

Our Cotswolds, Our Plan: Action Plan 2024 Update - Progress by end of Q4 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 Q4
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	<div> <div>CLlr Mike Evemy</div> <div>Robert Weaver</div> </div>	On Target	The comprehensive Phase 2 transition plan was presented to Cabinet and Full Council in March, where it received full approval. Formal consultation with employees affected by Phase 2 commenced in April, with their transfer to Council employment scheduled to take effect from July.
		Lease spare office space at Trinity Road	Dec-23	Jul-24	<div> <div>CLlr Patrick Coleman</div> <div>Claire Locke Suzanne Barton</div> </div>	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	<div> <div>CLlr Andrea Pellegram</div> <div>David Stanley</div> </div>	Complete	Completed
					<div> <div>CLlr Patrick Coleman</div> <div>David Stanley</div> </div>	Complete	MTFS approved by Council 24/02/2025
	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	<div> <div>CLlr Patrick Coleman</div> <div>David Stanley</div> </div>	Complete	
		Implement the Council's new asset management strategy and asset plans	Apr-24	Review April 2025	<div> <div>CLlr Patrick Coleman</div> <div>David Stanley</div> </div>	Complete	Completed
	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	<div> <div>CLlr Mike Evemy</div> <div>Claire Locke</div> </div>	Off Target, but action being taken to ensure delivery	There remains some backlog in the replacement of signs. An update on progress and a plan for future replacements is being agreed with Ubico.
					CLlr Mike McKeown		Delivery of ORCs funded EVCPs across four sites is progressing well, although an
Responding to	Reduce CO2 from Transport: We will actively encourage and support						

## the climate emergency

the climate emergency	the transition to EVs and increased use of public and sustainable transport such as cycling and walking.	Develop and deliver an Electric Vehicle Charge Point Strategy	Jan-24	Jul-24	Claire Locke	Off Target, but action being taken to ensure delivery	extension to the original 31st March completion has been agreed due to delays with connection by the DNO, Scottish and Southern Electric (SSE). Two sites should be connected mid-April (Market Way, Moreton in Marsh and Maugersbury road, Stow on the Wold) with two further sites awaiting connection dates (Brewery, Cirencester & West Street, Tetbury).
		Work with partners to implement the Sustainable Transport Strategy	Adoption as part of the Local Plan - projected June 2025	Apr-28	Cllr Mike McKeown 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	First draft of Policy has been written and officers reviewing. Aim to have draft updated and discussed with Portfolio Holder during Q1 2025/2026 and put on Committee forward plans towards the end of Q1, beginning of Q2 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	On Target	Proposal for creation of a Climate Board has been drafted and is due to be presented to May 2025 Cabinet meeting.
					Olivia McGregor		
	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	Cotswold District Council has been actively supporting community energy initiatives within the district, including Thames Head Community Energy. This not-for-profit Community Benefit Society (CBS) organisation, based in the Cotswolds, aims to develop local renewable energy projects to benefit the community and the environment. CDC's support has included policy backing, financial contributions through Crowdfund Cotswolds, and participation in broader regional initiatives such as Climate Leadership Gloucestershire's Community Energy workstream.
		Explore the business cases for the installation of solar panels on Council owned assets.	Jan-24	Jul-24	Cllr Mike McKeown Claire Locke	Complete	Completed
		Implement the new requirements around Biodiversity Net Gain (BNG)	Jan-24	Review July 2024	Cllr Juliet Layton Geraldine LeCointe	Complete	Completed
	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.						
		Continue to promote and deliver Cotswold Home Solar in partnership	Jan-23	Review July 2024	Cllr Mike McKeown	On Target	Cotswold Home Solar continues to be promoted and delivered. 27 households have

	Reduce CO2 from Buildings: Foster community-led climate action, supporting residents and businesses adopting renewable heating and improving energy efficiency.	Cotswold Home Solar, in partnership with MakeMyHouseGreen	Jan-23	Review July 2024	Olivia McGregor	On Target	now installed solar. A further 18 have put down a deposit.
		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	On Target	The Council has partnered with Gloucestershire authorities to launch a retrofit support service which has been live since 22nd January. This service offers energy efficiency plans, project specifications, vetted installers, and installation management. To date 7 households have requested energy efficient house plans. Additionally, CDC has employed a Retrofit Engagement Officer who is engaging communities and providing retrofit advice until September 2025. She is delivering community events and offering free home visits to identify opportunities to install renewable energy and make energy efficiency imprvements. Severn Wye Energy Agency (SWEA) are the chosen contractor to deliver free energy efficiency advice for low-income households through the Warm and Well Scheme for the next 5 years.
					Olivia McGregor		
	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 Juliet Layton	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 will be submitted to the Planning Inspectorate before June 2025 for an Independent Examination in Public led by a government appointed Inspector.
					Geraldine LeCointe Matt Britton		
		Develop a new Cotswold Design Guide – building for the future in the Cotswolds	Sep-23	May-25	Cllr Juliet Layton	Off Target, but action being taken to ensure delivery	City Science have been commissioned to help deliver the new Cotswold Design Code (note guide!). A draft Design Code has been shared for comment. The final Design Code is currently being worked up.
					Geraldine LeCointe Matthew Britton		
	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	Off Target, but action being taken to ensure delivery	A consultation was held on the draft master plan between 1 February 2024 and 7 April April 2024. Consultation responses are currently being considered, which will inform a more detailed version of the masterplan. Mace, a highly experienced consultancy with a proven track record of delivering masterplans, have been appointed to assist with the delivery of the masterplan. CDC has also been working with Cirencester TC on their Neighbourhood Plan policies and comments have been provided on the draft NDP policies.	
Geraldine LeCointe Matthew Britton							
Delivering Housing	Working with our partners to	Explore innovative approaches to housing delivery	Feb-24	Aug-25	Cllr Juliet Layton	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.
					Robert Weaver Alan Hope		

Supporting communities	explore innovative routes to deliver more affordable homes	Deliver an exemplar zero carbon affordable housing development in Down Ampney	Dec-23	Apr-28	Cllr Juliet Layton	On Target	Planning consent was granted on 12 <sup>th</sup> March, however Bromford need to resolve issues with the surface water drainage design and are discussing the timeline for Thames Water Infrastructure upgrades to accommodate the development. This may delay commencement of works until 2027 unless Thames Water will bring their upgrade plans forward. Heads of Terms for the CDC land transfer and the S106 are being negotiated with Bromford.
	Understanding everyone's housing needs	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
		Continue to monitor housing needs, using Homeseeker Plus, to inform housing strategy and implementation	Jan-24	Mar-25	Cllr Juliet Layton Jon Dearing Caroline Clissold	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.
		Continue to build on the success of the Housing First Project with a new county wide approach	Jan-24	Mar-25	Cllr Juliet Layton Jon Dearing Caroline Clissold	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.
	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 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)
	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 Mike Every Angela Claridge	On Target	Plans for the Summit are progressing well with a confirmed dated of Wednesday 4th and keynote speakers confirmed including Jackie Weaver. Invites to be sent w/c 7th April.
	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	Completed
		Identify plans and bolster the			Cllr Tristan		

		Identify gaps and deliver the Cotswold Flood wardens programme	Jan-24	Jun-24	Robert Weaver	Complete	Completed
	<b>Enhance connectivity, and biodiversity in the Cotswold Water park</b>	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	Off Target, but action being taken to ensure delivery	Design work underway, but implementation dependant upon issues with the bridge being resolved. UK Shared Prosperity Fund earmarked for the project were reallocated to other projects to ensure the year end spend target was met, and local benefit realised.
					Joseph Walker		
		Install cycle racks, in consultation with the local community	Jan-24	Mar-25	Cllr Juliet Layton	Complete	Installations completed
					Joseph Walker		
		Work with partners to embed the Nature Recovery Plan for Cotswold Lakes	Jan-24	Review every six months	Cllr Juliet Layton		
					Geraldine LeCointe Sophia Price		
	<b>Healthy place making through the Local Plan</b>	Embed Healthy Homes Act into the Cotswold Design Code	Jun-25	Jun-25	Cllr Juliet Layton	Not Scheduled to Start During Quarter	Workstream not scheduled to start this quarter
					Geraldine LeCointe		
		Introduce a requirement for Community Access Defibrillators in new developments	Jun-25	Jun-25	Cllr Juliet Layton	Not Scheduled to Start During Quarter	Workstream not scheduled to start this quarter
					Geraldine LeCointe		
		Focus on green infrastructure, to enhance biodiversity and community wellbeing	Jun-25	Jun-25	Cllr Juliet Layton	Not Scheduled to Start During Quarter	Workstream not scheduled to start this quarter
					Geraldine LeCointe		
	<b>Develop and deliver a District Council cultural strategy</b>	Commence development of the cultural strategy	Feb-24	Sep-24	Cllr Paul Hodgkinson	Off Target, but action being taken to ensure delivery	The strategy will be reconfigured as a Plan, with a focus on short term actions and joint working between partners, to ensure positive outcomes in the context of the longer term uncertainty of LGR. A stakeholder meeting is being planned for later May, to start to take work forward and sense check the draft plan which will be presented in members in the summer.
					Joseph Walker		
	<b>Encourage resilient, well-connected and active communities that take responsibility for their own health and wellbeing</b>				Cllr Claire Bloomer		The first two of fourteen 'Strengthening Communities' events took place over the February half term. These events bring together a wide range of statutory

		Continue to deliver an asset based community development approach	Jan-24	Apr-28	Joseph Walker	On Target	and voluntary/community sector service providers to promote their services to local residents, across the district's larger settlements. There is a strong focus on empowering and engaging residents in positive local activity to improve health and wellbeing, and thus buy-in from health colleagues.  The Team have liaised with partners to support the local 'DigiHubs' contract going to two local partners, the Churn and Cotswold Friends, which will secure a digital inclusion over for the district.
		Celebrate success - promote the work being done by partners across the district to inspire communities	Feb-24	Review August 2024	Cllr Claire Bloomer Joseph Walker	On Target	There were some very strong submissions, to the third round, and the winners attended Council in January. Due to the GCC elections and the Council's AGM on May, the next round will be in July. We are looking at introducing a young hero category, to ensure young people's contributions are picked up by the scheme.
		Continue to promote community activity through Crowdfund Cotswold	Feb-24	Review August 2024	Cllr Claire Bloomer Joseph Walker	On Target	The deadline for the Spring Round was on 9th April. At the time of writing, project proposals were still being verified prior to launching on the Crowdfund Cotswold platform, but we anticipate 5/6 projects for the spring round. The February Project creator workshop was well attended, and identified a few project ideas which we anticipate will come forward later this year/early next.
	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 David Stanley Joseph Walker	On Target	Regular meetings have taken place, to review performance and to identify and mitigate any risks. These meetings have also presented an opportunity to pick up on complaints, and have prompted a timely response from the contractor.
		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 Helen Martin Joseph Walker	On Target	The Active Cotswold Support Officer has convened a number of meetings to support projects looking to address the evidenced Playing Pitch deficits identified in the PPS. The Council has also met with Sport England and representatives of the sports governing bodies to assess progress with the action plan.
		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	Work is progressing with the Cotswold Youth Network, to enhance information sharing about youth voice between partners
		Continue to be a proactive member of the Cotswold Food Network		Review January	Cllr Claire Bloomer		The CFN has hosted meetings with local partner organisations to share information and promote VCSE engagement and support in the Council's

	<b>Work with partners to ensure vital services cover the district, and offer support to our residents if crises hit</b>	Steering Group and support initiatives under the network's umbrella	Jan-24	Review January 2025	Joseph Walker	On Target	proposed LIFT campaigns, to assist Cotswold families with the cost of living. Worrying about Money, the national leaflet has been updated as a Cotswold specific version. Copies will be online and distributed in print.
		Continue to work with the NHS Integrated Locality Partnership to support youth mental health	Jan-24	Review January 2025	Cllr Claire Bloomer	On Target	The ILP hosted a monthly subgroup focussed on Children and Young People to ensure partnership activity supporting young people's mental health is well targeted and aligned across providers. In quarter, CDC has launched a grant scheme to allocate SLC funding aligned to the ILP, with CYP being one of the two priorities - there has been a steady stream of applications, which will be reviewed in May.
					Joseph Walker		
	<b>Keep residents safe, through awareness raising around domestic abuse and fraud</b>	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	A second campaign ran in Jan/Feb, to flag availability on the Warm Homes Discount. The updated data snapshot shows a increase in take-up of Pensions Credit, but due to national demand, and processing time, it will be some months before we can see the settled picture as a result of the national and local awareness raising carried out in later 2024. Work has commencing planning the next campaigns, which, following conversation with partners are likely to address rising costs of water and fuel bills.
		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	The Cotswold CSP met in late January, under the new chairmanship of Councillor Paul Hodgkinson. Good engagement from partners, and discussion to take forward priorities from the action plan including speeding traffic. The CCSP meets next, in person, on 15th April
		Deliver Rural Domestic Abuse Champions programme in partnership with other rural Gloucestershire districts and	Feb-24	Mar-25	Cllr Claire Bloomer Joseph Walker	On Target	The Council is working with GDASS to raise awareness - for example through promotional materials at Strengthening Communities Events
		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	Local partner staff and some CDC staff undertook rural domestic abuse training in February - 2 x 2hr training to raise understanding of domestic abuse and its rural dynamic.
		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	Most activity being supported by Safer Streets has now concluded. We anticipate signing off the final projects in April.
		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	Officers continue to work with businesses from key sectors, including agritech, cyber/digital and sustainable aviation to promote employment opportunities. Discussions have taken place with key stakeholders about how to promote apprenticeship opportunities articles about apprenticeships have appeared in recent Business Matters newsletters. Apprenticeships are being promoted as a way of mitigating higher employers' NI contributions.
					Cllr Tristan Wilkinson Joseph Walker Paul James	On Target	This project was delivered through Gloucestershire County Council's Employment and Skills Hub Outreach programme in partnership with The Churn Project with agreed outputs and outcomes. Cabinet has approved an additional year of funding for the project in 2025-26 working directly with The Churn Project.
	<b>Supporting the economy</b>	<b>Attract and manage investment to boost the local economy</b>	Apr-24	Mar-25	Cllr Tristan Wilkinson Joseph Walker Paul James	On Target	14 projects have been allocated funding by the REPF grant scheme for village halls and all are now completed. The grant scheme is now closed. There may be further opportunities for village halls and community buildings through the 2025-26 REPF funding.

	<b>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</b>	Continue to deliver against the six priorities set out in the Cotswold Tourism destination management plan	Jan-24	Mar-25	Cllr Tristan Wilkinson	On Target	Three UKSPF funded projects are now underway: one to identify and promote businesses as Sustainability champions; one to encourage the development of new experiences; one to bring enhancements and new functionality to the tourism website (www.cotswolds.com)
					Joseph Walker Chris Jackson		
		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	Cllr Tristan Wilkinson	On Target	Seven workstreams have been agreed by the partnership, each with an agreed action plan: these include two sustainability strands (one on transport & active travel, the other on business practices & biodiversity), business support and travel trade.
					Joseph Walker Chris Jackson		
	<b>Work with local and county partners to grow a strong and sustainable economy</b>	Undertake a refresh of the Green Economic Strategy	Feb-24	Apr-24	Cllr Tristan Wilkinson	Complete	The final version of the refreshed Green Economic Growth Strategy was adopted by Cabinet in March 2025.
					Joseph Walker Paul James		
		Continue to support the development of the Royal Agricultural University's Innovation Village	Jan-24	Jan-25	Cllr Tristan Wilkinson	On Target	The outline planning application is working its way through the process. Officers and representatives from the RAU and its advisers continue to meet in order to resolve outstanding issues including comments from consultees. It is hoped the application will be able to be determined in the near future.
					Joseph Walker Paul James		
		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	Cllr Tristan Wilkinson	On Target	Officers meet monthly with representatives from the RAU/Growth Hub to monitor progress against outputs/outcomes and are pleased with progress against targets. Cirencester Growth Hub is, by a number of measures, the most successful Growth Hub in the network. 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. Cabinet has agreed another year of funding for 2025-26.
					Joseph Walker Paul James		