

Our Cotswolds, Our Plan: Action Plan 2024 Update - Progress by end of Q3 2024-2025

Green	On target
Amber	Off target but action being taken to ensure delivery (where this results in a reviewed target date, this is made clear in the table)
Red	Off target and no action has yet been agreed to resolve the situation
Complete	Action completed
Not Scheduled to Start	Workstream not Scheduled to Start during Quarter
Cancelled	
On Hold	

Objectives	Priorities	Actions	Commencement	Target Date	Cabinet Member, Lead officer(s)	RAG Rating	Comment for Q3
Delivering good services	Ensure our workforce can deliver for the council and our community	Deliver a programme to bring Council services back in-house, maximising responsiveness and democratic accountability	Nov-23	Projected timeframe of two years, until 2025	Cllr Joe Harris Robert Weaver	On Target	Employees in Phase 1 of the transition successfully transferred to Council employment on 1st November. A report setting out the detailed transition plan for Phase 2 is scheduled to brief members in March with an implementation date of July 2025.
		Lease spare office space at Trinity Road	Dec-23	Jul-24	Cllr Mike Evemy Claire Locke Suzanne Barton	Complete	Completed
	Ensure effective oversight of our services, to ensure value for money and good standards	Review the waste service, and undertake an options appraisal	Dec-23	Jun-24	Cllr Mike Evemy David Stanley		
	Enhance our financial resilience and make best use of our assets	Continue to ensure that the Council's MTFS five year strategy reflects economic conditions and the government's funding settlement	Feb-24	Reviewed annually	Cllr Mike Evemy David Stanley	On Target	To be reviewed in February 2025.
		Implement the Council's new asset management strategy and asset plans	Apr-24	Review April 2025	Cllr Mike Evemy David Stanley	Complete	Asset Management Strategy Adopted and Asset Management Plans in place.
	Play our part in maintaining and enhancing the public realm across the district	Instigate second phase of activity to replace worn and damaged street nameplates	Feb-24	Feb-25	Cllr Joe Harris Claire Locke	Off Target, but action being taken to ensure delivery	In progress but some delays due to availability of Ubico staff to install signs. Regular progress updates being sought to try and ensure all listed signs are installed by end of Q4.
	Responding to the climate emergency	Reduce CO2 from Transport: We will actively encourage and support the transition to EVs and increased use of	Develop and deliver an Electric Vehicle Charge Point Strategy	Jan-24	Jul-24	Cllr Mike McKeown Claire Locke	On Target

public and sustainable transport such as cycling and walking.	Work with partners to implement the Sustainable Transport Strategy	Adoption as part of the Local Plan - projected June 2025	Apr-28	Cllr Joe Harris Jon Dearing Matthew Britton	Not Scheduled to Start During Quarter	Workstream not scheduled to start this quarter
	Taxi Transition - explore the opportunity for the creation of an EV Taxi policy	Apr-24	Jun-25	Cllr Mike McKeown Jon Dearing Mandy Fathers	On Target	Initial exploration began which included meetings with other local authorities who have already implemented incentives to encourage licencees to move to EV transportation. The full Hackney Carriage and Private Hire Policy is due for a refresh and EV's will be incorporated into the updated Policy. It is anticipated that this piece of work will continue during Qtr 4 and Qtr 1 of 2025/2026
Cut Council Carbon Footprint, implementing sustainable practices in all council operations, emphasising energy efficiency and renewable energy adoption, across our buildings, fleet and suppliers.	Create a Climate Board, agree governance arrangements and key outcomes.	Jan-24	Review January 2025	Cllr Mike McKeown Olivia McGregor	On Target	Initial meetings with departments held to inform terms of reference development
Increase renewable energy generation within the district, ensuring local benefit	Support and promote community owned renewables initiatives	Dec-23	Review June 2024	Cllr Mike McKeown Olivia McGregor	On Target	Retrofit engagement officer in post
	Explore the business cases for the installation of solar panels on Council owned assets.	Jan-24	Jul-24	Cllr Mike McKeown Claire Locke	Complete	Two viable assets were identified for phase 1 of this project; Trinity Road Council offices and New Brewery Arts. The Trinity Road installation is now complete. The NBA business case was approved by CDC and an offer made to NBA. The Council is awaiting a decision from the trustees. This action is complete.
Champion initiatives to address the ecological emergency and nature recovery, focusing on reducing CO2 and conserving and enhancing the district's biodiversity and natural beauty.	Implement the new requirements around Biodiversity Net Gain (BNG)	Jan-24	Review July 2024	Cllr Juliet Layton Adrian Harding	On Target	Ecology team work has continued to focus on the implementation of the new BNG legislation. Decisions have now been issued for some cases with non-significant on-site BNG; first biodiversity gain condition compliance application received. Drafting of s106 agreements underway. Additional Biodiversity Officer appointed to increase capacity to address BNG, HRA, the ecological emergency, in particular mandatory biodiversity action planning and monitoring for all Council services and work on the Local Plan review.
Reduce CO2 from Buildings: Foster community-led climate action, supporting residents and businesses adopting renewable heating and improving energy efficiency.	Continue to promote and deliver Cotswold Home Solar, in partnership with MakeMyHouseGreen	Jan-23	Review July 2024	Cllr Mike McKeown Olivia McGregor	On Target	Cotswold Home Solar continues to be promoted and delivered. As a result of the scheme 17 homes have already installed solar panels and 20 have paid a deposit. As a result, residents are on track to save nearly £450,000 across the district by installing energy efficient measures in their homes.
	Consider the business case on optimising the delivery of high quality retrofit advice and support	Jul-24	Jul-25	Cllr Mike McKeown Cllr Juliet Layton Olivia McGregor	On Target	The Council has partnered with Gloucestershire authorities to launch a retrofit support service which will be live on 22nd January. This service offers energy efficiency plans, project specifications, vetted installers, and installation management. Additionally, a Retrofit Engagement Officer will engage communities and provide advice until September 2025. Severn Wye Energy Agency (SWEA) will deliver free energy efficiency advice for low-income households through the Warm and Well Scheme.

	Ensure our planning policies deliver our corporate priorities and promotes both carbon neutral development and infrastructure	Subject to proposed legislative changes, complete full review of the Local Plan	Jan-24	Jun-25	Cllr Joe Harris Adrian Harding Matt Britton	Off Target, but action being taken to ensure delivery	CDC is currently partially updating its adopted Local Plan to make it green to the core. A consultation was held on the draft Local Plan policies between 1 February 2024 and 7 April 2024. Consultation responses are currently being considered and further supporting evidence is being produced before a final version of the Local Plan will be consulted on early in 2025. The Local Plan update subsequently be submitted to the Planning Inspectorate for an Independent Examination in Public led by a government appointed Inspector.
		Develop a new Cotswold Design Guide – building for the future in the Cotswolds	Sep-23	May-25	Cllr Juliet Layton Adrian Harding Matthew Britton	Off Target, but action being taken to ensure delivery	Cotswold Design Code is now half way through being updated. Draft Design Codes have been shared with the council for comment. The national planning policy consultation meant work had to be temporarily paused. Consideration is now being given to the new national planning policies and the implications these have on the Design Code.
		Work with Cirencester Town Council on the coordination of the Cirencester Town Centre Masterplan and the Cirencester Neighbourhood Plan policies	Jan-24	Sep-25	Cllr Juliet Layton Adrian Harding Matthew Britton	Off Target, but action being taken to ensure delivery	A consultation was held on the draft masterplan between 1 Feb 2024 and 7 Apr 2024. Following the consultation, it was decided that a master plan Supplementary Planning Document (SPD) is required. Work is currently ongoing to draft the SPD ahead of a final consultation, which is aimed to commence in March 2025, ahead of adopting the SPD by September 2025. Mace, a highly experienced consultancy with a proven track record of delivering masterplans, have been appointed to assist with the delivery of the SPD. CDC continues to work closely with Cirencester TC to align the SPD with their emerging Neighbourhood Plan policies.
Delivering Housing	Working with our partners to explore innovative routes to deliver more affordable homes	Explore innovative approaches to housing delivery	Feb-24	Aug-25	Cllr Juliet Layton Robert Weaver Alan Hope	On Target	CDC Strategic Housing Manager developing Strategies and options for a more interventionist Housing Delivery approach including collaborations with landowners, developers and Registered Providers. A pipeline of potential Rural Exception Sites is being developed.
		Deliver an exemplar zero carbon affordable housing development in Down Ampney	Dec-23	Apr-28	Cllr Juliet Layton Robert Weaver Claire Locke	On Target	Planning Application in process (Martin Perks is Case Officer). Sewerage upgrade timing and link to Occupation of Homes to be resolved with Thames Water and could impact on start on site. Engagement with Parish Council being arranged. Heads Of Terms for CDC land transfer being finalised.
	Support refugees to retain adequate housing	Jul-23	Review March 2025	Cllr Claire Bloomer Jon Dearing Caroline Clissold/ Paula Massey	On Target	Work is ongoing to support all refugees whether on a resettlement scheme or dispersed asylum. In addition to working to ensure the families and individuals are adequately housed there is ongoing wraparound support being provided to assist with resettlement and community cohesion	

	Understanding everyone's housing needs	Continue to monitor housing needs, using Homeseeker Plus, to inform housing strategy and implementation	Jan-24	Mar-25	Cllr Juliet Layton	On Target	The Housing Team prevent homelessness for an average of 50 households per quarter. By preventing homelessness before it occurs, this reduces the number of families who need to be accommodated in expensive B&B accommodation, which can also be outside of the district. This approach minimises both disruption for our clients, and reduces the cost burden on the local authority. The Housing Team also have a strong approach to rough sleeping ensuring that when it does occur, it is brief and non recurring. CDC continue to report low to zero rough sleeping in the district.	
					Jon Dearing Caroline Clissold			
			Continue to build on the success of the Housing First Project with a new county wide approach	Jan-24	Mar-25	Cllr Juliet Layton	On Target	The Cotswold Housing First project is recognised across the county as being an exemplary example of how projects of this type should be approached. Successful outcomes are above national averages and the Housing Team continue to work closely with Bromford and P3 to ensure the continued success of this project. There are currently 6 individuals accommodated in Housing First, however external funding has been awarded to P3 to extend the offer to a further 2 clients, giving us 8 spaces in total. Referrals are currently being considered.
						Jon Dearing Caroline Clissold		
	Adopting and implementing our new housing strategy	Consult and adopt the Council's new Housing strategy	Dec-23	Jun-24	Cllr Juliet Layton Alan Hope Matthew Britton	Off Target, but action being taken to ensure delivery	The finalisation of the Housing Strategy has been passed to the Strategic Housing Manager. It is being updated in light of the emerging options review, the Govt NPPF consultation outcome and will be coordinated with other related strategies/policies (e.g Homelessness/Empty Properties etc)	
Supporting communities	Strengthen our links with town and parish councils and key stakeholders	Continue the annual programme of Town and Parish Council Forum engagement events	Jan-24	Jan-25	Cllr Joe Harris Angela Claridge	On Target	We are looking at arranging a town and parish council 'summit' for June, to replace the more frequent forums. This approach would enable a fuller discussion of the role of town and parish councils, in the context of the Devolution White Paper, and also addresses the challenge in attracting attendees to weekday evening events.	
	Address the challenges of flooding and water quality and sewerage discharges	Identify opportunities to influence policy and host a sewage summit with the outcome being reported to the Council in May.	Jan-24	Oct-24	Cllr Tristan Wilkinson Matthew Britton	Complete	Complete	
					Cllr Tristan Wilkinson			

		Identify gaps and bolster the Cotswold Flood wardens programme	Jan-24	Jun-24	Robert Weaver	Complete	Complete
	Enhance connectivity, and biodiversity in the Cotswold Water park	Continue to work with Gloucestershire County Council on the creation of a safe crossing of the Spine Road	Jan-24	Review in January 2025	Cllr Juliet Layton Joseph Walker	Off Target, but action being taken to ensure delivery	Concerns about the condition of an adjacent brick bridge and uncertainty regarding Gloucestershire County Council's (GCC) approach to addressing these issues have delayed progress, as pedestrian access to the crossing point depends on access beneath the bridge. GCC has confirmed that the crossing will not proceed independently of the bridge repairs. In the meantime, Cotswold District Council has funded design work for the crossing scheme, which is now underway.
		Install cycle racks, in consultation with the local community	Jan-24	Mar-25	Cllr Juliet Layton Joseph Walker	On Target	Following further discussion and site survey, the final locations have been revised. The final installations should take place in February, with 3 stands going in at Neighbidge, 4 at Cotswold Airport and 4 at the Bakers Arms in Somerford Keynes. The network of locations supporting, including community assets and visitor destinations should enable a variety of linear and circular routes for visitors and residents alike.
		Work with partners to embed the Nature Recovery Plan for the Waterpark	Jan-24	Review every six months	Cllr Juliet Layton Adrian Harding Sophia Price		
	Healthy place making through the Local Plan	Embed Healthy Homes Act into the Cotswold Design Code	Jun-25	Jun-25	Cllr Joe Harris Adrian Harding	Not Scheduled to Start During Quarter	Workstream not scheduled to start this quarter
		Introduce a requirement for Community Access Defibrillators in new developments	Jun-25	Jun-25	Cllr Joe Harris Adrian Harding	Not Scheduled to Start During Quarter	Workstream not scheduled to start this quarter
		Focus on green infrastructure, to enhance biodiversity and community wellbeing	Jun-25	Jun-25	Cllr Joe Harris Adrian Harding	Not Scheduled to Start During Quarter	Workstream not scheduled to start this quarter
	Develop and deliver a District Council cultural strategy	Commence development of the cultural strategy	Feb-24	Sep-24	Cllr Paul Hodgkinson	On Target	To date two workshops have been run between Council officers and representatives of local cultural assets, the most recent of which was held in September. The outcome of this second meeting is being worked up into an outline strategy for further discussion. The focus will be on quick win actions to support partners, rather than longer term actions to support the sector
					Joseph Walker		
				Cllr Claire Bloomer		Continuing to support the 'Getting Connected' Digital Inclusion Community Courses with more courses and venues along with a second course – 'Staying Connected' to enhance and improve on the learning. Working	

Encourage resilient, well-connected and active communities that take responsibility for their own health and wellbeing	Continue to deliver an asset based community development approach	Jan-24	Apr-28	Joseph Walker	On Target	collaboratively with the Digital Hubs Project Manager from Forest Voluntary Action Forum and Gloucestershire County Council to set up Digital Hubs in Cotswolds. Completed a Community Building Roadshow tour using the NHS bus at many locations across the district to engage with residents about topics including Cost of Living, Health & Wellbeing, enhancing communities, reducing isolation etc. Collaboration with partner organisations such as Citizens Advice, Cotswold Friends, The Churn Project, Glos Fire & Rescue, Falls Prevention, Foodbanks, Carer's Hub etc proved successful and beneficial to many residents who were given advice, support and signposting along with gathering information about how they felt about their communities in general.
	Celebrate success - promote the work being done by partners across the district to inspire communities	Feb-24	Review August 2024	Cllr Claire Bloomer	On Target	The second round of Unsung Hero Awards ran in November, with the winner and runners up all attending the Council meeting. A third round will take place in January. The work of volunteers and partner organisations continues to be celebrated through press and social media, and directly promoted to residents through the work of the Wellbeing Team.
				Joseph Walker		
	Continue to promote community activity through Crowdfund Cotswold	Feb-24	Review August 2024	Cllr Claire Bloomer	On Target	The autumn round ran slightly later than in previous years, reflecting the timing of the Cabinet decision to continue the programme in July. As a consequence, the autumn round projects were still fund raising at the end of quarter three. Following initial interest from a few more projects, four projects were taken forward and offered a CDC pledge of support. Supported activity echoes the pattern from previous rounds, covering community buildings and physical and cultural activity.
				Joseph Walker		
	Promote healthy lifestyles, fun and self-care for all ages	Monitor and review delivery of the District leisure contract with Freedom Leisure	Aug-23	Aug-25	Cllr Paul Hodgkinson David Stanley Joseph Walker	On Target
Continue to deliver the Healthier District and Connected Communities objectives and priorities set out in the Active Cotswolds Action Plan, and implement the Playing Pitch Strategy's action plan.		Jan-24	Review January 2025	Cllr Paul Hodgkinson	On Target	The Active Cotswold Support Officer has been working on the evidence base for additional pitch provision in the mid Cotswolds. The draft Local Football Facility Plan identifies deficits in football provision which has sparked conversations with local partners on developing new/improved facilities.
				Angela Claridge Joseph Walker		
Work with partners to develop a consistent, countywide approach to identify opportunities to support to care leavers	Jun-24	Review December 2024	Cllr Paul Hodgkinson David Stanley Joseph Walker	On Target	Meeting of the the Cotswold Youth Network in December had an exceptional item to discuss youth voice. There is a patchwork of very positive youth support across the district, with locality and issue based provision in different locations, which levers local organisations and volunteers. However, this makes a consistent approach to youth issues challenging.	
				Cllr Claire Bloomer		Working with the GIS (Geographic Information Systems) team at Publica, we continue to develop our electronic

	Work with partners to ensure vital services cover the district, and offer support to our residents if crises hit	Continue to be a proactive member of the Cotswold Food Network Steering Group and support initiatives under the network's umbrella	Jan-24	Review January 2025	Joseph Walker	On Target	community asset maps for the Cotswolds and have added community food provision places and libraries, amongst other resources. Members of the Network attending a Policy in Practice briefing on LIFT, the Council's new tool to identify underclaimed benefits – the aim is to work with partners to promote and amplify the Council's campaigns to maximise uptake.
		Continue to work with the NHS Integrated Locality Partnership to support youth mental health	Jan-24	Review January 2025	Cllr Claire Bloomer	On Target	Supporting the Cotswold Youth Network mental health services and youth services and linking up organisations who can work collaboratively. Working with Northleach Teen Space to implement training for their team and some outside interventions from Ernest Cook Trust.
					Joseph Walker		
	Maintain a multi-service response to the cost of living crisis, and other challenges to community wellbeing	Jan-23	Review January 2025	Cllr Claire Bloomer Claire Locke Joseph Walker	On Target	The Council has procured an online toolkit, 'LIFT' which reviews the existing cohort of benefits recipients and models potential benefits underclaims, providing the Council with a tool to enhance household income for residents. The first campaign, to identify benefits customers likely to qualify for Pensions Credit and therefore Winter Fuel Allowance, ran in December.	
	Keep residents safe, through awareness raising around domestic abuse and fraud	Continue to raise the profile of the Community Safety Partnership to reduce the fear of crime and ensure residents know how, and where, to get support	Feb-24	Review February 2025	Cllr Paul Hodgkinson Joseph Walker	On Target	Following agreement on the CSP's action plan earlier in the year, the partnership met in October to discussion progress and learn more about the local response to the Serious Violence Duty, a recently imposed legal duty.
		Deliver Rural Domestic Abuse Champions programme in partnership with other rural Gloucestershire districts and Gloucestershire Domestic Abuse Support Services	Feb-24	Mar-25	Cllr Claire Bloomer	On Target	The Rural Domestic Abuse Champions scheme is being promoted, reflecting that this issue can present differently in areas such as Cotswold.
					Joseph Walker		
		Train frontline staff to identify Domestic Abuse and review internal processes to recognise and support victims of abuse	Feb-24	Jul-24	Cllr Claire Bloomer Joseph Walker	On Target	GDASS continue to lead on Domestic Abuse across Gloucestershire, with a training offer to staff across partner organisations
	Coordinate activity under Home Office's safer Streets Fund to tackle Anti-Social Behaviour and violence against women and girls	Feb-24	Review February 2025	Cllr Paul Hodgkinson/Cllr Claire Bloomer Joseph Walker	On Target	Work on the Argos Alleyway, supported by Safer Streets funding, concluded in quarter three, improved what was otherwise a dark and unwelcoming part of the town.	
	Supporting the economy	Work with partners to develop the skills of our residents	Work with key sectors to create new highly skilled jobs, through promotion of apprenticeship opportunities	Feb-24	Apr-28	Cllr Tristan Wilkinson Joseph Walker Paul James	On Target
Deliver a programme of activities in year 3					Cllr Tristan Wilkinson		Being delivered through Gloucestershire County Council's Employment and Skills Hub Outreach programme in partnership with The Churn Project. Output and outcome targets have been agreed and a legal agreement is in

		Deliver a programme of activities in year 3 of the Shared Prosperity Fund to help those furthest from the employment market	Apr-24	Mar-25	Joseph Walker Paul James	On Target	place. A publicity visit took place and the ESHO project presented to the Cotswold Economic Advisory Group in November 2024 on progress to date. Cabinet will be asked to approve an additional year of funding for the project in 2025-26 working directly with The Churn Project.
	Attract and manage investment to boost the local economy	Consider the results of the digital and green survey of community buildings, and enable improvements through Rural England Prosperity Fund	Apr-24	Mar-25	Clr Tristan Wilkinson Joseph Walker Paul James	On Target	14 projects have been allocated funding by the REPF grant scheme for village halls. A number have been completed and others are at various stages of delivery. The grant scheme is now closed.
	Support local businesses and farms, to enhance the vibrancy of our towns and villages, and to manage the opportunity and impact of the visitor economy	Continue to deliver against the six priorities set out in the Cotswold Tourism destination management plan	Jan-24	Mar-25	Clr Tristan Wilkinson Joseph Walker Chris Jackson	On Target	Work is underway on enhancing the website. Cotswold Tourism is promoting the destination for high value visitors through supporting travel trade visits and influencer visits.
		Continue to support the Local Visitor Economy Partnership, to ensure better coordination of tourism activity and delivery against national growth targets	Jan-24	Review January 2025	Clr Tristan Wilkinson Joseph Walker Chris Jackson	On Target	The LVEP has a new Chair, following the departure of Andy Parsons from Cotswold National Landscape. Chris Brant, a CNP board member, will chair the partnership.
	Work with local and county partners to grow a strong and sustainable economy	Undertake a refresh of the Green Economic Strategy	Feb-24	Apr-24	Clr Tristan Wilkinson Joseph Walker Paul James	On Target	A draft of the refreshed Green Economic Growth Strategy was approved for consultation by Cabinet in October 2024. The consultation closes on 24th January 2025 and a report will be taken to Cabinet in March with a final version of the strategy for adoption.
		Continue to support the development of the Royal Agricultural University's Innovation Village	Jan-24	Jan-25	Clr Tristan Wilkinson Joseph Walker Paul James	On Target	The outline planning application is working its way through the process. Officers and representatives from the RAU and its advisers have met in order to resolve outstanding issues including comments from consultees. It is hoped the application will be able to be determined within the next few months.
		Continue to work with The Growth Hub to support existing businesses and encourage the growth of start-ups, with a focus on the outreach provision supported by the Shared Prosperity Fund	Jan-24	Mar-25	Clr Tristan Wilkinson Joseph Walker Paul James	On Target	Officers meet monthly with representatives from the RAU/Growth Hub to monitor progress against outputs/outcomes and are confident the targets will be achieved. Outreach Navigators continue to work across the district and have held a number of events and discovery meetings at the Moreton Area Centre, which are being well-supported. A report will be taken to Cabinet in February recommending the continuation of funding for another year in 2025-26.