

**PUBLIC**  
**DERBY HOMES BOARD**  
**DELIVERY PLAN 2025-26**  
**THURSDAY 24 APRIL 2025**

<p><b>ITEM NO. LATE ITEM</b></p> <p><b>PRESENTER: Paul Cole</b></p> <p><b>Please delete as appropriate:</b>  <b>Performance &amp; Compliance</b></p> <p><b>Please delete as appropriate:</b>  <b>Approval</b>  <b>Noting</b></p>
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<b>REPORT OF (OWNER) AND EMAIL</b>
<b>Maria Murphy – maria.murphy@derbyhomes.org</b>
<b>REPORT AUTHOR AND EMAIL</b>
<b>Paul Cole – paul.cole@derbyhomes.org</b>

<b>1.</b>	<b>SUMMARY</b>
<b>1.1</b>	The Derby Homes Delivery Plan sets out the vision, priority and deliverables for the financial year. This report presents the reviewed Delivery Plan for 2025/26 for approval prior to agreement by Derby City Council.
	Derby City Council’s Delivery Plan has been refreshed for April 2025 and material changes include a new vision, renaming of two theme areas, and updated areas of focus and outcomes within all themes.
	The refreshed Derby Homes Delivery Plan for 2025/26 has had a light touch review to retain consistency with the Council’s updated plan. In practical terms, this has meant simplifying our objectives this year, reducing them to 13 across the six themes.

<b>2.</b>	<b>RECOMMENDATION(S)</b>
<b>2.1</b>	To approve the continued use of the amended 2022/25 Delivery Plan (Appendix 1) and delegate any further minor amendments to the Managing Director of Derby Homes, for submission to the Council.
<b>2.2</b>	To approve the updated Delivery Plan Objectives for 2025/26 and associated target dates attached as Appendix 2.
<b>2.3</b>	To note the refreshed Derby Homes PESTLE for 2025/26

2.4	To note the previously agreed, amended mission statement.
2.5	To request any further material changes required to the Derby Homes Delivery Plan after the approval of the Council Delivery Plan to be shared at the next available Board meeting.

3.	<b>REASON(S) FOR RECOMMENDATION(S)</b>
3.1	The Delivery Plan is essential to enable the Senior Management Team and managers across Derby Homes to communicate priorities to staff, support effective objective setting and ensure a robust performance framework is in place.
	Approval of the Delivery Plan ensure corporate ownership of the contents, this is good governance of Derby Homes and allows for effective performance management of all services, based on our agreed priorities.
	The Delivery Plan links to a selection of performance measures which are reported to the Operational Committee and the Council. Further work will take place to develop targets for performance measures in conjunction with the Council.
	The addition of the theme of 'Regulation' (as of 2024) is to ensure monitoring and compliance with the enhanced legislation from the Regulator of Social Housing.

4.	<b>MATTERS FOR CONSIDERATION</b>
4.1	<p>Within our plan, we have reflected an increase from the Council's five themes to six key outcome areas, as we work together to improve outcomes with the city, for the city. The updated outcome areas are:</p> <ul style="list-style-type: none"> <li>• <b>Inclusive City</b> - Putting people at the heart of everything we do (<i>previously Resilient City</i>)</li> <li>• <b>Green City</b> - Promoting a sustainable Derby for future generations</li> <li>• <b>City of Growth</b> - Creating a modern city, with jobs, skills and homes for the future</li> <li>• <b>Vibrant City</b> - Reimagining our city with culture and diversity at its heart</li> <li>• <b>Connected Council</b> - Collaborating to deliver efficient, integrated and accessible services (<i>previously an overarching aim for efficiency and value for money: Working Smarter</i>)</li> <li>• <b>Regulation</b> - Well-managed services, in line with social housing regulation.</li> </ul>
4.2	The Delivery Plan 2025/26, attached at Appendix 1, evidences the amended plan and how we continue to link high level strategic actions to the corporate outcomes, highlighting the outcomes we seek to achieve.

4.3	As agreed at the board workshop on 3 October 2024, the mission statement, has been enhanced to highlight our commitment to diversity and responding to customers' needs. It is now ' <i>High-quality, fair and accessible services for people, homes and communities</i> ', and is detailed along with our existing 'Values' as detailed on page 5 of Appendix 1.																								
	Behind the Delivery Plan, Derby Homes' Senior Management Team (SMT) continue to actively work through an associated Action Plan, which support the strategic 'must do's'. These are monitored quarterly through the Performance Management System by the Performance Team in the Council, in addition to continued SMT oversight.																								
	<p>To ensure the Derby Homes Delivery Plan reflects current strategic priorities, several objectives from 2024/25 have now been either achieved or reviewed and refreshed to reflect higher-level goals.</p> <p>For 2025/26, there remain 13 objectives in total, compared to 31 in 2024/25. Objectives are set out by theme below:</p> <table border="1" data-bbox="338 907 1383 1240"> <thead> <tr> <th>Theme</th> <th>24/25</th> <th>25/26</th> </tr> </thead> <tbody> <tr> <td>Inclusive City</td> <td>8</td> <td>7</td> </tr> <tr> <td>Green City</td> <td>3</td> <td>2</td> </tr> <tr> <td>City of Growth</td> <td>8</td> <td>1</td> </tr> <tr> <td>Vibrant City</td> <td>1</td> <td>1</td> </tr> <tr> <td>Connected Council</td> <td>9</td> <td>1</td> </tr> <tr> <td>Regulation</td> <td>2</td> <td>1</td> </tr> <tr> <td><b>Total</b></td> <td><b>31</b></td> <td><b>13</b></td> </tr> </tbody> </table>	Theme	24/25	25/26	Inclusive City	8	7	Green City	3	2	City of Growth	8	1	Vibrant City	1	1	Connected Council	9	1	Regulation	2	1	<b>Total</b>	<b>31</b>	<b>13</b>
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<b>5.</b>	<b>OTHER OPTIONS CONSIDERED</b>
5.1	None, see 6.5.

<b>6.</b>	<b>IMPLICATIONS</b>
6.1	<b>Legal/Confidentiality – N/A</b>
6.2	<b>Consultation – N/A</b>
6.3	<p><b>Equalities impact assessment</b></p> <p>Refocussing the Delivery Plan around outcomes will improve our knowledge and understanding of our customer base ensuring that our services are prioritised to meet needs and improve outcomes for our communities.</p>
6.4	<p><b>Financial and business plan</b></p> <p>The Delivery Plan, it's performance measures and associated Action Plans demonstrate how well Derby Homes is performing and delivering value for money.</p> <p>Our 'areas of focus' are all funded within our management fee or Capital Programme as core functions or have been approved as part of our annual budget process.</p>

	To supplement the Delivery Plan, each Executive Team Member in Derby Homes have their own Directorate Business Plan. These will capture key metrics from the Delivery Plan and operational objectives that complement the Delivery Plan.
<b>6.5</b>	<b>Council</b> The Partnership Agreement requires Derby Homes to produce a Delivery Plan which supports the Council Plan. Finalising the updated Delivery Plan is subject to approval from Derby City Council.
<b>6.6</b>	<b>Environmental</b> Refocussing the Delivery Plan around outcomes highlights the importance of environmental issues with appropriate emphasis on Climate Change targets.
<b>6.7</b>	<b>Risk</b> A review of the Derby Homes Risk Register will be conducted after the approval of the refreshed Delivery Plan. The PESTLE (Appendix 3) has reviewed external risks associated with Derby Homes over the next financial year to ensure any new risks have been considered.
<b>6.8</b>	<b>Policy Review</b> The Delivery Plan is refreshed annually. A full review will be carried out for next financial year in line with the Council's updated Plan.

<b>7.</b>	<b>Background information</b>
<b>7.1</b>	Delivery Plan 2022/25 was last approved at Derby Homes Board in March 2024

<b>8.</b>	<b>Appendices</b>
<b>8.1</b>	Appendix 1 – Delivery Plan 2025/26
<b>8.2</b>	Appendix 2 – Delivery Plan Objectives 2025/26
<b>8.3</b>	Appendix 3 – Derby Homes – PESTLE 2025/26

**This report has been approved by:** (Add or delete as necessary).

Managing Director	Maria Murphy	14.04.2025
Finance Director & Company Secretary	Michael Kirk	14.04.2025
Governance Services (checked)	Chloe Gaskell	17.04.2025

**Reports have only been approved where dates have been applied**