

Draft Council Plan 2025-2029 Consultation – Supporting document

Question 1 - Vision and Outcomes

We have developed a vision and set of outcomes that outline what the Council is aiming to achieve alongside partners for the residents and communities of Derbyshire over the next four years.

The Council's proposed vision is:

Working together to improve lives across Derbyshire

The proposed outcomes for the Council Plan are:

People: Empowered communities where people live safe, happy, healthy and independent lives

Place: Prosperous, green and sustainable places with opportunities for all

The Council: A resident focused, efficient and effective organisation delivering value for money

Question 2 - Strategic Objectives

A number of strategic objectives have been developed, this is the activity the Council must deliver in order to achieve the Vision and Outcomes.

People: Empowered communities where people live safe, happy, healthy and independent lives

Strategic Objective ref no.	Proposed Strategic Objective	Strategic Objective start date	Strategic Objective end date	Lead Officer
ASCH1*	Support financial wellbeing by maximising income, supporting good work and addressing poverty, reducing demand on other council services	Apr - 2025	Mar - 2027	Director of Public Health
ASCH2*	Enable good mental health, reduce stigma and tackle inequality through preventative mental wellbeing interventions	Apr - 2025	Mar - 2027	Director of Public Health
ASCH3*	Protect and enable people of all ages to live safe and healthy lives through prevention of early deaths	Apr - 2025	Mar - 2029	Director of Public Health
ASCH4*	Enable the best start in life by working with partners and key health services to enable families to thrive through the delivery of high-quality Public Health services and support	Apr - 2025	Mar - 2027	Director of Public Health
ASCH5*	Work in partnership to tackle the four main risk factors of ill health, with a particular focus on tobacco control	Apr - 2025	Mar - 2029	Director of Public Health
ASCH6	Support people to live their best lives independently at home, connected to the community and local resources, stepping in with more help where needed	Apr - 2025	Mar - 2028	Director of Adult Social Care
ASCH7	Help people recover and regain stability,	Apr -2025	Mar - 2026	Director of

Strategic Objective ref no.	Proposed Strategic Objective	Strategic Objective start date	Strategic Objective end date	Lead Officer
	independence and control following a personal crisis or illness			Adult Social Care
ASHC8	Work across the system with partners, carers and residents to provide support in a safe, supportive homelike setting	Apr - 2025	Mar - 2028	Director of Adult Social Care
ASCH10	Recognise and value carers and our Adult Social Care workforce and the contribution they make to sustaining care and support in a challenging market	Apr - 2025	Mar - 2026	Director of Adult Social Care
CS12	Ensure we have sufficient accommodation and educational provision across children's services, and ensure financial sustainability	Apr - 2025	Apr - 2028	Executive Director - Childrens Services

*Please note the Public Health related Strategic Objectives listed are dependent on continued receipt of the grant at the existing level.

Place: Prosperous, green and sustainable places with opportunities for all

Strategic Objective ref no.	Proposed Strategic Objective	Strategic Objective start date	Strategic Objective end date	Lead Officer
PLACE16	Take a leading role in addressing the effects of climate change, working towards achieving net zero emissions, and enabling nature recovery	Apr - 2024	Dec - 2032	Environment and Transport Director
PLACE17	Work closely with the East Midlands Combined County Authority to maximise the benefits for Derbyshire	Mar - 2024	Mar - 2030	Economy and Regeneration Director

Strategic Objective ref no.	Proposed Strategic Objective	Strategic Objective start date	Strategic Objective end date	Lead Officer
PLACE19	Support inclusive and sustainable growth in the Derbyshire economy	Apr - 2024	Dec - 2030	Economy and Regeneration Director
PLACE20	Actively lead and oversee the planning, coordination and execution of regeneration initiatives for local sites and infrastructure	Apr - 2024	Mar - 2029	Economy and Regeneration Director
PLACE21	Develop and deliver a strategic approach to sustainable travel and integrated transport across the county	Apr - 2024	Dec - 2029	Economy and Regeneration Director/ Environment and Transport Director
PLACE22	Deliver a safe, effective, efficient and innovative Highways Service	Apr - 2024	Mar - 2029	Highways Director
PLACE24	Drive a step change in recycling and environmental performance through a new long-term Waste Strategy	Apr - 2024	Dec - 2029	Environment and Transport Director

The Council: A resident focused, efficient and effective organisation delivering value for money

Strategic Objective ref no.	Proposed Strategic Objective	Strategic Objective start date	Strategic Objective end date	Lead Officer
CST27	Transform the Finance Service to further improve financial management across the Council	Jul - 2025	Dec - 2025	Director of Finance
CST30	Implement a phased programme of transformation to upgrade the Council's digital technology to improve productivity and customer experience	Oct - 2023	Mar - 2029	Director of Digital
CST25	Develop and engage the council's workforce to enable the organisation to achieve its vision and deliver its strategic objectives and portfolio of change	Apr - 2025	Mar - 2026	Director of People and Organisational Change
CST28	Deploy and embed the Customer Experience Strategy and community engagement/consultation approaches aligned to delivery of the organisation's vision, strategic objectives and portfolio of change	Apr - 2024	Mar - 2026	Director of People and Organisational Change
CST29	Progress delivery of a new headquarters in Matlock and a network of flexible operational spaces around the county to support the transformation of how the Council operates	Apr - 2024	Dec - 2029	Director of Property
CST26	Reduce the Council's property portfolio, so that it is affordable, sustainable and consists of only those assets required to deliver council priorities	Apr - 2024	Dec - 2029	Director of Property
CST31	Review of charged for services to ensure that they contribute to the Councils objectives in-line with the Council's charging strategy	Apr - 2025	Mar - 2026	Director of Finance

Strategic Objective ref no.	Proposed Strategic Objective	Strategic Objective start date	Strategic Objective end date	Lead Officer
CST32	Support and deliver productive, efficient and highly professional services by centralising and redesigning all support services into an effective, one council operating model	Jul - 2024	Mar - 2026	Director of People and Organisational Change
CST33	Support and deliver increased efficiency and effectiveness through best value service reviews to achieve service improvement, redesign and/or different delivery models including opportunities for digitisation and automation	Apr - 2025	Mar - 2027	Director of People and Organisational Change
PLACE18	Embed best value principles in all aspects of Place service delivery, driving innovation and improvement in the achievement of council objectives	Apr - 2024	Dec - 2029	Place - Directors
PLACE23	Ensure Place has the right capabilities, capacities and approach to deliver	Jul - 2024	Mar - 2029	Place - Directors
ASCH9	Develop more equal partnerships between people who use services, carers and professionals to deliver better outcomes	Apr - 2025	Mar - 2027	Director of Adult Social Care
ASCH11	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	Apr - 2025	Mar - 2027	Director of Adult Social Care
CS13	Strengthen the effectiveness of strategic partnerships to drive improved outcomes for children	Apr - 2025	Apr - 2028	Executive Director - Childrens Services
CS14	Develop new operating models to provide enhanced services to children and families, strengthen workforce	Apr - 2025	Apr - 2027	Executive Director -

Strategic Objective ref no.	Proposed Strategic Objective	Strategic Objective start date	Strategic Objective end date	Lead Officer
	development and explore commercial opportunities			Childrens Services
CS15	Strengthen our use of business intelligence and technology to support our performance culture and ensure practice is responsive, high quality and ready for scrutiny across Children's Services	Apr - 2025	Apr - 2027	Executive Director – Childrens Services

Question 3 - Outcomes Framework

We have developed a collection of wider measures that will be used to assess whether we are achieving our outcomes over the four years of the Council Plan.

People: Empowered communities where people live safe, happy, healthy and independent lives

Population and communities

- Percentage of residents who are satisfied with Derbyshire as place to live
- Percentage of residents who feel safe in their local area
- Percentage of residents who agree people from different backgrounds get on well together
- Percentage of residents who feel they have enough people to support them in a crisis
- Road traffic casualties (rate per 1,000 population)
- Total crime (rate per 1,000 population)

Health and Wellbeing

- Healthy Life Expectancy at birth (Male)
- Healthy Life Expectancy at birth (Female)
- Healthy Life Expectancy Gap
- Smoking Prevalence in Adults (18+) Current Smokers (%)
- Potential years of life lost (PYLL) due to alcohol-related conditions for both male and female
- Percentage of adults (aged 18 plus) classified as overweight or obese
- Percentage of physically active adults (aged 19+)
- Breastfeeding prevalence at 6-8 weeks after birth
- Percentage of children classified as Obese (Year 6)
- Percentage of children achieving a good level of development at the end of Reception
- Personal well-being

- Under 75's mortality rate from causes considered preventable
- Emergency hospital admissions due to falls in people aged 65 and over

Children, Families and Education

- Percentage of children in low-income families
- Number of children looked after per 10,000
- Percentage of 16 and 17 year olds in Education or Training
- Percentage of pupils achieving grade 4 and above in English and Math's at GSCE
- Percentage reading, writing and mathematics at expected standard (KS2)
- Percentage of pupils achieving good level of development (EYFS)
- Rate of first time entrants to youth justice system (per 100,000)
- Proportion of young offenders who re-offend

Place: Prosperous, green and sustainable places with opportunities for all

Economy

- Total economic output (Gross Value Added in £bn)
- Economic productivity rate (Gross Value Added/per hour worked)
- Percentage change in business births
- Percentage of people in employment (aged 16-64)
- Percentage of people who are economically inactive due to long-term sickness (aged 16-64)
- Percentage change in employee numbers over 5 years
- Gross median weekly pay of a full-time Derbyshire resident (£)
- Gross median weekly pay of a full-time Derbyshire employee (£)
- Percentage of working age population (aged 16-64) with a level 4+ qualification

- Percentage of Derbyshire workforce in higher level occupations
- Percentage of premises with gigabit capable broadband
- Percentage of premises with 4G coverage provided by at least one network provider
- Average travel time in minutes to reach nearest large employment centre (500 to 4,999 jobs available)

Environment

- Local Authority territorial greenhouse gas emissions estimates (per capita, tCO₂e)
- Number of publicly available electric vehicle charging devices

The Council: A resident focused, efficient and effective organisation delivering value for money

- Percentage of residents who are satisfied with how Derbyshire County Council runs things
- Percentage of residents who agree that they feel informed about council decisions
- Percentage of residents who agree that the council provides value for money
- Percentage of satisfied residents who had direct contact with the Council

Question 4 – Principles – to guide how we will work

A new set of principles have also been developed to guide our future ways of working.

Theme	Principles
Customer	We will put customers and residents first, designing services based on their experiences, needs, and priorities
Partnerships	We will work together with our partners, combining resources and finding ways to achieve better results for local people
Transformation and Improvement	We will design services with communities, and use a consistent approach to managing changes, focusing on best practice, innovation and doing things as efficiently as possible
Statutory	We will prioritise our efforts and resources on meeting our statutory responsibilities
Data and Insight	We will use data and insight to guide our decisions and better understand our communities
One Council	We will work together across the Council, acting in a joined-up way, removing duplication of effort
Service Delivery	We will try to get things right the first time by removing obstacles and delivering services that are accessible, inclusive, and responsive – improving outcomes for our customers and residents
Best Value	We will spend money wisely and provide services in the most effective, efficient, and sustainable way
Digital	We will use digital technology to improve access, efficiency, and the overall customer experience, ensuring processes and systems work as well as they can
Workforce	We will have a high-performing, inclusive, well-led, motivated, well-trained, and well-rewarded workforce

Question 5 - Values

Values outline how the Council's employees should act whilst undertaking their day-to-day work as they interact with residents, each other and partners. The Council's proposed values are:

- We put our residents first to deliver accessible, inclusive, responsive and sustainable services
- We work with communities, colleagues, and partners to design and deliver shared goals
- We commit to being efficient and effective through continuous improvement, being open to change and new ideas
- We are clear about the part we play, feel we belong, and are empowered to be our best self at work

Question 6 - Customer Promises

Customer Promises are the commitments the Council makes to its customers about the level of service they can expect when interacting with the Council. The Council's Customer Promises are:

- We will take account of your best interests, be honest and be clear
- We will work together to get the best outcomes for everyone in Derbyshire
- We will try to get better all the time, learning from what you tell us to deliver value for money
- We will seek to make a positive difference to Derbyshire in everything we do