaint identifies criminal conduct or breach of other regulation by any person, the Monitoring Officer will refer the matter to the Police or another regulatory agency as appropriate.

#### **7. Acknowledging the Complaint**

The Monitoring Officer will acknowledge receipt of the complaint within five working days of receiving it.

The Monitoring Officer will write to the Subject Member with details of the allegations (subject to any representations from the Complainant that confidentiality or concerns that disclose of the complaint would prejudice any potential investigation) and notifying the Subject Member of their right to consult one of the Independent Persons

The Monitoring Officer will also write to one of the Independent Persons with details of the allegations.

The Subject Member will be requested to provide within 10 working days of the date of the letter, or such longer period as the Monitoring Officer may agree, any written representations in response to the complaint which the Monitoring Officer will take into account when deciding how the complaint will be dealt with.

## **8. Initial Filtering of Complaints**

Code of Conduct complaints can only be accepted if they relate to a members' behaviour whilst that member is acting, or giving the impression that they are acting, in their official capacity and not a private matter. Complaints which clearly relate to a member acting in the private capacity or otherwise fall outside the scope of the Code of Conduct and can be rejected by the Monitoring Officer without notifying the Subject Member or seeking the views of the Independent Person.

If there is any doubt, as to whether the Subject Member was acting in their official capacity and not a private matter, the allegation should proceed to the second stage. For example, if it is unclear whether the councillor was acting 'in capacity' or not then the second stage of assessment criteria should be used. On rejecting a complaint for this reason, the Monitoring Officer will inform the Complainant and the Subject Member of the decision and the reasons for that decision in writing.

## **9. Additional Information**

If the Complainant does not submit sufficient information to enable the Monitoring Officer to reach a decision, the Monitoring Officer may ask the Complainant for such information and may request additional information from the Subject Member.

The Monitoring Officer may also carry out pre-assessment enquiries, which will not amount to an investigation. This may include obtaining documentation, such as minutes of meetings.

## **10. Confidentiality**

As a matter of fairness and natural justice, the Subject Member should be told who has complained about them. There may be occasions where the Complainant requests that their identity is withheld. Such a request may be granted in circumstances that the Monitoring Officer considers to be exceptional, for example;

- (a) the Complainant has reasonable grounds for believing that they will be at real risk of intimidation, victimisation, or physical harm if their identity is disclosed;
- (b) the Complainant is an officer who works closely with the Subject Member and they are afraid of the consequences to their employment if their identity is disclosed; or
- (c) the Complainant suffers from a serious health condition which might be adversely affected if their identity is disclosed.

If the Monitoring Officer decides to refuse a request by the Complainant for confidentiality the Monitoring Officer will offer the Complainant, the option to withdraw the complaint rather than proceed with disclosure of the Complainant's identity.

As a matter of fairness and natural justice, the Subject Member should also be informed of the nature of the complaint. If, however, the Monitoring Officer considers that disclosure of details of the complaint to the Subject Member might prejudice the investigation, the Monitoring Officer can agree to delay notifying the Subject Member until consideration of the complaint has progressed sufficiently.

It is important to preserve the integrity of the complaints process and to minimise any negative effect of the complaint on all the people affected by it, that information relating to the complaint is treated as confidential. The assessment of complaints will therefore be conducted by the Monitoring Officer in private. The parties to a complaint are expected to maintain confidentiality as well. Parties are not prohibited from discussing the complaint to seek advice and support; however, it should not be discussed in the public domain.

## **11.. Initial Assessment of Complaint**

The Monitoring Officer will review the complaint together with any representations received from the Subject Member and, after consultation with the Independent Person, take a decision as to whether this complaint merits formal investigation or whether it should be dealt with informally or rejected.

This decision will normally be taken within 20 working days of receipt of the complaint or within 10 days of the Subject Member's written representations, whichever is the later. The Monitoring Officer shall have discretion to amend the timetable as appropriate.

The Monitoring Officer will inform the Complainant, the Subject Member of the decision on initial assessment and the reasons for that decision in writing.

The decision of the Monitoring Officer will also be reported to the Standards Committee for information. Where the Monitoring Officer has determined that if the complaint is

proven, there would potentially be a breach of the Code of Conduct and recommended an informal resolution, it is in the public interest for the Subject Member to be named. However, where the Monitoring Officer has made a finding of no breach, the Subject Member will not be identified.

Each complaint will be assessed to determine whether it is one the Monitoring Officer can and should investigate.

The Monitoring Officer will consider the following in deciding whether the complaint can be investigated;

- (a) is the complaint about the conduct of a named, elected, or co-opted member of the County Council?
- (b) Does the complaint relate to matters where the councillor was acting as a councillor or representative of the authority and it is not a private matter ;was the Code of Conduct in force at the time the alleged misconduct took place?
- (c) if the complaint is proven, would there potentially be a breach of the Code under which the Subject Member was operating at the time of the alleged misconduct?

If the complaint fails one or more of these threshold tests, it will be rejected.

The Monitoring Officer will then consider the following in deciding whether the complaint should be investigated, dealt with informally or rejected;

1. the complaint appears to be trivial, vexatious, malicious, politically motivated or tit for tat;
2. the complaint is anonymous. The Monitoring Officer will not usually investigate anonymous complaints unless there is a clear public interest in doing so;
3. the Complainant has not provided any evidence that supports the complaint. The Monitoring Officer will not usually investigate where a Complainant has simply made an allegation that the Councillor has failed to act in way that is required by the Code;
4. a significant period of time has elapsed since the events, which are the subject of the complaint. This could be because, where a matter is serious, it would be reasonable to expect the Complainant to make a complaint promptly, or because the passage of time may make it more difficult to obtain documentary evidence and reliable witness evidence. The Monitoring Officer will normally reject a complaint where the last event complained of took place more than six months prior to the date of the complaint. The Monitoring Officer will however consider any reason why there had been a delay in making the complaint;
5. the complaint is such that it is unlikely that an investigation will be able to come to a firm conclusion on the matter. This could be where the matter is such that there is unlikely to be any firm evidence on the matter. An example of this could be a telephone conversation where there were conflicting accounts of what was said in the call was no independent verification of the contents of the telephone call.
6. the complaint or a substantially similar allegation has previously been the subject of an investigation and there is nothing more to be gained by further action being taken;

7. a complaint suggests that there is a wider problem throughout the authority, and this will be considered differently and as part of that wider resolution;
8. the complaint discloses a potential breach of the Code, but the Subject Member has remedied or made reasonable endeavours to remedy the issue to which the complaint relates and the complaint does not disclose sufficiently serious potential breaches of the Code of Conduct to merit further consideration;
9. the complaint discloses a potential breach of the Code, but the complaint is not serious enough to merit an investigation in circumstances where the resources needed to investigate are wholly disproportionate to the allegations and there is no overriding public interest in carrying out an investigation. Public interest is regarded as something which is of serious concern and benefit to the public.

## **12. Informal Resolution**

In appropriate cases, the Monitoring Officer may seek to resolve the complaint informally, without the need for a formal investigation. Such informal resolution may involve the Subject Member accepting that his/her conduct was unacceptable and

- offering an apology;
- agreeing to attend a training course;
- agreeing to engage in the process of conciliation/mediation; or
- the Council introducing some other remedial action (such as changing procedures)

Where the Subject Member makes a reasonable offer of informal resolution, but the Complainant is not willing to accept that offer, the Monitoring Officer will take account of this in deciding whether the complaint merits formal investigation.

Where the Monitoring Officer recommends informal resolution, but the Subject Member is not willing to accept that his/her conduct was unacceptable or is not willing to accept the informal resolution proposed, the Monitoring Officer will take account of this in deciding whether the complaint merits formal investigation.

The Local Government Association Guidance 2021<sup>1</sup> provides the below examples of matters which maybe suitable for informal resolution:

- the same particular breach of the Code by many members, indicating poor understanding of the Code and the authority's procedures;
- a general breakdown of relationships, including those between members and officers, as evidenced by a pattern of allegations of minor disrespect, harassment or bullying to such an extent that it becomes difficult to conduct the business of the authority;
- misunderstanding of procedures or protocols;
- misleading, unclear or misunderstood advice from officers;

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<sup>1</sup> [Guidance on Member Model Code of Conduct Complaints Handling | Local Government Association](#)



- lack of experience or training;
- interpersonal conflict;
- allegations and retaliatory allegations from the same members;
- allegations about how formal meetings are conducted;
- allegations that may be symptomatic of governance problems within the authority, which are more significant than the allegations in themselves.

If the Monitoring Officer considers a complaint can be dealt with through informal resolution they should consult with the Independent Person and they should inform the Subject Member and the Complainant and give them the opportunity to comment before making a final decision.

### **13. Investigation**

If the Monitoring Officer decides that the complaint merits formal investigation, he/she will appoint an Investigating Officer, who may be another senior officer of the authority, an officer of another authority or an external investigator. The Investigating Officer will decide whether he/she needs to meet or speak to the Complainant to understand the nature of the complaint.

The Investigating Officer would normally write to the Subject Member and provide the Subject Member with a copy of the complaint, and ask the Subject Member to provide his/her explanation of events and to identify what documents the Investigating Officer needs to see and who she/he needs to interview. In exceptional cases, where it is appropriate to keep the Complainant's identity confidential or the Monitoring Officer considers that disclosure of details of the complaint to the Subject Member might prejudice the investigation, the Investigating Officer can delete the Complainant's name and address from the papers given to the Subject Member, or delay notifying the Subject Member of the actual complaint until the investigation has progressed sufficiently.

At the end of the end of the investigation, the Investigating Officer will produce a draft report and send copies of that draft report, in confidence, to the Complainant and to the Subject Member concerned to give them both an opportunity to identify any matter in that draft report which they disagree with or which they consider requires more consideration. Both parties will be given ten working days to make representations or, in exceptional circumstances, such other period as the Investigating Officer consider reasonable.

Having received and taken account of any comments on the draft report, the Investigating Officer will send his/her final report to the Monitoring Officer.

## **14. Investigating Officer Concludes that there is No Evidence of a Breach of the Code of Conduct**

The Monitoring Officer will review the Investigating Officer's report and, if he/she is satisfied that the Investigating Officer's report is sufficient, will send to the Complainant and the Subject Member a copy of the Investigating Officer's final report and confirm the finding of no breach of the Code of Conduct. If the Monitoring Officer is not satisfied that the investigation has been conducted properly, he/she may ask the Investigating Officer to reconsider his/her report.

Investigating Officer concludes that there is evidence of a breach of the Code of Conduct the Monitoring Officer will review the Investigating Officer's report and will then either send the matter for a hearing before the Hearing Panel (the Panel) or after consulting the Independent Person, seek local resolution.

### **a) Local Resolution**

The Monitoring Officer may consider that the matter can reasonably be resolved without the need for a hearing. In such a case, the Monitoring Officer will consult with the Independent Person and the Complainant and seek to agree what the Complainant considers to be a fair resolution which also helps to ensure higher standards of conduct for the future. Such informal resolution may involve the Subject Member accepting that his/her conduct was unacceptable; and

- offering an apology;
- agreeing to attend a training course;
- agreeing to engage in a process of conciliation; or
- the council introducing some other remedial action (such as changing procedures)

If the Subject Member complies with the suggested resolution, the Monitoring Officer will issue a Decision Notice. The Decision Notice will include a brief statement of facts, the provisions of the Code of Conduct engaged by the allegations, the views of the Independent Person, the reasons for the decision and any sanctions applied. A copy of the Decision Notice will be sent to the Complainant, to the Subject Member and published on the Council's website and reported to the next convenient meeting of the Standards Committee.

However, if the Complainant tells the Monitoring Officer that any suggested resolution would be not be adequate or the Subject Member refuses to accept the resolution the Monitoring Officer will refer the matter for a local hearing.

### **b) Hearing**

If the Monitoring Officer considers that local resolution is not appropriate, or the Complainant is not satisfied by the proposed resolution, or the Subject Member is not prepared to undertake any proposed remedial action then the Monitoring Officer will report the Investigating Officer's report to the Hearing Panel which

will conduct a Hearing before deciding whether the Subject Member has failed to comply with the Code of Conduct and, if so, whether to take any action.

The Monitoring Officer will conduct a pre-hearing process, requiring the Subject Member to give his/her response to the Investigating Officer's report in writing in order to identify what is likely to be agreed and what is likely to be in contention at the hearing. The Chairman of the Panel may issue directions as to the manner in which the Hearing will be conducted. The Local Government Association Guidance 2021 details areas where preliminary consideration and direction would be of assistance.

The role of the panel is to decide factual evidence on the balance of probabilities

At the hearing, the Investigating Officer will present his/her report, call such witnesses as he/she considers necessary and make representations to substantiate his/her conclusion that the Subject Member has failed to comply with the Code of Conduct. For this purpose, the Investigating Officer may ask the Complainant to attend and give evidence to the Panel. The Subject Member will then have an opportunity to give his/her evidence, to call witnesses and to make representations to the Panel as to why he/she considers that he/she did not fail to comply with the Code of Conduct. The Panel can allow witnesses to be questioned and cross examined by the Subject Member, the Monitoring Officer, the Investigating Officer (or their representative, including a Solicitor or Barrister), directly or through the Chairman. The Panel can also question witnesses.

The Independent Person will be invited to attend to observe but will not participate in the hearing. The Panel will seek the views of the Independent Person and take those views into account before making its decision.

The Panel may conclude that the Subject Member did not breach the Code of Conduct, and if so, will dismiss the complaint.

If the Panel concludes that the Subject Member did breach the Code of Conduct, the Chairman will inform the Subject Member of this finding and the Panel will then consider what action, if any, the Panel should take as a result of the Subject Member's failure to comply with the Code of Conduct. In doing this, the Panel will give the Subject Member an opportunity to make representations to the Panel and seek the views of the Independent Person and take those into account before making its decision.

## **15. Sanctions**

The Council have delegated to the Panel powers to take action in respect of individual members as maybe necessary to promote and maintain high standards of conduct. The Local Government Association Guidance 2021 provides that when deciding on a sanction, the panel should ensure that it is reasonable, proportionate and relevant to the subject member's behaviour. Examples of factors which the panel may wish to consider are detailed within the above guidance. Accordingly, the Panel may do one or a combination of the following;

- (a) Send a formal letter to the Subject Member;
- (b) Issue a formal censure in writing.
- (c) Publish its findings in respect of the Subject Member's conduct;
- (d) Report its findings to the Council for information;
- (e) Recommend to the Subject Member's Group Leader (or in the case of ungrouped members, recommend to the Council or to Committees) that the Subject Member be removed from any or all committees or sub-committees of the Council;
- (f) Recommend to the Leader of the Council that the Subject Member may be removed from the Cabinet or removed from particular portfolio responsibilities;
- (g) Recommend to the Council that, if the Subject Member is the Leader of the Council, that the Subject Member be removed as Leader and from the Cabinet;**
- (h) Instruct the Monitoring Officer to arrange training for the Subject Member;
- (i) Recommend to the Subject Member's Group Leader that the Subject Member is removed from all outside appointments to which he/she has been appointed or nominated by the authority;
- (j) In the case of a co-opted member, recommend to the Council that he/she be removed from the Council or any of its committees, sub-committees or working groups;
- (k) Withdraw facilities provided to the Subject Member by the Council (such as a computer, website and/or email and internet access) for a specified period; or
- (l) Exclude the Subject Member from the Council's offices or other premises for a specified period with the exception of meeting rooms as necessary for attending Council committee and sub-committee meetings.

The Hearings Panel has no power to suspend or disqualify the Subject Member or to withdraw members or special responsibility allowances. It also has no power to impose a sanction which would fetter the otherwise appropriate activities of a democratically elected representative.

## **16. What Happens at the end of the Hearing?**

At the end of the Hearing the Chairman will state the decision of the Panel as to whether the Subject Member has breached the Code of Conduct and as to any actions which the Panel resolves to take.

As soon as reasonably practicable thereafter, the Monitoring Officer shall prepare a Formal Decision Notice in consultation with the Chairman of the Panel. The Decision Notice will include a brief statement of facts, the provisions of the Code of Conduct

engaged by the allegations, the views of the Independent Person, the reasons for the decision and any sanctions applied. A copy of the Decision Notice will be sent to the Complainant, the Subject Member, published on the Council's website and reported to the next convenient meeting of the Standards Committee.

#### **17. What is the Hearing Panel?**

The Hearing Panel is a sub-committee of the Council's Governance Ethics and Standards Committee. The Panel will be comprised of three members drawn from the Governance, Ethics and Standards Committee who have undertaken appropriate training. The Panel will be politically balanced, and a Chairman of the Panel will be nominated and determined by the Panel at its first meeting.

The Independent Person is invited to attend all meetings of the Panel and his/her views will be sought by the Panel and taken into consideration by the Panel before the Panel takes any decision on whether the Subject Member's conduct constitutes a breach of the Code of Conduct and as to any action to be taken following a finding of a breach of the Code of Conduct.

However, the Independent Person is not a member of the Panel. Whilst his/her views will be taken into account by the Panel, the Independent Person will not take part in the making of a decision.

#### **18. Who is the Independent Person?**

The Independent Person is a person who has been appointed by the Council under Section 28 of the Localism Act 2011. The Localism Act requires that the Independent Person's views must be taken into account before a decision on an allegation can be made. The views of the Independent Person may also be sought by the Subject Member.

In accordance with legislation, the Monitoring Officer will consult the Independent Person as set out in these arrangements but has the discretion to consult the Independent Person on any other issues arising out of an allegation that a member has breached the Code of Conduct. The Council has appointed **two** Independent Persons.

#### **19. Complaints relating to the Police and Crime Commissioner.**

If a police and crime commissioner is a member or co-opted member of the Council an allegation against the commissioner should be referred to the police and crime panel for the commissioner's police area.

If, in response to an allegation referred to it the police and crime panel makes a report or recommendation to the police and crime commissioner under section 28(6) of the Police Reform and Social Responsibility Act 2011, the panel may also make a report or recommendation on the allegation to the Council .

The Council must take any such report or recommendation into account in determining— (a) whether the police and crime commissioner has failed to comply with the authority's code of conduct, (b) whether to take action in relation to the commissioner, and (c) what action to take.

## **20.. Revision of these Arrangements**

The Governance, Ethics and Standards Committee has the power to amend these arrangements. The Panel and the Monitoring Officer has the right to depart from these arrangements where it considers that it is expedient to do so in order to secure the effective and fair consideration of any matters.

## **21. Appeals**

There is no right of appeal against a decision of the Monitoring Officer or the Panel.

If the Complainant feels that the Council has failed to deal with a complaint properly, he/she may complain to the Local Government and Social Care Ombudsman.

# Appendix 11 – Code of Conduct for Members

## Derbyshire County Council’s Code of Conduct for Elected Members (based on the Local Government Association Model 2020/2021)

### Statement

The role of councillor across all tiers of local government is a vital part of our country’s system of democracy. It is important that as councillors we can be held accountable and all adopt the behaviours and responsibilities associated with the role. Our conduct as an individual councillor affects the reputation of all councillors. We want the role of councillor to be one that people aspire to. We also want individuals from a range of backgrounds and circumstances to be putting themselves forward to become councillors.

As councillors, we represent local residents, work to develop better services and deliver local change. The public have high expectations of us and entrust us to represent our local area, taking decisions fairly, openly, and transparently. We have both an individual and collective responsibility to meet these expectations by maintaining high standards and demonstrating good conduct, and by challenging behaviour which falls below expectations.

Importantly, we should be able to undertake our role as a councillor without being intimidated, abused, bullied, or threatened by anyone, including the general public.

This Code has been designed to protect our democratic role, encourage good conduct, and safeguard the public’s trust in local government.

### Definitions

For the purposes of this Code of Conduct, a “councillor” means a member or co-opted member of a local authority or a directly elected mayor. A “co-opted member” is defined in the Localism Act 2011 Section 27(4) as “a person who is not a member of the authority but who;

- (a) is a member of any committee or sub-committee of the authority; or
- (b) is a member of, and represents the authority on, any joint committee or joint subcommittee of the authority; and

who is entitled to vote on any question that falls to be decided at any meeting of that committee or sub-committee”.

### Purpose of the Code of Conduct

The purpose of this Code of Conduct is to assist you, as a councillor, in modelling the behaviour that is expected of you, to provide a personal check and balance, and to set out the type of conduct that could lead to action being taken against you. It is also to

protect you, the public, fellow councillors, local authority officers and the reputation of local government. It sets out general principles of conduct expected of all councillors and your specific obligations in relation to standards of conduct. The use of support, training and mediation prior to action being taken using the Code is encouraged. The fundamental aim of the Code is to create and maintain public confidence in the role of councillor and local government.

## General Principles of Councillor Conduct

Everyone in public office at all levels; all who serve the public or deliver public services, including ministers, civil servants, councillors, and local authority officers; should uphold the [Seven Principles of Public Life](#), also known as the Nolan Principles.

- I act with integrity and honesty;
- I act lawfully;
- I treat all persons fairly and with respect; and
- I lead by example and act in a way that secures public confidence in the role of councillor.

### Principles:

1. Selflessness: Holders of public office should act solely in the public interest. They should not do so in order to gain financial or other material benefits for the themselves, their family, or friends.
2. Integrity: Holders of public office should not place themselves under any financial or other obligation to outside individuals or organisations that might seek to influence them in the performance of their official duties;
3. Objectivity: In carrying out public business, including making public appointments, awarding contracts, or recommending individuals or rewards and benefits, holders of public office should make choices on merit.
4. Accountability: Holders of public office are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.
5. Openness: Holders of public office should be as open as possible about all the decisions and actions they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.
6. Honesty: Holders of public office have a duty to declare any private interests relating to their public duties and to take steps to resolve any conflicts arising in a way that protects the public interests.
7. Leadership: Holders of public office should promote and support these principles by leadership and example.

In undertaking my role:



*Building on these principles, the following general principles have been developed specifically for the role of councillor.*

*In accordance with the public trust placed in me, on all occasions:*

- I act with integrity and honesty,*
  - I act lawfully,*
  - I treat all persons fairly and with respect,*
  - I lead by example and act in a way that secures public confidence in the role of councillor,*
- I impartially exercise my responsibilities in the interests of the local community,
  - I do not improperly seek to confer an advantage, or disadvantage, on any person,
  - I avoid conflicts of interest,
  - I exercise reasonable care and diligence; and
  - I ensure that public resources are used prudently in accordance with Derbyshire County Council's requirements and in the public interest.

### **Obligations on Councillors**

As a Member of Derbyshire County Council, your conduct should, in particular, address the statutory principles in the Code by:

1. Championing the needs of residents, including the whole community and, in a special way, your constituents, including those who did not vote for you, and putting their interests first.
2. Dealing with representations or enquiries from residents, members of the community and visitors fairly, appropriately and impartially.
3. Not allowing other pressures, including the financial interests of yourself or others connected to you, to deter you from pursuing constituents' case work, the interests of Derbyshire County Council or the good governance of Derbyshire County Council in a proper manner.
4. Exercising independent judgement and not compromising your position by placing yourself under obligations to outside individuals or organisations who might seek to influence the way you perform your duties as a Member of Derbyshire County Council.
5. Listening to the interests of all parties, including relevant advice from statutory and other professional officers, taking all relevant information into consideration, remaining objective and making decisions on merit.
6. Being accountable for your decisions and co-operating when scrutinised internally and externally, including by local residents.
7. Contributing to making Derbyshire County Council's decision-making processes as open and transparent as possible to enable residents to understand the reasoning behind those decisions and to be informed when

holding you and other Members to account, but restricting access to information when the wider public interest or the law requires it.

8. Respecting the confidentiality of information which you receive as a member by:
  - (a) Not disclosing confidential information to third parties unless required by law to do so or where there is a clear and overriding public interest in doing so; and
  - (b) Not obstructing third parties' legal rights of access to information.
9. Behaving in accordance with all of Derbyshire County Council's legal obligations, with particular regard to:
  - (a) The Data Protection Act 2018.
  - (b) The Freedom of Information Act 2000.
  - (c) The Bribery Act 2010.
  - (d) The Equality Act 2010.
10. Having regard to the principles of Derbyshire County Council's policies, protocols and procedures, including those relating to the use of Derbyshire County Council's resources (which must not be used improperly for political purposes including party political purposes).
11. Valuing other Members and officers and engaging with them in an appropriate manner and in a manner which underpins the mutual respect between individuals that is essential to good local government and respecting and not bullying any person.
12. Always treating people with respect, including the organisations and public you engage with and those you work alongside.
13. Providing leadership through behaving in accordance with these principles when championing the interests of the community with other organisations as well as within the Council.

### **Application of the Code of Conduct**

This Code of Conduct applies to you as soon as you sign your declaration of acceptance of the office of councillor or attend your first meeting as a co-opted member and continues to apply to you until you cease to be a councillor.

This Code of Conduct applies to you when you are acting in your capacity as a councillor which may include when:

- you misuse your position as a councillor.
- your actions would give the impression to a reasonable member of the public with knowledge of all the facts that you are acting as a councillor.

The Code applies to all forms of communication and interaction, including:

- at face-to-face meetings.
- at online or telephone meetings.
- in written communication.
- in verbal communication.
- in non-verbal communication.
- in electronic and social media communication, posts, statements, and comments.

You are also expected to uphold high standards of conduct and show leadership at all times when acting as a councillor.

Your Monitoring Officer has statutory responsibility for the implementation of the Code of Conduct, and you are encouraged to seek advice from your Monitoring Officer on any matters that may relate to the Code of Conduct.

### **Standards of Councillor Conduct**

This section sets out your obligations, which are the minimum standards of conduct required of you as a councillor. Should your conduct fall short of these standards, a complaint may be made against you, which may result in action being taken.

Guidance is included to help explain the reasons for the obligations and how they should be followed.

### **General Conduct**

#### **1. Respect**

##### **As a councillor:**

**1.1 I treat other councillors and members of the public with respect.**

**1.2 I treat Council employees, employees and representatives of partner organisations and those volunteering for the Council with respect and respect the role they play.**

Respect means politeness and courtesy in behaviour, speech, and in the written word. Debate and having different views are all part of a healthy democracy. As a councillor, you can express, challenge, criticise and disagree with views, ideas, opinions, and policies in a robust but civil manner. You should not, however, subject individuals, groups of people or organisations to personal attack.

In your contact with the public, you should treat them politely and courteously. Rude and offensive behaviour lowers the public's expectations and confidence in councillors.

In return, you have a right to expect respectful behaviour from the public. If members of the public are being abusive, intimidatory or threatening you are entitled to stop any conversation or interaction in person or online and report them to the local authority,

the relevant social media provider, or the police. This also applies to fellow councillors, where action could then be taken under the Councillor Code of Conduct, and local authority employees, where concerns should be raised in line with Derbyshire County Council's Member and Officers' Relationship Protocol.

## **2. Bullying, Harassment and Discrimination**

**As a councillor:**

**2.1 I do not bully any person.**

**2.2 I do not harass any person.**

**2.3 I promote equalities and do not discriminate unlawfully against any person.**

The Advisory, Conciliation and Arbitration Service (ACAS) characterises bullying as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate, or injure the recipient. Bullying might be a regular pattern of behaviour or a one-off incident, happen face-to-face, on social media, in emails or phone calls, happen in the workplace or at work social events and may not always be obvious or noticed by others.

The Protection from Harassment Act 1997 defines harassment as conduct that causes alarm or distress or puts people in fear of violence and must involve such conduct on at least two occasions. It can include repeated attempts to impose unwanted communications and contact upon a person in a manner that could be expected to cause distress or fear in any reasonable person.

Unlawful discrimination is where someone is treated unfairly because of a protected characteristic. Protected characteristics are specific aspects of a person's identity defined by the Equality Act 2010. They are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.

The Equality Act 2010 places specific duties on local authorities. Councillors have a central role to play in ensuring that equality issues are integral to the local authority's performance and strategic aims, and that there is a strong vision and public commitment to equality across public services.

## **3. Impartiality of Officers of the Council**

**As a councillor:**

**3.1 I do not compromise, or attempt to compromise, the impartiality of anyone who works for, or on behalf of, the local authority.**

**3.2 I take advice as necessary from professional officers in reaching decisions and ensure that all relevant information is taken into**

**account to reach an objective decision based on merit, which is lawful and reached as a result of following a transparent process.**

Officers work for Derbyshire County Council as a whole and must be politically neutral (unless they are political assistants). They should not be coerced or persuaded to act in a way that would undermine their neutrality. You can question officers in order to understand, for example, their reasons for proposing to act in a particular way, or the content of a report that they have written. However, you must take professional advice, including legal advice into account when reaching your decision and you must not try and force officers to act differently, change their advice, or alter the content of that report, if doing so would prejudice their professional integrity and the lawfulness of the decision or the process.

#### **4. Confidentiality and Access to Information**

**As a councillor:**

##### **4.1 I do not disclose information:**

- (a) given to me in confidence by anyone,**
- (b) acquired by me which I believe, or ought reasonably to be aware, is of a confidential nature, unless;**
  - (i) I have received the consent of a person authorised to give it;**
  - (ii) I am required by law to do so;**
  - (iii) the disclosure is made to a third party for the purpose of obtaining professional legal advice provided that the third party agrees not to disclose the information to any other person; or**
  - (iv) the disclosure is:**
    - 1. reasonable and in the public interest; and**
    - 2. made in good faith and in compliance with the reasonable requirements of the local authority; and**
    - 3. I have consulted the Monitoring Officer prior to its release.**

##### **4.2 I do not improperly use knowledge gained solely as a result of my role as a councillor for the advancement of myself, my friends, my family members, my employer, or my business interests.**

**4.3 I do not prevent anyone from getting information that they are entitled to by law.**

Local authorities must work openly and transparently, and their proceedings and printed materials are open to the public, except in certain legally defined circumstances. You should work on this basis, but there will be times when it is required by law that discussions, documents, and other information relating to or held by the local authority must be treated in a confidential manner. Examples include personal data relating to individuals or information relating to ongoing negotiations.

**5. Disrepute**

**As a councillor:**

**5.1 I do not bring my role or local authority into disrepute.**

As a Councillor, you are trusted to make decisions on behalf of your community and your actions and behaviour are subject to greater scrutiny than that of ordinary members of the public. You should be aware that your actions might have an adverse impact on you, other councillors and/or your local authority and may lower the public's confidence in your or your Derbyshire County Council's ability to discharge your/its functions. For example, behaviour that is considered dishonest and/or deceitful can bring your local authority into disrepute.

You are able to hold Derbyshire County Council and fellow councillors to account and are able to constructively challenge and express concern about decisions and processes undertaken by the council whilst continuing to adhere to other aspects of this Code of Conduct.

**6. Use of Position**

**As a councillor:**

**6.1 I do not use, or attempt to use, my position improperly to the advantage or disadvantage of myself or anyone else.**

Your position as a member of the local authority provides you with certain opportunities, responsibilities, and privileges, and you make choices all the time that will impact others. However, you should not take advantage of these opportunities to further your own or others' private interests or to disadvantage anyone unfairly.

**7. Use of Local Authority Resources and Facilities**

**As a councillor:**

**7.1 I do not misuse council resources.**

**7.2 I will, when using the resources of the local authority or authorising their use by others:**

- (a) act in accordance with the local authority's requirements; and**
- (b) ensure that such resources are not used for political purposes unless that use could reasonably be regarded as likely to facilitate, or be conducive to, the discharge of the functions of the local authority or of the office to which I have been elected or appointed.**

You may be provided with resources and facilities by the local authority to assist you in carrying out your duties as a councillor.

Examples include:

- office support
- stationery
- equipment such as phones, and computers
- transport
- access and use of local authority buildings and rooms

These are given to you to help you carry out your role as a councillor more effectively and are not to be used for business or personal gain. They should be used in accordance with the purpose for which they have been provided and Derbyshire County Council's policies regarding their use, including the Protocol for Use of ICT by Members/Use of Resources.

## **8. Complying with the Code of Conduct**

**As a councillor:**

- 8.1 I undertake Code of Conduct training provided by my local authority.**
- 8.2 I cooperate with any Code of Conduct investigation and/or determination.**
- 8.3 I do not intimidate or attempt to intimidate any person who is likely to be involved with the administration of any investigation or proceedings.**
- 8.4 I comply with any sanction imposed on me following a finding that I have breached the Code of Conduct.**

It is extremely important for you as a councillor to demonstrate high standards, for you to have your actions open to scrutiny and for you not to undermine public trust in Derbyshire County Council or its governance. If you do not understand or are concerned about the local authority's processes in handling a complaint you should raise this with your Monitoring Officer.

## Protecting your Reputation and the Reputation of the Local Authority

### 9. Interests

#### As a councillor:

#### 9.1 I register and disclose my interests.

Section 29 of the Localism Act 2011 requires the Monitoring Officer to establish and maintain a register of interests of members of the authority.

You need to register your interests so that the public, local authority employees and fellow councillors know which of your interests might give rise to a conflict of interest. The register is a public document that can be consulted when (or before) an issue arises. The register also protects you by allowing you to demonstrate openness and a willingness to be held accountable. You are personally responsible for deciding whether or not you should disclose an interest in a meeting, but it can be helpful for you to know early on if others think that a potential conflict might arise. It is also important that the public know about any interest that might have to be disclosed by you or other councillors when making or taking part in decisions, so that decision making is seen by the public as open and honest. This helps to ensure that public confidence in the integrity of local governance is maintained. You should note that failure to register or disclose a disclosable pecuniary interest as set out in **Table 1**, is a criminal offence under the Localism Act 2011.

**Appendix A sets** out the detailed provisions on registering and disclosing interests. If in doubt, you should always seek advice from your Monitoring Officer.

### 10. Gifts and Hospitality

#### As a councillor:

- 10.1 I do not accept gifts or hospitality, irrespective of estimated value, which could give rise to real or substantive personal gain or a reasonable suspicion of influence on my part to show favour from persons seeking to acquire, develop or do business with the local authority or from persons who may apply to the local authority for any permission, licence or other significant advantage.**
- 10.2 I register with the Monitoring Officer any gift or hospitality with an estimated value of at least £50 within 28 days of its receipt.**
- 10.3 I register with the Monitoring Officer any significant gift or hospitality that I have been offered but have refused to accept.**

In order to protect your position and the reputation of Derbyshire County Council, you should exercise caution in accepting any gifts or hospitality which are (or which you reasonably believe to be) offered to you because you are a councillor. The presumption should always be not to accept significant gifts or hospitality. However,



there may be times when such a refusal may be difficult if it is seen as rudeness in which case you could accept it but must ensure it is publicly registered. However, you do not need to register gifts and hospitality which are not related to your role as a councillor, such as Christmas gifts from your friends and family. It is also important to note that it is appropriate to accept normal expenses and hospitality associated with your duties as a councillor. If you are unsure, do contact your Monitoring Officer for guidance.

## **Appendices**

### **Appendix A Registering Interests**

Within 28 days of becoming a member or your re-election or re-appointment to office you must **register** with the Monitoring Officer the interests which fall within the categories set out in **Table 1 (Disclosable Pecuniary Interests)** which are as described in "The Relevant Authorities (Disclosable Pecuniary Interests) Regulations 2012". You should also **register** details of your other personal interests which fall within the categories set out in **Table 2 (Other Registerable Interests)**.

**"Disclosable Pecuniary Interest"** means a pecuniary interest in any business of the Council of yourself, or of your partner if you are aware of your partner's interest, within the descriptions set out in Table 1 below.

**"Partner"** means a spouse or civil partner, or a person with whom you are living as husband or wife, or a person with whom you are living as if you are civil partners.

1. You must ensure that your register of interests is kept up-to-date and within 28 days of becoming aware of any new interest, or of any change to a registered interest, notify the Monitoring Officer.
2. A 'sensitive interest' is as an interest which, if disclosed, could lead to the councillor, or a person connected with the councillor, being subject to violence or intimidation.
3. Where you have a 'sensitive interest' you must notify the Monitoring Officer with the reasons why you believe it is a sensitive interest. If the Monitoring Officer agrees they will withhold the interest from the public register.

### **Non-participation in Case of Disclosable Pecuniary Interest**

4. Where a matter arises at a meeting which directly relates to one of your Disclosable Pecuniary Interests as set out in **Table 1**, you must disclose the interest, **not participate** in any discussion or vote on the matter and **must not remain in the room** unless you have been granted a dispensation. If it is a 'sensitive interest', you do not have to disclose the nature of the interest, just that you have an interest. Dispensation may be granted in limited circumstances, to enable you to participate and vote on a matter in which you have a disclosable pecuniary interest.

5. Where you have a disclosable pecuniary interest on a matter to be considered or is being considered by you as a Cabinet member in exercise of your executive function, you must notify the Monitoring Officer of the interest and must not take any steps or further steps in the matter apart from arranging for someone else to deal with it

### Disclosure of Other Registerable Interests

6. Where a matter arises at a meeting which **directly relates** to the financial interest or wellbeing of one of your Other Registerable Interests (as set out in **Table 2**), you must disclose the interest. You may speak on the matter only if members of the public are also allowed to speak at the meeting but otherwise must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation. If it is a 'sensitive interest', you do not have to disclose the nature of the interest.
7. Where a matter arises at a meeting which **affects** the financial interest or wellbeing of one of your Other Registerable Interests (as set out in **Table 2**), you must disclose the interest.

In order to determine whether you can remain in the meeting after disclosing your interest the following test should be applied.

Where the matter **affects** the financial interest or well-being:

- (a) to a greater extent than it affects the financial interests of the majority of inhabitants of the ward affected by the decision and;
- (b) a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest.

You may speak on the matter only if members of the public are also allowed to speak at the meeting. Otherwise you must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation.

If it is a 'sensitive interest', you do not have to disclose the nature of the interest.

Where you have an Other Registerable Interest on a matter to be considered or is being considered by you as a Cabinet member in exercise of your executive function, you must notify the Monitoring Officer of the interest and must not take any steps or further steps in the matter apart from arranging for someone else to deal with it.

### Disclosure of Non-Registerable Interests

8. Where a matter arises at a meeting which **directly relates** to;

- (a) your own financial interest or well-being (and is not a Disclosable Pecuniary Interest set out in Table 1); or
- (b) a financial interest or well-being of a relative or close associate, you must disclose the interest.
- (c) a financial interest or wellbeing of a body included under Other Registrable Interests as set out in **Table 2**.

You may speak on the matter only if members of the public are also allowed to speak at the meeting. Otherwise you must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation. If it is a 'sensitive interest', you do not have to disclose the nature of the interest.

9. Where a matter arises at a meeting which **affects** –

- (a) your own financial interest or well-being (and is not a Disclosable Pecuniary Interest set out in Table 1); or
- (b) a financial interest or well-being of a relative or close associate;

you must disclose the interest. In order to determine whether you can remain in the meeting after disclosing your interest the following test should be applied.

10. Where a matter **affects** the financial interest or well-being:

- (a) to a greater extent than it affects the financial interests of the majority of inhabitants of the ward affected by the decision and;
- (b) a reasonable member of the public knowing all the facts would believe that it would affect your view of the wider public interest,

You may speak on the matter only if members of the public are also allowed to speak at the meeting. Otherwise you must not take part in any discussion or vote on the matter and must not remain in the room unless you have been granted a dispensation.

If it is a 'sensitive interest', you do not have to disclose the nature of the interest.

11. Where you have a Non-Registerable Interest on a matter to be considered or is being considered by you as a Cabinet member in exercise of your executive function, you must notify the Monitoring Officer of the interest and must not take any steps or further steps in the matter apart from arranging for someone else to deal with it. The [LGA guidance](#) relating to Cabinet confirms that; "A single councillor who is guilty of bias is enough to strike out the whole decision when challenged before the courts. This can cause huge cost and reputational damage for the local authority, yet is seldom due to actual corruption or even consciously favouring a personal interest over the public interest on the part of the councillor involved and may have no repercussions for them personally."

**Table 1: Disclosable Pecuniary Interests**

This table sets out the explanation of Disclosable Pecuniary Interests as set out in the [Relevant Authorities \(Disclosable Pecuniary Interests\) Regulations 2012](#).

<b>SUBJECT</b>	<b>DESCRIPTION</b>
<b>Employment, office, trade, profession or vocation</b>	Any employment, office, trade, profession, or vocation carried on for profit or gain.
<b>Sponsorship</b>	<p>Any payment or provision of any other financial benefit (other than from the council) made to the councillor during the previous 12-month period for expenses incurred by him/her in carrying out his/her duties as a councillor, or towards his/her election expenses.</p> <p>This includes any payment or financial benefit from a trade union within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1992.</p>
<b>Contracts</b>	<p>Any contract made between the councillor or his/her spouse or civil partner or the person with whom the councillor is living as if they were spouses/civil partners (or a firm in which such person is a partner, or an incorporated body of which such person is a director* or a body that such person has a beneficial interest in the securities of*) and the council:</p> <p>(a) under which goods or services are to be provided or works are to be executed; and</p> <p>(b) which has not been fully discharged.</p>
<b>Land and Property</b>	<p>Any beneficial interest in land which is within the area of the council.</p> <p>'Land' excludes an easement, servitude, interest or right in or over land which does not give the councillor or his/her spouse or civil partner or the person with whom the councillor is living as if they were spouses/ civil partners (alone or jointly with another) a right to occupy or to receive income.</p>

<b>Licenses</b>	Any licence (alone or jointly with others) to occupy land in the area of the council for a month or longer.
<b>Corporate Tenancies</b>	<p>Any tenancy where (to the councillor's knowledge):</p> <p>(a) the landlord is the council; and</p> <p>(b) the tenant is a body that the councillor, or his/her spouse or civil partner or the person with whom the councillor is living as if they were spouses/ civil partners is a partner of or a director* of or has a beneficial interest in the securities* of.</p>
<b>Securities</b>	<p>Any beneficial interest in securities* of a body where:</p> <p>(a) that body (to the councillor's knowledge) has a place of business or land in the area of the council; and</p> <p>(b) either:</p> <p>(i) the total nominal value of the securities* exceeds £25,000 or one hundredth of the total issued share capital of that body; or</p> <p>(ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the councillor, or his/her spouse or civil partner or the person with whom the councillor is living as if they were spouses/civil partners have a beneficial interest exceeds one hundredth of the total issued share capital of that class.</p>

\* 'director' includes a member of the committee of management of an industrial and provident society.

\* 'securities' means shares, debentures, debenture stock, loan stock, bonds, units of a collective investment scheme within the meaning of the Financial Services and

Markets Act 2000 and other securities of any description, other than money deposited with a building society.

**Table 2: Other Registrable Interests**

You must register as an Other Registrable Interest:

- (a) Any unpaid directorships.
- (b) Any body of which you are a member or are in a position of general control or management and to which you are nominated or appointed by your authority.
- (c) Any body;
  - (i) exercising functions of a public nature,
  - (ii) directed to charitable purposes; or
  - (iii) one of whose principal purposes includes the influence of public opinion or policy (including any political party or trade union) of which you are a member or in a position of general control or management.
- (d) Membership of other pressure groups, the Freemasons or other influential bodies of which you are a member.

And that interest is not a Disclosable Pecuniary Interest.



**FOR PUBLICATION**

**DERBYSHIRE COUNTY COUNCIL**

**COUNCIL**

**27 March 2024**

**Report of the Director of Legal & Democratic Services and Monitoring Officer**

**Revisions to Council Constitution: Budget and Policy Framework policies**

**1. Purpose**

- 1.1 To approve amendments to the list of Budget and Policy Framework policies and strategies in the Constitution.

**2. Information and Analysis**

- 2.1 The Local Government Act 2000 introduced new models of governance for local authorities. There were four governance models available to councils under the 2000 Act, namely: -

- (i) Mayor and Cabinet Executive
- (ii) Leader and Cabinet Executive
- (iii) Mayor and Council Manager
- (iv) Alternative arrangements – the modified committee system for authorities with a population of less than 85,000 as at the time of the Act

As Members of Council are aware, Derbyshire County Council operates executive arrangements, with a Leader and Cabinet model.

- 2.2 The legislation provides for functions to be allocated between the executive (Cabinet) and non-executive (Council and Committees). For this purpose functions are classified as functions which:
- a) must not be the responsibility of the executive;
  - b) must be the responsibility of the executive;
  - c) the local authority can decide whether they are to be the responsibility of the executive; and
  - d) are shared between the council and the executive.
- 2.3 The Act together with the Local Authorities (Functions and Responsibilities) (England) Regulations 2000, as amended, identify which functions are to be treated as executive functions and non-executive functions. Regulation 4 and Schedule 3 to the Regulations set out which functions which are not to be the sole responsibility of the executive and are treated as the joint responsibility of Cabinet and Council. These are referenced in the Council's Constitution as the 'Policy Framework' which is developed in accordance with the Budget and Policy Framework Procedure Rules (Appendix 7 to the Constitution).
- 2.4 The current Policy Framework is included in the Council's Constitution (Section D of Appendix 1 – Responsibility for Functions) and set out below.

**Policy Framework.** The policy framework means the following plans and strategies:-

- Annual Library Plan;
- Children's and Young People's Plan;
- Community Care Plan;
- Sustainable Community Strategy;
- County Community Safety Agreement;
- Local Transport Plan;
- Plans and strategies which together comprise the Development Plan;
- Youth Justice Plan;
- Council's Corporate Plan;
- Food Law Enforcement Service Plan;
- Adult Services Plan;
- and any other Strategy, Plan or Agreement that requires the approval of full Council.

- 2.5 This list has been reviewed because of changes in legislation. In addition, it is proposed that any plans and strategies which are not required to be approved by Cabinet and Council are removed from the list to ensure timely decisions are made in an efficient and effective way.



Such plans and strategies would still be subject to approval by members of the executive.

- 2.6 Section 4 of the Local Government Act 2000 has been repealed so there is no longer a requirement to produce a Sustainable Community Strategy. The 2000 Regulations do not require a Community Care Plan, Adult Service Plan or Food Law Enforcement Service Plan to be treated as a policy framework plan and therefore it is proposed that they are removed for the reasons set out above.
- 2.7 The 2000 Regulations still includes reference to Annual Library Plan - Section 1(2) of the Public Libraries and Museums Act 1964. However, section 1(2) does not specifically mention the requirement to produce an annual library plan and instead states "Every library authority shall furnish such information, and provide such facilities for the inspection of library premises, stocks and records, as the Secretary of State may require for carrying out his duty under this section". Communications have taken place with the Department of Digital, Culture, Media and Sport (DCMS) that confirms annual library plans were first introduced in 1998 and Public Library Standards were implemented in 2001. They were intended to provide a focus for library managers to gather information and manage library services. At that time local authorities were required to submit an annual library plan to DCMS by the end of September each year. In February 2003, DCMS published "Framework for the Future" setting out the comprehensive performance assessment process instead of requiring an annual library plan from each library authority. This has since been replaced by the Comprehensive Area Assessment and the Public Library Standards have been withdrawn. There is no longer a requirement from DCMS that an annual library plan be submitted to the department for approval or otherwise and the expectation is that planning the delivery of their library service is best decided at a local level. In light of this but noting that the annual library plan remains listed in the 2000 Regulations, it is proposed that it remains in the Policy Framework list, but reference to the legislation is added to ensure clarity. This will ensure that the correct approval process is followed if DCMS requires an annual library plan in future.
- 2.8 It is proposed that an amended Policy Framework in Section D of Appendix 1 – Responsibility for Functions is approved. The new version is set out below:

**Policy Framework.** The policy framework means the following plans and strategies:-

- Annual Library Plan (where required under section 1(2) Public Libraries and Museums Act 1964);

- Children’s and Young People’s Plan;
- Crime and Disorder Reduction Strategy (Community Safety Agreement);
- Local Transport Plan;
- Plans and strategies which together comprise the Development Plan;
- Youth Justice Plan;
- Council’s Corporate Plan (The Council Plan).

2.9 These amendments were considered and agreed by the Governance, Ethics and Standards Committee on 7 March 2024.

### **3. Alternative Options Considered**

3.1 Do nothing – this option is not appropriate as it will not ensure that the Constitution kept up to date and fit for purpose. Retaining those plans in the list which do not require Cabinet and Council approval has been considered. However this is not recommended because this would not be the most effective and efficient decision making process.

### **4. Implications**

4.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

### **5. Consultation**

5.1 Not applicable.

### **6. Background Papers**

6.1 None identified.

### **7. Appendices**

7.1 Appendix 1 – Implications.

### **8. Recommendations**

That Council approves the amended Policy Framework list as set out in the body of the report for inclusion in Section D of Appendix 1 – Responsibility for Functions of the Constitution.

### **9. Reasons for Recommendations**

- 9.1 To comply with legislative requirements and ensure the Council's Constitution is kept up to date and fit for purpose.
- 9.2 To enable swift, effective and efficient decision making.

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## **Implications**

### **Financial**

1.1 None.

### **Legal**

2.1 As set out in the body of the report, the Local Government Act 2000 introduced new models of governance for local authorities, including the introduction of executive arrangements.

2.2 The Act together with the Local Authorities (Functions and Responsibilities) (England) Regulations 2000, as amended, identify which functions are to be treated as executive functions and non-executive functions. Regulation 4 and Schedule 3 to the Regulations set out that approval and adoption of the following plans and strategies, which relate to County Council functions, are the joint responsibility of Cabinet and Council:

- Annual Library Plan - Section 1(2) of the Public Libraries and Museums Act 1964
- Children and Young People's Plan - Children and Young People's Plan (England) Regulations 2005
- Crime and Disorder Reduction Strategy - Sections 5 and 6 of the Crime and Disorder Act 1998
- Development plan documents - Section 15 of the Planning and Compulsory Purchase Act 2004
- Local Transport Plan - Section 108(3) of the Transport Act 2000
- Youth Justice Plan - Section 40 of the Crime and Disorder Act 1998

2.3 Chapter 2 of the Local Government Act 2000: Guidance to English Local Authorities includes guidance on the approach to functions between that are the joint responsibility of the executive and non-executive and relevant extracts are set out below:

“2.19 Schedule 3 to the Regulations requires the following plans and strategies to be approved or adopted by the full council:

- Annual Library Plan;
- Best Value Performance Plan;
- Childrens Services Plan;
- Community Care Plan;

- Community Strategy;
- Crime and Disorder Reduction Strategy;
- Plans and alterations which together comprise the Development Plan;
- Early Years Development Plan;
- Education Development Plan;
- Local Transport Plan; and
- Youth Justice

2.20 Regulation 5 of, and paragraph 1 of Schedule 4 to, the Regulations also provide that the local authority can choose that certain other plans or strategies (statutory or non-statutory), in addition to those listed above, must be adopted or approved by the full council. The Local Government Act 2000 (Proposals for Executive Arrangements) (England) Direction 2000 requires local authorities to specify in their proposals for executive arrangements which plans and strategies are to be adopted or approved by the full council.

2.21 The Secretary of State recommends that local authorities should consider including the following other plans and strategies for approval or adoption by the full council:

- Food Law Enforcement Service Plan;
- the strategy and plan which comprise the Housing Investment Programme;
- Local Agenda 21 Strategy;
- Adult Learning Plan;
- Quality Protects Management Action Plan; and
- the local authority's Corporate Plan or its equivalent (if the local authority has one).

2.22 Where a local authority does not choose for any such plan or strategy to be subject to full council approval the Secretary of State recommends that the plan or strategy in question should be subject to approval by members of the executive.”

It is worth noting that since 2000, there have been various amendments to legislation and a number of provisions have been repealed; however the guidance has not been updated accordingly.

- 2.4 Article 22 of the Constitution makes it clear that changes to the Constitution will only be approved by the full Council after consideration of the proposal by the Governance Ethics and Standards Committee. The proposals were considered and agreed by Governance, Ethics and Standards Committee on 7 March 2024 and therefore this constitutional requirement is discharged.

- 2.5 The Council is required to prepare and keep up to date its Constitution as set out in Section 9P of the Local Government Act 2000 as amended. Approval by full Council of the recommendations in this report will enable the compliance with this duty.

### **Human Resources**

- 3.1 None.

### **Information Technology**

- 4.1 None.

### **Equalities Impact**

- 5.1 None.

### **Corporate objectives and priorities for change**

- 6.1 This report links to the Council Priority of 'High Performing Value for Money and Resident Focused Services'. The changes proposed will enable efficient, effective and lawful decision making.
- 6.2 The amendments will also support the Council's Enterprising Council strategic approach ensuring timely decisions made in an accountable, transparent, efficient and effective way.

### **Other (for example, Health and Safety, Environmental Sustainability, Property and Asset Management, Risk Management and Safeguarding)**

- 7.1 None.



**FOR PUBLICATION**  
**DERBYSHIRE COUNTY COUNCIL**  
**COUNCIL**

**WEDNESDAY, 27 MARCH 2024**

**Report of the Director - Legal and Democratic Services**

**Revisions to the Constitution: Petition Scheme**

**1. Purpose**

- 1.1 To agree an amendment to the Petition Scheme in the Constitution to include a procedure for debate.

**2. Information and Analysis**

- 2.1 Derbyshire County Council, like many other Councils, maintains a Petitions Scheme to promote and enhance public engagement with the democratic process. The Council's Petition Scheme is included at Appendix 2 to the Constitution. The Scheme sets out the guidelines for submitting a petition, what the Council will do when it receives a petition and how the Council will respond to a petition. The majority of petitions are referred to the relevant Cabinet Member for consideration, however if a petition receives more than 7,500 (just under 1% of the Derbyshire population) signatures or more, the Scheme requires it to be referred for a Full Council debate.
- 2.2 The Council Procedure Rules state: "10.1 Any petition signed by 100 or more members of the public and not received to be dealt with under a procedure regulated by law, shall be dealt with in accordance with the Council's Petition Scheme." The usual rules of debate at council meetings therefore do not apply.

The Petition Scheme then sets out how the Council will deal with any petition that triggers a full Council debate.

***"Full Council Debates***

*If a petition contains more than 7,500 signatures it will be debated by the Full Council unless it is a petition asking for a senior Council officer to give evidence at a public meeting. This means that the issue raised in the petition*

*will be discussed at a meeting which all Councillors can attend. The Council will endeavour to consider the petition at its next meeting, although on some occasions this may not be possible and consideration will then take place at the following meeting.*

*The petition organiser (or their nominee) will be given five minutes to present the petition at the meeting. The petition will then be discussed by Councillors for a maximum of 15 minutes. The Council will decide how to respond to the petition at this meeting. They may decide to take the action the petition requests, not to take the action requested for reasons put forward in the debate, or to commission further investigation into the matter, for example by a relevant committee. Where the issue is one on which the Council's Cabinet is required to make the final decision, the Council will decide whether to make recommendations to inform that decision. The petition organiser will receive written confirmation of this decision. This confirmation will also be published on our website."*

- 2.3 The Council considered a petition at its meeting on 29 November 2023 and it is recognised that the information in the Petition Scheme could be improved to provide further clarity on how a petition should be debated. In reviewing the Scheme, officers have considered the approach taken by other authorities across England and the amount of detail varies. The proposed approach seeks to strike a balance between avoiding prescriptive wording and allowing flexibility at the meeting.
- 2.4 The changes propose that comments from individual councillors should be kept to three minutes as this will ensure that a greater number of councillors are able to take part in the debate. It is also made clear that for the subject matter of the petition to be acted upon, Council will need to pass a resolution. This may be a referral to Cabinet in the case of an executive matter that does not fall within the remit of Council to determine. The procedure also makes it clear that the petition will be referred to an appropriate officer to respond should council not agree a resolution.
- 2.5 It is therefore proposed that the Petition Scheme be amended so that the section regarding Full Council debates is as follows:

***“Full Council Debates***

*If a petition contains more than 7,500 signatures it will be debated by the Full Council unless it is a petition asking for a senior Council officer to give evidence at a public meeting. This means that the issue raised in the petition will be discussed at a meeting which all Councillors can attend. The Council will endeavour to consider the petition at its next meeting, although on some occasions this may not be possible and consideration will then take place at the following meeting.*

***Petition debate process***



*The Chairman of the Council will invite the petition organiser (or their nominee) to present the petition at the meeting. Up to 5 minutes will be allowed for this.*

*The petition will then be debated by Councillors for a maximum of 15 minutes. This period may be extended at the discretion of the Chairman whose decision shall be final. All speeches are limited to a maximum of 3 minutes and no Councillor will be permitted to speak more than once. During his or her speech, any Councillor may move a motion for the Council's consideration relevant to matters in the petition (this does not require the suspension of the Council Procedure Rules). Following the debate, the Chairman will invite the relevant Cabinet Member or Committee Chair to respond to the matters raised, for up to 5 minutes.*

*The conventional standing orders for debating motions shall not apply to petition debates. For example, the proposer will not be entitled to a right to close the debate and a seconder may not reserve their right to speak. The ruling of the Chairman shall in all cases be final.*

*Following the petition debate any motion moved will be put to the vote. Where the issue is one on which the Cabinet is required to make the final decision, the Council will decide whether to make recommendations to inform that decision.*

*If no motion is agreed, the petition will stand referred to the relevant Executive Director for a written response within 28 days of the meeting.*

*The petition organiser will receive written confirmation of the outcome of the petition debate and this confirmation will also be published on our website.”*

- 2.6 The amendments to the scheme were considered at the Governance Ethics and Standards Committee on 7 March. The Committee was supportive of the proposed changes to the petitions scheme but did recommend further clarification around the time limit for debate. The Committee felt that there should be discretion for the Chairman to increase the fifteen-minute time limit for debate for particularly significant issues. Wording to this effect has therefore been inserted into the petition debate process above.

### **3. Consultation**

- 3.1 Not applicable

### **4. Alternative Options Considered**

- 4.1 Not to recommend the amendment of the Constitution, however it is considered appropriate to provide clarity to both Members and members of the public on the process for debating petitions at full Council.

### **5. Implications**

5.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

**6. Background Papers**

6.1 None identified.

**7. Appendices**

7.1 Appendix 1 – Implications

**8. Recommendation(s)**

That Council:

Approves changes to the Petitions Scheme at Appendix 2 to the constitution, as set out in paragraph 2.5 of the report.

**9. Reasons for Recommendation(s)**

9.1 To provide clarity to both Members and members of the public on the process for debating petitions at full Council.

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## **Implications**

### **Financial**

1.1 None directly arising out of this report.

### **Legal**

- 2.1 The Local Democracy Economic Development and Construction Act 2009 introduced an obligation on principal councils to make a scheme for the handling of petitions which are made to the authority. These provisions were repealed by the Localism Act 2011 and as a result the Council is no longer required to have a statutory petition scheme. The Council therefore has the discretion as to whether it wishes to retain a Petition Scheme and the manner in which it intends to deal with petitions received.
- 2.2 Article 22 of the Constitution makes it clear that changes to the Constitution will only be approved by the full Council after consideration of the proposal by the Governance Ethics and Standards Committee. A report was considered by the Committee on 7 March that discharged this constitutional requirement.
- 2.3 The Council is required to prepare and keep up to date its Constitution as set out in Section 9P of the Local Government Act 2000 as amended. Approval by full Council of the recommendations in this report will enable the compliance with this duty.

### **Human Resources**

3.1 None directly arising out of this report.

### **Information Technology**

4.1 None directly arising out of this report

### **Equalities Impact**

5.1 None directly arising out of this report

### **Corporate objectives and priorities for change**

6.1 None directly arising out of this report

### **Other (for example, Health and Safety, Environmental, Sustainability, Property and Asset Management, Risk Management and Safeguarding)**

7.1 None directly arising out of this report.

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**FOR PUBLICATION**

**DERBYSHIRE COUNTY COUNCIL**

**COUNCIL**

**WEDNESDAY, 27 MARCH 2024**

**Report of the Director - Legal and Democratic Services**

**Revisions to the Constitution: Terms of Reference of the Audit Committee**

**1. Purpose**

- 1.1 To agree an amendment to the terms of reference of the Audit Committee in the Constitution to include two co-opted independent members.

**2. Information and Analysis**

- 2.1 At its meeting on 5<sup>th</sup> December, the Audit Committee agreed that the composition of the Committee should be varied to include two co-opted independent members in accordance with CIPFA guidance. A copy of the report to the Audit Committee setting out the rationale for the introduction of the two co-opted independent members, together with the process for recruitment is attached at Appendix 2 and a summary of the key points is set out below:
- 2.2 CIPFA's Audit Committees: Practical Guidance for Local Authorities and Police 2022 highlights the following potential benefits of introducing co-opted independent members:
- Enhancement of knowledge and experience in specific areas such as audit or financial reporting;
  - To provide continuity outside of the political cycle, this is particularly important where membership of the committee changes routinely;

- To achieve a non-political focus on governance, risk and control matters;
  - Increased resilience and continuity of the committee, particularly where the two co-opted independent members have complementary skill sets;
  - Shows a commitment to supporting and investment in the Committee.
- 2.3 An Audit Committee workshop was held on 31 January 2023, hosted by the Assistant Director of Finance (Audit) outlined the content of CIPFA's Position Statement and Practical Guidance for Local Authorities and Police 2022, alongside completion of the associated Self-Assessment of Good Practice for Audit Committees.
- 2.4 The self-assessment exercise was designed to consider the Audit Committee's performance against CIPFA's four key principles. The percentage of the possible maximum scores awarded during the self-assessment exercise have been included for information:
- Audit Committee Purpose and Governance (36%)
  - Functions of the Committee (78%)
  - Membership and Support (47%)
  - Effectiveness of the Committee (50%)
- 2.5 The lack of 'lay' or co-opted independent members was specifically highlighted as an area of weakness with the 'Membership and Support' category as Committee members expressed a desire for more specialist and technical backing. An increased level of discussion and challenge, anticipated through the introduction of co-opted independent members will also assist in further developing qualities which underpin the overall 'Effectiveness of the Committee'.
- 2.6 A detailed Role and Person Profile for Co-opted Independent Audit Committee Members has been developed utilising guidance offered by CIPFA's Audit Committees: Practical Guidance for Local Authorities and the Police. A copy of the proposed role and Person Profile was considered and supported by the Audit Committee on 5 December 2023 and is appended to the Report to the Audit Committee which is attached at Appendix 2 of this report.
- 2.7 In light of this proposal, the terms of reference for the Audit Committee as set out at Article 10 of the Constitution require amending to reflect the addition of co-opted independent members. It is proposed that the Terms of Reference be amended to read as follows:

*“The Audit Committee will comprise at least six Councillors, but shall not include in its membership any member of the Cabinet, plus two independent, co-opted members”.*

- 2.3 This amendment was considered by the Governance Ethics and Standards Committee on 18<sup>th</sup> January 2024 and the Committee agreed that Article 10 of the Constitution be amended to change the composition of the Audit Committee to include two co-opted independent members and referred the amendment to full Council for approval.

### **3. Consultation**

- 3.1 This is an administrative decision and consultation is not required.

### **4. Alternative Options Considered**

- 4.1 Not to agree to the amendment to the Constitution. This would prevent the appointment of the two co-opted independent members which has been recommended by the Audit Committee and Governance, Ethics and Standards Committee and is in accordance with CIPFA’s Good Practice for Audit Committees..

### **5. Implications**

- 5.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

### **6. Background Papers**

- 6.1 None

### **7. Appendices**

- 7.1 Appendix 1 – Implications  
7.2 Appendix 2 – Report to the Audit Committee of 5<sup>th</sup> December 2023

### **8. Recommendation(s)**

That Council approves the amendment to terms of Reference for the Audit Committee at Article 10 of the Constitution to include two co-opted independent members.

## **9. Reasons for Recommendation(s)**

9.1 To ensure compliance with the recommendation to appoint at least two co-opted independent Audit Committee members as per CIPFA Position Statement: Audit Committees in Local Authorities and Police 2022.

9.2 To optimise the performance of the Audit Committee and enhance the technical skills and expertise within the membership, through the addition of two formally appointed co-opted independent members.

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## **Implications**

### **Financial**

1.1 It is usual practice for co-opted independent members to receive payment and reimbursement of expenses incurred when attending meetings. The Independent Remuneration Panel has considered the allowance payable in relation to this role and made recommendations that were approved by Council on 14 February 2024.

### **Legal**

2.1 Under sections 101 and 102 of the Local Government Act 1972, council is responsible for approving the composition and appointment to committees. Therefore, in order to change the composition of the audit Committee as detailed in Article 10 of the Council's Constitution, approval from full Council is required.

2.2 The Council has the power to appoint co-opted independent members to committees, other than a committee for regulating and controlling the finances of the council, under section 102(3) of the 1972 Act.

2.3 Article 22 of the Constitution makes it clear that changes to the Constitution will only be approved by full council after consideration of the proposal by the Governance, Ethics and Standards Committee. This requirement has been discharged following consideration of the proposal by the Committee on 18<sup>th</sup> January 2024.

2.4 The Council is required to prepare and keep up to date its Constitution as set out in section 9P of the Local Government Act 2000 as amended. Approval by full Council of the recommendations in this report will enable the compliance with this duty.

### **Human Resources**

3.1 A person specification for the role has been prepared for consideration. Remuneration for the role will be considered in accordance with Council procedures and policies.

### **Information Technology**

4.1 None directly arising out of this report.

### **Equalities Impact**

5.1 None directly arising out of this report.

**Corporate objectives and priorities for change**

6.1 None directly arising out of this report.

**Other (for example, Health and Safety, Environmental, Sustainability, Property and Asset Management, Risk Management and Safeguarding)**

7.1 None directly arising out of this report.



**FOR PUBLICATION**

**DERBYSHIRE COUNTY COUNCIL**

**AUDIT COMMITTEE**

**5 December 2023**

**Report of the Assistant Director of Finance (Audit)**

**Co-opted Independent Audit Committee Members**

**1. Purpose**

- 1.1 To seek approval to appoint two co-opted independent members to the Audit Committee.

**2. Information and Analysis**

- 2.1 The Audit Committee is a key component of an Authority's governance framework. The Committee's core functions include high-level assurance and objective oversight of the governance, risk and control arrangements, financial and governance reporting, and establishment of audit and assurance processes across the full range of the Authority's operations and collaborations.
- 2.2 Independent of both executive decision making and scrutiny functions, the Audit Committee oversees the Council's arrangements for internal and external audit and assists in ensuring that efficient and effective assurance arrangements are in place. The Committee's constitution, role, function and responsibilities are defined within the Council's Constitution.

**CIPFA's Position Statement: Audit Committees in Local Authorities and Police 2022**

- 2.3 The level of influence exerted by the Audit Committee is underpinned by the knowledge, experience and aptitude of its members. CIPFA's

Position Statement: Audit Committees in Local Authorities and Police 2022 (endorsed by the Department for Levelling Up, Housing and Communities and the Home Office), outlines the following recommended characteristics of audit committee memberships, highlighting the importance of cultivating an independent and unbiased approach:

- A membership that is trained to fulfil their role so that members are objective, have an inquiring and independent attitude, and are knowledgeable.
- A membership that promotes good governance principles, identifying ways that better governance arrangement can help achieve the organisation's objectives.
- A strong, independently minded chair, displaying a depth of knowledge, skills, and interest.
- Willingness to operate in an apolitical manner.
- Unbiased attitudes – treating auditors, the executive and management fairly.
- The ability to challenge the executive and senior managers when required.
- Knowledge, expertise and interest in the work of the committee.

2.4 The Position Statement recommends that the skills and experience of elected members should be supplemented by inclusion of at least two co-opted independent members to provide appropriate technical expertise.

### **Definition of an 'Co-opted Independent Member'**

2.5 Co-opted independent members are not elected representatives. These individuals are instead recruited to join the committee, specifically to supplement the knowledge and skills available and to reinforce the committee's independence.

2.6 Although there is no statutory definition of 'co-opted independent' audit committee members for local authorities in England, Scotland or Northern Ireland, it is recommended that co-opted independent members should be appointed in accordance with the following:

- Not a member, co-opted member or officer of the authority.
- Not a member, co-opted member or officer of a parish, district or borough council in the area of the principal authority.
- Not a relative or close friend of one of the above.
- Not a member, co-opted member or officer of the authority or parish council in the last five years.

## **Role of a Co-opted Independent Member**

- 2.7 The role undertaken by co-opted independent committee members is largely the same as elected members, the only substantial difference arises where the committee has delegated decision-making responsibilities. In such circumstances, co-opted independent members cannot vote on council policy, however they should be encouraged to contribute to discussions prior to a formal decision being made. An annual allowance is normally payable to each co-opted independent member, which will need to be determined.
- 2.8 The addition of two co-opted independent members will increase the Committee's current composition, as defined within the Constitution, from six members to eight.
- 2.9 A detailed Role and Person Profile for Co-opted Independent Audit Committee Members has been developed utilising guidance offered by CIPFA's Audit Committees: Practical guidance for local authorities and the police. A copy of the proposed Role and Person Profile has been included at Appendix 2.

## **Considerations When Appointing Co-opted Independent Members**

- 2.10 CIPFA's Audit Committees: Practical Guidance for Local Authorities and Police 2022 highlights the following potential benefits of introducing co-opted independent members:
- Enhancement of knowledge and experience in specific areas such as audit or financial reporting.
  - To provide continuity outside of the political cycle, this is particularly important where membership of the committee changes routinely.
  - To achieve a non-political focus on governance, risk and control matters.
  - Increased resilience and continuity of the committee, particularly where the two co-opted independent members have complementary skill sets.
  - Shows a commitment to supporting and investing in the committee.
- 2.11 To make best use of co-opted independent members, care should be taken to avoid over-reliance on these individuals and ensure engagement throughout the committee's membership remains high.
- 2.12 Potential barriers to a co-opted independent member's performance such as lack of organisational knowledge or 'context' and absence of working relationships should be considered prior to appointment and

actively addressed from the outset through formal completion of a comprehensive Member induction.

- 2.13 To maximise the impact and efficacy of co-opted independent members, care should be taken to evaluate the knowledge and experience currently available to the Committee and ensure that the expertise of any co-opted independent members appointed, both complements and enhances the skill set of existing members.
- 2.14 Although a number of authorities were utilising co-opted independent members previously, recent publication of the Position Statement and associated recommendations has brought about a sudden increase in recruitment exercises of this type. This should be considered when determining the remuneration values for these posts as county councils of a similar size and nature to Derbyshire have advertised allowances from £1,000 to £2,500, plus expenses. The £759 determined by Derbyshire's current Members Allowance Scheme appears more broadly on par with the offerings of district and borough councils.
- 2.15 The arrangements for recruitment will be delegated to the Chair of the Committee, in consultation with the Monitoring Officer. A cross party panel of three Committee members and a Lead Officer will be appointed to the selection panel to interview candidates and recommend a candidate for approval, initially to the Committee and then to full Council.

### **CIPFA's Self-Assessment of Good Practice for Audit Committees**

- 2.16 An Audit Committee workshop held 31 January 2023, hosted by the Assistant Director of Finance (Audit) outlined the content of CIPFA's Position Statement and Practical Guidance for Local Authorities and Police 2022, alongside completion of the associated Self-Assessment of Good Practice for Audit Committees.
- 2.17 The self-assessment exercise was designed to consider the Audit Committee's performance against CIPFA's four key principles. The percentage of the possible maximum scores awarded during the self-assessment exercise have been included for information:
- Audit Committee Purpose and Governance (36%).
  - Functions of the Committee (78%).
  - Membership and Support (47%).
  - Effectiveness of the Committee (50%).
- 2.18 The lack of 'lay' or co-opted independent members was specifically highlighted as an area of weakness within the 'Membership and

Support' category as Committee members expressed a desire for more specialist and technical backing. An increased level of discussion and challenge, anticipated through the introduction of co-opted independent members will also assist in further developing qualities which underpin the overall 'Effectiveness of the Committee'.

### **3. Implications**

- 3.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

### **4. Background Papers**

- 4.1 Background papers held by the Assistant Director of Finance (Audit):
- CIPFA's Position Statement and Practical Guidance for Local Authorities and Police 2022.
  - CIPFA's Audit Committees: Practical Guidance for Local Authorities and Police 2022.
  - Completed Self-Assessment of Good Practice for Audit Committees.

### **5. Appendices**

- 5.1 Appendix 1 – Implications.  
Appendix 2 – Role & Person Profile of Co-opted Independent Member.

### **6. Recommendation(s)**

That Committee:

- a) Note the proposal to appoint two co-opted independent members to the Audit Committee in line with the recommendations of the CIPFA Position Statement: Audit Committees in Local Authorities and Police 2022, and support referral of the proposal to full Council for approval.
- b) Note the Role and Person Profile for the co-opted independent members as included at Appendix 2.
- c) Approves that the proposal is referred to the Governance, Ethics and Standards Committee and thereafter full Council, to seek a constitutional change to the Committee's composition to reflect the introduction of two co-opted independent members.
- d) Agrees that subject to full Council approval, a recruitment process should be commenced to appoint two co-opted independent persons

and authorises the Monitoring Officer to commence the recruitment process and make arrangements for a cross-party, politically balanced recruitment panel of three members drawn from the Audit Committee, and one Lead Officer to interview candidates and recommend a candidate for approval, initially to the Committee and then to full Council.

## **7. Reasons for Recommendation(s)**

- 7.1 To ensure compliance with the recommendation to appoint at least two co-opted independent audit committee members as per CIPFA Position Statement: Audit Committees in Local Authorities and Police 2022.
- 7.2 To optimise the performance of the Audit Committee and enhance the technical skills and expertise within the membership, through the addition of two formally appointed co-opted independent members.

### **Report**

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## **Implications**

### **Financial**

- 1.1 It is usual practice for co-opted independent members to receive payment and reimbursement of expenses incurred when attending meetings. The Independent Remuneration Panel is scheduled to discuss the allowance payments on 5 December 2023.
- 1.2 The source of funding for the recruitment and appointment the two co-opted independent committee members is still to be determined.

### **Legal**

- 2.1 Constitutional change to the Committee's composition to reflect the introduction of two co-opted independent members.

### **Human Resources**

- 3.1 Recruitment to two co-opted independent member posts, roles to be graded and resourced in line with Council policies.

### **Information Technology**

- 4.1 None

### **Equalities Impact**

- 5.1 None

### **Corporate objectives and priorities for change**

- 6.1 None

### **Other (for example, Health and Safety, Environmental Sustainability, Property and Asset Management, Risk Management and Safeguarding)**

- 7.1 None

### **Role and Person Profile of Co-opted Independent Audit Committee Member**

#### **Purpose of the Role**

The Co-opted Independent Member will support the Audit Committee in its role to provide independent assurance to the members of the Council, and its wider citizens and stakeholders, on the adequacy of risk management arrangements, governance processes and internal control frameworks.

#### **Duties and Responsibilities of the Role**

The Co-opted Independent Member will be required to:

1. Actively participate in meetings of the Audit Committee, demonstrating independence, integrity, objectivity and impartiality in their approach.
2. Consider the issues before the Audit Committee, taking into account a full range of relevant factors, including legislation, regulation and professional guidance.
3. Promote effective risk management and internal control throughout the organisation, and to champion the work of the Internal Audit, External Audit and Risk Management functions.
4. Consider and offer constructive comment and challenge on reports presented to the Committee.
5. Participate fully in the discharge of all Audit Committee functions, as set out in the Committee's Terms of Reference and the Constitution.
6. To participate in periodic review of the overall effectiveness of the Audit Committee and of its Terms of Reference.
7. Comment on the Council's arrangements for anti-fraud and anti-corruption.
8. Assist in the review and monitoring of the effectiveness of the Council's arrangements for financial and treasury management.
9. To comment on Council policies and regulations relating to financial and treasury management, procurement and whistleblowing arrangements.

10. Adhere to all relevant Council policies and procedures including the Members Code of Conduct, declarations of interest etc.

## Person Profile

	<b>Essential</b>	<b>Desirable</b>	<b>Evidence</b>
<b>Experience</b>	<p>A working knowledge of the general or financial management of large organisations in the public, private or not-for-profit sector.</p> <p>Knowledge of, and experience in systems of internal control, governance arrangements and risk management.</p> <p>Knowledge and experience in matters of an audit nature.</p>	<p>Experience of participation in Committee or Board Meetings.</p>	A, I, T
<b>Skills and Knowledge</b>	<p>Good working knowledge of the general or financial management of large organisations in the public, private or not-for-profit sector.</p> <p>Ability to analyse complex evidence and reach rational conclusions and make reasoned decisions.</p> <p>Strong strategic awareness and ability to identify emerging factors which may impact upon strategy, implementation</p>	<p>An understanding of the objectives, key activities, initiatives and significant issues relating to the Council.</p> <p>An understanding of the Council's structures and responsibilities, including key relationships with partners, businesses and organisations.</p> <p>Understanding of the complexity of issues surrounding audit</p>	A, I, T

	<p>of plans, or reputation with key stakeholders.</p> <p>Excellent communication and interpersonal skills, able to both empower and challenge supportively.</p>	<p>and risk management in local government.</p> <p>Understanding of committee procedures.</p>	
<b>Personal Effectiveness</b>	<p>An ability to understand complex issues and the importance of accountability and integrity in public life.</p> <p>An ability to demonstrate integrity and discretion.</p> <p>Be able to maintain strictest confidentiality of sensitive information.</p> <p>Able and willing to devote the necessary time to the role.</p> <p>Working to high behavioural standards, demonstrating honesty, objectivity, probity and the highest level of integrity in conduct.</p>	<p>An understanding of the local government environment.</p>	A, I
<b>Qualifications</b>	<p>A suitable professional or management qualification in accountancy, internal audit, risk management or other relevant discipline.</p>		A, I, D

Assessed by: A = Application form I = Interview T = Test D = Documentary Evidence

### **Restrictions on Eligibility**

Individuals cannot be considered for appointment if they are:

- A Member, Co-opted Member, employee or consultant to the Council in any capacity, or have been an employee or Elected Member in the last five years.
- A Member, co-opted Member or officer of a parish, district or borough council in the area of the Council, or have been an employee or Elected Member in the last five years.
- Are aware of any potential conflict of interest that could arise in this role, including if you are closely related to, or are a close friend of, any Councillor or senior officer of the Council, or have a close connection to a Council supplier.
- Disqualified from holding office as a Member of the Council. Accordingly, any person who is recommended for appointment will be required to confirm that he/she is not disqualified.

Due to the non-political nature of the role and the requirement to work with elected representatives, it is preferred that candidates are not political party members.

### **Remuneration and Expenses**

Successful candidates will receive an annual remuneration and expense payments in line with the Council's approved Members Allowance Scheme.

### **Commitment**

Co-opted independent members will be appointed for an initial four-year period with the potential for this to be extended for a further four years.

Successful candidates will be expected to attend approximately six Committee meetings per year, which take place at County Hall, Matlock, Derbyshire DE4 3AG. They will also need to commit sufficient time to read Committee papers in advance of these meetings, liaise with the Chair and to undertake training alongside the other Committee members where required.



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**FOR PUBLICATION**

**DERBYSHIRE COUNTY COUNCIL**

**COUNCIL**

**27 March 2024**

**Report of the Director of Legal & Democratic Services and Monitoring Officer**

**Decisions taken as a matter of Urgency and Key Decisions and Special Urgency**

**1. Purpose**

- 1.1 In accordance with the provisions of the Constitution, to report to Council those executive decisions taken as a matter of urgency where 28 days' notice of the decision could not be given and where call-in has been waived.

**2. Information and Analysis**

- 2.1 Members of Council will be aware that on occasion there is a necessity for decisions to be taken urgently, most recently predominantly as a result of the covid-19 pandemic and the need to respond to changing government guidance in a timely fashion.

**Key decisions – Cases of special urgency**

- 2.2 Under the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012, before the Council makes a key decision certain information needs to be published 28 clear days in advance. This is usually known as the 'Forward Plan'. The Regulations recognise that in the case of urgent decisions, this is not possible. As a result:

- a) where a key decision needs to be taken and publication of the information is impracticable, the decision can be made as long as five clear days' notice of the decision is given to the relevant Improvement and Scrutiny Committee Chairman; and
  - b) in cases of special urgency, a key decision can be taken with less than five clear days' notice if agreement is obtained from the Improvement and Scrutiny Committee Chairman that the making of the decision is urgent and cannot reasonably be deferred.
- 2.3 The Regulations require a report to Council at least once a year detailing each key decision taken where it was agreed that the special urgency provisions apply. The Access to Information Procedure Rules included in Appendix 6 to the Constitution requires this report to be submitted on a quarterly basis to full Council.
- 2.4 In accordance with the above requirement, Appendix 2 sets out the key decisions taken where special urgency provisions were agreed since the last report to Council.

### **Waiver of Call-in provisions**

- 2.5 Members will be familiar with the Council's Improvement and Scrutiny Procedure Rules included at Appendix 5 to the Constitution which sets out the call-in procedure. The call-in procedure does not apply where the executive decision being taken is urgent: that is where any delay likely to be caused by the call-in process would seriously prejudice the Council's or the public interest. In such cases call-in can be waived if the Chairman of the appropriate Improvement and Scrutiny Committee agrees both the decision proposed is reasonable in all the circumstances and to it being treated as a matter of urgency.
- 2.6 The Improvement and Scrutiny Procedure Rules require such urgency decisions to be reported to the next available meeting of the Council, together with the reasons for urgency.
- 2.7 In accordance with the above requirements, details of urgent decisions where the call-in process was waived since the last report to Council and the reasons for urgency are set out in Appendix 3.

### **3. Alternative Options Considered**

- 3.1 Not to consider those executive decisions taken as a matter of urgency where 28 days' notice of the decision could not be given and where call-in has been waived; however, this is not recommended as this would not be in accordance with the Council's Constitution.

#### **4. Implications**

4.1 Appendix 1 sets out the relevant implications considered in the preparation of the report.

#### **5. Consultation**

5.1 Not applicable.

#### **6. Background Papers**

6.1 None.

#### **7. Appendices**

7.1 Appendix 1 – Implications.

7.2 Appendix 2 – Key decisions taken where special urgency provisions were agreed.

7.3 Appendix 3 - Details of urgent decisions where call in procedure was waived and the reasons for urgency.

#### **8. Recommendations**

That Council notes:

- a) the key decisions taken where special urgency provisions were agreed as detailed in Appendix 2; and
- b) the urgent decisions taken where the call-in procedure was waived under the Improvement and Scrutiny Procedure Rules as detailed in Appendix 3.

#### **9. Reasons for Recommendations**

9.1 In order to comply with the provisions in the Council's Constitution and the Local Authorities (Executive Arrangements) (Meetings and Access to Information) (England) Regulations 2012.

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**Implications**

**Financial**

1.1 None.

**Legal**

2.1 As set out in the report.

**Human Resources**

3.1 None.

**Information Technology**

4.1 None.

**Equalities Impact**

5.1 None.

**Corporate objectives and priorities for change**

6.1 None.

**Other (for example, Health and Safety, Environmental Sustainability, Property and Asset Management, Risk Management and Safeguarding)**

7.1 None.

**Appendix 2**  
**Key decisions taken where special urgency provisions were agreed**  
**16 May 2023 to 1 September 2023**

<b>Subject of Decision</b>	<b>Decision Taken by and Date Taken</b>	<b>Decision Taken</b>	<b>Reason for Decision</b>	<b>Reason for Urgency</b>
<b>Digital Strategy</b>	Cabinet 14 March 2024	To approve the Council's digital strategy for ICT	To provide the council with a clear Digital Strategy for the whole organisation, outlining our digital ambition and the principles which will support it.	This was identified as a key decision after the publication of the Forward Plan.
<b>Public Consultation - Early Help and Children's Centres</b>	Cabinet 1 February 2024	To commence public consultation, and engagement with partner agencies on the proposed redesign of the Early Help service including Children's Centres.	To allow the required public consultation to take place.	To ensure that the process aligns with required budget savings.
<b>Market Sustainability and Improvement Fund</b>	Cabinet Member for Adult Care 12 January 2024	Approve the use of the Market Sustainability and Improvement Fund against the three target areas as described in the report.	To ensure finds are allocated in line with prescribed Grant conditions	To ensure that the finds can be allocated as per the timetable.
<b>The Curzon CE (Aided) Primary School S106 Expansion project</b>	Cabinet 23 November 2023	Approve the allocation of £1,249,427 of Section 106 funding and £25,573 of Basic Need funding 2015-16 towards the proposed expansion of the school	To ensure sufficient school places	There was a requirement to release the funds quickly to enable the project to continue

**Appendix 3**  
**Urgency decisions taken under the Improvement and Scrutiny Procedure Rules where call-in was waived**  
**16 May 2023 to 1 September 2023**

<b>Subject of Decision</b>	<b>Decision Taken by and Date Taken</b>	<b>Decision Taken</b>	<b>Reason for Decision</b>	<b>Reason for Urgency</b>
<b>Market Sustainability and Improvement Fund</b>	Cabinet Member for Adult Care 12 January 2024	Approve the use of the Market Sustainability and Improvement Fund against the three target areas as described in the report.	To ensure finds are allocated in line with prescribed Grant conditions	To ensure that the finds can be allocated as per the timetable.

**ELECTED MEMBER QUESTIONS TO COUNCIL – 27 March 2024**

**1) Question from Councillor J Barron to Councillor J Patten, Cabinet Member for Children and Families**

“Will the Cabinet Member please update the Council on the outcome of the recent Ofsted inspection of Children’s Social Care Services?”

**2) Question from Councillor K Gillott to Councillor S Spencer, Cabinet Member for Corporate Services and Budget**

“Since 2019 the Cabinet has spent approximately £173,000 on improvements to this council chamber including approximately £165,000 on the audio-visual system. Does the Cabinet Member think that sum has been good value for money?”

**3) Question from Councillor E Fordham to Councillor C Cupit, Cabinet Member for Highways, Assets and Transport**

“To ask the County Council if it is satisfied if sufficient measures have been taken regards flood prevention in Chesterfield? And to ask if the County is content that the Environment Agency has not acted (as it has previously promised) on the river clearances needed on the Rother, the Hipper, the Holme brook, and Spital brook, for the flooding to be limited in future and for additional deaths and flooding disasters to be avoided?”

**4) Question from Councillor E Fordham to Councillor S Spencer, Cabinet Member for Corporate Services and Budget**

“Understanding that the Council is realising its asset value and disposing of properties in order to bridge the funding gaps it faces there have been a number of crisis for community groups losing their venues. What specific work and contingency planning is the Council undertaking with elected councillors and individual community groups to ensure that the drive to bridge budget gaps is not jeopardising community groups and their very existence?”

**5) Question from Councillor E Fordham to Councillor C Hart, Cabinet Member for Health and Communities**

“The issues relating to anti-social behaviour in Chesterfield have yet again bounced up the agenda of the Borough Council and the Police, and the Crime Commissioner - with more exclusion orders and actions underway to move people out of the immediate town centre. The ramifications for nearby residential areas is increasingly acute and negative. Is the County Council assured that the mental health and adult well-being teams are being included

early enough in these decisions and actions to enable that meaningful life changing and positive interventions are made, rather than just moving problems out of immediate sight and into residential areas of the town?”

**6) Question from Councillor K Gillott to Councillor C Cupit, Cabinet Member for Highways, Assets and Transport**

“The published Highways Capital Budget for 2024-25 allocates just £354,000 for new road safety schemes in the county. Does the Cabinet Member believe that this sum, sufficient for only 4 new schemes, is the appropriate level of investment to address road safety concerns in the county?”

**7) Question from Councillor J Dixon to Councillor B Lewis, Cabinet Member for Strategic Leadership, Culture, Tourism and Climate Change**

“Bolsover Library is in an awful state of repair. In the children’s reading areas there are buckets with water dripping from the roof. Other parts of the library are no better. In the kitchen area, where the staff make drinks and prepare food, there is a gaping hole in the roof. In the room where we councillors hold our surgeries, there was water running down the walls next to electric sockets, which could risk electrocution. The light on the stairs doesn’t work. It’s so sad to see it run down so much.

I would like to congratulate Claire and her staff on the superb displays they have put together. They really have put a lot of work in trying to make the Library a welcoming and stimulating space despite the poor conditions.

Can you tell me when the repairs will be done?”

**8) Question from Councillor J Dixon to Councillor J Patten, Cabinet Member for Childrens and Families**

“Can you tell me why the children’s centre at Bolsover is one of those earmarked for closure?”

**9) Question from Councillor R George to Councillor N Hoy, Cabinet Member Adult Care**

“Why have over 30% of beds in Derbyshire County Council’s care homes been closed and for how long will this closure last?”