

**North East Derbyshire Council**

**Business Scrutiny Committee**

**Council Plan Objective – A Great Place to Work –  
Update July to September 2025**

**10<sup>th</sup> November 2025**

**Report of the Information and Improvement Manager**

Classification: This report is public

Report By: Kath Drury, Information and Improvement Manager

Contact Officer: As above

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**PURPOSE / SUMMARY**

To report progress on the strategies underpinning the Council Plan objective - “A great place to work” for the period ending 30<sup>th</sup> September 2025.

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**RECOMMENDATIONS**

1. That progress against the Council Plan “A great place to work” objective be noted.
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**IMPLICATIONS**

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**Finance and Risk:** Yes ☐ No ☒

**Details:**

On Behalf of the Section 151 Officer

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**Legal (including Data Protection):** Yes ☐ No ☒

**Details**

On Behalf of the Solicitor to the Council

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**Staffing:** Yes ☐ No ☒

**Details:**

On behalf of the Head of Paid Service

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## DECISION INFORMATION

<b>Decision Information</b>	
<b>Is the decision a Key Decision?</b> A Key Decision is an executive decision which has a significant impact on two or more District wards or which results in income or expenditure to the Council above the following thresholds:  <b>NEDDC:</b> <b>Revenue - £125,000 <input type="checkbox"/> Capital - £310,000 <input type="checkbox"/></b> <input checked="" type="checkbox"/> <i>Please indicate which threshold applies</i>	No
<b>Is the decision subject to Call-In?</b> (Only Key Decisions are subject to Call-In)	No
<b>District Wards Significantly Affected</b>	None
<b>Equality Impact Assessment (EIA) details:</b>	
<b>Stage 1 screening undertaken</b> <ul style="list-style-type: none"> <li>Completed EIA stage 1 to be appended if not required to do a stage 2</li> </ul>	N/A - information only report
<b>Stage 2 full assessment undertaken</b> <ul style="list-style-type: none"> <li>Completed EIA stage 2 needs to be appended to the report</li> </ul>	No, not applicable
<b>Consultation:</b> <b>Leader / Deputy Leader <input type="checkbox"/> Cabinet <input type="checkbox"/></b> <b>SMT <input checked="" type="checkbox"/> Relevant Service Manager <input type="checkbox"/></b> <b>Members <input type="checkbox"/> Public <input type="checkbox"/> Other <input type="checkbox"/></b>	Yes  Details:

<b>Links to Council Plan priorities;</b> <ul style="list-style-type: none"> <li>A great place that cares for the environment</li> <li>A great place to live well</li> <li>A great place to work</li> <li>A great place to access good public services</li> </ul>
A great place to work council plan objective: <ul style="list-style-type: none"> <li>A community with a diverse range of commutable employment that match the skills of residents.</li> <li>A community with growing, commutable employment opportunities.</li> </ul>

## REPORT DETAILS

### 1 **Background**

The Council plan 2023-27 has four objectives:

- A great place to work.
- A great place to access good public services.
- A great place to live well.
- A great place that cares for the environment.

Information on the work undertaken this quarter under the work objective is contained at appendix one.

- 1.2 Under the work objective there are two strategies - A community with a diverse range of commutable employment that match the skills of residents and A community with growing, commutable employment opportunities. Underneath those sit tactics - our approaches to positively influence the strategies.

### 2. **Details of Proposal or Information**

- 2.1 The appendix notes under each strategy and tactic the work that has been undertaken during this period.
- 2.2 Notable progress includes the launch of a Digital Skills project to upskill residents, new apprenticeships with local colleges for Streetscene operatives, and successful funding for Lifeguard and Swimming Teacher training leading to new appointments. Business engagement remained high through regular network meetings, and the Shopfronts Improvement Scheme awarded 15 grants to revitalise local high streets. The Council's placement programme saw two students move into appointed roles, and preparations are underway for the new food waste service, with recruitment of 16 additional staff in progress. Efforts to attract and support new businesses continued, with active promotion of Coney Green Business Centre and new business units at Baileys Square, Clay Cross, helping to create further opportunities for local enterprise and employment.
- 2.3 The report was taken to Senior Management team on 20<sup>th</sup> October 2025 for consideration and oversight.

### 3 **Reasons for Recommendation**

- 3.1 This is an information report to keep Members informed of progress against the council plan objective for a great place to work.

### 4 **Alternative Options and Reasons for Rejection**

- 4.1 Not applicable to this report as providing an overview of progress against the council plan objective for a great place to work.

## DOCUMENT INFORMATION

Appendix No	Title
1	A summary of progress for the Council Plan objective – A great place to work – for the period ending September 2025
<b>Background Papers</b> (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet you must provide copies of the background papers)	