

6. **CHIEF EXECUTIVE’S REPORT (SLF)**

1. **Purpose of the report**

To up-date members of key items since the previous Authority meeting

2. **Recommendation**

1. **For members to note the report**

3. **Key Items**

Investors in People

Last month I met with our Investors in People assessor as part of monitoring our progress. Our assessment had been due in April but was postponed by mutual agreement while we prioritised our response to the impact of Covid 19. Our assessment report has now been received and rates the effort that has gone into addressing some of the original recommendations from the IIP assessor as ‘highly commendable’.

The report goes on to say, ‘*the volume of work, commitment and effort from everyone in the organisation is extremely impressive. All staff have been consulted and involved. Whether this is via one of the staff representative groups or via questionnaires and surveys or workshops. The commitment to getting people’s feedback is seriously impressive.*’

The assessment was a great opportunity for me to look back and reflect on how far we have come since we started our Investors in People journey in April 2019. Our main priority in our action plan last year was to identify our core values which I shared with you earlier this year. Our values are

Care We care for the Peak District National Park, the people we work with and all those we serve. It’s at the heart of everything we do.

- Give your best
- Show respect for others
- Be open and welcoming
- Never compromise on safety and wellbeing

Enjoy We take pride in what we do and feel good about our contribution.

- Be proud of the work we do
- Find solutions to problems
- Keep things simple
- Work as one team

Pioneer We were born of pioneers. We will continue to explore opportunities to inspire future generations.

- Lead by example
- Never stop learning
- Always look to improve
- Embrace change

We are in the process of adopting the values into our recruitment and performance framework.

Future Finance 2021/24

Over the past few months we have shared how we are managing the immediate impact of COVID-19 and its medium and long-term implications. A key area for us has been on our income, because this gives us the all-important money that enables us to do our job. We are living in rapidly changing times which is impacting the income of many businesses and those in the voluntary sector. National Parks and the Peak District National Park Authority is not immune to this, even with the important job we have to do. At the May Authority meeting, Members agreed to proposals to create a £480k emergency COVID-19 reserve to support this immediate impact, which is a start to managing our immediate in-year pressures. We need to continue to plan and put in place measures to manage the pressures on our budget over the rest of this year and into future years.

The majority of our revenue comes from the National Park Grant provided by Defra. This currently stands at £6.7 million per year. Based upon the information currently available, we anticipate our annual budget will be between £616k to £954k lower over the next three years. Put simply, we know we will not have enough revenue money to cover our staff and fixed operating costs from 1 April 2021. We are starting to plan now to meet this challenge so we have time to explore all options to keep our costs in balance with our income and avoid job losses, including a timetable for member engagement and decision-making. We recognise this will require changes to the functions/services provided and our existing change process is in place to ensure that everyone potentially affected is properly consulted. In undertaking this assessment we are clear that our two statutory purposes have equal weight and we must be mindful of our duty. Our common organisational brief remains the Corporate Strategy 2019-24, although as part of this approach we will need to review and understand the impact these changes may have on the KPIs we have set.

We recognise this will not be easy and some tough decisions will need to be made. Relative to other National Parks and public sector services we are in a good place because of how we have managed our money to date.

Report Author, Job Title and Publication Date

Sarah Fowler, Chief Executive, 26 August 2020