

Derby City Council Council Plan 2022 – 2025

2024/25 Delivery Plan

Appendix 3

A green city

| Our outcomes | Our 2024/25 agreed areas of focus | Cabinet portfolio(s) | Aligned manifesto commitments | Review Deadlines | Evaluating our impact | |
|--|---|---|--|------------------|---|---------------------------------|
| | | | | | The differences you will see | Alignment with our resources |
| Cleaner air and lower CO2 emissions | Continue the delivery of the Our City, Our River programme, to reduce flood risks | Climate Change, Transport and Sustainability | | March 2025 | More houses and businesses protected from flood risk Derby to be more adaptive to climate change | Aided by external grant funding |
| | Deliver our City Air Quality Action Plan | Climate Change, Transport and Sustainability Health and Adult Care | Improving our city centre and neighbourhood environments with people’s health and well-being in mind | March 2025 | Improved air quality with reduced mortality rates attributable to air pollution | |
| | Progress actions towards the adoption of a new Local Plan in 2026, with a renewed focus on supporting sustainable development and the delivery of carbon reduction, creating the settings for investment, employment and growth, providing quality homes for all, including affordable housing creating space and conditions for nature and biodiversity, promoting active travel and liveable neighbourhoods | Housing, Strategic Planning and Regulatory Services | Create a Local Plan that ensures we get the best affordable housing projects that prioritise low carbon homes, space for nature, climate-conscious projects and investors, encouraging community-led housing projects and curbing Houses of Multiple Occupation build-up | March 2025 | A cleaner greener city to live, work, and study in, and visit | |

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| | Review and update the Council's Climate Change Action Plan, in line with agreed refresh timescales | Climate Change, Transport and Sustainability | Climate impact will be woven into council structure, becoming a prime priority before decisions are made | December 2024 | Annual reduction in CO2 (carbon dioxide) emissions for the council and city, to 2035 net zero | |
| | Support and contribute to the work of the Sustainable Derby Board including working with key stakeholders, through the Sustainable Derby Board, to communicate and engage business and communities in climate change conversations | Climate Change, Transport and Sustainability | <p>Activate the Green Board and work cross-city to deliver short, medium and long-term actions to cut carbon and create a sustainable Derby</p> <p>Support carbon reduction businesses to reduce single use plastic</p> <p>Support the introduction of a carbon rating scheme for businesses</p> | March 2025 | Reduced carbon emissions from businesses and residential dwellings, through actions taken to improve energy efficiency | Partnership commitment |
| | Develop a new local area energy plan | Climate Change, Transport and Sustainability | Support the creation of a non for profit solar panel scheme for high energy businesses, with the profit reinvested into home insulation grants | March 2025 | | |
| | Develop an Active Travel Strategy | Climate Change, Transport and Sustainability | Together with partners, deliver an active travel hub to support our aim of cheaper, easier active travel around Derby and for schools | March 2025 | | Aided by external grant funding |
| Sustainable waste and transport | Progress our Mobility Programme to improve transport connections and options in Derby alongside creating sustainable travel options and contributing positively to climate change | Climate Change, Transport and Sustainability | Introduce safe & accessible cycle and active travel paths, segregated from traffic | March 2025 | More travel options available and used, including active travel | Grant funded programme |

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| | Continued introduction of traffic calming measures in target areas (i.e., near schools), alongside updated signage and targeted communications to reduce speed / improve traffic management and air quality | Streetpride, Public Safety and Leisure Climate Change, Transport and Sustainability | Introduce Twenty's Plenty and other traffic calming measures where there is demand or need Install large, clear road restriction signs where fines are enforced | March 2025 | Safer streets with less congestion / improved traffic management | Work to be targeted in line with planned / funded activities |
| | Progress, as appropriate, options for a Climate and Recycling Hub | Streetpride, Public Safety and Leisure | Deliver a climate and recycling hub - we will work with experienced partners to introduce a specialist climate hub providing a recycling centre for difficult to recycle items, training for greener jobs, climate education and development | March 2025 | Efficient, effective and value for money disposal of waste | Cost implications being scoped |
| | Deliver requirements of 'Simpler Recycling' including weekly food waste collection | Streetpride, Public Safety and Leisure | | March 2026 | Efficient, effective and value for money disposal of waste | Cost implications being scoped |
| Enhancing our green and blue spaces | Work in partnership with key stakeholders to continue to develop Allestree rewilding, and to understand the benefits of this project | Climate Change, Transport and Sustainability | Support the community rewilding of Allestree Park and other areas across Derby | March 2025 | Increase in extent and quality of managed habitats and land managed for biodiversity More people reporting that they are satisfied with their local | Partnership commitment |

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| | Make best use of the city's existing parks and blue and green spaces, including within the city centre | City Centre, Regeneration, Strategy and Policy Streetpride, Public Safety and Leisure Climate Change, Transport and Sustainability | Blue regeneration and celebration of our river, refocussing our city to the Derwent, biodiversity and river access Rethink our green spaces and grass verges, prioritising biodiversity, encouraging natural barriers to grass verge parking Community-led tree and hedge planting, green roofs and walls, street trees, urban agriculture and rewilding, creating a green corridor from Allestree to Alvaston | March 2025 | area, including local parks / green / blue spaces specifically | Reduced budget within this area Opportunity to explore use of Biodiversity Net Gain credits and creation of habitat banks on Council owned land |

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A city of growth

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| | | | | | The differences you will see | Alignment with our resources |
| Thriving, sustainable economy and business community | Deliver our priority programmes and projects including Infinity Park Derby | City Centre, Regeneration, Strategy and Policy | | March 2025 | Achievement of agreed project milestones | Externally led programmes |
| | Work with the University of Derby and other partners to support business start-ups alongside existing businesses | City Centre, Regeneration, Strategy and Policy | Create a city centre task force to save our high street - bring together expertise, businesses, organisations, trade unions and residents to transform our tired centre into modern high street, giving Derby an identity, bringing vibrancy and pride to Derby city centre | March 2025 | More new businesses and use of spaces (employment, residential development) attracted to the city, and more existing local businesses supported in their growth Increase diversity of new businesses into the city centre | Partnership commitment |
| | Work with partners including Marketing Derby, East Midlands Combined Authority, Midlands Engine, Community Action, Central Co-op and Social Enterprises to diversify and broaden the economy | City Centre, Regeneration, Strategy and Policy | | March 2025 | Improved gross domestic product (GDP) per worker, which is a measure of economic health / size | Partnership commitment |
| | Support and strengthen the existing business base and sectors, including key growth opportunities around nuclear, hydrogen and rail; aiding the development of Derby as a social enterprise city | City Centre, Regeneration, Strategy and Policy | Develop an online, one-stop-shop of resources, support and information to encourage and support new businesses, co-operatives and social enterprises to take-up space in our city centre | March 2025 | More new businesses and use of spaces (employment, residential development) attracted to the city, and more existing local businesses supported in their growth Increase in Office take up/provision of Grade A/refurbished office in City Centre Increase in University spin outs in targeted sectors Increased GVA | Partnership commitment External Funding – EMCCA/Investment Zone (DLUHC) |

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| | Deliver initiatives to support people into employment | City Centre, Regeneration, Strategy and Policy Children, Young People and Skills Health and Adult Care | Development of a skills and employment strategy, online portal and physical careers, skills and employment hub; clauses for employment in economic development pipelines (including EMCCA) and supply chains; linked to the Derby Promise | March 2025 | More favourable employment rates compared to regional and national benchmarks Increased average income of people living within the city | Partnership commitment |
| Learning city with access to skills and knowledge for all ages | Work with partners, including through the Combined Authority, to develop and promote skills and life-long learning in the city | Children, Young People and Skills | Derby Promise for every child: 1.Opportunity of experiences through school to inspire 2.Develop inspiration through work experience opportunities 3.Live online vocational lessons with local experts 4.16+ options and opportunities in one place 5.Wider apprenticeship options to nurture aspiration 6.Next step 18+ guidance to achieve their aspiration | March 2025 | More children and young people achieving their potential through education, skills and development | Partnership commitment |
| | Work with professionals across the City to progress the Derby Promise | Children, Young People and Skills | | March 2025 | Higher employment rates for under 25-year-olds Life-long learning opportunities | Partnership commitment |
| | Work with the Trust to deliver an extended offer at non statutory libraries | Cost of Living, Equalities and Communities | | December 2023 | Achievement of agreed project milestones | Cost implications being scoped |
| Decent, sufficient and affordable housing | Deliver the housing strategy to provide decent, affordable and climate responsible homes, whilst finding innovative solutions to meet the housing challenges in the city | Climate Change, Transport and Sustainability Housing, Strategic Planning and Regulatory Services | Build energy-efficient, carbon-neutral social housing and affordable housing | March 2025 | Number of new homes delivered across the city, including affordable properties Improvements in the quality of housing stock across all tenures Improved health and wellbeing of residents through housing related interventions | Funded through the Housing Revenue Account |

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| | Continue to support delivery of the South Derby Growth Zone project | City Centre, Regeneration, Strategy and Policy Housing, Strategic Planning and Regulatory Services | | March 2025 | | Funded through external grants and Highways scheme led by Derbyshire County Council |
| | Deliver priority housing developments including: <ul style="list-style-type: none"> o Bute Walk Conversion o Butterfly Project o The Knoll Redevelopment o Housing Revenue Account (HRA) Capital programme | Housing, Strategic Planning and Regulatory Services | Build energy-efficient, carbon-neutral social housing and affordable housing | March 2025 | | Funded through the Housing Revenue Account |
| | Launch Landlords Charter and increase engagement and sign up | Housing, Strategic Planning and Regulatory Services | Create a Good Landlords' Charter incorporating minimum housing standards for Derby tenants | March 2025 | | Within existing capacity |

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A vibrant city

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| Destination of choice, dynamic and diverse city centre | Further develop our City Centre Ambition, which sets out a clear longer-term vision for the re-invention of the city centre including climate, social benefits, community health and well-being commitments | City Centre, Regeneration, Strategy and Policy | <p>Make Derby city centre a safe, clean, accessible and welcoming place to spend a day without spending a fortune</p> <p>Create a city centre task force to save our high street - bring together expertise, businesses, organisations, trade unions and residents to transform our tired centre into modern high street, giving Derby an identity, bringing vibrancy and pride to Derby city centre</p> | March 2025 | Increased confidence, generating investment in the city centre | Funding being sourced |
| | Support and contribute to the work of the City Centre Taskforce | | | | More diversification of businesses and use of spaces/places within the city centre | |
| | Progress plans with our strategic development partner | | | | Reduction in vacancy rates in city centre | |
| | Deliver, in partnership with key partners, priority city centre programmes and projects including: | City Centre, Regeneration, Strategy and Policy | <p>Utilise our historic buildings and landmarks, reimagining the beautiful buildings we have, supporting our vision for a city with a sense of belonging and participation</p> <p>Support the University of Derby's aspirations for Derby Theatre</p> <p>Ensure Derby Market Hall is the right space for Derby businesses and visitors alike</p> | March 2025 | More coordinated events, promoting more diverse audiences for the city | Partnership commitment |
| <ul style="list-style-type: none"> Market Hall Becketwell (including new performance venue) Cultural Heart of the City sites (including Guild Hall and the Assembly Rooms) Castleward Derby Riverside Station Area Northern Gateway Eastern Gateway | More people visiting the city centre, with a higher footfall across the city centre (including outside of The Derbion) | | | | | |
| | | | | | Reduce levels of crime with more people feeling safe in the city centre | |
| | | | | | Higher levels of satisfaction and customer experience with the city centre | Includes externally led programmes |
| | | | | | More businesses based within the city centre (new and existing), creating more jobs alongside a greater presence by the city's anchor institutions | |

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| Exciting cultural offer representative of communities | Collaborate with partners, including university to deliver the UKSPF Vibrancy Projects grant funding programme (to be reviewed) | City Centre, Regeneration, Strategy and Policy | Launch a competition for local talent to create artwork, sculpture and signage for our city centre, entrances and exits that reflects Derby's identity and heritage | In line with grant agreements | Higher levels of satisfaction and customer experience with the city centre Footfall - High streets recovery tracker (Centre for Cities) Weekday Index Score Higher numbers of tourists | Partnership commitment Grant funded |
| | Support the development and delivery of the Strategy for Visit Peak District, Derbyshire and Derby LVEP and Mayoral Visit East Midlands | City Centre, Regeneration, Strategy and Policy | | March 2025 | Visitor satisfaction Business satisfaction | Partnership commitment |
| | Co-produce a vibrant events programme with partners to support the development of our cultural offer and reflect our diversity | City Centre, Regeneration, Strategy and Policy | Embrace the diversity of Derby, celebrating different cultures through education, the arts and multicultural events and multi faith events | April 2024 – March 2025 | | Partnership commitment |
| | Support the refresh and delivery of the Culture Strategy, defining ambition for the sector within social, economic and placemaking agendas, and options for a sustainable approach to delivery | City Centre, Regeneration, Strategy and Policy | | March 2025 | Continue to work with cultural partners on opportunities for collaboration and collective working Culture Derby established as a new strategic development agency that will provide leadership to drive the growth and impact of the culture and creative sectors. Increased investment in culture through a range of sources including external funding, business sponsorship and commissioning | Partnership commitment Funding opportunities being considered |

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A resilient city

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| Reduced inequalities, with healthier and wealthier residents | Contribute to Derby’s Health and Wellbeing Strategy and Derby and Derbyshire’s Integrated Care Strategy, to support prevention and improved outcomes for local people | Streetpride, Public Safety and Leisure Cost of Living, Equalities and Communities Health and Adult Care | Improving our city centre and neighbourhood environments with people’s health and well-being in mind Work with the current Food, Youth, Health, Faith, Poverty & Disability Alliances, creating new equality alliances to focus addressing inequality in Derby | March 2025 | Co-ordinated action on the drivers of reduced quality of life, life expectancy and healthy expectancy, including action to reduce health inequalities | Partnership commitment Supported by the Public Health Grant and the Better Care Fund |
| | Contribute to the delivery of Derby and Derbyshire’s Childhood Obesity Strategy | Health and Adult Care Cost of Living, Equalities and Communities Children, Young People and Skills | Work with the current Food, Youth, Health, Faith, Poverty & Disability Alliances, creating new equality alliances to focus addressing inequality in Derby | March 2025 | Implementation of the Childhood Obesity Strategy | |
| | Contribute to the delivery of a world-class drug and alcohol treatment system for Derby City, as part of the delivery of the national Drug and Alcohol Strategy | Health and Adult Care | Improving our city centre and neighbourhood environments with people’s health and well-being in mind | March 2025 | Improving capacity and access to treatment services and reducing demand for illegal drugs | Funding includes the Supplementary Substance Misuse Grant Partnership commitment |
| | Integrated Care – work with DCHS to finalise and implement the Section 75 agreement, to support re- | Health and Adult Care | | March 2025 | | |

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| | <p>ablement and efficient hospital discharges</p> <p>Embed our socio-economic impact assessment</p> | <p>Cost of Living, Equalities and Communities</p> | <p>Insight-led decision making</p> <p>Understand and measure impact from social economic assessments</p> | <p>March 2025</p> | <p>Informed insight led decisions</p> <p>Transparent and effective measures to address the inequalities that result from differences in occupation, education, place of residence or social class</p> | <p>Partnership commitment</p> |
| <p>Empowered, strong and independent communities</p> | <p>Further develop and embed our integrated locality model to work more effectively with communities, focusing on preventing demand, breaking down silos and reducing the need for formal support / services</p> | <p>Streetpride, Public Safety and Leisure</p> <p>Cost of Living, Equalities and Communities</p> | <p>Prioritise our Neighbourhood Teams to tackle anti-social behaviour, fly-tipping, street drinking, support neighbourhood pride, community inclusion and development</p> <p>Work with the current Food, Youth, Health, Faith, Poverty & Disability Alliances, creating new equality alliances to focus on levelling up inequality in Derby</p> | <p>March 2025</p> | <p>Less people moving into long-term care, with more remaining independent and in the place that they call home for longer</p> <p>Fewer people at risk of homelessness and more affordable housing and housing of a decent standard</p> <p>A safer city</p> | <p>Partnership commitment, aided by external funding</p> |
| | <p>Work with partners to develop an Anti-Poverty Strategy, which reflects the cost of living action plan, child poverty and overall aims around community wealth building</p> | <p>Cost of Living, Equalities and Communities</p> | <p>Host credit unions alongside council services, investigating city wide credit union options</p> <p>Campaign for real living wage for Derby</p> | <p>March 2025</p> | <p>Residents, businesses and communities know how to access support when needed</p> | <p>Partnership commitment</p> <p>Supported by the Household Support Fund until September 2024</p> |

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| | | | Establish a community wealth building strategy | | | |
| | Continue to facilitate delivery of a diverse portfolio of quality housing to improve choice and increase the levels of city living and improved standards across the private rented sector | Housing, Strategic Planning and Regulatory Services Cost of Living, Equalities and Communities | Housing that meets the needs of the city, and aids good health and wellbeing | March 2025 | Fewer people at risk of homelessness and more affordable housing and housing of a decent standard Housing provision meets the needs of our citizens | Partnership commitment Supported by the Housing Revenue Account |
| | Review the current use of temporary accommodation to make sure that we achieve quality and value for money to ensure adequate accommodation | Housing, Strategic Planning and Regulatory Services Cost of Living, Equalities and Communities | | March 2025 | | |
| | Implement the Special Educational Needs and / or Disabilities (SEND) high needs transformation programme and address the Delegated Schools Grant Management Plan | Children, Young People and Skills | Work in co-production with city partners, parents and carers to review and develop Derby's SEND provision as part of a local area inclusion plan Workforce and curriculum action plan New banding system | March 2025 | Increased provision, and improved provision with reduce spend on INMSS placements Improved experience of the SEND system | Identified area of budget pressure Partnership commitment |
| | Work with partners to agree and implement the Derby Area Inclusion Strategy | Children, Young People and Skills | Derby Promise for every child UNESCO Learning City SEND and AP Improvement Plan | March 2025 | More children and young people achieving their potential through education, skills and development Higher employment rates for under 25-year-olds | Partnership commitment |

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| | | | Skills and employment Strategy O+ | | Life-long learning, skills and employment opportunities | |
| | Implement changes in housing regulations, aided by a risk-based approach | Housing, Strategic Planning and Regulatory Services | | March 2025 | Improved oversight of housing conditions, compliant with regulations, supporting more people to live in decent homes Housing provision meets the needs of our citizens | Partnership commitment Supported by the Housing Revenue Account |
| | Maximise the city's housing supply by taking an evidenced and risk-based approach | Housing, Strategic Planning and Regulatory Services | | March 2025 | | |
| | Deliver our support exempt accommodation project | Housing, Strategic Planning and Regulatory Services | | March 2025 | | Externally funded programme |
| A safe city, where those that need support can access them at the right time for them | Reduce waiting times, improve assessment, and review performance across Adult Social Care services, aided by Artificial Intelligence | Health and Adult Care | | March 2025 | Meeting the assessed needs of Derby citizens, in line with the Care Act 2014, within the resources that are available to support positive outcomes | Supported by external funding – the Better Care Fund |
| | Seek and listen to the voices of providers, carers and customers to improve services and provide better information and advice | Health and Adult Care Children, Young People and Skills | | March 2025 | Meeting the needs of adults, children and their families / carers; appropriately compliant with the Care Act 2014 and Working Together 2018 Increased opportunities for feedback and increased user satisfaction and people who find it easy to access information and advice | In line with existing budgets Cost implications being scoped |
| | Work with providers to increase Adults Social Care market sufficiency, through the implementation of the | Health and Adult Care | | March 2025 | Increase in sufficiency of provision for younger and older adults | Identified area of pressure |

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| | approved Commissioning Strategy | | | | | |
| | Work with key stakeholders to safeguard vulnerable adults | Health and Adult Care | | March 2025 | Fewer Derby residents requiring statutory social care support (Adults and Children's) | Partnership commitments |
| | Work with families, partners and communities to ensure the safeguarding of vulnerable children, with a focus on the implementation of the children's social care reforms; 'Stable homes, built on love' | Children, Young People and Skills | Prevention-first policies for vulnerable children, working with partners to avoid children going into care Protection-first policies for those in care from County Lines, exploitation and supporting them in life opportunities as they become young adults | March 2025 | Fewer Derby residents requiring statutory social care support (Adults and Children's) | Partnership commitments |
| | Increase the safe and appropriate reunification of looked after children with family and friends | Children, Young People and Skills | | March 2025 | More local and stable placements for our looked after children and young people | Identified areas of budget pressure |
| | Work with the children's social care market and local providers to contribute towards the sufficiency and sustainability of placements for our children in care | Children, Young People and Skills | | March 2025 | | |
| | Deliver Family Hubs programme, ensuring effective integration with wider locality model | Children, Young People and Skills | | March 2025 | Services accessible in a single location; alongside more targeted services in identified areas | Externally funded programme Partnership commitment |

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Working smarter

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| An insight led Council that delivers value for money | Through the Delivery Board drive forward our agreed priority MTFP programmes: <ul style="list-style-type: none"> • Demand and Insight including launching a new Performance Management System • Asset rationalisation programme including maximising the use of the Council House • Digital Efficiency and Innovation programme including financial management and an agreed strategy for commercialism across Council services | City Centre, Regeneration, Strategy and Policy Governance and Finance Digital and Organisational Transformation | Re-build our reserves to ensure we have the resilience to cope with unforeseen events Understand and measure our successes and the gaps in our society and across our city by introducing environmental, social and economic impact assessments | March 2025 | Effective and efficient services, which are sustainable, and deliver value for money; evidenced through positive performance outcomes and the level of our financial reserves Achievement of agreed project milestones across priority projects | Savings identified for agreed area of focus with the Medium Term Financial Plan |
| | Deliver Phase One of the agreed Artificial Intelligence programme: <ul style="list-style-type: none"> - Adult social care - Customer management - Income management | Digital and Organisational Transformation Health and Adult Care | | March 2025 | Effective and efficient services, which are sustainable, and deliver value for money and make the best use of the latest technologies | Reflected within the MTFP |
| | Continue to support and influence the East Midlands County Combined Authority (EMCCA) | City Centre, Regeneration, Strategy and Policy | | March 2025 | More funding for the region through devolution Maximised outcomes for residents and businesses | |
| Satisfied and enabled residents | Improve communication and engagement with our residents, to shape sustainable services for the future | City Centre, Regeneration, Strategy and Policy | Welcome input into local and city-wide changes by diversifying and opening up the way we listen | March 2025 | More residents and colleagues feeling informed and engaged Positive customer feedback | In line with existing budgets |

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| | | Streetpride, Public Safety and Leisure | Hold inclusive, meaningful and accessible consultations and where appropriate, public meetings | | Engagement through our Customer Communication Reference Group | |
| | Refresh the Council's Equality Diversity and Inclusion (EDI) objectives and action plan to ensure they remain relevant and challenging | Cost of Living, Equalities and Communities | | November 2024 | Evidencing the Council's compliance with the Equality Duty More inclusive Derby with improved outcomes for diverse communities | |
| Empowered and accountable colleagues and Councillors | Promote an inclusive and diverse culture where colleagues feel empowered and valued to deliver outcomes for and with the city, driven by the People and Culture Board's focus on: - Engagement - Workforce development including succession planning, and recruitment and retention - Well-being | Digital and Organisational Transformation | | March 2025 | An inclusive and diverse workforce Empowered and accountable colleagues Impactful leaders Improved well-being | |
| | Continue to develop enhanced relationships and effective collaboration with #TeamDerby partners through the City Partnership, including supporting the refresh of the City's vision | City Centre, Regeneration, Strategy and Policy | | March 2025 | Improved outcomes for residents, businesses and communities | Maximised funding and resources across the city |