



COUNCIL PLAN

2025 – 2028

Together we're building a Derby to be proud of



Derby City Council

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INTRODUCTION

Welcome to our Council Plan for 2025 - 28

This plan builds on the foundations that have been laid in recent years, and refreshes our mission statement and priorities, to reflect the latest needs and ambitions for Derby.

As we look to the future, we remain committed to delivering the essential services that residents rely on, such as emptying bins, maintaining roads and parks, and looking after vulnerable children and adults. But our role extends beyond these vital services - we are dedicated to making Derby a better place to live, work and play.

We are proud of the progress that we have made so far in:

- delivering “outstanding” children’s services
- attracting new businesses and investment to the city, for example, Smartparc, Vaillant and Great British Railways
- driving regeneration through the opening of exciting city centre schemes such as Becketwell, Derby Market Hall and the ongoing redevelopment of the Market Place, all coming to fruition in 2025 and beyond.

Derby has many strengths, such as an inspiring ‘Team Derby’ partnership, with colleagues working together from public, private, voluntary and community sectors, alongside our strong regional connections as part of the East Midlands Combined County Authority (EMCCA), and our dedicated colleagues who go over and above to deliver services every day.

We also need to recognise the significant challenges facing our city, including poverty and inequality. The Council faces year on year increases in demand for services like social care and housing and, like most

local authorities, our financial position is challenging. We must therefore focus on securing the Council’s financial sustainability to ensure that we can continue meeting the needs of the city, especially those that need help the most.

The Council cannot achieve our aspirations for the city without the vital support of its communities and partners. This Council Plan outlines the role that everyone can play in fulfilling our huge ambitions - ***Together we’re building a Derby to be proud of.***

Our themes are:

- **Inclusive City** - Putting people at the heart of everything we do
- **Green City** - Promoting a sustainable Derby for future generations
- **City of Growth** - Creating a modern city, with jobs, skills and homes for the future
- **Vibrant City** - Reimagining our city with culture and diversity at its heart
- **Connected Council** - Collaborating to deliver efficient, integrated and accessible services.

Let’s continue to work together to make Derby an even better place for all.



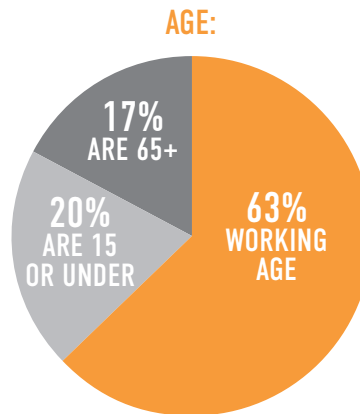
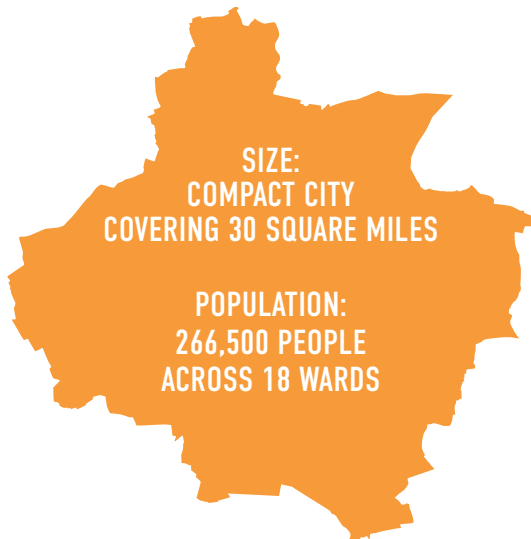
Cllr Nadine Peatfield
Leader of
Derby City Council



Paul Simpson
Chief Executive of
Derby City Council

OUR CONTEXT

Derby City



DIVERSITY:

34%

FROM ETHNIC MINORITY GROUPS AND THE HIGHEST POPULATION OF DEAF PEOPLE IN THE UK

DEPRIVATION:

67TH MOST DEPRIVED LOCAL AUTHORITY IN ENGLAND (OUT OF 317)
16% OF NEIGHBOURHOODS IN THE 10% MOST DEPRIVED NATIONALLY



CHILD POVERTY:

APPROXIMATELY 33% OF CHILDREN ARE IN RELATIVE LOW INCOME FAMILIES



HEALTHY LIFE EXPECTANCY:

THE AVERAGE YEARS EXPECTED TO BE LIVED IN GOOD HEALTH IS SLIGHTLY LOWER THAN AVERAGE AT 55.9 (FEMALES), 56.6 (MALES)



PAY:

AVERAGE GROSS WEEKLY PAY FOR FULL-TIME EMPLOYEES:

£769.30

(HIGHER THAN EAST MIDLANDS £664.90 AND GB £729.60)



HOUSING:

114,090 HOMES
51% IN COUNCIL TAX BAND A

PARKS & OPEN SPACES:

375+ PARKS INCLUDING DARLEY PARK AND DERBY ARBORETUM (THE FIRST URBAN PARK IN BRITAIN)



ECONOMY:

PLANES, TRAINS AND AUTOMOBILES - MAJOR EMPLOYERS LIKE ROLLS-ROYCE, TOYOTA, AND ALSTOM PLUS MANUFACTURING AND RETAIL SECTORS

The Council

WE PROVIDE OVER 240 DIFFERENT SERVICES: INCLUDING ADULT AND CHILDREN'S SOCIAL CARE, EDUCATION, PUBLIC HEALTH, WASTE MANAGEMENT, PLANNING AND HOUSING

THE COUNCIL SPENDS OVER £1 BILLION PER YEAR, WITH A NET BUDGET OF £350 MILLION AND A CAPITAL PROGRAMME OF £177 MILLION AND WE HAVE MADE REVENUE SAVINGS OF £290 MILLION SINCE 2010

LOCAL DEMOCRACY: 51 COUNCILLORS, CABINET STYLE LEADERSHIP WITH NEIGHBOURHOOD BOARDS/ FORUMS

KEY BUDGET CHALLENGES: RISING COST OF ADULTS AND CHILDREN'S PLACEMENTS AND TEMPORARY ACCOMMODATION

DELIVERING FOR DERBY

Our Values – A Commitment to the city

Our commitment to delivering for Derby is anchored in our values, and we recognise that the success of our city depends on being bold, strong and caring in everything that we do.

Our people, our partners, and our communities are our greatest strengths, and we will continue to work together as one team to shape a bright future for our city. Through collaboration, we aim to create meaningful and sustainable change that benefits businesses, residents, and visitors alike.

How we work

We care deeply about the well-being of our city and its diverse communities, and we are focused on making positive and lasting impacts. We are committed to shaping Derby's long-term future as an even better place to live, work, and play. Our ongoing dialogue with communities will enable us to remain responsive to need.

Our approach will be based around the following principles:

- **Outcome-focused:** We will review and prioritise our resources, ensuring that every investment contributes to our agreed city outcomes. Our budgets and ambitions will be aligned with the projects that best support the future success of Derby.
- **Accountable:** We will take responsibility for our decisions, ensuring we are answerable to our communities, residents, and colleagues. We will however make tough decisions, when necessary, with Derby's best interests at the forefront.
- **Open and Honest:** We will communicate openly and regularly with businesses and residents, promoting transparency and fostering meaningful engagement. Keeping the people of Derby informed and involved will be central to our approach.
- **Community First:** We will embrace our communities as a source of strength, recognising that by working together, we can unlock the potential of all our residents and build resilience across the city.
- **Collaborative:** We will continue to work in partnership with local, regional, and national stakeholders to maximise opportunities for Derby. #TeamDerby will continue to be our collective approach through the Derby Partnership Board, ensuring we optimise all available resources to drive progress in and for Derby. In addition, our partnership with the East Midlands Mayor and the Combined County Authority will be key to strengthening our collective impact and addressing regional challenges.

By working together, we can create lasting change and make Derby an even more dynamic and thriving city for generations to come.

INCLUSIVE CITY

Putting people at the heart of everything we do

What we will do

- Safeguard vulnerable children and adults
- Support prevention and enable independence
- Work with partners to tackle poverty and inequalities, and improve opportunities
- Celebrate diversity, promote community cohesion and challenge discrimination
- Continue to work to protect and improve the health and wellbeing of the people of the city

Outcomes

- A safe and accessible city where everyone feels like they belong
- Reduced health inequalities with improved mental and physical health and wellbeing
- Strong and resilient communities where people start well, age well and live independently for as long as possible

The differences you will see

- More people telling us that they feel that they belong in the places and communities that they call home
- More families safely staying together
- More people enabled to live independently
- More local and stable placements for our looked after children and young people
- More people accessing the benefits that they're entitled to
- Improved experience for SEND children, parents and carers
- Improved timeliness for issuing Education Health and Care Plans (EHCPs)
- Better outcomes for care experienced young people
- More children and adults at a healthy weight
- Improved social impact (to be defined)



GREEN CITY

Promoting a sustainable Derby for future generations



What we will do

- Deliver our Climate Change Action Plan
- Create active environments, which foster physical activity and sustainable travel
- Promote carbon emissions reductions from new and existing homes and promote sustainable energy
- Adapt to the impact of climate change by reducing flooding risk and investing in green infrastructure
- Support and drive regional transport through East Midlands County Combined Authority
- Manage our assets effectively to make interventions at the right time with the right treatment
- Care for our green and open spaces and enhance biodiversity

Outcomes

- Build resilience to climate change by removing carbon, reducing waste, regenerating nature and adapting to its impact
- Lower carbon emissions reaching net zero by 2035
- Increased protection from flooding

The differences you will see

- Reduced Council CO₂ (carbon dioxide) emissions
- Increased biodiversity
- Increased physical activity
- Increased recycling and more opportunities to reuse
- More houses and businesses better protected from flooding
- Opportunities for greater green jobs, upskilling, and green export-led growth
- Improved air quality via reduced use of vehicles and decreased levels of pollution from industry and burning of domestic fuel

CITY OF GROWTH

Creating a modern city with skills, jobs and homes for the future

What we will do

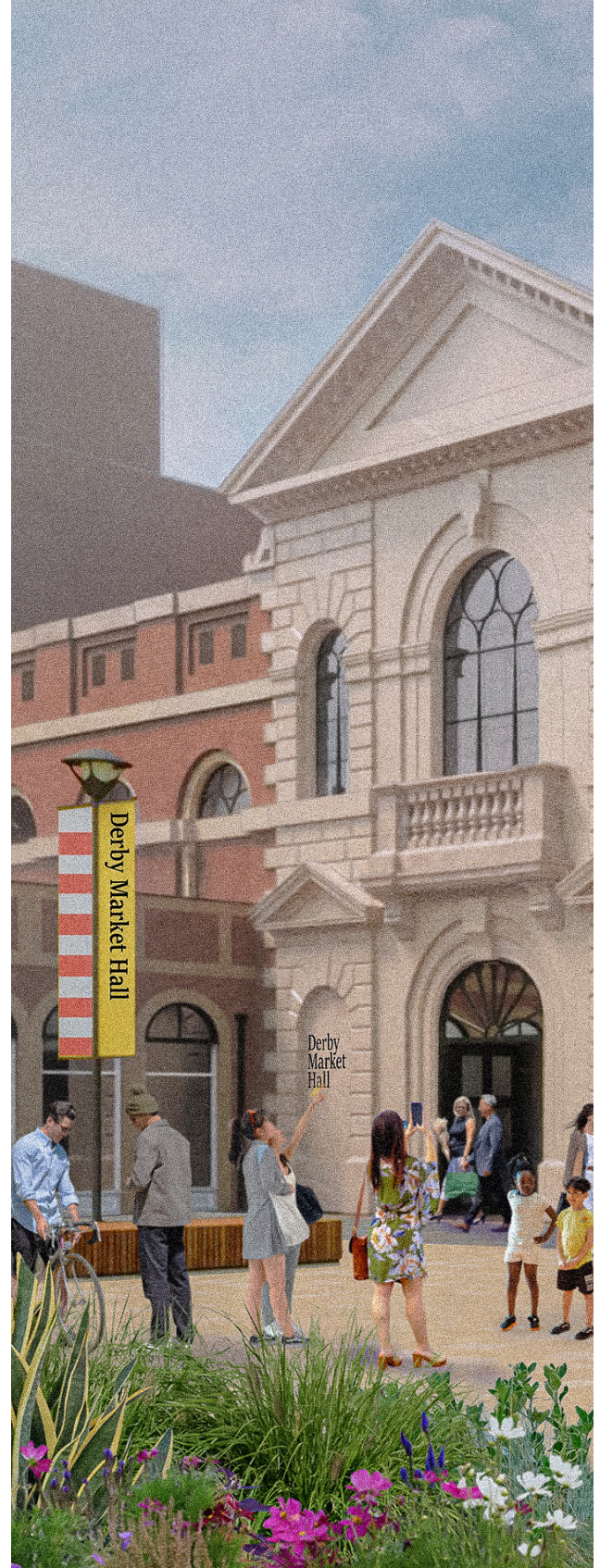
- Attract investment and quality jobs
- Support and strengthen innovation and business growth in key sectors
- Equip residents with the skills they need to access opportunities and thrive, for example, digital & artificial intelligence
- Prepare young people to be successful in their working lives through the Derby Promise
- Provide homes for all
- Support and drive regional growth through East Midlands Combined County Authority

Outcomes

- A thriving sustainable and diversified economy and business community
- People of all ages achieving their potential through education and skills
- More quality and affordable homes

The differences you will see

- More public and private sector funding for the city
- Increased confidence, generating investment in the city from existing and new businesses
- New homes delivered through council intervention
- More brownfield sites brought forward for new homes (e.g. Castleward, Friar Gate Goods Yard)
- More people supported to start and sustain businesses
- More children and young people achieving their potential through the Derby Promise
- Reduced numbers of young people not in education, employment or training (NEET), including our care experienced young people
- Under-represented groups supported to gain skills and employment



VIBRANT CITY

Reimagining our city with culture and diversity at its heart



What we will do

- Progress our City Centre Ambition and deliver our priority programmes
- Explore innovative ways of nurturing and sustaining the city's diverse cultural and visitor economy offer
- Revitalise the city to become the "place to be" - a quality, attractive destination that people can be proud of
- Support the development of good quality places for living, employment, visitor accommodation, hospitality and entertainment

Outcomes

- Destination of choice, dynamic and diverse city centre
- Exciting cultural offer representative of our communities
- An attractive and safe environment
- More people living in, working in and enjoying the city centre

The differences you will see

- Opening of Vaillant Live, the refurbished Market Hall and Guildhall, as well as a revamped Derby Theatre
- Development of plans for the Market Place, Station Quarter, Northern Quarter and North Riverside
- More attractive and better connected streets including completion of the Eastern Gateway project and St James' Street
- Increased footfall, higher levels of satisfaction and more people feeling safe in the city centre
- More diverse and sustainable cultural offer
- Increased activation of vacant and underused commercial space in the city centre
- More people living and working in the city centre

CONNECTED COUNCIL

Collaborating to deliver efficient, integrated and accessible services

What we will do

- Transform our services and drive benefits by maximising assets and advanced technology through our Delivery Board programmes
- Maximise local and regional opportunities to influence and reform public services
- Recognise and develop the talent and future skills of our workforce
- Champion wellbeing, equality and inclusion

Outcomes

- A financially sustainable Council that delivers Value for Money
- Enabled and engaged residents and councillors
- Sound governance and decision making
- Strong #TeamDerby partnership
- Empowered and valued colleagues

The differences you will see

- Balanced budget with adequate level of reserves
- More efficient and effective local government structures across Derby and Derbyshire
- Additional benefits achieved through transformation (asset rationalisation, demand and insight, efficiency and innovation, artificial intelligence programmes)
- Increased investment for the city and region through East Midlands Combined County Authority
- Enhanced partner collaboration led by Derby Partnership Board
- Improved indicators of colleague wellbeing, engagement and development (as defined by our People Strategy)



MAKING A DIFFERENCE

Supporting delivery and measuring impact

This plan sits alongside our Medium-Term Financial Strategy, which describes how we will use our resources to achieve outcomes for the city. Our Council Plan also aligns with key plans and strategies such as the Equality Diversity and Inclusion Plan, People Strategy and Strategic Risk Register, which identifies potential threats and opportunities as we pursue our ambitions for the city.

In putting this plan together, the Council has identified key priorities over the next three years to guide resource allocation, with further details available in the Annual Delivery Plan, including actions, timescales and measures of success.

Progress will be reviewed quarterly, and an Annual Report will summarise financial and performance outcomes. A full review of the Delivery Plan and its supporting actions will take place annually.

We want residents to be at the heart of everything we do. There are lots of different ways for people to get involved, providing views on our services, helping to shape decisions, plans and priorities, and keeping up to date on news and views. This includes neighbourhood plans, social media and consultations.

For further information visit the Derby City Council website, [derby.gov.uk](https://www.derby.gov.uk).



We can give you this information in any other way, style or language that will help you access it. Please contact us on **01332 640767** or **derby.gov.uk/signing-service**

Punjabi

ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਇੱਥੇ ਸੰਪਰਕ ਕਰੋ: **01332 640767** ਜਾਂ **derby.gov.uk/signing-service**

Polish

Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku. Prosimy o kontakt: **01332 640767** lub **derby.gov.uk/signing-service**

Slovak

Túto informáciu vám môžeme poskytnúť iným spôsobom, štýlom alebo v inom jazyku, ktorý vám pomôže k jej sprístupneniu. Prosím, kontaktujte nás na tel. č.: **01332 640767** alebo na stránke **derby.gov.uk/signing-service**

Urdu

یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم **01332 640767** یا **derby.gov.uk/signing-service** پر ہم سے رابطہ کریں



Derby City Council

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