



REVIEW OF PROGRESS AGAINST ISSUES IDENTIFIED IN 2021/22 AGS FOR FEEDING INTO THE 2022/23 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
1. The impact of the Investors in People Re-Assessment Award and the creation of an IIP Action Plan.	<p>The Authority has been Investors in People accredited since 2013. In April we were delighted to have received Silver in our latest assessment. Silver is a fantastic achievement and something that only 15% of organisations that are assessed, achieve.</p> <p>Investors in People measure organisations using a four-stage performance model. At our last assessment in 2019, we were accredited at the Developed level, or Bronze. Despite how challenging the last three years have been, we have progressed to the Established level, or Silver. Our ambition over the next three years is to reach the Advanced level, or Gold.</p> <p>An action plan has been created based on recommendations from the assessor's report.</p> <p>Progress will be monitored at meetings of the Investors in People Delivery Group which is chaired by the CEO. We will meet with the assessor after 12 months to discuss our progress, and will be reassessed in no more than 3 years.</p>
2. Uncertainties around the impact of the recommendations arising from the National Landscapes Review consultation on structures and funding and the timescales in which they are to be implemented.	We continue to await the Governments response to their consultation on the National Landscapes Review.
3. The impact of the non-inflationary 3 year funding settlement from Defra on delivery targets in 2022/23 and the following 2 years.	<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. The NPG has been at this level since the 2019/20 financial year. The three year grant agreement from Defra gave an indication that the grant will be baselined through to 2024/25.</p> <p>The Medium Term Financial Plan (MTFP) assumes that the NPG will continue to be at the same level through to 2026/27.</p> <p>The Authority is starting a period of organisational change and one of the aims of the project is to ensure</p>

	that the Authority has a period of financial sustainability that is able to meet the financial challenges of the next few financial years.
(B) Core Principle Making sure of openness and comprehensive stakeholder engagement	
Issues Identified	Action/progress
4. Risk that partners do not sign up to or support the emerging new National Park Management Plan which is to be adopted with the Authority Delivery Plan later in the year.	The National Park Management Plan 2023-28 was adopted by the Authority on 2 December 2022. We had the most engagement from partners when reviewing the National Park Management Plan than any previous Plan. It is thought that this is partially down to the ease of attending online events rather than ones in person. Therefore, we have gained a lot of support from partners for the National Park Management Plan, as they have helped us to co-create the vision, aims, objectives and actions in the delivery plan.
(C) Core Principle Defining outcomes in terms of sustainable economic, social and environmental benefits.	
Issues Identified	Action/progress
5. The social and economic impact of COVID-19 will continue to have a significant and still fully unknown impact on the Authority and its ability to achieve its statutory purposes and corporate strategy targets as we have to continue to adapt our ways of operating.	The obvious impacts of the pandemic have reduced significantly, in that income generation is no longer directly impacted by lockdown's and enforced closures as the Covid-19 virus now becomes something that the country has to live with.
(D) Core Principle Determining the interventions necessary to optimise the achievement of the intended outcomes.	
Issues Identified	Action/progress
6. The Authority's ability to achieve sustainable gross revenue income targets through trading and fundraising including external grant bids made by the Authority, corporate fundraising by the PDNP Foundation, major & individual donor fundraising by the Authority and PDNPF and corporate partnerships led by NPP.	The Authority continues to follow the Commercial strategy which was approved by Authority on 14 th March 2021 Appendix 1 - Final Formatted Commercialisation strategy final.pdf (peakdistrict.gov.uk) Clear income targets are incorporated in the MTFP and monitored as part of existing quarterly monitoring procedures. In our Authority plan we have a target to set and deliver net income targets by March 2024. New procedures to prioritise areas to focus fundraising on are being developed with both the Authority and PDNP Foundation. We are looking to improve how we successfully horizon scan for possible grants and other sources of funding and improve monitoring and reporting procedures. The need for a grants officer to oversee this work has been identified.

	<p>The majority of the £1.3m wages budget and all of the capital funding invested by the Moors for the Future Partnership is external funding. A growing proportion of this is from private business and public giving. This increasing success is largely due to the employment of a Business Development manager and a Project Creation officer following a grant from Esmee Fairbairn Foundation.</p> <p>We are working to finalise new terms with the PDNP Foundation to support them become increasingly financially independent. The new agreements will set out the annual contribution of cash and resource (office accommodation only) for a five-year period This will see the foundation employing their own staff team, giving a greater agility and independence from the formality and rigidity that comes with the current interconnections with the Authority.</p>
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(E) Core Principle
Developing the Authority’s capacity including the capability of its leadership and the individuals within it

Issues Identified	Action/progress
<p>7. The ability of the Authority to deal with workforce and succession planning issues including the recruitment of a new Chief Executive and retention of key Officers whilst experiencing high levels of sickness absence and turnover of employees in comparison to previous years.</p>	<p>A successful recruitment campaign saw Phil Mulligan join the Authority as Chief Executive in September 2022.</p> <p>41 new staff have been appointed this year however retention continues to be an issue and 45 staff have left the Authority. In addition, it is difficult to recruit to senior professional roles in the Planning and Legal Service which is mirrored across the sector. The Authority is looking to address this through recalibrating the pay scales in light of regional public sector rates which are currently higher.</p> <p>Covid continues to impact on our workforce being the top reason for absence with the cumulative days lost per FTE due to sickness being 3.49 days in the first 6 months of the year. If this level of absence was to continue over the next 2 quarters the target of under 6 days lost through sickness per FTE would not be meet.</p>

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

Issues Identified	Action/progress
<p>8. Failure to implement the effective delivery of Year 2 of the three-year Farming in Protected Landscape Fund (FiPL) and the reputational risk to the Authority if the programme is not a success</p>	<p>The Farming in Protected Landscapes (FiPL) programme has continued to be well supported by partners, farmers and land managers. Project fund allocation, spend, outputs and outcomes are closely monitored by the FiPL team and reported monthly to Defra and at Local Assessment Panel meetings. The £1.15 million project fund has been allocated but many projects will not be completed or claimed until March 2023. The Authority is deliberately over allocating by up to 30% to mitigate the risk of some projects not being completed by the 31 March 2023 deadline based on previous experience of delivering such programmes.</p>

	<p>FiPL has achieved a positive reputation both in the Peak District, in other Protected Landscapes and nationally. A one year extension from 1 April 2024 to 31 March 2025 is being sought which if achieved would provide more opportunities for farmers and land managers deliver more public goods (climate, nature, people and place) during the transition to the new Environmental Land Management schemes and approach.</p>
<p>9. The impact of the suspension of the development management pre-application advice service upon income targets and decision making and the impacts of the high turnover of staff within the Planning Service.</p>	<p>The reintroduction of pre-application advice is dependent upon a stable officer capacity that can undertake planning decisions at a sustainable rate that allows the capacity to undertake non-statutory additional work, such as pre-app.</p> <p>We have 3 key strands of work which is helping us to understand and reach a more sustainable place:</p> <ol style="list-style-type: none"> 1. A review of the service led by a Business Change Manager through 2022. This has enabled around 30 interviews to be conducted to help managers understand the end to end processes and the reasons why the workforce has become less stable and less resilient; 2. An approach by DLUHC based on our performance against national standards for timely decision making. With support from the Planning Advisory Service we are interrogating our data to understand how we fare on the determination of non-major applications; and 3. We are beginning an Audit of the Planning function which is also focused on end to end process (e.g. validation through to decision making and processes in between). This is to test our own governance processes to check we have a sound foundation to work from. <p>We can have confidence that all these processes now shine a light on both staffing and performance issues which will allow positive steps to be made during 2023 to create a more stable service which will allow the reintroduction of pre-app advice which will also assist the underpinning budgetary resources to maintain a positive and stable planning function going forward.</p>
<p>10. The impact of the backlog of maintenance works not being carried out on Authority Assets.</p>	<p>Agreed that this is an issue to be added to the corporate risk register.</p>
<p>(G) Core Principle Implementing good practices in transparency, reporting and audit, to deliver effective accountability.</p>	
<p>No issues identified.</p>	