

# Council Plan Review

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Public Consultation



# ENVIRONMENT, CLIMATE & NATURE

This section sets out how we will work towards making Stroud District net zero and nature friendly, with a sustainable economy and communities that are well prepared for the impacts of a changing climate.

## AIM 1: TACKLE THE CLIMATE AND ECOLOGICAL EMERGENCY

Objective	Actions
1A. Lead the transition to net zero carbon emissions and nature's recovery in the district	<ol style="list-style-type: none"> <li>1. Revise and implement the Climate and Nature strategy and action plan, to include new policy and legislation, review targets, build in greater <u>adaptation</u> and ensure the strategy is aligned with the Council Plan</li> <li>2. Develop and implement a climate and nature decision-making tool for use across the council</li> <li>3. Develop <u>carbon accounting</u> to measure and reduce carbon emissions, including Scope 3 emissions generated by the goods and services procured for SDC operation</li> </ol>
1B. Ensure the district is prepared for the changes expected from climate change	<ol style="list-style-type: none"> <li>1. Establish an Adaptation Plan for the district, using the results of the Gloucestershire wide climate risk and vulnerability assessment</li> <li>2. Apply for funding in 2026 to retrofit <u>blue/green infrastructure</u> to reduce impacts of surface water flooding and heat</li> <li>3. Continue Natural Flood Management in the catchment of the River Frome and apply for funding to continue and extend to all catchments in the district identified as high priority (revised EC2.2)</li> <li>4. Develop a flood prevention and response framework that promotes community resilience</li> </ol>
1C. Enable the development of regenerative farming and land management	<ol style="list-style-type: none"> <li>1. Work with organisations including Gloucestershire Food and Farming Partnership to further promote <u>regenerative farming</u> and localised fruit and vegetable growing to increase resilience of food supply in ways that help mitigate and adapt to climate change</li> <li>2. Engage with new tree initiatives in the district, including the new National Forest bid (revised EC2.3)</li> <li>3. Prioritise the Detailed Assessment of the 1,700 potentially contaminated land sites in the district and identify the resource that would be required to facilitate remediation</li> </ol>

# ENVIRONMENT, CLIMATE & NATURE

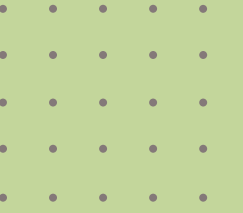


## AIM 2: PROTECT AND ENHANCE OUR ENVIRONMENT

Objective	Actions
2A. Build the district's <u>Nature Recovery Network</u>	<ol style="list-style-type: none"><li>1. Work closely with Local Nature Partnership and Severn Vale Catchment Partnership in the delivery of the Gloucestershire Local Nature Recovery Strategy and the Wilder Frome Strategy (revised EC2.1)</li><li>2. Lead on community engagement and education programmes to enable residents to facilitate the delivery of our ambition for nature recovery and wilder habitat creation (revised EC2.4)</li><li>3. Support organisations such as Gloucestershire Wildlife Trust to investigate the socio-economic, ecological and adaptation benefits and impacts of wild beaver release and reintroduction of other species if Government policy changes allow.</li></ol>
2B. Ensure Council-managed open spaces are increasing in <u>biodiversity</u> and contributing effectively to nature's recovery	<ol style="list-style-type: none"><li>1. Review herbicide use across all council activities and explore the use of non-chemical-based weed control, whilst also meeting the needs of each area</li><li>2. Create and implement biodiversity and land management plans for Selsley Common and Stratford Park (development of EC1.5)</li><li>3. Secure long term land management for biodiversity and nature recovery gain, to maximise nature recovery potential within the district and explore the use of climate and nature bonds in achieving this</li></ol>
2C. Reduce the impact of transport on the environment, by working in partnership and leading by example	<ol style="list-style-type: none"><li>1. Work with the County Council and Parish Councils to progress additional walking and cycling projects and promote the <u>Cycling Mayor</u> (development of EC4.1 and EC4.2)</li><li>2. Increase the proportion of Council and partner fleet vehicles powered by zero or low carbon technologies (EC6.3)</li><li>3. Develop an air quality improvement approach to help reduce pollution across the district and deliver the council's duties in respect of the Environment Act 2021</li></ol>



# ENVIRONMENT, CLIMATE & NATURE



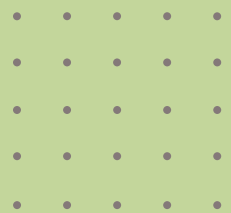
## AIM 3: ACHIEVE A SUSTAINABLE CIRCULAR ECONOMY

Objective	Actions
3A. Reduce the quantity of resources discarded as waste and minimise its environmental impact (EC5.1)	<ol style="list-style-type: none"><li>1. Continue to increase recycling rates across the district (EC5.4)</li><li>2. Support the phasing out of single use materials in the district (EC5.3)</li><li>3. Encourage and support reduce, reuse and repair initiatives in the district</li><li>4. Work with our partner Ubico to identify joint opportunities for carbon reduction projects in household collection and management of public spaces (EC4.3)</li></ol>
3B. Reduce the amount of litter and fly tipped waste across the district	<ol style="list-style-type: none"><li>1. Gather baseline data on fly tipping across the district, and explore initiatives to reduce fly tipping including the potential for free or lower cost bulky waste collection</li><li>2. Develop and implement a Litter prevention action plan to tackle littering and fly-tipping</li></ol>

3 AIMS

8 OBJECTIVES

24 ACTIONS



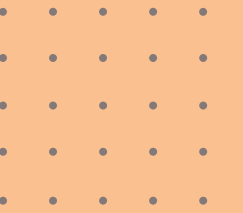
# LOCAL ECONOMY

Partnership working is key to building a more sustainable and inclusive local economy, and whether the Council is leading or supporting regeneration projects, investment bids, training opportunities, or strategic plans, our focus will be on meeting the needs of local communities, businesses and residents, and working to secure the infrastructure that will enable our future net zero economy.

## AIM 1: CREATE A PEOPLE-CENTRED ECONOMY

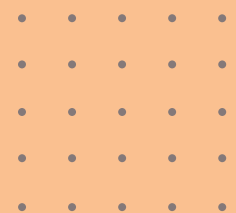
Objective	Actions
1A. Continue to build a more sustainable and inclusive local economy	<ol style="list-style-type: none"> <li>1. Support a thriving and resilient climate conscious economy for businesses, communities and visitors by reviewing and updating the Economic Development and Tourism Strategy and implementing the associated action plan (revised action ER1.1a)</li> <li>2. Explore and bring forward further initiatives to promote the vitality of our High Streets and Market Towns</li> <li>3. Work with partners to support the development of skills and training for all ages, including the unemployed, young people and apprentices, and across key sectors including the low carbon and regenerative agriculture sectors and visitor economy (ER4.4)</li> <li>4. Work with education partners and businesses to help people of all ages to settle in the District and achieve their career aspirations with support, career guidance, job opportunities and housing that is affordable</li> </ol>
1B. Support <u>community wealth building</u> and community ownership	<ol style="list-style-type: none"> <li>1. Develop a policy outlining the council's approach to supporting communities wishing to take ownership of local assets e.g. pubs and green spaces</li> <li>2. Deliver recommendations on community wealth building and explore options for county-wide engagement and action</li> <li>3. Promote initiatives which improve skills, celebrate diversity in the workplace and offer equal access to well paid jobs, voluntary sector opportunities, and wider opportunities for everyone (CW5.3)</li> </ol>
1C. Support community and locally led <u>renewable energy</u> initiatives to accelerate the transition to a net zero district	<ol style="list-style-type: none"> <li>1. Use Stroud District Council property and estate to generate renewable energy to reduce the council's emissions and provide guidance to town and parish councils who are trying to do the same</li> <li>2. Provide support to developers of community energy schemes in the district to apply for funding and seek consent for their schemes</li> <li>3. Research and report on the use of climate bonds and other funding mechanisms to finance council climate projects</li> </ol>

# LOCAL ECONOMY



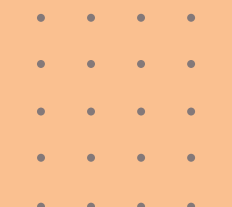
## AIM 2: DEVELOP THE DISTRICT AS THE NATURAL PLACE FOR BUSINESS

Objective	Actions
2A. A flag bearer for climate conscious start-ups and existing businesses	<ol style="list-style-type: none"> <li>1. Support a thriving and resilient climate conscious economy by reviewing and updating the <u>Natural Place prospectus</u> that celebrates sustainable businesses and promotes high environmental business practices and supply chains</li> <li>2. Actively engage with the business community, Gloucestershire County Council, other partners and service providers to access government and external funding to unlock economic investment and prosperity in the District</li> <li>3. Support high street and other businesses to increase their digital and virtual visibility (ER1.2)</li> </ol>
2B. Promote Stroud district as a sustainable tourism and visitor destination	<ol style="list-style-type: none"> <li>1. Work with partners to promote and support sustainable events and activities for residents and visitors across the district</li> <li>2. Undertake an audit of public facilities and toilet provision across the district to inform whether destinations in the district have appropriate and accessible facilities and make recommendations for potential improvements</li> <li>3. Promote the district's waterways to residents and visitors, by delivering physical enhancements and stronger links with our communities, aligned with biodiversity and heritage objectives (ER3.2a)</li> <li>4. Secure a sustainable future for Woodchester Mansion and the park within it sits, enabling more people to access and enjoy this cultural and natural heritage</li> </ol>
2C. Increase connectivity and mobility innovation across the district	<ol style="list-style-type: none"> <li>1. Support a shift towards active modes of travel by working with the County Council, town and parish councils to increase use of an enhanced strategic and local walking and cycling network (EC4.1)</li> <li>2. Encourage the expansion and improvement of public transport, sustainable transport access to local centres and links to walking and cycling routes, including supporting the case for improved public transport in line with the countywide UK:100 pledge (development of EC4.2)</li> <li>3. Working with partners, expand the network of Electric Vehicle charging points and increase support for low carbon transport (EC4.3)</li> </ol>





# LOCAL ECONOMY



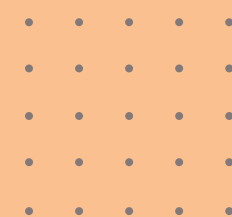
## AIM 3: DEVELOP THE DISTRICT'S INFRASTRUCTURE

Objective	Actions
<p>3A. Deliver the council's strategic infrastructure projects to maximise benefits for current and future generations</p>	<ol style="list-style-type: none"> <li>1. Develop Brimscombe Port as a key strategic site to support a thriving community, in line with project milestones which include delivering infrastructure works (ER2.1)</li> <li>2. Deliver Phase 1b of the Cotswold Canals Connected project, through the environment, community and engineering programmes, in line with National Lottery Heritage Fund requirements (development of ER2.2)</li> <li>3. Leverage <u>Community Infrastructure Levy (CIL)</u> and <u>S106 funds</u> to aid the timely delivery of community infrastructure to support sustainable communities</li> </ol>
<p>3B. Support the delivery of key regeneration sites across the district by enabling and influencing significant infrastructure projects and investments</p>	<ol style="list-style-type: none"> <li>1. Progress 'hard to develop' brownfield sites across the district, while preserving and enhancing biodiversity (ER2.3)</li> <li>2. Work with rail industry and other partners to develop and deliver a Stroud Station Quarter regeneration project, to include the creation of new homes, economic opportunities and improvement of the public realm</li> <li>3. Work with partners including Western Gateway to promote the development of Severn Edge (Berkeley and Oldbury sites) to be a green energy hub, at the forefront of a low carbon and renewable energy revolution, to provide high quality jobs and skills opportunities for our local communities</li> </ol>
<p>3C. Promote sustainable development by balancing new housing, transport and employment requirements with the necessary infrastructure and environmental protection for the district</p>	<ol style="list-style-type: none"> <li>1. Progress the draft <u>Local Plan</u> through public examination and secure its adoption (ER5.1)</li> <li>2. Commence development of a new Local Plan and local planning framework, in line with the revised policy, guidance and regulations</li> <li>3. Actively encourage utility providers, such as water companies and National Grid, to ensure upgrades address local needs and support the deployment of renewable energy</li> <li>4. Promote investment in national infrastructure in the district to secure long-term prosperity and help to meet current and future generations' housing and economic needs</li> </ol>

3 AIMS

9 OBJECTIVES

30 ACTIONS



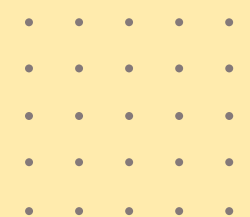
# COMMUNITIES & WELLBEING



The health and wellbeing of people in our communities is a key priority, and the Council will work to reduce health inequalities, to support our district's network of community hubs, to enhance leisure services, cultural opportunities and work with young people, and to champion equality, diversity, inclusion and equity in all that we do.

## AIM 1: SUPPORT HEALTHIER COMMUNITIES

Objective	Actions
1A. Reduce health inequalities in the district through a strategic and evidence-led approach	<ol style="list-style-type: none"> <li>Using data to identify need, develop and implement a Health Inequalities Strategy and Action Plan that sets out how we will work with partners to address specific areas of health inequality in the district and reduce inequalities that result from socio-economic disadvantage</li> <li>Work with partners to improve <u>food resilience</u>, access and equity (revised CW1.5)</li> <li>Support healthy ageing by working in partnership with the <u>Integrated Locality Partnership</u> to create interventions, and develop the Careline delivery model</li> </ol>
1B. Develop the provision of accessible and high-quality leisure services across the district	<ol style="list-style-type: none"> <li>Produce a Leisure Services Development Plan that considers the findings of the Leisure and Wellbeing Strategy and includes health and wellbeing programme development across the district</li> <li>Explore opportunities for new services</li> <li>Secure capital investment for Active Lifestyles Stroud, Active Lifestyles Dursley and Stroud Lido, and explore future developments</li> </ol>
1C. Promote and encourage healthy and active lifestyles	<ol style="list-style-type: none"> <li>Develop a long-term Play Strategy and investment plan to support the development and repurposing of play areas where the need is greatest (development of CW4.2)</li> <li>Support sports clubs with funding applications to improve their playing pitches and facilities</li> <li>Increase physical activity and sports participation through the Healthy Lifestyles Scheme in partnership with the Gloucestershire We Can Move Programme (CW4.3)</li> </ol>



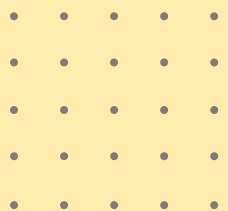


# COMMUNITIES & WELLBEING

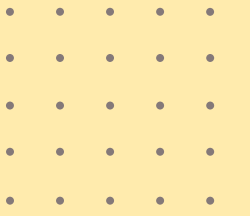


## AIM 2: EMPOWER COMMUNITIES

Objective	Actions
2A. Support the development of stronger communities	<ol style="list-style-type: none"><li>1. Support the developing network of community hubs to help build stronger communities (revised CW1.1)</li><li>2. Coproduce a partnership delivery plan to ensure residents and communities are supported with and prepared for economic change</li><li>3. Support residents with community initiatives such as through the crowdfunding platform</li></ol>
2B. Support residents, communities and visitors throughout the district to be and feel safe	<ol style="list-style-type: none"><li>1. Develop a Community Safety Plan which aligns with the Community Safety Partnership, Safer Gloucestershire, OPCC and the Home Office</li><li>2. Reduce the impacts and causes of anti-social behaviour in the district (CW1.4)</li><li>3. Work to make the district free of the intimidation and harassment of women and girls through partnership working, providing a clear process for how incidents should be reported and responded to and working with partners to provide briefing and education resources.</li></ol>
2C. Ensure the district is a place where children and young people are happy, healthy, safe, empowered and ready for the future	<ol style="list-style-type: none"><li>1. In partnership, develop a Youth Strategy that sets out how young people can be happy, safe and empowered, and ready for the future</li><li>2. Deliver effective and genuine participation of young people in the work of the council</li><li>3. Develop health strategies and interventions as part of the Integrated Locality Partnership's Children and Young People workstream</li></ol>



# COMMUNITIES & WELLBEING



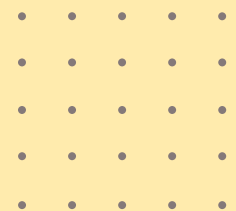
## AIM 3: DEVELOP INCLUSIVE COMMUNITIES

Objective	Actions
3A. Bring and keep communities together through supporting strong cultural opportunities that showcase the district as a welcoming, distinctive and attractive place	<ol style="list-style-type: none"><li>1. Implement the <u>Culture</u> Strategy to help break down barriers to culture and provide <u>equitable access</u> across the district (development of CW4.5)</li><li>2. Work to maintain and improve the Museum in the Park by commissioning and completing an options appraisal for museum storage and the redesign or redisplay of artefacts</li></ol>
3B. Champion equality, diversity, inclusion and equity in all that we do	<ol style="list-style-type: none"><li>1. Deliver our annual Equality, Diversity, Inclusion and Equity Action Plan</li><li>2. Provide appropriate support for groups such as carers, care leavers and former members of the armed forces, who may experience barriers to achieving a good quality of life</li><li>3. Promote initiatives which improve skills, celebrate diversity in the workplace and offer equal access to well paid jobs and economic opportunities for everyone (CW5.3)</li></ol>

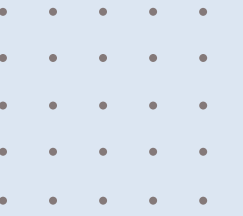
3 AIMS

8 OBJECTIVES

23 ACTIONS



# HOUSING



Good quality housing plays a vital role in ensuring our lives are lived well, and this priority outlines how the Council will play a full role in ensuring that the quality and quantity of homes in our district is enhanced, and that in the Council's role as a landlord our housing stock is good quality, energy efficient, safe, and fit for purpose.

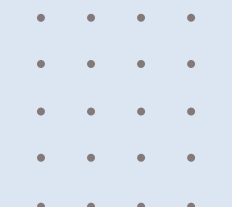
## AIM 1: DELIVER ADDITIONAL AFFORDABLE HOMES

Objective	Actions
1A. Deliver affordable homes through our own new homes programme	<ol style="list-style-type: none"><li>1. Complete the 96 properties identified in our New Build Programme (development of CW2.1b)</li><li>2. Further increase our own affordable homes by identifying opportunities, including new sites and buy-backs, and maximising sources of finance</li></ol>
1B. Encourage delivery of new affordable homes by partners	<ol style="list-style-type: none"><li>1. Ensure planning policy fully supports the provision of <u>affordable homes</u> and that developers deliver in line with planning policy (development of CW2.1a)</li><li>2. Work with partners including housing associations and community-led housing groups to increase the delivery of affordable homes (development of CW2.1a)</li><li>3. Improve the sustainability of rural communities by utilising rural exception sites where appropriate</li></ol>





# HOUSING

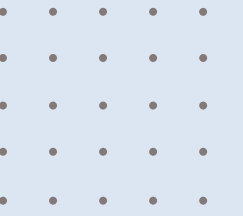


## AIM 2: IMPROVE THE QUALITY OF HOMES IN STROUD DISTRICT

Objective	Actions
2A. Support residents living in privately owned and rented accommodation to live in safe, sustainable and good quality homes	<ol style="list-style-type: none"> <li>1. Encourage landlords to improve their housing stock</li> <li>2. Build on Gloucestershire Warm and Well work to maximise its impact</li> <li>3. Implement regulatory and policy changes as they arise to improve private sector housing standards</li> <li>4. Explore opportunities to support private sector landlords to provide good quality rented accommodation</li> </ol>
2B. Develop partnerships, provide advice and support local action to make homes in the district more sustainable	<ol style="list-style-type: none"> <li>1. Support households that are able and willing to pay to retrofit properties with energy efficiency and renewable energy measures (development of EC3.3)</li> <li>2. Continue work on Minimum Energy Efficiency Standards for private rental properties</li> <li>3. Invest in Council homes to realise <u>optimum emissions reductions</u> and achieve an average rating of EPC-C or above (EC3.1)</li> <li>4. Produce guidance and work with developers to enable all new buildings to achieve a net zero carbon standard (EC3.5a)</li> </ol>
2C. Provide good quality, safe and fit for purpose council homes, ensuring tenants can live well	<ol style="list-style-type: none"> <li>1. Invest, maintain and repair our council homes to ensure they are safe, good quality, and fit for purpose places where tenants can live well (development of CW2.2)</li> <li>2. Ensure our council homes and services meet new legislative and regulatory compliance standards (CW2.7)</li> <li>3. Improve levels of tenant engagement to ensure structured and consistent mechanisms for tenants to be involved in decision making affecting their homes and the places they live (development of CW2.4)</li> <li>4. Protect those most vulnerable to rising housing costs by maximising access to housing advice and support</li> <li>5. Increase the provision of high quality, fit for purpose Independent Living Provision in line with the 2023-2027 Independent Living Strategy (CW2.5a)</li> </ol>



# HOUSING



## AIM 3: INCREASE THE AVAILABILITY OF HOUSING IN THE DISTRICT

Objective	Actions
3A. Initiate and support innovative housing solutions in the district that are responsive to different needs	<ol style="list-style-type: none"><li>1. Work with partners to support people to live independently in their own homes and in communities (development of CW5.5)</li><li>2. Investigate opportunities to support the private sector to increase the efficiency of housing occupation</li></ol>
3B. Prioritise the prevention of homelessness and provide support for migrant households	<ol style="list-style-type: none"><li>1. Invest in specialist support, including working with partners to develop specialist housing and support (CW2.3)</li><li>2. Deliver the Temporary Accommodation Strategy</li><li>3. Coordinate support services for migrants arriving in the district and link to other statutory and voluntary services to support the health and wellbeing of migrant households (CW2.6)</li></ol>
3C. Explore the delivery of more accessible homes	<ol style="list-style-type: none"><li>1. Develop and maintain an Accessible Housing Register to enable disabled homeseekers to make informed choices about their housing, and more accurately identify properties that would meet their access needs</li><li>2. Review data and need for accessible homes to consider building to increased accessibility standards</li><li>3. Make best use of council housing stock including reviewing and refreshing the Downsizing Policy</li></ol>

3 AIMS

8 OBJECTIVES

26 ACTIONS



# WORKING FOR OUR COMMUNITIES

We are always looking for ways to improve Council services and this priority sets out how we will achieve this through fuller community engagement, ensuring our finances remain strong, and continuing to invest in our workforce and technology.

## AIM 1: IMPROVE CUSTOMER EXPERIENCE

Objective	Actions
1A. Engage more effectively with our communities, residents, businesses and stakeholders	<ol style="list-style-type: none"> <li>1. Develop a Communications Strategy to ensure external and internal communications are co-ordinated and consistent</li> <li>2. Implement and embed the <u>Community Engagement Principles</u> across the organisation</li> <li>3. Improve collaboration and engagement with Town and Parish Councils and further develop and embed the Town and Parish Charter</li> <li>4. Develop a Consultation Strategy to ensure that any consultation we do is clear, consistent and co-ordinated and learning and data is shared</li> </ol>
1B. Improve customer access and experience	<ol style="list-style-type: none"> <li>1. Embed a more consistent customer experience through deliver of the Customer Contact Strategy</li> <li>2. Undertake a review of the council's main website to ensure that information is accessible and relevant</li> <li>3. Increase the number of services available online, whilst maintaining face-to-face and telephone contact channels for those who need it most</li> </ol>
1C. Report on feedback and performance against actions taken to improve the customer experience	<ol style="list-style-type: none"> <li>1. Regularly promote '<u>Our Service Standards</u>' outlining service and response expectations and publish performance and compliance against the Standards</li> <li>2. Embed customer feedback mechanisms across all high demand service areas to drive continuous service improvement, improving customer experience</li> <li>3. Monitor and report on <u>channel shift</u> to understand contact demand and ensure our contact methods meet residents needs</li> </ol>

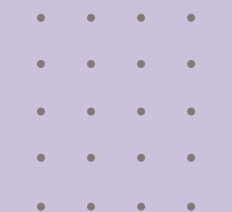


# WORKING FOR OUR COMMUNITIES

## AIM 2: DELIVER EFFICIENT SERVICES

Objective	Actions
2A. Maintain our financial resilience to support key services and the realisation of Council priorities	<ol style="list-style-type: none"><li>1. Ensure the Housing Revenue Account (HRA) remains solvent</li><li>2. Work to automate manual processes to increase productivity and make our services more efficient</li><li>3. Maximise commercial opportunities by undertaking a review of our fees and charges</li></ol>
2B. Maintain robust and resilient ICT infrastructure to protect the integrity of our data and digital systems	<ol style="list-style-type: none"><li>1. Continually improve our <u>cyber resilience</u> to reduce the risk of service interruption and/or data exfiltration</li><li>2. Ensure our ICT infrastructure is resilient and supported to enable service delivery</li><li>3. Develop a Digital Strategy to set out our ambitions and focus innovation activity on how we can transform the way we work</li></ol>
2C. Proactively use data and insight to inform decision-making and ensure equality and social value is embedded in the way we work	<ol style="list-style-type: none"><li>1. Develop and implement a Data and Intelligence Strategy to inform decision making, improve efficiency and manage demand more effectively</li><li>2. Introduce a toolkit to measure social value across procurement and projects that works with a climate and nature decision making-tool</li><li>3. Enhance the approach to the completion of <u>Equality Impact Assessments</u> to ensure engagement and consultation takes place at an early stage to inform decision making</li></ol>

# WORKING FOR OUR COMMUNITIES



## AIM 3: MAINTAIN A SUPPORTED & MOTIVATED WORKFORCE

Objective	Actions
3A. Ensure we are an Employer of Choice to enable us to attract, retain and grow talent	<ol style="list-style-type: none"> <li>1. Develop a plan for the Workforce to support talent management and succession planning</li> <li>2. Undertake a review of HR Policies to ensure they are up to date and meet the needs of the organisation</li> <li>3. Increase learning and development opportunities including skills development, training and career progression opportunities to ensure a skilled and resilient workforce</li> </ol>
3B. Maintain a productive and supported workforce	<ol style="list-style-type: none"> <li>1. Promote employee wellbeing initiatives and the Employee Assistance Programme</li> <li>2. Complete the annual Staff Survey and deliver the Staff Survey Action Plan</li> <li>3. Encourage diversity and champion equality within our workplace and support the Staff Network Groups</li> <li>4. Conduct a <u>sustainability audit</u> of work practices</li> </ol>
3C. Enhance reporting of key HR Metrics to set targets and improve diversity	<ol style="list-style-type: none"> <li>1. Embed the GPS (Grow, Perform, Succeed) Individual Performance Management approach and report on compliance</li> <li>2. Benchmark and report on how the organisation is performing on key HR metrics</li> <li>3. Improve equality monitoring in relation to the composition of our workforce, recruitment, development and retention of employees and identify areas for improvement</li> </ol>

3 AIMS

9 OBJECTIVES

29 ACTIONS

