



## REVIEW OF PROGRESS AGAINST ISSUES IDENTIFIED IN 2018/19 AGS FOR FEEDING INTO THE 2019/20 REVIEW OF PERFORMANCE

<b>(A) Core Principle</b> <b>Behaving with integrity, demonstrating strong commitment to ethical values and respecting the rule of Law</b>	
<b>Issues Identified</b>	<b>Action/progress</b>
1. As the Authority works towards achieving Investors in People (IIP) accreditation there could be issues around developing and embedding the new competency framework and delivering the IIP Action Plan.	<p>To support the Authority's aim to continuously improve and benchmark its performance against other organisations we chose to be assessed against the latest Investors in People (IIP) standard.</p> <p>Following an extensive assessment exercise, the Authority received notification in May 2019 that it had successfully met the IIP standard.</p> <p>Based on the recommendations in the Investors in People assessment report an IIP Draft Action Plan was developed during the summer of 2019. The Draft Plan was presented to the Senior Leadership Team on 15th August 2019, which was followed by wider consultation with Heads of Service, Unison and Staff Committee representatives. The consultation period closed on 9th September 2019 and the final IIP Action Plan was published in Quarter 3.</p> <p>Following a recommendation from the external IIP Assessor in May 2019, the development of the Authority's new competency framework was put on hold until the Authority's core values have been identified. A staff survey on values was undertaken and achieved a 67% response rate, indicating a very high level of employee engagement. A similar value based survey was subsequently sent to the Authority's Members and volunteers to gather their views.</p> <p>Following discussions at meetings of the IIP Delivery Group, the Authority's values have been agreed as Care, Enjoy and Pioneer. These values are supported by a definition and a set of behaviours.</p>
2. As things stand the recommendations arising from the he Glover Review are unlikely to be published until the second half of 2019/20 however depending upon the recommendations there may be unexpected or unanticipated demands as Defra implement recommendations or consult on legislative	The Landscapes Review: Final Report to Government was published in September 2019 and calls on national landscapes to work together to be happier, healthier, greener, more beautiful and open to everyone. We feel this sense of mission and share the ambitions particularly keenly in the Peak District. Our Corporate Strategy 2019-2024, and the National Park

<p>changes needed to implement the findings.</p>	<p>Management Plan 2018-23 are both largely aligned to these aspirations. We are working through National Parks England to take a lead in responding to these aspiration as a network, identifying four areas where we will collectively work together: being leaders in nature recovery; being national parks for everyone, shaping the future of farming and leading on the climate emergency. While we await the Government's formal response, we know they support the aims and outcomes sets out. What is unknown is the extent to which the proposed new ways of working will affect the Authority's operating model and our way of working within, and across, the protected landscapes network. We are, and will continue to, work with the government to ensure we have the necessary tools, skills, data and resources to support these outcomes. There may be new demands, new ways of working or a different governance models recommended by Government, which if fundamentally different is likely to require consultation and legislation,</p>
<p>3. Uncertainty around the funding settlement from Defra following the end of the four year settlement.</p>	<p>Through the auspices of National Parks England we have been working collectively across the National Parks network to inform Government and Defra of the importance of certainty and a strong settlement. This informing work continues. Government Departments were given a single year settlement in the Spending Review of September 2019</p> <p>Defra was given a real terms increase of 3.3%, over and above inflation for 2020-21. In September 2019 the government's Landscape Review was also published and stated that "at the very least we want to see existing budgets for National Parks secured in real terms and sustained for at least a further five year period, so they can plan ahead with confidence". On the basis of these messages a budget was set on the assumption that the National Park Grant was to be inflation protected for the next Spending Review period, with an increase of 2% per annum assumed. In case this scenario did not arise up to £218k of savings were identified to ensure we had a balanced budget for 2020-21.</p> <p>In March 2020 Defra notified the Authority that it would receive a "flat-cash" one-year settlement for the 2020/21 financial year. Therefore the savings plans identified above were built into 2020/21 revenue budgets as required to achieve an overall balanced budget.</p>
<p><b>(B) Core Principle</b> <b>Making sure of openness and comprehensive stakeholder engagement</b></p>	
Issues Identified	Action/progress
<p>4. Although the 2018-2023 National Park Management Plan has been approved and adopted by partners there are still risks around the delivery of certain elements due to limited engagement these include Climate Control and Events Management.</p>	<p>This year has seen good partnership delivery of the National Park Management Plan across a number of areas. This is most notably on climate change (where there is now strengthened delivery actions on transport and land management) and on promoting enjoyment with understanding (with good progress on amending the event notification system and the launch</p>

	of #PeakDistrictProud which brings to life the countryside code here in the Peak District National Park. There remains a concern about some of the other areas of delivery, in particular on sustainable business, and we have sought to gain District Council support for leadership in this area and await their response.
<b>(C) Core Principle</b> <b>Defining outcomes in terms of sustainable economic, social and environmental benefits.</b>	
No issues identified.	

<b>(D) Core Principle</b> <b>Determining the interventions necessary to optimise the achievement of the intended outcomes.</b>	
<b>Issues Identified</b>	<b>Action/progress</b>
5. There still remain issues around the culture of the Authority and its ability to deliver commercial ambitions.	<p>The issue remains but solid progress has been made on a number of fronts. Work has progressed with heads of service to encourage more significant partnership grant applications with success in particular for Moors for the Future; Millers Dale goods shed and Discover England. New avenues of strategic funding are being actively explored with PDNPA as a partner via D2N2; LEP; Universities bordering The Peak District and major infrastructure projects e.g. A628 upgrade.</p> <p>Our charitable foundation is now established and raising income through visitor giving, donations and sponsorship. This is helping to change mindsets amongst volunteers, employees and Members but there remains some way to go. Finally relationships with a selection of major industries are being nurtured to develop a collective investment fund which will sustain delivery of nature and carbon outcomes at a landscape scale.</p>
<b>(E) Core Principle</b> <b>Developing the Authority's capacity including the capability of its leadership and the individuals within it</b>	
<b>Issues Identified</b>	<b>Action/progress</b>
6. The Authority has appointed a number of apprentices during 2018/19 there are still risks that the Authority will not meet its targets on providing apprentice opportunities resulting in the amounts paid into the apprenticeship levy exceeding the amounts withdrawn. There also remains an issue about the Authority's ability to provide relevant longer term employment opportunities at the end of apprenticeships and reap the benefits of utilising the skills experience and knowledge acquired.	<p>At the start of 2019/20, the Authority had four designated apprentices. All four apprentices have subsequently obtained employment.</p> <p>A further three new apprentices were appointed in January 2020 and a fourth apprenticeship opportunity is currently being advertised (as of February 2020).</p> <p>In addition, four of the Authority's existing employees have already begun or will begin shortly apprenticeships in the following areas :</p> <ul style="list-style-type: none"> <li>• Chartered Town Planner Degree – Level 7</li> <li>• HR Consultant/Partner – Level 5</li> <li>• Management – Institute of Leadership and</li> </ul>

	<p>Management – Level 3</p> <ul style="list-style-type: none"> <li>• Management – Institute of Leadership and Management – Level 5.</li> </ul> <p>The Authority will therefore exceed its 2019/20 target of six apprenticeships.</p>
<p>7. As there will be District, Borough and Parish Council elections in May 2019 it is anticipated that there will be a turnover of Authority Members which will result in a loss of the experience and knowledge. Because of the appointment timetable set by Defra it is likely that the Authority will have three Secretary of State Member vacancies for the first 4 to 5 months of 2019/20.</p>	<p>At the Annual General Meeting (AGM) held on 5th July 2019, eleven new Members were welcomed to the Authority.</p> <p>The initial induction for all new Members was completed during Quarter 2 of 2019/20.</p>
<p><b>(F) Core Principle</b>  <b>Managing risks and performance through robust internal control and strong public financial management</b></p>	
<b>Issues Identified</b>	<b>Action/progress</b>
<p>8. There are still uncertainties around the implications of Brexit.</p>	<p>The key risk here is around the future of farming in a post Brexit world. We are working directly with Defra in trialling the new Environmental Land Management Scheme, and through National Parks England have set out our vision for what the future of farming in protected landscapes.</p>
<p>9. Failure to influence the transposing of EU laws and legislation for landscape and the environment after Article 50 and area of National Park land safeguarded in agri-environment schemes reduces because of Brexit uncertainty and continuing issues with Countryside Stewardship.</p>	<p>Over the last year, we have seen continued uncertainty around a future system of agricultural support. Officers have been working closely with other English national park authorities, National Parks England and Defra to shape and influence the design of a future environmental land management scheme (ELMS) and have been developing tests and trials for a new system. A draft position statement for the Future of Regulation and Enforcement for Farming &amp; Land Management in the English national parks has been drafted by the NPAs' England Agriculture and Rural Development Group.</p> <p>The Defra contract for the delivery of the White Peak ELMS Phase 1 Test has been signed. This will focus on testing whether National Character Area assessments can be used as a way of prioritising the public goods to be delivered under ELMS and how farmers and land managers can develop land management plans to deliver those public goods. There is continued evidence that land managers are finding the current support system difficult and this is impacting on how the land is managed, despite advice and support from the Authority.</p>
<p><b>(G) Core Principle</b>  <b>Implementing good practices in transparency, reporting and audit, to deliver effective accountability.</b></p>	
<p>No issues identified.</p>	