

## 2022/23 Year End Performance Report for Our Corporate Strategy

### Outcome: A sustainable landscape that is conserved and enhanced

#### Distinctive landscapes that are sustainably managed, accessible and properly resourced

KPI and targets	RAG status of strategic intervention	Commentary on strategic intervention	RAG status of 2022/23 KPI target	Commentary on 2022/23 KPI target
<p><b>KPI 1:</b> Influence the development of a support system that properly rewards farmers and land managers for delivering a full range of public benefits</p> <p><b>Responsible officer:</b> Head of Landscape</p>	<p>Influence the design of the future post-Brexit scheme for roll out in 2025. Influence and deliver tests, trials and pilots for the new scheme through to 2025. Make the case for and influence the design of transitional arrangements</p>	<p>Lead role for English NPs continued with Environmental Stewardship (ES), Countryside Stewardship (CS), Environmental Land Management schemes (ELMs), future advice and guidance and the Farming in Protected Landscapes (FiPL) programme.</p> <p>Peak District ELM test completed and informed developing ELM schemes and the one Peak District Nature Recovery Plan. PDNPA's delivery of a further ELM Test to be explored in 2023/24.</p>	<p><b>2022/23 target:</b> At least 50% of National Park in environmental land management schemes (cumulative total area)</p>	<p><b>Q4 result:</b> 52% (cumulative total area)</p> <p>As data is still not available for the required reporting timescale, the revised 2020/21 approach to collating this information has continued. This figure includes land not in a land management option where traditional boundaries are being restored, so the reported result remains slightly enhanced.</p> <p>This work will be continued in the 2023-28 Authority Plan.</p>
	<p>Continue to support land managers to access current and future schemes</p>	<p>Advisers supported access to CS and the delivery of FiPL. The Authority's Land Management Grant Scheme supported 6 farmers exploring development of nature recovery networks in the White Peak. FiPL is supporting over 200 projects delivering outcomes under the climate, nature, people and place themes.</p>		
<p><b>KPI 2a:</b> Natural beauty conserved and enhanced</p>	<p>Develop methodology for strategic sustainable landscape monitoring with</p>	<p>Landscape Strategy 2023 agreed with Members at Q3 Authority.</p>	<p><b>2022/23 target:</b> Gather and assess</p>	<p><b>Q4 result:</b> While the original target has not been met, there has been good progress on the</p>

<p><b>Responsible officer:</b> Head of Landscape</p>	<p>partners, and assess whether the changes conserve and enhance natural beauty</p>	<p>Repeat Landscape Description Unit (LDU) photos have now been taken; assessment planned in Q2 of 2023/24.</p> <p>Cranfield University PhD developed Artificial Intelligence (AI) land cover predictions are now very accurate and detailed habitat mosaic maps can be produced. Collaborative Doctoral Award with University of Sheffield (White Rose funding) to explore understanding and perception of landscape change.</p>	<p>landscape monitoring data</p>	<p>revised target for 2023-28. Baseline assessment of landscape character, quality and condition using LDU photos to be established in 2023.</p> <p>AI project will be completed in Q1 and a full survey is planned for Q2 of 2023/24.</p> <p>This work will be continued in the 2023-28 Authority Plan.</p>
<p><b>KPI 2b:</b> Natural beauty conserved and enhanced</p> <p><b>Responsible officer:</b> Head of Planning</p>	<p>Ensure all planning decisions are in accordance with strategic policy</p>	<p>Monitoring has highlighted a small number of challenging cases, generally in open landscape settings. Due to pressures on the planning function, the Authority Plan 2023-28 is focused on timely decision making and quality of service regarding appeal decisions. The nutrient neutrality considerations in the Upper Wye Catchment has impacted on planning and natural environment officer capacity. Preparatory work is underway for the introduction of Biodiversity Net Gain.</p>	<p><b>2022/23 target:</b> 100% of planning decisions in accordance with strategic policy</p>	<p><b>Q4 result:</b> 100%</p> <p>Only one contrary to policy case: a track to service Swellands and Black Moss reservoirs. DEFRA made an exception due to Imperative Reason of Overriding Public interest - supported by Members on officer recommendation.</p> <p>Monitoring to continue but focus of performance monitoring will be national planning standards.</p>
<p><b>KPI 3:</b> Increase the amount of carbon captured and stored as part of routine land use and management</p> <p><b>Responsible officer:</b> Head of Moors for the Future Partnership</p>	<p>Further develop our knowledge and insights of total carbon captured and stored to tell the carbon management story of the Peak District</p>	<p>MFFP and Durham University developed a tool to predict carbon and greenhouse gas budgets of landscape-scale interventions. Carbon audit of the ML2020 project completed and results available on MFFP website.</p> <p>Moor Green Finance Project created a model with partners to monetise carbon and net zero in water abstraction. This will create investment in blanket bog restoration.</p>	<p><b>2022/23 target:</b> 2,920 tonnes net decrease in carbon emissions from moorland</p>	<p><b>Q4 result:</b> Likely to exceed the target by 3,936 tonnes.</p> <p>We had achieved a 6,056 tonnes net decrease in carbon emissions by the end of 2021/22, against our cumulative target of 2,920 tonnes by the end of 2022/23. Results from the 2022/23 capital works season will not be available until May. We predict approximately a</p>

		<p>The Great North Bog coalition worked up a financial offer for investments into blanket bog landscape to go live during 2023/24.</p> <p>Explored FiPL to use carbon management tools with projects using the Authority's Peak Carbon Tool for delivery in 2023/24.</p>		<p>further 800 tonnes avoided loss of carbon due to the works undertaken in 2022/23. This increases year on year (as the loss would have continued had the work not taken place). Since works commenced in 2003, roughly 550,000 tonnes of avoided loss has been secured.</p>
	Continue to carry out a range of moorland restoration work to revegetate bare peat and reduce carbon emissions	A significant new project under The Nature for Climate Restoration grant scheme with further sites being put forward in spring 2023.		This work will be continued in the 2023-28 Authority Plan.
	Develop the climate change vulnerability assessment and implement the key outcomes <b>Responsible officer:</b> Head of Information and Performance Management	The climate change vulnerability assessment was used as a piece of evidence when developing the 2023-28 National Park Management Plan.		

### High quality habitats in better condition, better connected and wildlife rich through nature recovery networks

KPI and targets	RAG status of strategic intervention	Commentary on strategic intervention	RAG status of 2022/23 KPI target	Commentary on 2022/23 KPI target
<b>KPI 4:</b> Increase the area of moorland blanket bog moving towards favourable condition	Continue to have a clear voice on the outcomes we expect to see from moorlands. Support the development of and implement a resilient,	Collaboration with moorland owners / managers on prevention and mitigation of moorland fire. Liaison on moorland birds, sustainable moorland and visitor management. Natural England commissioned a peer review of "Taking a strategic approach to the prevention and	<b>2022/23 target:</b> Restoration activities on 1,200 hectares of degraded blanket bog	<b>Q4 result:</b> 551 ha with a cumulative total of 3,867 ha of restoration activity (2,667 ha beyond the cumulative target)  Despite very difficult financial circumstances and a need to

<p><b>Responsible officer:</b> Head of Moors for the Future Partnership</p>	<p>sustainable moorland management model</p>	<p>mitigation of wildfire pilot”; until it has been considered there is no partner appetite to move forward. Moorland management, restoration and the Fire Operations Group work continues. MoorLIFE 2020 has ended. It added significant protection to 95km<sup>2</sup> of blanket bog and invested €16 million. The Bogtatastic van engaged 14,000 people.</p> <p>Other work includes a map of 20 years of peatland restoration data, a trial bracken control by non-chemical interventions, hosting MPs to look at wildfire issues and peat, and collating data on peat depth and condition across the Great North Bog.</p>		<p>pivot our business approach away from our traditional grant sources, the pace of restoration activity has been maintained.</p> <p>This work will be continued in the 2023-28 Authority Plan</p>
	<p>Continue restoration activities on degraded blanket bog to move it towards favourable condition with a focus on reducing the amount of bare peat and rewetting as far as possible in years 1-3</p>	<p>We predict restoration activities on 551 hectares of degraded blanket bog this season. We also plan to construct approximately 11,000 (55km) gully blocks.</p>		
	<p>Use the new FCERM (Flood and Coastal Erosion Risk Management) strategy and water companies AMP7 programme to support our moorland restoration work</p>	<p>Successful (AMP7) Water Industry National Environment Programme (WINEP) in Peak District and South Pennines upper catchments and adding resources to the AMP 8 period from Flood Defence Grant in Aid funds.</p>		
<p><b>KPI 5:</b> Sustain the area of non-protected, species-rich grassland through retention,</p>	<p>Use and share our data on non-protected species rich (priority habitat) grassland to inform our plans with a view to it becoming publicly</p>	<p>Nature Recovery Plan Steering Group developing the plan. Meetings held with Local Authorities to work with and complement their forthcoming Local Nature Recovery Strategies. Workshops</p>	<p><b>2022/23 target:</b> Sustain at least 5,000 hectares of non-protected,</p>	<p><b>Q4 result:</b> 5,000 hectares of non-protected species-rich grassland has been sustained through the Authority’s farm advisers and the national agri-</p>

enhancement and creation  <b>Responsible officer:</b> Head of Landscape	available and supporting the public payment for public goods approach. Including an annual assessment of net gain/loss	with farmers/land managers. Consultation on draft plan due in Q1 of 2023/24.  Through the work of farm advisers and the legacy of the South West Peak Landscape Partnership, work on grasslands has progressed well.	species-rich grassland	environment schemes, management of the Authority's own grasslands, the legacy work of the SWPLP and the delivery of FiPL projects. This work will be continued in the 2023-28 Authority Plan.
<b>KPI 6:</b> Increase the area of new native woodland created  <b>Responsible officer:</b> Head of Landscape	Identify opportunities for new native woodland, scrub, wood pasture, small plantings and individual trees based on the approach of the right trees in the right places for the right reasons	Approaches for planting more trees are detailed in the Wooded Landscape Plan (part of the Landscape Strategy 2023).  Woodland creation prioritised by Authority farm advisers using national and local funding opportunities, Woodland Trust (WT) partnership and FiPL. TWT partnership completed year two of delivery. Trees planted in partnership with Derbyshire County Council using £60,000 of the Local Authority Treescapes Fund.	<b>2022/23 target:</b> Seek opportunities to create at least 300 hectares of new native woodland	<b>Q4 result:</b> Further new native woodland creation supported. Last year's issues continue: large scale proposals take time and gaining amendments to existing agri-environment agreements can be a barrier; complexity and number of different funding sources is confusing and can be off-putting. This work will be continued in the 2023-28 Authority Plan.
<b>KPI 7:</b> Maintain and enhance populations of protected and distinctive species  <b>Responsible officer:</b> Head of Landscape	Work with moorland owners, land managers and partners to deliver resilient, sustainable moorlands that lead to increased numbers of birds of prey	Raptor workers are concerned around the lack of breeding success and that relationships with moorland managers are not improving in light of recent incidents. The 2023 breeding season has been mixed for different species of birds of prey. A report is planned in Q1 of 2023/24 with the Initiative under review, the results of which will be implemented in Q1 of 2023/24.	<b>2022/23 target:</b> Restore breeding pairs of birds of prey in the moorlands to at least the levels present in the late 1990s (17 Peregrine, 25 Short-eared owl, 37 Merlin, 5 Hen harrier)	<b>Q4 result:</b> Mixed fortunes in terms of breeding success resulting in a review of the current approach of working through the Birds of Prey Initiative. This work will be continued in the 2023-28 Authority Plan.
<b>Cherished cultural heritage</b> that is better understood and looked after				
<b>KPI and targets</b>	<b>RAG status of strategic intervention</b>	<b>Commentary on strategic intervention</b>	<b>RAG status of 2022/23 KPI target</b>	<b>Commentary on 2022/23 KPI target</b>

<p><b>KPI 8:</b> Increased knowledge, understanding and active engagement with archaeology, historic structures and landscapes</p> <p><b>Responsible officer:</b> Head of Landscape</p>	<p>Engage with a range of audiences to promote and increase knowledge, understanding and engagement with archaeological sites, historic structures and landscapes, and improve public access to data</p>	<p>Conversion of Historic Buildings Supplementary Planning Document, Design Guide review, Local Plan Issues and Options reports and Member discussion. Derbyshire Archaeological Day, production of ACID magazine, open days, walks and events.</p> <p>Countryside Stewardship Traditional Building Restoration Pilot project delivered and learnings from the five participating NPs with Defra hosted by Peak District fed into design of ELMs.</p> <p>All SWPLP cultural heritage projects completed and multiple FiPL projects are delivering cultural heritage feature restoration, interpretation or include cultural heritage components.</p>	<p><b>2022/23 target:</b> 2.5% increase in audiences actively engaging with cultural heritage</p>	<p><b>Q4 result:</b> 3% reduction</p> <p>NFP Synergy survey data from visitors choosing to experience cultural heritage when they visit the NP has fluctuated over the period up and down by 3%.</p> <p>A range of engagement with various audiences has continued.</p> <p>Covid-19 implications on visitors to heritage sites is not fully understood.</p> <p>This work will be continued in the 2023-28 Authority Plan</p>
<p><b>KPI 9:</b> Increase the percentage of Scheduled Monuments and Listed Buildings conserved and/or enhanced</p> <p><b>Responsible officer:</b> Head of Landscape</p>	<p>Conservation and enhancement of scheduled monuments and listed buildings through our regulatory, advisory and partnership roles and our own property</p>	<p>85 listed building enquiries / planning applications supported plus on-going cases. Liaison with Historic England for repairs and enhanced interpretation of scheduled monuments. 'At risk' heritage assets targeted for FiPL funding. 50 new volunteers trained for scheduled monument monitoring.</p>	<p><b>2022/23 target:</b> 8% of scheduled monuments and listed building conserved and / or enhanced</p>	<p><b>Q4 result:</b> 92 scheduled monuments and listed buildings conserved and/or enhanced resulting in a cumulative total of 27%.</p> <p>This work will be continued in the 2023-28 Authority Plan.</p>
<p><b>KPI 10:</b> Increase the percentage of Conservation Areas conserved and/or enhanced</p> <p><b>Responsible officer:</b> Head of Landscape</p>	<p>Continue to develop and adopt the remaining Conservation Area appraisals to raise awareness, understanding and support for the conservation and enhancement of these areas</p>	<p>2021/22 agreement that drafting of Conservation Area Appraisal (CAA) using external consultants would be explored in 2022/23. No quotes were received; consultants busy with other planning work. Brief now reissued and quote received with an expected completion date of Q4 2023/24.</p>	<p><b>2022/23 target:</b> 95% of Conservation Areas have adopted appraisals</p>	<p><b>Q4 result:</b> 94% have adopted appraisals.</p> <p>This work will be continued in the 2023-28 Authority Plan.</p>

# Outcome: A National Park loved and supported by diverse audiences

## Greater audience reach among under-represented groups

KPI and targets	RAG status of strategic intervention	Commentary on strategic intervention	RAG status of 2022/23 KPI target	Commentary on 2022/23 KPI target
<p><b>KPI 11:</b> Increase the proportion of under-represented groups reached</p> <p><b>Responsible officer:</b> Head of Engagement</p>	<p>Implement our diverse audience plan providing inclusive health, education and accessibility activities, and modernising digital channels that better align with the audiences we want to reach</p>	<p>New structure for engagement team is now functioning well. NHLF Championing National Parks development phase currently underway with the delivery phase submission set for July 2023. Diverse Audience Plan updated.</p>	<p><b>2022/23 target:</b> Peak District National Park audience demographics 20% closer to regional demographics</p>	<p><b>Q4 result:</b> NFP survey data shows that in many demographic areas we are now close to regional demographics, although there is still under representation in socioeconomic and age groups.</p> <p>The PDNP continues to stand out from other NPs with the ethnicity of our visitors closely matching that of the region. In many other NPs, non-white visitors are underrepresented.</p> <p>This work will be continued in the 2023-28 Authority Plan.</p>
	<p>Repeat data research in year 3 and year 5 to monitor against outcome and adjust plan as required</p>	<p>Visitor gender and ethnicity broadly in line with demographics of those within an hour's travel of the PDNP. Those from the nearest regions most likely to have visited in the last two years. Visitor age profile varies from the local population: higher proportion of 25-34 age category visiting and lower proportions of older people (65+); highest social grade (AB) over-represented among visitors, lowest social grade (DE) under-represented.</p>		

## A strong identity and excellent reputation driving positive awareness and engagement

KPI and targets	RAG status of strategic intervention	Commentary on strategic intervention	RAG status of 2022/23 KPI target	Commentary on 2022/23 KPI target
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<p><b>KPI 12:</b> Increase public connection with the Peak District National Park</p> <p><b>Responsible officer:</b> Head of Engagement</p>	<p>Use research to develop a plan to better understand our existing and potential audiences to increase public connection with the National Park</p>	<p>NFP Synergy data continues to be used to inform the Diverse Audience Plan work.</p>	<p><b>2022/23 target:</b> Peak District National Park connection is increased by 10%</p>	<p><b>Q4 result:</b> Peak District National Park connection has increased by 25%.</p> <p>Year-on-year social media audience increase of 7% (c.145k audience overall, all channels). Social media 'engagement' (direct interaction with our content) up by 32% to 6%.</p> <p>Multi-lingual translation links into interpretation at Stanage North Lees.</p> <p>This work will be continued in the 2023-28 Authority Plan.</p>
	<p>Encourage responsible visitor behaviours through Park-wide, stakeholder-supported strategies that reflect care and respect of 'the place', such as #PeakDistrictProud. Use local research to inform understanding of visitor segments and their needs. Grow sustainable tourism products, including encouraging extended stays, where external funding exists to support this</p>	<p>Multi-lingual content implemented for Stanage North Lees Estate boards. No new material via Defra on Country Code. 2022 welcome guide published @35k copies – all distributed. Links to multi-lingual #PDP inclusive. Diverse imagery used extensively across print and digital delivery. New digital asset database procured, fulfilment 2023/24.</p>		
	<p>Repeat data research in year 3 and year 5 to monitor against outcome and adjust plan as required</p>	<p>NFP Synergy data reports that 31% of respondents feel a connection to the PDNP. This has been increasing since the baseline of 24% in 2019.</p>		

### Active support through National Park points of contact to generate sustainable income

KPI and targets	RAG status of strategic intervention	Commentary on strategic intervention	RAG status of 2022/23 KPI target	Commentary on 2022/23 KPI target
<p><b>KPI 13:</b> Increase the National Park Authority's sustainable income stream</p> <p><b>Responsible officer:</b> Head of Engagement</p>	<p>Implement and continue to develop the plan to maximise income without compromising the special qualities of the National Park or exposing staff and visitors to unnecessary risk of Covid-19</p>	<p>Income mixed this year: car parks and cycle hire not performing as well as expected; other areas (e.g. trails, North Lees and visitor centres) over achieving on targets:</p> <ul style="list-style-type: none"> <li>Trails + £52k</li> </ul>	<p><b>2022/23 target:</b> Generate an extra £210,000 sustainable gross revenue income</p>	<p><b>Q4 result:</b> £185,740</p> <p>Commercial activity (especially car park income, new ventures such as Cattis Side Cottage and the establishment of the Peak</p>

	<p>transmission, including car park management, new visitor experiences at Millers Dale and Hulme End, maximisation of existing income opportunities and growing our commercial enterprises</p>	<ul style="list-style-type: none"> <li>• North Lees + £73K</li> <li>• Visitor centres + £60k</li> <li>• Warslow Under - £42k (due to anticipated decrease in BPS income)</li> <li>• Recreational facilities - £6k</li> <li>• Bike hire - £37k</li> </ul>		<p>District Foundation) has helped to build our ability to generate sustainable income to support baseline budgets and delivery of projects to support the NPMP.</p> <p>Due to staff changes in the Foundation, funds have not been transferred to the Authority, but the Foundation has come close to its income target of £120k this financial year with £115,748 of income raised.</p>
<p><b>KPI 14:</b> Rebuild the value of National Park Authority volunteer support</p> <p><b>Responsible officer:</b> Head of People Management</p>	<p>Implement volunteer action plan to better align opportunities for volunteering with PDNPA outcomes and increase diversity amongst our volunteers</p>	<p>Volunteer action plan (VAP) aligned with PDNPA outcomes, although work remains in some VAP area. Volunteering is now part of the diverse audience plan (DAP), which will increase diversity amongst volunteers in all programmes going forwards.</p>		<p><b>2022/23 target:</b> Volunteer support across the National Park Authority is £650,000 per annum</p>

# Outcome: Thriving communities that are part of this special place

## Influencing and shaping the place through strategic and community policy development

KPI and targets	RAG status of strategic intervention	Commentary on strategic intervention	RAG status of 2022/23 KPI target	Commentary on 2022/23 KPI target
<p><b>KPI 15:</b> Increase the number of residents and other community stakeholders understanding and engaged in the development of strategic policies</p> <p><b>Responsible officer:</b> Head of Planning</p>	<p>Develop tools for engaging resident communities using digital media channels to promote and engage residents on policy development</p>	<p>Digital platform purchased for collaborative authoring and public consultation for statutory local plan review (LPR).</p> <p>Policy and Communities Team currently working with Member steering group to write issues and options and (in accordance with the LPR project plan) will undertake further training on data management and interactive document set-up in advance of the public consultation later this year.</p>	<p><b>2022/23 targets:</b> 40% increase in number and range of people engaged in developing our strategic policies</p>	<p><b>Q4 result:</b> 34% increase</p> <p>Policy and Communities Team engaged residents and stakeholders during the early phase of the LPR (Q1 and Q2 2022/23 and during 2021/22). The last 6 months has seen a focus on writing issues and options rather than consultation.</p> <p>This work will be continued in the 2023-28 Authority Plan.</p>
<p><b>KPI 16:</b> Increase the number of communities involved in shaping the place</p> <p><b>Responsible officer:</b> Head of Planning</p>	<p>Undertake biannual updates and promotion of Parish Statements to encourage a dynamic approach to keeping them up to date and developed by the community as far as possible</p>	<p>Currently investigating additional capacity in order to undertake land use surveys.</p>	<p><b>2022/23 target:</b> 32% of Parishes have helped shape their future</p> <p>[Not rated as red or green due to changes in methodology]</p>	<p><b>Q4 result:</b> 103 communities involved in shaping the place in 2022/23, but new methodology means result is not comparable with target.</p> <p>This work will be continued in the 2023-28 Authority Plan.</p>
	<p>Ensure a comprehensive review is undertaken of Parish Statements to take account of a new Census in 2021</p> <p>[Not rated as red or green due to lack of census data]</p>	<p>Still waiting for census data. Review will be completed as soon as data is available.</p>		

## Community development connecting people to place through active participation, events and sustainable projects

KPI and targets	RAG status of strategic intervention	Commentary on strategic intervention	RAG status of 2022/23 KPI target	Commentary on 2022/23 KPI target
<p><b>KPI 17:</b> Increase the number of PDNPA interventions that help parish councils, community groups and residents to care for the National Park's special qualities</p> <p><b>Responsible officer:</b> Head of Planning</p>	<p>Continue dialogue across Authority to make this happen, e.g. with Engagement Service to connect with diverse audience plan (young, health issues etc), and with Landscape Service to ensure connection with projects linked to ecology and cultural heritage</p>	<p>Return to the office has allowed greater opportunity to explore connections across services. Interest in external face to face interventions is increasing but no new programme of events yet developed.</p> <p>Need to review community menu to consider scope to regain opportunities for community interventions related to nature, health, sustainability etc.</p>	<p><b>2022/23 target:</b> 80 interventions facilitating community development</p>	<p><b>Q4 result:</b> 32</p> <p>In 2022/23, this included:</p> <ul style="list-style-type: none"> <li>• 15 community grants</li> <li>• Advice and assistance to 4 neighbourhood plan groups</li> <li>• Advice and assistance to 10 parish council or community group</li> <li>• Support to Hope Valley Climate Action</li> <li>• 2 parish bulletins.</li> </ul> <p>This work will not be continued in the 2023-38 Authority Plan, as our primary focus is now the local plan review.</p>
	<p>Develop tools for engaging resident communities using digital media channels towards the promotion of community development (e.g. sharing, promoting local events, encouraging and initiating local projects). In particular seek to maintain the parish bulletin via email (and hosted on PPPF website) and parish meetings via teleconference</p>	<p>The Parish Bulletin has been continued as has the Community Facebook page.</p>		

# Our organisational performance: The Peak District National Park Authority is an agile and efficient organisation

## Our workforce is more diverse, healthy and highly engaged

KPI and targets	RAG status of strategic intervention	Commentary on strategic intervention	RAG status of 2022/23 KPI target	Commentary on 2022/23 KPI target
<p><b>KPI 18:</b> Maintain low sickness levels</p> <p><b>Responsible officer:</b> Head of People Management</p>	<p>Create wellbeing at work to include:</p> <ul style="list-style-type: none"> <li>Maintain (and improve upon level of) Investors in People Health and Wellbeing Award in 2022</li> <li>Enhance our safety culture by raising awareness, developing competence and improving compliance</li> <li>Systematic review of relevant policies (such as Absence Management Policy, Wellbeing at Work Policy, Grievance Policy and Harassment in the Workplace Statement)</li> </ul>	<p>IIP 'We invest in wellbeing' silver level accreditation achieved in April.</p> <p>Health and Safety internal audit report in December – outcome was Reasonable Assurance.</p>	<p><b>2022/23 target:</b> Under 6 days per full time equivalent per year</p>	<p><b>Q4 result:</b> 8.16 days per full time equivalent (fte) per year. Improvement on 2021/22 but 2.16 days above target.</p> <p>Absence due to mental health and chronic reasons (stress, anxiety and depression) 14% (1.14 days/fte) of our overall outturn (2021/22 was 48%).</p> <p>Covid is the one of the highest occurring reasons for absence at 84 across the year, the same as cough, cold, sore throat, etc - reflected nationwide. Covid may be on a downward trajectory with half as many absences during Q4 than in Q1 and 2 – although this could relate to no longer being required to test.</p> <p>This work will be continued in the 2023-28 Authority Plan</p>

<p><b>KPI 19:</b> Create a highly engaged workforce</p> <p><b>Responsible officer:</b> Head of People Management</p>	<p>Create values based environment to attract and retain top talent</p>	<p>Care, Enjoy, and Pioneer values are embedded into our recruitment and performance appraisal, with staff briefings throughout the year themed on one of the values.</p>	<p><b>2022/23 target:</b> 70% response rate to online Investors in People questionnaire</p>	<p><b>Q4 result:</b> 69%</p> <p>This is a very good response rate, only just missing the target, demonstrating high engagement after two particularly challenging years.</p> <p>This work will be continued in the 2023-28 Authority Plan.</p>
	<p>Deliver the actions in the Investors in People Action plan (identified from the Investors in People online report and assessor recommendations)</p>	<p>In April, we received Silver in our latest assessment. Silver is progress on our last assessment and something that only 15% of assessed organisations achieve.</p>		
	<p>Management demonstrate responses in regular short snap surveys on key and current topics are used to inform decisions</p>	<p>Feedback indicated employees had survey fatigue. An annual survey will be held in Q4 to generate a baseline. Response rate to March staff survey was 68%.</p>		
<p><b>KPI 20:</b> Foster an inclusive working environment in which everyone feels that they belong</p> <p><b>Responsible officer:</b> Head of People Management</p>	<p>Develop Equality, Diversity and Inclusion plan to foster an inclusive workplace by:</p> <ul style="list-style-type: none"> <li>Involving all workforce in inclusion</li> <li>Developing line manager capability</li> <li>Building senior management commitment to inclusion</li> <li>Evaluating policies and practices</li> <li>Examining organisational culture, climate and values</li> </ul>	<p>Commitment to the Disability Confident Scheme.</p> <p>12-month trial to advertise our vacancies with the aim to increase our diversity profile.</p> <p>‘Everyone is Welcome’ classroom-based training sessions with Employees, Management team, Members and volunteers attending. Feedback very positive.</p> <p>Equality due regard section added to RMM and Authority report templates.</p> <p>Equality Impact Assessment template developed and implemented.</p>	<p><b>2022/23 target:</b> A workforce profile proportionately representative of national protected characteristics in order to attract and retain diverse talent</p>	<p><b>Q4 result:</b> Sex: 49% male 51% female</p> <p>Age range: 18-73 years old</p> <p>Ethnicity: 98.5 % White British, 1.5% White any other background</p> <p>Disability: 2.6% (as reported by employees)</p> <p>2 new apprentices started at the end of September widening the age range</p> <p>This work will be continued in the 2023-28 Authority Plan.</p>

## We are financially resilient and provide value for money

KPI and targets	RAG status of strategic intervention	Commentary on strategic intervention	RAG status of 2022/23 KPI target	Commentary on 2022/23 KPI target
<b>KPI 21:</b> To have a medium term financial plan  <b>Responsible officer:</b> Head of Finance	Develop a medium term financial plan (MTFP) that covers years 2-5 of the new Corporate Strategy (Year 1 falls within the current MTFP)	The MTFP is a continuously updated and developed to ensure that it remains fit for purpose and that the Authority is able to react to issues as they arise. The current MTFP was presented to members as part of the budget report in February 2023.	<b>2022/23 target:</b> Plan monitored and updated	<b>Q4 result:</b> The Capital Programme was approved by Members in March 2023.
	Develop a new Capital Programme for the Authority (following the adoption of the corporate Asset Management Plan)	The new capital programme was completed by working with Asset Management and IT. The work will continue throughout 2023/24 and will be updated annually.		
<b>KPI 22:</b> To have arrangements in place to secure economy, efficiency and effectiveness in all our operations  <b>Responsible officer:</b> Head of Finance	Update our financial processes (regulations and standing orders) as a result of recommendations in the governance review	No current actions to take. The team continues to review operations as they arise.	<b>2022/23 target:</b> An unqualified value for money opinion (the best result possible) issued by External Audit	<b>Q4 result:</b> External auditors gave the Authority a satisfactory Value for Money opinion. The Statement of Accounts for 2021/22 was signed off by the external auditors and presented to Members in February 2023.  Procurement of a new finance system will be continued in the 2023-28 Authority Plan
	Begin the project to scope and procure a new finance system which intends to include an electronic purchase order, authorisation and invoice scanning and the implementation of an electronic travel and subsistence claims system	Work to procure a new finance system was delayed during 2022/23. Work has begun in April 2023.		

Our **well-maintained assets** support the delivery of our landscape, audience and community outcomes

KPI and targets	RAG status of strategic intervention	Commentary on strategic intervention	RAG status of 2022/23 KPI target	Commentary on 2022/23 KPI target
<b>KPI 23:</b> To have a corporate Asset Management Plan  <b>Responsible officer:</b> Head of Asset Management	Implement Asset Management Plan	Implemented	<b>2022/23 target:</b> Plan to be implemented	<b>Q4 result:</b> Implementation of the AMP continues with a number of disposals and strategic decisions in progress. CMP implementation ongoing and annual performance reporting complete.
	Implement Carbon Management Plan (CMP) providing annual report against progress for Members	Implemented		

**Our data** is high quality, securely managed, and supports decision making and delivery

KPI and targets	RAG status of strategic intervention	Commentary on strategic intervention	RAG status of 2022/23 KPI target	Commentary on 2022/23 KPI target
<b>KPI 24:</b> To achieve at least reasonable assurance rating for the way we look after our data in an ever changing environment  <b>Responsible officer:</b> Head of Information and Performance Management	Ensure security services and control frameworks are fit for purpose and reflect best practice and that staff awareness and preparedness is improved and measured	The majority of our staff have completed the compulsory Data Security and Data Protection Courses.	<b>2022/23 target:</b> For data controls and security arrangements to be rated at least reasonable assurance in all Audit reports	<b>Q4 result:</b> Target met. The April 2021 Cyber Security Internal Audit Report gave the Authority Substantial Assurance.
<b>KPI 25:</b> More of our data is digitally accessible internally and externally and is used to inform our decision making  <b>Responsible officer:</b> Head of Information and Performance Management	Investigate and deploy further self-service capabilities (e.g. increased spatial mapping tools on the Authority's website etc)	We have continued to improve spatial mapping tools for access and rights of way survey and reports for corporate reporting.	<b>2022/23 target:</b> All services, capture, store and access data in a consistent and efficient manner	<b>Q4 result:</b> Work progressed as expected. We are becoming more consistent and efficient in capturing and storing our data.

The Authority is **well managed** to achieve its objectives and enhance its performance

KPI and targets	RAG status of strategic intervention	Commentary on strategic intervention	RAG status of 2022/23 KPI target	Commentary on 2022/23 KPI target
<p><b>KPI 26:</b> To have best practice governance, risk and performance management arrangements in place</p> <p><b>Responsible officer:</b> Head of Law</p>	<p>Undertake a review of Governance arrangements, including the delegations to committees and officers</p>	<p>Governance arrangements are reviewed on an on-going basis to ensure that they are fit for purpose and they are up to date. At the AGM, Members were appointed to the Member led Governance Review Working Group in anticipation of the Government's response to the Landscape Review.</p>	<p><b>2022/23 target:</b> All internal and external audits relating to governance, risk and performance management are rated as providing substantial assurance or equivalent</p>	<p><b>Q4 result:</b> 2021/22 Statement of Accounts and AGS have been given the equivalent of substantial assurance by our External Auditors who will close down our accounts following the completion of the Value for Money Assessment and the receipt of the Whole Government Accounts. Internal Audit have reported on Block 1 audits and provided substantial assurance on Complaints with no areas for action, Procurement/Creditors &amp; Payroll with one area for action whilst Health &amp; Safety was given a reasonable assurance with two areas for management action.</p> <p>This work will be continued in the 2023-28 Authority Plan.</p>
	<p>Implement an online procurement portal, related processes and provide guidance and training for all relevant Authority staff</p>	<p>The In-Tend on-line procurement portal has been customised to the Authority's requirements and used in a pilot procurement. The next stage is to undertake evaluation training so that this can also be carried out online. Four training days are banked to allow rollout of the system following the Organisation Change Programme.</p>		
	<p>Coordinate the delivery of the corporate strategy and drive through delivery and business planning, performance and risk management processes</p> <p><b>Responsible officer:</b> Head of Information Management and Performance</p>	<p>Q2 performance and risk management was presented to September Authority and this is the Q4 report.</p>		

	<p>Develop our Corporate Strategy 2025-2030</p> <p><b>Responsible officer:</b> Head of Information Management and Performance</p>	<p>Authority Plan 2023-28 has been developed in place of the Corporate Strategy.</p>		
<p><b>KPI 27:</b> Our Members are more representative of our audiences</p> <p><b>Responsible officer:</b> Head of Law</p>	<p>Continue to identify and remove barriers that may restrict the appointment of Members from underrepresented groups (e.g. review our meeting format and dates/times of meetings)</p>	<p>We hold 2 Member vacancies out of 30. A Secretary of State Parish Member vacancy following a resignation and unsuccessful by-election held in the Staffordshire Moorlands area. The PPP Forum has held the vacancy until the June 2023 Parish Elections when all 6 parish seats become vacated. There is a national SoS vacancy due to be filled imminently. The Authority stressed our support for underrepresented groups to apply, which was reflected in the recruitment advertisement.</p>	<p><b>2022/23 target:</b> Move towards greater diversity in our Members</p>	<p><b>Q4 result:</b> In 2023, 35% of Members were female compared to 30% in 2019, 7.5% of Members declared a disability compared to 0% 2019 and 7.5% were BAME compared to 6.5% in 2019.</p>
<p>We have <b>effective partnership arrangements</b> in place</p>				
<b>KPI and targets</b>	<b>RAG status of strategic intervention</b>	<b>Commentary on strategic intervention</b>	<b>RAG status of 2022/23 KPI target</b>	<b>Commentary on 2022/23 KPI target</b>
<p><b>KPI 28:</b> To identify all existing partnership arrangements and review their effectiveness</p> <p><b>Responsible officer:</b> Head of Information and Performance Management</p>	<p>Monitor the implementation of the National Park Management Plan 2018-23 delivery plan</p> <p>Coordinate the development of the Peak District National Park Management Plan 2023-2028</p>	<p>The National Park Management Plan Advisory continued to meet. The 5 year Management Plan progress report was presented to the April Authority meeting.</p> <p>The Peak District National Park Management Plan 2023-2028 was adopted at the December 2022 Authority meeting.</p>	<p><b>2022/23 target:</b> Complete review in 2022/23 and monitor current plan</p>	<p><b>Q4 result:</b> Review complete. Target met.</p>