



**REVIEW OF PROGRESS AGAINST ISSUES IDENTIFIED IN 2017/18 AGS FOR
 FEEDING INTO THE 2018/19 REVIEW OF PERFORMANCE**

(A) Core Principle Behaving with integrity, demonstrating strong commitment to ethical values and respecting the rule of Law	
Issues Identified	Action/progress
<p>1. Introducing and embedding the Authority’s revised vision, mission and seven principles “We always....” will require active management, clear and consistent communications and demonstrate evidence of conformity.</p> <p align="right">(COMPLETED)</p>	<p>Regular communications at staff briefing throughout the year as we finalised the 2019-24 Corporate Strategy – with time spent to describe what the principles mean to individuals and teams. Videos prepared to share and describe the 7 principles for staff who have not cannot attend the staff briefings. The principles are being embedded into a new competency framework – consultations during the year with staff and managers on describing what they mean to them in clear simple sentences. Being included in the liP assessment so they form part of our values.</p>
<p>2. The Government launched a 25 year plan to improve the environment on 11 January 2018. The plan proposes a review of National Parks which will look at how designated areas deliver their responsibilities, how they are financed and whether there is scope for expansion. A detailed scope and timetable for the review has not yet been published.</p> <p align="right">(ONGOING)</p>	<p>Hosted visit by the review team to the Peak District in October 2018. The Authority submitted evidence to the review team in December 2018, as part of their call for evidence. Chair and CEO formed part of the NPE team during the year in discussions with Julian Glover who is leading the review. Chair and CEO supported the development of a joint NPE evidence the review teams call for evidence</p>
(B) Core Principle Making sure of openness and comprehensive stakeholder engagement	
Issues Identified	Action/progress
<p>3. Partner organisations fail to engage or fulfil their responsibilities as described in the 2018-2023 National Park Management Plan (NPMP).</p> <p align="right">(ONGOING)</p>	<p>The NPMP2018-23 was signed off by the Advisory Group before being submitted to the Authority for approval. Slide pack on the NPMP and its delivery plan shared with partners so they can present the plan within their organisations. Quarterly reporting on progress with implementation undertaken by the NPMP Advisory Group. Agreed a communication plan on the quarterly reporting so partners can see progress and areas where further engagement/work is needed. Partner sub groups set up to support delivery of the plan.</p>
(C) Core Principle	

Defining outcomes in terms of sustainable economic, social, and environmental benefits.	
No issues relating to this Core Principle were Identified	
(D) Core Principle Determining the interventions necessary to optimise the achievement of the intended outcomes.	
Issues Identified	Action/progress
4. There are reputational and financial risks around the Authority being designated under section 62A of the Town and Country Planning Act 1990 because more than 10% of the Authorities decisions on applications for major development were overturned at appeal. The Authority has made representations to the Ministry of Housing, Communities and Local Government to emphasise that this is due to the low number of applications determined rather than the quality of decision making. This risk remains until feedback is received from the Ministry. (COMPLETED)	The Authority received a letter from MHCLG in August 2018 advising that the Authority would not be designated on the basis of the performance figures on major applications and appeals in the qualifying period (2015-17). This was in response to a letter from the Director of Conservation and Planning, explaining that the very low numbers of major applications and appeals in the National Park meant that a single appeal decision could put the Authority at risk of designation. The letter also set out the steps the Authority takes to ensure that decisions are sound.
5. There remains a risk/concern in relation to meeting the corporate objective of diversifying and growing income. Specifically there remains a risk to the scale and speed of diversification and growth. There is a need for the Strategic Commercial and Outreach Development Plan to set out the process, activities, skills and investment required to deliver the Corporate Strategy plus the potential returns (scale and timeframe) from the implementation of the Plan. (ONGOING)	Income targets for the next 5 years have been analysed and identified for existing products and services and incorporated into the corporate strategy approved by members in December 2018. The PDNP foundation has been setup with governance and resources in place. Two meetings have been held and a campaign to raise £70k for 70 years has been approved by Trustees. The new director has shared further ideas for income diversification and growth. These will be developed into a plan with staff and members in 2019.
(E) Core Principle Developing the Authority's capacity including the capability of its leadership and the individuals within it	
Issues Identified	Action/progress
6. The Authority is not able to attract or retain staff with key skills/experience to deliver the Corporate Strategy. (COMPLETED)	Employee turnover at the Authority for 2018/19 is 8% (as at 21 st February 2019), compared to an average of 15.7% across the public sector. Over the last three years, an average of 13 applications have been received for each vacancy advertised and this level of interest is expected to be maintained during 2018/19. All Heads of Service posts, which have been advertised, are currently filled. A new Director was appointed during 2018/19 and it was interesting to note the high number of quality applications received. To attract a wide range of applicants the Authority made use of social media and digital networking platforms which will be considered for other key posts in the future. Currently only three posts throughout the Authority attract a market supplement payment. It is

	<p>acknowledged however that other specialist posts are generally regarded as difficult to fill. In order to minimise the impact upon the delivery of the Corporate Strategy, opportunities for work to be undertaken by partner organisations or externalised are considered and implemented where appropriate.</p> <p>To address a wide range of issues identified by staff which could impact upon retention, a programme of work (known as the People Matter Action Plan), was initiated. A summary of the outcomes was sent to all staff in September 2018. The response to the changes introduced has been very positive.</p> <p>Members were provided with information relating to the composition of the Authority's workforce and updated on important human resource-related projects including talent management and apprenticeships at a workshop held on 16th November. During 2018/19, four new apprentices were welcomed to the Authority.</p>
<p>7. There will be a significant turnover of Members currently holding posts that attract a special responsibility allowance who will, according to the Authority's appointment principles, have reached their maximum term of office. This along with a number of ongoing Secretary of State Member vacancies could impact on the capacity of Members.</p> <p>(ONGOING)</p>	<p>At the Authority's Annual General Meeting (AGM), held on 6th July 2018, new appointments were made to three of the six member posts which attract a special responsibility allowance. No changes were made to the Authority's Independent Persons positions, whose posts also attract a special responsibility allowance. This level of turnover ensured a degree of continuity was maintained.</p> <p>During 2018/19, four new Members joined the Authority and it is envisaged that appointments will be made to the three vacant Secretary of State Member positions during the 2019/20 recruitment programme.</p> <p>An independent and comprehensive review of the Authority's Members Allowance Scheme was undertaken by Dr Declan Hall. Dr Hall's report was considered at the Authority's AGM and the recommendations relating to specific changes and the general operation of the scheme were adopted.</p> <p>Members agreed on 7th December 2018 to undertake a review of the Authority's existing governance arrangements. A working group has been established to explore ways in which the Authority's existing governance arrangements could be enhanced. The Terms of Reference and Scope of the review are available on the Authority's website.</p>
<p>(F) Core Principle Managing risks and performance through robust internal control and strong public financial management.</p>	
<p>Issues Identified</p>	<p>Action/progress</p>
<p>8. Failure to influence the transposing of EU laws and legislation for landscape and the environment into UK law after Article 50 and area of NP land safeguarded in agri-environment schemes reduces because of Brexit uncertainty and continuing issues with Countryside Stewardship</p> <p>(ONGOING)</p>	<p>The area of land within agri-environment schemes remains a concern, but is not within the Authority's control. The Authority is working with other English National Parks (through NPE) and with DEFRA to influence the design of future Environmental Land Management Schemes (ELMS). We have also submitted a pilot for the White Peak area, which has been approved in principle by DEFRA.</p>