



# Public Document Pack STROUD DISTRICT COUNCIL

Council Offices • Ebley Mill • Ebley Wharf • Stroud • GL5 4UB  
Telephone 01453 766321  
www.stroud.gov.uk Email: democratic.services@stroud.gov.uk

10 March 2021

To all Members of Stroud District Council

You are hereby summoned to attend a remote meeting of **STROUD DISTRICT COUNCIL** on **THURSDAY, 18 MARCH 2021** at **7.00 pm.**

Kathy O'Leary  
Chief Executive

This is a remote meeting in accordance with the Local Authorities and Police and Crime Panels (Coronavirus) (Flexibility of Local Authority and Police and Crime Panel Meetings) (England and Wales) Regulations 2020.

### **Venue**

This meeting will be conducted using Zoom and a separate invitation with the link to access the meeting will be sent to Members, relevant officers and members of the public who have submitted a question.

### **Public Access**

Members of the public, who have not submitted a question, are invited to access the meeting streamed live via Stroud District Council's [YouTube channel](#).

### **Recording of Proceedings**

A recording of the meeting will be published onto the Council's website ([www.stroud.gov.uk](http://www.stroud.gov.uk)). The whole of the meeting will be recorded except where there are confidential or exempt items, which may need to be considered in the absence of press and public.

## **AGENDA**

- 1 **APOLOGIES**  
To receive apologies for absence.
- 2 **DECLARATION OF INTERESTS**  
To receive declarations of interest.
- 3 **MINUTES (Pages 5 - 14)**  
To approve the minutes of the Council's meeting held on 25 February 2021.
- 4 **ANNOUNCEMENTS**  
To receive announcements from the Chair of Council.

- 5 **PUBLIC QUESTION TIME**  
The Chairs of Committees will answer questions from members of the public submitted in accordance with the Council's procedures.

**DEADLINE FOR RECEIPT OF QUESTIONS  
Noon on Monday, 15 March 2021**

Questions must be submitted to the Chief Executive, Democratic Services,  
Ebley Mill, Ebley Wharf, Stroud and can be sent by email to  
Democratic.services@stroud.gov.uk

- 6 **CIVIC TIMETABLE 2021/22 (Pages 15 - 16)**  
To agree a timetable for the civic year 2021/22.
- 7 **PROPOSED PROTOTYPE FUSION POWER PLANT AND ASSOCIATED INNOVATION AND BUSINESS OPPORTUNITIES AT BERKELEY AND OLDBURY (Pages 17 - 22)**  
To seek endorsement of a bid nominating the former nuclear energy production and new build sites at Berkeley and Oldbury to host a world first fusion power plant and associated innovation centre and business park, as part of the UK Atomic Energy Authority's 'STEP' (Spherical Tokamak for Energy Production) programme.
- 8 **DRAFT EQUALITY, DIVERSITY AND INCLUSION POLICY AND EQUALITY OBJECTIVES 2021 - 25 (Pages 23 - 66)**  
To approve the Draft Equality, Diversity and Inclusion Policy and Equality Objectives for the period 2021 – 2025 for public consultation.
- 9 **STROUD DISTRICT 2030 STRATEGY – LIMITING, ADAPTING, RECOVERING AND RESPONDING IN A CHANGING CLIMATE (Pages 67 - 156)**  
To present the 2030 Strategy and Master Plan for adoption.
- 10 **MEMBER QUESTIONS**  
See Agenda Item 5 for deadline for submission.



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## COUNCIL MEETING

25 February 2021

7.00 pm – 9.42 pm

Remote Meeting

### Minutes

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#### Membership

<b>Gary Powell (Chair)</b>	P	Lindsey Green	P	Nigel Prenter	P
<b>Steve Robinson (Vice-Chair)</b>	P	Trevor Hall	P	Skeena Rathor	P
Martin Baxendale	P	Nick Hurst	P	Sue Reed	P
Dorcas Binns	P	George James	P	Mark Reeves	A
Catherine Braun	P	Julie Job	P	Mattie Ross	P
Chris Brine	P	Haydn Jones	P	Tom Skinner	A
Miranda Clifton	P	John Jones	P	Nigel Studdert-Kennedy	P
Nigel Cooper	P	Norman Kay	P	Haydn Sutton	P
Doina Cornell	P	Darren Loftus	A	Brian Tipper	P
Gordon Craig	P	Stephen Lydon	P	Jessica Tomblin	P
Rachel Curley	P	John Marjoram	A	Chas Townley	P
Stephen Davies	P	Karen McKeown	P	Ken Tucker	P
Paul Denney	P	Jenny Miles	P	Martin Whiteside	P
Jim Dewey	P	Dave Mossman	A	Tim Williams	P
Jonathan Edmunds	P	Gill Oxley	P	Tom Williams	P
Chas Fellows	P	Keith Pearson	A	Debbie Young	A
Colin Fryer	P	Simon Pickering	P		

P = Present A = Absent

#### Officers in Attendance

Chief Executive  
 Strategic Director of Place  
 Strategic Director of Change & Transformation  
 Strategic Director of Resources  
 Strategic Director of Communities

Monitoring Officer  
 Corporate Policy & Governance Manager  
 Accountancy Manager  
 Senior Democratic Services & Elections Officer

#### Others in Attendance

Graham Russell, Chair of the Independent  
 Remuneration Panel

#### CL.043

#### APOLOGIES

Apologies for absence were received from Councillors Loftus, Marjoram, Mossman, Pearson, Reeves, Skinner and Young.

**CL.044**                    **DECLARATIONS OF INTEREST**

There were none.

**CL.045**                    **MINUTES**

**RESOLVED**            **That the minutes of the meeting held on 17 December 2020 are approved as a correct record.**

**CL.046**                    **ANNOUNCEMENTS**

The Chair announced that the council leader and himself had recently met with Tom Scholes-Fogg, a serving police officer who was canvassing to erect a cenotaph in memory of those in the emergency services who had lost their lives serving the communities. They had raised over £100,000 so far but needed to find £1million.

**CL.047**                    **INTERIM REPORT OF THE INDEPENDENT REMUNERATION PANEL (MEMBERS' ALLOWANCES) TO STROUD DISTRICT COUNCIL**

Councillor Tucker introduced the report which set out the recommendations from the Independent Remuneration Panel (IRP) to increase the the ICT allowance in order for Members to purchase and claim for specific items of equipment they may need. Councillor Tucker outlined the findings and work of the cross-party Members ICT Working Group which reviewed alternative communication software options, the provision of hardware and the ICT allowance.

Graham Russell, Chair of the IRP, advised that the full review had been deferred because of the pandemic but they had spoken to a number of Councillors and the recommendations they had put forward to Council were evidence based. One of the driving forces of the IRP was to identify the implications and barriers to being a Councillor and to ensure recommendations do not create further barriers for people looking to stand as a Councillor. The recommendation of the IRP would allow an increased IT Allowance or Members could opt to receive a Stroud District Council managed device as laid out in paragraphs 2.5 to 2.7.

Proposed by Councillor Tucker and seconded by Councillor Pearson

Councillor James asked what security provisions would be in place should a Councillor choose to use their own device. The Monitoring Officer advised that an answer would be provided for Councillor James outside of the meeting.

Councillor Hurst asked whether this recommendation was retrospective and would cover previous purchases due to the delay of the elections. The Strategic Director of Resources advised that he would speak to Councillor Hurst outside of the meeting as some Councillors have been reimbursed for certain purchases.

Councillor Braun thanked all of the Councillors and officers who had taken part in this work.

Councillor Whiteside stated that Members should be mindful to reduce their costs to their public sector however this would allow those who need to access funding for IT equipment to do so and therefore limit barriers to becoming a Councillor.

Councillor Ross advised that it was important that anyone who became a Councillor could access the IT equipment they would need.

Councillor Davies stated that he was glad that we were implementing an allowance that would allow Councillors access to IT equipment and make the role more accessible.

On being put to the vote, the Motion was carried unanimously.

- RESOLVED** To consider the Interim report of the IRP and determine whether to accept the recommendations as follows:
- a. the ICT allowance be set at a maximum of £702 per member, for those members opting not to receive a Council-managed device, with effect from May, 2021;
  - b. the allowance be based on the indicative values at para 13 relating to the purchase of a device and ancillary equipment;
  - c. those members who opt to receive a Council – managed device instead of the ICT allowance, be entitled to claim for approved ancillary equipment, up to the maximum of £177;
  - d. The Strategic Director of Resources be delegated authority to agree variations in the allocation of the allowance at his discretion to meet any special requirements of councillors; and
  - e. the Panel keeps this matter under review, as part of each fundamental review of the Members’ Allowances Scheme.

**CL.048                      RECOMMENDATIONS FROM OTHER COMMITTEES**

Recommendation from Audit and Standards Committee

- a. Treasury Management Strategy, Annual Investment Strategy and Minimum Revenue Provision Policy Statement 2021/22

Councillor Studdert-Kennedy, the Chair of Audit and Standards Committee, introduced the above report and drew the Members attention to paragraph 1.4 and advised that the report laid out the spending plans and limits, funding required to carry them out and the limits on investing funds not immediately required. Councillor Studdert-Kennedy also acknowledged the estimated internal borrowing position of £19.117m in paragraph 3.6.

Proposed by Councillor Studdert-Kennedy and seconded by Councillor Tom Williams

Councillor Lydon gave his thanks to the Audit Committee for the key role that it played and asked Councillor Studdert-Kennedy to provide assurance that Stroud District Council was not following in other local authority’s footsteps who had gone bankrupt. Councillor Studdert-Kennedy advised that the Council in relative terms was in a very strong financial position and has been very well managed over a number of years.

On being put to the vote, the Motion was carried unanimously.

- RESOLVED**
1. To adopt the prudential indicators and limits for 2021/22 to 2023/24;
  2. to approve the Treasury Management Strategy 2021/22, and the treasury prudential indicators;
  3. to approve the Investment Strategy 2021/22, and the detailed criteria for specified and non-specified investments; and
  4. to approve the MRP Statement 2021/22

Recommendation from Strategy and Resources Committeebi. The Fair Pay and Senior Pay Policy Statement 2020/21

Councillor Cornell advised that the council is required to have a pay policy statement for each financial year which must address the councils' policy remuneration of chief officers and provide a definition and rate of pay of its lowest paid employees and make it clear the relationship of pay between the lowest and highest paid employees. Councillor Cornell advised that the ratio identified in paragraph 2.2 is 1:10 and that the government's view is that the ratio in the public sector should not exceed 1:20. It was also pointed out that the authority compared with other authorities in the County and that the ratio at Stroud was slightly higher as it included the apprentices pay whilst others did not. Councillor Cornell also advised that since the report was published for the Strategy and Resources Committee the treasury has evoked the £95,000 exit cap mentioned in paragraph 5.3.

Proposed by Councillor Cornell and seconded by Councillor Whiteside.

In the absence of questions and comments the motion was put to the vote and was carried with 39 votes for, 1 against and 1 abstention.

**RESOLVED That the statement is approved as recommended by Strategy and Resources Committee.**

bii. Council Tax Support Scheme

Councillor Cornell introduced the above report and advised that in 2019 the Strategy and Resources Committee had requested alternative schemes to be explored and modelling to be carried out. Due to the pandemic this work had not been carried out and it was not appropriate at this time to reduce the support provided. It was confirmed that alternative schemes will be considered for future years. Councillor Cornell thanked the Revenue and Benefits team for the work they had been doing in allocating funding.

Proposed by Councillor Cornell and seconded by Councillor Fryer

Councillor Lydon asked for information on other local authority's schemes. Councillor Cornell confirmed that Stroud District Council is the only council in Gloucestershire who is still continuing to provide the scheme as it is, other councils use a banding scheme to reduce the support based on certain criteria.

Councillor Davies agreed that it was not the right time to amend the scheme especially with the pandemic and he therefore would be supporting this.

On being put to the vote, the Motion was carried unanimously.

**RESOLVED That it adopts the current default scheme for 2021/22 keeping the scheme unchanged.**

biii. Stroud District Council Capital Strategy

Councillor Cornell advised that the capital strategy sets out the Council's principles on how the Capital Programme is put together, how Capital expenditure can be financed and how the Council approaches and manages the risks related to the Capital Programme. Councillor Cornell drew the Councils attention to the only significant change in this year's update which related to an

announcement from Government in November 2020 which stated that access to the Public Works Loans Board was prohibited for any local authority with plans in their three-year capital programme for purchase of assets for yield.

Proposed by Councillor Cornell and seconded by Councillor Pickering.

Councillor Pickering stated that it was important that the capital strategy was approved as it is an important aspect of local authority's. He also stated that it is important that any money borrowed is in line with our policies and that in the future we may have the ability if needed to borrow to invest in projects that advance our carbon neutral 2030 ambitions.

In accordance with the Council Standing Orders, a recorded vote was taken, the results of which are as follows:-

**FOR: 41 votes**

Councillors

Martin Baxendale	Colin Fryer	Gary Powell
Dorcas Binns	Lindsey Green	Nigel Prenter
Catherine Braun	Trevor Hall	Sue Reed
Chris Brine	Nick Hurst	Steve Robinson
Miranda Clifton	George James	Mattie Ross
Nigel Cooper	Julie Job	Nigel Studdert-Kennedy
Doina Cornell	Haydn Jones	Haydn Sutton
Gordon Craig	John Jones	Brian Tipper
Rachel Curley	Norman Kay	Chas Townley
Stephen Davies	Stephen Lydon	Ken Tucker
Paul Denney	Karen McKeown	Martin Whiteside
Jim Dewey	Jenny Miles	Tim Williams
Jonathan Edmunds	Gill Oxley	Tom Williams
Chas Fellows	Simon Pickering	

**AGAINST: 1 vote**

Councillors

Skeena Rathor

**ABSENTIONS: 0 votes**

**RESOLVED To approve the Capital Strategy as recommended by the Strategy and Resources Committee.**

biv. The General Fund Budget 2021/22, Capital Programme and Medium Term Financial Plan and Council Tax Charges

Councillor Cornell advised that the final settlement had now been agreed by government and therefore some certainty on funding could be provided for the coming year. The fair funding review had been delayed into 2022/23 and was expected to remove business rates growth which would be worth approximately £1.4million. Councillor Cornell confirmed the following points:

- The expected impact of the pandemic was £1.54m
- A small reduction in business rates had been budgeted for next year
- The New Homes Bonus funding had declined but less sharply than anticipated
- Appendix C laid out additions to the budget
- An increase of £5 a year on Council Tax was proposed for Band D properties

- In the MTFP an increase of 1% had been included for pay rises
- A small underspend was expected on the UBICO contract
- Funding had been allocated for one officer for the Kickstart programme however due to a change in timescales the application was not submitted, work is still ongoing to look at how the Council can be part of the scheme. This will be reviewed at Strategy and Resources Committee.

Councillor Cornell thanked all the Officers who were working under very difficult circumstances during this pandemic for being able to put together the budget.

Councillor Davies asked how much money was within the budget to address the climate emergency. Councillor Cornell advised that she did not have a total figure. However, items had been included across the budget such as the funding for the green homes grant for insulation, investment in water source heat pumps, investment in additional officers to enable retrofitting of properties, investment in cycling and the natural environment. She advised that over the years the Council had invested millions across the spectrum of climate issues.

Proposed by Councillor Cornell and seconded by Councillor Kay.

Councillor Davies thanked the Officers for putting the budget together under incredibly difficult circumstances, however stated that the budget was unambitious and therefore would be abstaining from the vote. He advised that the Council finances are in good shape and over the last 5 years nearly £3m had been put into reserves. He also stated that a larger amount should have been included to address climate change or alternatively an amount allocated to each committee to put towards tackling climate issues. Councillor Davies contended that all fees had been increased in line with inflation however we weren't doing enough to save money or avoid increasing fees for residents of the District.

Councillor Hurst advised that he would be abstaining, he stated that in Appendix C £60,000 had been included for a canal strategy which he claimed was too premature and an example of the work we should not be doing at this time in order to reduce the pressures on our rate payers.

Councillor Lydon and Hall stated their surprise at Councillor Davies comments regarding the budget being unambitious. Councillor Lydon stated that as a small District Council we do a lot of work and that it is important to have good reserves.

Councillor Kay advised that he was proud to be a Councillor at Stroud District Council as we still build houses and it remains one of the Councils key priorities as laid out in paragraph 5.10, he stated that it was a good budget and deserved everyone's support.

Councillor Rathor advised that not enough imagination had been used with the budget to ensure climate resilience and that Councillors should start thinking about how to reach out to communities to create citizen led power to help address the climate emergency.

Councillor Cornell commended the budget and advised that it contains the input of Members as it had been through Committee's. Attention was brought towards the work of the Council in particular the connections that were being built with community groups. Councillor Cornell also reminded members of the Carbon Neutral 2030 Strategy which would be coming to the next Council Meeting for discussion.

In accordance with the Council Standing Orders, a recorded vote was taken, the results of which are as follows:-



**FOR: 26 votes**

Councillors

Martin Baxendale  
Catherine Braun  
Chris Brine  
Miranda Clifton  
Doina Cornell  
Rachel Curley  
Paul Denney  
Jim Dewey  
Jonathan Edmunds  
Colin Fryer

Trevor Hall  
George James  
Norman Kay  
Stephen Lydon  
Karen McKeown  
Jenny Miles  
Simon Pickering  
Gary Powell  
Nigel Prenter  
Sue Reed

Steve Robinson  
Mattie Ross  
Chas Townley  
Ken Tucker  
Martin Whiteside  
Tom Williams

**AGAINST: 1 vote**

Councillors

Chas Fellows

**ABSENTIONS: 15 votes**

Councillors

Dorcas Binns  
Nigel Cooper  
Gordon Craig  
Stephen Davies  
Lindsey Green

Nick Hurst  
Julie Job  
Haydn Jones  
John Jones  
Gill Oxley

Skeena Rathor  
Nigel Studdert-Kennedy  
Haydn Sutton  
Brian Tipper  
Tim Williams

**RESOLVED**

- a. To approve the updated Medium-Term Financial Plan as set out in Appendices A-E
- b. to increase the council tax by £5 to £217.52 at Band D, an increase of less than 10p per week for the services provided by Stroud District Council;
- c. to note the uncertainty around the impact of changes to future local government funding
- d. to approve the Capital Programme, as set out in Appendix F
- e. to approve the planned changes to the reserves as set out in Section 4 of the report and Appendix G
- f. to approve the fees and charges policy and list of Council fees and charges as set out in Appendices H and I
- g. to approve the Council Tax Charges for the District as set out in Appendix J

bv. Housing Revenue Account (HRA) Estimates – Revised 2020/21 and Original 2021/22 and Housing Revenue Account (HRA) Medium Term Financial Plan 2020/21 – 2024/25

Councillor Ross presented the above report which had been to Housing Committee and was a recommendation from Strategy and Resources Committee. It was stated that the budget addresses the continuing needs of residents and that it was ambitious. They were working with partners across the county to secure funds so that the Council could be an exemplar organisation when it comes to innovation in the renewable and retrofit environment. In September 2021 a fully costed list of retrofit options would be presented to Committee.

Councillor Davies asked for confirmation of how much money was included in the budget to reduce the carbon impact of the councils housing stock. The Strategic Director of Resources advised that

the energy works would be coming back to Committee in September 2021 and had not yet been fully costed.

The Strategic Director of Resources brought Members attention to paragraph 14.3 which stated that the budget included £2.263m to improve the energy efficiency of dwellings. For the remainder of the retrofit project once the costed programme is in place Housing Committee could recommend to Council to amend the Capital Budget.

Councillor Lydon asked for clarification as to the work that had been carried out so far to improve properties in terms of carbon impact. Councillor Ross advised that works had been ongoing for many years including installing double glazing, PV Panels, air source heat pumps and insulation etc.

Councillor Townley advised that there is a lot of pro-active work going on in terms of retrofitting and asked whether the budget report could include a list of planned capital works and major repair works to show the practical improvements being carried out on tenants' homes. Councillor Ross confirmed that this was a good suggestion and would be fed back.

Councillor Studdert-Kennedy questioned what financial saving had been made in terms of outgoings for heating against what it had been before any work had been conducted. Councillor Ross advised that she would speak with Tenants Services and see if an answer could be provided at a later date.

Proposed by Councillor Ross and seconded by Councillor Braun.

Councillor Braun stated that it was an excellent budget as it allowed the Council to continue to develop and improve the service provided to tenants. The Major works programme was continuing to allow energy efficiency improvements to help reduce heating costs, the planned retrofit for all properties would be costed later in the year and is a very ambitious project. New homes were being built at a higher thermal efficiency standard with a SAP rating of 86/100 and good progress was being made on the sheltered housing modernisation programme.

Councillor Miles stated that she was supporting the budget which officers had worked very hard on. Attention was also brought to the fabric first approach to retrofit and advised it was important to spend time considering the options available before going forward.

Councillor Davies confirmed that he would be voting against the budget for the following reasons; there was no medium term savings identified in the budget for bringing the repairs service in house, the failure for the Council to build new homes despite a budget being allocated and that there was not any budget allocated to reduce the amount of carbon emitted from the housing stock.

Councillor Denney advised that good work had been carried out to upgrade our existing housing stock. Solar panels had been installed at some properties however the government did not allow the Council to recoup any of the costs for this work when the property was sold under right to buy, this acted as a disincentive.

In accordance with the Council Standing Orders, a recorded vote was taken, the results of which are as follows:-

**FOR: 26 votes**

Councillors

Martin Baxendale  
Catherine Braun  
Chris Brine  
Miranda Clifton  
Doina Cornell  
Rachel Curley  
Paul Denney  
Jim Dewey  
Jonathan Edmunds

Colin Fryer  
Trevor Hall  
George James  
Norman Kay  
Stephen Lydon  
Karen McKeown  
Jenny Miles  
Simon Pickering  
Gary Powell

Nigel Prenter  
Skeena Rathor  
Sue Reed  
Steve Robinson  
Mattie Ross  
Chas Townley  
Martin Whiteside  
Tom Williams

**AGAINST: 8 votes**

Councillors

Dorcas Binns  
Nigel Cooper  
Gordon Craig

Stephen Davies  
Lindsey Green  
Haydn Jones

Brian Tipper  
Jessica Tomblin

**ABSENTIONS: 6 votes**

Councillors

Nick Hurst  
Julie Job

John Jones  
Gill Oxley

Nigel Studdert-Kennedy  
Haydn Sutton

**RESOLVED**

- a. **The revised HRA revenue budget for 2020/21 and original budget 2021/22 are approved**
- b. **The movement to and from HRA balances and earmarked reserves as detailed in Appendix B and section 9 are approved**
- c. **That from 1 April 2021:**
  - i. **Social rents and affordable rents are increased by 1.5%, in line with national rent guidance**
  - ii. **Garage rents are increased by 1.5%**
  - iii. **Landlord service charges are increased by 1.5%, except sheltered housing charges which are individually set**

**As detailed in Appendix A**
- d. **That the HRA Capital Programme for 2020/21 to 2024/25, as detailed in Appendix C, be included in the Council's Capital Programme.**

The meeting closed at 9:42 pm.

Chair

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## CIVIC TIMETABLE 2021/22

	<b>Community Services &amp; Licensing</b>	<b>Environment</b>	<b>Housing</b>	<b>Strategy &amp; Resources</b>	<b>COUNCIL</b>	<b>Audit &amp; Standards</b>	<b>Development Control</b>
	<b>Thu 7pm</b>	<b>Thu 7pm</b>	<b>Tue 7pm</b>	<b>Thu 7pm</b>	<b>Thu 7pm</b>	<b>Tue 7pm</b>	<b>Tue 6pm</b>
May 2021					20 (AGM)		
June 2021	24	17	08	10			15
July 2021				01	15	13	20
Aug 2021							
Sep 2021	16	09	14	30		28	02
Oct 2021					21		12
Nov 2021				25		30	23
Dec 2021	02 (Budget)	09 (Budget)	07 (Budget)		16		
Jan 2022	20			13 (Budget)			04
Feb 2022		03	01		17 (Budget/CTax)	08	15
Mar 2022	24	31		10			29
Apr 2022			05	07	28	26	
May 2022					19 (AGM)		

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**STROUD DISTRICT COUNCIL**  
**COUNCIL**

**AGENDA  
ITEM NO**

**18 MARCH 2021**

**7**

<b>Report Title</b>	<b>PROPOSED PROTOTYPE FUSION POWER PLANT AND ASSOCIATED INNOVATION AND BUSINESS OPPORTUNITIES AT BERKELEY AND OLDBURY</b>
<b>Purpose of Report</b>	To seek endorsement of a bid nominating the former nuclear energy production and new build sites at Berkeley and Oldbury to host a world first fusion power plant and associated innovation centre and business park, as part of the UK Atomic Energy Authority's 'STEP' (Spherical Tokamak for Energy Production) programme.
<b>Decision(s)</b>	<b>Full Council RESOLVES to Endorse the submission by the Western Gateway (and partners) of a bid nomination to the UK Atomic Energy Agency (UKAEA) for the former nuclear energy production and new build sites at Berkeley and Oldbury, to host a prototype fusion power plant and associated innovation centre and business park.</b>
<b>Consultation and Feedback</b>	<p>Members have been briefed about fusion technology and the opportunity at Berkeley and Oldbury. An initial all member briefing by Nuclear SW was held on 15 December 2020 and a follow up briefing is scheduled to take place on 16 March 2021. Following the briefing in December 2020, the Alliance Leadership agreed to explore the opportunity further.</p> <p>Gloucestershire County Council and South Gloucestershire Council have also held discussions with relevant members and officers, who were also fully supportive of exploring the opportunity at the Berkeley and Oldbury sites further with partners.</p> <p>A STEP Project Steering Group has been established with representatives of all three local authorities and key stakeholder partners, including: Nuclear SW, Business West, University of Bristol (South West Nuclear Hub), Horizon Nuclear Power; South Gloucestershire &amp; Stroud College Group; the Nuclear Decommissioning Authority, Magnox and the Western Gateway. This group is leading on development of the nomination form and managing the submission process.</p>

## Agenda Item 7

<b>Report Author</b>	Brendan Cleere, Strategic Director of Place Email: <a href="mailto:Brendan.cleere@stroud.gov.uk">Brendan.cleere@stroud.gov.uk</a>			
<b>Options</b>	There are essentially two options for Full Council to consider:  A. <u>Not to endorse</u> the submission of a nomination bid to the UKAEA. This would weaken the submission and could negatively impact future investment within the locality and wider region.  B. <u>To endorse</u> the submission of a nomination bid to the UKAEA. This would strengthen the submission and has the potential to bring significant benefits to the local area and wider region in terms of business and supply chain opportunities, education, training and skills as well as working towards the objective of securing more sustainable, safe and clean energy.			
<b>Background Papers</b>	<ul style="list-style-type: none"> <li>UKAEA STEP Programme <a href="https://step.ukaea.uk/">https://step.ukaea.uk/</a></li> <li>Community invitation to nominate <a href="http://ukaea.uk">STEP   STEP Siting (ukaea.uk)</a></li> <li>Fusion Technology - <a href="http://ukaea.uk">Fusion energy   Culham Centre for Fusion Energy (ukaea.uk)</a></li> </ul>			
<b>Appendices</b>	None			
<b>Implications (further details at the end of the report)</b>	Financial	Legal	Equality	Environmental
	Yes	No	Yes	Yes

### 1. BACKGROUND

- 1.1 The UK Atomic Energy Authority (UKAEA) has issued a 'call' to identify a site to host a world first prototype fusion energy reactor – known as the Spherical Tokamak for Energy Production (STEP) project.
- 1.2 Government has backed this announcement with an initial £220M STEP Programme, with potential for several billion pounds of capital injection and a lasting legacy of employment. STEP is an ambitious 21-year programme to deliver a net energy prototype fusion power plant by 2040 with the aim to enable the delivery of a UK-led global fleet of fusion plants in the second half of this century.
- 1.3 The background papers to this report explain that fusion plants have no carbon emissions, have an abundant fuel supply, are highly energy efficient and have a manageable legacy. UKAEA advice in terms of safety is that when the plant is switched off the reaction ceases, so continued chain reactions do not occur and only small amounts of relatively short-lived fuel are used.
- 1.4 The site nomination process for the Fusion Technical Centre (STEP) began in autumn 2020, with the process closing on the 31<sup>st</sup> March 2021. The UKAEA announced that it wanted to work in partnership with interested local authorities and communities, to enable the development of a world first fusion power plant. This is a nationwide process and there are a number of bids expected from different regions across the Country. Ultimately only one bid will be successful and, as explained further in the next section, the Berkeley and Oldbury nomination is viewed as one of the top candidates nationally.



- 1.5 The UKAEA site selection process will conclude in late 2022 with the UKAEA providing a recommendation to the Secretary of State for Business, Energy and Industrial Strategy (BEIS). UKAEA has established a scoring process to add structure and clarity to the assessment. This enables assessors to differentiate between candidate sites and helps those nominating to understand where the site is assessed to have strengths and weaknesses. Various assessment stages will be carried out prior to a final report stage, where up to three remaining candidate sites will be able to submit a greater level of detail to support their initial submissions.
- 1.6 The assessment will be both objective and subjective, so while the scoring process will inform the package of recommendations to the Secretary of State, subjective judgement on that scoring process will also feature in the making of recommendations. The UKAEA will make the recommendations believed to be best aligned to the interests of the STEP programme at that time. The final decision for the site of the Fusion Technical Centre will rest with the Secretary of State for BEIS.

## **2. THE BERKELEY AND OLDBURY BID NOMINATION**

- 2.1 Gloucestershire County Council, Stroud District Council and South Gloucestershire Council were contacted by Nuclear South West (NSW) in autumn 2020, to raise the potential for making a bid into the STEP programme by siting the Fusion Technical Centre at the former nuclear power station sites at Oldbury and Berkeley. NSW is a south-west based cluster of public and private sector bodies, involved or engaged in nuclear activity and supply-chains. It is an influential and respected body with Central Government and has been an integral part of the growth of the nuclear sector. Members may be aware that the South West – and particularly Berkeley and Oldbury - led the world in the development of nuclear power. The region hosts a unique combination of specialist knowledge in high temperature reactor operation (Barnwood) and advanced engineering in nuclear and aerospace - both vital for fusion technology.
- 2.2 Following discussions between NSW, the three local authorities above, SGS College Group, landowners and other partners, it was agreed to explore the opportunity further and develop a joint nomination bid. To take this forward a Steering Group has been established to prepare and submit the site nomination by 31 March 2021. This Steering Group comprises the three local authorities, Nuclear South West, Business West, University of Bristol (South West Nuclear Hub), Local Enterprise Partnerships, West of England Combined Authority, Magnox and the Western Gateway as well as the landowners – Horizon Nuclear Power, South Gloucestershire & Stroud College Group and the Nuclear Decommissioning Authority.
- 2.3 Delivery of a fusion power plant would be the first of its kind in the world and – because of the scale of the investment and potential wider opportunities - the bidding process to host the plant and associated science and technical centre is expected to be highly competitive. It is also worth noting that the Secretary of State's decision for the preferred site will be made at a time when the Government is looking to rebalance the national economy by considering investment away from the south of the country. However, post pandemic, the need for economic reset will be felt across many regions, including the South West.
- 2.4 The joint Berkeley/Oldbury submission is considered to be a strong contender, with a number of advantages. Both sites are licenced nuclear sites adjacent to a plentiful

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supply of sea water, with good access to existing specialist supply chains. Early discussion with the Site Stakeholder Groups for the existing Magnox stations at Berkeley and Oldbury have been very supportive. In addition, the wider area has a strong complementary skills base and a supply chain including aerospace, robotics and new nuclear. This region still has the legacy knowledge, expertise and skills from the previous power plants and is in close proximity to some of the leading research institutions, such as Bristol University, University of the West of England, National College for Nuclear and the West Midlands' industrial skill base. The proposed sites are also well connected to the current UKAEA fusion research centre at Culham (near Oxford).

- 2.5 There is a requirement for a lead entity to submit the bid nomination. Partners on the Project Steering Group agree that the most appropriate lead entity for the submission would be Western Gateway. Similar in purpose to the 'Northern Powerhouse' or 'Midlands Engine', Western Gateway is a rapidly emerging public and private sector partnership which has secure funding and formal recognition from Central Government. It is Chaired by Katherine Bennett CBE as an independent business chair. It covers eight cities (Swansea across to Wiltshire), 3 Local Enterprise Partnerships plus the Cardiff Capital Region and 11 Universities. The Chair and Secretariat have regular engagement with officers and ministers in relevant Government departments.
- 2.6 Members are advised that work on the bid nomination will continue right up to the deadline of 31 March 2021. Based on an assessment of the site search criteria – including a 'showstopper' requirement for the fusion reactor site to have 100ha available land – current thinking within the Steering Group is that the bid should name Oldbury as the focus for the siting of the STEP fusion reactor itself, with Berkeley hosting the Technical Centre, expanded skills offer and an ecology of related innovation businesses. UKAEA advice is that the innovation and business uses would be likely to come forward in the next 5-10 years and in advance of the fusion plant itself. It should be emphasised that this is the current thinking, and this may change either in the lead up to bid submission or at a later point, should the bid proceed beyond the initial stages.
- 2.7 There is a need to include a strong socio-economic and regional 'levelling-up' case in the bid nomination. Developing fusion related infrastructure and technology creates potential opportunities for the South Wales steel industry, for lithium extraction in Cornwall and for developing skills, technology and supply chain opportunities spanning the South-West, Western Gateway and Midlands Engine geographies.
- 2.8 Local indicators of deprivation show that the Berkeley area ranks poorly in a number of areas, including housing quality, qualifications and associated opportunities for young people, income, educational attainment and skills, employment, barriers to housing, living environment and income deprivation amongst older people.
- 2.9 The project has the potential to complement regeneration initiatives in the immediate area. These include the further development of the Gloucestershire Science and Technology Park at Berkeley (with its emphasis on renewable energy and nuclear engineering). The Canal & River Trust, who own Sharpness Docks, have established a long term vision for an expanded commercial dock operation with a potential railhead, and a tourism-led mixed use development focus, taking advantage of the marina, canal, heritage, natural environment and undeveloped land. Also, the Council is currently sponsoring a bid to Government to reopen the Sharpness branch line for passenger services to provide a twice hourly service to Cam and Dursley (Bristol – Birmingham mainline) and Gloucester.

- 2.10 There is strong alignment between the Berkeley and Oldbury bid nomination and a number of key local and County wide policies and plans. For example, the current (2015) and emerging draft Local Plans for the District include policies relating to strategic growth and development locations, the former Berkeley Power Station and renewable or low carbon energy development. The draft Gloucestershire Local Industrial Strategy (2019) (GFirst Local Enterprise Partnership) includes commitments to put clean growth at the heart of new developments, to reduce carbon emissions to net zero by 2050 (with aspirations to go further and faster) and to deliver a vibrant business and education offer at Berkeley Science and Technology Park, as a hub for future low carbon technology innovators. Other significant policies and plans include the Gloucestershire Sustainable Energy Strategy (2019) and climate change commitments at both county and district levels.

### **3. IMPLICATIONS**

#### **3.1 Financial Implications**

There are no financial implications for Stroud District Council at this stage. Should the bid pass the initial selection process, there may be a need to commission specialist support to respond to additional information requests and the Council has reserves which could be used to fund this. If the bid reaches the final report stage, the UK Atomic Energy Authority has stated that it will make a level of resource available to support this.

Andrew Cummings, Strategic Director of Resources  
Email: [andrew.cummings@stroud.gov.uk](mailto:andrew.cummings@stroud.gov.uk)

#### **3.2 Legal Implications**

There are no legal implications arising from the recommendations in this report and any implications resulting from a successful bid would be considered at that time.

One Legal  
Tel: 01684 272691 Email: [patrick.arran@stroud.gov.uk](mailto:patrick.arran@stroud.gov.uk)

#### **3.3 Equality Implications**

- 3.3.1 An Equality Impact assessment has been carried out in relation to the potential endorsement by this Council of a bid nomination by Western Gateway. At this stage, it is assessed that no particular groups will be affected differently in either a negative or positive way from a decision to endorse a bid. The potential socio-economic benefits are outlined in the body of the report.

#### **3.4 Environmental Implications**

- 3.4.1 STEP is an ambitious 21-year programme to deliver a net energy prototype fusion power plant by 2040. The objective of STEP is to demonstrate the potential for fusion power to make a major contribution to objectives of sustainability and safe, clean energy.
- 3.4.2 If the plant is successful in demonstrating its commercial viability, it could provide the prototype for energy production in the UK for the second half of the 21<sup>st</sup> Century. This could significantly support both national and local climate change commitments towards carbon neutrality.

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**STROUD DISTRICT COUNCIL**  
**COUNCIL**

**AGENDA  
ITEM NO**

**18 MARCH 2021**

**8**

<b>Report Title</b>	<b>DRAFT EQUALITY, DIVERSITY AND INCLUSION POLICY AND EQUALITY OBJECTIVES 2021 - 25</b>
<b>Purpose of Report</b>	To approve the Draft Equality, Diversity and Inclusion Policy and Equality Objectives for the period 2021 – 2025 for public consultation
<b>Decision(s)</b>	<p><b>Council RESOLVES to:</b></p> <ul style="list-style-type: none"> <li>a. Approve the Draft Equality, Diversity and Inclusion Policy and Equality Objectives 2021 – 2025 for public consultation;</li> <li>b. Approve the formation of a permanent Equality Working Group with the appointment of Elected Members to the group at the Council’s AGM; and</li> <li>c. Require officers to report annually to Council on progress made against delivering the Equality Objectives and publish the report on the Council’s website.</li> </ul>
<b>Consultation and Feedback</b>	<p>The Draft Equality, Diversity &amp; Inclusion Policy and Equality Objectives have been developed in consultation with the Equality Working Group and Group Leaders have also been consulted.</p> <p>Neither the Equality Act 2010 nor the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require the Council to consult on the Equality Objectives before they are published. However, it is proposed that a public consultation is undertaken for full transparency and to provide an opportunity for community engagement.</p>
<b>Report Author</b>	<p>Hannah Emery, Corporate Policy &amp; Governance Manager Email: <a href="mailto:Hannah.emery@stroud.gov.uk">Hannah.emery@stroud.gov.uk</a></p> <p>Eka Nowakowska, Policy &amp; Performance Officer Email: <a href="mailto:eka.nowakowska@stroud.gov.uk">eka.nowakowska@stroud.gov.uk</a></p>
<b>Options</b>	1. Members could choose not to approve the draft policy to go out to consultation. At this stage, the policy is only in draft and as such, before a final version can be approved the views of residents, communities and stakeholders is considered to be necessary to ensure the policy is fit for purpose.
<b>Background Papers</b>	None

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<b>Appendices</b>	Appendix A – Equality, Diversity and Inclusion Policy 2021-2025 Appendix B – Equality Objectives and Action Plan Appendix C – Equality, Diversity & Inclusion Policy Glossary Appendix D – Equality Impact Assessment Appendix E – Equality Profile by Protected Characteristics			
<b>Implications (further details at the end of the report)</b>	Financial	Legal	Equality	Environmental
	Yes	Yes	Yes	No

### 1. BACKGROUND

- 1.1** The draft Equality, Diversity and Inclusion (EDI) Policy sets out the Council's commitment to achieving the main aims of the Equality Act 2010 and to demonstrate how the Council, when carrying out its functions, will have due regard to the public sector equality duty and the need to:
- 1.1.1** Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited under the equality legislation;
  - 1.1.2** Advance equality of opportunity between people who share a protected characteristic and those who do not share it; and
  - 1.1.3** Foster good relations between people who share a protected characteristic and those who do not share it.
- 1.2** A protected characteristic under the Act is any of the following: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 1.3** The Council's EDI Policy was last updated in 2018 and to be compliant with the Public Sector Equality Duty, the new draft EDI Policy will incorporate within it, the requirements to publish Equality Objectives which address the three aims of the Equality Duty.

### 2. DRAFT POLICY & EQUALITY OBJECTIVES

- 2.1** The draft Equality, Diversity & Inclusion Policy (Appendix A) sets out our organisational commitment to equality and diversity and how it will be embedded across the Council. The Policy outlines the progress made during 2020/21 and the proposed Equality Objectives for 2021-25.
- 2.2** The Equality Objectives have been developed to reflect the Council as an employer, a service provider, a leader and a community facilitator. The three key objectives proposed are aligned to the strategic themes of the Equality Framework for Local Government which is a resource produced by the Local Government Association to help Councils think about how they can advance equality and eliminate discrimination.
- 2.3** The framework enables understanding of how well we know communities, our commitment to diversity, the services delivered, customer care and a skilled workforce.

**2.4** The three key objectives proposed are:

<b>Community</b>	<b>Listen and learn from our communities and use this to deliver services that work well for everyone</b>	<ul style="list-style-type: none"> <li>➤ Improve data collection, publish it often, and use it to make decisions that focus on the needs of all our communities.</li> <li>➤ Ensure people are engaged, involved and consulted.</li> <li>➤ Ensure our services are designed in an accessible and inclusive way.</li> </ul>
<b>Leadership &amp; Organisational Commitment</b>	<b>Actively champion our commitment to equality, diversity and inclusion and tackle inequality together</b>	<ul style="list-style-type: none"> <li>➤ Embed equality into our services and procurement in a meaningful way that uses feedback to improve.</li> <li>➤ Quality check decisions that impact disadvantaged groups and compare them so we can make improvements.</li> </ul>
<b>Workforce</b>	<b>Build a diverse and engaged workforce, where everyone is respected</b>	<ul style="list-style-type: none"> <li>➤ Equip our workforce, including our leadership to meet the needs of the community we serve.</li> <li>➤ Take actions agreed in our Organisational Development Plan and resulting from equality workforce monitoring.</li> <li>➤ Ensure that our employees feel equal and included and are not subject to any unfair disadvantage regardless of their background and/or characteristics.</li> </ul>

**2.5** The Equality Objectives are supported by an Action Plan for the period 2021 to 2022 (Appendix B) to aid implementation. The Action Plan and progress towards the Equality Objectives will be kept under review and progress will be reported to Council annually, at this time the actions will be adjusted as required for the following year in order for the Council to meet the Equality Objectives by 2025.

**2.6** National evidence to date has identified a disproportionate impact of the Covid-19 pandemic for groupings including Black, Asian and Ethnic Minority (BAME) communities, faith communities, younger people, older people, and people with disabilities. These groupings all fall within the Protected Characteristic groupings under the Equality Act 2010.

**2.7** The Equality Objectives and Action Plan seek to address the inequalities emerging to date across a range of groupings and communities affected by the Covid-19 pandemic.

**3. EQUALITY WORKING GROUP**

**3.1** An Equality Working Group was established in September 2020. Membership includes elected members, officers from the HR, Policy & Governance, Customer Services and Youth Work teams.

**3.2** The Working Group have met frequently over the past six months to review evidence and focus efforts on identifying actions to tackle inequalities. The primary aim of the Working

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Group was to review the Council's current approach to equality and diversity and review the current Equality and Diversity Policy.

**3.3** The Equality Working Group have completed this principal aim by producing the draft Policy and developing the Equality Objectives and Action Plan. The Working Group will now have a central role to play in scrutinising performance in delivering the Equality Objectives, embed equality across all council policies and services and ensuring engagement with our communities and workforce. For this important work to continue, it is proposed that elected members are appointed to the Equality Working Group after the May 2021 Elections at the Council's AGM.

**3.4** Following the appointment of elected members at the Council's AGM, membership of the Working Group will also expand to include an officer from the Health and Wellbeing Team and the Terms of Reference will be revised.

### **4. CONSULTATION AND ENGAGEMENT**

**4.1** Acknowledging and embracing feedback prior to final approval is an important aspect of getting equality and diversity actions to be effective. Public consultation on the draft policy and objectives will be undertaken after the May 2021 Elections to ensure the opinions of our communities and residents are considered.

**4.2** The consultation will be promoted using a range of methods including social media and the Council website. We will also consult with Parish and Town Councils, Community Hubs and with a variety of groups and boards which represent the range of protected characteristics within the district.

**4.3** Following the public consultation, the final Equality, Diversity and Inclusion Policy and Equality Objectives 2021-25 will return to Council for approval.

**4.4** Engagement and consultation on equality issues will continue to be developed with the Equality Working Group. In relation to employee engagement, work is underway to ensure that the newly formed staff equality networks through the appointment of Equality Champions are able to inform the Council's equality agenda and actions.

### **5. CONCLUSION**

**5.1** Stroud District Council is determined to advance equality for all by demonstrating its commitment to promote equality, diversity and inclusion across all council policies, programmes and services. The Council's proposed Equality Objectives and Action Plan set out how this commitment will be delivered.

### **6. IMPLICATIONS**

#### **6.1 Financial Implications**

There are no significant financial implications arising from the recommendations in this report.



The Council's proposed Equality Objectives are currently anticipated to be delivered within the existing budgets for each service area and therefore create no additional financial implications for the council.

Andrew Cummings, Strategic Director of Resources  
Email: [Andrew.cummings@stroud.gov.uk](mailto:Andrew.cummings@stroud.gov.uk)

### **6.2 Legal Implications**

Approval of the publication of the Equality, Diversity and Inclusion Policy and the Equality Objectives will ensure the Council is seeking to be compliant with the requirements of the Equality Act 2010 and the public sector equality duty provided by section 149 of that Act.

One Legal

Tel: 01684 272691 Email: [patrick.arran@stroud.gov.uk](mailto:patrick.arran@stroud.gov.uk)

### **6.3 Equality Implications**

The Council has statutory duties under the Equality Act 2010 to promote equality. The Council also has a specific duty to eliminate discrimination, advance equality of opportunity and foster good relations between different people. The Council's proposed EDI Policy and Equality Objectives help the Council to address the causes of inequality and promote fairness and inclusion across all its functions.

An Equality Impact Assessment has been undertaken (Appendix D).

### **6.4 Environmental Implications**

There are no significant implications within this category.

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# Draft Equality, Diversity and Inclusion Policy

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2021 – 2025

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**Last updated:** 2021  
**Next document review by:** 2025  
**Reviewed by:** Equality Working Group  
**Approved by:** Council

### **FOREWORD – Group Leaders & CEO**

Over the past year, the Covid-19 pandemic and the Black Lives Matter movement have brought inequality and discrimination into sharp focus. This is an opportune time for us to review our policy to respond to the issues raised. We are passionate about promoting equality, diversity and inclusion for everyone who lives in, works in or visits our district. We are committed to championing this policy with our elected Members and staff who serve our communities, and to ensuring that Stroud District Council is an inclusive workplace which celebrates diversity and creates equality of opportunity.

#### **1. Introduction**

Stroud District Council is committed to promoting equality and tackling discrimination. This means treating people fairly, valuing differences and removing the barriers that prevent people from fully participating in public life and realising their full potential. As a Council we have worked extremely hard to reduce inequality, yet we know that some people still experience disadvantage and unfair treatment simply because of their personal characteristics or circumstances.

This Policy sets out how we will make equality integral to the way we reach decisions, provide services, recruit and support our employees, work with other organisations and involve local people. Our aim is to make Stroud District Council a fully accessible and inclusive organisation that welcomes and respects the diversity of its residents, service users, elected members, staff and visitors to the district.

#### **2. Scope**

This policy applies to all who represent Stroud District Council in any capacity including elected members (councillors), employees, volunteers, agency workers and consultants. The policy also applies to suppliers, sub-contractors and partners in our supply chain and to all those who live and work in or visit our district.

We all have a right to be treated fairly and with dignity and respect. We are also responsible for ensuring that our own actions and behaviours are fair and that we respect the dignity of others.

#### **3. Understanding equality, diversity and inclusion**

- Equality is not about 'treating everyone the same' but recognising that everyone is different, and that people's needs are met in different ways. We would define equality as essentially being about fairness and ensuring that we all have the best possible chance to succeed in life whatever our background or identity.
- Diversity is about understanding that everyone is unique, recognising, respecting and celebrating the added value that differences bring.
- Inclusion is where difference is seen as a benefit and where perspectives and differences are shared, leading to better decisions. An inclusive working environment is one in which everyone feels valued, that their contribution matters, and they can perform to their full potential, regardless of

background, identity or circumstances. An inclusive workplace enables a diverse range of people to work together effectively.

#### 4. Our legal responsibilities

The Council, as an employer and service provider, will meet all legal duties in respect of equality and diversity. The key piece of legislation is the **Equality Act 2010**, which protects people from discrimination on the basis of the following nine protected characteristics: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion & belief, sex and sexual orientation.

The Act contains an integrated **Public Sector Equality Duty**, which requires all public bodies and private bodies that deliver a public function, to consider the needs of protected groups when designing and delivering services.

Under the Act, the Council must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

Having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to protected characteristics
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low
- Tackling prejudice and promoting understanding between different communities.

*Section 1* of the Equality Act, the Socio-economic duty, requires public bodies to adopt transparent and effective measures to address the inequalities that result from differences in occupation, education, place of residence or social class (the additional characteristics not explicitly covered by the Public Sector Equality Duty).

Although implemented in Scotland, the UK Government has not commenced the duty in England – so local authorities are not bound by it. However, the Council believes the socio-economic duty offers a useful tool for public authorities to actively consider the way in which policies and strategic decisions can address inequalities, within the wider Public Sector Equality Duty requirements. This piece of work has been included in the year one action plan.

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## Appendix

The Council will also comply with the Conventions contained within the **Human Rights Act 1998**, which sets out the fundamental rights and freedoms that individuals in the UK have access to.

### 5. Our commitment

Stroud District Council is committed to ensuring equality, fairness, inclusion and good relations are at the heart of everything we do - be it policy-making, service delivery or employment practice.

This is key to delivering our vision of **“Leading a community that is making Stroud District a better place to live, work and visit for everyone”**

To support our commitment to equality, diversity and inclusion, the Council will:

- a. Comply with and embrace equality law and good practice, which includes carrying out our public sector duties to promote equality
- b. Regularly monitor and assess the impact of our policies, services and functions to ensure they are fair and reflect people's different needs and opinions
- c. Use our influence with our partners and businesses to generate opportunities in the district
- d. Celebrate diversity and support campaigns for greater equality and awareness
- e. Make equality and consideration of diversity a part of our everyday business. To do this we will expect all of our Councillors, employees and contractors to:
  - Treat everyone with courtesy, dignity and respect at all times
  - Provide the best possible standards of service and value for money to residents and communities
  - Consider the needs and opinions of every community.
- f. Promoting diversity, preventing inequality and tackling discrimination is not solely the responsibility of the Council. We will also work with wider partnerships to promote an equal and inclusive approach across the whole of the District.

#### 5.1 Specific commitments in procurement

When we procure or commission services, we will aim to:

- Consider equality of access in service delivery
- Ensure contractors, suppliers and partners are aware of what the authority expects in relation to equality and diversity and understand that they must provide services that are free from harassment, discrimination or victimisation
- Ensure that the tendering processes include EDI as part of the selection criteria
- Provide guidance to employees about how to include EDI in procurement and commissioning processes.

### 6. Employing, supporting and developing our workforce

Our employment practice is guided by the principles of equality and fairness. This includes recruitment, terms and conditions, appraisals, learning and development, promotion and when ending employment. Our activities and approach to achieving this are set out in our [Employee Handbook](#), which contains our suite of HR policies (this

link is to the Council's internal intranet. Please contact us if you would like copies of any of the policies).

To help us ensure that equality is an integral part of our employment practices the Council is a member of the Employers Network for Equality and Inclusion <https://www.enei.org.uk/>.

### **6.1 Specific commitments in employment**

Stroud District Council is committed to being a fair and supportive employer, developing the skills and talent within our workforce so that employees are able to deliver high quality services to everyone. To achieve this we will:

- Carry out recruitment fairly
- Provide training to employees so that they can implement this policy
- Treat all employees fairly, with dignity and respect at all times
- Tackle unacceptable behaviour in the workplace
- Provide employees with opportunities to influence the development of our policies and practice
- Reward all employees fairly and provide employment conditions which support them to do a good job
- Promote a good work-life balance and opportunities to work flexibly
- Support disabled employees by making reasonable adjustments
- Monitor and publish the make-up of our workforce as required by the specific public sector equality duty.

As stated in our specific commitments, all employees and elected members should be treated with respect and dignity in the workplace. The Council will not tolerate unacceptable behaviour in any form, and the [Bullying and Harassment Policy](#) (2.6.2) sets out how individual members of staff should raise concerns they have about the workplace.

## **7. Who is responsible for equalities?**

Equality is the responsibility of every Councillor, employee of Stroud District Council, and any other person or organisation employed by the Council to work or to deliver services on its behalf, including those employed through contractual, commissioning or grant-aided arrangements.

We will use all available routes to communicate and promote this policy:

- Elected members will promote our commitment to equality, diversity and inclusion in their day-to-day work
- Strategic Leadership Team will be responsible for overall management and direction of EDI commitments
- the Equality Working Group, comprising cross party councillors and officers, will oversee this policy and monitor the extent to which we are achieving our commitments

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## Appendix

- Managers will make sure EDI is core to service delivery and employee management
- All employees will ensure they are aware of this policy and take responsibility to promote EDI and challenge discrimination
- Contractors, suppliers and potential suppliers will be advised of this policy through the tendering and contract review processes and will be expected to adhere to the policy
- Our service users and tenants also have a responsibility to treat our staff with dignity and respect, and to let us know if they require assistance or adjustments to enable them to better access our services.

### **8. Equality Analysis - making fair decisions**

Every day, decisions are made within the council that affect the lives and relationships of local people, service users and employees. Equality analysis will be used as a tool to help us make fair, sound and transparent decisions that are based on a robust understanding of the needs and rights of the groups and individuals who may be affected.

The Council's assessment process ensures that equality analysis is exercised in such a way that influences the final decision. It will also be used to identify positive actions that will mitigate any negative effects of our decision, or enhance any benefits for protected groups and others at risk of disadvantage.

### **9. Equality information**

Whenever relevant to do so we will collate, analyse, interpret and publish information about equality and diversity in the workforce, service delivery and our communities.

This information will be used in equality analysis to:

- Inform our service planning, policy development and decision making process,
- Understand the impact of policies, practices and decisions on people with different protected characteristics, and to plan them more effectively
- Help identify key equality issues
- Develop and monitor our equality objectives
- Identify ways of improving performance
- demonstrate compliance with the Equality Duty

When we ask staff and service-users to provide information about their personal characteristics, this will only be done where the information is relevant to the aims of the equality duty – for example if there are known inequalities in relation to a particular outcome or service. The Council will always make it clear that disclosure of sensitive information (eg sexual orientation, gender orientation or religion or belief) is optional and not compulsory.

However, without gathering some form of evidence, it may be difficult to monitor the impact of policies and procedures on certain protected groups. The Council will aim to



overcome this by creating a culture of trust whereby individuals are comfortable disclosing such information.

The Council will uphold its duty to protect an individual's right to privacy, and will not publish information that could identify an individual. Nor will the information be used to identify an individual or make a decision about them purely on the grounds of the information that has been provided in relation to their protected characteristics. All personal data will be processed in accordance with the [Data Protection Act](#) and in compliance with our [Data Protection Policy](#).

### **9.1 Stroud District – equality data**

[Inform Gloucestershire](#) provides a valuable source of information about the people of the Stroud District. It has an interactive website designed to provide a 'one stop shop' of information about the District and holds information profiles for the whole of the District and snapshots of each of the electoral wards including [protected characteristics of the district](#). The protected characteristics for the Stroud district can be found at:

<https://inform.gloucestershire.gov.uk/equality-and-diversity/interactive-report/>

## **10. Making our services accessible and easy to use**

We constantly strive to deliver services that are easily accessible by all who need them, and to support people to participate in public life. This in turn will help us achieve our duty to foster good relations between different groups and individuals. We are committed to listening to our residents, service users and customers to develop an understanding of how we can break down barriers and better meet their needs. This may involve making adjustments to the way we deliver services where it is reasonable to do so.

We will make sure that everyone has the information they need about our services. We will aim to provide all information in plain English and alternative formats on request.

We are committed to engaging effectively with local people, community groups and other stakeholders. We will actively seek their views about the Council and the services they receive, as well as involving them in shaping services and local decision making.

## **11. Protecting people**

Safeguarding children, young people and vulnerable adults is everybody's business, wherever they work and whatever they do for the Council. This includes staff, elected members and people who work for organisations that provide services on behalf of the Council. We will endeavour to ensure all staff and elected members are aware of our [Safeguarding responsibilities](#) and receive the appropriate training in safeguarding awareness.

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## Appendix

The Council is committed to working in partnership to ensure that [hate crime](#) is not tolerated within our communities and neighbourhoods. Hate crime is motivated because of prejudice, hostility or hatred towards a person, family or groups because of their sexuality, gender identity, disability, ethnicity, religion or faith. It can include physical attacks to either a person or their property, threats, verbal abuse and insults. Nobody should suffer because of who they are, and nobody should put up with it.

We are also working with our partners to tackle [domestic abuse and sexual violence](#), and have developed a county wide strategy to ensure that all residents in the District have a fundamental right to live their lives in an environment which will not tolerate domestic violence, will support victims/survivors and will hold perpetrators accountable for their actions.

## 12. Implementing this Policy

The Council recognises that leadership, ownership and commitment by elected members and staff, with adequate resources allocated, are essential for this policy to be effective.

Our work will be guided by the codes of practice and guidance published by the Equality and Human Rights Commission. We will share best practice through membership of equality networks; working with communities and partnerships; and internally through the Equality Working Group.

We plan to use the Local Government Association Equality Framework. This helps councils, in discussion with local partners and local people, to review and improve their performance for people with protected characteristics, defined by the Equality Act 2010.

This Framework has four parts:

1. Understanding and Working with your Communities;
2. Leadership and Organisational Commitment;
3. Responsive Services and Customer Care;
4. Diverse and Engaged Workforce.

Looking at this framework, reflecting on our past actions and building on our vision will help us to think further about what we want to do better and what our equality objectives could be for the coming years.

We understand that identifying and taking action is a key to mainstreaming equality and we will therefore deliver our commitments through our **Equality Action Plan**.

### 12.1 Progress made during 2020/21

#### Working with our Communities

- To ensure we have an up to date profile of the district's population, the Council has an annual agreement with Gloucestershire County Council to provide equality information at a district, ward and parish level which is readily available and used by services. See: <https://inform.gloucestershire.gov.uk/equality-and-diversity/>
- The Council has long established interfaces, such as our Local Strategic Partnership, Youth Council, Parish and Town Councils forums, Community hubs and Neighbourhood Wardens to help us capture, understand and meet the needs of our communities. These links have proved vital in helping us to positively respond and provide the appropriate support during the Covid Pandemic.
- To celebrate the different communities that live in our district we work with partners and use our website and social media platforms to publicise notable dates such as Holocaust Memorial and International Women's days; LGBT and Black History months; and Mental Health awareness and Carers weeks. (See appendix for full list of notable dates).
- We have embarked on an ambitious Modernisation programme to help improve digital access to Council services. This will enable us to more readily respond to the diverse needs of our communities at a time and in the way that best suits every individual.

### **Effective Governance**

- Mandatory equality, cultural awareness and unconscious bias training has been provided for all Members and staff during 2020. An enhanced Member Development Programme will be introduced following the elections in 2021 which will include further Equality and Diversity training.
- We have improved our equality assessment process so that Council decisions are made taking full account on the impact on all relevant protected characteristics.
- We have established an Equality Working Group comprising of Members and officers to drive and monitor our progress in meeting our equality commitments.

### **Leadership and Organisation Commitment**

- The Council's Chief Executive is now the overall lead and sponsor for equalities which will ensure it is kept high on the corporate agenda. We have also begun to identify 'equality champions' within each service area to share learning and embed good practice across the organisation.
- Working with the Employers Network for Equality and Inclusion, we have enhanced our equality training, rolling out a programme '*Inclusive Culture and*

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### Appendix

*the Role we play* in November 2020 to all staff, with an additional Leadership element for managers and senior officers.

- All our job adverts now have a statement encouraging applicants from BAME communities and also from women in senior roles. Additionally, we have signed up to BAME, LGBTQ and disability job boards so that all our vacancies automatically appear on these sites.

### **Our response to the Covid pandemic and Black Lives Matter Movement**

- In June 2020 the Council committed to undertake a review and community consultation, in conjunction with Town and Parish Councils, of any street and building names, statues and architectural features that may be considered offensive. This process has started with a review of Black Boy Clock with its sculpture in Stroud Town.
- The principles of equality and meeting the needs of the most vulnerable in our community are embedded in the Council's Recovery Strategy 2020/21 which sets out a framework for how we aim to tackle the ongoing impact of the Covid-19 pandemic so that we can build back better.

<https://www.stroud.gov.uk/media/1166427/item-6-covid-19-recovery-strategy.pdf>

### **Links to other Plans and Strategies**

There are a number of other current strategies and work-streams that directly contribute to the Council's equality agenda, where actions are being taken to combat discrimination and advance equality in our district, notably please see:

<b>Youth and Community Work</b>	<a href="https://www.stroud.gov.uk/community-and-living/youth-and-community-work">https://www.stroud.gov.uk/community-and-living/youth-and-community-work</a>
<b>Housing Strategies</b>	<a href="https://www.stroud.gov.uk/housing/housing-strategy">https://www.stroud.gov.uk/housing/housing-strategy</a>
<b>Health and Wellbeing Plans</b>	<a href="https://www.stroud.gov.uk/health-wellbeing/health-and-wellbeing-plans">https://www.stroud.gov.uk/health-wellbeing/health-and-wellbeing-plans</a>
<b>Director of Public Health Annual Report</b>	<a href="https://www.gloucestershire.gov.uk/media/2102344/dph-report-2020-beyond-covid-race-health-and-inequality-in-gloucestershire.pdf">https://www.gloucestershire.gov.uk/media/2102344/dph-report-2020-beyond-covid-race-health-and-inequality-in-gloucestershire.pdf</a>
<b>CN2030 Strategy and Master Plan</b>	<a href="https://www.stroud.gov.uk/environment/draft-2030-strategy-limiting-adapting-recovering-and-responding-in-a-changing-climate">https://www.stroud.gov.uk/environment/draft-2030-strategy-limiting-adapting-recovering-and-responding-in-a-changing-climate</a>

## **13. Our Proposed Objectives for 2021-2025**

Our headline objectives are focused on three themes, these themes reflect the Local Government Association (LGA) Equality Framework for Local Government 2020 which is designed to help Councils plan and deliver equality outcomes.

<b>Community</b>	<b>Listen and learn from our communities and use this to deliver services that work well for everyone</b>	<ul style="list-style-type: none"> <li>➤ Improve data collection, publish it often, and use it to make decisions that focus on the needs of all our communities</li> <li>➤ Ensure people are engaged, involved and consulted.</li> <li>➤ Ensure our services are designed in an accessible and inclusive way.</li> </ul>
<b>Leadership &amp; Organisational Commitment</b>	<b>Actively champion our commitment to equality, diversity and inclusion and tackle inequality together</b>	<ul style="list-style-type: none"> <li>➤ Embed equality into our services and procurement in a meaningful way that uses feedback to improve</li> <li>➤ Quality check decisions that impact disadvantaged groups and compare them so we can make improvements</li> </ul>
<b>Workforce</b>	<b>Build a diverse and engaged workforce, where everyone is respected</b>	<ul style="list-style-type: none"> <li>➤ Equip our workforce, including our leadership to meet the needs of the community we serve.</li> <li>➤ Take actions agreed in our Organisational Development Plan and resulting from equality workforce monitoring.</li> <li>➤ Ensure that our employees feel equal and included and are not subject to any unfair disadvantage regardless of their background and/or characteristics.</li> </ul>

*The Equality Objectives Action Plan appended to this Policy sets out the 2021-22 actions under each of these objectives.*

The COVID-19 pandemic has brought existing inequalities in opportunity, health and life chances into focus and the Black Lives Matter Campaign has raised awareness of ongoing discrimination and inequality faced by people in our communities. The objectives set out above and in further detail in the Action Plan set out how the Council will advance greater equality.

#### **14. Review**

We will continually seek to develop our approach to equality, diversity and inclusion by identifying good practice in employment and service delivery. The Equality Working Group will monitor progress and the Council will review this policy on a regular basis, usually at least every 4 years, to ensure that it reflects the latest legalisation, best practice and other Council policies.

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### Appendix

It is essential that we monitor our performance against our Equality Objectives and continue to challenge progress over time. The Equality Working Group will publish an annual report on our progress with a summary of what we have achieved against each objective. An annual report will also be scrutinised at a Full Council meeting annually.

## EQUALITY, DIVERSITY & INCLUSION ACTION PLAN 2021/22 working towards our EQUALITY OBJECTIVES 2021 - 2025

The Equality Act 2010 contains a General Duty which requires Local Authorities to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

It covers people who share the ‘protected characteristics’ of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Act also contains an integrated Public Sector Equality Duty, which requires all public bodies to consider the needs of protected groups when designing and delivering services.

Our Action Plan and Objectives set out how we will meet our statutory obligations under this duty and how we plan to go further than those obligations to ensure that local communities and stakeholders identify the organisation as being equality focused, diversity driven and inclusion minded.

1. Communities: Listen and learn from our communities and use this to deliver services that work well for everyone				
ACTIVITY	TIMESCALE	SERVICE AREA	OUTCOME	PROGRESS TO DATE
1.1 a. Consult on the draft Equality, Diversity and Inclusion Policy and Objectives once approved by Council. b. Improve visibility of the equality data and intelligence held about the District’s population and make it more widely available	June 2021	Policy & Governance	<ul style="list-style-type: none"> <li>• Equality data on the district is readily available, widely used by services and clearly presented on our website.</li> <li>• Infographics used to display the data on the Council’s website.</li> </ul>	<ul style="list-style-type: none"> <li>• The draft Policy and objectives are being presented to Council on 18<sup>th</sup> March. Full consultation is planned for after the May elections.</li> <li>• The Council has an ongoing agreement with GCC to produce equality information at a district, ward and parish level.</li> <li>• <a href="https://inform.gloucestershire.gov.uk/equality-and-diversity/">https://inform.gloucestershire.gov.uk/equality-and-diversity/</a></li> <li>• Infographics for each District Ward are being developed to be published in April 2021.</li> <li>• Work is being undertaken to present equality data and information clearly on our website.</li> </ul>

1. Communities: Listen and learn from our communities and use this to deliver services that work well for everyone				
ACTIVITY	TIMESCALE	SERVICE AREA	OUTCOME	PROGRESS TO DATE
1.2 Review what equality data is collected across key service areas to ensure appropriate data is available e.g. to inform Equality Impact Assessments (EIAs).	July 2021	Policy & Governance /Customer Services	<ul style="list-style-type: none"> <li>Services are using equality data to inform key decisions, policies and services delivery</li> </ul>	<ul style="list-style-type: none"> <li>Following the Equality &amp; Diversity training provided to all staff, Equality Champions have come forward across the organisation.</li> <li>The complaints process is currently under review to include equality monitoring.</li> </ul>
1.3 Establish how we can capture anecdotal and local knowledge more effectively to increase our understanding of the needs of our communities.	Sept 2021	Equality Working Group (EWG)	<ul style="list-style-type: none"> <li>Mechanisms are in place to capture equality issues raised by Councillors.</li> <li>Service areas understand the needs of particular equality groups and use the findings to inform the development of Council services.</li> </ul>	<ul style="list-style-type: none"> <li>Learning shared through Local Strategic Partnership; Parish &amp; Town Council forums; Community Hubs; Neighbourhood Wardens.</li> <li>The Equality Working Group are working with members of the BAME community on initiatives to tackle racism and inequality across the district.</li> <li>Following a meeting with SAR improvements are being made to our Complaints procedure to introduce equality monitoring and provide additional training to complaint handlers.</li> </ul>
1.4 Establish a Residents Panel to provide a structured forum for inclusive engagement.	Sept 2021	Policy & Governance	<ul style="list-style-type: none"> <li>Council services are accessible to everyone and meet the specific needs of our communities</li> </ul>	<ul style="list-style-type: none"> <li>Paper prepared on the formation of a Citizens' Panel which is to be developed into a Community Engagement Strategy.</li> <li>Working with Health and Wellbeing team to compile list of community groups in the district and groups representing the protected characteristics across the district. Officers working with Community Hubs invited to be members of the Equality Working Group.</li> </ul>
1.5 Work with local partners and community groups to support and organise events to celebrate the different communities that live in the district	Ongoing	Policy & Governance	<ul style="list-style-type: none"> <li>The district's diverse communities feel recognised, included and engaged with.</li> </ul>	<ul style="list-style-type: none"> <li>The Council currently uses our website, social media platforms and intranet to publicise notable dates such as Black History Month and LGBTQ+ to promote equality and diversity.</li> </ul>



1. Communities: Listen and learn from our communities and use this to deliver services that work well for everyone				
ACTIVITY	TIMESCALE	SERVICE AREA	OUTCOME	PROGRESS TO DATE
				<ul style="list-style-type: none"> <li>• ENEI produces a <a href="#">notable dates calendar</a> which will help us achieve this.</li> <li>• In January 2021 we worked with Cheltenham BC to commemorate Holocaust Memorial Day.</li> </ul>
1.6 Improve digital access to Council services.	2021-22	Strategic Director of Transformation & Change and ICT	<ul style="list-style-type: none"> <li>• Services can be accessed conveniently by all of our service users.</li> </ul>	<ul style="list-style-type: none"> <li>• Modernisation programme is well underway and a digital platform for the Council is being procured.</li> <li>• The Council’s complaints procedure is under review.</li> </ul>
1.7 Support wider community consultation and engagement with the Council: <ol style="list-style-type: none"> <li>Establish a baseline of current consultation.</li> <li>Produce accessible engagement and consultation guidelines for services.</li> </ol>	October 2021	Policy & Governance	<ul style="list-style-type: none"> <li>• Increased engagement with our residents, tenants and service users.</li> <li>• Our communities feel listened to and able to participate.</li> </ul>	<ul style="list-style-type: none"> <li>• Consultations are published on the Councils website: <a href="https://www.stroud.gov.uk/council-and-democracy/about-the-council/have-your-say/consultations">https://www.stroud.gov.uk/council-and-democracy/about-the-council/have-your-say/consultations</a></li> <li>• Community Access is a key Workstream in the Modernisation Programme and will develop a Community Engagement and Consultation Strategy.</li> </ul>
1.8 Investigate the extent and impact of bullying on young people in our community	September 2021	Youth Service and Youth Council	<ul style="list-style-type: none"> <li>• Young people are encouraged to speak out about bullying and policies and procedures to tackle bullying are improved.</li> </ul>	<ul style="list-style-type: none"> <li>• The Youth Council have designed and conducted an in-depth survey of young people in the district, which received 873 responses and is being analysed by the young people themselves.</li> </ul>

1. Communities: Specific to Black Lives Matter				
ACTIVITY	TIMESCALE	SERVICE AREA	OUTCOME	PROGRESS TO DATE
1.8 Undertake a review of existing anti-racist and anti-discrimination policies and practices, including the training it provides to members and staff and to take action to strengthen these as required.	September 2021	HR	<ul style="list-style-type: none"> <li>• Effective policies and procedures are in place to combat racism and all forms of discrimination.</li> <li>• Awareness raising amongst elected members by using examples of lived experience from people from the local BAME community.</li> </ul>	Following the May 2021 elections the Member induction programme will include anti-racism and anti-discrimination training, including local examples from the district's community.
1.9 Engage proactively with public and private sector service providers operating across Stroud District, including care providers, education providers, police, and Town and Parish Councils to encourage a joined-up approach to eliminating all forms of racism and discrimination.	Ongoing	Chief Executive & Leader  All services	<ul style="list-style-type: none"> <li>• Encourage a joined-up approach to eliminating all forms of racism and discrimination.</li> </ul>	<ul style="list-style-type: none"> <li>• Meetings have taken place with Gloucester City and Gloucestershire County Council discuss joint working in relation to equality and diversity.</li> <li>• The Chief Executive and Leader are members of Stroud's Local Strategic Partnership</li> </ul>
1.10 Take positive steps to educate ourselves and our communities about all forms of racism and discrimination. This should include giving greater visibility to: a) the continuous presence of Black, Asian and Minority Ethnic (BAME) residents in	Ongoing	Equality Working Group	<ul style="list-style-type: none"> <li>• A better understanding of our diverse communities and improved community cohesion.</li> <li>• Increase in the percentage of residents responding positively to the Annual Budget</li> </ul>	<ul style="list-style-type: none"> <li>• The Council's BAME group celebrated Black History Month in October 2020 by sharing their experiences and celebrating their heroes on the Council's Intranet.</li> <li>• The Council's Annual Budget Survey 2020 asked residents to what extent they agree or disagree that their local area is a place where people from different ethnic backgrounds get on well together, 70% agreed (16% definitely agree and</li> </ul>

1. Communities: Specific to Black Lives Matter				
ACTIVITY	TIMESCALE	SERVICE AREA	OUTCOME	PROGRESS TO DATE
<p>our District, who have contributed to our communities over at least 300 years.</p> <p>b) the probable role of past Stroud District residents in profiting from the slave trade and colonial exploitation.</p> <p>c) the positive role of past residents in opposing slavery and other forms of exploitation.</p>			<p>Survey question 'To what extent do you agree or disagree that your local area is a place where people from different ethnic backgrounds get on well together'.</p>	<p>54% tend to agree). However, just under 1 in 10 (9%) disagreed.</p> <ul style="list-style-type: none"> <li>• ENEI delivered equality and diversity training to all staff which included unconscious bias tests for Members and the Leadership &amp; Management Team.</li> </ul>
<p>1.11 Undertake a review and community consultation, in conjunction with Town and Parish Councils, of any street and building names, statues and architectural features that may be considered offensive; this is likely to include the Black Boy House and Black Boy Clock with its sculpture in Stroud Town.</p>	<p>September 2021</p>	<p>Equality Working Group</p>	<ul style="list-style-type: none"> <li>• Where removal or name change is not considered necessary, there may be opportunities for using such examples for education purposes to make our past, with its positive and negative features, more visible and accessible to the current population through appropriate interpretation materials and educational visits.</li> </ul>	<ul style="list-style-type: none"> <li>• The process for the review of Black Boy Clock has been agreed by the Strategic &amp; Leadership Team and Group Leaders. EWG are working on the details of the process.</li> <li>• A report on the significance of the Statue has been drafted by the Specialist Conservation Officer.</li> <li>• The specification for the Review Panel has been drafted and recruitment is being undertaken for two Community Representatives to join the Review Panel.</li> <li>• The Review will commence in May 2021.</li> </ul>

2. Leadership and Organisational Commitment: Actively champion our commitment to equality, diversity and inclusion and tackle inequality together				
ACTIVITY	TIMESCALE	SERVICE AREA	OUTCOME	PROGRESS TO DATE
2.1 Set objectives within the revised Equality and Diversity Policy and identify measures so that overall progress can be assessed annually.	August 2021	Policy & Governance	<ul style="list-style-type: none"> <li>Delivery of the Council’s equality and diversity objectives is monitored and reported in line with the Public sector equality duty. Annual report to committee.</li> </ul>	<ul style="list-style-type: none"> <li>Equality Diversity &amp; Inclusion Policy to go to Council for approval in March 2021.</li> <li>Objectives and Action Plan to be approved by Council and reviewed annually.</li> <li>Public consultation on the objectives to take place following the May elections.</li> </ul>
2.2 Review the equality information published to ensure we are meeting the public sector equality duty.	April 2021	Policy & Governance	<ul style="list-style-type: none"> <li>Equality information is used to improve service provision.</li> </ul>	<ul style="list-style-type: none"> <li>Equality information presented to the Equality Working Group and to be published on the Council’s website once approved by Full Council.</li> </ul>
2.3 Consider (‘pay due regard’ to) how we can reduce inequalities of outcome caused by socio-economic disadvantage when making strategic decisions.	June 2021	Policy & Governance	<ul style="list-style-type: none"> <li>Consideration of social-economic impact is included as part of the Equality Impact Assessment process.</li> </ul>	<ul style="list-style-type: none"> <li>The impact of ‘Rurality’ forms part of the EIA process and will be extended to wider socio-economic impact.</li> </ul>
2.3 Identify the current level of equality monitoring with a view to: <ol style="list-style-type: none"> <li>Embed the Equality Impact Assessment (EIA) process across reports</li> <li>Review EIA guidance and training.</li> <li>Improve monitoring of compliance.</li> </ol>	June 2021	Policy & Governance	<ul style="list-style-type: none"> <li>All council decisions are made taking full account of the impact on all relevant protected characteristics and socio-economic disadvantage.</li> <li>All EIAs are published on the Council’s website.</li> </ul>	<ul style="list-style-type: none"> <li>An EIA section has been incorporated into the Committee report template.</li> <li>EIA template and guidance is available on the Hub and support is provided by the Policy and Performance Officer.</li> </ul>

2. Leadership and Organisational Commitment: Actively champion our commitment to equality, diversity and inclusion and tackle inequality together				
ACTIVITY	TIMESCALE	SERVICE AREA	OUTCOME	PROGRESS TO DATE
d. Include consideration of Socio-economic disadvantage				
2.4 Enhance the equality training element of the Member Development Programme	June 2021	Policy & Governance and Democratic Services	<ul style="list-style-type: none"> <li>Members have an understanding of the Equality Act and a greater understanding of cultural differences within local communities.</li> </ul>	<ul style="list-style-type: none"> <li>Mandatory Equality &amp; Diversity training provided in June 2020 and further cultural awareness s and unconscious bias training during July 2020.</li> <li>A new programme will be in place following the elections in 2021, including training on the appropriate use of social media.</li> </ul>
2.5 Organisational Development work – Shared values and behaviours	Ongoing	Ascend OD Consultants	<ul style="list-style-type: none"> <li>Create a ‘One Council’ culture</li> </ul>	<ul style="list-style-type: none"> <li>A series of 121s and staff workshops have been held and the findings have been presented to the ‘Proud of Stroud’ staff forum.</li> </ul>
2.6 TIDE self-assessment tool	March - April 2021	Policy & Governance /HR	<ul style="list-style-type: none"> <li>To work with ENEI to review the Council and to gauge Equalities across the Council and what we need to do to improve.</li> </ul>	<ul style="list-style-type: none"> <li>Working with ENEI to monitor progress against the assessment tool.</li> </ul>

3. Workforce: Build a diverse and engaged workforce, where everyone is respected				
ACTIVITY	TIMESCALE	SERVICE AREA	OUTCOME	PROGRESS TO DATE
3.1 Recruitment training for staff involved, to cover the Equality Act, unconscious bias, positive action,	May 2021	HR	<ul style="list-style-type: none"> <li>To ensure we have an unbiased recruitment process where all staff</li> </ul>	<ul style="list-style-type: none"> <li>Working with ENEI to identify a suitable training package.</li> </ul>

3. Workforce: Build a diverse and engaged workforce, where everyone is respected				
ACTIVITY	TIMESCALE	SERVICE AREA	OUTCOME	PROGRESS TO DATE
genuine occupational requirement etc			involved understand their responsibility	<ul style="list-style-type: none"> <li>• Training was delivered to all Council staff on 'Inclusive Culture &amp; the Role We Play' which included a segment on Unconscious bias</li> <li>• Face to Face training was delivered to all Managers on 'Inclusive Culture &amp; Leadership' and all managers have completed Unconscious Bias e-learning.</li> </ul>
3.2 To work with Zellis – Recruitment /Onboarding Module to analyse Equality data	April 2021	HR	<ul style="list-style-type: none"> <li>• To ensure we are attracting candidates from under-represented groups</li> </ul>	<ul style="list-style-type: none"> <li>• Currently working with Zellis to design Recruitment Module and in the future to develop a system to record the data.</li> <li>• Have recently advertised a post using the new Recruitment Portal with the plan to roll this out for all jobs in the Spring 2021.</li> </ul>
3.3 Work with service units to identify Positive Action Opportunities for the BAME group, Women into Management, People with Disabilities, LGBTQ+ and people in the Stroud Community who have lost their job due to COVID-19	Ongoing	HR	<ul style="list-style-type: none"> <li>• To begin to address the imbalance from under-represented groups within the Council.</li> <li>• To help the local economy</li> </ul>	<ul style="list-style-type: none"> <li>• Centralisation of the Apprenticeship budget has allowed us to work across the Council and identify suitable opportunities.</li> <li>• HR have presented to the Leadership and Management Team to promote the developed Apprenticeship scheme including plans to promote positive action opportunities.</li> </ul>
3.4 Ensure that all interview questions have an Equalities Question for all candidates	Jan-March 2021	HR	<ul style="list-style-type: none"> <li>• Asking the question at interviews reinforces to the candidate how important Equalities is in the Council. It's also an opportunity to</li> </ul>	<ul style="list-style-type: none"> <li>• Working towards developing standard questions for each grades:</li> <li>• Apprentice - Stroud 2</li> <li>• Stroud 3 - 4</li> <li>• Stroud 5 - 7</li> <li>• Stroud 8 - 9</li> </ul>

3. Workforce: Build a diverse and engaged workforce, where everyone is respected				
ACTIVITY	TIMESCALE	SERVICE AREA	OUTCOME	PROGRESS TO DATE
			gauge a candidate's understanding	
3.5 Put in place a meaningful equality training provision for staff in order to improve the learning and development of equality and diversity. Cultural Awareness Training for key staff who work directly with the Community	November 2021	HR	<ul style="list-style-type: none"> <li>Staff have a better understanding of equalities and their responsibilities in the workplace and in service provision</li> </ul>	<ul style="list-style-type: none"> <li>Working with ENEI to identify suitable course.</li> <li>Training has been delivered to all staff on 'Inclusive Culture &amp; the Role We Play' which included a section on Unconscious bias.</li> <li>Training has been delivered to all our Managers on 'Inclusive Culture &amp; Leadership' which included Unconscious bias e-learning course.</li> </ul>
3.6 Identify development opportunities for BAME staff, women in management and staff with disabilities	Ongoing	HR	<ul style="list-style-type: none"> <li>Re-addressing the imbalance</li> </ul>	<ul style="list-style-type: none"> <li>Levy Money is available for development of staff via an Apprenticeship.</li> <li>HR attended a Leadership &amp; Management team meeting to promote the use of the Levy Funds</li> </ul>
3.7 Work Experience placement	Ongoing	HR	<ul style="list-style-type: none"> <li>To give opportunities for under-represented groups to gain an introduction to work</li> </ul>	<ul style="list-style-type: none"> <li>Working with schools/colleges</li> </ul>
3.8 Induction to ensure all staff participate in Equalities Training on commencing employment and to review the course to ensure its fit for purpose	March 2021	HR	<ul style="list-style-type: none"> <li>To ensure we have the best course available which covers all aspects of Equalities and is interactive</li> </ul>	<ul style="list-style-type: none"> <li>All new starters complete a mandatory Equality &amp; Diversity e-learning course.</li> </ul>
3.9 Recruit Equalities Champion for each Service Unit	January 2021	HR	<ul style="list-style-type: none"> <li>To have a key person in each service unit ensuring equalities is considered in all</li> </ul>	<ul style="list-style-type: none"> <li>Work with Managers to identify suitable champions for their service unit.</li> <li>During the course of the Inclusive Culture &amp; the Role we play training courses some staff have expressed an interest in volunteering for being</li> </ul>

3. Workforce: Build a diverse and engaged workforce, where everyone is respected				
ACTIVITY	TIMESCALE	SERVICE AREA	OUTCOME	PROGRESS TO DATE
			aspects of their service work	an Equalities Champion. HR and Ascend are currently working on the Organisational & Development Project and they are also keen to have Champions. A joined up approach is to be developed.



## Corporate Equality, Diversity & Inclusion Policy - Glossary

### A

**Accessibility:** The design, development or state of physical or digital environments, resources and services that are easy to reach, enter, use, see, etc. for all users.

**Age:** This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

### B

**Belief:** see **Religion and belief**

**Bi:** An attraction towards more than one gender. Bi people may also describe themselves as bisexual, pansexual, bi-curious, queer, and other non-monosexual identities.

**Bi-cultural:** Bicultural identity is the condition of being oneself regarding the combination of two cultures.

**Bias:** Systematic patterns where our brains stray from rationality in judgment which can result in attitudes for or against a person, group or concept especially in a way considered to be unfair.

**Black:** A broad term for all people with ethnic origins in the African continent. Less commonly this term is used to refer to all people around the world who are not of white European descent. Note that we encourage capitalising Black (when you're talking about race).

**Black Lives Matter:** A political and social movement originating among African Americans, emphasizing basic human rights and racial equality for Black people and campaigning against various forms of racism. Abbreviations: BLM, B.L.M.

**BME or BAME:** An acronym that stands for black [and Asian] & minority ethnic. Though generally accepted, as with people of colour (see below), there's been some pushback to these terms in recent years for being too reductionist and too inclusive. By reductionist we mean it reduces the nuanced and complex experiences of an individual to an overly simplistic, broad term.

### C

**Civil partnership:** Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

**D**

**Direct discrimination:** This refers to less favourable treatment because of a person's protected characteristic.

**Disability:** A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities.

**Diversity:** Diversity is recognising and valuing that individuals are unique each having their own values, beliefs, attitude, culture, racial background, sexuality, skills and life experience.

**E**

**Engagement:** A broad term, intended to cover the whole range of ways in which public authorities interact with their service users and their employees, over and above what they do in providing services or within a formal employment relationship.

**Equality:** Equality means treating everyone with fairness and respect and recognising the needs of individuals.

**Equality analysis:** Equality analysis involves looking at your equality information and the outcome of your engagement in order to understand the effect or potential effect of your decisions on different protected groups. The general equality duty does not specify how public authorities should analyse the effect of their policies and practices on equality.

**Equality information:** The information that you have (or that you will collect) about people with protected characteristics that will help you to show compliance with the equality duty. This will include the findings of engagement with protected groups and others and the effect of your policies on protected groups. It includes both qualitative and quantitative information, as well as evidence of analysis you have undertaken.

**Equality objectives:** A requirement to prepare, set and publish objectives is one of the specific duties set out under the equality duty. An authority's objectives should aim to further one or more aims of the equality duty.

**Equality outcome:** The results that individuals or groups actually achieve and are able to benefit from. For example, equal pay between men and women.

**F**

**Fostering good relations:** The Equality Act 2010 states that having due regard to the need to fostering good relations involves having due regard, in particular, to the need to tackle prejudice and promote understanding between people who share a protected characteristic and those who do not.

**Function:** The full range of a public authority's activities, duties and powers.

## G

**Gender reassignment:** This is the process of transitioning from one sex to another. See also trans, transgender, transsexual.

**General duty:** The requirement to show due regard to the need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.; advance equality of opportunity between people who share a protected characteristic and those who do not; and to foster good relations between people who share a protected characteristic and those who do not.

## H

**Harassment:** Unwanted conduct related to a protected characteristic that has the purpose or effect of violating a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. It may also involve unwanted conduct of a sexual nature or be related to gender reassignment or sex.

## I

**Inclusion:** Inclusion is the result of welcoming, respecting, supporting, involving, valuing and empowering those around you equally.

**Indirect discrimination:** This is when a provision, criterion or practice is applied in a way that creates disproportionate disadvantage for a person with a protected characteristic as compared to those who do not share that characteristic, and is not a proportionate means of achieving a legitimate aim.

## M

**Marriage:** a formal union and social and legal contract between two individuals that unites their lives legally, economically, and emotionally.

**Maternity:** The period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

**Mitigation:** This is when measures are put in place that lessen the negative effects of a policy or policies on protected groups. For example, delivering a service by telephone alone may cause problems for those with a language barrier. Rather than changing the way the service is delivered, this could be mitigated by using telephone interpreting services.

**P**

**Positive action:** Lawful actions that seeks to overcome or minimise disadvantages that people who share a protected characteristic have experienced, or to meet their different needs (for example, providing mentoring to encourage staff from under-represented groups to apply for promotion).

**Pregnancy:** The condition of being pregnant.

**Protected characteristics:** The equality duty covers the following characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. These are also referred to as **protected groups**. The duty also covers marriage and civil partnerships, but not for all aspects of the duty.

**Protected groups:** see **Protected characteristics** above

**Public authority:** The general equality duty applies to public authorities. For this purpose, a public authority is a body that is named (listed) or described in Schedule 19 of the Equality Act. It also applies to other organisations who exercise public functions. This includes private bodies or voluntary organisations which are carrying out public functions on behalf of a public authority.

**Public functions:** The Equality Act 2010 defines a public function as a function that is of a public nature for the purposes of the Human Rights Act 1998.

**R**

**Race:** This is the protected characteristic of race. It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins.

**Reasonable adjustment:** Public authorities making adjustments to the way in which they carry out their functions so that disabled people are not disadvantaged by the way in which those functions are carried out. This is with regard to policies, practices or procedures, premises, and the provision of auxiliary aids or services.

**Relevance:** How far a function or policy affects people, as members of the public, and as employees of the authority. Some functions may be more relevant to some protected groups than to others, and to one or more of the three elements of the general equality duty. The function or policy may still be relevant if the numbers affected by it are very small.

**Religion or belief:** Religion means any religion, including a reference to a lack of religion. **Belief** includes religious and philosophical beliefs including lack of belief (for example, Atheism). Generally, a belief should affect your life choices or the way you live for it to be included.

## S

**Seldom Heard:** The term 'seldom-heard groups' refers to under-represented people who use or might potentially use services and who are less likely to be heard by these service professionals and decision-makers.

These groups used to be described as hard to reach – suggesting that there is something that prevents their engagement with services. Seldom heard emphasises the responsibility of agencies to reach out to excluded people, ensuring that they have access to services and that their voices can be heard, and is preferred for those reasons.

Examples of seldom heard groups could include:

- Particular ethnic minority groups
- Carers
- People with disabilities
- Lesbian, Gay, Bisexual, Transgender, and Queer people
- Refugees/asylum seekers
- People who are homeless
- Younger people
- People with language barriers

To summarise, it is anyone who is under-served. These people may have particular needs when it comes to participating.

**Sex:** Someone being a man or a woman.

**Sexual orientation:** This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

**Specific duties:** Certain public authorities named or described (listed) in Schedule 1 of the Equality Act 2010 (Statutory Duties) Regulations 2011 are required to comply with certain specific duties. These duties are intended to assist authorities in complying with the general equality duty.

**Stakeholders:** People with an interest in a subject or an issue who are likely to be affected by any decision relating to it and/or have responsibilities relating to it.

**Statutory Code of Practice:** A document which offers practical guidance on the law, has been approved by parliament and is admissible as evidence in a Court of law.

## T

**Trans:** The terms 'trans people' and 'transgender people' are both often used as umbrella terms for people whose gender identity and/or gender expression differs from their birth sex, including transsexual people (those who propose to undergo, are undergoing or have undergone a process of gender reassignment to live permanently in their acquired gender), transvestite/cross-dressing people (those

who wear clothing traditionally associated with the other gender either occasionally or more regularly), androgyne / polygender people (those who have non-binary gender identities and do not identify as male or female), and others who define as gender variant.

**Transgender:** An umbrella term for people whose gender identity and/or gender expression differs from their birth sex. They may or may not seek to undergo gender reassignment hormonal treatment/surgery. Often used interchangeably with trans.

**Transsexual:** A person who intends to undergo, is undergoing or has undergone gender reassignment (which may or may not involve hormone therapy or surgery). Transsexual people feel the deep conviction to present themselves in the appearance of the opposite sex. They may change their name and identity to live in the preferred gender. Some take hormones and have cosmetic treatments to alter their appearance and physical characteristics. Some undergo surgery to change their bodies to approximate more closely to their preferred gender. Transsexual people have the protected characteristic of gender reassignment under the Equality Act 2010. Under the Act, gender reassignment is a personal process rather than a medical one and it does not require someone to undergo medical treatment in order to be protected.

## V

**Victimisation:** Subjecting a person to a detriment because they have made a complaint of discrimination, or are thought to have done so; or because they have supported someone else who has made a complaint of discrimination. Victimisation is unlawful under the Equality Act 2010.

## Equality Analysis Form

The Equality Act 2010 states that:

*A public authority must, in the exercise of its functions, have **due regard** to the need to –*

*(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;*

*(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;*

*(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

Stroud District Equality data can be found at:

<https://inform.gloucestershire.gov.uk/equality-and-diversity/>

**1. Persons responsible for this assessment:**

<b>Name(s):</b> Eka Nowakowska, Equality Working Group	<b>Telephone:</b>
	<b>E-Mail:</b> eka.nowakowska@stroud.gov.uk
<b>Service:</b> Policy and Governance	<b>Date of Assessment:</b> January - March 2021

**2. Name of the policy, service, strategy, procedure or function:**

**Draft Equality, Diversity and Inclusion Policy and Equality Objectives 2021/25**

**Is this new or an existing one? Existing - Revision of Equality and Diversity Policy 2018**

**3. Briefly describe its aims and objectives**

The Draft Equality, Diversity and Inclusion (EDI) Policy sets out the Council’s commitment to achieving the main aims of the Equality Act 2010 and to demonstrate how the Council, when carrying out its functions, will have due regard to the public sector equality duty.

The Council’s EDI Policy was last updated in 2018 and to be compliant with the Public Sector Equality Duty, the new EDI Policy will incorporate within it, the requirements to publish Equality Objectives which address the three aims of the Equality Duty.

**4. Are there external considerations? (Legislation / government directive, etc)**

Publication of the Equality, Diversity and Inclusion Policy and the Equality Objectives will ensure

the Council is compliant with the requirements of the Equality Act 2010 and the public sector equality duty provided by section 149 of that Act.

### 5. Who is intended to benefit from it and in what way?

**The Policy covers all nine protected characteristics;** age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. All people, living, working or visiting the Stroud district are intended to benefit from this Policy and the actions we will take to meet our 4-year objectives.

### 6. What outcomes are expected?

The Policy is the Council's key strategic document driving equality, diversity and inclusion priorities across Stroud District.

- Providing fair and inclusive services and employment opportunities for everyone in Stroud District
- Developing and embedding our Equality Objectives
- Having 'due regard' to each of the nine protected characteristics and promoting and embedding them in everything that we do
- Eliminating unlawful discrimination; advancing equality of opportunity and fostering good relations between individuals and community groups
- Promoting and celebrating diversity

**The specific outcomes are set out in the Equality Action Plan and progress will be reported to Full Council annually.**

### 7. What evidence has been used for this assessment? (eg Research, previous consultations, Inform (MAIDEN);

- National and local research/ statistics <https://inform.gloucestershire.gov.uk/equality-and-diversity/>
- National guidance on the Equality Act 2010 & associated Public Sector Equality Duty
- Equality & Human Rights Commission research and website
- Equality Working Group
- Staff forums and community groups
- Annual Residents and Business Budget Survey
- Key service area: Housing; Youth Council; Customer Services; Community Services; Health and Wellbeing
- Workforce profile monitoring

### 8. Has any consultation been carried out?

**Yes**

The Draft Equality, Diversity & Inclusion Policy and Equality Objectives have been developed in consultation with the Equality Working Group and Group Leaders have also been consulted. Neither the Equality Act 2010 nor the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 require the Council to consult on the equality objectives before they are published.

However, acknowledging and embracing feedback prior to final approval is an important aspect of getting equality and diversity actions to be effective. Public consultation on the draft policy and objectives will be undertaken after the May 2021 Elections to ensure the opinions of our communities and residents are taken into account.



The consultation will be promoted using a range of methods including social media and the Council website. We will also consult with Parish and Town Councils, Community Hubs and with a variety of groups and boards which represent the range of protected characteristics within the district. Following the public consultation, the final Equality, Diversity and Inclusion Policy and Equality Objectives 2021-25 will return to Council for approval

Improving consultation and engagement with our diverse communities is one of our 4-year objectives: **'Listen and learn from our communities and use this to deliver services that work well for everyone'**.

**9. Could a particular group be affected differently in either a negative or positive way?**

*(Negative – it could disadvantage and therefore potentially not meet the General Equality duty;*

*Positive – it could benefit and help meet the General Equality duty;*

*Neutral – neither positive nor negative impact / Not sure)*

Protected Group	Type of impact, reason and any evidence (from Q7 & 8)
<b>Age</b>	Our approach to progressing equality and inclusion is one which includes everyone, regardless of background or characteristics.
<b>Disability</b>	
<b>Gender Re-assignment</b>	The purpose of publishing our Equality, Diversity and Inclusion Policy and Equality Objectives is to demonstrate Stroud District Council's commitment to meeting the General and Public Sector Equality Duty and having a positive impact for all 9 protected characteristics.
<b>Pregnancy &amp; Maternity</b>	Our Equality Action Plan sets out the specific actions and expected outcomes we hope to deliver over the coming year in relation to these protected groups.
<b>Race</b>	
<b>Religion – Belief</b>	By achieving the objectives set out in this Policy the Council will achieve positive outcomes for individuals and communities in service design, delivery and employment. Therefore, a wide range of people will benefit from the positive outcomes achieved through this Policy with the main beneficiaries being the residents of Stroud District, Council employees and partners across other organisations.
<b>Sex</b>	
<b>Sexual Orientation</b>	In light of the Black Lives Matter movement, the Council has committed to a number of actions specific to combating racial discrimination, but where relevant these actions will be expanded to apply to all strands.
<b>Marriage &amp; Civil Partnerships (part (a) of duty only)</b>	
<b>Rural considerations:</b> le Access to services; transport; education; employment; broadband;	Our revised Policy states: <i>Section 1</i> of the Equality Act, the Socio-economic duty, requires public bodies to adopt transparent and effective measures to address the inequalities that result from differences in occupation, education, place of residence or social class (the additional characteristics not explicitly covered by the Public Sector Equality Duty).  Although implemented in Scotland, the UK Government has not commenced the duty in England – so local authorities are not bound by it. However, the Council believes the socio-economic duty offers a useful tool for public authorities to actively consider the way in which policies and strategic decisions can address inequalities, within the wider Public Sector Equality Duty requirements. This piece of work has been included in the year one

	action plan.
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**10.If you have identified a negative impact in question 9, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?**

**No negative impact identified.**

**Declaration**

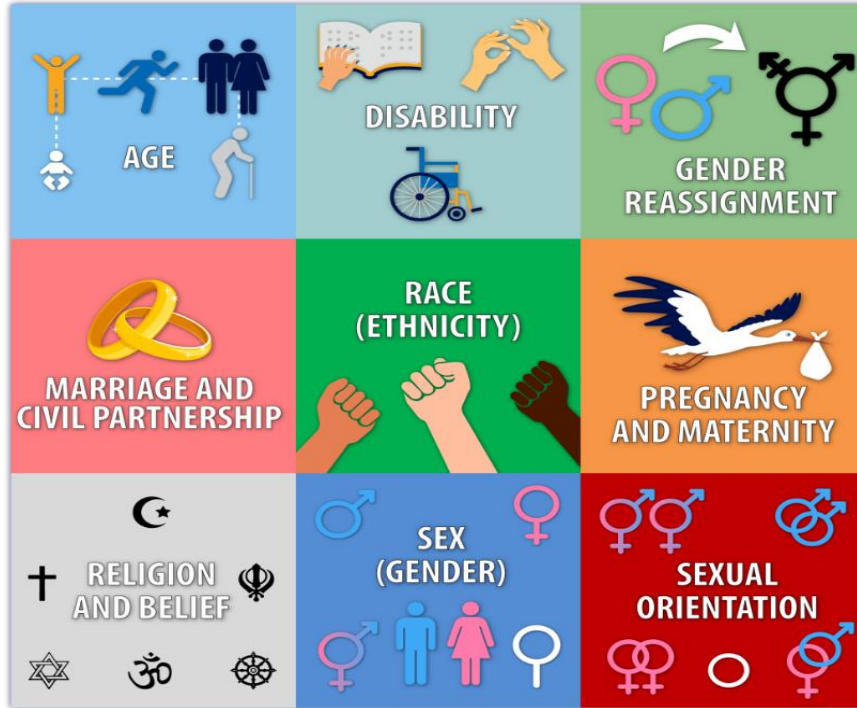
**I/We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function \* (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.**

**We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment**

<b>Completed by: Eka Nowakowska</b>	<b>Date: 4 March 2021</b>
<b>Role: Policy &amp; Governance Officer</b>	
<b>Countersigned by Head of Service/Director:</b>  <i>A C</i>	<b>Date: 5 March 2021</b>

**Date for Review: Please forward an electronic copy to [eka.nowakowska@stroud.gov.uk](mailto:eka.nowakowska@stroud.gov.uk)**

# Equality Profile of Stroud District by the nine protected characteristics



**119,019**  
(ONS 2018  
Mid-year estimate)



Projected  
population 2041

**136,000**

Source: Gloucestershire County Council Population Profile 2020  
<https://inform.gloucestershire.gov.uk/equality-and-diversity/overview/>



Age	% of population	% change 2008 to 2018	Projected % change 2016 to 2041
0 - 19	22.2	-0.9	9.2
20 - 64	55.4	3.0	2.6
65+	22.4	28.6	56.6

Stroud has a higher proportion of people aged over 65 when compared to the county and national figures. Analysis of the 2011 Census shows that residents aged 65 or over were more likely than those under 65 to: have a long-term limiting illness; be in poor health; be living on their own; be without access to a car; be providing unpaid care of 50 hours or more a week; be living in a household without central heating.



Age	% People with a Limiting long-term health problem	Day-to-day activities limited a little	Day-to-day activities limited a lot
0 - 15	3.3	1.9	1.4
16 - 49	7.9	4.8	3.2
50 - 64	16.8	10.7	6
65+	47.6	25.5	22.1
All ages	16.7	9.6	7.2

Under the Equality Act (2010) a person has a disability if he or she has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. Dementia is one of the major causes of disability in older people and there are approximately 1,881 people aged 65+ living with dementia in Stroud district. Approximately 2,235 people aged 18+ have a learning disability. An estimated 1.4% of the 16+ population have reported blindness or partial sight; and 6.8% deafness or hearing loss. Given the ageing population the number of people with a limiting long term health problem is likely to increase in the future, between 2001 and 2011 there was a 10.3% increase. There are differences in outcomes between people with long-term limiting illnesses or disabilities and people who are not in this group in a number of areas including employment, housing and caring.



Age	% Female	% Male
0 - 19	48.5	51.5
20 - 64	50.4	49.6
65 - 84	52.8	47.2
85+	63.8	36.2
All ages	50.8	49.2

The overall population split by sex is slightly skewed towards females; although there are more males than females in the 0-19 year olds, as age increases, females outnumber males by an increasing margin. As a result of this, 71% of single pensioner households

Source: Gloucestershire County Council Population Profile 2020  
<https://inform.gloucestershire.gov.uk/equality-and-diversity/overview/>

are show to be headed by a woman. However, the proportion of men in the older population is increasing as the life expectancy of men increases. Females are also more likely to head lone parent households with dependent children. There are differences by sex in the provision of unpaid care and access to a car/van. There are differences by sex in life expectancy, mortality from preventable causes, and suicide.



GIRES <sup>1</sup>	Gender Reassignment Lower Estimate	Gender Reassignment Upper Estimate
Number of people	586	977
% of 16+ population	0.6	1.0

Gender reassignment is defined as a person who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning their sex by changing physiological or other attributes of sex. This means an individual does not need to have undergone any treatment or surgery to be protected by law.

There are no official estimates of gender reassignment at either national or local level. In the next Census (2021) there will be a new question around gender, asking “is your gender the same as the sex you were registered at birth?” Currently the best estimates come from a study funded by the Home Office and produced by the Gender Identity Research and Education Society (GIRES)<sup>1</sup>. Stonewall’s LGBT in Britain Trans Report states that hate crime and discrimination against trans people is widespread throughout all aspects of life.



Marital status	% of population
Single (never married or never registered a same-sex civil partnership)	27.5
Married	53.0
In a registered same-sex civil partnership	0.3
Separated (but still legally married or still legally in a same-sex civil partnership)	2.3
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	9.6
Widowed or surviving partner from a same-sex civil partnership	7.3

The Equality Act 2010 protects individuals who are in a civil partnership, or marriage, against discrimination. Evidence suggests being married is associated with better mental health. There is less evidence on the benefits of being in a civil partnership; however, it is likely the benefits will also be experienced by people in similarly committed relationship such as civil partnerships.

There is considerable variation in marital status between age groups. As you would expect, people aged 16-24 are the most likely to be single, while those aged 65+ are the most likely age group to be widowed or a surviving partner from a same sex civil partnership. Same sex

Source: Gloucestershire County Council Population Profile 2020  
<https://inform.gloucestershire.gov.uk/equality-and-diversity/overview/>

civil partnerships are most common amongst 35-49 year olds, where they account for 0.4% of the total age group. The proportion of people that are married, separated or divorced increases with age, until 65+ when it begins to fall, to take into account the increasing proportion of people who have lost a partner. These trends are reflected at other district and regional and national levels.



Age of mother	% of total births by age of mother	Total number of live births
Under 20	1.3	<b>1,065</b>
20-24	11.0	
25-29	27.2	
30-34	35.9	
35-39	19.6	
40-44	4.7	
45+	0.3	

The Equality Act protects women who are pregnant, have given birth in the last 26 weeks (non-work context) or are on maternity leave (work context) against discrimination in relation to their pregnancy. The highest proportion of deliveries were to women aged 30 to 34 continuing the trend of later motherhood. Stroud has a higher proportion of births to mothers aged 35+ than Gloucestershire and England.



Population by ethnic group	Number of people	% of population
<b>Total Black and Ethnic Minority</b>	<b>2,353</b>	<b>2.1</b>
<b>Mixed/ Multiple Ethnic Group</b>	<b>1,216</b>	<b>1.1</b>
<b>Asian/ Asian British</b>	<b>751</b>	<b>0.7</b>
<b>Black/ African/ Caribbean/ Black</b>	<b>260</b>	<b>0.2</b>
<b>Other Ethnic Group British</b>	<b>126</b>	<b>0.1</b>
<b>Total White</b>	<b>110,426</b>	<b>97.9</b>
<b>English/ Welsh/ Scottish/ Northern Irish/ British</b>	<b>107,026</b>	<b>94.9</b>
<b>Irish</b>	<b>591</b>	<b>0.5</b>
<b>Gypsy or Irish Traveller</b>	<b>57</b>	<b>0.1</b>
<b>Other White</b>	<b>2,752</b>	<b>2.4</b>

Race includes colour, nationality, ethnic or national origins. Stroud is characterised by a small Black and Minority Ethnic population, accounting for 2.1%. Neighbouring Gloucester had the highest proportion of people from Black and Ethnic Minorities, at 10.9% of the total population. However, this is still considerably lower than the national figure.

The population of Stroud has become increasing diverse. The Black and Minority Ethnic population has increased by 64% since 2001. This trend is reflected at a regional, national and district level. Between 2001 and 2011 the greatest growth across the County was in those people classified as "White other" which includes migrants from Europe, which increased by

Source: Gloucestershire County Council Population Profile 2020  
<https://inform.gloucestershire.gov.uk/equality-and-diversity/overview/>

105.9%, whereas Stroud saw a 56.5% increase in this group.

In Stroud, 1.7% (1,835) do not speak English as a main language and 0.3% (274) are not able to speak English or do not speak it well.

A recent report by the Equality and Human Rights Commission found that people from Black and Minority Ethnic groups continue to experience discrimination and inequality in education, employment, housing, pay and living standards, health, and the criminal justice system.



Religion & belief	% of population
Christian	62.0
Buddhist	0.3
Hindu	0.1
Jewish	0.1
Muslim	0.2
Sikh	0
Other Religion	0.8
No Religion	28.3
Religion not stated	8.1

According to the 2011 Census, 62% of residents in Stroud District were Christian, making it the most common religion. This was followed by no religion which accounts for 28.3% of the total population. In Gloucestershire, Stroud had the highest proportion of people who follow an "Other Religion" and of people who did not state their religion. It has a lower proportion of people who follow a religion other than Christianity, which reflects the ethnic composition of the district. Those aged 0-19 are more likely to report no religion than older age groups. This trend is reflected at a regional, national and district level.



Lesbian, Gay & Bisexual adults in Stroud district	Lower Estimate	Higher Estimate
Stonewall Estimates	4,900 5%	6,800 7%
ONS Annual Population Survey	2.3%	
GP Patient Survey 2018	4% (Gloucestershire)	

The 'protected characteristic' of sexual orientation refers to those individuals who are attracted to those of the opposite sex, the same sex, or either sex. There are no official estimates of sexual orientation at a district or county level, making it difficult to obtain a true reflection of this population. National evidence suggests between 2.3% and 7.0% of people are lesbian, gay or bisexual (LGB). Young people (aged 16-24) are more likely to identify as LGB than older age groups and a higher proportion of males than females identify as LGB.

Source: Gloucestershire County Council Population Profile 2020  
<https://inform.gloucestershire.gov.uk/equality-and-diversity/overview/>

There is a substantial body of evidence demonstrating that lesbian, gay, bisexual and trans people experience discrimination and marginalisation in their daily lives including in health care, social care, housing, education, at work, and in public. In 2017 the government launched a National LGBT Survey about the experiences of LGBT people in the UK – the largest national LGBT survey to date. Although many responses were positive, there were more than 2 in 5 who said they had been victim of verbal abuse or physical violence during the preceding year. In addition, more than 9 out of 10 serious incidents were not reported as respondents felt ‘it happens all the time’. Fear of crime and of negative reactions from other people was also a reported issue, with more than two thirds of respondents stating they have avoided holding hands with their (same sex) partners for this reason.

In the next Census (2021) there will be a new question around sexual orientation, so it is hoped that more accurate data will help equality monitoring in the future.

Source: Gloucestershire County Council Population Profile 2020  
<https://inform.gloucestershire.gov.uk/equality-and-diversity/overview/>



## STROUD DISTRICT COUNCIL

AGENDA  
ITEM NO

## FULL COUNCIL

18 MARCH 2021

9

<b>Report Title</b>	<b>STROUD DISTRICT 2030 STRATEGY – LIMITING, ADAPTING, RECOVERING AND RESPONDING IN A CHANGING CLIMATE</b>
<b>Purpose of Report</b>	To present the 2030 Strategy and Master Plan for adoption.
<b>Decision(s)</b>	<b>The Committee RESOLVES to adopt the 2030 Strategy and Master Plan</b>
<b>Consultation and Feedback</b>	<p>Prior to the public launch of the draft 2030 Strategy and Master Plan, the views of all officers and members had been sought. Special workshops and briefing sessions were held, including sessions with senior managers and an all members briefing session in September 2020.</p> <p>The public consultation ran for a period of 9 weeks under COVID constraints, closing just before Christmas. The process included online discussion groups and webpage which presented the documents and their contents in pdf but also through audio presentations to increase accessibility. Staff and public were encouraged to give views via a questionnaire and a dedicated CN2030 email account received written responses and enquiries. The draft was also presented at the 4 main council committees and the Recovery Board meeting.</p> <p>The re-draft has addressed the feedback from the consultation in collaboration with expert bodies such as the Local Nature Partnership. This re-drafting has been agreed with the Leadership and Management Team and also, the Senior Leadership Team and is now presented to Full Council for approval.</p>
<b>Report Authors</b>	<p>Brendan Cleere, Strategic Director of Place Email: <a href="mailto:brendan.cleere@stroud.gov.uk">brendan.cleere@stroud.gov.uk</a></p> <p>Rachel Brain, Senior CN2030 Officer Email: <a href="mailto:rachel.brain@stroud.gov.uk">rachel.brain@stroud.gov.uk</a></p>

## Agenda Item 9

<b>Options</b>	The 2030 Strategy sets an overall route map across a range of priority areas, with a supporting master plan. Collectively, these documents represent an array of options and approaches, based on evidence of key issues and challenges, to achieve the ambition to do everything within the Council's power to achieve a carbon neutral district by 2030.			
	<p>Whilst a formal consultation period has been completed the 2030 Strategy commits to an ongoing community collaboration to shape the delivery of the masterplan into projects and schemes. There will be scope to flex our approach through the dynamic action planning process involving communities, partner organisations and businesses that is described.</p> <p>An open, inclusive and responsive action planning process that promotes and empowers ownership of issues and actions provides the best possible chance of success in achieving an effective response to climate and ecological emergency and a carbon neutral district by 2030.</p> <p>Taking the above into account, the Committee's options are to adopt or, to reject the 2030 Strategy and Master Plan.</p>			
<b>Background Papers</b>	None			
<b>Appendices</b>	Appendix A - 2030 Strategy Appendix B - Master Plan			
<b>Implications (further details at the end of the report)</b>	Financial	Legal	Equality	Environmental
	Yes	Yes	Yes	Yes

### 1. INTRODUCTION / BACKGROUND

- 1.1 A 'Climate Emergency' was declared by the Council administration on 16 November 2018, including a pledge to do everything within the Council's power to make Stroud District carbon neutral by 2030. The Climate Emergency was subsequently endorsed by Full Council on 24<sup>th</sup> January 2019, along with the following motion:
- a. To set out a plan of action, including clear targets and transparent reporting, to develop district wide locally determined contributions to complement national determined contributions in line with the Paris Agreement to limit global warming to 1.5C.
  - b. To include planning and support in the District for adaptation to the climate change that is already happening.
  - c. To develop a strategy for Stroud District Council to play a leadership role in promoting community, public and business partnerships for this Carbon Neutral 2030 (CN2030) Commitment throughout the District, County and region.
  - d. To work with partner bodies across the county to ensure that the climate emergency is adequately reflected in the development and implementation of all

county wide strategies and plans, including Gloucestershire 2050, the Gloucestershire Industrial Strategy, Gloucestershire Energy Strategy and Gloucestershire Transport Plans.

- e. To investigate all possible sources of external funding and match funding to support this commitment.
- f. To work with key partner organisations within the County and region to secure external funding.
- g. To report back on an annual basis to Council on progress made.

1.2 Since the climate emergency declaration, progress has been made across a number of areas, such as:

- Operational development:  
Environment and Climate central in recovery planning as overseen by recovery board and integrated into officer coordination group; additional staff resource secured realising 2 fte officers dedicated to CN2030 within the wider Corporate Governance Team.
- Own estates:  
£1m secured for Water Source Heat Pumps at Brimscombe Port and Ebley Mill to bolster our existing onsite renewables provision that has already generated in the region of 1.25m kwh of electricity.  
Our fleet has been 'greened' by replacing vehicles with EV and now includes 6 electric vehicles.
- Partnerships: Support to domestic and business sectors continues to realise retrofit measures and carbon savings and services have recently been expanded by successful bids to secure Green Homes Grants (GHG) funding. Alongside this top up funding enables advice provision to extend its reach to the 'Able to Pay' residents to support access to the GHG voucher scheme.

Residents are also well supported and encouraged in their endeavours to recycle more through an award winning partnership with Ubico.

Homes and businesses are being well protected from flooding by nationally recognised Rural Sub-Urban Drainage work.

Ongoing projects with local environmental charities and volunteer groups are realising hugely successful habitat regeneration and creation projects such as our Canal Regeneration work. This work also provides volunteering, apprenticeship and educational opportunities that help communities engage with our environmental ambitions.

A new partnership with Transition Stroud is realising neighbourhood climate action groups in our parishes with 17 groups already active in their communities on a range of projects, sharing experience and ideas.

- Strategy: The Draft Local Plan has been developed with the CN2030 pledge as a key focus and based upon a wide range of evidence including commissioning of experts to advise on planning and land use for maximising on our renewable generation capacity.

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The 2030 Strategy (Appendix A) outlines more headline achievements so far under the 7 organising themes in the document.

- 1.3 Significantly, alongside the above activities, the Council has also been responding with partners and communities locally and nationally, to the ongoing Covid-19 pandemic. Alongside its pervasive and far reaching impacts on all aspects of society and human health, the Covid-19 pandemic has illustrated very clearly the links between human activity and the health of the environment upon which we all depend. A focus on environment and climate is therefore central to all that we do as we plan for longer term recovery from the Covid-19 pandemic, and this is clearly referenced in the Council's Covid-19 Strategy – *Recover, Reset and Renew*, approved by Strategy and Resources Committee on 18 June, 2020.
- 1.4 The 2030 Strategy and supporting Masterplan, attached as Appendices A and B respectively, set out how we intend to fulfil the pledge to 'do everything in the Council's power to make Stroud district carbon neutral by 2030' and reaches beyond this to include our strategy for adapting to and, mitigating against, the effects of changing climate and ecological emergency. The documents address all of the points (a – g) referred to above on para 1.1 and the remainder of this covering report provides more overview detail of 2030 Strategy and Masterplan.

## 2. THE 2030 STRATEGY AND ACCOMPANYING MASTERPLAN

- 2.1 The strategy and plan have been prepared on the basis of background research and contextual evidence review as well as through informal consultation via networks and groups on community needs and interests in relation to the strategy. It has been prepared by officers in consultation with service managers and council leaders. Achieving the targets of the strategy is beyond the council's sole control and depends on action from everyone in the District. It is vital therefore that the strategy has the broadest possible ownership to start generating the 'buy-in' that will be required. The current engagement process, the 'District Dialogue' and the collaborative governance and ongoing action planning process are designed to achieve this. The strategy and plan will be subject to ongoing review and annual reporting in order to maintain its relevance and ensure progress on the issues it addresses.
- 2.2 Key consultation points have been addressed in this version and these include:
  - **Vision and direction:** The ambitious vision and direction was welcomed by almost everyone. More explicit emphasis was wanted for the themes of 'Leadership' and 'Health and Wellbeing' so these are now named in the strategy and remain covered by our role as exemplar and associated actions in the plan.
  - **Leadership and responsibility:** 'Exemplar, Enabler and Encourager' was considered a clear and organised approach to defining the council role. The balance of commitments across these was considered good. It was noted that a clearer steer on the purpose of the strategy and plan was needed so a new section is included. The proposals for community governance were seen as very important. There were many good suggestions for how this should be rolled out and these ideas will later feed into its development as a key priority under the Master Plan.
  - **Solutions and innovation:** The consultation felt the strategy had assessed the scope needed to broach the multiple challenges over a number of years. We were asked to include an explanation of resourcing for the strategy and reminded of the scale of the challenge ahead.

- **Fact checking:** There was some helpful feedback on targets and queries have been explored again for this re-draft. Some wanted to know the detail on assumptions but others were impressed by the evidence paper and its thorough approach. The setting of targets over a 10-year stretch is a difficult matter and so, in this version, we have given this context and explained the continuous 'review and improve' approach that will be taken across the decade to 2030.
- **Other:** The need for lots of action around communication and awareness raising in ways that make the issues and challenges accessible was commonly noted. This will be addressed through a dedicated communications plan as well as through specific projects that will deliver the strategy and plan.

2.3 The strategy establishes the context, requirements and approach to both climate and ecological emergency and takes serious consideration to recovery and future resilience building in the wake of the pandemic. It recognises that there is already a changing climate delivering challenges to our everyday lives and that ecological recovery is an urgent issue. These require rapid action to mitigate the far reaching, serious consequences. The strategy sets out a vision for 2030 across 7 organising themes (Built Environment; Energy; Natural Environment; Mobility; Economy; Waste and Community). Six cross cutting themes address practical and social issues common to all aspects. An accompanying document gives the first iteration of a master framework for action including 24 quantified targets and success measures over a time framed range of commitments for our 2030 Mission. The commitments are framed within the spheres of council influence as: 'Exemplar' – on our own direct activities and estates; 'Enabler' – through partnership; 'Encourager' – indirect influence to communities, businesses and other groups. The strategy proposes a collaborative, community approach to action planning, delivery and governance and identifies starting points in terms of what the Council is already achieving and the 7 next key priorities for each theme e.g. addressing the retrofit challenge; mainstreaming renewables etc.

2.4 The strategy places responsibility on the Council to invest in its own estates and services to become an exemplar in the districts challenge. The strategy therefore has implications for finance and strategic planning across the entire council. Whilst there is a CN2030 budget in place which is playing an instrumental role in developing project and partnership working already; the 2030 Strategy and plan calls for the Council to develop holistic approaches to investment and partnership building so that all investments are considerate of the CN2030 commitment made.

2.5 Oversight of the whole 2030 Strategy and Masterplan will be carried out by Environment Committee. However, given the cross cutting nature of the topic, many of the individual projects and schemes in the documents will come to other committees of the Council for consideration and decision as appropriate.

### 3. CONCLUSION

3.1 The 2030 Strategy and plan makes a clear public statement about how completely the Council is addressing the need for 'emergency' action to address climate, ecological and recovery emergencies. It is therefore important that overall the timescale leading to Full Council adoption is kept tight by adopting the strategy without delay.

### 4. IMPLICATIONS

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## 4.1 Financial Implications

There are no immediate financial implications in the decision to approve the Strategy.

The recently approved Medium Term Financial Plan approves funding to support the Strategy in a number of areas.

As work continues to progress on the Strategy and associated actions resources will be identified through the Council's budget setting and monitoring process.

Andrew Cummings, Strategic Director of Resources

Email: [andrew.cummings@stroud.gov.uk](mailto:andrew.cummings@stroud.gov.uk)

## 4.2 Legal Implications

The overarching legislative context of the draft Strategy and Plan is The Climate Change Act 2008. This Act places a legal duty on central government to set legally binding targets to reduce UK greenhouse gas emissions to net-zero by 2050. The UK legal framework on climate change is also shaped by both caselaw and international agreements.

One Legal

Tel: 01684 272691 Email: [patrick.arran@stroud.gov.uk](mailto:patrick.arran@stroud.gov.uk)

## 4.3 Equality Implications

An EqlA is not required because the draft strategy and plan does not propose a discrete project, policy or action to be implemented. EqlA will be embedded across all actions within the strategy and will be completed ahead of any specific activity being undertaken.

## 4.4 Environmental Implications

The following sets out details of significant implications identified by officers:

- Failure to endorse the strategy could be seen as a failure to acknowledge the 'emergency' declared and increase the risk of overall failure to deliver on the CN commitment made.
- Delivery of targets within strategy will make a significant positive contribution to: reducing the impacts of the changing climate; recovering nature and, achieving carbon neutrality for the district
- Delivering of the targets within the strategy will make significant contribution to the whole district contribution to meeting the Paris Conference carbon emission reduction targets and National Government targets for net zero 2050.

Stroud District Council

# THE 2030 STRATEGY

Limiting,  
Adapting,  
Recovering  
and Responding in  
a Changing Climate

## CONTACT US:

If you need to talk to us in relation to 2030 Strategy and Master Plan you can e-mail the team at:

**[CN2030@stroud.gov.uk](mailto:CN2030@stroud.gov.uk)**

Alternatively contact our customer services team by telephone on

**01453 766 321**



# FOREWORD

Climate Change is the greatest long-term threat to our society. The 2020, Covid-19 pandemic has laid bare the intricacies of our global economies and social infrastructures. The pandemic has also shown the powerful potential of our individual and collective behaviours to perpetuate, mitigate or even, to halt a crisis of almost unimaginable magnitude.

Whereas the pandemic shook the planet in a matter of weeks, climate change has been developing slowly over the last 150 years. It is clear, that the rate of change has been increasing dramatically over the last 30 years and critical effects are predicted to emerge over the next 10 - 40 years.

This gives time for individuals, businesses, communities and governments (locally, nationally and globally) to take the best scientific evidence and advice, to put aside political ideology and to prepare.

For Stroud District to make its fair contribution to managing global temperature rise, then an immediate and rapid programme of decarbonisation is needed. If we maintain rate of emissions as recorded in 2017 we will exceed the recommended budget to 2030 within 7 years.

Stroud District Council is committed to a fast paced target of carbon neutrality by 2030. Our proposed strategy seeks to address the Climate and Ecological Emergency that is already upon us – to protect our District’s character and communities today and for many generations to come.



## Climate and Ecological Emergency

*n.* “a situation in which urgent action is required to reduce or halt climate change and avoid potentially irreversible environmental damage resulting from it.”

*Oxford Dictionaries  
(word of the year, 2019)*

The declaration of a *climate and ecological emergency* by an organisation is a formal and public acknowledgement that it recognises the urgency and scale of actions required to prepare the organisation for changes ahead.

Stroud District Council pledged to do everything within the Council’s power to make Stroud District carbon neutral by 2030.

*Stroud District Council:  
Climate Emergency  
motion carried,  
24th January 2019.*

# THANK YOU FOR YOUR HELP...

Many of the greenhouse gas emissions within the district are not within the direct control of Stroud District Council. We needed to decide together what our strategy would be since everyone will be involved in taking the action forward.

The pandemic lock down challenged many of the established public consultation routes and yet, so many people in our district and neighboring areas gave time and consideration to our questions and shared their expertise and ideas.

## A collaboration

### Assembling this Strategy and Master Plan has involved:

- collaboration with community groups and stakeholders, both within and outside the District Council. This has included participation in the Climate Action Network Forum, Local Strategic Partnership and in the Gloucestershire Energy Sector Group to name a few. Support from Stroud District Youth Council has also been greatly appreciated and we thank them for their contribution and ongoing collaboration for our 2030 mission.
- drawing upon the evidence contained in commissioned reports and studies, aligned to the District Council’s Environmental Strategy and Local Plan Review
- district and county-wide survey results and the work of professional and academic networks
- lessons learned from partnership delivery of recent projects and long-running services, including the sustainable energy focused domestic and business support programmes
- a series of on-line consultation events, chaired by local experts and attended by town and parish councils; youth groups; charitable, community and voluntary sector groups; businesses; private landowners and their associations; schools, colleges and, interested individuals.

### This has driven the development of a strategy that strives to be:

- ✓ comprehensive in defining the wide range of necessary actions and development areas for the district
- ✓ targeted on required key achievements
- ✓ supportive in securing provision for the resources required
- ✓ agile, to enable community led schemes to come forward



*Working together to limit, adapt, recover and respond in a changing climate.*



### Vision and direction:

The ambitious vision and direction was welcomed by almost everyone who took part and the challenge of achieving this was widely recognised. More explicit emphasis was wanted for the theme of leadership so we have named this in the strategy redraft and it remains covered by our role as exemplar and strategic partner through the commitments.

### Leadership and responsibility:

The approach of considering council influence and scope under the categories of Exemplar, Enabler and Encourager was considered a clear structure. The balance of commitments across those spheres was also supported. It was noted that a clear steer on the purpose of the strategy and plan was needed. We have also taken on board the need for our mission statement to have a clear line on leadership and ecological emergency.

The proposal for community governance was welcomed and seen as very important. There were many good suggestions for how this should be rolled out and these ideas will feed its development as part of our very next steps after strategy adoption.

### Solutions and innovation:

We have now included the context of other district and county strategy and policy documents as a signpost to some of the aspects you noted as missing but that are available elsewhere. We will also be using community governance and continuing our collaborations with key stakeholders and experts to get the specifics right as we deliver actions.

### Fact checking:

There was some helpful feedback on targets which have influenced the approaches in this re-draft. Some wanted to know the detail on assumptions but others were impressed by the evidence paper. The setting of targets over a 10-year stretch is a difficult matter and so, in this version, we have given this context and explained how we will keep targets under check for their sense and reliability in framing our aims and objectives for action.

### Strategy and Master Plan ➔

This 2030 Strategy should be read alongside our proposed Master Plan



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# EXECUTIVE SUMMARY

Against an international background of political commitment to put in place answers to the long term problems of a changing climate, Stroud District Council is committed to a fast paced target of carbon neutrality and adaptation by 2030, going beyond council offices to include all our operations and the wider district.

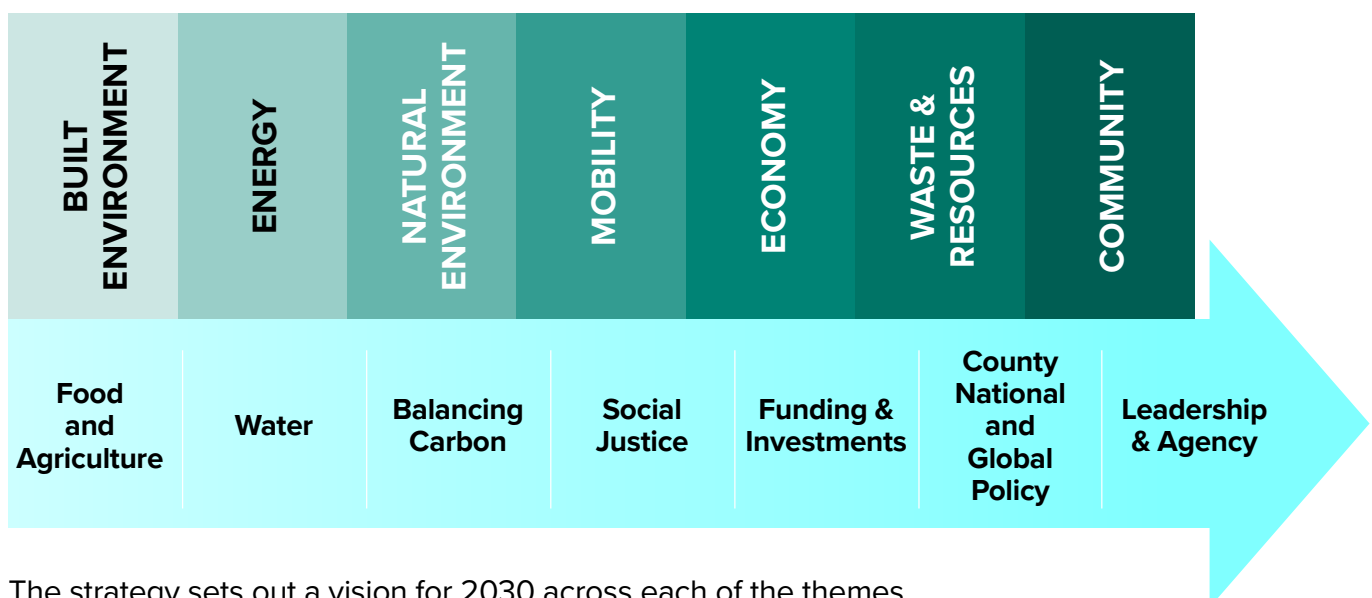
We also recognise that these issues must be addressed in synergy with those of ecological emergency and social justice in order to secure the better future for all that we are aiming for.

This strategy establishes the context, requirements and approach to both climate and ecological emergency and takes serious consideration to recovery and future resilience building in the wake of the pandemic. It recognises that there is already a changing climate delivering challenges to our everyday lives, our businesses and our natural environment and that lack of rapid action has both immediate and far reaching, serious consequences.

***It is estimated that the overall annual emissions for the district are 1,366,941 t CO<sub>2e</sub>. The majority of these are in the private sector, the scale of the challenge is immense.***

Viable technical solutions to emission reduction already exist. It is possible to become carbon neutral whilst increasing the quality of life for all and recovering nature but it requires fundamental changes across the board, for every sector and every person.

## The issues have been structured into 14 themes...



The strategy sets out a vision for 2030 across each of the themes.

An accompanying document gives the first iteration of a master framework for action including 24 stretch goals over a time framed range of commitments for our 2030 Mission.

# Stretch Goals

(Click to see more)

## BUILT ENVIRONMENT

- To have sustainable construction principles and a net-zero requirement shaping new developments in the district
- To have completed a retrofit programme to realise the maximum emissions reductions on the council's residential dwellings to achieve an average SAP C in energy performance across all properties
- To have established and completed a carbon neutral action plan for the council's public and operational estates

## ENERGY

- To have at least trebled the proportion of energy generated by renewable sources in the district from the current 12% renewable generation within the district and; to have identified and achieved the offset requirement for neutrality
- To have facilitated all viable decentralised and 'smart energy network' opportunities (such as district heating and energy from waste systems); as well as all viable alternative renewable options such as wood fuel, anaerobic, biomass etc
- To have encouraged an energy infrastructure fit for the future:
  - grid constraints are no longer obstacles to renewable generation
  - storage and on-site generation projects are well supported

## NATURAL ENVIRONMENT

- To have increased our tree canopy, woodland and forestry in collaboration with the Local Nature Partnership's, 'Gloucestershire Tree Strategy' ambitions
- To play our part in the SW Nature Recovery Network through partnership working ensuring:
  - a minimum standard of 'favourable condition' for all our 'bio-' and 'geo-' diversity sites
  - improved access to and public understanding of nature
  - high quality, thriving, protected natural habitats in both water and landscapes in the district
- To increase Flood Management and Rural SUD defences, as a minimum doubling the current 20% of Frome Catchment that is managed

## MOBILITY

- To ensure the proportion of trips by active travel, public or community transport outnumber those by private car
- The districts main town centres, with some exemptions for residents and disability/mobility reasons, will be car free
- To have increased the potential for rail travel through better connectivity and station improvements
- To have successfully influenced a reduction in air travel by our citizens

## ECONOMY

- Climate and ecologically minded business practice is established in the district and promoted by council procurement processes and business support services
- The concept of 'green business' in the district is defined and encouraged. Green Business is an area of growth
- Starting with new build developments in council housing we will identify and support projects that provide apprenticeships and training and secure future skills for the young and unemployed

## WASTE

- Targets for council commercial and operational waste are in place and continuous improvement in reducing waste is being demonstrated
- The residual kerbside waste in the district is minimal compared to national averages in similar districts
- The impressive 60% of kerbside waste being recycled shows continuous improvement
- The districts capacity for processing materials is optimised through better sorting facilities, community initiatives and resource hubs and also, increased drop off points for a range of sorted waste

## COMMUNITY

- The climate and ecological emergency response has a clear leadership and governance structure that is executed collaboratively with the community
- The climate and ecological emergency response is embedded and valued across council policy and partnership activity. Local leadership through town and parish councils and other representatives is being delivered and residents and businesses are actively playing their part
- Externally audited measures such as ISO drive the council in a continuous 'review and improve' cycle
- All businesses and institutions active in the district are signed up to our Climate and Recovery Pledge and cross sector collaboration on climate and ecological emergency issues is strong

# EXECUTIVE SUMMARY

## Our Mission is to always...

...act as an **example** in the community. To be an **enabler and encourager** of positive action. Through our services, policies and projects to demonstrate leadership, doing **everything in our power** to **collaboratively** achieve ecosystem restoration and a **just transition** to a **carbon neutral, resilient, inclusive and, equality driven** district.

## Our mission has already begun:

Our enduring commitment to environmental welfare is a firm foundation for progressing a carbon neutral and ecologically sound district by 2030.

- The council’s Environmental Strategy has been driving and reviewing our efforts for more than 20 years
- There has been pioneering widespread community action on sustainability issues through our projects and partnerships
- Our ‘Draft Local Plan’ has an ambitious drive for sustainability and illustrates a clear vision for how progressive development of place can support a brighter future
- Our ‘Corporate Development Plan’ is now also under review to ensure an overarching strategy for council leadership and services that has a safe, sustainable and prosperous future for the District at its heart



*Analysis of where our emission impacts lay highlights how **collaboration and the role we take as individuals and organisations will be the keys to our success.***

The Master Plan considers how **the council** can be most effective as:

*Exemplar* in our own estates and practices

*Enabler* as a partner and policy maker

*Encourager* informing and incentivising locally led action.





## Success offers multiple benefits:

Securing a safer, prosperous future will deliver a wide range of benefits for us all. Cleaner air; more comfortable buildings and homes; fresh, local food supplies and, improved access to nature will support our health and wellbeing and productivity.

There are also considerable economic benefits as we move from exporting our wealth out of the district by paying for resources such as fuel, food and materials generated elsewhere; to a localised, circular economy with job creation and community wealth building potential.

***The scale of the challenge is matched by scale of the opportunity.***

In conjunction with our 'Local Plan' we will realise community improvement schemes that increase our 'connectedness' both physically and practically in terms of new business and community relationships and different approaches to moving people and goods around the district.

# EXECUTIVE SUMMARY

## What is the council going to do?

### 1 *Be an Exemplar and ...* *...put our 'own house' in order*

Joining up all parts of the council under a common mission, investing in our own property and changing our policies and practices in line with the ambition to achieve a carbon neutral and ecologically sound district is one way we will demonstrate leadership on our 2030 ambitions.

#### *... be the pathfinder*

To help others in the district tackle their challenges we will exploit the opportunities of our land and buildings to demonstrate how things can be achieved and how new technologies can be applied.

### 2 *Be an Enabler and...* *...play our part as a partner*

We will act as a focal point for diverse groups to come together. In partnerships and through consultation we will identify shared benefits and the initiatives to achieve them.

Our natural system is inextricably linked to the systems of other landowners and authorities; we are focused on making the most of our strategic relationships to maximise the potential.

#### *...identify and support access to financial tools*

Funding and finance is a cross cutting theme of the plan with the intent that all potential ideas can be considered for viability.

### 3 *Be Encouraging and...* *...actively promote good practice*

The council will be looking for chances to incentivise through awards, accreditation and experience sharing as these help us all understand what 'good' looks like. We will be active in our communications and use a variety of ways to engage, advise and inform the district to help everyone get involved.

#### *...signpost to credible expertise*

There is an overwhelming wealth of information and support organisations that can help; There is a role for the Council to offer good basic advice and reliable signposting and to facilitate community led action.

## Finally...

The strategy outlines how we seek to build in community governance to the ongoing monitoring and reporting of the plan through establishing a 'Core Group' to represent community voice.

# WHY DO WE NEED THIS STRATEGY?

## Commitments...

In 2018, the International Panel on Climate Change (IPCC) special report on '*Global Warming of 1.5°C*', **concluded that just 12 years remained for the world to make the changes required in order to limit global emissions to 1.5°C – but that, to do so, ambitions and targets needed to be significantly scaled up.**

In May 2019, the UK became the first national government to declare an Environment and Climate Emergency. A month later, following the Climate Change Committee's report, '*Net Zero – The UK's contribution to stopping global warming*', the Government amended the 2008 Climate Change Act to go beyond the original target of an 80% reduction in UK emissions by 2050 (measured against a 1990 baseline), with a new focus on achieving Net Zero Carbon by 2050.

---

In Gloucestershire, the County Council and all 6 local authorities have declared Climate Emergency and have set varying targets for carbon neutrality.

Stroud District Council is committed to a fast paced target of carbon neutrality and adaptation by 2030 for council offices and operations and for the wider district. We also recognise there is an ecological emergency, a crisis in biodiversity that must be addressed at the same time as we work to a carbon neutral, resilient 2030.

## What's the big issue?

The 1800's signified a time of wide-scale electrification and steam powered mechanisation of both the home and industry. This created a huge dependence upon fossil fuelled power sources and significantly increased the volume of gases and particulates, including those gases now identified as, 'Greenhouse Gases (GHG)' into our atmosphere. When we seek to understand the impacts of human activity on global temperature, the change pre-industrialisation is a benchmark in a similar vein to the pre-COVID comparisons being made today.

Human impacts are also driving an ecological emergency both indirectly, through accelerated climatic change but also, directly through their influences on habitats, species diversity and pollution in all its forms.

# WHY DO WE NEED THIS STRATEGY?

## Global temperature changes matter because...

*...we are **dependent** upon relationship chains that stretch back to micro-organisms. These nurture our soils and clean our seas. They are **fragile**. Very small temperature changes impact the whole chain affecting **our ability to thrive**.*

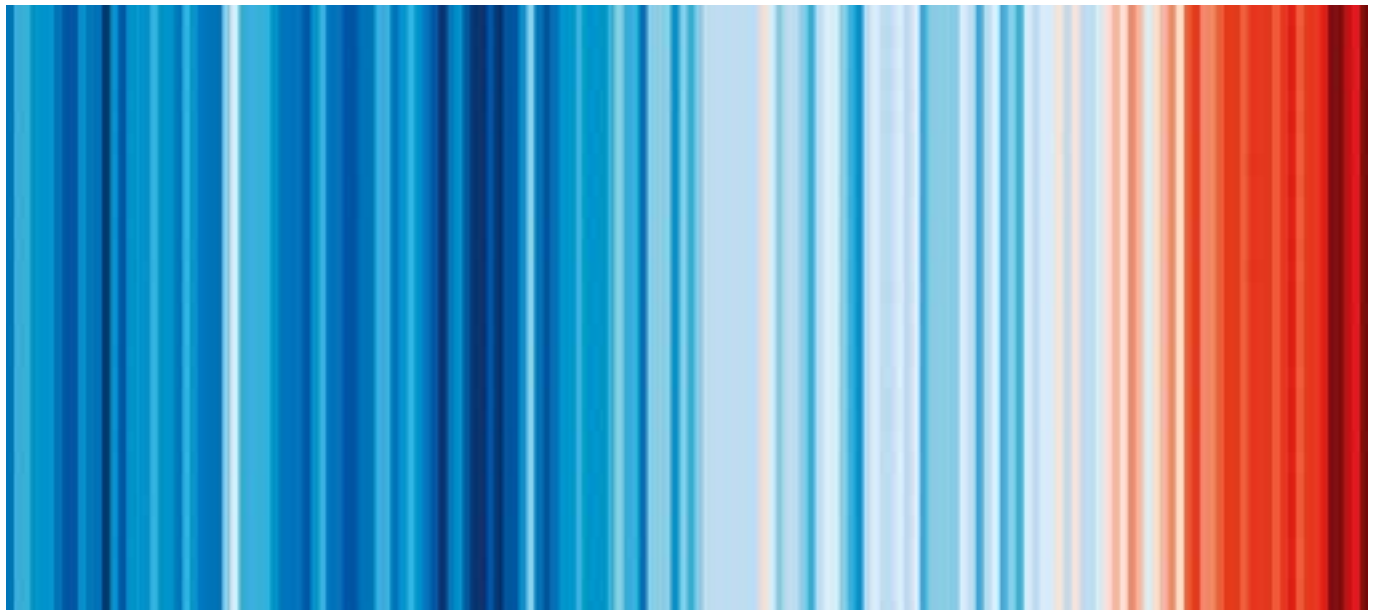
Globally, 71% agree climate change is just as important in the long term as COVID-19.

SOURCE - [https://www.ipsos.com/sites/default/files/ct/publication/documents/2020-06/now\\_what\\_-\\_climate\\_change\\_and\\_coronavirus.pdf](https://www.ipsos.com/sites/default/files/ct/publication/documents/2020-06/now_what_-_climate_change_and_coronavirus.pdf)

Relative to 1850–1900 levels, global temperature is currently rising every decade, human-induced warming reached 1°C above pre-industrial levels around 2017 and, if this pace of warming continues, would reach 1.5°C around 2040.

## The Climate Emergency

The UK is experiencing changing climate – and many of these changes are already apparent in Stroud District. Consistent with various effects described in the latest Met Office ‘State of the UK Climate’ report, we have seen dried-up landscapes and water shortages here, during ten of the warmest years on record since 2002. Meanwhile, there has been a noticeable decline in seasonal snow since the 1960’s and we have also experienced the effects of the 10 named storms that battered the UK in 2018.





## Carbon Neutral

Adj. “pertaining to, or having achieved a state in which the net amount of carbon dioxide emitted is zero because it is balanced by actions to reduce and to offset those emissions [www.dictionary.com](http://www.dictionary.com)

## The Ecological Emergency

In 2016, the ‘State of Nature Report’ found levels of nature depletion in the UK to be amongst the highest in the world. A fifth of native mammals are at risk of being lost from the countryside and more than a quarter of our bird species are under threat. Stroud District is widely valued for its natural diversity and landscape and action must be taken to improve and protect our ecological assets for generations to come.

## COVID Recovery

It is conservatively estimated that global deaths from climate change impacts will reach 1 million/year by 2030 as a result of heat exposure, food shortages, poverty, severe weather events; health services disruptions; prevalence of disease and related socio-economic impacts such as mental health issues. Already we see 40,000 annual deaths in the UK from air pollution.



**“...jobs lost to COVID-19 or the bursting of a river dam, happen in real places and to real**

**communities...localities have no choice but to boldly confront both issues, head on’**

-CLES ‘A Green Recovery for local economies’ 03/07/2020<sup>xiii</sup>

# WHY DO WE NEED THIS STRATEGY?

## Our problems...

Viable technical solutions to emission reduction already exist. It is possible to become carbon neutral whilst increasing the quality of life and the natural environment for all but it requires fundamental changes across the board, for every sector and every person.

### • Natural Environment

Situated along the River Severn with its coastal estuary the district is at risk from coastal flooding and the negative impacts this has on our water supplies, farms, homes, businesses and other habitats. The district benefits from dramatic landscapes but conservation areas and protected landscapes can add complications to both climate emergency and ecological emergency issues in terms of how these sites can be used for re-wilding/habitat creation or for in-district resourcing needs such as energy or food.

Our agricultural economy contributes to the natural features of our landscape but climate change also poses a threat to this and our local population is at risk because of food insecurity linked to changes in seasonality, failing fisheries and loss of biodiversity including pollinators.

### • Infrastructure

As a rural district we experience connectivity issues in both our digital and transport infrastructures and many of us have been required to travel some distances for work. We have a very high dependency on cars and a topography requiring innovation for active travel.

Much of what we need to work with to achieve our 2030 goals is already built and this includes a number of heritage buildings. Our homes, businesses and natural assets are at risk from damage to infrastructure as a result of floods, fires and other extreme weather events.

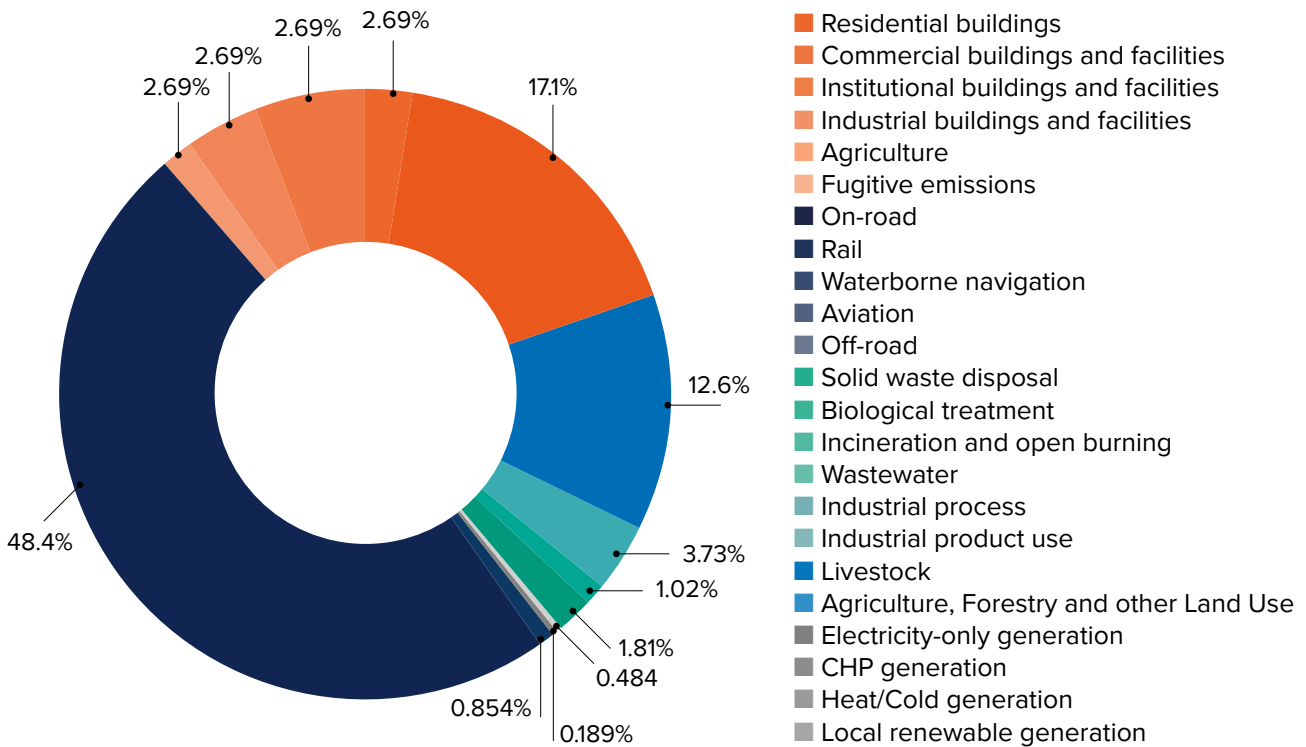
### • Community

We have a diverse set of communities in our district yet, the consensus on the need for climate action is high. There is, however, work to do to achieve a completely representative debate on this.



***Our industrial, rural and market town heritage; our community vibe; our forward looking institutions, entrepreneurial businesses and, our proactive citizens will provide the foundations for a more sustainable and resilient future.***

### Sub-sector overview of Stroud District emissions 2017



## Our impacts...

- The data models for setting baseline emissions give varying results due to the types of emissions data they include. A rough guide to each Stroud District citizen’s annual emissions on the basis of the range of these results is about 10 tonnes (or approx 1, 300 000 tCO<sub>2e</sub>).
- The vast majority of our carbon emissions are from transport and the built environment. The agricultural emissions are also a significant proportion.
- About 85% of built environment emissions are in private control. There is a clear need for significant public and private investment in our housing stock to address this.
- Car and van travel is the predominant choice for travel to work; 27% of people in the district travel less than 5km to work, of which two thirds travel by car. Alongside effective interventions from Gloucestershire County Council as the transport authority we need to strengthen our local solutions and make more informed decisions about meeting our own mobility needs.
- Our natural environment is under pressure from a range of human activity including; areas of high visitation; ground compaction; soil erosion; use of pesticides; littering; air and water pollution to name a few.

# WHY DO WE NEED THIS STRATEGY?

## The Council

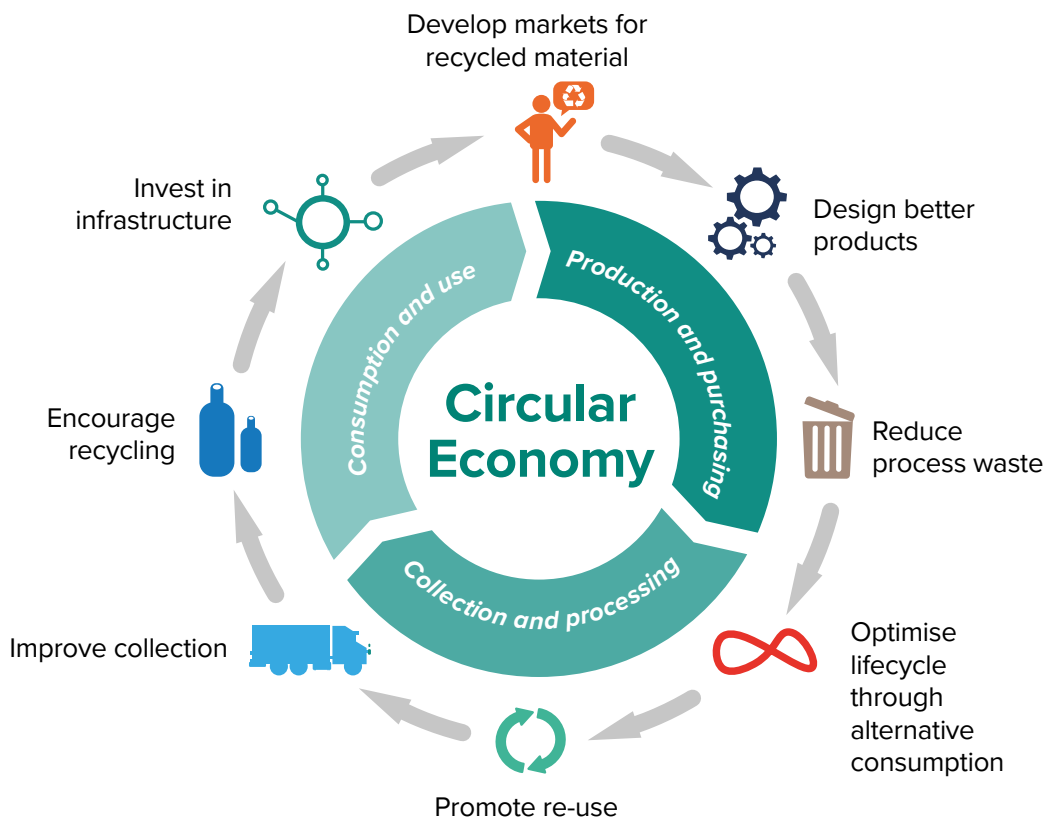
The emissions data for the council is reported on our website. It includes the public buildings we manage, our fleet and business travel. In 19/20 the annual emissions were 2119 tCO<sub>2e</sub>. The council was externally verified as carbon neutral in 2015.

## Our opportunities...

With responsibilities for such significant contributions to emissions lying outside the council control there is a clear need for both, collaborative and independent efforts. There are wide ranging benefits available for us if we take the action needed: a safer, prosperous future; cleaner air; more comfortable buildings and homes; fresh, local food supplies; improved natural environment and resilience to weather events.

There are also considerable economic benefits as we move from exporting our wealth out of the district by paying for resources such as fuel, food and materials generated elsewhere; to a localised, circular economy with job creation and community wealth building potential.

In conjunction with our 'Local Plan' we will realise community improvement schemes that increase our 'connectedness' both physically and practically in terms of new business and community relationships and different approaches to moving people and goods around the district.












# HOW DOES THE STRATEGY HELP?

## It will...

- define how we take leadership on issues
- shape how the council puts its networks and community links into action
- encourage leadership at local levels
- provide a reference starting point for the strategy and plans of others

To organise and explain the approach 14 themes are used. Seven of these provide the contextual arenas for the others but all 14 are considered to be decision making contexts around which judgments will be needed in order to provide a 'just' transition to the 2030 we desire.

Contextual themes ▶	1	2	3	4	5	6	7
▼ Cross-cutting themes in the Master Plan	ENERGY	BUILT ENVIRONMENT	NATURAL ENVIRONMENT	MOBILITY	OUR ECONOMY	WASTE & RESOURCES	COMMUNITY
 <b>Food and agriculture</b>	What we choose to eat, how we source and produce food, develop our supply chains and deal with food waste – this cuts across a broad range of actions, including land use, transportation, waste and resources, our economy particularly the farming sector and, community.						
 <b>Water</b>	Flooding, water consumption and water stewardship – this topic is touched upon by almost all the themes, but is particularly linked to our actions in built and natural environment, waste and our community.						
 <b>Balancing Carbon</b>	Energy efficiency is largely dealt with in the built environment actions, but this topic is also visible in potential action that can be taken in relation to transport/mobility and community. The potentials for carbon sequestration and offset are also spread across the seven action areas.						
 <b>Social justice</b>	There is a key thread, running throughout the strategy and master plan and in support of COVID recovery needs that is a focus on climate and ecology to simultaneously raise housing standards, alleviate poverty and hunger, support job creation and strengthen community cohesion, health and wellbeing, resilience and inclusivity.						
 <b>Funding and investment</b>	It is crucial to the success of this strategy that the master plan includes a range of actions across each of the themes that can generate, distribute and leverage funds to support the large scale investment needed.						
 <b>County, National and Global Policy</b>	This strategy rightly has a clear and strong local emphasis, but the ambitions will not be achieved without considerable efforts and collaborations locally, nationally and globally.						
 <b>Leadership &amp; Agency:</b>	The council's sphere of influence as an exemplar and enabler is where our role in taking leadership on issues is most apparent. There is also a drive to support and encourage local leadership on issues and actions.						

# HOW WILL IT WORK?

## Working in context...

The '2030 Strategy and Master Plan' adds a Stroud District focus to the way in which relevant county wide strategies can be applied and expanded upon.

Our delivery will be supported by the strategic relationship to key documents such as the, 'Gloucestershire Sustainable Energy Strategy'; 'Local Industrial Strategy'; the 'Joint Health and Wellbeing Strategy' and the, 'Local Transport Plan Review'. This ensures we have the opportunity to play our part in creating Gloucestershire as a 'green' and happy, healthy and safe' county.



The alignment to the Local Nature Partnership's approach to nature recovery and trees through their strategies ensures we are taking an approach that recognises nature does not observe boundaries and needs to be approached in a holistic manner for the best results.

At a district level there is a very close alignment between this strategy and our 'Draft Local Development Plan'. This includes:

- policies providing buildings be constructed to net zero carbon standards
- identified areas for renewable generation proposals
- required building standards on matters such as solar gain, minimising waste, conserving water and providing for future retrofitting.

The plan will be examined in summer 2021 for adoption by the end of 2022.

There are a wide range of council policies and strategies that will be delivered in conjunction with the '2030 Strategy and Master Plan' which puts the issues at the heart of council practice. For example, our 'Corporate Asset Management Strategy'; 'Tenant Services Energy Strategy'; 'Heritage Strategy'; 'Social Value Policy and; 'Procurement Strategy' are just some that will also provide routes for delivery of our 2030 commitments.

Since many of the greenhouse gas emissions and much of the land, property and business within the district is not within the direct control of Stroud District Council, reducing these emissions and improving the natural environment will be dependent upon action by others including government, Gloucestershire County Council, town and parish councils, other statutory organisations, businesses large and small, citizens, non-governmental organisations and community groups all working together.

The Master Plan is a framework for detailed action planning, it illustrates the progressive pathways to 2030 as a roadmap for the decision making around the projects and programmes that will be required and provides a high level management tool for those in governance of the plan.

*Our Master Plan is a framework for actions in 7 contextual themes, across three spheres of influence that the District Council can have.*

***The strategy and plan strives for integrated approaches to creating resilience and sustainability and seeks to make this agenda our business every day.***

Exemplar	Enabler	Encourager
... in our own operations	... partnerships, policy, decisions and services	... advice, information, incentives
The area where we have the most direct influence. Here we strive to set the standards and be the pathfinder through the challenges facing the district.	We have shared responsibility and influence in our partnerships and own projects, and sometimes as a facilitator to the projects of others.	In areas where we have only an indirect influence, such as education and private sector, we can provide information and incentives to encourage behaviours and strategies that make positive contributions towards this vision.

# HOW WILL IT WORK?

## Stretch Goal

Involving radical expectations that reach beyond current capacity and requiring new approaches and innovation.

*Source: Harvard Business Review, 'The Stretch Goal Paradox'*

## SMART target

Provides a sense of direction by defining the Specific, Measurable, Achievable, Realistic, Timely steps towards the goals.

*Source: Chartered Management Institute*

## A targeted approach...

The commitment to a carbon neutral 2030 is an overarching aim for the whole council. The '2030 Strategy and Master Plan' sets out a framework that joins up our approach to the intrinsically linked issues of climate, ecology and carbon neutrality rather than setting down a carbon neutral road map.

Carbon reductions and related measures such as renewable generation are one way in which progress can be measured but the issues are broader than that and so our approach to targeting must be as well.

In this strategy each theme has been allocated high level 'stretch' goals. These act as indicators for the level of ambition required in delivery plans and the performance measures needed to demonstrate achievements.

Stretch Goals will be fulfilled by a variety of projects and these will generally deliver for more than one 2030 Strategy theme.

For example; stretch goals for economy; mobility and natural environment might all be contributed to by a project with an active travel and associated green infrastructure element. That project will have a range of measures identified to determine its level of success and rate of progress against SMART targets. These measures, along with measures from other projects help to define the progress on the Stretch Goals..



# WHERE DO WE WANT TO BE IN THE FUTURE?

## Our Mission is to always...

...act as an **example** in the community. To be an **enabler and encourager** of positive action. Through our services, policies and projects to demonstrate leadership doing **everything in our power** to **collaboratively** achieve ecosystem restoration and a **just transition** to a **carbon neutral, resilient, inclusive and, equality driven** district.

A  
2030  
Vision  
for...

(Click to see  
more)

### BUILT ENVIRONMENT

Retrofitting is achieving low carbon operation. Lifecycle considerations give value to our heritage buildings and legislation and technology are opening up their potential. Newer builds are carbon positive exporting power to the grid or local area. Families and businesses are benefitting from efficient, healthy buildings that are cost effective to operate.

### ENERGY

Energy consumed within the district is from renewable and decarbonised sources. Much of this is generated within the district via decentralised power systems utilising increased energy storage. Localised markets for energy supply offer competitive value. Our energy systems are smarter and planned to integrate to minimise energy waste.

### NATURAL ENVIRONMENT

We are concerned with ensuring safe and inviting habitats for both human and wildlife populations and have made significant biodiversity gains. Landscape and economic development is both protecting and nurturing nature, whilst mitigating and building our resilience to a changing climate.

### MOBILITY

Networks for transport of all kinds will have been re-shaped to favour no- and low-carbon public travel choices. Fewer of us will be financing the ownership of our own cars and our journeys will be healthier through active travel and reduced air pollution. Our rural communities will be better connected in and beyond the district.

### ECONOMY

Locally based employment and purchasing drives a circular economy that is ensuring we can deliver on our energy and transport challenges and to make a sustainable lifestyle affordable, attractive and accessible for us all. Local assets for innovation and skills development, underpin widely recognised success as a low carbon society.

### WASTE

Waste from the manufacture, & use of goods is minimised. Products last longer, breakdown into re-useable parts and there is a strong re-use/re-manufacture economy that is reducing the need for landfill and recycling. People are well educated about avoiding waste and make good choices driving a low carbon, localised market.

### COMMUNITY

Stroud District's diverse communities, including our own council community of staff and partners, are effectively collaborating within a strong ethos of respect for Climate and Ecological Emergency issues. We are minimising our environmental impacts as producers, consumers and service deliverers. We are a society of caring communities of all kinds; inclusivity and social justice are strong principles in action, working to ensure equality of opportunity and good quality of life for all of us.

# BUILT ENVIRONMENT

**FOCUS:** the **efficient use of power and water** in our district’s buildings,

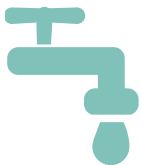
## Where are we now?

Whilst significantly large numbers of new builds are foreseen in the coming decade the number of existing buildings will remain far more significant within the total built environment for the district.

- Deep retrofit to improve energy performance of the built environment can reduce emissions by over 75%. The Carbon Zero Britain 2030 project advocates a 60% decrease in the heating demand of all residential properties

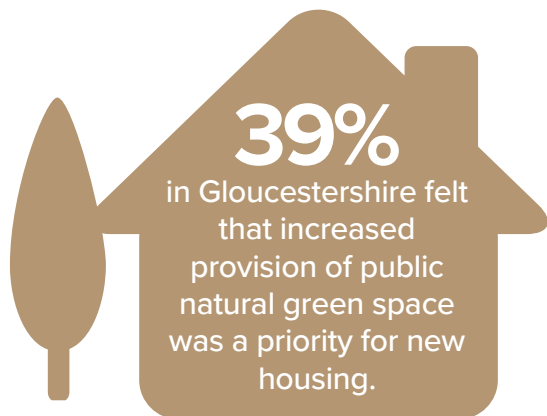


*Retrofitting our existing buildings is high priority.*



- Water used in the home accounts for over half of all public water supply use. The average UK water and sewage bill for homes with meters comes to £405, and around 17% of the average heating bill relates to heating water

- 12,760 new homes and up to 70 hectares of land for employment purposes are planned in the next 20 years, this is one reason the districts energy demand will continue to rise



- Just under 10% of households (4,715 homes) in Stroud District do not have sufficient income to maintain their homes to healthy, comfortable temperatures
- Energy Performance Certificates for 1,662 Businesses (about a fifth of those active enterprises) since 2008 show that nearly 30% fall below the D standard that is expected to be in place by 2030

towns and villages.

## Where do we want to be?

### Built environment | 2030 Stretch Goals

- To have sustainable construction principles and a net-zero requirement shaping new developments in the district
- To have completed a retrofit programme to realise the maximum emissions reductions on the council's residential dwellings to achieve an average SAP C in energy performance across all properties
- To have established and completed a carbon neutral action plan for the council's public and operational estates

## What are we doing about it?

- Stroud District Council is unique by having become, in December 2015, the first local authority in Europe to become Carbon Neutral in terms of its own operations
- For nearly 20 years, we have been investing in the energy efficiency programme **Warm and Well** – improving household health, comfort and efficiency for 1000s of homes. In 2018/19 alone, Warm and Well in Stroud saved 32.95 tonnes of CO<sub>2</sub>
- We have invested in actions to learn about the barriers and challenges to retrofit including our 2011 work that demonstrated how homes of a very wide range of designs and construction materials including listed building and those in conservation areas can achieve an average annual reduction of 58% in CO<sub>2</sub> emissions
- Our investments in **Target 2020** have helped the district's small and medium-sized businesses save more than 214 tonnes of CO<sub>2</sub> since 2014 and this programme is now extended as **Target 2030**
- Our current **Local Plan** places sustainable development at its heart; and the ongoing Local Plan Review seeks to embed the 2030 carbon neutral goal into the next Plan
- Development teams are already modelling pathways for achieving energy reductions in new build stock and the Energy Action Plan for housing was approved by committee in May 2020



# ENERGY

**FOCUS: energy generation and power distribution** across the district.

## Where are we in now?

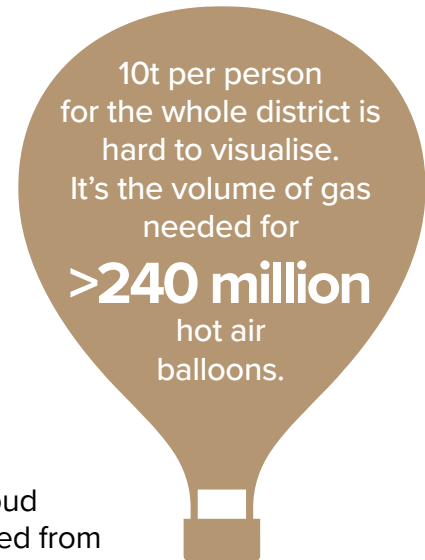
The infrastructure for delivering our power is managed by distribution networks. In common with a national picture our electricity and gas grids across the district are under considerable constraint. This is a challenge for new generation developments that need to utilise grid services

- To stay within the recommended carbon budget Stroud will, from 2020 onwards, need to achieve average mitigation rates of CO<sub>2e</sub> from energy of around -13.6% per year



- Nationally, approximately 29% of electricity is generated from renewable sources. Within Stroud District approximately 12% of energy is generated from renewable sources

- 1 in 19 homes (approx. 5% of all homes) have photovoltaic panels to generate their electricity from sunlight, nearly a quarter of these are council owned
- The annual expenditure on energy across the District is considered to be £0.16 billion per year. The majority of this is for energy imported to our District and is therefore lost to the local economy



## Where do we want to be?

### Energy | 2030 Stretch Goals

- To have at least trebled the proportion of energy generated by renewable sources in the district from the current 12% renewable generation within the District and have identified and achieved the offset requirement that will achieve neutrality
- To have facilitated all viable decentralised and 'smart energy network' opportunities (such as district heating and energy from waste systems); as well as all viable alternative renewable options such as wood fuel, anaerobic, biomass etc
- To have encouraged an energy infrastructure fit for the future:
  - grid constraints are no longer obstacles to renewable generation
  - storage and on-site generation projects are well supported

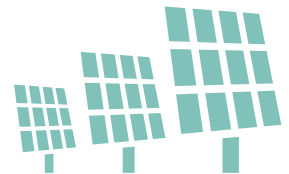


## What are we doing about it?

- The District Council is an active partner in delivering the **Gloucestershire Sustainable Energy Strategy**; and part of wider national **public sector networks**, which focus on planning, legislation and the capacity in our energy infrastructure



- We are continuing to enhance our carbon neutral status, actively pursuing **increased renewable generation on council buildings** including >£1m investment on water source heat pumps at Brimscombe Port and Ebley Mill
- **Hydro-electric generation** at Dudbridge has so far produced 480MWh of electricity, **saving 252 tonnes of CO<sub>2</sub>** emissions to Spring 2020
- Our housing services are exploring pioneering opportunities to **enhance heating systems and reduce bills**
- Our photovoltaic (PV) systems have **generated more than 643600 kwh** of electricity since their installation in December 2011 and our purchased generation is certified Renewable Energy Generation Offset
- We have a **long track record of investment** in partnership schemes, such as **Warm and Well** and **Target 2030** to provide householders and business owners with advice and support to install renewable energy systems
- We commissioned specialist reporting to frame our local plan and development strategy to ensure we were aware of how to maximise on the renewable potentials within our District

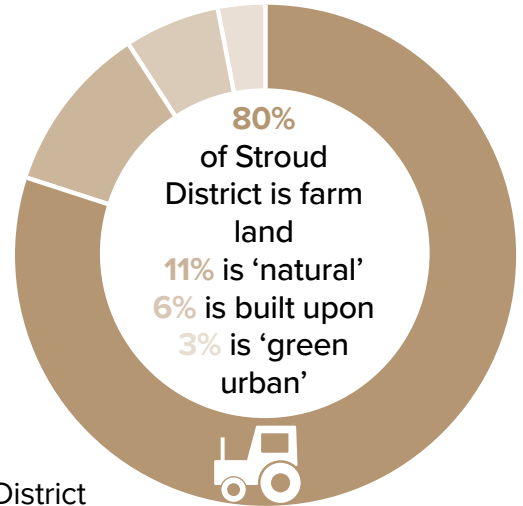


# NATURAL ENVIRONMENT

**FOCUS: Positive outcomes and increased resilience for all species**

## Where are we in now?

Only a tiny minority of the district is “wild” or truly “natural” – meaning that most of our area is actively managed in some way. Exactly how our places and spaces are managed can significantly impact upon biodiversity and habitats, as well as things like flood resilience and the visual appearance, character and accessibility of an area.



- 11% is woodland storing an estimated 24 GtCO<sub>2e</sub>



- There are more than 30 nationally and internationally protected wildlife sites in Stroud District

- There are 259 locally designated biodiversity and geodiversity sites, of which 48% are defined as 'positive condition'. Some of these including Rodborough Common; the Severn Estuary and the Cotswold Beechwoods are under increased pressures from local population growth

- Much of the low-lying far west of the district is Flood Zone 3; Land along some the Severn's tributaries (the R.Frome and Nailsworth Stream, which run through Stroud, Stonehouse and Nailsworth; and the R.Cam through Cam and Dursley) are also Zone 3 and subject to periodic episodes of flooding



- Just over 50% of the district's entire land area is a protected landscape: The Cotswolds Area of Outstanding Natural Beauty (AONB)




## Where do we want to be?

### Natural environment | 2030 Stretch Goals

- To have increased our tree canopy, woodland and forestry in collaboration with the Local Nature Partnership's, 'Gloucestershire Tree Strategy' ambitions
- To play our part in the SW Nature Recovery Network through partnership working ensuring:
  - a minimum standard of 'favourable condition' for all our 'bio-' and 'geo-' diversity sites
  - improved access to and public understanding of nature
  - high quality, thriving, protected natural habitats in both water and landscapes in the district
- To increase Flood Management and Rural SuDS defences, as a minimum doubling the current 20% of Frome Catchment that is managed

## What are we doing about it?

- We are working with partners such as the **Local Enterprise Partnership** and **Local Nature Partnership** to build sustainable strategies and secure funds
- We coordinated a community information event focusing on **The Potential in Trees** bringing locals and experts together for information and advice. Positive feedback informed the concept of 'Explore Groups' in this strategy. 
- We are funding local partners such as **Stroud Valley Project** to deliver local environmental projects for community benefit
- Our award winning **Stroud Rural SuDS project** is being implemented to reduce the risk of flooding in the River Frome catchment, working in partnership with 42 different landowners and delivering **559 interventions** including: **390 woody dams** and **1500 trees** planted including, new **woodland on 5 acres** of the former Stratford Park estate
- The council is active in acquiring land to repurpose for flood defence, sequestration and rewilding, including as part of the **ongoing canal regeneration** work which has already realised: **100 nesting boxes**; new wetland habitat; fish and eel passes to support the **critically endangered European eel** and, **reduced invasive species**

# MOBILITY

## FOCUS: low carbon movement of people and goods

### Where are we in now?

Removing our **dependence** upon the private car gives significant opportunities to **reduce air pollution and congestion, support economic recovery** through **increased connectivity**, support to mobility **innovation** and, to make significant contributions to **healthier** and **inclusive** society.

- Stroud District ranks in the top 25 local authorities in the country for number of households with 3 or more cars. Only **17% of households are carless**, compared to 26% nationally



- Electrically-assisted bicycles (e-bikes), if used to replace car travel, have the capability to cut car carbon dioxide (CO<sub>2</sub>) emissions in England by up to 50% (about 30 million tonnes per year)

75% of commuters travel to work by car.  
27% of residents travel less than 5km to work ...  
2/3 of whom use a car



- The greatest opportunities are in rural and sub-urban settings: city dwellers already have many low-carbon travel options, so the greatest impact would be on encouraging use outside urban areas. There is scope for e-bikes to help people who are most affected by rising transport costs

- Our district has seen **22% growth in rail users since 2010/11** indicating the potential there is in rail transport
- Levels of harmful nitrogen oxides in Stroud Town Centre in April were at less than 50% of their usual levels during lockdown



## Where do we want to be?

### Mobility | 2030 Stretch Goals

- To ensure the proportion of trips by active travel, public or community transport outnumber those by private car
- The districts main town centres, with some exemptions for residents and disability/mobility reasons will be car free
- To have increased the potential for rail travel through better connectivity and station improvements
- To have successfully influenced a reduction in air travel by our citizens

## What are we doing about it?

- We are driving this agenda through our partnership and strategic engagements with key stakeholders as well as through our **Local Development Plan** and **Green Infrastructure Strategy**
- District councils have limited influence over the considerable **44% of emissions** arising from **motorway traffic** as this is largely the remit of national Government Policy. The main transport authority is **Gloucestershire County Council** who develop and manage the **Local Transport Plan** for the County. The District Council is a **statutory consultee** on highways and it can respond both alone or in partnership with neighboring councils, local business and, local statutory agencies to give a consistent message



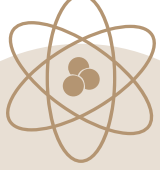
- We have added **6 electric vehicles** to the Council's fleet, replacing old diesel vehicles that were due for retirement
- Created **5.5 miles of fully accessible multi-use path** and wildlife corridors. Used by 250,000 people per year
- We are integrating the Cotswolds Canals with the UK's national waterways and links to sustainable transport through the Community Rail Partnership
- Since Lockdown of Spring 2020 large numbers of Council staff have been working from home and with further **development of technology** the council can **enable a significant proportion of staff to regularly work from home** to reduce emissions due to commuting
- The council promotes the **cycle to work** scheme for staff and provides **safe cycle parking** at its offices and key public service sites

# ECONOMY

## FOCUS: Developing **economy that supports low carbon living**

### Where are we in now?

Stroud has a notable employment base including electronic manufacturing; food manufacturing; machinery manufacturing; and metal fabrication, providing approximately 6,750 jobs in combination. Stroud also has high employment in the sub sector of Electric power generation, transmission and distribution. Companies active in green technology are co-located alongside learners at Berkeley Science and Technology Park, creating exciting opportunities to develop and exploit Gloucestershire’s green talent pipeline.



**£10m**  
invested in creating a leading Science and Technology Park at Berkeley Green.

- 5985 active enterprises in the district; 89% are micro and small enterprises indicating our entrepreneurial culture and potential to drive innovation

- £10m invested in creating a leading Science and Technology Park at Berkeley Green



- Growth scenarios suggest an additional 60 to 70 hectares of employment land (offices, industry, warehousing) will be required in the District in the next 20 years

- Our businesses are ready to embrace low carbon opportunity:

- 90% of district businesses rated minimise carbon footprint/adapt to climate change/ recycle more as a very high/high priority (90% in 2018)
- 81% rated encourage the installation of energy efficiency measures in commercial premises through business rate reduction as a very high or high priority



### Where do we want to be?

#### Our economy | 2030 Stretch Goals

- Climate and ecologically minded business practice is established in the district and promoted by council procurement processes and business support services
- The concept of ‘green business’ in the district is defined and encouraged. Green Business is an area of growth
- Starting with new build developments in council housing we will identify and support projects that provide apprenticeships and training and secure future skills for the young and unemployed

## What are we doing about it?

- Working in close partnership with Leadership Gloucestershire and Gfirst Local Economic Partnerships to realise the opportunities for Stroud in creating the 'Magnet Green County' of Gloucestershire's Industrial Strategy
- Listening to local needs and supporting the networking and experience exchange needs of our anchor institutions and local partners through Local Strategic Partnership and other consultation activities
- Producing a proactive and robust tourism plan for the canal corridor which aligns with national and international tourism strategies and marketing campaigns and which will support existing and offer an attractive location for new businesses
- Offering appropriate and supported training and work placements and apprenticeships in areas of canal restoration, business development, wildlife enhancement and conservation to 35 people
- Attracting 500 new people into meaningful new volunteering opportunities in canal restoration, business development, wildlife enhancement and conservation
- Offering formal and informal learning and skills-based volunteering opportunities across our services and projects
- Stimulating local business and entrepreneurship through incubating, mentoring and providing support for small businesses and development of Community Hubs



# WASTE

## FOCUS: **Minimising** Waste wherever possible

### Where are we in now?

- Freegle stats for Stroud District 2020 state that >13 000 members have avoided 62.5 tonnes of potential waste through rehoming, saving 31.9 tonnes of CO<sub>2</sub>



- Nationally household waste recycling rates, range from 17 to 65 per cent; in 2018/19 In Stroud District we achieved 61.2%

- Since an improved waste scheme was introduced in 2016, residual waste tonnages have been cut by around 50%

- The introduction of food waste collections now sees around 500 tonnes of food waste collected every month, producing enough gas to heat around 200 homes and enough organic matter to produce 450 tonnes of fertiliser

- In 2019/20 we recycled circa. 11,500 tonnes of material, including 3,500 tonnes of glass





## Where do we want to be?

### Waste & resources | 2030 Stretch Goals

- Targets are in place for council commercial and operational waste are in place and continuous improvement in reducing waste is being demonstrated
- The residual kerbside waste in the district is minimal compared to national averages in similar districts
- The impressive 60% of kerbside waste being recycled shows continuous improvement
- The districts capacity for processing materials is optimised through better sorting facilities, community initiatives and resource hubs and increased drop off points for a range of sorted waste

## What are we doing about it?

- A major waste scheme change was introduced in 2016, with excellent environmental results. However, scheme improvements remain under constant review to ensure standards are maintained and improved
- We are working with our waste and cleansing partners, Ubico, to explore the feasibility of cleaner fleet vehicles. As technology advances, consideration is being given to electric where possible. We expect the first electric fleet element to be implemented within 24 months
- The Community Services Team that monitor the waste contract, have already switched to using an electric vehicle
- We are working with colleagues around the county to assess and target recyclable material specifically remaining in the residual waste stream following sampling and compositional analysis work. A joint Communications Group is working on a campaign to reduce further the amount of recyclable waste presented in the residual stream
- We are investigating the use of 'in cab' technology to both improve service standards and minimise unnecessary journeys, which contribute significantly to emissions



# COMMUNITY

FOCUS: How we **work together** on **limiting and** adapting to a changing

## Where are we now?

Estimates from the Office of National Statistics put the district population at around 120 000. Residents and population surveys consistently reveal a strong sense of commitment amongst them that environment and changing climate are issues to be prioritised.

- Spending When surveyed, spending time in green spaces played an important role in maintaining physical health (41%) and mental health (44%) for many people
- 63% rated providing online help, support and guidance on ways to reduce individual carbon emissions as a high or very high priority
- 53% rated exhibitions and roadshows explaining what the emergency is and showcasing opportunities for community action as a high or very high priority



climate and ecological emergency

## Where do we want to be?

### Community | 2030 Stretch Goals

- The climate and ecological emergency response has a clear leadership and governance structure that is executed collaboratively with the community
- The climate and ecological emergency response is embedded and valued across council policy and partnership activity. Local leadership through town and parish councils and other representatives is being delivered and residents and businesses are actively playing their part
- Externally audited measures such as ISO drive the council in a continuous 'review and improve' cycle
- All businesses and institutions active in the district are signed up to our Climate and Recovery Pledge and cross sector collaboration on climate and ecological emergency issues is strong

## What are we doing about it?

- Formal structure for cross-party collaboration on the emergencies established in the CN2030 Steering group and COVID Recovery Board
- 129 businesses have received funding totalling £1.29 million from via the council through the Discretionary Grant Fund
- The Community Resilience Fund is funding the work of community groups. As of end of July 2020 this totalled £45,598 to 50 community groups
- We are supporting Transition Stroud to coordinate and grow a forum of 18 community led Climate Action Groups that support communities to develop and deliver activity at local levels and enables the council to keep in touch with their plans and ideas and support where possible
- Increasing knowledge of the cultural built and natural heritage and communities both locally and nationally, through our marketing and promotion and events, festivals, walks, talks, visits, and exhibitions
- Stimulating historical enquiry through arts, STEM and literacy, providing schemes of work for 2,000 primary school children, 300 secondary school children and 150 college and university students through our regeneration project





# ACTION PLANNING

## What more do we need to do?

This Strategy sets the context and scope of the challenges that need to be addressed. The Master Plan organises and adds detail that identifies the work areas from which discrete action plans can be built.

The council will play a key role as coordinator, working with internal and external partners and experts to collate existing and evolving action plans and projects into the plan, identify gaps and build next steps.

The Master Plan will be kept under review as our response to the emergencies evolves. Through its delivery we can:

### **1** *Be an Exemplar and... put our 'own house' in order*

- Accelerate progress by a more holistic approach to our projects
- Incorporate external feedback systems to help sustain continuous improvement
- Enhance our carbon neutral status through further improvements to our stock and fleet
- Streamline services to make them efficient and waste free
- Invest locally and ethically to support the growth of a circular, low carbon, localised and more sustainable economy.

### *... be the pathfinder*

- Exploit the opportunities of our land and buildings to demonstrate and educate about how listed buildings can be adapted
- Secure and trial pilots of new domestic solutions on our own housing stock and promote these for wider replication
- Consider our land use, even our smaller strips to encourage pollinators and provide small habitats and to support community resilience building

# ACTION PLANNING

## **2** *Be an Enabler and... play our part as a partner*

- The district's natural environment must be developed in a way that strengthens ecological systems as a whole. Large scale schemes, such as woodland creation, that crosses boundaries need collaboration. We will continue in our various key stakeholder roles and as an active member of the Local Nature Partnership to inform our decisions
- The issues pose both opportunities and threats to our farming, retail, business and industry communities. Our strategic partnerships will help to realise any potential diversification and innovation opportunities such as agricultural crops, uses for bi-products and other waste, as well as, efficiency and revenue generation opportunities such as energy networks
- Partnership is also important for continued provision of targeted expert advice we need to support and deliver new partnerships and schemes to meet retrofit, fuel poverty, business support and, skills gaps needs
- We are concentrated on maximising our outreach through greater integration of the issues into our existing partnerships as well as increasing inclusion through new partnerships and networks

### ***...identify and support access to financial tools***

- Funding and finance is a cross cutting theme of the plan with the intent that all opportunities are open to exploration through the course of the plan

## **3** *Be encouraging and... actively promote good practice*

- The council will be looking for chances to incentivise and highlight what 'good' looks like. We will also look at how we can frame good practice through the use of our tariffs and enforcement systems
- There is a need to rally a 'social movement' we will be active in our communications campaigns with information, advice and engaging news and events.

### ***...signpost to credible expertise***

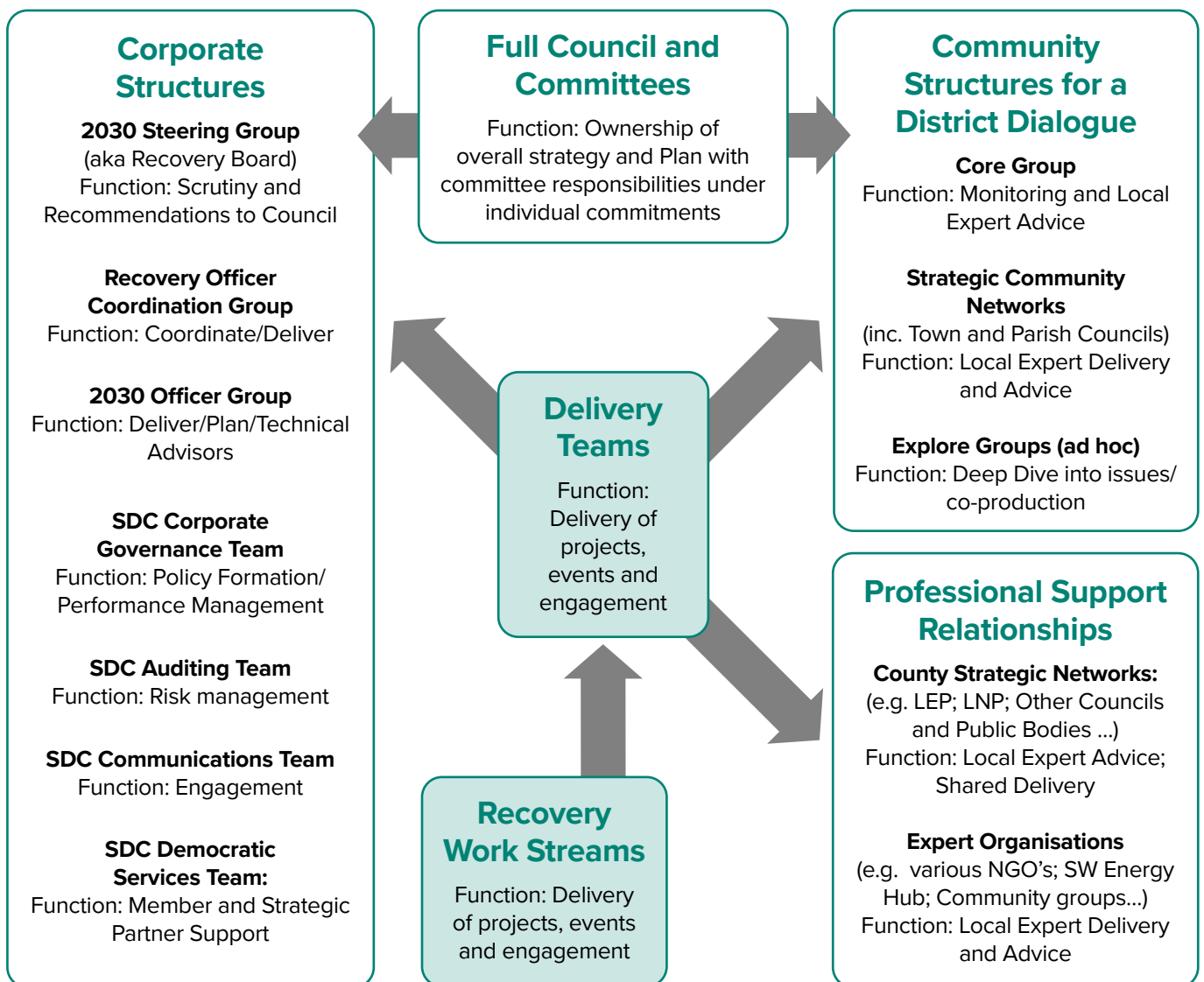
- There is a wealth of information and support organisations that can help; the variety can be a bit overwhelming. There is a role for the council to offer good basic advice and reliable signposting to help residents and businesses

# GOVERNANCE

## Overview of Structures

The 2030 Strategy is complimented by the council’s Recover, Reset, Renew Strategy and its four work streams of Regeneration; Housing and Homelessness; Community and, Environment and Climate. As seen in the middle of this diagram, these two strategies are delivering a range of projects through teams which combine council and partner resources.

This delivery and next steps planning is governed by council operational and strategic structures as shown on the left. These include specialist officer/member groups focused on climate action and recovery coordination. The right hand side of the diagram concerns, a ‘District Dialogue’, that will put community voice at the heart of action and decision making.



# RESOURCING

The oversight of 2030 Strategy progress is held by the Strategic Director of Place and the Environment Committee.

The 2030 Strategy Manager is responsible for the development of the strategy and for coordination of its delivery in collaboration with the above.

The core staff team for 2030 Strategy is affiliated to the Corporate Governance Team under the Strategic Director of Assets and Resources.



Through these two pathways into the strategic leadership of the council 2030 Strategy is well positioned for a 'one council' approach.

The 2030 Manager will be directly supported by an Environmental Performance Officer for performance monitoring and; a 2030 Community Action Officer to encourage district collaboration. Part funded through our Housing Revenue Account this role will have a direct link to our Housing and Tenant Services and a keen focus on the whole district retrofit challenge.

## Financing

This team has a supporting budget and a 'Climate Change Reserve Fund' of £275k which will be used to provide commissioning and support for establishing actions to progress the plan. However, this is not considered to be the only budget for delivery:

- It is important that delivery is the business of everyone in the council. The decisions on the spend of all budgets within the council are to be taken within the framework of vision, themes and commitments of the strategy. The 2030 budget is, in this sense the council budget in totality.
- 2030 solutions encompass a great range of ambition including equity and social justice and therefore the impacts assessments made before allocating funds will continue to keep a balanced approach.
- Stroud District Council is very successful in securing funds: the canal regeneration project; cycling and walking infrastructure funds and, the recent top ups to Warm and Well service offerings through Green Homes Grants are just some examples.
- 2030 Strategy delivery will bring more cohesion between these and other work streams across the council through a coordinated and monitored approach to delivery. This will strengthen our bidding capacity even more as we build from exiting projects and applying the learning in a more holistic way.



# A DISTRICT DIALOGUE

## The Core Group

This will be established with the purpose of providing community governance and expertise on the issues, keeping the plan, its achievements, milestones and next steps under review and, playing a key part in enabling delivery. A key aim of this group is to maximise on the potential of district stakeholders to contribute to the fulfillment of the strategy and to establish the most effective routes for council support to this.

The Core Group will be chaired by a community representative elected by the group and be comprised of community leaders with the aim of achieving broad representation and inclusion of key decision makers. Council Officers will be a part of the group with a view to facilitating links to council strategic and operational structures.

## Strategic Community Networks

It is envisaged that representatives of community networks will constitute a large part of the Core Group. They will use their networks to facilitate action in communities that works in synergy with the council's 2030 Strategy delivery.

The momentum is building in the district, Town and Parish Councils are emerging with their own declared emergencies and plans and there is a growing network of Climate Action Neighbourhoods represented at the Climate Action Forum, facilitated by Transition Stroud. This is one of a number of well established networks across the district such as the: Local Strategic Partnership; Know Your Patch Network; Gloucestershire Association of Town and Parish Councils to name a few. These existing groups represent a good opportunity for dissemination, experience sharing and collaboration on 2030 issues.

## Explore Groups

Through the course of delivery, where we need to deep dive into the challenges to realise solutions and resources. These will bring experts, practitioners and communities together for joint problem solving. These are likely to arise in response to funding announcements, governmental consultations and initiatives in the community. The outcomes will steer delivery activity and inform strategy and plan review.

Expert advisory support is also fed in through the council's wider strategic and professional networks that prove extremely useful in this rapidly moving agenda.

## Reporting

A 'Progressing to 2030' report will be published annually to give an overview of progress on activity and targets. Performance monitoring of this Strategy and Plan will also be ongoing through the Council's Environmental Management System (EMS) which will follow the ISO 14001:2015 framework and the Council's online reporting performance management system Excelsis.



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Stroud District Council

# THE 2030 STRATEGY MASTER PLAN

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Limiting  
Adapting  
Recovering and  
Responding in a  
Changing Climate

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## CONTACT US

If you need to talk to us in relation to 2030 Strategy and Master Plan you can e-mail the team at:

**[CN2030@stroud.gov.uk](mailto:CN2030@stroud.gov.uk)**

Alternatively contact our customer services team by telephone on

**01453 766 321**

# INTRODUCTION

*Climate Change is the greatest long-term threat to our society. The 2020, Covid-19 pandemic has laid bare the intricacies of our global economies and social infrastructures. The pandemic has also shown the powerful potential of our individual and collective behaviours to perpetuate, mitigate or even, to halt a crisis of almost unimaginable magnitude.*

The 2030 Strategy sets out a context, rationale and approach for organising the work that will be needed to tackle our climate and ecological challenges. This Master Plan starts to organise work streams that will achieve the ambition by identifying a framework for delivery.

## Sir David Attenborough

**“If we don’t take climate action, the collapse of our civilisations and the extinction of much of the natural world is on the horizon.”**

*Stroud District Council are pledged to do everything within the council’s power to make Stroud District carbon neutral by 2030.*

*Stroud District Council: Climate Emergency motion carried, 24<sup>th</sup> January 2019.*



This document details an approach to help limit the global effects of climate change by becoming a carbon neutral district by 2030.

Many of the greenhouse gas emissions within the district are not within the direct control of Stroud District Council. There are lots of things that we can do as a local authority to improve our own services and operations, but a whole-hearted effort is required by everyone that lives or works here in parallel with, significant local, national and international government action to achieve our 2030 aims.

### A collaboration

#### Assembling this draft Strategy and Master Plan has involved:

- ▶ collaboration with community groups and stakeholders, both within and outside the District Council. This has included participation in the Climate Action Network Forum, Local Strategic Partnership and in the Gloucestershire Energy Sector Group to name a few. Support from Stroud District Youth Council has also been greatly appreciated and we thank them for their contribution and ongoing collaboration for our 2030 mission.
- ▶ drawing upon the evidence contained in commissioned reports and studies, aligned to the District Council’s Environmental Strategy and Local Plan Review.

- ▶ district and county-wide survey results and the work of professional and academic networks.
- ▶ lessons learned from partnership delivery of recent projects and long-running services, including the sustainable energy focused domestic and business support programmes.
- ▶ a series of on-line consultation events, chaired by local experts and attended by town and parish councils; youth groups; charitable, community and voluntary sector groups; businesses; private landowners and their associations; schools, colleges and interested individuals.

#### This has driven the development of a strategy that strives to be:

- ✓ comprehensive in defining the wide range of necessary actions and development areas for the district
- ✓ targeted on required key achievements
- ✓ supportive in securing provision for the resources required
- ✓ agile, to enable community led schemes to come forward

# A STRATEGY CONSULTATION

## You told us...

**Vision and direction:** The ambitious vision and direction was welcomed by almost everyone who took part and the challenge of achieving this was widely recognised. More explicit emphasis was wanted for the theme of leadership so we have named this in the strategy redraft and it remains covered by our role as exemplar and strategic partner through the commitments.

**Leadership and responsibility:** The approach of considering council influence and scope under the categories of Exemplar, Enabler and Encourager was considered clear. The balance of commitments across those spheres was also supported. It was noted that a clear steer on the purpose of the strategy and plan was needed. We have also taken on board the need for our mission statement to have a clear line on leadership and ecological emergency.

The proposal for community governance was welcomed and seen as very important. There were many good suggestions for how this should be rolled out and these ideas will feed its development as part of our very next steps after strategy adoption.

**Solutions and innovation:** We have now included the context of other district and county strategy and policy documents as a signpost to some of the aspects you noted as missing but that are available elsewhere. We will also be using community governance and continuing our collaborations with key stakeholders and experts to get the specifics right as we deliver actions.

**Fact checking:** There was some helpful feedback on targets which have influenced the approaches in this re-draft.

Some wanted to know the detail on assumptions but others were impressed by the evidence paper.

The setting of targets over a 10-year stretch is a difficult matter and so, in this version, we have given this context and explained how we will keep targets under check for their sense and reliability in framing our aims and objectives for action.

# WHERE DO WE WANT TO BE IN THE FUTURE?

Our draft 2030 Strategy defines a vision for 2030 across 7 organising themes and establishes an approach towards tackling the climate, ecological and recovery emergencies facing us now and in the future.

## Where did we start?

The climate and ecological emergency can seem hugely complex and daunting, spanning issues from global peace and security to corporate responsibility, right down to the food in our cupboards and the insulation in our walls.

We have tried to embrace a broad spectrum of concepts, issues and priorities, while streamlining them to focus on Stroud District's specific context. We want to set out a strategy and plan that is comprehensive but also user-friendly.

This draft Master Plan acts as a framework for the creation of policies, projects and schemes in an agile way across the topics as a whole. The purpose is to offer and invite flexible, multi-benefit solutions across the spectrum of issues. Each theme in the plan is framed by Stretch Goals for to keep action in focus.

## Our Mission is to always...

...act as **an example** in the community. To be an **enabler and encourager** of positive action. Through our services, policies and projects to demonstrate leadership doing **everything in our power** to **collaboratively** achieve a **just transition** to achieve ecosystem restoration and a **carbon neutral, resilient, inclusive and, equality driven** district.



# HOW DOES THIS WORK?

There are 3 levels of action in the Master Plan, which relate to the council's spheres of influence as "Exemplar", "Enabler" and "Encourager".

Each commitment is loosely time framed over the decade, which is segmented into 3 phases that can be broadly considered as:

- (i) (2020 – 2023) preparation and pilots;
- (ii) (2023 - 2027) bigger projects and roll out schemes;
- (iii) (2027 – 2030) finalisation of schemes and next stage planning;

In practice things are not so neatly 'linear' since we already have some well-developed projects. The council has a long track record of action, and the momentum on climate and ecology issues is well established. So some projects are underway and results are already being realised. These, projects in progress, are living examples of how the Master Plan can be a framework, an anchor for the detailed action plans that underpin action.

## EXEMPLAR

*... in our own operations*

The area where we have the most direct influence. Here we strive to set the standards and be the pathfinder through the challenges facing the district.

## ENABLER








*... partnerships, policy, decisions and services*

We have shared responsibility and influence in our partnerships and own projects, and sometimes as a facilitator to the projects of others.

## ENCOURAGER

*... advice, information, incentives*

We have least influence in the private sector, but we can provide information and incentives to encourage behaviours and strategies that make positive contributions towards our vision of a carbon neutral and climate resilient Stroud district.

Contextual themes	1	2	3	4	5	6	7
▼ Cross-cutting themes in the Master Plan	ENERGY	BUILT ENVIRONMENT	NATURAL ENVIRONMENT	MOBILITY	OUR ECONOMY	WASTE & RESOURCES	COMMUNITY
 Food and agriculture	What we choose to eat, how we source and produce food, develop our supply chains and deal with food waste – this cuts across a broad range of actions, including land use, transportation, waste and resources, our economy particularly the farming sector and, community.						
 Water	Flooding, water consumption and water stewardship – this topic is touched upon by almost all the themes, but is particularly linked to our actions in built and natural environment, waste and our community.						
 Balancing Carbon	Energy efficiency is largely dealt with in the built environment actions, but this topic is also visible in potential action that can be taken in relation to transport/mobility and community. The potentials for carbon sequestration and offset are also spread across the seven action areas.						
 Social justice	There is a key thread, running throughout the strategy and master plan and in support of COVID recovery needs that is a focus on climate and ecology to simultaneously raise housing standards, alleviate poverty and hunger, support job creation and strengthen community cohesion, health and wellbeing, resilience and inclusivity.						
 Funding and investment	It is crucial to the success of this strategy that the master plan includes a range of actions across each of the themes that can generate, distribute and leverage funds to support the large scale investment needed.						
 County, National and Global Policy	This strategy rightly has a clear and strong local emphasis, but the ambitions will not be achieved without considerable efforts and collaborations locally, nationally and globally.						
 Leadership & Agency:	The council's sphere of influence as an exemplar and enabler is where our role in taking leadership on issues is most apparent. There is also a drive to support and encourage local leadership on issues and actions.						

# WHAT IS THE COUNCIL GOING TO DO?

## 1 *Be an Exemplar and ... ...put our 'own house' in order*

Joining up all parts of the council under a common mission, investing in our own property and changing our policies and practices in line with the ambition to achieve a carbon neutral and ecologically sound district is one way we will demonstrate leadership on our 2030 ambitions..

### *Page 122* **be the pathfinder**

To help others in the district tackle their challenges we will exploit the opportunities of our land and buildings to demonstrate how things can be achieved and how new technologies can be applied.

## 2 *Be an Enabler and... ...play our part as a partner*

We will act as a focal point for diverse groups to come together. In partnerships and through consultation we will identify shared benefits and the initiatives to achieve them.

Our natural system is inextricably linked to the systems of other landowners and authorities; we are focused on making the most of our strategic relationships to maximise the potential.

### *...identify and support access to financial tools*

Funding and finance is a cross cutting theme of the plan with the intent that all potential ideas can be considered for viability.

## 3 *Be Encouraging and... ...actively promote good practice*

The council will be looking for chances to incentivise through awards, accreditation and experience sharing as these help us all understand what 'good' looks like.

We will be active in our communications and use a variety of ways to engage, advise and inform the district to help everyone get involved.

### *...signpost to credible expertise*

There is an overwhelming wealth of information and support organisations that can help. There is a role for the council to offer good basic advice and reliable signposting and to facilitate community led action.

### **Finally,**

The strategy outlines how we seek to build in community governance to the ongoing monitoring and reporting to the plan through establishing a 'Core Group' to represent community voice.

# BUILT ENVIRONMENT

**FOCUS: the efficient use of power and water** in our district's buildings, towns and villages.

Retrofitting is achieving low carbon operation. Lifecycle considerations give value to our heritage buildings and legislation and technology are opening up their potential. Newer builds are carbon positive exporting power to the grid or local area.

Families and businesses are benefitting from efficient, healthy buildings that are cost effective to operate.

**...A 2030 VISION for  
BUILT ENVIRONMENT**

## Built environment | 2030 Stretch Goals

- SG 1** To have sustainable construction principles and a net-zero requirement shaping new developments in the district
- SG 2** To have completed a retrofit programme to realise the maximum emissions reductions on the council's residential dwellings to achieve an average SAP C in energy performance across all properties
- SG 3** To have established and completed a carbon neutral action plan for the council's public and operational estates

# BUILT ENVIRONMENT

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...	
EXEMPLAR in our own operations	<b>BE1</b>	<b>Efficiency Programme</b> <i>Linked to E1, M2</i>	Review council owned building stock for energy and water efficiency;  Compile a list of recommendations for achieving carbon neutrality and mitigation/ resilience measures (such as cooling/shading and SUD/grey water recycling);  Establish action plan.	Implementation period.	Completion and review of carbon neutral buildings action plan.	<i>The Council owned stock represents a significant challenge, early pilots will help to inform the decision making and provide evidence that can accelerate the decision making process around future implementation.</i>	To be stipulated in the plan E.g. No of installs; emissions savings; £'s invested
	<b>BE2</b>	<b>Low Carbon Pathfinding</b>	Research innovations such as Energiesprong, Modern Methods of Construction;  Investigate partnerships that can help the District meet its retrofit challenges	Identify and commence early 'carbon neutral' retrofit & Offset pilots on our council owned housing as pathway projects.	Review of pathfinders and recommendations for future plans.		
	<b>BE3</b>	<b>Energy awareness at work training</b>	Implement "energy awareness at work" training as part of our induction and ongoing CPD processes to help all our staff to minimise energy waste in their working practices and understand how energy knowledge and skills apply to their roles and decision making at work.	Introduce energy manager functions (and any necessary tools such as sub-metering) into the staffing structures of our main offices and other sites;  Provide training to collect and report on energy data to support our monitoring processes and council decision making functions.	The council will have an embedded energy management mind-set;  Senior managers and all staff have appropriate awareness of how the organisation is using energy so that good practice is maintained.  Induction and CPD processes maintain the standards in place.	<i>Building users have a key part to play in achieving efficiency and it is important that our workers can apply their knowledge to support the public to do the same through the services they provide.</i>	Training material, training records; job descriptions; internal communication structures (fixed agenda item etc); energy data records, forecasting and monitoring
	<b>BE4</b>	<b>Heritage case study: the Museum in the Park</b>	Explore the potential to both demonstrate and celebrate how to achieve carbon neutrality through our Museum in the Park site.  Plan projects that educate, inspire and raise awareness of the potential in our District's heritage.	We will identify funding and implement plans and project concepts for Museum in the Park demonstration retrofit and education projects.	We will ensure low carbon retrofit projects are complete at the Museum and maintain educational projects that have been established to provide ongoing information, workshops and support for those modifying their own homes.	<i>Many in our District are living in heritage 'hard to treat' buildings. The Museum in the Park offers unique potential in its buildings and grounds to be an example and source of inspiration to those tackling 'hard to treat' buildings of their own.</i>	Working Group; Concept projects; live projects

# BUILT ENVIRONMENT

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
BE5	<b>Financing through development</b>	Redesign our application process for Community Infrastructure Levy to ensure focus on a CN2030	Develop a carbon offsetting fund to deal with the residual emissions developers cannot tackle and invest this into 2030 Strategy Projects.	As we achieve our carbon neutral goals the funding for projects like this will be reviewed on the basis of the needs identified for the forthcoming period.	<i>An ambition as great as CN2030 will require significant financing these are some of the ways in which we secure those funds.</i>	Investment to sustainable energy projects
BE6	<b>New development</b> <i>Linked to NE5</i>	Continue 'ask' to national government for Building Regulations of the highest environmental standards  Explore and apply interim planning policies and guidance, to addresses the 2030 ambitions.	Require all new development to achieve a net zero carbon standard in terms of regulated emissions;  Issue Supplementary Guidance on Energy Efficiency Measures in Listed Buildings.	We will require all new development to achieve a zero carbon/carbon positive standard in terms of regulated emissions	<i>Our Draft Local Plan requires all new development to achieve a minimum overall 35% reduction in emissions over Part L Building Regulations; a 10-15% reduction in emissions through fabric energy efficiency; and residual emissions offset through payment to a SDC carbon offsetting fund.</i>	Local Planning regulations and planned development standards
BE7	<b>Homes</b>	Improve and maintain provision of bespoke advice and technical services support to households and specialist services to the vulnerable.  Seek partnerships with providers of services that encourage the same in the 'able to pay' sector.	Collaborate on and deliver large scale retrofit programmes to the homes and businesses of the District.	We will keep our funded services under review and work with partners to ensure that their activities build future proofing and are being delivered in the most cost effective way.	<i>The domestic advice and the business support programme for Gloucestershire has a well-earned reputation and delivery record but much larger scale action is needed. Given the multiple priorities and the scale of finance required to meet our ambitions it is important that services continue to leverage in more funding than the council invests and that the grants programmes are delivering solutions that safeguard a carbon neutral future.</i>	Websites; Partnerships; programmes; growth in renewable related businesses; measures installed, carbon saved, EPC ratings achieved
BE8	<b>Businesses</b>	Maintain the provision of programmes that provide bespoke advice and support to small and medium sized enterprises for improving their energy efficiency.  Work with partners to explore effective ways of incentivising all businesses	Work with a range of partners to deliver large scale retrofit programmes to the homes and businesses of the District.			
BE9	<b>Enforcement</b>	Collaborate with the enforcers of Minimum Energy Efficiency Standards (MEES) to find ways to improve the way this legislation is working to raise building energy standards	Implement local level action that helps the implementation of MEES and consider how local licensing and control can be used to encourage energy efficiency measures in buildings during their out of hours operation.	All applicable buildings in Stroud District will be MEES compliant as a minimum and we are effectively encouraging reduced business energy demand through local schemes.	<i>MEES applies over both private and social rental sectors and business and are regulations used to enforce minimum standards</i>	Enforcement record; decrease in fuel poverty statistics; EPC data.
BE10	<b>Neighbourhood Plans</b>	Collaborate to explore how we can encourage Town & Parish councils to develop 2030 compatible neighbourhood plans.	We will be active in monitoring neighbourhoods without plans and encouraging them to take this opportunity.	All areas of the district are using Neighbourhood plans to maximise their local potential for building in carbon neutrality.	<i>Neighbourhood Plans are an essential tool for communities wishing to achieve carbon neutral living, allowing them to make local provision that goes beyond the district wide Local Development Plan.</i>	Number of neighbourhood plans
BE11	<b>Market Town Regeneration</b>	Produce a 2030 focused Regeneration Strategy for Market Towns	Action Planning and delivery on the strategy.  Working to introduce local incentives on low carbon goods and services.	Review and plan for next phase delivery.	<i>Market Towns can support improved living/ working opportunities, better connectivity, localised supply chains etc.</i>	Economic growth; skills; outcomes identified in projects

# BUILT ENVIRONMENT

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
ENCOURAGER Advice, Information, Incentives	<b>BE12 Awards and incentives</b>	Research and consult on award and incentive schemes motivate those with building related responsibilities to plan, build and install only to the highest energy efficiency /low carbon standards.	Review the success of initiatives at local levels.  Review standards and accreditations to assess applicability to our own procurement requirements.	Award Winning sites in our District will be used as templates for replication plans in other towns and villages.	<i>Awards and accreditations are very motivating for communities and businesses and help us understand what 'good' looks like.</i>	Number of awards in the Districts businesses
	<b>BE13 Support the take-up of renewable home energy systems and green tariffs</b>	Support and promote local, national and regional initiatives that increase the take up of renewable home energy systems or green tariffs.	Review the success of initiatives at local levels and revise approach to promotion accordingly  Identify any specialist local schemes for potential pilots	Incentive schemes have almost maximised their potential in the District and the council will be reviewing data from these to consider the next steps.	<i>Building from the good practice in some of our neighbourhoods who are collaborating on bulk by schemes for PV.</i>	Number of quality schemes active; Number of installs

## Key Priority – the retrofit challenge

In line with a national picture, the retrofit challenge for the district is to generate both demand and capacity for those industries that will work to improve our buildings.

UK engineering consultancy, Burro Happold estimate that capacity must increase 10 fold to meet national 2050 targets and that increases the scale of challenge for our 2030 commitment.

Meeting this challenge will require cross sector working on economy, skills and, crucially, community engagement to drive the demand for sector growth.

**FOCUS: energy generation and power distribution** across the district.

Energy consumed within the district is from renewable and decarbonised sources. Much of this is generated within the district via decentralised power systems utilising increased energy storage.

Localised markets for energy supply offer competitive value. Our energy systems are smarter and planned to integrate to minimise energy waste.

### ...A 2030 VISION for ENERGY

## Energy | 2030 Stretch Goals

- SG 4** To have at least trebled the proportion of energy generated by renewable sources in the district from the current 12% renewable generation within the district and have identified and achieved the offset requirement that will achieve neutrality
- SG 5** To have facilitated all viable decentralised and ‘smart energy network’ opportunities (such as district heating and energy from waste systems); as well as all viable alternative renewable options such as wood fuel, anaerobic, biomass etc
- SG 6** To have encouraged an energy infrastructure fit for the future:
  - grid constraints are no longer obstacles to renewable generation
  - storage and on-site generation projects are well supported

# ENERGY

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
E1	<b>Renewable Tariff</b>	Our office operations will be 100% Renewable Energy Powered at by 2022	All Council owned business premises will be 100% Renewable Energy Powered	Direct Council operations will be 100% renewable energy powered, where possible sourced from in district generation.	<i>We will ensure Energy Procurement at the end of current tariffs moves to 100% renewable by source and ensure own procurement practice helps shape a local green economy by supporting future community energy projects.</i>	Supply Contract; number of community energy projects; extent of in district supply MWh
E2	<b>On-Site Renewables</b> <i>linked to BE1 and 6 and, E4</i>	All council owned business premises will be surveyed for renewables potential and the Water Source Heat projects already identified will be implemented.	Any further viable renewables projects identified will be bought forward through a renewable energy strategy for the district.	Through a combination of procurement, onsite and, community renewable energy projects, council owned offices and business premises will be renewable powered and offset schemes in place for residual emissions.	<i>Our heritage sites can be an example of how to integrate modern technologies on aged buildings and our potential as landlord to businesses gives us opportunity to demonstrate how we can work with our business tenants to avoid energy costs and promote carbon neutral practice.</i>	2 water source heat pump (Ebley Mill Brimscombe Port); Survey's complete; Number of identified projects, number of viable projects; commissioned projects; installed capacity
E3	<b>Housing Stock Renewables</b>	Stock modelling / surveying will be carried out on all council owned housing stock to give route maps for achieving carbon neutrality.  A renewables retrofit pilot on a sample of our Independent Living Housing will pave the way to wider replication.	Pilot Independent Living Housing work will inform the route map;  An action plan and implemented across the housing stock rolling out more renewable projects for council housing	All viable renewable energy projects on council owned housing will be completed.	<i>A rolling programme of retrofit will help us meet our 2030 goals. A researched evidence base will help realise the most effective retrofit plans. The sheltered housing pilot will provide direct experience upon which to upscale our retrofit activity.</i>	Technical Recommendations reports for all aspects of our housing stock and completed capital projects. Housing Stock - No Carbon Retrofit/ Offset Action Plan developed; installs of new tech; carbon reductions achieved.
E4	<b>Land for Renewables</b>	We will explore how to manage our land assets portfolio to provide the best opportunities for renewable generation, alternative renewables and low carbon power in the district including the securing of the limited sites we have available for on-shore wind generation.	Feed lessons learned into the council estate aspects of a Renewable Energy Strategy for the District.	The council estate will be maximised for its contribution to in-District generation and we will be using the experienced gained to plan for future energy needs.	<i>It is important we work to be the pathfinder on energy projects for our District.</i>	Renewable projects scoped; renewable energy strategy in place, projects in initiation.



# ENERGY

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
E5	<b>Energy Networks</b>	We will collaborate with leaders from councils, business and industry in the District to explore the potential of the Heat Network Priority Areas that have been identified in research supporting local plan review.	Partnerships with anchor institutions and key landowners , including County Council will scope and define energy network projects as part of a Renewable Energy Strategy for the District	Capital projects that support the establishment of Smart Energy Networks will be completed subject to viability and Partnership arrangements	<i>As well as the need to ensure that the Javelin Park development not only 'generates' power but that it is used effectively to avoid generation elsewhere, there will be other opportunities around our larger in-District emitters that will need to be harnessed to meet the District vision.</i>	Heat Network Priority Area Options Appraisals; Feasibility and projects.
E6	<b>Planning Policy</b>  <i>Linked to NE4,8</i>	We are reviewing our local plan and working with experts to ensure its policies and scope focus new development on our 2030 aim.	We will complete and commence implementation of a Renewable Energy Strategy focused on reaching the potential of renewable generation in the District and identifying the offset requirements for neutrality in 2030	We will require all new development to maximise on the available local renewable generation capacity and to work in cohesion with neighbouring energy systems to maximise the potentials for serving demand and storing excess generation to support this.	<i>As well as requiring high construction standards we need to safeguard and utilise the Districts wind and solar potential and work towards new development being energy self-sufficient. In conjunction with this we recognise we have grid capacity issues that require collaboration with our network operators.</i>	Severn Vale Park as a renewable initiative in the District; Garden Communities Renewable powered; Increased community renewable initiatives; increased large scale sites in District.
E7	<b>Planning Constraints</b>	We will continue our strategic engagements with local partners and national government to address renewable retrofit barriers on listed buildings	Ongoing as required		<i>As technology improves in terms of design and, readiness to accept change grows, it is hoped that ways to overcome issues such as PV on listed buildings can be overcome.</i>	Changes to national and local planning frameworks.
E8	<b>Community Energy</b>  <i>Linked to BE10</i>	Encourage and where viable invest in renewable energy innovation in the District; projects that develop our low carbon generation potential. Encourage those who develop Neighbourhood Plan documents of their own.	Ongoing from phase 1 and leading to capital pilot projects and case studies		<i>As well as wind and solar generation there is potential energy in our water ways, ground, agricultural crops, bi-products and other waste</i>	Number of innovation projects; number of replication projects; increased in GHG saved/avoided, renewable generation focused neighbourhood plans
E9	<b>Alternative Renewables</b>  <i>Link to W7</i>	Explore with key landowners and experts in the agri-tech community what the opportunities are and how they can be supported to develop carbon neutral farms.	We will review findings and set out recommendations and identify support streams accessible for farmers wishing to take actions forward.	We will have good case studies of how farms can adapt and diversify for a carbon neutral operation and will be encouraging other farmers to do the same	<i>A carbon neutral, climate and ecology emergency agenda poses both opportunities and threats to our farming communities; helping them to find ways to return on investments, diversify and build stronger local links is important for maintaining this vital sector</i>	Renewable Projects developed; local partnerships created; support schemes identified; specialist information channels created.

# ENERGY

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...	
ENCOURAGER Advice, Information, Incentives	<b>E10</b>	<b>Signposting</b>	We will establish council communication systems for information and signposting to advice and local expertise to support those seeking to include renewable systems in their homes and businesses	Ongoing		<i>There is a wealth of information and support organisations that can provide good information; the variety can be a bit overwhelming. There is a role for the Council to offer good basic advice and reliable signposting to help residents and businesses.</i>	Websites; Partnerships; programmes; social media data

## Key Priority - mainstream renewable energy

Public awareness of the variety, impacts and benefits of renewable energy options needs to be addressed in order to encourage wider adoption of these systems.

Marketing strategists have been tapping into the long term benefits of ‘early adopters’ or ‘lighthouse customers’ for accelerating the success of innovations.

We need to work on making renewables accessible but also, as a first step, making them more desired. Education, communication, arts and community events can all play their part to make this happen.

# NATURAL ENVIRONMENT

**FOCUS: Positive outcomes and increased resilience** for all species

We are concerned with ensuring safe and inviting habitats for both human and wildlife populations and have made significant biodiversity gains.

Landscape and economic development is both protecting and nurturing nature, whilst mitigating and building our resilience to a changing climate.

## ...A 2030 VISION for NATURAL ENVIRONMENT

## Natural Environment | 2030 Stretch Goals

- SG 7** To have increased our tree canopy, woodland and forestry in collaboration with the Local Nature Partnership's, 'Gloucestershire Tree Strategy' ambitions
- SG 8** To play our part in the SW Nature Recovery Network through partnership working ensuring:
  - a minimum standard of 'favourable condition' for all our 'bio-' and 'geo-' diversity sites
  - improved access to and public understanding of nature
  - high quality, thriving, protected natural habitats in both water and landscapes in the district
- SG 9** To increase Flood Management and Rural SUD defences, as a minimum doubling the current 20% of Frome Catchment that is managed

# NATURAL ENVIRONMENT

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...	
EXEMPLAR in our own operations	<b>NE1</b>	<b>Our Land Management</b>	Review land use and management policies and practice to prioritise sequestration and biodiversity interests in decision making.	We will identify and develop further re-wilding and land use for Climate Emergency Response projects and targets as part of a Nature Recovery Strategy and monitor their implementation and progress.	Council owned land is being managed to high standards of ecological sensitivity. The council will consider further improvements including the potential to purchase land for ecological gains.	There are a range of measures that can be taken even on the smaller strips of land. The small woodland proposal at Salmon Springs and our verges are examples of these. At Salmon Springs there is limited farming use of land and on our verges the rates of cutting, the collection or not of clippings and the use of weed killers and fertilisers will be reviewed to provide environmental benefits such as more wildflowers that attract pollinators.	Nature Recovery Strategy and targets e.g. New Woodlands planted; species counts
	<b>NE2</b>	<b>Strategy for adaptation and mitigation</b>	We will include mitigation and adaptation issues in our land management policy and practice review. This will include consideration of issues like increasing tree canopy cover; protection of native species (including Ash dieback issues); drought resistant planting and flood management; biological pest control and natural management of water and land features where possible.				
	<b>NE3</b>	<b>Joined up working</b>	We will establish a 'Climate Action Officer Group' that are working on projects delivering infrastructure and regeneration in order to maximise on net gains through integrated approaches to delivery and next steps planning.	Identify and develop multidisciplinary projects that can be delivered through pan council activity and partnership and used to attract external funds. Incorporate building with Nature Standards (see NE5) into our own capital projects so that Council led developments are models of good practice enabling the introduction of compulsory standards through our planning system.	We will promote models of the holistic delivery practice that provides the ideal vehicle for the implementation of productive, multi-benefit projects across the highly intricate landscape of environmental action.	Enhancing the way we share our expertise and opportunities can help accelerate our progress towards multifaceted targets such as our carbon neutral ambition	Project outcomes being achieved; new projects developed; 259 locally designated biodiversity and geodiversity maintained and in 'positive condition'
	<b>NE4</b>	<b>Using our land</b>	We will consult with community groups interested in the growing potential on our land and help to devise projects like community orchards/allotment spaces on our land	We will support the initiation of viable community growing projects and promote their successes, replicating more widely where it is possible to do so.	We have some well-established community growing projects and will be working with new areas to develop these either by replication or broadening their remit and reach to link with complimentary initiatives elsewhere.	Local food supply is an important part of resilience building and gives well rounded benefits for community health and cohesion as well.	Projects and their outcomes.

# NATURAL ENVIRONMENT

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
ENABLER Partnerships; Policy, Decisions and Services	<b>NE5</b> <b>Planning Standards</b>  <i>Link to BE6, E6</i>	Promote Building with Nature Standards in the planning of new developments;  Introduce Sustainable Development Checklist as a Supplementary Planning Document to ensure all development proposals have sought to adapt, mitigate and respond to climate change	We will implement biodiversity net gain and tree planting policies for new development areas and seek to link up identified strategic Green Infrastructure corridors.	The District will be a leading example in building standards and the council will continue to develop ways to enhance and maintain standards in line with Building with Nature principles.	<i>Since new development is necessary to support the growth of the District it is important to take steps to ensure that measures are in place that control its impacts on nature.</i>	Standards in place; capital projects realised
	<b>NE6</b> <b>Natural Capital</b>	Collaborate pan-county to develop wildlife/land use mapping and 'natural capital assessment' to provide an evidence base and tool for developing joined up decisions Engage with farmers and landowners to influence land use practices that can have positive and negative impacts on carbon and ecology.	We will support the development of cross boundary projects to provide at scale opportunities for carbon capture and storage and nature corridors for bio-diversity benefits.	The District will be a key location for new schemes that are bringing benefits in sympathy with our ecological needs and the council will be continually forward looking in seeking more opportunities in this vein.	<i>The Districts natural environment must be developed in a way that strengthens ecological systems as a whole. The need for collaboration and large scale schemes that cross boundaries and bridge nature corridor gaps should be a key feature of future plans.</i>	Woodland; species/habitats counts
	<b>NE7</b> <b>Nature Recovery</b>	We will lead the development of a Nature Recovery Strategy (to include recreation mitigation) and action plan that pays particular attention to sensitive areas such as the Cotswold Beechwood Special Protection Area.	As well as implementing the action plan to protect sensitive areas we will work in partnership with business and community on the development of alternative recreation assets for the District to ease pressure on our most visited areas.	The District continues to have celebrated and popular natural environments that attract visitors from near and far. The Council will continue to monitor the 'health' of these areas and review its mitigation strategies to ensure their strength for the future.	<i>Our District's impressive natural features are assets to be both cherished and enjoyed and it is important that the balance in this managed and maintained for ecological protection and enhancement.</i>	Strategy and Action Plan in place; progress to identified targets.
	<b>NE8</b> <b>Funding for Nature</b>  <i>Linked to BE5</i>	Explore Carbon Offset and Biodiversity Net Gain projects that may be funded through commercial investors to offset their impacts.	Develop partnership and secure land for a pilot project.  Expand schemes on basis of pilot	Offset and Net Gain projects are self-sufficient and supporting tree cover ambitions and biodiversity.	<i>Securing and managing spaces that support sequestration and biodiversity aims can also raise awareness of private sector impacts</i>	Projects established, gains achieved, carbon stored.

# NATURAL ENVIRONMENT

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...	
<b>ENABLER</b> Partnerships; Policy, Decisions and Services	<b>NE9</b>	<b>Canal Restoration</b>	Secure funds to complete the restoration of the Stonehouse – Saul section of the Cotswolds Canal (the Stroudwater Navigation) – delivering multiple environmental, social, economic and health benefits, including carbon reductions.	Develop Water Stewardship and Waterways Strategy, identifying mixed opportunities for re-wilding; economic regeneration; agricultural water stewardship; mobility solutions (on and alongside water) and energy generation potentials.	The Water Stewardship and Waterways Strategy is delivering on identified opportunity and the council will review this progress to inform its plans for the next phase.	<i>Water and wet habitat management are critical issues in the wake of climatic changes that pose both opportunities and challenge. The legacy of water powered communities in our district can be harnessed for modern solutions that support Climate Emergency and our waterscapes can add value to nature recovery and to our health and wellbeing.</i>	Current restoration plan measures: 30,000 new trees, 21ha of new biodiversity areas, 5-10 cycling/ walking trails. Flooding impacts reduced. Measures to be revised as a waterways strategy is evolved covering water stewardship and further mobility/ biodiversity outcomes.
	<b>NE10</b>	<b>Flood Management</b>	Continue the flood management scheme, including the roll out of woody dams to slow the flow of water;  Bid to the Environment Agency - Flood Defence Grant will be made to continue this work.  Partnerships and collaborations with landowners and farmers will be developed to explore and address the issues.	We will roll out the Flood Defence Programme integrated to the Water Stewardship and Waterways Strategy to enable maximising on the opportunities of both.			
	<b>NE11</b>	<b>Trees, woodland and forestry</b>	The council will support the countywide planned delivery of 1 000 000 more trees for Gloucestershire with well managed tree planting  We will link into nature recovery and the Gloucestershire Tree Strategy prepared by the LNP.	Ongoing delivery of planting and offset schemes.			

# NATURAL ENVIRONMENT

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
ENCOURAGER Advice, Information, Incentives	<b>NE12</b>	<b>Habitat Demonstration</b>	We will explore the potential to both demonstrate and celebrate different habitats and establish exemplar sites around the District, some of which will be part of the Museum in the Park exhibitions.	Ongoing.		
		<i>Link to BE4</i>			<i>Examples and information will help people understand nature better and find ways that they can also support their environments.</i>	Example sites established.

## Key Priority - nature knows no boundaries

Nature systems in our district exist within the wider systems of local and global natural environments. Developing ourselves as a well connected council and maintaining our strong voice on these issues to ensure effective partnership working will ensure that more rounded approaches are delivered. These must consider how to both avoid negative impacts and maximise on potential for recovering and nurturing our natural environment in all the things we do.



# MOBILITY

**FOCUS: low carbon movement** of people and goods

Networks for transport of all kinds will have been re-shaped to favour no- and low-carbon public travel choices. Fewer of us will be financing the ownership of our own cars and our journeys will be healthier through active travel and reduced air pollution. Our rural communities will be better connected to other parts of the district and beyond.

## ...A 2030 VISION for MOBILITY

## Mobility | 2030 Stretch Goals

- SG 10** To ensure the proportion of trips by active travel, public or community transport outnumber those by private car
- SG 11** The districts main town centres, with some exemptions for residents and disability/mobility reasons will be car free
- SG 12** To have increased the potential for rail travel through better connectivity and station improvements
- SG 13** To have successfully influenced a reduction in air travel by our citizens



# MOBILITY

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
M1	<b>Staff Travel</b>	<p>Adopt a Green Travel &amp; Own Estates Traffic Management Plan and Policy, incorporating potential new measures such as low carbon pool cars and bikes (including e-bikes), mileage policy, home working and incentives for cycling and public transport through local schemes;</p> <p>Improved measuring and monitoring of the travel and transport carbon emissions of employees and set targets for their reduction by 2030.</p>	Ongoing progress made to reduction targets as set in the developed policy	The council will have achieved its targets to reduce business mileage and will review these to set new ambitions for the next period.	<i>The developing corporate plan and the recent homeworking experiences of COVID-19 pandemic provide opportunities and understanding for how we can develop as an organisation to be less reliant on individual vehicles.</i>	Reduction in transport emissions evidenced in monitoring methods
M2	<b>On-site Infrastructure</b> <i>Link to BE1, E3</i>	<p>Initiate a programme of traffic management and other measures (e.g. charging points, progressive parking charges, bike storage and hire, bus and rail information) across our parking facilities for staff and public to encourage modal shift to active travel and public transport.</p> <p>Extend the plan to include our housing stock. Establish a staff group to work on Green Travel &amp; Traffic Management Plan and Policy implementation and support the generation of a low carbon travel culture for our staff and services.</p>	Ongoing delivery of EV Charging /Active travel facilities to the targets of the traffic management plan.	The council will be experienced in running staff incentives and facilitation schemes and will be looking at future ideas to enhance these for the next phase.	<i>To overcome the barriers to active travel and low emission vehicle use we need to improve infrastructure in a number of ways and raise awareness while developing a new culture of travel.</i>	Number of charge points and other facilities available; reduction in emissions from staff commutes; Number of attendees at Active Travel Events; modal shifts in mobility choices; reduced business emissions.
M3	<b>Contractors</b>	We will ensure low carbon transport is a priority in our procurement processes particularly in the tendering for large scale contracts such as waste and recycling collection and will introduce monitoring of these 'Scope 3' emissions	We will extend our requirements on use of low carbon vehicles to other contractual areas such as building maintenance, construction and general suppliers.	The council has extended its influence on low carbon travel through our procurement practice and is monitoring this for review as required.	<i>We can influence some of our major stakeholders through our procurement practices and set high standards by our own practice.</i>	Contract clauses; supply chains.

# MOBILITY

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
<b>M4</b>	<b>Community Transport</b>	Working with partners including rural communities, town and Parish councils and Gloucestershire County Council, to establish low carbon community transport schemes (street bicycle hire, e-bikes, demand responsive schemes, door to door delivery, hub services).	With localised schemes in place we will facilitate experience exchange between groups to try to build connections and broaden area coverage between schemes.	The District will be well served by local schemes and have accumulated much experience in this that can be used as a basis for increasing our connectivity beyond district boundaries to other areas.	<i>We need to find some bespoke solutions for our hilly and rural district. There is opportunity for us the District to be a leading light for other areas building the capacity for us to make use of out of boundary opportunities in the future.</i>	Number of Schemes established towns, villages covered.
<b>M5</b>	<b>Settlement Planning</b> <i>Link to NE7; C6</i>	We will finalise a development strategy that concentrates new to minimise the need to travel and plan for the development of multi-modal interchanges to facilitate public transport and active travel measures rather than the use of the private car.	Establish working groups that include a wide range of partners from anchor institutions, business and transport sectors to explore ways to reduce travel to sites and develop shared schemes to give residents access to incentives and schemes that will support more sustainable choices.	Well planned developments are delivering mobility solutions and local action is delivering complimentary schemes. The council will take stock through a gap analysis to discover where future focus needs to sit.	<i>Concentrating &amp; mixing development will reduce the need to travel and support the development and use of active travel and public transport networks. Private sector is encouraged to meet mobility needs of staff and communities to supplement a public network.</i>	New developments with ease of mobility planned in - Shared Schemes in operation add value to a public network.
<b>M6</b>	<b>Active Travel</b>	The Council will work with partners to continue the expansion of the local cycle and footpath network (See also NE5). Partnership working will include, Gloucestershire County Council to ensure spending is focused on active travel that is linking up identified green infra-structure and contributing to integrated travel solutions wherever possible.	We will seek to join up efforts on cycle path building and introduction of schemes that will encourage its use (bicycle and e-bike hire schemes etc. but also be community festivals, arts and cultural experiences that could attract attention to these resources. We will work with the VCS and Health partners to promote the use of these resources in our District.	The District has achieved high participation levels in active travel and will review this progress to inform target setting for the future.	<i>Infrastructure is a major barrier to active travel. This action seeks to maximise upon linking and planning to achieve the best connectivity.</i>	Nailsworth-Stroud, Cam Greenway, Golden Valley - routes; also Severn Vale scheme
<b>M7</b>	<b>Strategic Working</b>	We will Collaborate to align land use, transport plans and spending within growth corridors and ensure improved rail and bus services in terms of: frequency; coverage and provision of the most efficient, lowest carbon vehicles.	Expand our strategic engagement to national and international providers and travel agencies to support and incentivise District Citizens in accessing alternative out of county travel options to road and air transport systems and to promote staycations.	The District has good connections locally and wider that offer strong, attractive alternatives to personal car travel. The Council will assess how it can continue improvements at both local and wider levels in the next phase.	<i>Public/Active transport has added benefits such as reduced congestion and improved air quality. Air travel is also an important area to influence but remains a personal/business choice and so action is focused on ensuring alternatives are promoted.</i>	More frequent bus/rail services; greater coverage of District by public transport; travel sector specialising in sustainable travel services for citizens.

# MOBILITY

OUR COMMITMENTS			2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
ENCOURAGER Advice, Information, Incentives	M8	<b>Nudges and Incentives</b>	We will review and consult on how we can use services such as licensing to encourage more low carbon vehicles such as taxi's in the District and discover what other incentives maybe required.	Establish plans and introduce schemes and incentives that encourage uptake of low carbon vehicles through our licensing and other measures	Ongoing	<i>Licensing and enforcement measures are potential levers for carbon neutrality but it is also important to consider how decisions can affect the small business owner and therefore consultation on how this can be done is important.</i>	New local measures in place.
	M9	<b>Awareness</b>	We will work with partners to develop campaigns to promote active travel and its health benefits, particularly in relation to school journeys	Ongoing		<i>Targeted and informative campaigning will be used to encourage participation in active travel.</i>	Outcomes from projects and partnership such as 'We can Move'

## Key Priority – increase travel options

Low carbon mobility requires significant adaptations in lifestyles for everyone. We need to make sure alternatives are accessible and that individual needs are accounted for so that this deep cultural change can be made at scale, taking account of the equality and social justice implications for those who will be challenged by a less car dependant lifestyle.



**FOCUS: Developing economy that supports low carbon living**

Locally based employment and purchasing drives a circular economy that is ensuring we can deliver on our energy and transport challenges and to make a sustainable lifestyle affordable, attractive and accessible for us all.

Local assets for innovation and skills development, underpin widely recognised success as a low carbon society.

**...A 2030 VISION for ECONOMY**

**Our Economy | 2030 Stretch Goals**

- SG 14** Climate and ecologically minded business practice is established in the district and promoted by council procurement processes and business support services
- SG 15** The concept of 'green business' in the district is defined and encouraged. Green Business is an area of growth
- SG16** Starting with new build developments in council housing we will identify and support projects that provide apprenticeships and training and secure future skills for the young and unemployed

# ECONOMY

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
EXEMPLAR in our own operations	<b>EC1 Procurement Practice</b>	<p>Review procurement policy and practice</p> <p>Establish a working group of representatives across our estate to explore how we can utilise local, low carbon footprint purchasing for own business needs</p>	We will revise and implement new procurement policy across our estate.	Our sites will be reliant upon local business for all our supply needs.	<i>We can shape a localised circular economy and drive best practice through the criteria we apply to our purchasing decisions</i>	Reduction in transport emissions evidenced in monitoring methods
	<b>EC2 Shorter Supply Chains</b>	We will work with our catering outlet managers at our leisure sites to ensure local, low carbon footprint products are available at our site cafes	We will phase out non local produce from all our food outlets		<i>We can support and shape local economy and promote our local businesses</i>	Sales data; customer feedback
	<b>EC3 Ethical Investments</b>	We will establish an ethics policy for our investment portfolio and review to identify where we can improve the sustainability credentials of our investments and where we can expand our portfolio, for example, through investments in Gloucestershire based renewable energy projects.	We will phase out any non-ethical investments from our plans and increase our investments in local schemes. We will explore and implement ways to apply these ethic principles to our procurement, partnership and funding decisions to ensure we are not indirectly supporting practice not in line with our values.	Our council will be exemplar in its investment and procurement practice and will be proactive in ensuring our partners are too.	<i>We can support and shape local economy through our investments and model and encourage ethical practice for our District Businesses.</i>	Policy establish, record of investment decisions, ROI secured

# ECONOMY

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
<b>EC4</b>	<b>Infrastructure (including digital)</b> <i>Link to M4</i>	Secure high speed internet across our District as a means of supporting economic growth and community connectivity without travel;  Look for opportunities to work in partnership with employers to develop shared transport schemes.	Implement and support viable projects and consider how office spaces might be used to support wider use and support economic start-ups in the District with space and facilities.	The council is encouraging new ways of working and remains open to new concepts and ideas that can support low carbon working practices.	<i>Changing traditional office based working and commuting patterns will only be successful if the infrastructure is effective.</i>	Internet provision; transport schemes in place.
<b>EC5</b>	<b>Low Carbon Growth</b>	Consult and collaborate to identify the criteria for 'What is Green Business?'; Actively encourage the growth of this sector and use tools such as Local Planning Orders to ease its introduction;  Develop the Stroud District 'Eco Central' Vision	Support the development of green business in the District by securing sites for its development, including a 'Green Business Park' that is considered in line with how the face of business changes in line with recovery from COVID, through the Local Plan.	The District is well recognised as a leader in low carbon initiatives. The council will review our economic offering and consider how we can build on our achievements for the future.	<i>There is a significant opportunity for this District since we have specialist facilities for skills, innovation and development of the low carbon economy through the site at Berkely UTC and a wealth of entrepreneurial expertise over a wide variety of business types.</i>	Number of 'green' in district business in line with criteria; development of green business park; Tourism Zone status and other award marks secured
<b>EC6</b>	<b>Skills</b>	Build on relationships with educational and training institutions and apprenticeship providers; Explore how we can meet the growing demand for future skills particularly for retrofit which is an immediate challenge.	Our education and training partnerships will be implementing new courses and continually reviewing and improving provision to ensure we have the skills required to meet the mitigation, adaptation and resilience challenges.	The District has well established retrofit schemes and businesses and has fulfilled the challenge of optimising all housing stock to minimum EPC standards. The focus is now on how we can go further and reduce off set demands or even provide off-set facility to others.		Growth in sector, employment data; qualifications data; range of programmes available
<b>EC7</b>	<b>Practice Standards</b> <i>Link to C8</i>	We will consult to discover how we can encourage and support partners to be sustainable within their own business practices: considering district 'quality' marks for goods and services and other incentives.	We will work with partners to deliver incentives and schemes to support ethical and environmentally sound business will be trialed across the District and viable projects bought forward.	The success of the Pledge scheme in encouraging better standards in business will be reviewed to inform plans for the next phase.	<i>By setting standards that apply to ethical and sustainable business practice for our partner organisations we can encourage and spread good practice.</i>	Pledges made by business

# ECONOMY

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
ENCOURAGER Advice, Information, Incentives	<b>EC8</b>	<b>Promoting Local</b>	We will encourage innovation and enterprise growth that is relevant to this plan through support to services that promote and strengthen local supply chains. We will also promote supportive funding and awards schemes for those delivering good practice.	Ongoing		
					<i>Marketing, recognition and local economic support programmes that promote and provide benefit to low carbon business have wide application</i>	Services and schemes active.

## Key Priority – detail the local economic vision

Economic growth is required to meet both our recovery and the needs of future generations, it is therefore important we are clear on what a low carbon and circular economy means for the district and how we are going to work to achieve this.

Distinct economic strategy needs to be developed with 2030 Strategy central to its rationale.



FOCUS: **Minimising** waste wherever possible

Waste from the manufacture, & use of goods is minimised. Products last longer, breakdown into re-useable parts and there is a strong re-use/re-manufacture economy that is reducing the need for landfill and recycling.

People are well educated about avoiding waste and make good choices driving a low carbon, localised market.

**...A 2030 VISION for WASTE**

## Waste & Resources | 2030 Stretch Goals

- SG 16** Targets are in place for council commercial and operational waste are in place and continuous improvement in reducing waste is being demonstrated
- SG 17** The residual kerbside waste in the district is minimal compared to national averages in similar districts
- SG 18** The impressive 60% of kerbside waste being recycled shows continuous improvement
- SG 19** The districts capacity for processing materials is optimised through better sorting facilities, community initiatives and resource hubs and increased drop off points for a range of sorted waste



# WASTE

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
<b>W1</b>	<b>Procurement</b>	Procurement Policy review in line with sustainable use principles and the waste hierarchy to ensure purchasing new is secondary to reuse, leased, secondhand equipment and where necessary conducted with consideration to environmental concerns and locally sourced where possible.	The council will implement policy alongside staff training and awareness programmes to ensure it is implemented in all service areas of its main offices and will roll out similar programmes in its other public service sites.	Council procurement policy and practice is kept under review to ensure it is in line with best practice recommendations for sustainability, whole life cost and in support of a circular economy.	<i>We need to directly support the development of a local sustainable economy and ensure we are a model of best practice in our own procurement</i>	Revised policy; staff training records for new standards; reduced replacement purchasing
<b>W2</b>	<b>Reuse</b>	Support supply chains for equipment and other materials for re-use/re-cycling/ composting;  Explore all options for the items the council no longer needs before classifying as waste.	We will ensure our contractors and public service providers are also minimising waste through their practices including those delivering demolition and construction projects with reclamation opportunities.	We are maintaining direct links to organisations that re-use and remanufacture equipment and as a result the council has minimised waste being produced	<i>With more considered thought to how we dispose of equipment we could be supporting those who rely on re-purposed goods. E.g. the repurposing of computer equipment through third sector organisations in Gloucestershire.</i>	Equipment (by weight) and materials rehomed/ reclaimed
<b>W3</b>	<b>Reduce and Refuse</b>	Implement waste monitoring on its own estate; Introduce benchmarking and targeting of reduction formulated into a waste reduction plan.  Shape service delivery to be waste free (e.g. paperless billing)	We will roll out the policy and procedures in place at our main office site to our other public service sites alongside programmes of staff development to ensure all staff are aware of their impacts in this area and that responsibilities have been defined for key individuals.	The council will have clear and accurate data on the components of waste across its estate and will be keeping this under review in order to achieve optimum reductions.	<i>In order to effectively implement and monitor improvements in procurement and culture change around waste we need to be informed and in control of our own waste production</i>	Data sets and target monitoring
<b>W4</b>	<b>Recycle</b>	The council will identify the potential in its existing waste depots for enhanced storage and sorting facilities to facilitate identifying and processing waste for re-use/recycling / composting.	As local re-use/remanufacture concepts are developed the council will work with communities to identify how its waste sorting and storing can link to local schemes and initiatives for material supply and other services.	The council has some leading waste processing facilities and will be considering how to further enhance its sites and services.	<i>Improving waste infrastructure and exploring how to maximise it to community advantage will be key drivers in the success of our waste reduction aims.</i>	Improved facilities in action; community projects supported.
<b>W5</b>	<b>Policy &amp; Practice</b>	Encourage national policy that reduces waste at source and reduces in-built obsolescence; Remove single use waste from operations. Staff awareness training.	Put in place roles and responsibilities that ensure waste composition and quantity is monitored and managed at the council offices and other sites.	There will be no single use plastics on our estates and a reduction in the use of plastic generally as procurement practices are refined by policy that encourages consideration of whole life cost of equipment.	<i>Already contributing to Stroud District Action on Plastic initiative, there is a need to ensure active campaigns across our sites</i>	Waste monitoring data; equipment lists, purchasing policies

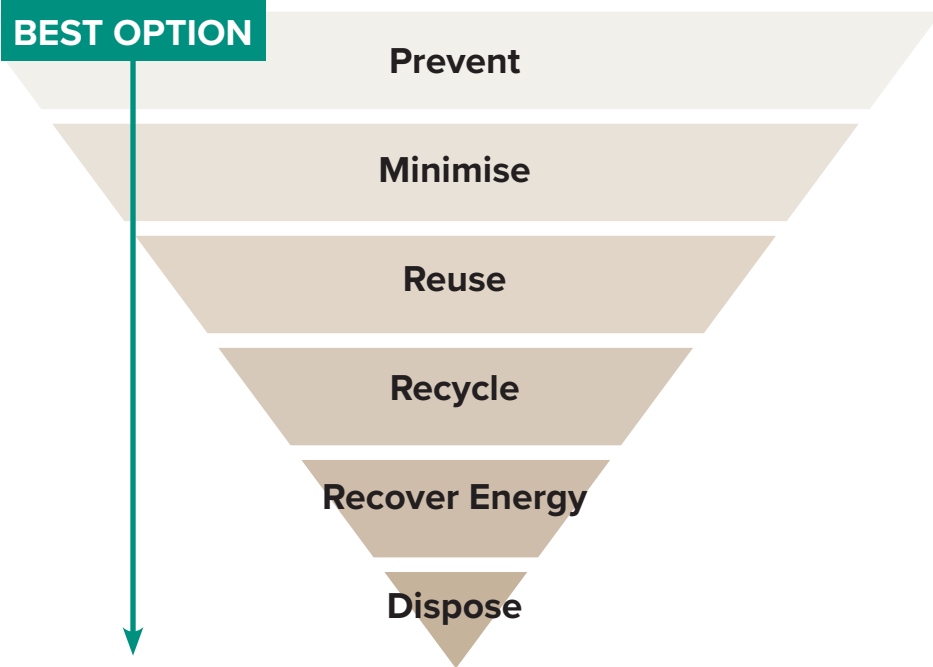
# WASTE

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
<b>W6</b>	<b>Collecting and Sorting</b>	Building on our success in reducing landfill waste across the District we will set ourselves a progressive series of annual targets to reduce the overall amount of waste collected at kerbside District.	The council will support recycling schemes through Local Plan infrastructure policy. It will focus on reducing waste and increasing public and community opportunities to reuse and/or recycle their waste.	District waste is at a minimum and the council work to maintain a standing in the top councils nationally and to promote our Districts achievements. We will continue to look for ways to improve facilities for waste disposal with an emphasis on re-use/remanufacture.	<i>This is in keeping with 'use less' principle - recycling is positive but still very energy intensive. Reducing waste at source is an important tactic. Making it easy for people to dispose of their waste in a manner that enables it to be useful for remanufacture or recycling purposes no matter where the 'waste' is created.</i>	Waste tonnage
<b>W7</b>	<b>Commercial and Agricultural Waste</b>  <i>Link to E9</i>	Collaborate with business and agricultural partners as well as alternative energy specialists to maximise on the existing use of the county's food waste to provide bio methane into the gas grid by exploring opportunities in agricultural waste and, also to ensure that other types of commercial/ industrial and agricultural waste such as heat are maximised for our energy needs.	We will facilitate partnerships and support funding bids to ensure that any suitable infrastructure projects identified in phase 1 are carried forward.	There are a number of reference projects for thinking differently about waste in the District and the Council are identifying ways to encourage more innovations.	<i>There is a lot of potential in waste for our energy needs and some of the processes used have bi-products that also have wider uses. For example, Anaerobic digesters, produce a safe fertiliser which can be used for crops. This brings opportunities to develop the food growing potential within the county to shorten food supply chains and build food security.</i>	Waste related projects and their outputs.
<b>W8</b>	<b>Funding Schemes</b>	The council will explore the economic opportunity of waste to identify the potential for local revenue schemes around composting; remanufacture and recycling so that funds can be created to support low waste projects.	Ongoing	There is a new perspective on waste as a resource in the District and the Council is working to support partners and innovation entrepreneurs who are evolving this new culture through their local businesses.	<i>There is potential to emerge schemes that help finance the development of no waste economies for the District</i>	Revenue generation; funding administered; grants leveraged; community projects and waste re-use businesses established.

# WASTE

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
ENCOURAGER Advice, Information, Incentives	<b>W9</b>	<b>Messaging</b>	Council waste services, contractors and communications will promote a use less message in prominence; signposting community initiatives and supporting new ones to be established such as Freegle groups, repair cafes, community composting and library of things.	Ongoing		
					<i>Use less is the best way to reduce carbon impacts across the board, more powerful and effective for reducing impacts than recycling and remanufacture.</i>	Campaigns Run, Outreach achieved

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**Key Priority – communicate the waste hierarchy**

Messaging about recycling has had good effect in the district. We need to build on this to raise the profile of the ‘use less’ message that will help us consider reducing waste as the priority. This will encourage the development of localised supply chains and support the development of a circular economy.



**FOCUS:** How we **work together** on **limiting and adapting** to a changing climate and ecological emergency

Stroud District’s diverse communities, including our own council community of staff and partners, are effectively collaborating within a strong ethos of respect for Climate and Ecological Emergency issues.

We are minimising our environmental impacts as producers, consumers and service deliverers. We are a society of caring communities of all kinds; inclusivity and social justice are strong principles in action, working to ensure equality of opportunity and good quality of life for all of us.

**...A 2030 VISION for  
 COMMUNITY**

**Community | 2030 Stretch Goals**

- SG 20** The climate and ecological emergency response has a clear leadership and governance structure that is executed collaboratively with the community
- SG 21** The climate and ecological emergency response is embedded and valued across council policy and partnership activity. Local leadership through town and parish councils and other representatives is being delivered and residents and businesses are actively playing their part
- SG 22** Externally audited measures such as ISO drive the council in a continuous ‘review and improve’ cycle
- SG 23** All businesses and institutions active in the district are signed up to our Climate and Recovery Pledge and cross sector collaboration on climate and ecological emergency issues is strong

# COMMUNITY

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
C1	<b>Corporate Development Plan</b>	The Corporate Development Plan (CDP) for Stroud District Council is to be reviewed with the Climate Emergency Response for a sustainable Stroud District at its heart.	Senior Leadership will work with managers to develop delivery plans in their directorates that integrate the plan and its sustainability principles.  Performance management systems will monitor and report on progress.	The sustainability principles of the council are well embedded and subsequent updates to CDP will build upon the values and targets for continuous improvement across the whole council.	<i>The CDP is an important document for shaping council priorities and culture and the success of our commitment target and Climate Emergency Response is dependant upon an holistic and fully committed approach across all aspects of council working</i>	Revised CDP with clear targets, commitments and values in relation to this plan; Directorate plans with contributing targets and clearly defined responsibilities to this plan
C2	<b>Quality Systems</b>	The integration of environmental management through the recognised standard of ISO14001 will be rolled out and subject to external audits by 2022.	The adaptation management standard ISO 14090 will be reviewed and considered for implementation alongside ISO 14001 for even stronger resilience in practice.	The council will have a record of successful audits on its accreditations and a clear plan of action for continuous improvement.	<i>Accreditations offer frameworks and feedback for how organisations should plan to build on the strengths and fortify areas of required improvement</i>	ISO systems, plans, audit reports and accreditations
C3	<b>Monitoring and Reporting</b>	We will commission a study of available tools for monitoring the pillars of this action plan and use the findings to feed an annual monitoring and reporting programme.	A working group will establish how to integrate monitoring systems across all projects in the council to ensure that monitoring tracks all relevant data.	The council will have cohesive systems of monitoring outcomes related to this plan that are feeding reporting and decision making. Decision making will be structured to be highly influenced by the evidence of this data.	<i>Cohesive collation of data and evidence is vitally important for its influence to council decision making.</i>	Study and recommendations; tools developed and integrated; quality of data / reporting
C4	<b>Social Return on Investment</b>	Complete research that includes investigation of how best to incorporate Social Return on Investment (SROI) principles to carbon saving business  Frame council reports to include robust 2030 implications to all reports requiring decisions.	Embed principles on (SROI) and keep our council decision making process under review to develop our understanding of how well decisions overall are working towards our targets.	The council will be prioritising activity that has benefits to climate emergency issues and will be making future plans on the basis of the evidence for what has been working well.	<i>As we create new systems of energy, economy and social culture we will need to plan carefully the investments required on the basis of a range of benefits. Having agreed frameworks for decision making on financial and other issues is vital.</i>	Consultations; procedure revisions, sustainable decisions made.
C5	<b>Staff Training</b>	Our induction and ongoing training programmes will include energy & water efficient behaviour at work and the context of Carbon, Ecology and Climate Change.	We will conduct a Climate Emergency Response Team skills audit in our own community of council workers and develop a programme of training to fill gaps	The council will continue to deliver professional development to ensure our knowledge and skills are in line with the needs of our delivery plans	<i>Training and skill are not only core to effective delivery but a key part of building inclusive and supportive culture around the agenda.</i>	Induction and training records, staff feedback; line management records

# COMMUNITY

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
<b>C6</b>	<b>Governance</b>	We will expand our 2030 governance systems to include public representation in the oversight of our plans and their delivery to include, amongst others, members from high emitting business sectors, academics and technical experts.	We will encourage private individuals and organisations in open sharing of their progress and projects towards climate emergency solutions to build a cohesive picture of action across the District.	Our collaborations on climate emergency are well established and there is a clear picture of how public and private projects are working to deliver climate emergency solutions and this data and experience is feeding future plans.	<i>Since there is a huge dependence upon action that is beyond the remit of the council wider partnerships and shared accountability must be nurtured in a way that empowers District leadership from beyond the council.</i>	Working groups formed, consultations conducted, projects developed
<b>C7</b>	<b>Funding</b>	Identify a range of funding options including those we can establish for ourselves (see BE5);  Encourage new projects that can support the vision;  Support to partnerships for applications will be available to those coming forward with suitable ideas.	Work with our networks, strategic groups and partners to develop a picture of how many projects in the District are actively working on Climate Emergency Solutions;  Support knowledge share to optimise on the value of this work through replication and innovation on the basis of what works.	The District has a wealth of experience and key flag ship projects in action which are being used to successfully leverage local and regional funding as well as having success in national and international funding schemes.	<i>Leveraging investment and encouraging as much activity as possible around Climate Emergency plans will help to accelerate progress.</i>	Projects in development; applications made; funding leveraged
<b>C8</b>	<b>Pledge</b>	Exploit the potential in co-benefits and co-production through our community, youth and health initiatives to realise mutual benefits.	Explore and implement ways to provide commonality in priorities such as a District Pledge or Climate Charter that will help organisations and networks frame their working on these issues in a cohesive way.	The networks and partnerships connected to the council are connected by a 'Green Thread' of common values and priorities that can be met without compromise to the Climate Emergency cause. This is supporting cross sector working and multi benefit outputs	<i>This will work to encourage cohesive action in our District and help to maximise the potential in co-benefits and co-production through our community, youth and health initiatives; facilitating collaboration on community needs and issues where mutual benefits for Climate Emergency Responses can be achieved.</i>	Networks/ Organisations/ groups signed up to a District pledge. Cross-sector collaborations/ projects.
<b>C9</b>	<b>Diversity and Inclusion</b>	We will ensure our Climate Emergency response groups and consultations include broad representation, reaching beyond those already active in this sphere and, particularly including voice from our Youth Council and other young people.	We will work in partnership to explore and implement measures to encourage increased participation and improve access to Climate Emergency awareness and services.	The council is providing support to Climate Emergency related projects that can evidence interaction and benefit to all sectors in our District and will use this experience to underpin future improvements to inclusivity.	<i>We have had a significant success in Stroud District in nurturing environmental action groups and a nature aware culture but it remains a prime concern for a limited demographic in the District. More needs to be done to understand our levels of inclusion and how to improve them.</i>	Equality and diversity in ToR for groups; data and reporting includes information on diversity in representation

# COMMUNITY

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
ENABLER Partnerships; Policy, Decisions and Services	<b>C10</b> <b>Lifelong Learning</b>	We will liaise with our Districts schools, colleges and other educational institutions and training providers to ensure opportunities to be involved in Climate Emergency projects, schemes and events for people of all ages.	We will ensure that our partnership projects provide opportunities within the District involve, engage and employ local people in positive actions around Climate Emergency.	The council is working with partners on a range of projects that involve local people in their design and delivery and is using this experience to develop new project concepts for future development.	<i>We are already engaging with schools in educational activity around the regeneration of our canal systems and there is scope to do this more. Being involved helps people learn and love the developments they are involved with.</i>	Apprenticeships; jobs created; volunteer numbers; events held
	<b>C11</b> <b>Arts and Culture</b> <i>Link to NE7</i>	Explore how we can work with our artistic, creative and leisure sectors to raise levels of engagement with the natural world and involve people with the visioning of the future of the District.	We will work in partnership to deliver at least one event/ art installation or show that will have high appeal in the District and raise the profile of Climate Emergency needs and solutions.	The council has experience of corraling public action through creative partnership working and is evolving new schemes and plans that will support our creative entrepreneurs and draw people into the District, developing understanding and sensitivity to the needs and changes of our landscape.	<i>Achieving Carbon Neutrality will change our local landscape. Art and creativity can help people vision a future and start to work out how they want to fit with that.</i>	Nature Recovery Strategy; Creative Partnerships; Artistic Installations and schemes.

## C12 Youth Voice

As the lead youth voice organisation, ‘Stroud District Youth Council’ will continue to encourage young people and all educators to be actively involved in the efforts to become carbon neutral and address climate and ecological emergency by 2030.

# COMMUNITY

OUR COMMITMENTS		2020-23	2023-27	2027-30	RATIONALE	INDICATORS OF SUCCESS...
ENCOURAGER Advice, Information, Incentives	<b>C13</b> <b>Messaging</b>	We will use our communications channels to encourage, support, inspire and inform about adaptation, mitigations and resilience in the face of changing climate	Ongoing	Ongoing	<i>The range of advice and information in the public domain is vast. The council can provide summaries and signposting to give simplified access to a range of topics.</i>	Web pages, social media data, articles
	<b>C14</b> <b>Incentivising</b>	We will promote schemes that support, reward, encourage and inspire localism and environmental protection and encourage our business and citizens to get involved	Ongoing	Ongoing	<i>Awards help identify 'good practice'; provide encouragement and motivation and can lead to further investment and wider replication of successful schemes.</i>	Awards received in our District.

## Key Priority – District Dialogue

The 2030 Strategy has big implications for all of us. Putting community voice at the heart of its execution and governance is seen as vital in generating the ownership and buy-in that will deliver the 2030 mission and visions.



# WHAT ARE THE FIRST NEXT STEPS?

The progress through the master plan will not be linear, starting at the beginning on launch day and completing in 2030. The council's long awareness of the urgency of this situation means that there is significant headway in many areas as outlined in the starting points described for each theme in the strategy document.

## The first next step: Commitment C6 - Governance

Developing community governance structures and the establishing of the new teams both within and external to the council is a priority first step.

Consolidating these existing achievements into a system that ensures a council and community are sharing achievements, lessons learned, evidence base and challenges must be the very next job. This will help us to be informed and collaborative in ongoing decision making.

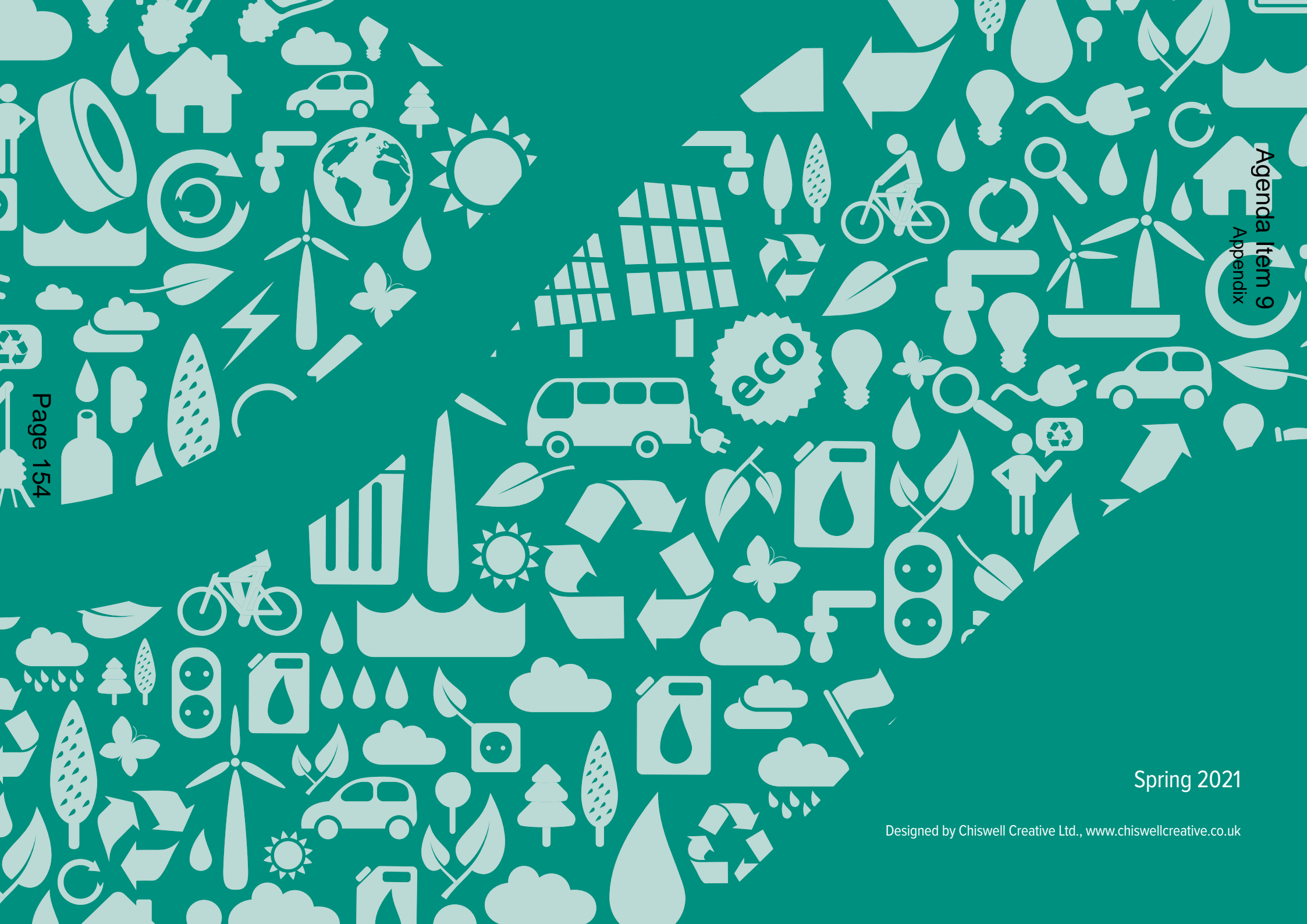
Working collaboratively council and community can better **define the principles** that will underpin the path to net zero, working from the outputs of national research such as, Climate Assembly UK and the inputs of the District Dialogue that will be established.

**Following steps** need to focus on the master plans **key priority areas** to develop and upscale projects and services that accelerate the progress to our carbon neutral ambitions.

### KEY PRIORITIES

<b>Built Environment</b>	Retrofit Challenge
<b>Energy</b>	Mainstream Renewables
<b>Natural Environment</b>	Nature knows no boundaries
<b>Mobility</b>	Increase travel options
<b>Economy</b>	Detail the Vision
<b>Waste</b>	Communicate the Waste Hierarchy
<b>Community</b>	District Dialogue

<sup>i</sup> <https://www.climateassembly.uk/report/read/final-report-exec-summary.pdf>



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