



**REVIEW OF PROGRESS AGAINST ISSUES IDENTIFIED IN 2019/20 AGS FOR  
FEEDING INTO THE 2020/21 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. Embedding the new values and competency framework and delivering the IIP Action Plan</p>	<p>The Authority's latest Investors in People (IIP) assessment report was received in Quarter 2 of 2020/21. The report rated the work that had been undertaken to address the recommendations from the IIP assessor as 'highly commendable'. The report went on to say, "the volume of work, commitment and effort from everyone in the organisation is extremely impressive".</p> <p>The results from the latest staff wellbeing and IIP surveys are equally positive and were shared with Members in Quarter 3 of 2020/21.</p> <p>The Authority's values of Care, Enjoy and Pioneer, supported by a set of simple and clear behaviours has begun to be communicated throughout the organisation and will become embedded in everything we do.</p> <p>Work on the Investors in People Action Plan and employer branding (supported by an external consultant) continued throughout 2020/21. Three project groups covering, Communications and embedding the Values, Recognition and Reward and Equality, Diversity and Inclusion have been established. Each group is creating an action plan which will be monitored by the Investors in People Delivery Group.</p>
<p>2. Uncertainties around the impact of the recommendations arising from the National Landscapes (Glover) Review on structures and funding and the timescales in which they are to be implemented.</p>	<p>The Government has yet to provide a formal response to the Landscapes Review. The Peak District National Park has been able to feed in our experience through National Parks England representation on Defra's Stakeholder Reference Group and on the Defra Contact Group (make up of AONBs and NPAs).</p> <p>We anticipate a formal Government response to the Landscapes Review shortly, and understand that this</p>

	<p>likely to support, in headline terms, the majority of recommendations set out in the review.</p> <p>In December 2020, the 10 English National Parks working under the auspices of National Parks England published 4 Delivery Plans as a co-ordinated response to the Landscapes Review. These 4 Delivery Plans cover – Climate Change Leadership, Nature Recovery, Future of Farming and Landscapes for All. They have been received positively by Ministers as making a good contribution to the response to the Landscapes Review.</p>
<p>3. The impact of the 2020/21 funding settlement from Defra on delivery targets and uncertainty around the longer-term funding settlements from Defra following the end of the four-year settlement.</p>	<p>The majority of the Authority’s annual income comes from the National Park Grant (NPG) provided by Defra. This grant currently stands at £6.7 million per year.</p> <p>An increase in the Authority’s NPG for 2020/21, equivalent to inflation, had been expected. However, the settlement received was a flat cash figure (the same as the 2019/20 NPG) and savings of £152,000 had to be implemented to balance the budget.</p> <p>During 2020/21, the COVID_19 pandemic has had a significant impact upon the trading income the Authority receives. At the Authority meeting in May 2020, Members agreed to create a £480k emergency COVID-19 reserve to support the immediate “in-year” financial impacts. On 4 September 2020, Members agreed to re-allocate a further £605k to the Covid-19 Emergency Reserve to mitigate the loss of income during the current financial year.</p> <p>The Authority’s medium term financial plan has been updated based on a set of key assumptions for the spending review period. The principal material uncertainty in the plan is the absence of a National Park Grant allocation for the 2021/22-2023/24 period, together with uncertainty over the longevity of a newly demarcated ‘biodiversity’ allocation in the 2020/21 NPG. The Authority’s Corporate Strategy has been reviewed to reflect the impact of the pandemic on planned works and reduced resources. Members agreed an update to the Corporate Strategy on 13 November 2020.</p> <p>Officers have worked with Members to develop a series of proposals, including a restructure of the Authority’s senior management team which seeks to ensure the 2021/22 revenue budget can be balanced.</p> <p>Further financial planning work, relating to the 2022/23 and 2023/24 financial years will be undertaken to ensure the Authority can maintain a 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>The National Park Management Plan Advisory Group continues to meet regularly to monitor progress with the plan and to up-date the delivery plan.</p> <p>The annual monitoring report to the Authority's 24 July 2020 meeting highlighted that progress has been made against most of the intentions identified in the National Park Management Plan, with 23 delivery actions being shown as 'green', which is on schedule, on the quarterly performance table. Two actions are shown as 'red', as the delivery actions have not been achieved (both relate the landscape monitoring) and a further three actions rated amber (relating to moorland birds and delivery of moorland restoration) due to risks arising which may delay their delivery.</p> <p>There is a new system for recording and advertising public events which provides a clear opportunity for event organisers to make their events as successful and compatible with the place as possible. Plus a promotional drive to breathe new life into the countryside code via the #PeakDistrictProud initiative.</p> <p>Following the Climate Change Summit held on 15th October 2019, additional actions and targets have been added to an updated version of the Delivery Plan section of the National Park Management Plan</p>

**(C) Core Principle**  
**Defining outcomes in terms of sustainable economic, social and environmental benefits.**

Issues Identified	Action/progress
<p>5. The ability for the Authority to be able to deliver on its Carbon Management and Climate Change ambitions within the prescribed timescales.</p>	<p>Throughout 2020, Officers have worked with the newly created Member led Climate Change Working Group to develop two key documents.</p> <p>The first is the Authority's second Carbon Management Plan, which was approved by Members at a meeting of the Programmes and Resources Committee, held on 17 July 2020. The second is the Climate Change Vulnerability Assessment, which is the culmination of an extensive exercise and was approved by Members in October 2020.</p> <p>The Carbon Management Plan builds upon the Authority's successful track record of reducing its carbon emissions relating to its own operations and sets ambitious targets for the future.</p> <p>The Climate Change Vulnerability Assessment is a ground breaking piece of work that seeks to assess the impact of climate change on the special qualities of the Peak District National Park. The assessment provides</p>

	<p>an evidence base for the development of future policies, plans and strategies.</p> <p>In Quarter 4, of 2020/21, an exercise was undertaken to determine the level of the alignment between the climate change related activities in the National Park Management Plan and the Authority's Corporate Strategy with the Climate Change Delivery Plan published by the National Parks England (NPE) – Climate Change Group. The exercise identified that a great deal of synergy exists between the work planned to be undertaken by the Authority and its partners and the NPE plan.</p>
--	---

<p><b>(D) Core Principle</b>  <b>Determining the interventions necessary to optimise the achievement of the intended outcomes.</b></p>	
<p><b>Issues Identified</b></p>	<p><b>Action/progress</b></p>
<p>6. There still remain issues around the culture of the Authority and its ability to deliver commercial ambitions.</p>	<p>Covid has significantly impacted commercial operations and therefore returns this financial year. Nevertheless our work has progressed on several fronts namely:</p> <ol style="list-style-type: none"> <li>1. Continuously improving existing commercial activities with for example upgrades to Bakewell VC; increased range of sustainable products and adapting cycle hire services to include servicing and sales; Opportunities exist to maximise our rental income on our estates through targeted investment development e.g. N.Lees Hall</li> <li>2. Accelerating donations via The Foundation including introducing a high net worth plan and associated training; 5 priority projects and extending business peak partner sponsorship. A programme of training champion volunteers (c20) to promote The foundation has started</li> <li>3. Diversifying the existing portfolio to grow revenues that are not tourism / weather dependent. These include relaunching a new on line shop and working with National Park Partnerships on developing a net zero with nature platform for companies to invest in ecosystem services (carbon; biodiversity; water). The ambition is to raise £200m over 20 yrs with the launch in time for COP – Nov 2021.</li> </ol> <p>A commercial strategy has been written and is under consultation pending Member approval in March 2021.</p>

<p><b>(E) Core Principle</b>  <b>Developing the Authority's capacity including the capability of its leadership and the individuals within it</b></p>	
<p><b>Issues Identified</b></p>	<p><b>Action/progress</b></p>

<p>7. The impact on the suspension of development management pre-application advice service upon income targets and decision making.</p>	<p>The pre-application advice service was suspended in February 2020 for all but major applications and those affecting grade 2* and grade 1 listed buildings because of staffing issues in the Development Management Service. The pre-app service is discretionary, as is charging. The intention was to suspend it for up to 6 months, but Covid restrictions led to a further suspension to November 2020, when a restricted service was introduced. The intention is to have the full pre-application advice service running by 1 April 2021. The suspension and reduction of the service has inevitably had an impact on income, although it is likely that Covid restrictions would have had a similar impact from March 2021. The actual income figure for 2019-20 was £53,681 against a target of £50,000 and the figure for 2020-21 to the end of January was £10,708, with 2 months remaining.</p>
--	---

**(F) Core Principle  
Managing risks and performance through robust internal control and strong public financial management**

Issues Identified	Action/progress
<p>8. There are still uncertainties around the impact of Brexit beyond 2020 due to ongoing trade talks</p>	<p>Our work to support a future for farming in a future outside the EU is progressing. The White Peak has been selected as part of DEFRA's tests and trials programme to develop the new Environmental Land Management Scheme which will fund farmers and land managers after our departure from the European Union. This raises the prospect of being able to tailor future funding arrangements to best suit local needs.</p> <p>We have taken appropriate mitigation action to manage any potential risk to the EU funded MoorLife2020 project, with a letter of assurance from Defra about securing funding and we have an allocation in our reserves for a MoorLife2020 contingency.</p> <p>We are also seeking a short extension to the South West Peak Landscape Partnership to ensure delivery of the partnership's objectives</p>
<p>9. The social and economic impact of COVID-19 will have a significant and currently unknown impact on the Authority and its ability to achieve its statutory purposes and corporate strategy targets.</p>	<p>We have responded well to the pandemic with most of our services remaining in operation and we shifted our way of operating to remote working.</p> <p>During the lockdowns we closed our visitor facilities, including visitor centres, cycle hire centres and in the first lock down also closed our car parks and toilet facilities.</p> <p>Staff have largely been working from home, the government advice is that travelling for work purposes is allowed if it is unreasonable to do your job from home, so Aldern House is now open 5 days a week as it was during the November lockdown for those who are unable to work from home. We have risk assessments in place for site visits and Heads of</p>

	<p>Service will be following these assessment so we can continue our site work in a Covid-safe way.</p> <p>Member meetings and decision-making will continue to operate via our well-rehearsed remote mechanisms.</p> <p>A workshop with Members was held in October 2020 to consider the impacts of the pandemic on planned works and expected reductions in resources on the outcomes and strategic interventions described in the Authority's Corporate Strategy. Changes to the Authority's Corporate Strategy outcomes and strategic interventions were approved by Members on 13 November 2020.</p> <p>Our statutory planning functions have been maintained throughout the pandemic from March 2020, with some inevitable delays in the early months. However, we continued to make decisions, under delegated powers and virtual Planning Committees and the consultation process continued largely unaltered.</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>	