

North East Derbyshire Council

Business Scrutiny Committee

**Council Plan Objective – A Great Place to Work –
Update October to December 2025**

16th February 2026

Report of the Information and Improvement Manager

Classification: This report is public

Report By: Kath Drury, Information and Improvement Manager

Contact Officer: As above

PURPOSE / SUMMARY

To report progress on the strategies underpinning the Council Plan objective - "A great place to work" for the period ending 31st December 2025.

RECOMMENDATIONS

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

Finance and Risk: Yes No

Details:

On Behalf of the Section 151 Officer

Legal (including Data Protection): Yes No

Details

On Behalf of the Solicitor to the Council

Staffing: Yes No

Details:

On behalf of the Head of Paid Service

DECISION INFORMATION

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

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

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 The Council made notable progress in developing skills, employment pathways and business growth across the district. This included delivery of the Derbyshire Accelerator Programme supporting 12 businesses this quarter, with 15 enterprises adopting new technologies and processes. Digital skills provision expanded further, with training in AI, marketing and cybersecurity delivered to 19 residents. Staff development continued through lifeguard, gymnastics and swim-teaching qualifications through UKSPF funding, while a Jobs Fair at Clay Cross Active attracted 263 attendees and 36 employers. Occupancy levels at Baileys Square remain positive, with tenants secured for 80% of units and further units under offer. This is complemented by a fully committed Shopfronts Scheme, awarding 22 UKSPF-funded grants to support high street revitalisation.
- 2.3 The report was taken to Senior Management team on 26th January 2026 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 December 2025
Background Papers (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)	