

CLIMATE CHANGE AND LEISURE COMMITTEE

NOTICE AND AGENDA

For a meeting to be held on Wednesday, 15 October 2025 at 7.30 pm at Penn Chamber, Three Rivers House, Rickmansworth.

Members of the Climate Change and Leisure Committee:-

Councillors:

Chris Lloyd (Co-Chair)
Jon Tankard (Co-Chair)
Raj Khiroya
Joan King
Abbas Merali

Reena Ranger
Mike Sims
Tom Smith
Cheryl Stungo

*Joanne Wagstaffe, Chief Executive
Tuesday, 7 October 2025*

1. APOLOGIES FOR ABSENCE

2. MINUTES

(Pages 5 - 12)

To confirm, as being a correct record, the minutes of the Climate Change & Leisure Committee, held on 2 July 2025, and for them to be signed by the Chair.

3. NOTICE OF OTHER BUSINESS

Items of other business notified under Council Procedure Rule 30 to be announced, together with the special circumstances that justify their consideration as a matter of urgency. The Chair to rule on the admission of such items.

4. DECLARATIONS OF INTEREST

To receive any declarations of interest.

**5. TO RECEIVE A PETITION UNDER COUNCIL PROCEDURE
RULE 18**

The Committee are asked to receive a petition which requests the reopening of the Rickmansworth Aquadrome Woodland Path.

The petition is:

“We, the undersigned and living in the WD3 area, hereby demand TRDC to immediately reopen the Rickmansworth Aquadrome Woodland Path.”

6. P3 Budget Management Report - CC&L (Pages 13 - 22)

This report covers this Committee's financial position over the medium term (2025 – 2028) as at Period 3 (end of June 2025).

The Period 3 comprehensive Budget Management report has already been presented to the Policy & Resources Committee at its meeting on 8 September 2025 which sought approval to a change in the Council's 2025 - 2028 medium-term financial plan.

Recommendation

That Members note & comment on the contents of the report.

7. Watersmeet Annual Review Presentation 2024-25 (Pages 23 - 46)

The Watersmeet Annual Review Presentation 2024-25. For members to receive a presentation on Watersmeet's performance for financial year 2024-25.

Recommendation

That: The report be noted.

8. Croxley Hall Woods Management Plan (Pages 47 - 76)

A new five-year management plan has been developed for Croxley Hall Woods, Croxley Green.

The new plan contains management actions for the woodland over the next five years from financial year 2025/26 until 2030/31. The detailed actions relate to woodland management for biodiversity and improvements to public access and interpretation.

Officers are recommending that the plan is approved by the Climate Change, Leisure and Housing committee and adopted by the Council. Should the plans be approved, Officers will seek to implement the actions within the plans over the next five years. Work will be completed within existing budgets or subject to external funding.

Recommendation

That the Climate Change and Leisure Committee:

- Adopt the new 5-year Management Plan for Croxley Hall Woods

- Give delegated authority to the Director of Finance to enter into a contract or funding agreement above the value of £25,000, subject to securing external funding to facilitate works to support the implementation of the Management Plans.

9. Motion (Pages 77 - 78)

Motion

Boulders on The Green, Croxley Green

10. Work programme (Pages 79 - 82)

To receive the Committee's Work programme.

11. OTHER BUSINESS - if approved under item 3 above

General Enquiries: Please contact the Committee Team at
committeeteam@threerivers.gov.uk

The Council welcomes contributions from members of the public on agenda items at the Climate Change and Leisure Committee meetings. Details of the procedure are provided below:

For those wishing to speak:

Members of the public are entitled to register and identify which item(s) they wish to speak on from the published agenda for the meeting. Those who wish to register to speak are asked to register on the night of the meeting from 7pm. Please note that contributions will be limited to one person speaking for and one against each item for not more than three minutes.

In the event of registering your interest to speak on an agenda item but not taking up that right because the item is deferred, you will be given the right to speak on that item at the next meeting of the Committee.

Those wishing to observe the meeting are requested to arrive from 7pm.

In accordance with The Openness of Local Government Bodies Regulations 2014 any matters considered under Part I business only of the meeting may be filmed, recorded, photographed, broadcast or reported via social media by any person.

Recording and reporting the Council's meetings is subject to the law and it is the responsibility of those doing the recording and reporting to ensure compliance. This will include the Human Rights Act, the Data Protection Legislation and the laws of libel and defamation.

The meeting may be livestreamed and an audio recording of the meeting will be made.

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Three Rivers House
Northway
Rickmansworth
Herts WD3 1RL

Climate Change and Leisure Committee MINUTES

**Of a meeting held in the Penn Chamber, Three Rivers House, Rickmansworth, on
Wednesday, 2 July 2025 from 7.30 pm - 9.17 pm.**

Present: Councillors

Chris Lloyd (Co-Chair in the Chair), Jon Tankard (Co-Chair), Raj Khiroya, Abbas Merali, Reena Ranger, Mike Sims, Tom Smith and Cheryl Stungo

Officers in Attendance:

Kelly Barnard, Leisure Assets Manager
Charlotte Gomes, Head of Leisure & Natural Infrastructure
Joanna Hewitson, Climate Change and Sustainability Manager
Jess Hodges, Natural Infrastructure Programme Manager
Emma Sheridan, Associate Director for Environment
Anita Hibbs, Committee Officer

External in Attendance:

John Sewell, Everyone Active
Mark Leahy, Everyone Active

CCLC1/25 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillor Joan King.

CCLC2/25 MINUTES

Members raised concerns about the accuracy of the minutes from the Climate Change, Leisure & Housing Committee meeting, held on 12 March 2025, related to previous discussions on the Aquadrome project updates, noting a discrepancy between the frequency of the updates, which they stated should be every two months by the work programme and what is reflected in the minutes. The Chair responded by stating that the minutes were correct and explained that the work programme is generated from a system with officer input, and emphasised that reports will appear on the work programme when they are formally submitted in the system. Officers added that no definitive decision was taken on the exact timing of the updates at the last meeting, as there were differing suggestions, and the committee deferred to the Monitoring Officer's advice on remit. It was confirmed that an update report on the Aquadrome project will be presented at the October Climate Change & Leisure Committee meeting, although committing to a strict six-month schedule is challenging due to committee cycle timings.

Councillor Chris Lloyd moved; on being put to the committee the minutes of the Climate Change, Leisure & Housing Committee, held on 12 March 2025 were confirmed as a correct

record and signed by the Chair of the meeting, the voting being For 5, Against 2, Abstentions 1.

RESOLVED:

To confirm, as being a correct record, the minutes of the Climate Change, Leisure & Housing Committee, held on 12 March 2025 and for them to be signed by the Chair

CCLC3/25 NOTICE OF OTHER BUSINESS

There were no items of other business.

CCLC4/25 DECLARATIONS OF INTEREST

There were no declarations of interest.

CCLC5/25 LEISURE FACILITIES MANAGEMENT ANNUAL REPORT

The Leisure Assets Manager introduced the external attendees; John Sewell, Contract Manager and Mark Leahy, Regional Contract Manager from Everyone Active.

The Contract Manager and the Regional Contract Manager provided highlights of the report, which covers the period of April 2024 to March 2025.

Members raised concerns regarding the accuracy of the maintenance statement of the report, specifically the replacement of the shower heads at the leisure centre, stating that several of them remain non-functional, contrary to the statement in the report. Members also acknowledged the positive impact of solar panels, but suggested that larger carbon savings might be realised through other projects, such as demolishing older buildings at the Skanska site. The Chair redirected the discussion, emphasising the committee's focus on the leisure report and requested that questions remain relevant to the topic at hand.

Members enquired about the factors contributing to the solar panels' outperformance, and the increased usage at the leisure centres, to which the Contract Manager explained that the panels have exceeded industry standard predictions based on weather conditions. Additionally, they explained the impact of introducing new sports, particularly pickleball, which has significantly increased usage at both William Penn and South Oxhey Leisure Centres. However, it was noted that while pickleball contributed to higher attendance, it has also replaced some badminton court usage, implying that the rise in attendance is due to multiple factors.

Members also raised questions about the accuracy of gas usage figures at the Rickmansworth Golf Club due to a software miscalculation and the impact of the clubhouse reopening. They also enquired about swimming lessons availability, and expressed concerns about irrigation and drainage issues at the golf course affecting nearby residential areas. The Contract Manager responded by clarifying that the inflated figures were due to event attendance being counted hourly rather than as totals, and confirmed the increase in gas usage is mainly from the kitchen reopening with gas appliances. On irrigation, the Contract Manager outlined recent improvements, including securing a mains water supply and drainage enhancements to prevent water damage to homes. With regards to swimming lessons, the Contract Manager explained ongoing efforts to optimise lesson availability by adjusting entry-level spaces and working with schools to manage demand. In response to questions raised regarding the planned refurbishment at the South Oxhey Leisure Centre, the Contract Manager advised that the refurbishment will include new gym equipment, redecoration, and upgrades to studios to match the look and feel of William Penn's facilities. During any temporary closures, members of the leisure centre will have access to nearby local facilities at no extra cost. The SPIN facility will receive only light redecoration as it remains in good condition. Additionally, the centre is continuing its partnership with local schools through the 'Adopt a School' scheme,

offering free access to families, and expanding efforts to include adopting local sports or community clubs to increase participation and membership.

The Chair stated that the earlier question on shower heads replacements had not been answered and requested a response. The Contract Manager responded that he will look into it. In response to questions raised on feedback, the Contract Manager advised that feedback is provided as part of the monthly report to the Council. The Chair advised that the feedback can be forwarded to the Leisure Assets Manager who can circulate them to all Councillors.

Members highlighted paddle as a rapidly growing sport with low barriers to entry and emphasised the importance of affordable access for the community. The Regional Contract Manager acknowledged the popularity of paddle but outlined significant changes in finding suitable locations for paddle courts, citing space constraints, planning complications related to floodlighting and canopies, and the need for covered courts to maintain year-round use. They expressed willingness to collaborate with local organisations to identify potential sites with Three Rivers. The discussion then shifted to the golf pod project where the regional Contract Manager explained delays due to planning requirements, lease agreements and Section 106 payments, despite strong ambitions to establish the facility. The golf pod is expected to enhance community engagement by making golf more accessible, similar to paddle sports, allowing people to try golf without significant equipment purchase.

The Chair requested a call to be facilitated with the Contract and Regional Contract Managers at the end of July, beginning of August via the Leisure Assets Manager.

The Chair offered a brief comfort break to all at 19:57.

The meeting resumed at 19:59.

The Chair requested that the committee move onto one of the reports by the Climate Change and Sustainability Officer.

RESOLVED:

Recommendation

- i. That the 12-month work plan presented by Sports and Leisure Management is noted.
- ii. That the 12-month work plan presented by Sports and Leisure Management be made available as part of the minutes of the meeting.

CCLC6/25 CROXLEY COMMON MOOR MANAGEMENT PLAN 2025-2030

The Leisure and Assets Manager introduced the report.

Members enquired about the likelihood and history of securing external funding and its adequacy for the management plan's ambitions. There was appreciation expressed for the rich biodiversity of the site, including species like moths and butterflies. Concerns were raised, however, about the condition and safety of less known entrances to the site, where pallets have deteriorated due to wet conditions. Officers highlighted the community's positive reception of the new paths, which encourage direct commuting routes and help protect wildlife by reducing trampling on informal paths. Officers also provided an update on the volunteer-led repair efforts to replace pallets with more durable materials, emphasising collaboration with the Countryside Management Service and local volunteers. Additionally, they mentioned the receipt of stewardship grants that partly fund cattle grazing and other site works, and also noting ongoing efforts to seek external funding for specific projects as part of the management plan's work programme.

Members also questioned the effectiveness and cost efficiency of using contractors for scrub control, suggesting that supporting local volunteers, specifically the friends of Croxley

Common Moor, with tools and publicity, could achieve better results and community engagement. In response, officers explained that while volunteers are enthusiastic and contribute significantly, the scale and intensity of the scrub work required exceed their capacity, especially since many volunteers lack training or licensing to use power equipment. The contractors are necessary to do the high-level scrub clearance that volunteers cannot do, particularly given restrictions like nesting seasons. In addition, volunteers' manual clearing cannot keep pace with scrub growth, justifying the budget allocations for contractor services.

Councillor Chris Lloyd moved the recommendation, with an amendment to include the Associate Director for Environment in the recommendation, seconded by Councillor Jon Tankard.

On being put to the committee, the motion was declared CARRIED by the Chair, the voting being by general assent.

RESOLVED:

That the Climate Change & Leisure Committee:

Adopt the new five-year Management Plan for Croxley Common Moor.

Give delegated authority to the Director of Finance *and Associate Director for Environment* to enter into a contract or funding agreement above the value of £25,000, subject to securing external funding to facilitate works to support the implementation of the Management Plans. That public access to the report be immediate.

CCLC7/25 WITHEY BEDS MANAGEMENT PLAN

The Leisure Assets Manager introduced the report, which was followed by a presentation on the ecological importance and conservation efforts of the Withey Beds, by the Natural Infrastructure Programme Manager.

Mrs. Jillian Christensen spoke on the item emphasising the importance of retaining the existing boardwalk, even if temporarily closed, to allow for phased reopening, reduce environmental impact, and save demolishing costs.

Concerns were raised about the Withey Bed's pillbox's preservation, its role as a bat habitat, and the impact of bats on the structure. Members enquired about maintenance protection, and educational opportunities related to the pillbox. The importance of restoring and maintaining the 240-meter path around the site is emphasised, highlighting its role in public access and education while protecting the habitat. Funding challenges were discussed, including the high cost of replacing the deteriorating wooden boardwalk with more durable composite materials.

Officers advised that external funding had been sought for two years, securing partial funding of £75,000, which prioritises habitat restoration alongside infrastructure. The discussion also covered the limitations of using Community Infrastructure Levy (CIL) funding for this project and the active engagement with parish councils and partners to seek financial support.

The Chair spoke about a long-standing commitment to preserve pillboxes within the district, referencing past efforts, and expressed his willingness to take proactive steps by consulting with the Three Rivers Museum for expert advice.

Officers argued the importance of maintaining areas where nature can be the priority, though such places are rare due to frequent human interaction. They highlighted the health benefits of engaging with nature while advocating for careful management to protect natural habitats in the area. They also raised concerns about the public creating informal footpaths, and as a result, damaging sensitive areas. They emphasised the importance of formalised routes to minimise harm. Officers also explained the importance of the management of invasive species and natural processes like the decay of trees.

While acknowledging improvements to biodiversity, Members emphasised their concern about the importance of the boardwalk in directing visitors, especially in sensitive areas like near the pillbox, which now has bats in it. They worried that without proper guidance, visitors might wander and cause harm to the landscape. They also raised concerns about the potential damage caused by removing the boardwalk itself. Members suggested retaining part of the existing boardwalk to minimise disruption and reduce removal costs, pending health and safety approval. This approach could allow for better funding allocation towards extending and replacing sections of the boardwalk, ensuring safer and more controlled visitor access.

The Chair then summarised that the plan will be revised to incorporate the points raised and will be circulated to the committee and to the Friends of the Withey Bed for review within a week. The Chair also requested this to be included in the recommendation.

Further points were then raised emphasising the importance of incorporating the replacement costs into the plan. Officers responded by explaining the challenges of specifying a fixed amount for the boardwalk replacement in the recommendation, noting that doing so could limit bidding and planning flexibility. They advised that funding will be sought as available, with the boardwalk replacement potentially occurring in phases, depending on the funds accessed and procurement processes. Officers confirmed that the commitment to replace the boardwalk remains firm, but the exact scope and timing depend on financial resources and procedures.

Members reiterated the preciousness of places such as the Withey Beds and advocated for the elected Councillors, rather than officers, to decide on project costs and approvals. Officers responded by explaining the necessity of delegations that allow officers to act quickly in securing and implementing funding, especially when opportunities arise with short notice. This delegation process is intended to prevent the loss of funding due to procedural delays.

In response to the final question raised, officers confirmed that the plan is to proceed with as much construction as funding allows, without removing the possibility of future extension. Furthermore, the current reference to the 80-meter length in the report will be removed and the plan will be revised with the points raised by the committee.

Councillor Chris Lloyd moved the recommendation with the proposed amendment that the revised plan be circulated to the committee and the Friends of Withey Bed by officers for review, seconded by Councillor Reena Ranger.

On being put to the committee, the motion was declared CARRIED by the Chair, the voting being by general assent.

RESOLVED:

That the Climate Change and Leisure Committee:

- i. Adopt the new ten-year Management Plan for The Withey Beds.
- ii. Give delegated authority to the Director of Finance to enter into a contract or funding agreement above the value of £25,000, subject to securing external funding to facilitate works to support the implementation of the Management Plans.
- iii. *The revised plan to be circulated to committee and the Friends of Withey Beds for review.*

CCLC8/25 HERTFORDSHIRE RETROFIT STRATEGY

The Climate Change and Sustainability Manager introduced the report.

Members emphasised the importance of collaboration to expand retrofitting efforts and accelerate the process. Increasing the number of local builders proficient in retrofitting is

crucial to reducing costs and improving efficiency. Additionally, working together could lead to cheaper materials and broader benefits for homeowners, despite current funding limitations.

Members also raised some concerns about the high costs associated with retrofitting, particularly comparing the expense and lifespan of heat pumps versus traditional gas boilers, emphasising the financial burden on working class household. There is a concern about the Council potentially committing to significant financial obligations without clear cost transparency. Officers responded by clarifying that bulk purchasing schemes are facilitator-led and not funded directly by the Council, citing examples like the Solar Together project and Transition Streets programme where collective homeowner action enables cost savings. The retrofit strategy targets homeowners who are financially able to pay, encouraging access to financing options such as green mortgages and loans. Grants like the Warmer Homes grant are acknowledged as current funding sources for the private sector, but future funding streams remain uncertain. Furthermore, officers spoke about past initiatives such as conducting surveys and retrofit projects that have seen some success, with 23 residents making home improvements. The transition is difficult, with upfront costs being a significant barrier, although a £7,500 grant is available to all households to help offset air source heat pump installations. They noted that the second time a heat pump is installed is less expensive as radiators and insulation are often improved when a heat pump is installed, but these adaptations will not be required the second time. Officers also confirmed that there is no financial commitment required from the Council or residents and emphasised that the strategy focuses on collaboration across public and private sectors, including local authorities, housing associations, builders and education providers. The strategy aims to make retrofit more affordable and accessible without prescribing specific measures. Additionally, there was a significant emphasis on addressing the skills gap in the workforce to support retrofit work, highlighting the importance of upskilling and local employment creation.

It was noted that while current technology like air source heat pumps may not be suitable for every home, advancements are moving rapidly. The high costs are attributed to the marginal cost of electricity rather than the technology not being green.

Councillor Jon Tankard moved the recommendation as set out in the report, seconded by Councillor Raj Khirya.

On being put to the committee, the motion was declared CARRIED by the Chair, the voting being by general assent.

RESOLVED:

That Members agree to:

- i. To approve TRDC formally endorsing and adopting the Hertfordshire Retrofit Commitment (Appendix 1) and Strategy (appendix 2) to facilitate knowledge-sharing, capacity-building, and funding collaboration across local authorities and other key stakeholders in Hertfordshire.
- ii. To note the development of the action plan within the Strategy, which will be refined through multi-agency collaboration to establish a robust, long-term delivery model.
- iii. To note that officer time may be required to support the development of the Hertfordshire Retrofit body and the Action Plan.

CCLC9/25 SOUTH OXHEY LEISURE CENTRE SOLAR PANELS BUSINESS CASE

The Climate Change and Sustainability Manager introduced the report.

Members expressed strong support for this project. They highlighted the financial viability of the project, noting that it pays for itself quickly and can generate positive returns that may be reinvested into capital funding. Emphasis was placed on the strategic importance of energy independence, reducing reliance on electricity imports from other countries, and aligning with

sustainability goals. Members advocated for moving forward with procurement while continuing to review repayment details.

Members discussed that the rooftop solar has a break-even point of approximately four to four and a half years, while the car park solar canopy reaches break even after nine years. Officers explained that the solar panels come with a typical warranty of 25 years, and the inverter has a shorter warranty 10 - 25 years, with a potential replacement cost factored into the business case, or extended warranties secured. A full structural survey of the roof will be conducted to ensure its suitability and to assess maintenance needs. Roof maintenance, excluding solar related issues, is covered under the SLM contract. The solar canopy project is still under feasibility review, supported by grant funding, and is considered a separate initiative. The rooftop solar project is prioritised based on previous studies and feasibility findings. Members expressed approval of concentrating on the roof rather than the canopy, noting prior reservation about the latter. Members asked about the payback period and investment viability, comparing the current project to the previous one at William Penn. Officers responded by highlighting the fact that unlike the William Penn project, which was funded by a Sport England grant, the current roof project lacks grant funding and must be financially self-sustaining. Despite this, usage patterns and operational times of the leisure centre appear similar, suggesting that the payback period for the current investment would be comparable to what it would have been for William Penn if it has required full payment. Members noted concerns about the deterioration of panel efficiency after 25 years and questioned if this has been accounted for in the business case. Officers responded that while the current business case typically spans 25 years, modern solar panels can last up to 40 years, potentially providing additional benefits beyond the initial period. There was also mention of a possible future report to the Council recommending repowering or replacing the panels when efficiency declines, although such long-term planning is currently uncertain.

The Chair read out the recommendation and requested that the abbreviation OBC be changed to Outline Business Case in the recommendation.

Councillor Jon Tankard moved the recommendation with the amendment, seconded by Councillor Raj Khiroya.

On being put to the committee, the motion was declared CARRIED by the Chair the voting being by general assent.

RESOLVED:

That:

- i. The Climate Change and Leisure Committee recommend officers seek contractor quotations and then recommend the *Outline Business Case* to the Policy & Resources Committee.

CCLC10/25 WORK PROGRAMME

The Committee reviewed the work programme generated from the report writing system, noting that it is still being updated early in the municipal year. Officers confirmed plans to present a progress report on the Aquadrome project at the October Climate Change & Leisure Committee meeting, including lottery bid outcomes and capital works updates. Members discussed the desire for a rolling 12-month work programme to improve planning and transparency. Officers clarified that the nature of the work programme is fluid due to unforeseen reports such as funding bids and government policies. Officers suggested creating a manually updated work programme after each meeting to ensure actions are tracked and not forgotten, with agreement for the Committee Officer to circulate this list to the committee.

In response to a question regarding the absence of any housing reports on the committee's agenda, the Chair clarified that the housing portfolio had been removed from this committee and is now under a different committee.

RESOLVED:

To receive the Committee's Work programme.

CCLC11/25 OTHER BUSINESS - IF APPROVED UNDER ITEM 3 ABOVE

None

CCLC12/25 EXCLUSION OF PRESS AND PUBLIC

CHAIR

COMMITTEE REPORT

15/10/2025

P3 Budget Management
Report – CC&L Committee

CLIMATE CHANGE AND LEISURE COMMITTEE

15 OCTOBER 2025

PART I - NOT DELEGATED

BUDGET MONITORING – Period 3

(DoF)

1. Summary

1.1 This report covers this Committee's financial position over the medium term (2025 – 2028) as at Period 3 (end of June 2025).

1.2 The Period 3 comprehensive Budget Management report has already been presented to the Policy & Resources Committee at its meeting on 8 September 2025 which sought approval to a change in the Council's 2025 - 2028 medium-term financial plan.

2. Details

2.1 This Committee's details can be found in Appendix 2 of the full Budget Management Report a copy of which is attached.

3. Options/Reasons for Recommendation

3.1 The Committee is to note the changes concerning their budget.

4. Policy / Budget Reference and Implications

4.1 In accordance with the Council's financial procedure rules, the revenue and capital budgets will be updated accordingly if the recommendation from the Policy & Resources Committee is agreed by Council.

4.2 There are no substantial changes to Council policy resulting from this report.

5. Legal, Equal Opportunities, Staffing, Environmental, Community Safety, Public Health, Customer Services Centre, Communications & Website, and Health & Safety Implications

5.1 None specific.

6. Financial Implications

6.1 As contained in the report

7. Risk Management and Health and Safety Implications

7.1 None specific.

8. Recommendation

8.1 That Members note & comment on the contents of the report.

Report prepared by: Sally Riley (Finance Business Partner)
Checked by: Michelle Howell (Interim Head of Finance)

APPENDICES

Climate Change and Leisure Detailed Monitoring Report (Appendix 2 of the full Budget Management Report)

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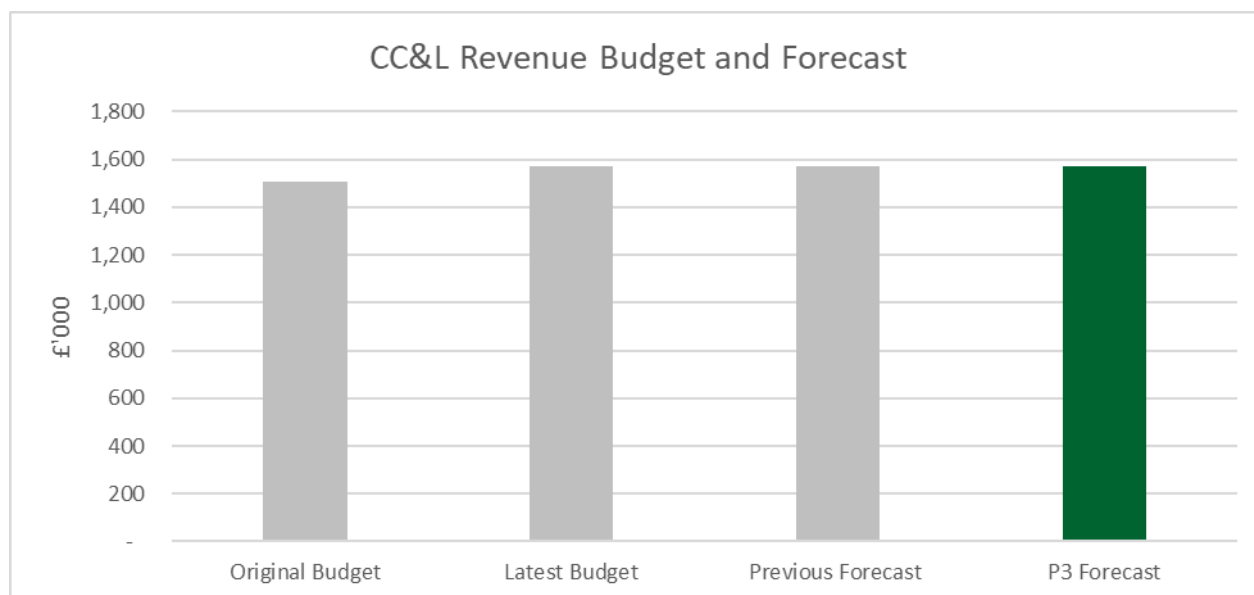
Climate change and Leisure Committee Detailed Monitoring Report

Overview

1. This appendix sets out the detailed financial monitoring position for budgets within the scope of the Climate Change and Leisure (CC&L) Committee for the 2025/26 financial year. The forecast is based on the position as at Period 3 which covers the period from 1 April 2025 to 30 June 2025.

Revenue

2. The latest forecast is net expenditure of £1.573m against the latest budget of £1.573m. There is no variance reported. The detailed revenue budgets and MTFP forecast is set out in Annex A.



Service Area	Original Budget £000	Original Budget Plus 2024/25 Carry Forwards £000	Latest Budget £000	Previous Forecast £000	Latest Forecast £000	Variation to Previous Forecast £000	Variation to Latest Budget £000
Leisure	1,173	1,173	1,173	1,173	1,173	0	0
Sustainability and Climate	331	399	399	399	399	0	0
Total	1,504	1,573	1,573	1,573	1,573	0	0

3. Annex B sets out the main variations to budget.

Capital Investment Programme

4. The latest capital investment programme for 2025/26 is £2.332m. No variation is reported.
5. Detailed Capital budgets and explanation of key variations are set out in Annex C and Annex D respectively.

Staff Vacancy Monitoring

6. A major risk of non-delivery of service is where key staff leave the Council's employ and there is a delay or difficulty in recruiting suitable candidates to fill the vacant post.
7. The following table sets out the vacancies as at 30 June 2025.

Department	Job Title	Comments	Total
Watersmeet	Venue Technician	Not yet advertised	1.00
Total Climate Change & Leisure			1.00

Annex A
CC&L Committee Medium Term Revenue Budget Service

Climate Change and Leisure										
Leisure	Original Budget 2025/26	Original Budget Plus 2024/25 Carry Forwards	Latest Budget 2025/26	Previous Forecast 2025/26	Spend to Date	Latest Forecast 2025/26	Variance @ P3	Forecast 2026/27	Forecast 2027/28	Officer Comments
	£	£	£	£	£	£	£	£	£	
Leavesden Country Park	0	0	0	0	11,402	0	0	0	0	Income and Expenditure Budgets required for the use of £100,000 of S106 monies and to use £24,787 of National Lottery Heritage Fund held in reserves for the management of Leavesden Country Park, which will be actioned at year end
Watersmeet	47,251	47,251	47,251	47,251	3,082	47,251	0	34,788	35,718	Budget currently forecast to be spent
Leavesden Ymca	(35,000)	(35,000)	(35,000)	(35,000)	(19,105)	(35,000)	0	(35,000)	(35,000)	Income is received quarterly
Oxhey Hall	(3,000)	(3,000)	(3,000)	(3,000)	(1,032)	(3,000)	0	(3,000)	(3,000)	Income is received quarterly
Museum	(700)	(700)	(700)	(700)	(700)	(700)	0	(700)	(700)	Budget met
Playing Fields & Open Spaces	127,450	127,450	127,450	127,450	(8,956)	127,450	0	127,450	127,450	Budget currently forecast to be spent
Maple Lodge BNG	0	0	0	0	0	0	0	0	0	Income and Expenditure budgets required of £9,133 for the use of S106 monies for the implementation of the BNG agreement secured through planning for Maple Lodge
Scotsbridge River Chess Project	0	0	0	0	(57,773)	0	0	0	0	Income and Expenditure budgets required of £57,773 for funding received from Thames Water
Aquadrome Project	0	0	0	0	11,820	0	0	0	0	Income and Expenditure Budgets required for the use of grant funding from HS2 Colne Valley Mitigation Panel for the Rickmansworth Aquadrome Project of £32,802 and match funding of £50,000 for the National Lottery Heritage fund, held in reserves
Aquadrome	64,615	64,615	64,615	64,615	23,213	64,615	0	64,615	64,615	Budget currently forecast to be spent
The Bury Green Space	0	0	0	0	(30,210)	0	0	0	0	Awaiting final invoice
Leisure Venues	(709,455)	(709,455)	(709,455)	(709,455)	934	(709,455)	0	(709,455)	(709,455)	Budget currently forecast to be spent
Leisure Activities	124,507	124,507	124,507	124,507	3,435	124,507	0	124,507	124,507	Income and Expenditure budgets required of £4,050 grant funding from HAPpy for holiday playschemes
Leisure Development	680,239	680,239	680,239	680,239	182,438	680,239	0	694,460	702,264	Budget currently forecast to be spent
Grounds Maintenance	877,513	877,513	877,513	877,513	209,137	877,513	0	877,513	877,513	Budget currently forecast to be spent
Total	1,173,420	1,173,420	1,173,420	1,173,420	327,684	1,173,420	0	1,175,178	1,183,912	

Sustainability and Climate	Original Budget 2025/26	Original Budget Plus 2024/25 Carry Forwards	Latest Budget 2025/26		Spend to Date	Latest Forecast 2025/26	Variance @ P3	Forecast 2026/27	Forecast 2027/28	Officer Comments
	£	£	£		£	£	£	£	£	
Energy Efficiency	9,500	27,900	27,900	27,900	0	27,900	0	9,500	9,500	Budget currently forecast to be spent
Climate Change & Sustainability Projects	207,432	257,567	257,567	257,567	(198,162)	257,567	0	294,965	294,965	Income and Expenditure Budgets required of £229,877 to repay unused 2024/25 ringfenced Social Housing Decarbonisation Fund grant
Innovate UK	0	0	0	0	16,389	0	0	0	0	Project complete. Grant claimed retrospectively as per grant conditions
Pest Control	12,755	12,755	12,755	12,755	1,785	12,755	0	12,755	12,755	Budget currently forecast to be spent
Environmental Maintenance	25,970	25,970	25,970	25,970	11,998	25,970	0	25,970	25,970	Budget currently forecast to be spent
Animal Control	65,829	65,829	65,829	65,829	18,316	65,829	0	67,220	67,220	Budget currently forecast to be spent
Cemeteries	(234,233)	(234,233)	(234,233)	(234,233)	(30,040)	(234,233)	0	(234,233)	(234,233)	Budget currently forecast to be spent
Trees And Landscapes	243,580	243,580	243,580	243,580	12,193	243,580	0	243,580	243,580	Budget currently forecast to be spent
Total	330,833	399,368	399,368	399,368	(167,520)	399,368	0	419,757	419,757	

Total Climate Change and Leisure	1,504,253	1,572,788	1,572,788	1,572,788	160,164	1,572,788	0	1,594,935	1,603,669	
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Annex B
CC&L Committee Explanations of revenue supplementary estimates, variances to be managed and virements reported this Period

Virements

Climate Change and Leisure					
Description	Main Group Heading	Details of Outturn Variances to Latest Approved Budget	2025/26 £	2026/27 £	2027/28 £
Abbots Langley Project	Supplies and services	To spend S106 for the management of Leavesden Country Park	100,000	0	0
	Income	Receipt of S106 for the management of Leavesdden Country Park	(100,000)	0	0
	Supplies and services	To spend Grant funding from National Lottery Heritage Fund for the Management and Maintenance of Leavesden Country Park, held in reserves	24,787	0	0
	Income Funded from Reserves	Grant funding from National Lottery Heritage Fund for the Management and Maintenance of Leavesden Country Park, held in reserves	(24,787)	0	0
Maple Lodge BNG	Supplies and Services	To spend S106 for the implementation of the BNG agreement secured through planning for Maple Lodge	9,133	0	0
	Income	To spend S106 for the implementation of the BNG agreement secured through planning for Maple Lodge	(9,133)	0	0
Scotsbridge River Chess Project	Supplies and Services	To spend grant funding from Thames Water for the Scotsbridge River Chess Project	57,773	0	0
	Income	Receipt of grant funding from Thames Water for the Scotsbridge River Chess Project	(57,773)	0	0
Aquadrome Project	Supplies and services	To spend grant funding from HS2 Colne Valley Mitigation Panel for the Rickmansworth Aquadrome Project - match funding for The National Lotttery Heritage Fund, held in reserves	50,000	0	0
	Income Funded from Reserves	Grant funding from HS2 Colne Valley Mitigation Panel for the Rickmansworth Aquadrome Project - Match funding for The Natinal Lottery Heritage Fund, held in reserves	(50,000)	0	0
	Supplies and services	To spend grant funding from HS2 Colne Valley Mitigation Panel for the Rickmansworth Aquadrome Project, held in reserves	32,802	0	0
	Income Funded from Reserves	Grant funding from HS2 Colne Valley Mitigation Panel for the Rickmansworth Aquadrome Project held in reserves	(32,802)	0	0
Leisure Activities	Supplies and Services	To spend grant funding from HAPpy for holiday playschemes	4,050	0	0
	Income	Receipt of grant funding from HAPpy for holiday playschemes	(4,050)	0	0
Total Leisure			0	0	0
Description	Main Group Heading	Details of Outturn Variances to Latest Approved Budget	2025/26 £	2026/27 £	2027/28 £
Climate Change and Sustainability Projects	Supplies and services	To repay unused 2024/25 ringfenced Social Housing Decarbonisation Fund grant	229,877	0	0
	Income	Receipt of 2024/25 Social Housing Decarbonisation Fund grant	(229,877)	0	0
Total Sustainability and Climate			0	0	0
Total Climate Change and Leisure			0	0	0

Annex C
CC&L Medium term capital investment programme

Climate Change and Leisure													
Leisure	Original Budget 2025/26	Original Budgets Plus 2024/25 Rephasing	Latest Budget 2025/26	P3 Spend to Date	Forecast Outturn 2025/26	Variance	Latest Budget 2026/27	Proposed 2026/27	Variance	Latest Budget 2027/28	Proposed 2027/28	Variance	Comments
	£	£	£	£	£	£	£	£	£	£	£	£	
Aquadrome Bridge Replacement	0	438,740	438,740	179,141	438,740	0	0	0	0	0	0	0	Budget is currently forecast to be spent
Leavesden Country Park Gate	0	17,191	17,191	7,514	17,191	0	0	0	0	0	0	0	Budget is currently forecast to be spent
Watersmeet Electrical	0	138,443	138,443	0	138,443	0	0	0	0	0	0	0	Budget currently forecast to be spent. Project out for tender
Watersmeet Fire Doors	75,400	75,400	75,400	0	75,400	0	0	0	0	0	0	0	Budget is currently forecast to be spent
Scotsbridge-Chess Habitat	0	8,190	8,190	0	8,190	0	0	0	0	0	0	0	Budget is currently forecast to be spent
Open Space Access Improvements	60,000	118,320	118,320	0	118,320	0	60,000	60,000	0	60,000	60,000	0	Budget is currently forecast to be spent
Improve Play Area-Future Schemes	120,000	211,238	211,238	7,456	211,238	0	120,000	120,000	0	120,000	120,000	0	Budget is currently forecast to be spent
Aquadrome-Whole Life Costing	11,000	11,000	11,000	1,479	11,000	0	11,000	11,000	0	11,000	11,000	0	Budget is currently forecast to be spent
Replacement Ground Maintenance Vehicles	696,800	696,800	696,800	0	696,800	0	540,000	540,000	0	540,000	540,000	0	Budget is currently forecast to be spent
Watersmeet-Whole Life Costing	20,000	31,303	31,303	3,203	31,303	0	20,000	20,000	0	20,000	20,000	0	Budget is currently forecast to be spent
Pavilions-Whole Life Costing	11,000	12,984	12,984	0	12,984	0	11,000	11,000	0	11,000	11,000	0	Budget is currently forecast to be spent
Sub-total Leisure	994,200	1,759,609	1,759,609	198,793	1,759,609	0	762,000	762,000	0	762,000	762,000	0	
Sustainability and Climate	Original Budget 2025/26	Original Budgets Plus 2024/25 Rephasing	Latest Budget 2025/26	P3 Spend to Date	Forecast Outturn 2025/26	Variance	Latest Budget 2026/27	Proposed 2026/27	Variance	Latest Budget 2027/28	Proposed 2027/28	Variance	Comments
	£	£	£	£	£	£	£	£	£	£	£	£	
Sustainability Schemes	500,000	500,000	500,000	0	500,000	0	500,000	500,000	0	500,000	500,000	0	Budget is currently forecast to be spent
UK Shared Prosperity	0	0	0	1,395	0	0		0	0		0	0	Awaiting confirmation of 2025/26 grant allocation
Cemetery-Whole Life Costing	72,342	72,342	72,342	0	72,342	0	5,000	5,000	0	5,000	5,000	0	Budget is currently forecast to be spent. Planned works Woodcock Hill Cemetery, awaiting quotes
Sub-total Sustainability and Climate	572,342	572,342	572,342	1,395	572,342	0	505,000	505,000	0	505,000	505,000	0	
Total Climate Change and Leisure	1,566,542	2,331,951	2,331,951	200,188	2,331,951	0	1,267,000	1,267,000	0	1,267,000	1,267,000	0	

Annex D

CC&L Explanations of capital variances reported this Period

No variances reported this monitoring period

COMMITTEE REPORT WATERSMEET ANNUAL REVIEW 2024-25 SEPTEMBER 2025

PART I

WATERSMEET ANNUAL REVIEW 2024-25 (ADCCC)

1 Summary

- 1.1 The Watersmeet Annual Review Presentation 2024-25. For members to receive a presentation on Watersmeet's performance for financial year 2024-25.

2 Recommendation

- 2.1 That: The report be noted.

Report prepared by: Ben Terry, Watersmeet General Manager and Judy Simpson, Marketing and Campaigns Manager

3 Details

- 3.1 The review looks back at the previous financial year at Watersmeet and highlights including:

- 3.1.1 Core priorities
- 3.1.2 Watersmeet's 50 year anniversary
- 3.1.3 Business Plan
- 3.1.4 Programming
- 3.1.5 2024-25 Performance
- 3.1.6 Marketing
- 3.1.7 Financial Position
- 3.1.8 Capital Projects
- 3.1.9 Tenants, partners and community engagement
- 3.1.10 Participation & Accessibility
- 3.1.11 Sustainability & Environment
- 3.1.12 Looking Ahead – challenges and opportunities

4 Options and Reasons for Recommendations

- 4.1 That Members note this review of Watersmeet 2024-2025

5 Policy/Budget Reference and Implications

- 5.1 None

Financial, Legal, Equal Opportunities, Staffing, Environmental, Community Safety, Public Health, Customer Services Centre, Communications & Website, Risk Management and Health & Safety Implications

None

6 Financial Implications

6.1 None

7 Legal Implications

7.1 None

8 Equal Opportunities Implications

8.1 Relevance Test

Has a relevance test been completed for Equality Impact?	Yes
Did the relevance test conclude a full impact assessment was required?	No

9 Risk and Health & Safety Implications

9.1 The subject of this report is covered by the Customer Experience service plan(s). Any risks resulting from this report will be included in the risk register and, if necessary, managed within this/these plan(s).

Data Quality

Data sources:

Local organisation quotations, online information, venue hire rates, historical information.

Data checked by:

Wendy Stratford, Watersmeet Operations & Events Manager

Data rating:

1	Poor	
2	Sufficient	x
3	High	

Background Papers

APPENDICES / ATTACHMENTS

Watersmeet Annual Review 2024-25

Watersmeet Review

2024-2025

Page 27

watersmeet 50
celebrating 50 years

 **THREE RIVERS**
DISTRICT COUNCIL



Contents

- Watersmeet Today
- Corporate Framework
- Core Priorities
- Watersmeet Celebrates 50 years
- Business Plan
- Programming
- Performance 2024-25
- Marketing Facts & Figures
- Financial Position
- Capital Projects
- Tenants & Partners
- Community Engagement
- Participation & Accessibility
- Sustainability & Environment
- Looking Ahead - Challenges
- Looking Ahead - Opportunities



Watersmeet today

- Watersmeet opened 1 May 1975 and is celebrating its 50th anniversary this year
- Operated and managed by five permanent members of staff, each with specific areas of responsibility
- 67 casual staff (Duty Front of House Managers, Technical, Box Office & Front of House) supported by over 50 volunteers



Corporate Framework

To be recognised as a vibrant entertainment hub for the local community.

To support and contribute towards the Three Rivers District Council's Corporate Framework objectives:

- Responsive, Responsible Local Leadership

- To provide a financially sustainable arts and entertainment for the community
- To deliver outstanding customer experience

- A Great Place to do Business

- To develop relationships with external and internal partners and businesses

- Sustainable Communities

- To provide an inclusive and accessible theatre experience

- Net carbon zero & climate resilience

- To work towards net carbon zero 2030



Core Priorities

To provide a financially sustainable and affordable arts entertainment and hire facility for the residents of Three Rivers and beyond

Page 31

- To be welcoming, friendly and to provide the community with a venue they can be proud of
- To provide an efficient and reliable service that exceeds expectations
- To improve the energy efficiency and reduce the environmental impact of the facility
- To be accessible to all



Watersmeet Celebrates 50 years

The following events have been held to commemorate Watersmeet turning 50:

- **Venue tours**
Three tours showing the workings and operational side of the venue were conducted. The tours attracted 52 members of the public
- **Season of 70s films**
Four films were screened; each film featured a themed cocktail and 149 tickets were sold
- **Community Fun Day**
Over 500 members of the community enjoyed the day with local businesses given the opportunity to attend the day and promote their products and services
- **70s Disco**
A 70s themed evening which saw 255 attendances
- **Tea Dance**
A sold-out event hosted by Mr Wonderful who conducted the original tea dances at Watersmeet when it first opening with many guests asking for this to be a regular event



Business Plan

The Watersmeet Business plan 2024-27 sets out a clear direction for the theatre. The venue has been implementing the targets and measures detailed in the document.

Page 33

So far Watersmeet has:

- Met the KPI of 22,500 tickets sold 2024-25
- An improved understanding of the audience demographic
- Exceeded membership package targets of 100 members with 50% retention rate
- Continued to engage with local businesses to support their event requirements
- Worked with numerous council services to host and support awareness events
- Continued to develop relationships with local amateur dramatic societies

To view the Business Plan, please visit watersmeet.co.uk



Programming

The Watersmeet Business Plan sets out the route for the venue's programming.

For live shows and productions Watersmeet prioritise:

- Annual pantomime
- Commercially successful music acts and children's theatre
- New shows through co-promotion
- Films targeting the audience demographic on a regular programme with inclusion of more diverse titles to attract new audience
- Event cinema with a wide range of genres

In addition, the venue will continue to:

- Develop a well-rounded programme that appeals to a broad demographic
- Embrace the flexibility and a dynamic approach to adapt the programme



Performance 2024-25

Highlights for the 2024/25 financial year include:

- 14,054 tickets sold across 54 co-promoted live theatre shows
- 5,964 film tickets sold across 59 titles and 29 event cinema screenings
- 15,325 pantomime tickets sold for Jack and the Beanstalk starring Lee Latchford-Evans, John Lyons, Jay Rawlings and Bunny Galore
- 42 hires equating to 83 days of venue hire by local theatre groups, schools, commercial organisations and religious celebrations



Marketing facts & figures

A structured marketing plan, tailored to each genre is in place for every event including promoted shows, film, event cinema and pantomime. In addition to this, themed marketing for children's shows, accessible performances and special screenings are carried out throughout the year. Our digital engagement increases year-on-year (with the exception of X which is declining nationally)



	April 24	April 25
Website visits	259,779	261,528
Instagram	1,660	1,987
X	1,178	1,146
Facebook	2,493	2,849
Email	24,229	26,251
Panto emails (new)	-	1,825

Financial Position

2024/25

- Net turnover of £1,031,123 resulting in a net direct cost to the council of £26,497

2023/24

- Net turnover of £1,017,036 resulting in a net direct cost to the council of £60,680



Capital Projects

Approved future projects for 2024/25:

- 30 fire doors have been replaced and a further 25 have been repaired
- The electrical intake room has been replaced and now has a prolonged life which will safeguard the reliability and compliance of electrical infrastructure in the venue



Tenants and Partners

Watersmeet Tenants:

- G2Film – occupying a section of office space behind the Watersmeet staff office
 - G2Film produced the pantomime assets for marketing purposes

Blooming Tulips – a new tenant of the venue occupying a large section of the ground floor replacing the previous Daybreak Nursery

- Meetings have and continue to take place to build relationships and to develop collaborative working

Partners and Close Working Groups:

- Paul Holman Associates - the pantomime producer
- Friends of Watersmeet



Community Engagement

- 4 x Artistsmeet exhibitions
- 2 x film screenings for Environmental Protection
 - 12 Inches of soil (Nov 2024) – 371 attendees
 - Screening of Oceans (June 2025), 509 attendees

Annual Christmas Fair

- 34 stalls
- 135 entries to Santa's grotto
- Events supported
 - Croxfest
 - Rickmansworth Winter Fair
 - Chorleywood Christmas Fairs

Tickets donated to school fairs and other community events

- 35 film tickets
- 12 family panto tickets



Participation & Accessibility

Participation

- Over 50 volunteers
- Opportunities to audition and perform in the pantomime for 16 young people

Accessibility

- Modern washroom facility
- Infrared induction hearing system including audio describe facility for up to ten patrons attending cinema
- Touch tours (for specific events including pantomime)
- Relaxed and signed pantomime performances



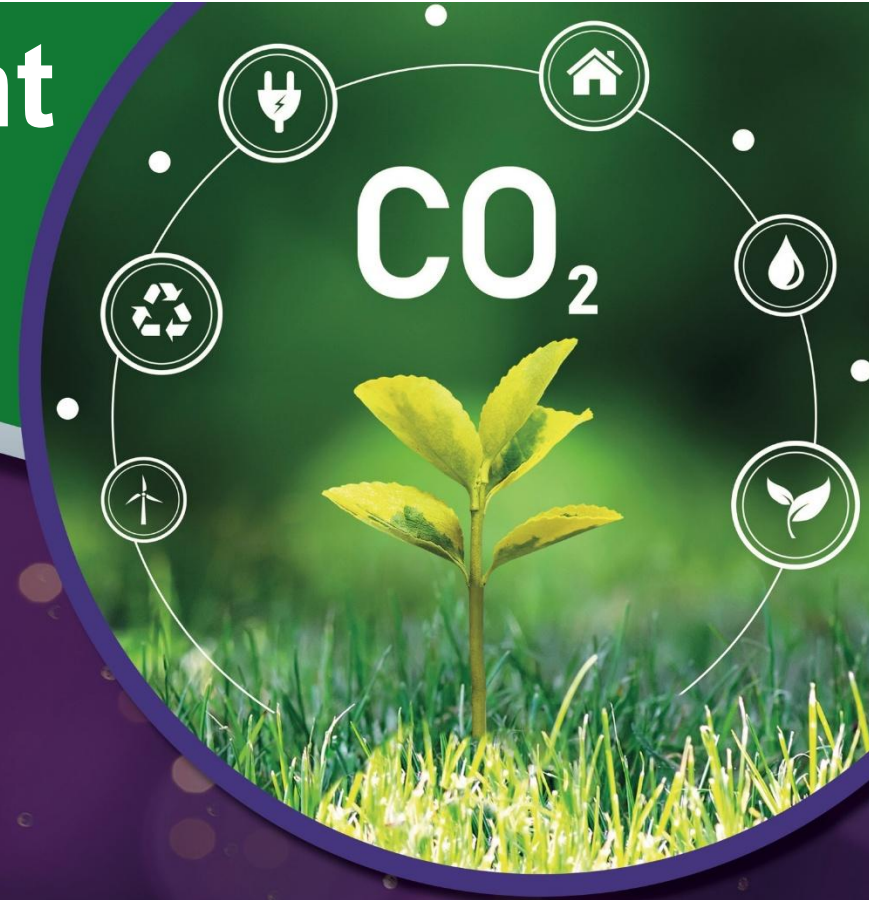
Sustainability & Environment

Watersmeet will continue to take steps to build on the improved energy efficiency and environmental impact of the facility contributing towards the council's Carbon Net Zero target and Corporate Framework objective.

Watersmeet has continued to take a number of steps to improve the energy efficiency and environmental impact including:

- All lighting is now LED and all lesser used rooms e.g. toilets and stores are now on sensors
- Coffee cups are 100% recyclable
- Coffee grounds and tea bags are now recycled through the council's food waste collections
- Cleaning chemicals continue to be switched to more environmentally-friendly products

Watersmeet has an energy efficiency rating of '27' (October 2024) which is a category 'B' and emits between 110-140 tonnes of CO2 each year.



Looking Ahead - Challenges

- Competition from local cinemas screening films at the time of release - these cinemas offer competitive prices and upgraded reclining seating
- Re-opening of the Watford Colosseum and the larger named acts that they have booked
- Pressure on the council's budgets could impact negatively on Watersmeet's allocation of resources and capital investment
- Increase in raw material and staffing costs
- Local government reorganisation – the uncertainty of how this will impact Watersmeet
- Increased domestic development whilst perceived as an opportunity, has the potential to cause issues in the immediate area with complaints relating to noise



Looking Ahead - Opportunities

- A better understanding of our audience demographic will allow us to programme more effectively and introduce new visitors to the venue
- The 50 year anniversary programme has enabled us to re-engage with past customers increasing our audience engagement
- Watersmeet continues to be in a good visual condition following recent capital investment
- The venue attracts a range of high-quality shows which has enhanced Watersmeet's reputation with audiences
- High audience numbers at many shows have had a positive effect on secondary sales
- New nursery giving us the opportunity for partnership working increasing income to the venue
- Increased domestic development meaning that residential new-builds bring in new audiences



Thank you for listening

We welcome any questions.

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COMMITTEE REPORT

15/10/2025

**CLIMATE CHANGE AND LEISURE COMMITTEE
WEDNESDAY, 15 OCTOBER 2025**

PART 1

**Croxleyhall Woods Management plan 2025 -2030
(ADE)**

1 Summary

- 1.1 A new five-year management plan has been developed for Croxleyhall Woods, Croxley Green.
- 1.2 The new plan contains management actions for the woodland over the next five years from financial year 2025/26 until 2030/31. The detailed actions relate to woodland management for biodiversity and improvements to public access and interpretation.
- 1.3 Officers are recommending that the plan is approved by the Climate Change, Leisure and Housing committee and adopted by the Council. Should the plans be approved, Officers will seek to implement the actions within the plans over the next five years. Work will be completed within existing budgets or subject to external funding.
- 1.4 Recommendation

That the Climate Change and Leisure Committee:

Adopt the new 5-year Management Plan for Croxleyhall Woods

Give delegated authority to the Director of Finance to enter into a contract or funding agreement above the value of £25,000, subject to securing external funding to facilitate works to support the implementation of the Management Plans.

Report prepared by: Alex Laurie, Principal Tree and Woodlands Officer,

2 Details

- 2.1 Plan development process:
 - 2.1.1 The plan was developed and produced by Countryside Management Service (CMS) part of Hertfordshire County Council, who were commissioned by Three Rivers District Council (TRDC) to assist with the management of TRDC Open Space.
 - 2.1.3 Once draft plans had been completed, public consultation on the management plan was carried out between 19th May and 30th June 2025.
 - 2.1.4 A total of 13 people responded to the consultation and provided feedback. The comments focused primarily on access improvements to the woodland and

woodland management works for biodiversity. A desire for interpretation of the history and wildlife of the woods and volunteer tasks to assist with management was also expressed.

- 2.1.5 As summarised in section 2.2, the management plan addresses the need for access improvements and works to enhance the woods for biodiversity.
- 2.1.6 The woods already have on-site interpretation, and Countryside Management Service, who work partnership with TRDC, run regular volunteer tasks on open space across the district.
- 2.2 The Management Plan:
 - 2.2.1 The key actions within the Croxleyhall Wood management plan relate to woodland management for biodiversity and improvements to public access. Some of these actions will be subject to securing external funding. They include:
 - 2.2.2 thinning selected areas of naturally regenerating trees (focusing on Sycamore and Ash suffering from Ash Die Back disease) to favour better quality specimens;
 - 2.2.3 removal of non-native and/or invasive species in particular Laurel and Rhododendron;
 - 2.2.4 making entrances and access points safer and more welcoming;
 - 2.2.5 cutting back trees and vegetation from footpath edges;

Options and Reasons for Recommendations

- 2.2.6 The officer recommendation is that the management plan for Croxleyhall Wood is formally adopted by the Council.
- 2.2.7 Officers will then begin implementing the actions within the plans, subject to the availability of funding where necessary.
- 2.2.8 If the plans are not approved by the committee, maintenance of the Woods will continue at a minimum level, but no additional improvements for biodiversity or public access will be undertaken.

3 Policy/Budget Reference and Implications

- 3.1 The recommendations in this report are within the Council's agreed policy and budgets. The relevant policies are the Tree Strategy agreed in 2022 and Nature Recovery Strategy agreed in 2023.
 - 3.1.1 The recommendations in this report relate to and support the achievement of the following objectives within the Corporate Framework 2023 – 2026:
 - Achieve net carbon zero and be climate resilient – Maintaining the woodland in good ecological condition will maximise its contribution to storing atmospheric CO² and help mitigate the impact of the urban 'heat island' effect. Support and enable sustainable communities – A welcoming, well maintained, woodland will

continue to provide a valuable recreational asset for the local community over the long term.

4 Financial Implications

- 4.1 Work outlined within the Management Plans will be completed within existing budgets or be subject to external funding.
- 4.2 Work to trees suffering from Ash dieback will be facilitated utilising the existing Ash Dieback budget. Making entrances and access points safer and more welcoming will be completed using existing management plan budgets, subject to adoption of the Management Plan.

5 Legal Implications

- 5.1 All proposed works and equipment will be tendered within the Council's constitution and contract procedure rules and any other permissions obtained (for example planning) where required.
- 5.2 Section 40 of the Natural Environment and Rural Communities (NERC) Act 2006, updated by the Environment Act 2021, places a legal responsibility on public authorities in England to have due regard for habitats and species of the greatest conservation importance, whilst protecting all biodiversity.

Section 40(1) states that a "public authority which has any functions exercisable in relation to England must from time to time consider what action the authority can properly take, consistently with the proper exercise of its functions, to further the general biodiversity objective."

The accompanying Explanatory Note to the Act (para 923) states that "*the aim of the biodiversity objective is to provide for the enhancement or improvement of biodiversity, not just its maintenance in its current state*". Gone is the former 'have regard' element in respect of conserving biodiversity, and this has been replaced by a proactive duty (new section 40(1)) to "from time to time consider what action the authority can properly take, consistently with the proper exercise of its functions, to further the general biodiversity objective".

Details of the Three Rivers Biodiversity Policy, and its reporting duties can be found on its website at:

<https://www.threerivers.gov.uk/services/environment-climate-emergency/biodiversity#Biodiversity%20Duty>

- 5.3 Under the Council Constitution, Committee approval is required to enter into any contracts above the value of £25,000.

6 Equal Opportunities Implications

A Short Equality Impact and Outcome Assessment is included at Appendix 2. The Management Plan does not propose substantial changes to Croxleyhall woods, but aims to make them more accessible to a wider range of people. This includes physical access by cutting back vegetation from paths, replacing / improving seating and removing barriers and obstacles. It also aims to remove psychological barriers by making entrances more welcoming.

7 Staffing Implications

- 7.1 Officers within Leisure and Natural Infrastructure, and Trees and Woodlands, will manage implementation of the plan over its lifetime.

8 Environmental Implications

Climate and Sustainability Impact Assessment Summary	
Homes, buildings, infrastructure, equipment and energy	0
Travel	0
Goods and Consumption	0
Ecology	3
Adaptation	0
Engagement and Influence	0
Total Overall Average Score	3.0

- 8.1 New management prescriptions for the woodlands will enable a varied and diverse development of habitats, which will have a positive impact on the flora and fauna across the district.

9 Community Safety Implications

Making entrances to the woods more welcoming and cutting back vegetation to make paths more accessible will hopefully give visitors more confidence to use the woods and feel safer when doing so. **Public Health implications**

Trees and greenery may boost lifespan, this has been studied for 8 years by Harvard researchers and published in April Environmental Health Perspectives.

<https://health.usnews.com/wellness/articles/2016-12-09/the-many-health-benefits-of-trees>

10 Customer Services Centre Implications

None specific.

11 Communications and Website Implications

- 11.1 Implementation of the new management plans may require occasional external and website communications to advise residents and site users when works are taking place on site.



- 11.2 Good news stories will be circulated and shared via the Communications team, including across a range of social media channels.

12 Risk and Health & Safety Implications

- 12.1 The Council has agreed its risk management strategy which can be found on the website at <http://www.threerivers.gov.uk>.
- 12.2 In addition, the risks of the proposals in the report have also been assessed against the Council's duties under Health and Safety legislation relating to employees, visitors and persons affected by our operations. The risk management implications of this report are detailed below.
- 12.3 The subject of this report is covered by the Landscape and Leisure service plan(s). Any risks resulting from this report will be included in the risk register and, if necessary, managed within this/these plan(s).

Nature of Risk	Consequence	Suggested Control Measures	Response (tolerate, treat, terminate, transfer)	Risk Rating (combination of likelihood and impact)
Actions within the Management Plans are not implemented due to a lack of resources	Reputational damage to the Council	Implementation of the plans is monitored and reported to highlight any issues at an early stage	tolerate	Low 4

- 12.4 The above risks are scored using the matrix below. The Council has determined its aversion to risk and is prepared to tolerate risks where the combination of impact and likelihood scores 6 or less.

Very Likely  Likelihood Remote	Low 4	High 8	Very High 12	Very High 16
	Low 3	Medium 6	High 9	Very High 12
	Low 2	Low 4	Medium 6	High 8
	Low 1	Low 2	Low 3	Low 4
Impact Low  Unacceptable				

Impact Score

4 (Catastrophic)
3 (Critical)
2 (Significant)
1 (Marginal)

Likelihood Score

4 (Very Likely (≥80%))
3 (Likely (21-79%))
2 (Unlikely (6-20%))
1 (Remote (≤5%))

- 12.5 In the officers' opinion none of the new risks above, were they to come about, would seriously prejudice the achievement of the Strategic Plan and are therefore operational risks. The effectiveness of the management of operational risks is reviewed by the Audit Committee annually.
- 12.6 The remainder are therefore operational risks. Progress against the treatment plans for strategic risks is reported to the Policy and Resources Committee quarterly. The effectiveness of all treatment plans are reviewed by the Audit Committee annually.

Background Papers

Appendix 1 - Croxleyhall Management Plan 2025-2030

Appendix 2 – Short Equality Impact and Outcome Assessment

Appendix 3 – Environmental Impact Assessment

TRDC Climate and Sustainability Impact Assessment

This toolkit is a self-assessment to help officers think about how their policies, projects, procurements, commissioning and services can align with Three Rivers' Climate Emergency and Sustainability Strategy. It also supports report authors to draft the environmental implications section on decision reports, and procurement strategy reports.

How to use the tool

The self-assessment is intended to help officers reflect critically on their project or service's environmental impact. . It is a reflective tool, not a framework for approving or rejecting a decision, so it will work best if each question is considered honestly and carefully.

We envision this tool will be used early in the design of a project/policy/procurement to identify areas where environmental harms can be mitigated, and environmental benefits enhanced. If you would like advice, please discuss with your Head of Service, and contact the Climate and Sustainability Team if necessary.

Once you are happy that your proposal is optimised, then complete this form, and copy the results in each section in to your decision report (committee/synopsis report) where applicable.

The next tab presents a set of questions about the proposal on a range of sustainability criteria. Each answer is colour-coded to indicate its environmental impact as below:



Colour code	Recommendation
Dark green (4)	Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.
Light green (3)	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.
Yellow (2)	Some negative impacts sustainability. Recommendation to review these aspects and find mitigations where possible.
Red (1)	Considerable inconsistency with the council's sustainability objectives. Strong recommendation to review these aspects and find mitigations.
Grey (0)	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.

Once you've selected your answer in the "Impact" column (C), then give the relevant score in the "Score" column (E). Higher scores indicate more sustainable proposals.

These questions should be considered for services, goods and projects we procure as well as those we deliver directly. Delivery models, specifications and tender evaluation should be shaped to ensure our contractors are aligned with our sustainability and net-zero commitments.

Against each area, the assessment presents prompts to highlight best practice suggestions and enable consideration of how negative impacts could be lessened on a project.

This assessment was inspired by Jim Cunningham at Hammersmith and Fulham Council and developed by officers of Three Rivers Distrcit Council.

Version Date

TRDC Climate and Sustainability Impact Assessment

Score / Colour Code	Impact and Recommendation
Dark green (4)	Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.
Light green (3)	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.
Yellow (2)	Some possible negative impacts for sustainability. Recommendation to review these aspects and find mitigations where possible.
Red (1)	Considerable inconsistency with the Council's sustainability objectives. Strong recommendation to review these aspects and find mitigations.
Grey (0)	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.

Guidance for use Please answer all questions from the drop-down options in the 'impact' column (C), including 'not applicable' as needed. Please email your completed copy of the form to Joanna.Hewitson@threeivers.gov.uk. Key to the colour coding of answers is given at the top of the page.	Name of project/policy/procurement and date Croxtleyhall Woods Management plan 2025-2030
Brief description (1-2 sentences):	A new five-year management plan has been developed for Croxtleyhall Woods, Croxtley Green. The new plan contains management actions for the woodland over the next five years from financial year 2025/26 until 2030/31. The detailed actions relate to woodland management for biodiversity and improvements to public access and interpretation.

Homes, buildings, infrastructure, equipment and energy					
Question	Impact (select from list)	Score (1 to 4)	Justification or mitigation	Impact (select from list)	Revised Score (1-4)
1 What effect will this project have on overall energy use (electricity or other fuels) e.g. in buildings, appliances or machinery?	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
2 What effect will this project have on the direct use of fossil fuels such as gas, petrol, diesel, oil?	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
3 Does this project further maximise the use of existing building space? E.g. co-locating services; bringing under-used space into use; using buildings out-of-hours	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
4 Will any new building constructed or refurbished be highly energy efficient in use? (e.g. high levels of insulation, low energy demand per sq. m., no servicing with fossil fuels such as gas heating, EPC 'A' or BREAM 'excellent').	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
5 Does this make use of sustainable materials / unputs in your project? E.g. re-used or recycled construction materials; timber in place of concrete	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
6 Does this use more sustainable processes in the creation of the project? E.g. modular and off-site construction; use of electrical plant instead of petrol/diesel.	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
7 Will this increase the supply of renewable energy? e.g. installing solar panels; switching to a renewable energy tariff	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
8 Do any appliances or electrical equipment to be used have high energy efficiency ratings?	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
Average Score		0.00			0.00

- Ways to optimise sustainability and work towards net zero carbon:**
- Insulate buildings to a high standard.
 - Include energy efficiency measures when carrying out refurbishment to deliver improvement in EPC ratings.
 - Replace gas boilers with renewable heating, such as heat pumps. Consider District Heat Networks where appropriate.
 - Construct new buildings to Passivhaus standard.
 - Design and deliver buildings and infrastructure with lower-carbon materials, such as recycled material and timber frames.
 - Use construction methods that reduce overall energy use, such as modular, factory-built components, or use of electrical plant on-site.
 - Install solar panels or other renewable energy generation, and consider including battery storage.
 - Switch to a certified renewable energy provider e.g. utilise power purchase agreements (PPA)
 - Use energy-efficient appliances.
 - Install low-energy LED lighting.
 - Install measures to help manage building energy demand, such as smart meters, timers on lighting, or building management systems.

Travel					
Question	Impact	Score (0-4)	Justification or mitigation	Impact (select from list)	Revised Score (0-4)
9 Reducing travel: what effect will this project have on overall vehicle use?	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
10 Will this project use petrol or diesel vehicles or EV, hybrid?	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
11 Will this support people to use active or low-carbon transport? E.g. cycling, walking, switching to electric transport	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
12 Will it be easily accessible for all by foot, bike, or public transport, including for disabled people?	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
13 Has the project taken steps to reduce traffic? Using e-cargo bikes; timing activities or deliveries to be outside peak congestion times	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
Average Score		0.00			0.00

- Ways to optimise sustainability and work towards net zero carbon:**
- Reduce the need to travel e.g. through remote meetings, or rationalising routes and rounds.
 - Share vehicles or substitute different modes of travel, rather than procuring new fleet.
 - Specify electric, hybrid, or most fuel efficient vehicles for new fleet or for services involving transport.
 - Support users and staff to walk, cycle, or use public transport e.g. with cycle parking, training, incentives.
 - Use zero-emission deliveries
 - Model and mitigate the project's effect on traffic and congestion e.g. retiming the service or deliveries

Goods and Consumption					
Question	Impact	Score (0-4)	Justification or mitigation	Impact (select from list)	Revised Score (0-4)
14 Has this project considered ways to reuse existing goods and materials to the greatest extent possible, before acquiring newly manufactured ones?	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
15 Does it reduce reliance on buying newly manufactured goods? E.g. repair and re-use; sharing and lending goods between services or people; leasing or product-as-a-service rather than ownership	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
16 Does it use products and resources that are re-used, recycled, or renewable?	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
17 Does it enable others to make sustainable choices within their lifestyles, or engage people about this?	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
18 Is there a plan to reduce waste sent to landfill in manufacture?	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
19 Is the material used able to be re-used, re-purposed, or recycled at end of its life?	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
20 Has it taken steps to ensure any food it offers is more sustainable? E.g. less and high-quality (high welfare) meat and dairy; minimises food waste; seasonal produce, locally sourced.	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
Average Score		0.00			0.00

- Ways to optimise sustainability and work towards net zero carbon:**
- Procure goods through sharing, leasing, or product-as-a-service models rather than ownership.
 - Use pre-owned and reconditioned goods, and reduce reliance on procuring new goods.
 - Use recycled materials, and procure items that can be reconditioned or recycled at end-of-life.
 - Use lifecycle costing in business cases to capture the full cost of operation, repair and disposal of an item.
 - Ensure meat and dairy is high-quality, high-welfare.
 - Design waste, including food waste, out of business models e.g. separating (and composting) food waste; replacing single-use items with reusable items.
 - Use contact points with residents, community groups and businesses to engage and enable them to adopt low-waste, low-carbon behaviours.

Ecology					
Question	Impact	Score (0-4)	Justification or mitigation	Impact (select from list)	Revised Score (0-4)
21 What effect does this project have on total area of non-amenity green/blue space? (Amenity green space = playing fields, play areas, sporting lakes etc. Non-amenity= e.g. woodland, grassland, wetland, gardens, lakes, rivers, ponds etc.)	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
22 Does the project create more habitat for nature? E.g. native plants, trees, and flowers	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
23 Does it make changes to existing habitats and have a negative impact on nature? E.g. use of pesticides, reduced extent and variety of plants, planting non-native species	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.	3	The changes to the management plan will help ensure the site continues to be managed for the benefit of its wildlife.	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.	3
24 Does it help people understand the value of biodiversity, and encourage residents to support it in their private and community spaces?	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.	3	The changes to the management plan will help ensure the site continues to be managed for the benefit of its wildlife.	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.	3
Average Score		3			3

- Ways to optimise sustainability and work towards net zero carbon: (Seek advice from Landscapes Team if required)**
- Avoid converting green space to hard surfacing.
 - Use underutilised space for planting, such as green roofs and walls.
 - Plant native plants and perennials, rather than non-native ornamental species, to encourage biodiversity.
 - Reduce trimming of grass and hedges, and avoid use of synthetic pesticides.
 - Provide space for animals e.g. long grass areas, bird boxes, bat boxes, 'insect hotels', ponds, hedging holes and passages, log piles
 - Consider the ecological impacts from manufacture and use of procured goods, e.g. water pollution, water consumption; land use change for farming; pesticide use, organic/regenerative farming methods

Adaptation						<div>Ways to optimise sustainability and work towards net zero carbon: - Install water-saving devices in taps, showers and toilets - Re-use grey water in new developments. - Capture and re-use rainwater where possible e.g. water butts for use in car washing, watering garden, toilets - Ensure all new building or refurbishment (especially of homes) models and mitigates future overheating risk, with adequate ventilation and shading - Avoid increasing areas of hard surfacing. - Convert hard surfacing to green and permeable surfacing where possible, and install Sustainable Drainage systems (SUDS). - Plant drought-tolerant plants and mulch landscapes to avoid water loss through evaporation.</div>
Question	Impact	Score (0-4)	Justification or mitigation	Impact (select from list)	Revised Score (0-4)	
25 Does any planned project, construction or building use include measures to conserve water?	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0	
26 Does anythe project , consider how to sustainably protect people from extreme weather?	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0	
27 Has any planned building work or infrastructure considered how to mitigate flood risk? E.g. Sustainable Drainage Systems (SuDS); de-paving areas; green roofs	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0	
28 Does any planned infrastructure or building work increase the overall footprint of hard surfacing? (as opposed to green or permeable surfacing)	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0	
29 Has the project considered its own resilience to future extreme heat, flood risk, or water shortage?	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0	
Average Score		0.0			0.00	
Engagement and Influence						<div>Ways to optimise sustainability and work towards net zero carbon: - Make every contact count, by using contact points with residents, businesses and community groups to promote understanding of the climate emergency.</div>
Question	Impact	Score (0-4)	Justification or mitigation	Impact (select from list)	Revised Score (0-4)	
30 Does this project raise awareness and understanding of the climate and ecological emergency, and the steps that people can take?	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0		Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0	
Average Score		0			0	
Total Overall Average Score		0.50			0.5	

Now assessment is complete copy and paste box into your business case, committee report. (under environmental implications 6) Whole assessment can be an appendix. Procurement tenders are expected to submit complete report with application.

0

Climate and Sustainability Impact Assessment Summary	
Homes, buildings, infrastructure, equipment and energy	0.00
Travel	0.00
Goods and Consumption	0.00
Ecology	3.00
Adaptation	0.00
Engagement and Influence	0
Total Overall Average Score	0.5

List 1

Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.
Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.
Some possible negative impacts for sustainability. Recommendation to review these aspects and find mitigations where possible.
Considerable inconsistency with the council's sustainability objectives. Strong recommendation to review these aspects and find mitigations.
Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.

List 2

List 3

4	No	No
3	To some extent	N/A
2	N/A	
-1		
0	Yes	Yes

Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.

0

Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.

4

Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.

3

Some possible negative impacts for sustainability. Recommendation to review these aspects and find mitigations where possible.

2

Considerable inconsistency with the council's sustainability objectives. Strong recommendation to review these aspects and find mitigations.

-1

Ok	Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.
Light green (3)	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.
Yellow (2)	Some possible negative impacts for sustainability. Recommendation to review these aspects and find mitigations where possible.
Red (1)	Considerable inconsistency with the council's sustainability objectives. Strong recommendation to review these aspects and find mitigations.
Grey (0)	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.

EQUALITY IMPACT ASSESSMENT

Project Information	
Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	New 5-year management plan for Croxleyhall Woods
Service Area <i>Main team responsible for the policy, practice, service or function being assessed</i>	Trees and Woodlands
EIA Author <i>Name and Job Title</i>	Alex Laurie Principal Trees and Woodlands Officer
Date EIA drafted	17/07/2025
ID number <i>This will be added by the Strategy and Partnerships Team</i>	LL009

Executive summary	
Focus of EIA <i>A member of the public should have a good understanding of the policy or service and any proposals after reading this section.</i> <i>Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'</i> <i>This section should explain what you are assessing:</i> <ul style="list-style-type: none"> <i>If the EIA is attached to a report, summarise the report.</i> <i>Provide information on whether any of the following communities could be affected by the policy, practice, service or function, or by how it is delivered?</i> <i>(age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership) in addition, TRDC recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children, (ex) armed forces personnel.</i> 	<p>A new five-year management plan has been developed for Croxleyhall Woods, Croxley Green. The new plan contains management actions for the woodland over the next five years from financial year 2025/26 until 2030/31. The detailed actions relate to woodland management for biodiversity and improvements to public access.</p> <p>Officers are recommending that the plan is approved by the Climate Change, Leisure and Housing committee and adopted by the Council. Should the plans be approved, Officers will seek to implement the actions within the plans over the next five years. Work will be completed within existing budgets or subject to external funding.</p>

Mitigations		
Protected Characteristic	Potential Issue <i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i>	Mitigating Actions <i>How can the negative impacts be reduced or avoided by the mitigating measures? Is further engagement with specific communities needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?</i>
Age	There are no negative impacts that are foreseen by the implementation of the new management plan.	N/A
Disability	There are no negative impacts that are foreseen by the implementation of the new management plan.	N/A
Gender reassignment (or affirmation)	There are no negative impacts that are foreseen by the implementation of the new management plan.	N/A
Pregnancy or maternity	There are no negative impacts that are foreseen by the implementation of the new management plan.	N/A
Race	There are no negative impacts that are foreseen by the implementation of the new management plan.	N/A
Religion or belief	There are no negative impacts that are foreseen by the implementation of the new management plan.	N/A
Sex	There are no negative impacts that are foreseen by the implementation of the new management plan.	N/A
Sexual Orientation	There are no negative impacts that are foreseen by the implementation of the new management plan.	N/A
Marriage and Civil Partnership	There are no negative impacts that are foreseen by the implementation of the new management plan.	N/A
The council recognises other communities may be vulnerable to disadvantage, this includes carers,	There are no negative impacts that are foreseen by the implementation of the new management plan.	N/A

people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel.		
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Actions Planned
<p>There should be no negative impacts from the management plan proposals. Physical access to the site should be improved by works to make the access points to the wood easier to navigate, by removing / replacing gates, bollards and other structures such as benches.</p> <p>Works to trees and vegetation also aim to make the paths throughout the woodland safer and easier to negotiate. In turn, improved access to the woods will reduce psychological barriers to accessing the woods by making the site more welcoming.</p>

Additional Information
N/A

Sign off:

Equalities Lead Officer	Date
Shivani Davé	30/07/2025

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CROXLEYHALL WOODS

ACTION PLAN 2025 – 2030



Contents

1. Introduction ii

2. Background iii

3. Review of Progress iv

4. Action Plans and Maps 2025 – 2030 2

 4.1 Annual and Regular Actions..... 2

 4.2 Year 1 – 5 Actions..... 5

1. INTRODUCTION

Three Rivers District Council (TRDC) are working in partnership with the Countryside Management Service (CMS) and the Croxley Green Parish Council (CGPC) to develop a new Greenspace Action Plan (GAP) for Croxleyhall Woods. The GAP will cover a five-year period from 2025 – 2030.

GAPs are map based management plans that give focus and direction to the running and improvement of all types of open space. They are invaluable documents, providing a clear and logical process to determine the activities that should take place on a site over the specified period of time, in order to meet agreed project objectives and core aspirations.

It is our intention to hold a structured engagement process to ensure stakeholders are fully aware of the main elements of the plan. Engagement will be encouraged, and opportunities to feed into the plan in a constructive and timely way will be promoted locally. You are invited to comment on the contents of this Action Plan.

2. BACKGROUND

Croxleyhall Woods is a 15.6 hectare (39 acres) woodland located in Croxley Green, between Rickmansworth and Watford in the south-western corner of Hertfordshire. It is owned and managed by Three Rivers District Council, with support from the Countryside Management Service and the Croxley Green Parish Council. The woodland is a Local Wildlife Site (89/008) and lies within the London Metropolitan Green Belt.

The woodland occupies gently sloping ground rising from the floodplain of the Colne River to the south. It is surrounded on the other three sides by housing and school grounds, making up the southern extent of the settlement of Croxley Green. It is divided into three distinct compartments, separated by railway tracks and a new housing development; all three compartments are linked by a surfaced track, designated as a public bridleway. A number of public footpaths connect to this bridleway. There is a network of informal, unsurfaced walking routes throughout the woodland which appear well used by the local community.

The site is predominantly ancient semi-natural woodland (ASNW), meaning that there has been woodland present on the site for over 400 years. Some parts are considered to be plantations on ancient woodland sites (PAWS), where the ancient woodland composition has been modified, and other parts are secondary woodland, having established in the last 50-100 years following quarrying works. The primary canopy tree species are oak, beech, birch and cherry, with a diverse mixture of minor species, including an unusual abundance of mature rowan trees. Hazel is abundant in the understorey in most parts; the structure of the woodland suggests that much of it was once managed as hazel coppice with oak standards, a practice which declined in Hertfordshire nearly a century ago. Parts of the woodland contain old gravel extraction pits from the early 1900s, and there is evidence of old wood banks with beech boundary stubbs. In the spring the ground flora is abundant with bluebells.

3. REVIEW OF PROGRESS

The previous iteration of a Greenspace Action Plan for Croxleyhall Woods covered the period between 2019 – 2024.

During this time, the ladder steps were replaced in Long Valley Wood replacing the older existing steps that were falling into disrepair. This has allowed continued access to this compartment for the public.

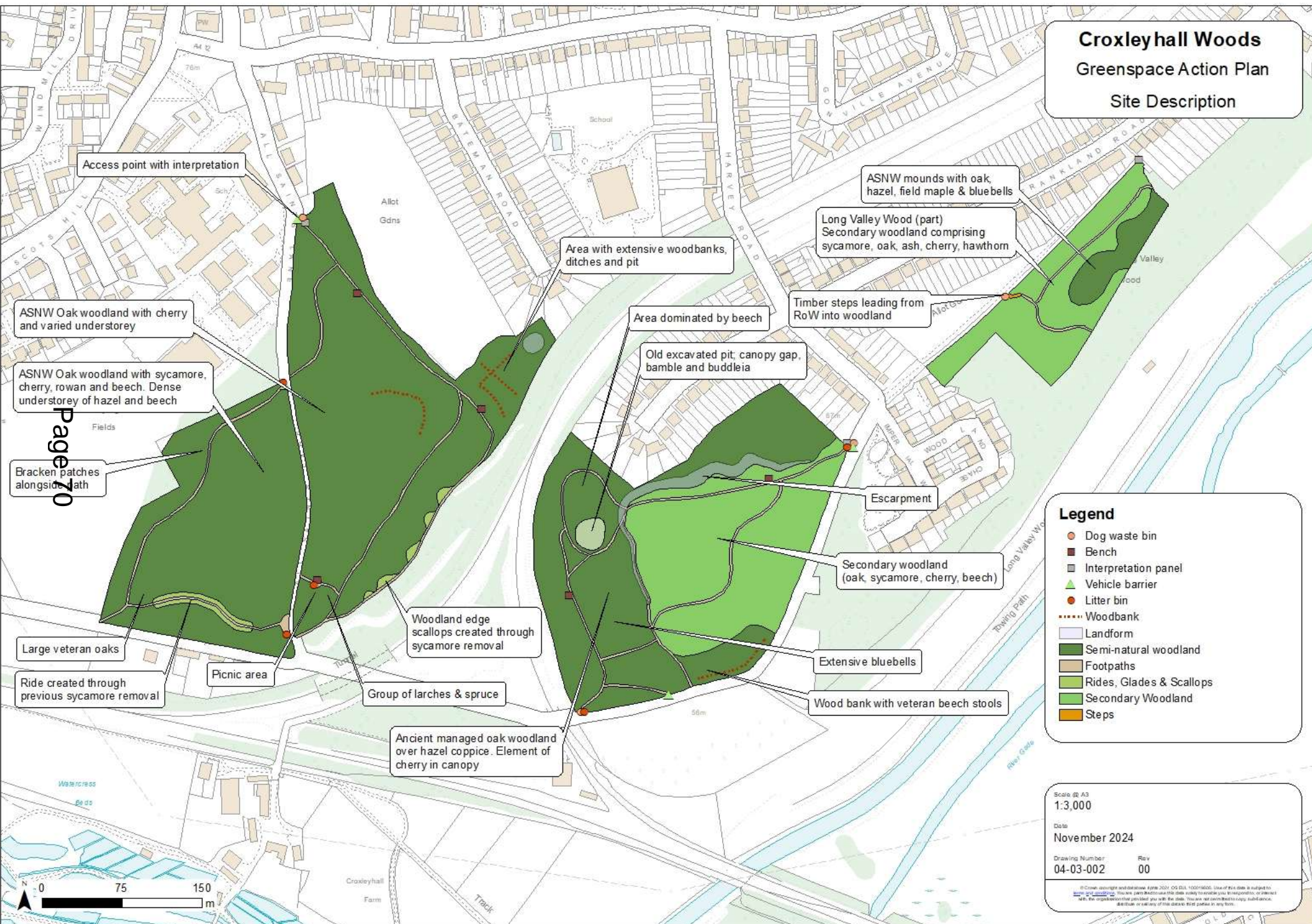
Alongside this, selective felling across the compartments, as well as targeting coppice rotations helped to preserve the ancient woodland features, improve structural diversity, support the long-term sustainability of the woodland, as well as improve the aesthetic and amenity qualities.

While not all actions in the previous plan were completed, the majority of the objectives set out were delivered through this period.

One item not completed during the previous period which is included in this plan is improving the site access of Harvey Road onto Lavrock Lane (into Cpt. 4). This is currently a jumble of prohibitive structures – there is a hinged barrier across the bridleway, and a second across the footpath leading into Cpt. 4, with bollards between the two. This plan will look to rationalise these, ensuring the site remains safe and secure, controlling unwanted vehicle access whilst improving the visual appearance of the area and improving access for woodland management operations.

This plan will also build upon the forestry management started in the previous plan, continuing to focus on a sustainable coppice rotation, as well as management and removal of invasive species such as laurel.

Croxley hall Woods Greenspace Action Plan Site Description



4. ACTION PLANS AND MAPS 2025 – 2030

4.1 Annual and Regular Actions

Abbreviations: CMS – Countryside Management Service, GM – Grounds Maintenance, TRDC – Three Rivers District Council, GM – Grounds Maintenance Contractor, Vols – Volunteers

Ref	Action	Cpt.	When	Lead	Delivery	Est. Cost
0.1	Annual 'spring clean' of site	All	April	TRDC	TRDC GM	
0.2	Clean and maintain existing signage and interpretation	All	April	TRDC	TRDC GM	
0.3	Ride management – mow / strim ride edges	1,3	May	TRDC	TRDC GM	
0.4	Vegetation clearance – entrance points and picnic area	All	June	TRDC	TRDC GM	
0.5	Bracken crushing in recently established patches	1	July	TRDC	TRDC / CMS	
0.6	Coppice sycamore in woodland edge clearings, protect young oaks with tree tubes	2	Nov-Feb	CMS	Vols	Officer Time
0.7	Coppice holly where it is impacting on other species	1,2,3	Nov-Feb	CMS	Vols	Officer Time
0.8	Annual review of GAP action plans	-	March	CMS/ TRDC	CMS/ TRDC	Officer Time
0.9	Tree safety audit and remedial work	All	Ongoing	TRDC	TRDC	
0.10	Empty dog bins	All	Ongoing	TRDC	TRDC GM	

0.11	Empty litter bins	All	Ongoing	TRDC	TRDC GM	
0.12	Respond proactively to garden waste dumping	All	Ongoing	TRDC	TRDC	

Task Responsibility

- TRDC led Contractor delivered
- CMS led Contractor delivered
- TRDC led Volunteer delivered
- CMS led Volunteer delivered

Croxley hall Woods Greenspace Action Plan Annual and Regular Actions

Page 73

- Clean & maintain existing signs & interpretation
- Vegetation clearance: Entrance points
- Bracken crushing in recently established patches
- Ride management: Mow/trim path edges, twice per year
- Vegetation clearance: Picnic area
- Coppice sycamore regeneration in woodland edge scallops & protect oak regeneration

- Vegetation clearance: Entrance points
- Coppice holly in 'target areas' where impacting on other species
- Vegetation clearance: Entrance points
- Clean & maintain existing signs & interpretation
- Ride management: Mow/trim path edges, twice per year
- Vegetation clearance: Entrance points

- ### Legend
- Dog waste bin
 - Bench
 - Interpretation panel
 - Vehicle barrier
 - Litter bin
 - Woodbank
 - Bracken Crushing
 - Holly Coppicing
 - Ride Management
 - Vegetation Clearance
 - Semi-natural woodland
 - Footpaths
 - Rides, Glades & Scallop
 - Secondary Woodland
 - Steps

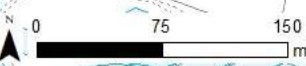
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Date
November 2024

Drawing Number
04-03-004

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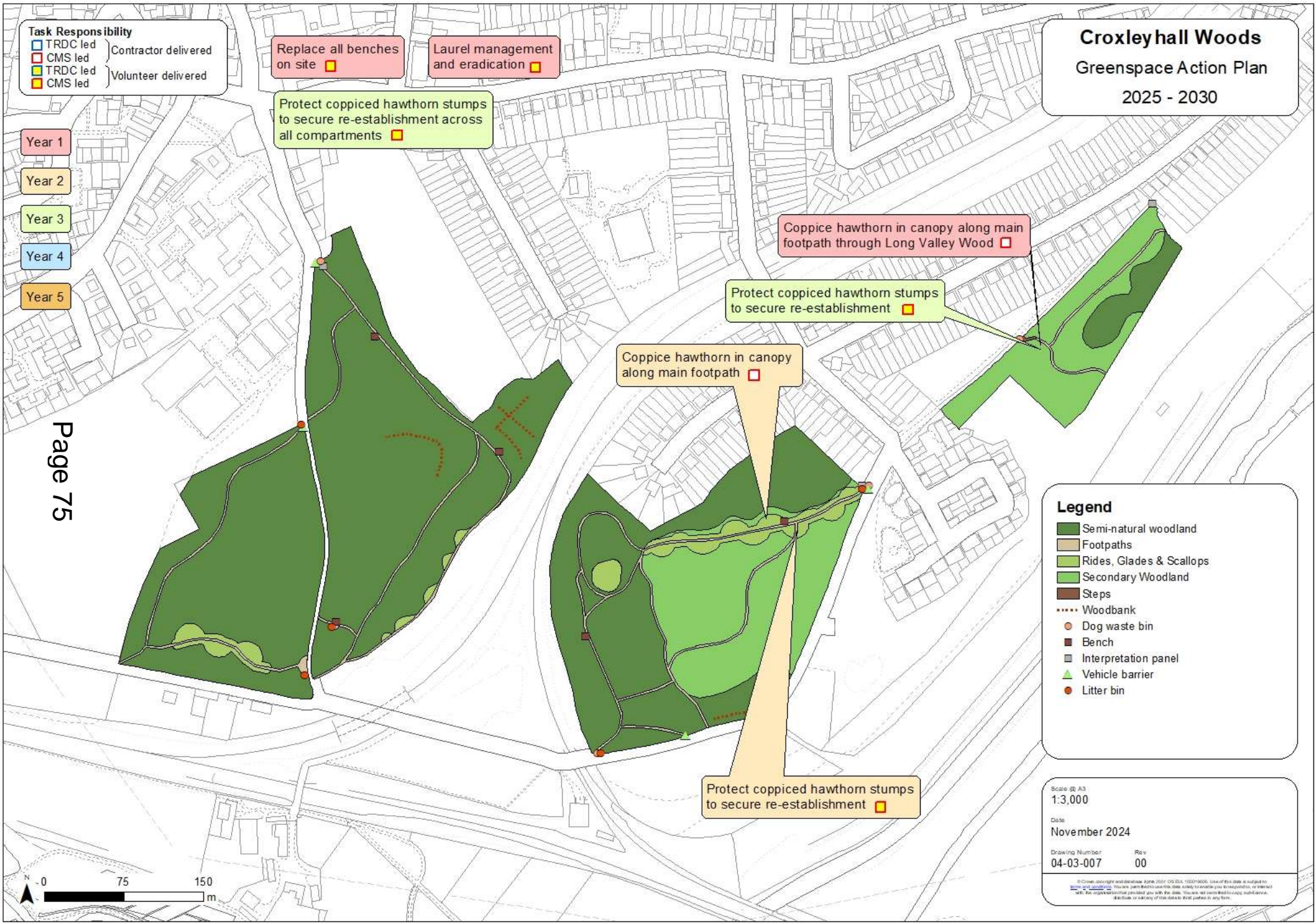
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4.2 Year 1 – 5 Actions

Abbreviations: CMS – Countryside Management Service, GM – Grounds Maintenance, TRDC – Three Rivers District Council, GM – Grounds Maintenance Contractor, Vols – Volunteers

Ref	Action	Cpt.	When	Lead	Delivery	Est. Cost
1.1	Coppice hawthorn in canopy along the main footpath	5	Y1	CMS	Contractor	£5,000
1.2	Protect coppiced hawthorn to secure regrowth	5	Y1	CMS	Vols	Officer Time
1.3	Replace all benches on site	All	Y1	CMS	Contractor / Vols	£1,000
1.4	Laurel management and eradication	All	Y1	CMS	Vols / Contractor	Officer Time
2.1	Coppice hawthorn where growth is in the canopy along the main footpath	4	Y2	CMS	Vols	Officer Time
2.2	Protect coppiced hawthorn to secure regrowth	5	Y2	CMS	Vols	Officer Time
2.3	Improve appearance of structures at access off Harvey Road	4	Y2	CMS	Contractor	£5,000
3.1	Protect coppiced hawthorn to secure regrowth	All	Y3	CMS	Volunteers	Officer Time



Proposer: Cllr Chris Mitchell

Seconder: Cllr Joan King

This Committee notes:

1. The widespread concern among Croxley Green residents about the installation of boulders on The Green, installed by Three Rivers District Council and partially funded by Croxley Green Parish Council.
2. That The Green is a Conservation Area and valued community asset, owned and managed by Three Rivers District Council.
3. That questions have been raised about the safety, heritage, environmental, and amenity impacts of the boulders, as well as the lack of public consultation.
4. That officers have advised that a full review of the matter would constitute new work outside their current programme.

This Committee resolves to recommend:

1. That officers undertake a structured review of the installation, drawing on input from Planning, Conservation, Health & Safety, and Highways.
2. That a site visit be arranged with ward councillors, Croxley Green Parish Council, Croxley Green Residents Association, and the Copthorne Residents Society.
3. That officers prepare an options appraisal setting out potential alternatives to the current arrangement, including measures consistent with The Green's conservation character.
4. That the relevant Lead Members for Open Spaces and Parking (Cllrs Lloyd and Nelmes) be invited to support and oversee this process to ensure accountability.
5. That the findings of the review and options appraisal be brought back to this Committee for scrutiny and decision.

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CLIMATE CHANGE AND LEISURE COMMITTEE WORK PROGRAMME - 21/05/2025 - 19/052026
WORK PROGRAMME

No.	Items to be considered	Link to Strategic Plan	Date of Next Meeting	Purpose of the Report	How the work will be done	Responsible Officer	Outcome Expected
1.	P3 Budget Management Report - CC&L		15 Oct 2025			Sally Riley, Finance Business Partner	
2.	Croxley Hall Woods Management Plan		15 Oct 2025	New Management Plan (2025-30) for Croxley Hall Woods, Croxley Green.	Croxley Hall Woods Management Plan	Alex Laurie, Principal Trees and Woodlands Officer	
3.	Rickmansworth Aquadrome Programme		15 Oct 2025	Update on the progress of the Rickmansworth Aquadrome Programme	Three Rivers District Council annual Health & Safety report 2024 / 2025 Rickmansworth Aquadrome Programme	Charlotte Gomes, Head of Leisure and Natural Infrastructure, Emma Sheridan, Associate Director – Environment	
4.	Watersmeet Annual Review Presentation		15 Oct 2025	Review of Watersmeet performance for financial year 2024-25.	Watersmeet Annual Review Presentation	Josh Sills, Head of Customer	

No.	Items to be considered	Link to Strategic Plan	Date of Next Meeting	Purpose of the Report	How the work will be done	Responsible Officer	Outcome Expected
	2024-25				2024-25	Experience	
5.	Management Plan for the Green & Stones Orchard		14 Jan 2026			Lucy Smith, Committee and Electoral Services Manager	
6.	Budget Management Report P6		14 Jan 2026			Sally Riley, Finance Business Partner	
	Budget Management Report P10 - CC&L		11 Mar 2026	This report covers this committee's financial position over the Medium term (2025-2029) as at Period 10 (end of January)	Budget Management Report P10 - CC&L	Sally Riley, Finance Business Partner	
8.	Climate and Sustainability Bi-Annual Action Plan Update		11 Mar 2026	A report to provide a progress update on the Climate and Sustainability Action Plan.	Climate and Sustainability Bi-Annual Action Plan Update	Joanna Hewitson, Climate Change and Sustainability Strategy Officer, Elen Dolder, Climate Change, Sustainability and Recycling	

No.	Items to be considered	Link to Strategic Plan	Date of Next Meeting	Purpose of the Report	How the work will be done	Responsible Officer	Outcome Expected
						Officer	
9.	Prestwick Road Meadows Management Plan 2026-2036		11 Mar 2026	Prestwick Road Meadows Management Plan 2026-2036	Prestwick Road Meadows Management Plan 2026-2036	Kelly Barnard, Leisure Contracts and Landscape Officer	
10.	Pond Wood Management Plan 2026-36		11 Mar 2026	A new 10-year management plan for Pond Wood, South Oxhey	Pond Wood Management Plan 2026-36	Alex Laurie, Principal Trees and Woodlands Officer	
11.	Environmental Forum Refresh		14 Jan 2026	A report to present the proposed changes to the running of the Environmental Forum and updated TOR to increase engagement and value of the Forum.	Environmental Forum Refresh	Elen Dolder, Climate Change, Sustainability and Recycling Officer	

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