

Our Cotswolds, Our Plan: Action Plan 2024 Update - Progress by end of Q1 2025-2026

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 Q1
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 Mike Evemy	On Target	The Council's Phase 2 transition plan to bring services back in-house was approved by Cabinet and Full Council. Formal consultation with affected employees began in April, with employees successfully transferred on 1st July 2025.
					Jane Portman		
		Lease spare office space at Trinity Road	Dec-23	Jul-24	Cllr Patrick Coleman	Complete	Completed
					Claire Locke Suzanne Barton		
	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 Andrea Pellegram	Complete	Completed
					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 Patrick Coleman	Complete	Completed
					David Stanley		
		Implement the Council's new asset management strategy and asset plans	Apr-24	Review April 2025	Cllr Patrick Coleman	Complete	Completed
					David Stanley		
	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 Andrea Pellegram	Off Target, but action being taken to ensure delivery	Ubico progressing with outstanding signs.
					Alan Hope		
Responding to the climate emergency	Reduce CO2 from Transport: We will actively encourage and support 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	Cllr Mike McKeown	Off Target, but action being taken to ensure delivery	Delivery of ORCS funded EVCPs across four sites is progressing. An extension to end September beyond original 31st March completion has been agreed with funders. Delays multiple in nature but two most prominent were SSEN connection issues took a long time to rectify and CK suppliers taking months to install a meter after connection. EVCPs in Market Way, Moreton in Marsh, Mangersbury road in Stow on the Wold and West Street in Tetbury have been commissioned. Awaiting sign off from Assets team who are to confirm they are operating effectively. The Commissioning of EVCPs at Brewery, Cirencester took place at the end of July.
					Olivia McGregor		
		Work with partners to implement the Sustainable Transport Strategy	Adoption as part of the Local Plan - projected Dec 2026	Apr-28	Cllr Mike McKeown Geraldine LeCointe Jo Symons	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	Off Target, but action being taken to ensure delivery	
					Jon Dearing Mandy Fathers		
	<b>Cut Council Carbon Footprint, implementing sustainable practices in all council operations, emphasising energy efficiency and</b>	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 written and approved by Cabinet July 2025.
					Olivia McGregor		
	<b>Increase renewable energy generation within the district, ensuring local benefit</b>	Support and promote community owned renewables initiatives	Dec-23	Review June 2024	Cllr Mike McKeown	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.
					Olivia McGregor		
		Explore the business cases for the installation of solar panels on Council owned assets.	Jan-24	Jul-24	Cllr Mike McKeown	Complete	Completed
					Claire Locke		
	<b>Champion initiatives to address the ecological emergency and nature recovery, focusing on reducing CO2 and conserving and enhancing the</b>	Implement the new requirements around Biodiversity Net Gain (BNG)	Jan-24	Review July 2024	Cllr Juliet Layton	Complete	Completed
					Geraldine LeCointe		
	<b>Reduce CO2 from Buildings: Foster community-led climate action, supporting residents and businesses adopting renewable heating and improving energy efficiency.</b>	Continue to promote and deliver Cotswold Home Solar, in partnership with MakeMyHouseGreen	Jan-23	Review July 2024	Cllr Mike McKeown	On Target	Cotswold Home Solar continues to be promoted and delivered.
					Olivia McGregor		
		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 - using supplier Furbnow - 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 improvements. In addition, 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		
	<b>Ensure our planning policies deliver our corporate priorities and promotes both carbon neutral development and infrastructure</b>	Subject to proposed legislative changes, complete full review of the Local Plan	Jan-24	Dec-26	Cllr Juliet Layton	On Target	On 16 July 2025 Full Council resolved to merge the two ongoing Local Plan projects: •the partial update of the adopted Cotswold District Local Plan (2011-2031); and •the Development Strategy and Site Allocations Plan, into a single comprehensive Full Local Plan Update in conjunction with incorporating work of the Gloucestershire Strategic Plan, where appropriate, with a view to submission in 2026 and adoption in 2027.
					Geraldine LeCointe Jo Symons		
		Develop a new Cotswold Design Guide – building for the future in the Cotswolds	Sep-23	Nov-26	Cllr Juliet Layton	On Target	An advanced draft of the Design Code has been produced. The final task, which is currently being undertaken is to review the representations made on the last Design Code consultation and make any necessary updates.
					Geraldine LeCointe Jo Symons		

Delivering Housing		Work with Cirencester Town Council on the coordination of the Cirencester Town Centre Masterplan and the Cirencester Neighbourhood Plan policies	Jan-24	Nov-26	Cllr Juliet Layton	Off Target, but action being taken to ensure delivery	Recent data from the Environment Agency has put the Waterloo Car park in Cirencester in the flood zone. The Waterloo Car Park, is an area proposed for major development in the Masterplan. Therefore further work is required to establish if the issues can be resolved prior to taking the Masterplan any further. Work has been commissioned in this regard and is currently being undertaken.
					Geraldine LeCointe Jo Symons		
	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	On Target	A Pipeline of Rural Affordable Housing Sites is being developed (circa 8 potential sites identified). A Partnership Framework with Bromford is developing ways to increase Affordable Housing delivery in both New-Build and Regeneration sites. Engagement is underway with Homes England exploring how a package of measures could improve the potential for Rural Affordable Housing delivery in Cotswold District.
					Alan Hope		
		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 12th 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 bring their upgrade plans forward.
					Alan Hope		
	Understanding everyone's housing needs	Support refugees to retain adequate housing	Jul-23	Review March 2025	Cllr Claire Bloomer	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.
					Jon Dearing Caroline Clissold/ Paula Massey		
		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. A new Preventing Homelessness Strategy for 2025-2030 will be presented to Cabinet in Autumn 2025. The strategy identifies the route causes of homelessness and the action plan will target those areas with the aim of reducing homelessness at the earliest possible stage. 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		
	Adopting and implementing our new housing strategy	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 continues to be 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 now 8 individuals accommodated in Housing First, following an allocation of external funding awarded to P3 to extend the offer the original offer of 6 spaces to a further 2 clients, giving us 8 spaces in total.
					Jon Dearing Caroline Clissold		
Supporting communities	Strengthen our links with town and parish councils and key stakeholders	Consult and adopt the Council's new Housing strategy	Dec-23	Jun-24	Cllr Juliet Layton	Off Target, but action being taken to ensure delivery	The Housing Strategy Document was prepared in early 2024 and needs to be updated to reflect the new Govt housing targets, the new NPPF, the emerging local plan and be coordinated with other related strategies/policies (e.g Homelessness/Empty Properties/Net Zero etc). It is proposed to condense the Housing Strategy document and focus it on Strategic actions with appropriate references to other related documents such as the Local Plan. The updated document will be prepared Autumn 2025.
					Alan Hope		
		Continue the annual programme of Town and Parish Council Forum engagement events	Jan-24	Jan-25	Cllr Mike Evemy	On Target	Successful Town & Parish Council summit with over 100 attendees held 04.06.2025 focusing on local government re-organisation.
					Angela Claridge		

	<b>Address the challenges of flooding and water quality and sewerage discharges</b>	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 gaps and bolster the Cotswold Flood wardens programme	Jan-24	Jun-24	Cllr Tristan Joseph Walker	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 Joseph Walker	Off Target, but action being taken to ensure delivery	Design work for the Spine Road crossing is underway, with preliminary design completion expected by December 2025 and detailed design by April 2026. However, implementation remains dependent on resolving issues related to the adjacent bridge. Previously earmarked UK Shared Prosperity Fund (UKSPF) funding was reallocated to other projects to meet year-end spending targets and deliver local benefits.
		Install cycle racks, in consultation with the local community	Jan-24	Mar-25	Cllr Juliet Layton Joseph Walker	Complete	Completed
		Work with partners to embed the Nature Recovery Plan for Cotswold Lakes	Jan-24	Review every six months	Cllr Juliet Layton Geraldine LeCointe		
	<b>Healthy place making through the Local Plan</b>	Embed Healthy Homes Act into the Cotswold Design Code	Dec-26	Dec-26	Cllr Juliet Layton Geraldine LeCointe Jo Symons	Not Scheduled to Start During Quarter	Workstream not scheduled to start this quarter
		Introduce a requirement for Community Access Defibrillators in new developments	Dec-26	Dec-26	Cllr Juliet Layton Geraldine LeCointe Jo Symons	Not Scheduled to Start During Quarter	Workstream not scheduled to start this quarter
		Focus on green infrastructure, to enhance biodiversity and community wellbeing	Dec-26	Dec-26	Cllr Juliet Layton Geraldine LeCointe Jo Symons	Not Scheduled to Start During Quarter	Workstream not scheduled to start this quarter
	<b>Develop and deliver a District Council cultural strategy</b>	Commence development of the cultural strategy	Feb-24	Sep-24	Cllr Paul Hodgkinson Joseph Walker	On Target	In light of LGR, a report was prepared for July Cabinet to adjust the ambition - from a longer term strategy to convening a regular network to lead an action plan focussed on quick wins to be delivered in the period up to 2028.
	<b>Encourage resilient, well-connected and active communities that take responsibility for their own health and wellbeing</b>	Continue to deliver an asset based community development approach	Jan-24	Apr-28	Cllr Claire Bloomer Joseph Walker	On Target	Further Strengthening Community Events held throughout the quarter, during the Easter and a Summer half term school holidays, in Bourton, Fairford, Chipping Campden and Tetbury. Emphasis on getting local agencies and partners on board, as well as countrywide agencies. Ongoing work through the Community Safety Partnership, Cotswold Community Network and food network to build strong communication routes to and between local VCSE partners.
		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	Launch on the Young Unsung Hero Award, resulting in three winners to be celebrated at July Council, along three winners from the 'main' Unsung Heroes award. Communities works closely with the Comms Team to celebrate partner successes, with press and social media pieces in quarter to recognise a range of community projects - such as the Parkinson Table Tennis Project at CLC, picked up by both ITV and BBC.
		Continue to promote community activity through Crowdfund Cotswold	Feb-24	Review August 2024	Cllr Claire Bloomer Joseph Walker	On Target	Five projects launched. One is complete, while the others are still fund raising. These include the Phoenix Festival, which has attracted an impressive circa 150 pledges of support.
		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	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, particular around cleanliness at CLC, which has resulted in the contractor investing in additional cleaning hours. The contract management role transferred to CDC on 1 July, with one of the team transferring to CDC to take on the role of Leisure and Culture Manager.

	<b>Promote healthy lifestyles, fun and self-care for all ages</b>	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 Cotswolds support officer continues to support the delivery of the PPS action plan, offering support to a number of emerging projects which could provide additional pitch capacity in the district. The officer also continues to support a range of exercise and movement initiatives across the district, and in both community venues and in CLC.
		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	World Jungle, the convenors for the Cotswold Youth Network, are also a HAF provider, and have used youth activity sessions to engage with young people to better understand their expectations and thoughts about participation. Their partnership Platform 'Basecamp' presents an electronic resource to enable sharing of data and experience within the partnership to provide a user voice on service design.
		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	Cllr Claire Bloomer	On Target	The Food Network has furthered work on Food Gleaning - that is the collect/redistribution of surplus or waste food. The network continues to work closely with the Council on cost of living campaigns working of the LIFT data - looking both at underclaimed benefits but also opportunities such as social tariffs on utilities.
					Joseph Walker		
	<b>Work with partners to ensure vital services cover the district, and offer support to our residents if crises hit</b>	Continue to work with the NHS Integrated Locality Partnership to support youth mental health	Jan-24	Review January 2025	Cllr Claire Bloomer Joseph Walker	On Target	CDC continues to work through the ILP and its Children and Young People Subgroup, now aligned with the County's One Plan group to minimise overlap. This includes investment via the the ICB's Supporting Local Communities funding - this funding will support a range of activities, including better provision of support for young people's mental health in the North Cotswolds through Headspace.
		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 LIFT platform continues to provide a useful resource to target households in need. Two letters recently went out, to working age households and retired households, notifying local residents of opportunities to manage water and fuel bills. In two pilot areas, we will also work with partners to provide surgery sessions to help residents take advantage of these opportunities. Across the County there is a campaign to promote Healthy Start - locally LIFT will give this a boost by identifying the eligible cohort and targetting communications.
		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	On Target	The CCSP met in person in April, which was a great opportunity for new representatives to get to know each other and forge partner links which should support joint working going forward. Activity in quarter was limited, due to some staff constraints and changes across the county to neighbourhood policing. Through the summer, the council and other partners will be supporting the Police on Operation Shield - the local version of a national campaign around high street safety - by delivering a Strengthening Communities event in Cirencester of 7th August.
					Joseph Walker		
	<b>Keep residents safe, through awareness raising around domestic abuse and fraud</b>	Deliver Rural Domestic Abuse Champions programme in partnership with other rural Gloucestershire districts and Gloucestershire Domestic Abuse	Feb-24	Mar-25	Cllr Claire Bloomer Joseph Walker	Complete	The Rural Domestic Violence Awareness Programme funding ran until June 2025 so the project has concluded. GDASS is looking for continuation funding, but continues to offer support and training across the County.
		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	Complete	The Rural Domestic Violence Awareness Programme funding ran until June 2025, so the project has concluded. However officers in key services will continue to be trained on DA where they are likely to come into contact with possible victims of DA.
		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	Complete	Safer Streets funding has concluded. Moving forward, the Cotswold Community Safety Partnership will work with the OPPCC and partners to access available community safety funds
					Joseph Walker		

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	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. A project around youth enterprise and employment, led by Cirencester Chamber of Commerce, is being supported in 2025-26 through UKSPF.
					Joseph Walker Paul James		
		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	Cllr Tristan Wilkinson	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. An additional year of funding for the project has been agreed for 2025-26 working directly with The Churn Project. Regular monitoring meetings are held and the project is performing in excess of its targets.
					Joseph Walker Paul James		
	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	Cllr Tristan Wilkinson	On Target	14 projects were allocated funding by the REPF grant scheme for village halls in 2023-24 and 2024-25 and all are now completed. A number of other village halls will be receiving funding for similar projects from UKSPF/REPF in 2025-26.
					Joseph Walker Paul James		
	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	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		
	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	Cllr Tristan Wilkinson	Complete	Completed
					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 was received in April 2024. Officers and representatives from the RAU and its advisers continue to meet in order to resolve outstanding issues including comments from consultees, particularly highways. It is hoped the application will be able to be determined in the next couple of months.
					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. Thought is now going to what will happen
					Joseph Walker Paul James		