

2025 – 2029

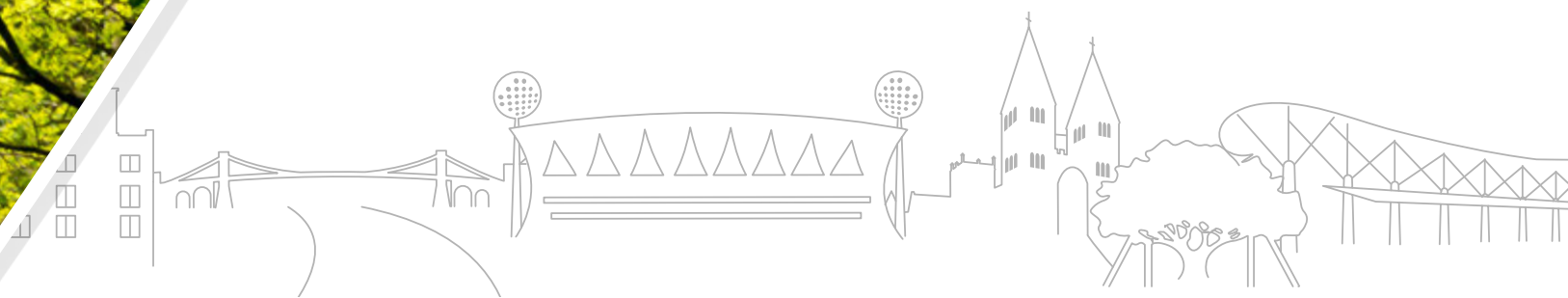
Our Council Plan



Stronger **families**, thriving **communities**, a connected **county**



Nottinghamshire
County Council



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Welcome to Our Council Plan 2025 - 2029

Our Council Plan represents a bold and ambitious vision for Nottinghamshire, with the aim to **build stronger families, thriving communities, and a connected county.**

Our vision is of a county that is proud of its heritage and positive about what's to come. We want to build a place where families are supported, communities are strong, and our county stands proudly on the national stage. We also want to be honest about the challenges we face and be confident in how we tackle them, working with others, such as local people, businesses and partner organisations, to make sure Nottinghamshire has a strong voice and clear direction. Together, we will make the most of new opportunities and attract the investment our county deserves, whilst improving local services to make sure they are high quality, good value, and meet local needs.

Prioritising what matters most

Whilst this Plan includes priorities that cover all aspects of the Council's role in our county, we have listened to key groups across Nottinghamshire, and we are clear about what matters most to local people and communities. Our top priorities for the next four years are:

- Encouraging more people to become foster, kinship or shared lives carers, and adopters, giving them the support they need to keep caring, so that more people in care can live in loving family homes.
- Maximising our partnership with the East Midlands Combined County Authority (EMCCA) to improve the condition of the County's roads and highways, so local people can travel across Nottinghamshire safely.
- Working with education providers to ensure children can fully participate in education and learning throughout their childhood, so all children feel included at school.
- Working with local partners to ensure more people can access support in their communities, delivered by community-based organisations and groups.
- Supporting the police and community partners to help fewer people become the victims of fraud, and to reduce the sale of and access to unsafe and illegal products.
- Helping more people, particularly those with care and support needs, to live independently and in a place they call home.
- Providing access to clear and practical pathways to work for those who are currently unemployed, with more people being in good, stable local jobs
- Listening to our communities and involving them in our plans, services, and the decisions that impact them.

This Plan isn't just about today, it's about building a better tomorrow. With the help of local people and partners, we will deliver real improvements, prepare for the changes and challenges ahead, and make Nottinghamshire the very best it can be for everyone who calls it home.

Councillor Mick Barton
Leader of Nottinghamshire
County Council



Setting the scene

Who we are

The County Council offers over 400 different services that support people who live, work, study or visit Nottinghamshire. We work together as one team across Departments to make sure these services are available when people need them. The services we provide range from things that everyone can access, such as libraries, country parks and school admissions, through to more specialist services, such as supporting children in need of protection and helping adults to regain their independence, after a period of ill-health.

We also work closely with local District and Borough Councils, and other key partners, to deliver the services that residents know and rely on. You can find out more about Nottinghamshire County Council on our [website](#).

Changes to local government

Local government is changing, and that gives us a chance to do things in new and better ways. Nottinghamshire County Council is looking ahead with big plans for the future, with key changes we are having to adapt to including:

- The [East Midlands Combined County Authority](#) (EMCCA), formed in March 2024, has opened up new opportunities for growth. It covers Nottinghamshire County, Nottingham City, Derbyshire County, and Derby City, and leads on strategic decisions and funding for things like transport, housing, and energy. Some responsibilities, such as passenger transport and transport planning, will move from Nottinghamshire County Council to EMCCA in 2026, but we will still have a strong say in decisions, to make sure they benefit our local communities and businesses.
- Funding for local services continues to be a challenge. Although Nottinghamshire County Council is in a better financial position than many other local authorities, thanks to careful budgeting and improving how we work, we still face rising costs and growing demand on some of our services. We will keep looking for ways to be more efficient and make sure Council taxpayers get good value for money. Our goal is to protect and improve key services for residents, whilst making sure the Council stays financially strong for the future.
- The government is changing how councils across the country are organised. Right now, there are two main levels of local government in the County— the County Council and seven District or Borough Councils. Local Government Reorganisation (LGR) will change how Councils are set up to deliver services and by April 2028, this is likely to change to two 'unitary' councils that will provide all Council services. New councillors will be elected to represent residents under this new system, with more information [available here](#).

We recognise the importance of these changes and have considered how they will affect the way that we work, with us remaining committed to making sure our residents remain at the heart of everything we do.



Our Approach

We are changing how we work to better serve the people of Nottinghamshire. Here is what that means:

- **Your voice counts** – We will involve people in decisions that affect them. We will design services with input from those who use them, listening carefully so we can better connect with communities.
- **Teamwork matters** – We will work more closely with residents and partners across Nottinghamshire to get the best results for local people and communities.
- **Prevention first** – We will focus on the building blocks that support good health and wellbeing, like education, jobs, housing, and strong communities. We will also make sure people get help early to stop problems from getting worse.
- **Being open and honest** – We will be clear about what's going well and what needs improving. We will test new ideas, learn from them, and keep getting better.
- **Keeping it practical** – We will focus on what really makes a difference in people's lives, with results that can be seen and measured.
- **Making the most of resources** – We will spend money wisely, cut unnecessary red tape, and find smarter ways to work, whilst still delivering good quality services.



How this Plan works

Building on the principles in Our Approach, Our Council Plan underpins the Council's strategic framework and will inform the Council's delivery, ways of working and future policy decisions.

We have structured the Plan around three key outcomes we want to achieve for Nottinghamshire's people and communities. Our Outcomes are the primary goals we are seeking to deliver and for each Outcome, the Plan outlines:



• **Success Means:** We describe how we will know our actions have had an impact.



• **Ambitions:** We outline key themes that act as more targeted ambitions for each Outcome.



• **Priorities:** We use each Ambition to inform a number of specific Priorities.



Stronger Families, Caring Connections

We believe everyone should get the best start in life, with all children able to access a good education and live in a loving family home. As we grow and live our lives, we know that family – the people we feel close connections with – help us feel cared for and supported. When families are having a tough time, we will do what we can to help. We will care for people providing care to their loved ones, celebrating the vital work of our carers across the County.

Success means

- ✓ More children have good levels of early development and are ready for school.
- ✓ Fewer children are suspended or permanently excluded from school, with a real focus on children with complex or additional needs.
- ✓ More young people are in education, employment or training, with a particular focus on those with special educational needs and disabilities (SEND).
- ✓ Fewer children require a child protection plan to keep them safe.
- ✓ More carers are satisfied with the social care services provided for them and the person they care for.
- ✓ More enquiries to Adult Social Care services lead to those safeguarding concerns being reduced or removed.



To achieve this, we will focus on the following:

The best start in life

We will...

- work with parents and carers to help more children access early education and childcare, so all children are ready for school and ready to learn.
- work with partners to improve maternal health and wellbeing, including encouraging physical family activity, so children have a healthy start to life.
- work with education providers to achieve a good level of education for everyone, so young people are ready for further education, training or work and can follow their chosen careers.
- work with partners to prioritise the first 1,001 days of a child's life, including supporting pregnant women and families to be smoke-free.



No child left behind

We will...

- work with schools to promote inclusion, especially for children and young people with additional and complex needs, and reduce the negative effects of poor school attendance on their education and sense of belonging.
- improve the experiences of children and young people with Special Educational Needs and Disabilities (SEND) through early planning, intervention, support and more independent living opportunities.
- improve the support for young people as they move from childhood to adulthood, making the experience better for those with Special Educational Needs and protected characteristics.



Scan or click for
[Nottshelpyourself](#)



Safe and supported

We will...

- develop how we deliver early help and social work services for children, to support families so that children can thrive and stay safe at home.
- help people look after their loved ones as they get older, become ill, or need extra support.
- help older adults who need support, including those with dementia, to live in safety, free from abuse and neglect.
- use our influence as a key partner and employer in the region to create opportunities that help people to age well and improve the quality of life for all our residents, throughout their lives.



Celebrating our carers

We will...

- make sure that building community connections and opportunities for carers, including young carers, is a priority in all our services, so they get the support and social contact they need.
- honour our foster carers, kinship carers, and adoptive parents, so they feel valued, supported, and can keep caring for children.
- support our Shared Lives carers so they can keep helping older and disabled people live in family homes.



Scan or click for
[Shared Lives](#)





2 Rooted in Communities, Thriving Together

We believe that having a place to call home and feeling part of your community helps people stay healthy, safe, and independent. We want to support friends, neighbours, and local groups to look out for one another, stepping in and providing help when someone needs it. By making sure people get the right help, at the right time, close to where they live, we can stop problems from getting worse. This can reduce the need for more complex and expensive services, allowing people to lead healthier, happier lives.

Success means

- ✓ **Healthy Life Expectancy improves, with a focus on reducing health inequalities across the County.**
- ✓ **More people accessing Adult Social Care find it easy to find information about services and support.**
- ✓ **More adults who get short-term help after being ill or in hospital are able to stay independent and don't need ongoing support.**
- ✓ **Fewer adults aged 18 to 64 will need to move into a residential or nursing care home to get the long-term support they need.**
- ✓ **More children in our care will live in fostering or kinship care.**



To achieve this, we will focus on the following:

Healthier, happier lives

We will...

- work with partners to reduce health inequalities, helping everyone in the County, regardless of their age, to live longer and enjoy more years in good health.
- prioritise mental and emotional wellbeing by working with community partners and support services to boost emotional resilience, and reduce feelings of loneliness and isolation.
- encourage our staff who interact with the public to use their daily conversations to help people improve their health and wellbeing.
- ensure the health of the population is protected, for example, by supporting partners to improve vaccination uptake for eligible people across the County.
- help improve dental health by working with key partners to make sure everyone in the County has access to fluoridated water.



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[NottAlone](#)



Looking out for each other

We will...

- work with local voluntary, community and charitable organisations to increase community-based support services, so people have strong community connections and can get the help they need, when they need it, close to home.
- make sure people can get early support, advice, and information when they need it, so they can help themselves and each other.
- use technology to help people stay independent and healthy at home, and support everyone to use digital tools to look after themselves and others.



Resilient communities

We will...

- work to reduce the number of residents being victims of fraud, target more businesses that trade fraudulently, and remove unsafe and illegal products from the market.
- work with and help communities during extreme weather events like flooding and other major emergencies, supporting them to stay safe.
- strengthen our work with community safety partners to help people feel safe and supported, and to help reduce the impacts of crime and anti-social behaviour on communities.



Scan or click for
[Flooding help](#)



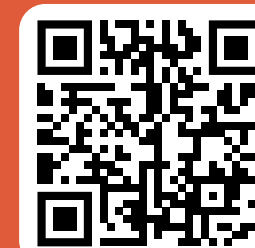
A place to call home

We will...

- encourage more people to adopt or become kinship and foster carers, so more children who can't live with their birth parents can live in a family home.
- grow the availability of housing with support and independent living options for young adults, care leavers, domestic abuse survivors, and people with severe and multiple disadvantages.
- work with local partners to provide more housing for older people and people with disabilities, planning and adapting housing to meet their needs.
- work with other organisations to reduce homelessness across the County and help people live in warm and affordable homes.



Scan or click for
[Foster for East Midlands](#)





Success means

- ✓ Fewer roads require maintenance and repairs.
- ✓ More people have access to digital and superfast broadband connection.
- ✓ More working-age people are in employment.
- ✓ More businesses stay open and thrive, with new businesses growing faster and creating more good, stable jobs.
- ✓ More household waste is sent for reuse, recycling or composting.

A Connected County, Creating Opportunity

We want Nottinghamshire to be a strong and successful county that attracts the investment and development it deserves. We will work to make sure that any investment really benefits local people, by improving transport, digital connections, the condition of our road network, and by protecting our local environment. We also want more people to be in good, stable, local jobs, with those that are not in work being able to access clear and practical pathways to employment, supporting an economy that works for everyone.



To achieve this, we will focus on the following:

Better connected

We will...

- work with the East Midlands Combined County Authority (EMCCA) to fix and look after our roads, making sure repairs are done properly first time and using methods that help prevent future damage.
- support EMCCA to improve buses, trains, and other travel options, especially in rural areas, so it's easier for people to get to healthcare, school, work, and leisure activities.
- give people more mobile and broadband options, so they can make the most of superfast digital connectivity and enjoy improved access to local services.



Pathways to employment

We will...

- make sure that pathways to good jobs (for example, apprenticeships) are practical, easy to access, and meet real economic needs.
- work with EMCCA to support businesses by focusing on developing people's skills and providing targeted business support, so more businesses can start up and find the local skills they need to grow and succeed.
- help people find and keep good jobs, increasing inclusive opportunities for all adults, including carers and people with health issues or disabilities, to continue their education, return to work, or volunteer.
- collaborate with partners to improve important job markets, like the Adult Social Care market, to make them more stable and ensure we offer high-quality support and services.



Scan or click for
[Adult Learning Courses](#)



An economy for everyone

We will...

- work with partners to attract more visitors to our county, including our famous heritage and sports venues, so investment and growth create real opportunities for local people.
- use our influence to shape priority projects, like housing, business, energy, transport, nature, minerals and waste, so that they meet local as well as national needs, and reflect the views of our residents
- work with EMCCA to significantly increase investment and foster inclusive growth across the county, with a focus on clean energy and green technologies, particularly in key development sites such as the East Midlands Freeport and the East Midlands Super Cluster.
- help our local enterprises, businesses and suppliers to thrive, grow and succeed, by improving the ways we work with them.



A vibrant local environment

We will...

- support our country parks and local libraries so that they continue to be thriving community assets which support us to deliver wider priorities (e.g. education and learning, physical activity and digital inclusion).
- work with partners to help protect, improve, and restore Nottinghamshire's natural areas, keeping them safe from environmental threats such as pollution, and promoting our heritage and biodiversity.
- make waste and recycling services simpler and more consistent across the County, so it's easier for everyone to recycle more, reduce contamination, and help protect the environment.



Scan or click for
[Recycling](#)



A Council That Leads, A Council That Listens

To achieve our Outcomes, we must ensure Nottinghamshire County Council is efficient and effective. We will deliver together as One Council - managing budgets responsibly and making best use of the resources available to us. We will develop a skilled workforce whilst taking advantage of new opportunities presented by national and local changes. We will also improve how we deliver services and listen to local communities, helping people be involved in the decisions that matter to them.

Success means

- ✓ **The Council is able to set a balanced budget each year.**
- ✓ **We receive positive feedback through independent audit, inspection, and peer review.**
- ✓ **More people feel that they can influence local decisions.**
- ✓ **More employees choose to stay working for Nottinghamshire County Council.**
- ✓ **Resident satisfaction in the Council improves.**

To achieve this, we will focus on the following:

Efficient and effective

We will...

- meet our legal responsibilities by working efficiently and making the best use of our resources, delivering good value for money to local taxpayers whilst staying within a budget we can afford.
- make the best use of our council buildings and assets to benefit residents, businesses, and communities, by cutting down on energy, water, waste, and other costs, whilst meeting community needs.
- use data and new technology to improve how we provide services, and to allow for greater insight about the needs of local people.
- deliver an effective staffing model that reduces the need for agency workers and encourages greater workforce consistency.

Being community-led

We will...

- listen to local people and use their ideas to shape our plans and services, so that people can participate, get involved and influence local decisions.

A forward-looking Council

We will...

- collaborate with partners to make sure Local Government Reorganisation leads to positive change for all our communities across Nottinghamshire.
- work with partners like schools, health and the Police, to continue to improve how we work together locally, so that our residents benefit from more integrated help, care and support.
- review the way the Council works to develop a new Operating Model that is fit for the future.

A skilled, committed workforce

We will...

- create a great work environment, ensuring we are an employer of choice and can attract and retain the experienced and talented employees we need, to deliver our services.
- ensure there are learning and development opportunities and pathways in place to develop our workforce and leadership for the future.

Nottinghamshire today

To help us develop this Plan, we have looked at what we know about the outcomes people and communities in Nottinghamshire experience.

To note: when we say 'similar authorities', we're comparing to the average of all English county councils.

Stronger Families, Caring Connections

When compared to similar authorities, Nottinghamshire has:



- More three and four years olds who take up the free early education offer, but fewer children with a good level of development at five years old.



- More young people (16 and 17 year olds) in education, employment or training, but fewer young people (aged 16-18) with special educational needs in sustained education or employment.



- A similar proportion of children who have had more than one Child Protection Plan and fewer children whose plans last more than two years.



- A similar level of overall satisfaction for people who use Adult Social Care services, but fewer carers reported receiving support from carers groups or having someone to talk to in confidence.

Rooted in Communities, Thriving Together

When compared to similar authorities, Nottinghamshire has:



- More NHS health checks completed for those who are eligible, but more people are expected to live fewer years in good health.



- More children in care experiencing a stable placement, but fewer children in care living in a foster home.



- Fewer older adults (65+), but more young adults (18-64), who have long term care needs living in residential or nursing care.



- 6,105 cases of fraud and cyber-crime reported in Nottinghamshire, including the City, in 2025 (as of November). The number of cases has more than doubled from last year and totals £20.4m.

A Connected County, Creating Opportunity

When compared to similar authorities, Nottinghamshire has:



> A higher number of passenger journeys made on local buses, with higher levels of satisfaction in our buses



> Fewer classified roads that are considered to require maintenance, with fewer people killed or seriously injured on our roads



> Less household waste sent for reuse, recycling and composting, but a lower amount of waste is sent to landfill.



> More working-age people are unemployed, with Nottinghamshire having a lower average weekly pay.



Next Steps

To help us monitor our progress against this Plan, we will produce an Annual Delivery Plan each year that sets out what we will do to achieve our ambitions. At the end of each year, an Annual Report will also be produced that details our progress against key measures of success.



**Nottinghamshire
County Council**

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