

	KEY RECOMMENDATION	PROPOSED ACTIONS	RESPONSIBILITY	DEADLINE
1	<b>Develop a strong narrative and vision for your area that is owned and understood by members, officers and key stakeholders.</b> Consider how to further broaden members' understanding of the whole district.	<p>Publish slimmed down and plain English version of Corporate Plan evidence base</p> <p>Member corporate governance training on the back of the new Corporate Plan that guides Members to think corporately</p> <p>Bi-Annual Tour of the District to reinforce corporate priorities?</p> <p>Training to ensure that Members understand the strategic financial position</p>	<p>Mike Hase</p> <p>Member Development Working Group (MDWG)</p> <p>MDWG</p> <p>Karen Henriksen to lead, but determined by MDWG</p>	<p>August 2020</p> <p>Summer 2020</p> <p>September 2020</p> <p>November 2020</p>
2	<b>Ensure the new corporate plan is an opportunity to look forward and takes account of the potential for a fresh approach.</b> It will need to be collectively owned and appropriately resourced to deliver.	<p>Annual review of Corporate Plan objectives (not just performance indicators)</p> <p>Analyse budget and capital programme in line with new corporate plan priorities</p> <p>Review and simplify format of Service Plans to show links to Corporate Plan and resources, include both qualitative and quantitative information, and refer to core statutory duties</p>	<p>Corporate Leadership Team (CLT), Council</p> <p>Karen Henriksen</p> <p>Mike Hase, CLT</p>	<p>November 2020</p> <p>November 2021</p> <p>November 2022</p> <p>September 2020</p> <p>September 2020</p>
3	<b>Ensure you understand and maximise the benefits for the district as a whole.</b> Judgement of the value of the Council's intervention should not only be based on cost.	<p>Consider defining a key decision to demonstrate wider district community benefit, cost and desired outcomes (to distinguish from parochial outlook)</p> <p>Put more emphasis on different ways of working and engaging with our communities. We need to understand local needs and wants, and work with local community groups, and Town &amp; Parish Councils to achieve agreed objectives, including the development of a Community Asset Transfer policy</p>	<p>Sandra Lamb</p> <p>Rebecca Bryan</p>	<p>Annual Meeting</p> <p>March 2021</p>

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4	<p><b>Ensure the Council's commercialisation approach is sufficiently clear, ambitious and realistic.</b> Make sure this will provide income to support the delivery of quality services and the ambitions of the Council.</p>	<p>Define clearly what DDDC means by commercialism, its scope, priorities, exclusions, risks and realistic income potential. (Take into account tradeable services e.g. market comparisons on service fees and charges, regeneration and investments)</p> <p>Produce an annual commercial work plan and monitor its success.</p> <p>Maximise Corporate Social Responsibility via procurement: encourage contractor investment aligned to DDDC priorities.</p>	<p>Strategic Director</p> <p>Strategic Director</p> <p>Strategic Director</p>	<p>TBC – subject to resources being made available</p> <p>TBC - subject to resources being made available</p> <p>TBC - subject to resources being made available</p>
5	<p><b>Further strengthen relationships with all key stakeholders especially where delivery of practical and mutual benefits to the district can be achieved.</b></p>	<p>Continue to use our influence via D2N2 Boards, PDNPA and DCC. Continue to play a leading role in the non-structural reform agenda</p> <p>Review significant partnerships and outside body representation based on their fit with our corporate themes</p> <p>Ensure feedback mechanism to Council from elected representatives on outside bodies to ensure organisational learning</p> <p>Review mechanism for engaging with 70 Parish Councils in the District – perhaps a Ward approach or within established community identifies e.g. Hope Valley. Consider rolling out key contact scheme with Parish Councils on a rolling programme (along lines of Closer Working relationships with Town Councils).</p> <p>Reconsider format of Community Forums to be less combative; include a Question time session with the Leader. Reach out to communities on their terms as a listening session not a broadcast event.</p>	<p>Paul Wilson / Steve Capes</p> <p>Sandra Lamb / James McLaughlin</p> <p>Sandra Lamb / James McLaughlin</p> <p>CLT</p> <p>LAG</p>	<p>Ongoing</p> <p>Annual Meeting and for Member Workshop discussion</p> <p>Annual Meeting and for Member Workshop discussion</p> <p>May 2021</p> <p>Annual Meeting</p>

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6	<b>Review the role description for members to ensure they can fully contribute to the future direction of the council and the district.</b>	<p>Review to focus on community leadership role and to stress need to put district ahead of ward Organise facilitated workshop by EMPC to focus on community leadership in redrafting role profiles</p> <p>Re-purpose the Member Development Working Group to consider a competency framework for newly elected Councillors with a training plan to fit.</p> <p>Instruct the IRP to include diversity of members, as part of the review of allowances.</p> <p>Create a forum for ideas and initiatives from all Councillors which can then be assessed against the Corporate Plan</p> <p>Develop a succession plan for political groups to use to invest in promoting talent within the group system. Small budget perhaps for Groups to disperse?</p>	MDWG	<p>Annual Meeting</p> <p>Revised ToR Agreed First meeting Autumn 2020</p> <p>Review commenced. Revised target following suspension Sept 2020</p>
7	<b>Utilise group leaders to ensure all members are fully informed. Ensure information is easily accessible to all members.</b> Consider a single log for member enquiries and have options for self-service.	<p>CRM system to be used to log and manage Member requests for service. Reduce email communications for routine business by more self-serve options, e.g. apologies and invitations to workshops</p> <p>Review Members Portal to segment information which can be viewed without the email traffic.</p> <p>Member monthly bulletin with contributions from Councillors</p> <p>Consider scheduling meetings of LAG to keep senior politicians up to date on strategic matters generally</p> <p>Member briefings pre Committee and/or Quarterly area focused meetings</p> <p>Programmed quarterly member Q&amp;A (with Leaders and CLT)</p>	<p>Glenn Burton</p> <p>James McLaughlin</p> <p>MDWG</p> <p>MDWG</p> <p>MDWG</p> <p>MDWG</p>	<p>October 2020</p> <p>December 2020</p> <p>For Member Workshop discussion</p> <p>For Member Workshop discussion</p> <p>For Member Workshop discussion</p> <p>For Member Workshop discussion</p>

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8	<b>The Council should consider its own skills base and investment capability to promote jobs and business growth.</b> The draft economic plan drives an ambitious direction at a time when site delivery and wider economic circumstances are challenging and suitably skilled staff are needed.	<p>Recruit skilled commercial development staff to deliver sites. Ensure organisational review of capacity alongside strategic succession planning policy for employees</p> <p>Further utilise staff whose day jobs involve routine interaction with business, in addition to business advice service, e.g. Environmental Health and Licensing</p>	<p>Place Shaping Hub</p> <p>CLT</p>	<p>October 2020</p> <p>Ongoing</p>
9	<b>Consider whether your affordable housing offer needs to be diversified in light of the range of local housing need.</b>	<p>Ensure our Housing function delivers on a range of housing needs and tenures for residents as a whole, as well as social rented housing.</p> <p>Workshop with elected members to scope potential and resources required to expand (or not) from affordable rental market</p> <p>Properly consider the role of the private rented sector in this respect</p> <p>Promote the work of Community Land Trusts and Almshouse charities who provide affordable housing</p>	<p>Rob Cogings</p> <p>Rob Cogings</p> <p>Tim Braund / Rob Cogings</p> <p>Rob Cogings</p>	<p>March 2021</p> <p>Housing Workshop (Autumn 2020)</p> <p>Housing Workshop (Autumn 2020)</p> <p>June 2020</p>
10	<b>Further engage with strategic and local organisations to build trust and community capacity to advocate for and deliver on important initiatives (for example. climate change).</b>	<p>Consider co-option of voluntary sector on working groups e.g. climate change.</p> <p>Allocate some of the LPF or Better DD's fund for larger/strategic community initiatives</p> <p>Work with Derbyshire based agencies to support community initiatives, e.g. Community Payment Scheme</p>	<p>Ashley Watts</p> <p>Ashley Watts</p> <p>Ashley Watts</p>	<p>Summer 2020</p> <p>Summer 2020</p> <p>Summer 2020</p>

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11	<p><b>Ensure that the Council fully understands what a 2030 carbon neutral target means in impact and cost terms.</b> Good growth and carbon neutrality should both be core to the Council's climate change plan.</p>	<p>Commit to the development of a Climate Change Strategy with clearly defined targets and actions which do not prevent sustainable economic growth.</p> <p>Prepare Climate Change SPD</p> <p>Climate Change Task Group Annual Action Plan to Council</p> <p>Assessment of carbon footprint in committee reports (basic level)</p> <p>Consider co-opting expertise and local interest groups to join the Task Group</p> <p>Development of strategy with clear action plan leading to 2030. Delivery against those targets. Consider role of SMT in helping with this. Consider role in wider community in this respect</p>	<p>Climate Change Working Group (CCWG)</p> <p>Mike Hase</p> <p>CCWG</p> <p>CLT</p> <p>CCWG</p> <p>CCWG</p>	<p>Summer 2020</p> <p>June 2021</p> <p>Autumn 2020</p> <p>Annual Meeting</p> <p>Ongoing</p> <p>Ongoing</p>
12	<p><b>Share the narrative and celebrate success.</b></p>	<p>Maximise opportunities for PR and encourage good news stories to be raised with JF from across the whole of the organisation: invite staff to share their stories of how they have made a difference for promotion through Paul's Post and external if relevant i.e. open up Departmental blog's to run alongside Paul's Post. Develop a council-wide culture so that staff willingly share their successes</p> <p>Increased promotion of Local Projects Fund</p> <p>Encourage success to be shared across professional networks e.g. LinkedIn</p> <p>Pursue opportunities for national awards e.g. MJ / Housing / APSE</p>	<p>Jim Fearn / CLT</p> <p>Rebecca Bryan</p> <p>CLT / Senior Management Team (SMT)</p> <p>CLT / SMT</p>	<p>Autumn 2020</p> <p>Autumn 2020</p> <p>Summer 2020</p> <p>Ongoing</p>