

CLIMATE CHANGE AND LEISURE COMMITTEE

NOTICE AND AGENDA

For a meeting to be held on Wednesday, 11 March 2026 at 7.30 pm in Penn Chamber, Three Rivers House, Rickmansworth, WD3 1RL.

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, 3 March 2026*

1. APOLOGIES FOR ABSENCE

2. MINUTES

(Pages 5 - 10)

To confirm, as being a correct record, the minutes of the Climate Change & Leisure Committee, held on 14 January 2026.

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 is asked to receive a petition which requests the reopening of the Ebury Playground, as detailed below. The petition has been signed by 117 residents.

The petition is:

“The undersigned are petitioning for the reopening of Ebury Playground, which remains closed pending an arrangement between the Three Rivers District Council (TRDC) and the contractor regarding the eradication of Japanese Knotweed. This issue arose after the invasive plan was introduced to the site by the contractor.”

6. Budget Management Report P10 - CC&L (Pages 11 - 22)

This report covers this Committee’s financial position over the medium term (2025 – 2029) as at Period 10 (end of January 2026). The Period 10 comprehensive Budget Management report has already been presented to the Policy & Resources Committee at its meeting on 9 March 2026 which sought approval to a change in the Council’s 2025 – 2029 medium-term financial plan.

Recommendation

That members note and comment on the contents of the report.

7. Climate Emergency and Sustainability Action Plan Update (Pages 23 - 106)

This report provides an update on the council’s performance against the Climate Emergency and Sustainability Strategy 2024-2027 (Appendix 3.) and its associated Action Plan detailed at Appendix 2.

Recommendation

That the Committee:

- i. Notes the progress made in delivering the strategy.
- ii. Agrees to the addition of new actions as outlined at paragraph 3.13 to 3.17.

8. Prestwick Road Meadows Management Plan 2026-2036 (Pages 107 - 182)

New ten-year management plan has been developed for Prestwick Road Meadows in South Oxhey. The new plan contains management actions over the next ten years from financial year 2026/27 until 2035/36. The detailed actions relate to habitat management, scrub/vegetation management, pond clearance and tree works.

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

Recommendation

That the Climate Change and Leisure Committee:

- i. Adopt the new ten-year Management Plan for Prestwick Road Meadows.
- 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. That public access to the report be immediate.
- iv. That public access to the decision be immediate.

9. WORK PROGRAMME

(Pages 183 - 184)

To receive the Committee's work programme.

10. 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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Climate Change and Leisure Committee MINUTES

**Of a meeting held in the Penn Chamber, Three Rivers House, Rickmansworth, on
Wednesday, 14 January 2026 from 7.30 pm - 8.54 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 Chris Mitchell (In place of Cheryl Stungo)

Also in Attendance:

Councillor Cheryl Stungo
Councillor Narinder Sian

Officers in Attendance:

Sally Riley, Finance Business Partner
Francesca Cohen, Natural Infrastructure Projects Officer
Charlotte Gomes, Head of Leisure and Natural Infrastructure
Joanna Hewitson, Climate Change & Sustainability Strategy Officer
Jess Hodges, Natural Infrastructure Programme Manager
Emma Sheridan, Associate Director for Environment
Anita Hibbs, Committee Officer

25 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Joan King and Cheryl Stungo. Councillor Chris Mitchell substituted for Councillor Cheryl Stungo.

26 MINUTES

The minutes of the Climate Change & Leisure Committee held on 15 October 2025 were confirmed as a correct record and signed by the Chair of the meeting.

27 NOTICE OF OTHER BUSINESS

There were no items of other business.

28 DECLARATIONS OF INTEREST

There were no declarations of interest.

The Chair announced that he was taking item 6. P6 Budget Management Report of the agenda first.

29 CROXLEY HALL WOODS MANAGEMENT PLAN

The Head of Leisure and Natural Infrastructure introduced the report.

Members highlighted the low response rate of 13 people in the consultation, and emphasised the importance of improving public involvement through proactive outreach, including direct contact with local groups and parish councils. Members commented on what they considered a low response to the consultation, when compared with other consultations such as parking schemes, and subsequently praised the Sustainable Transport Officer for his work in engaging with the public on the parking schemes consultation.

In response to questions on baseline ecological surveys, officers explained that they are costly and complex, and stressed that minimal intervention in woodland management is more beneficial to allow natural regeneration.

Concerns around grounds maintenance, specifically litter and bin emptying, were addressed, with a call for more empathetic communication to the public. The conversation also touched on the ecological balance of tree planting and natural light management, with a consensus on using appropriate, site-specific interventions.

Councillor Chris Lloyd moved the recommendation as set out in the report, 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 and Leisure Committee:

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

30 P6 BUDGET MANAGEMENT REPORT

The Finance Business Partner introduced the report.

Members emphasised the need to allocate funds for upcoming works at Croxley Green, suggesting inclusion in the next financial year's budget. Members questioned the accuracy of and sufficiency of the Aquadrome's whole life costing budget, particularly, regarding footpath repairs, highlighting public concern and the apparent discrepancy between forecasted and actual costs. Officers clarified that the budget was set by Council in February and that additional funding for the Aquadrome, including a multi-million-pound lottery-supported project, exists beyond the Council's capital allocation. The discussion also addressed the usage and status of grants such as the UK Shared Prosperity Fund (UKSPF) and Open Spaces Funding, with the officer explaining that only confirmed grants appear in budget reports. In response to a question regarding details of the UKSPF capital allocation, the Associate Director for Environment offered to provide a written response to members of the committee. Officers encouraged Members to proactively share information about external funding sources.

Councillor Chris Lloyd moved the recommendation as set out in the report, seconded by Councillor Tom Smith. The Committee noted and commented on the contents of the report.

RESOLVED:

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

31 ENVIRONMENTAL FORUM REFRESH

The Chair announced that he was taking item 7. Environmental Forum Refresh of the agenda next.

The Climate Change & Sustainability Strategy Officer introduced the report.

Key points include the desire to re-establish the network with a hybrid meeting format to increase accessibility and engagement, recognising the importance of sharing information and educating the public about local environmental assets such as Croxley Wood and the Withey Beds. Challenges highlighted include declining attendance, the need for clearer definitions of membership, and difficulty securing regular participation from key stakeholders like water companies and environmental agencies due to their limited capacity. The conversation also touched on aligning the Three Rivers Environmental Network (TREN) agenda with broader environmental and climate issues, suggesting focused meetings on specific topics such as water management, climate change, and transport to ensure relevance and encourage active participation. There was support for sharing minutes and updates from related organisations like ColneCan to keep Members informed.

The Head of Leisure and Natural Infrastructure to check with ColneCan whether their minutes can be shared with Members.

Councillor Jon Tankard moved the recommendation as set out in the report, seconded by Councillor Chris Lloyd.

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

RESOLVED:

That the Committee:

- i. Approves the new name Three Rivers Environmental Network (TREN).
- ii. Approves the revised Terms of Reference (Appendix 1).

32 MANAGEMENT PLAN FOR THE GREEN & STONES ORCHARD

The Natural Infrastructure Projects Officer introduced the report.

Key topics include the incorporation of local nature recovery strategies, management of pond wetlands, grassland and hedgerows, and addressing concerns about vehicles parking on The Green. Members debated the ongoing challenges with preventing unwanted vehicle access and the viability of implementing a Public Space Protection Order (PSPO), which was deemed unfeasible due to lack of evidence and resource constraints.

The Croxley Green Residents Association's involvement and consultation process were clarified, with some dissatisfaction about the number of meetings held, rather than the consultation itself. Additional questions addressed include ecological management of ragwort, identification of fruit tree species, climate change impacts on tree resilience, and the role of public participation in managing invasive species.

The Head of Leisure and Natural Infrastructure to request a written response from the Principal Trees and Woodlands Officer on climate change and its impact on tree resilience.

Councillor Chris Lloyd moved the recommendation as set out in the report, 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 the Climate Change & Leisure Committee:

- i. Adopt the new five-year Management Plan for The Green & Stones Orchard.
- 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 for actions relating to The Green & Stones Orchard Management Plan.
- iii. That public access to the report be immediate.

33 SERVICE PLANS 2026-2029

The Head of Leisure and Natural Infrastructure introduced the report.

Service Plan – Climate Change and Sustainability

There were no questions or comments on this service plan.

Service Plan – Leisure and Natural Infrastructure

Key topics include tree planting targets, distinguishing between standard trees and whips, and the challenges of funding and resource allocation. Members and officers discussed the importance of balancing tree planting with preserving diverse habitats such as grasslands and wetlands. The conversation also touched on leisure facilities maintenance, the need for innovation in leisure activities, and monitoring community needs. The Head of Leisure and Natural Infrastructure confirmed this is all within the work that the service deliver and will make this clearer within the introduction to the service plan.

In response to questions Members raised on the tennis court refurbishment, officers corrected the project end date to March 2027, and advised that this year's focus is on converting a tennis court at Eastbury playing fields to pickleball courts.

Concerns were raised about government proposals to remove Sport England as a planning consultee. Additionally, the discussion highlighted the importance of collaboration with local organisations, parish councils, and monitoring biodiversity net gain to ensure sustainable environmental development. Members also highlighted the importance of counting trees planted by the Council and through planning applications, to track progress.

Councillor Jon Tankard offered to forward the information on the total number of trees planted to Councillor Reena Ranger.

Service Plan – Communication, Customer and Culture

Key points include monitoring and improving call wait times, with notable success in reducing average wait times and positive resident feedback. Members offered their congratulations to the Head of Communications, Customer & Culture and his team for the successful reduction in average call wait times.

Members pointed out a reduction of first point resolution targets within the service plan despite high past performance. Officers responded that this will be fed back to the relevant head of service and a written answer provided. Suggestions were made to enhance local business engagement through partnerships with venues like Watersmeet Theatre to support economic prosperity. The introduction of a podcast platform was discussed as a new engagement tool, particularly to reach younger audiences. The Associate Director for Environment confirmed the podcast platform is being funded from the existing budget, as set out in the service plan.

The conversation also touched on the importance of using existing budgets for new initiatives and monitoring and adapting communication methods to increase resident engagement.

Councillor Chris Lloyd moved the recommendation as set out in the report.

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 provide any comments or suggested amends to the 2026–2029 service plans. Final service plans will be approved by Council in conjunction with the budget.

34 WORK PROGRAMME

The Committee reviewed the work programme and agreed to add 'Parking on the Green'. The Associate Director for Environment emphasised that a report cannot be written on this item until the parish council decides on the desired actions. Members proposed aiming for the Committee's meeting on 11 March 2026. Members raised concerns about the absence of the project on Withey Beds on the work programme, noting the need for designs and planning applications before funding can be sought. The officer clarified that these projects will be included in the work programme when resources and capacity are available, highlighting a five-year management timeline. The discussion concluded with an acknowledgment of current limitations in funding and resources.

The Committee received its work programme.

RESOLVED:

To receive the Committee's work programme.

35 OTHER BUSINESS - IF APPROVED UNDER ITEM 3 ABOVE

None

CHAIR

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**BUDGET
MANAGEMENT
REPORT (PERIOD 10) -
CC&L**

11/03/2026

CLIMATE CHANGE AND LEISURE COMMITTEE

11 MARCH 2026

PART I - NOT DELEGATED

BUDGET MONITORING – Period 10

(DoF)

1. Summary

1.1 This report covers this Committees financial position over the medium term (2025 – 2029) as at Period 10 (end of January 2026).

1.2 The Period 10 comprehensive Budget Management report has already been presented to the Policy & Resources Committee at its meeting on 9 March 2026 which sought approval to a change in the Council's 2025 - 2029 medium-term financial plan.

2 Recommendation

2.1 That members note and comment on the contents of the report.

3. Details

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

4. Options/Reasons for Recommendation

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

5. Policy / Budget Reference and Implications

5.1 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.

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

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

6.1 None specific.

7. Financial Implications

7.1 As contained in the report

8. Risk Management and Health and Safety Implications

8.1 None specific.

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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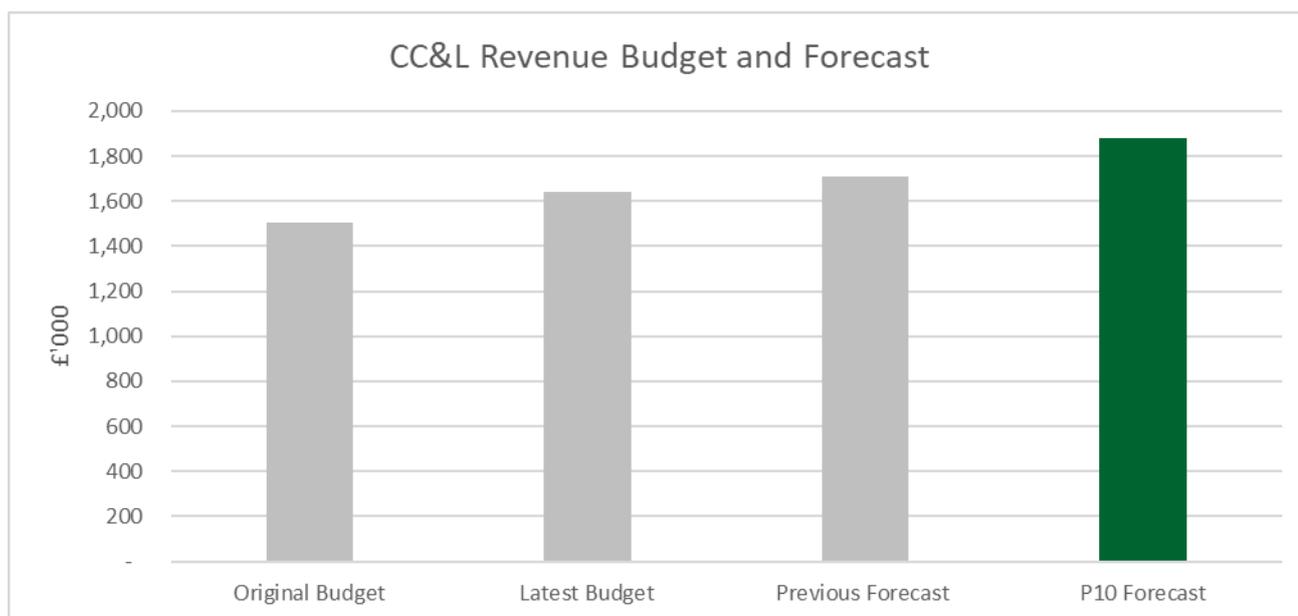
Climate Change and Leisure Committee Detailed Monitoring Report

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 10 which covers the period from 1 December 2025 to 31 January 2026.

Revenue

2. The previous forecast reported at Period 8 was net expenditure of £1.707m. This was a variation to budget of £0.147m. The latest forecast position at Period 10 is £1.878m. This is an unfavourable variance of £0.171m. The detailed revenue budgets and MTFP forecast is set out in Annex A.



Service Area	Original Budget £000	Original Budget Plus		Latest Budget £000	Previous Forecast £000	Latest Forecast £000	Variation to Previous Forecast £000	Variation to Latest Budget £000
		2024/25 Carry Forwards £000						
Leisure	1,173	1,173		1,235	1,284	1,407	124	173
Sustainability and Climate	331	399		405	423	470	47	65
Total	1,504	1,573		1,640	1,707	1,878	171	238

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

Capital Investment Programme

4. The latest capital investment programme for 2025/26 is £2.362m. A £0.095m 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 31 January 2026.

Department	Job Title	Comments	Total
Watersmeet	Theatre Manager	Currently 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 @ P10	Forecast 2026/27	Forecast 2027/28	Forecast 2028/29	Officer Comments
	£	£	£	£	£	£	£	£	£	£	
Leavesden Country Park	0	0	0	0	87,145	0	0	0	0	0	S106 funded expenditure will be transferred at year end
Watersmeet	47,251	47,251	71,343	93,813	(194,527)	92,063	(1,750)	50,938	51,881	52,802	Increased budgets required for Gas £11,250 and Electricity £17,000 due to increased supplier costs, offset by Increased income from ticket levy sales of £30,000
Leavesden Ymca	(35,000)	(35,000)	(35,000)	(35,000)	(38,210)	(35,000)	0	(35,000)	(35,000)	(35,000)	Income is received quarterly
Oxhey Hall	(3,000)	(3,000)	(3,000)	(3,000)	(4,129)	(3,000)	0	(3,000)	(3,000)	(3,000)	Income is received quarterly
Museum	(700)	(700)	(700)	(700)	(700)	(700)	0	(700)	(700)	(700)	Budget met
Playing Fields & Open Spaces	127,450	127,450	151,135	151,135	66,337	151,135	0	151,135	151,135	151,135	Budget currently forecast to be spent
Heritage & Parks Enhancement Programme	0	0	0	0	0	0	0	100,000	50,000	0	
Maple Lodge BNG	0	0	0	0	9,133	0	0	0	0	0	
Scotsbridge River Chess Project	0	0	0	0	(4,347)	0	0	0	0	0	
Aquadrome Project	0	0	0	0	59,467	0	0	0	0	0	Income and expenditure budgets of £94,496 required for National Lottery Heritage Fund grant
Aquadrome	64,615	64,615	64,615	91,115	80,674	104,315	13,200	64,615	64,615	64,615	Budget required for the preliminary works undertaken at Glade Bridge at the Aquadrome. Full income budget will not be achieved on Leasing Charges £2,300 and Fishing Rights £5,000
The Bury Green Space	0	0	0	0	(22,110)	0	0	0	0	0	Awaiting final invoice
Leisure Venues	(709,455)	(709,455)	(777,956)	(777,956)	(584,443)	(665,520)	112,436	(746,212)	(746,212)	(746,212)	Income budget reduced due to corrected CPI figure charged on Leisure Management Contract 2024/25 & 2025/26. Inflation for future years will be added when the rate is known.
Leisure Activities	124,507	124,507	88,482	88,482	83,735	88,482	0	103,497	103,497	103,497	Budget currently forecast to be spent
Leisure Development	680,239	680,239	737,226	737,226	615,832	737,226	0	725,114	727,942	727,942	Budget currently forecast to be spent
Grounds Maintenance	877,513	877,513	938,410	938,410	732,038	938,410	0	960,287	970,739	980,117	Budget currently forecast to be spent
Total	1,173,420	1,173,420	1,234,555	1,283,525	885,894	1,407,411	123,886	1,370,674	1,334,897	1,295,196	

Sustainability and Climate	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 @ P10	Forecast 2026/27	Forecast 2027/28	Forecast 2028/29	Officer Comments
	£	£	£	£	£	£	£	£	£	£	
Energy Efficiency	9,500	27,900	27,900	27,900	0	27,900	0	9,500	9,500	9,500	Budget currently forecast to be spent
Climate Change & Sustainability Projects	207,432	257,567	260,540	260,540	(2,741)	267,345	6,805	305,743	308,255	308,255	Budget virement of £6,805 on salaries from Environmental Protection due to restructure of service
Innovate UK	0	0	0	0	0	0	0	0	0	0	Project complete.
Pest Control	12,755	12,755	12,755	12,755	8,971	12,755	0	12,755	12,755	12,755	Budget currently forecast to be spent
Environmental Maintenance	25,970	25,970	18,680	36,580	25,702	36,580	0	18,680	18,680	18,680	Budget currently forecast to be spent
Animal Control	65,829	65,829	68,967	68,967	73,867	80,167	11,200	67,889	67,889	67,889	Increased cost of kennelling fees
Cemeteries	(234,233)	(234,233)	(226,943)	(226,943)	(145,925)	(198,013)	28,930	(234,873)	(234,873)	(234,873)	Increased Miscellaneous IT Costs budget required for the implementation of Plot Box
Trees And Landscapes	243,580	243,580	243,580	243,580	183,901	243,580	0	333,345	333,345	243,345	Budget currently forecast to be spent
Total	330,833	399,368	405,479	423,379	143,775	470,314	46,935	513,039	515,551	425,551	

Total Climate Change and Leisure	1,504,253	1,572,788	1,640,034	1,706,904	1,029,669	1,877,725	170,821	1,883,713	1,850,448	1,720,747	
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Annex B

CC&L Committee Explanations of revenue supplementary estimates, variances to be managed and virements reported this Period

Supplementary Estimates

Climate Change and Leisure						
Leisure	Main Group Heading	Details of Outturn Variances to Latest Approved Budget	2025/26 £	2026/27 £	2027/28 £	2028/29 £
Leisure Venues	Income	Income budget reduced due to corrected CPI figure charged on Leisure Management Contract 2024/25 & 2025/26	112,436	78,467	78,467	78,467
Total			112,436	78,467	78,467	78,467
Total Climate Change and Leisure			112,436	78,467	78,467	78,467

Variances to be Managed

Climate Change and Leisure			2025/26 £
Leisure	Main Group Heading	Details of Outturn Variances to Latest Approved Budget	
Watersmeet	Premises	Increased budgets required for Gas £11,250 and Electricity £17,000 due to increased supplier costs	28,250
	Income	Increased income from ticket levy sales	(30,000)
Aquadrome	Supplies and Services	Budget required for the preliminary works undertaken at Glade Bridge at the Aquadrome	5,900
	Income	Full income budget will not be achieved on Leasing Charges £2,300 and Fishing Rights £5,000	7,300
Total			11,450
Sustainability and Climate			2025/26 £
Animal Control	Supplies and Services	Increased cost of kennelling fees	11,200
Cemeteries	Supplies and Services	Increased Miscellaneous IT Costs budget required for the implementation of Plot Box	28,930
Total			40,130
Total Climate Change and Leisure			51,580

Virements

Climate Change and Leisure			
Leisure	Main Group Heading	Details of Outturn Variances to Latest Approved Budget	2025/26 £
Aquadrome Project	Supplies	To spend National Lottery Heritage Fund grant	94,496
	Income	Receipt of National Lottery Heritage Fund grant	(94,496)
Total			0
Sustainability & Climate	Main Group Heading	Details of Outturn Variances to Latest Approved Budget	20209
Climate Change & Sustainability	Employees	Budget virement from Environmental Protection due to restructure of service	6,805
Total			6,805
Total Climate Change and Leisure			6,805

*Budget virements across the council net to zero. Included in the virements listed above is a virement from General Public Services and Community Engagement Committee.

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	P10 Spend to Date	Forecast Outturn 2025/26	Variance	Latest Budget 2026/27	Proposed 2026/27	Variance	Latest Budget 2027/28	Proposed 2027/28	Variance	Latest Budget 2028/29	Proposed 2028/29	Variance	Comments	
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£		
Aquadrome Bridge Replacement	0	438,740	438,740	306,611	438,740	0	0	0	0	0	0	0	0	0	0	0	Budget is currently forecast to be spent
Leavesden Country Park Gate	0	17,191	17,191	9,284	9,284	(7,907)	0	0	0	0	0	0	0	0	0	0	Project Complete full budget not required
Watersmeet Electrical	0	138,443	138,443	0	79,443	(59,000)	0	59,000	59,000	0	0	0	0	0	0	0	£59k to be rephased into 2026/27 due to delays in aligning contracts and works availability
Watersmeet Fire Doors	75,400	75,400	75,400	0	67,400	(8,000)	0	8,000	8,000	0	0	0	0	0	0	0	£8k to be rephased into 2026/27 due to availability around events to complete works
Scotsbridge-Chess Habitat	0	8,190	8,190	0	0	(8,190)	0	8,190	8,190	0	0	0	0	0	0	0	Rephased into 2026/27 to support River Chess Bypass Project being delivered by the Environment Agency and Hertfordshire County Council
Open Space Access Improvements	60,000	118,320	125,320	12,911	125,320	0	60,000	60,000	0	60,000	60,000	0	60,000	60,000	0	60,000	Budget is currently forecast to be spent
Improve Play Area-Future Schemes	120,000	211,238	241,238	131,402	241,238	0	120,000	120,000	0	120,000	120,000	0	120,000	120,000	0	120,000	Budget is currently forecast to be spent
Aquadrome-Whole Life Costing	11,000	11,000	39,090	39,090	39,090	0	11,000	11,000	0	11,000	11,000	0	11,000	11,000	0	11,000	Budget is fully 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	540,000	540,000	0	540,000	Budget is currently forecast to be spent - Tender process ongoing
Watersmeet-Whole Life Costing	20,000	31,303	31,303	7,060	31,303	0	20,000	20,000	0	20,000	20,000	0	20,000	20,000	0	20,000	Budget is currently forecast to be spent
Pavilions-Whole Life Costing	11,000	12,984	12,984	480	480	(12,504)	11,000	23,504	12,504	11,000	11,000	0	11,000	11,000	0	11,000	Rephased into 2026/27 as use of Pavilions under review
Heritage & Parks Enhancement Programme	0	0	0	0	0	0	150,000	150,000	0	150,000	150,000	0	150,000	150,000	0	150,000	
Sub-total Leisure	994,200	1,759,609	1,824,699	506,838	1,729,098	(95,601)	912,000	999,694	87,694	912,000	912,000	0	762,000	762,000	0	0	
Sustainability and Climate																	
	Original Budget 2025/26	Original Budgets Plus 2024/25 Rephasing	Latest Budget 2025/26	P10 Spend to Date	Forecast Outturn 2025/26	Variance	Latest Budget 2026/27	Proposed 2026/27	Variance	Latest Budget 2027/28	Proposed 2027/28	Variance	Latest Budget 2028/29	Proposed 2028/29	Variance	Comments	
	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£		
UK Shared Prosperity	0	0	60,401	57,525	60,401	0	0	0	0	0	0	0	0	0	0	0	Budget is currently forecast to be spent
Sustainability Schemes	500,000	500,000	500,000	67,506	500,000	0	500,000	500,000	0	500,000	500,000	0	500,000	500,000	0	500,000	Budget is currently forecast to be spent
Cemetery-Whole Life Costing	72,342	72,342	72,342	3,329	72,342	0	5,000	5,000	0	5,000	5,000	0	5,000	5,000	0	5,000	Budget is currently forecast to be spent.
Sub-total Sustainability and Climate	572,342	572,342	632,743	128,360	632,743	0	505,000	505,000	0	505,000	505,000	0	505,000	505,000	0	0	
Total Climate Change and Leisure	1,566,542	2,331,951	2,457,442	635,198	2,361,841	(95,601)	1,417,000	1,504,694	87,694	1,417,000	1,417,000	0	1,267,000	1,267,000	0	0	

Annex D

CC&L Explanations of capital variances reported this Period

Description	Details of Outturn Variances to Latest Approved Budget	2025/26 £	2026/27 £
Climate Change and Leisure			
Leavesden Country Park Gate	Project Complete full budget not required	(7,907)	0
Watersmeet Electrical	£59k to be rephased into 2026/27 due to delays in aligning contracts and works availability	(59,000)	59,000
Watersmeet Fire Doors	£8k to be rephased into 2026/27 due to availability around events to complete works	(8,000)	8,000
Scotsbridge-Chess Habitat	Rephased into 2026/27 to support River Chess Bypass Project being delivered by the Environment Agency and Hertfordshire County Council	(8,190)	8,190
Pavilions-Whole Life Costing	Rephased into 2026/27 as use of Pavilions under review	(12,504)	12,504
Total Climate Change and Leisure		(95,601)	87,694

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Climate Emergency and Sustainability Action Plan Bi-annual Update

11/03/2026

CLIMATE CHANGE AND LEISURE COMMITTEE

11 MARCH 2026

PART I

CLIMATE EMERGENCY AND SUSTAINABILITY ACTION PLAN UPDATE

(DfE)

1. Summary

- 1.1 This report provides an update on the council's performance against the Climate Emergency and Sustainability Strategy 2024-2027 (Appendix 3) and its associated Action Plan detailed at Appendix
- 1.2 Council emissions have reduced by 8% compared to 2018/19, with key reductions driven by upgrades to council buildings. Emissions from council-owned buildings have dropped 13% since 2018/19.
- 1.3 Of 24 council actions, 15 are complete, 6 are on track, and 3 are retired and just 1 is at risk. Emissions in Three Rivers have decreased by 15.47% from 2018/19 to 2022/23, with the largest reductions in industry (-24.6%) and domestic buildings (-23.1%).
- 1.4 Climate and sustainability terminology used throughout the report are hyperlinked to the glossary, which can be found at the end of this document, in Appendix 1.

2. Recommendation

That the Committee:

- 2.1. Notes the progress made in delivering the strategy.
- 2.2. Agrees to the addition of new actions as outlined at paragraph 3.13 to 3.17.

3. Details

- 3.1. Following a declaration of a Climate Emergency in May 2019, the council adopted its first Climate Emergency and Sustainability Strategy in 2021. Since 2021, the council has worked to deliver the aims and objectives of that strategy to meet its ambition to be net-zero carbon by 2030 and to support the district in being net-zero carbon by 2045.

Council Operation Emissions

Council emissions are reported annually at the October bi-annual review

Figure 1: Decarbonisation projects

Project	Cost	Carbon Saving per annum	Planned installation date
Cavity Wall Insulation at WT	£36,050	10.6 tCO ₂ e	January 2026
Cavity Wall Insulation at TRH	£28,825	6 tCO ₂ e	March 2026
48 kWp Solar PV installation at TRH	£48,038.03	6 tCO ₂ e	March 2026
146 kWp Solar PV installation at SOLC	£102,902.00	24.43 tCO ₂ e	January 2026
Batchworth Depot 22kWp solar installation and 10.36 kWh battery	£20,708	5 tCO ₂ e	Date TBC

- 3.2. Several council building decarbonisation projects are underway in the first half of 2026 which are forecast to reduce emissions by 52 tCO₂e annually
- 3.3. Cavity Wall Insulation (CWI) was installed in Watersmeet Theatre (WT), in January '26, and is scheduled to take place in Three Rivers House (TRH) in March '26.
- 3.4. The Solar array is being extended on TRH in March '26.
- 3.5. A solar array was installed on SOLC in January 2026.

A third solar array will be installed on Batchworth depot further to approval at Policy and Resources Committee in January '26. Date to be confirmed. *See Figure 1 for details.*

Progress against the 2024-2027 Council Emissions Action Plan

- 3.1 Appendix 2 gives a detailed view of current actions and their progress, with Figure 5 below providing an overview of Action Progress regarding Council Emissions.

Figure 2

Council Emissions Action Progress	Building, Emissions and Energy	Travel and Air Quality	Waste and Resources	Nature and Water	Adaptation and resilience	Other	Total
Delayed and vulnerable to not happening	0	0	0	0	0	0	0
Delayed but still progressing	0	0	0	0	0	0	0
In Progress - On Track	3	1	0	0	1	1	6
Completed	5	3	2	1	1	3	15
Not Started	0	0	0	0	0	0	0
Retired	0	2	0	1	0	0	3
Total	8	6	2	2	2	4	24

Progress shows the majority of actions are now completed, with the remaining in progress, or retired. Those retired are; Explore procuring Ultra-low Emission vehicle (ULEV) and Electric Vehicle (EV) salary sacrifice scheme, Establish a route to zero for the council fleet as part of a 5-year fleet procurement plan, and Reducing food miles and encouraging local food production and a sense of community for staff by developing a staff community garden for their own consumption and suppliers for the local food bank. These have been retired as they have been done so because they have been determined as not feasible or absorbed into other actions.

Council Emission Highlights from October 25 – February 26:

3.2 Installation of Cavity Wall Insulation at Watersmeet Theatre, and installation of Solar PV at South Oxhey Leisure Centre.

3.3 The Solar PV performance of William Penn Leisure Centre is laid out in *Figure 3 below*.

Figure 3: William Penn Solar PV Performance January '25 – December '25.

	Utility Bill Savings	T CO2e Saved
Forecast	£29,173	83
Actual	£31,500	86
+/- Forecast	£2,327	3

3.4 Electric Vehicle public charge points are now available at Three Rivers House underground car park and available for staff use.

Next Steps to progress Council Emissions actions: March 26 – October 26

3.5 Reviewing the options to switch to a green energy tariff under our existing utility contract with N Power.

3.6 Officers will draft a document to formalise the council's approach to carbon offsetting in 2026, following approval at CMT.

District Emissions

3.7 District emissions will be updated in October following their annual publication in June.

3.8 Appendix 1 shows the detail on progress on district actions, with a summary below in *Figure 3*.

Figure 3: Overview of Action Progress – District Emissions Action Plan.

District Emissions Action Progress	Building, Emissions and Energy	Travel and Air Quality	Waste and Resources	Nature and Water	Sustainable Living	<u>Adaptation</u> and resilience	Total
Delayed and vulnerable to not happening	0	0	0	0	0	0	0
Delayed but still progressing	1	0	0	1	0	0	2
In Progress - On Track	5	6	1	6	3	3	24
Completed	7	4	3	10	9	6	39

Not Started	1	0	1	4	0	0	6
Retired	2	1	1	1	1	0	6
Proposed Actions	2	0	0	1	2	0	4
Total	18	11	6	23	15	9	80

The majority of actions are in progress or complete. Those not yet started are due to lack of officer capacity, and prioritisation of other actions and workloads. 6 of the actions now retired, are due to establishing the projects are not feasible, or their absorption into other actions. There is an action delayed but still progressing. Securing funding for a feasibility study for the potential heat network powered by the Abbots Langley data centre. The application to the Heat Network Delivery Unit was unsuccessful, but other routes to establish viability are being explored.

Five new actions are proposed to be added to the Action Plan:

3.9 Provide grant funding to local SMEs for solar and battery storage installation to commercial premises in the district. A maximum £3,000 grant requiring a minimum 75% match funding by the business, with £50,000 total spread over 2 years, and could generate local investment of £200,000 and support local jobs. This project has been approved by JLT and P&R.

3.10 A new marketing campaign is under development with the aim of encouraging installation of solar panels and heat pumps in domestic and commercial properties. Artwork will be displayed on waste collection vehicles in place of the winter Pantomime banners and thereafter used for social media and engagement events undertaken by GUCE.

3.11 Develop a Green Space Strategy. This would be a new strategy for the council building on the work of the Biodiversity Opportunities Audit, acknowledging many council owned greenspaces do not require full individual management plans. This project is in very early stages.

3.12 Work with Grand Union Community Energy to inform and inspire residents to retrofit their homes and adopt low-carbon technologies through a series of retrofit-related events.

3.13 Work with Grand Union Community Energy to offer Sustainable Streets to residents as a means of supporting sustainable behavioural change.

District Emission Highlights from October 25 – February 26:

3.14 The Environmental Forum has now been renamed as the Environmental Network and new Terms Of Reference was recommended by CCLC 14 January 2026 to

progress to Full Council 24 February 2026. The March meeting took place in South Oxhey with a focus on energy. The next meeting is scheduled to take place on 28 March 2026, the time and location is to be decided, with transport the planned topic of discussion.

- 3.15 Draft net-zero policies for new build energy efficiency standards above current Building Regulations were incorporated into the Regulation 18 Local Plan Consultation in Summer 2025. These draft policies aim to secure highly energy efficient new housing which is more closely aligned with net zero targets than current Building Regulations under the Future Homes Standard.
- 3.16 Three Rivers District Council have worked closely with local community energy group, Grand Union Community Energy (GUCE), to explore the feasibility of major decarbonisation initiatives such as heat networks fed by aquifers and data centres, and solar canopies in council-owned car parks, as well as delivering projects such as Transition Streets under Fast Followers. The council's collaborative approach to joint projects with GUCE was recognised and Highly Commended by Community Energy England at the Community Energy Awards in November 2025.
- 3.17 The next annual careers fair in partnership with Watford Burrough Council and Hertfordshire Futures following the success of the 2025 careers fair is taking place on Thursday 5th March at Woodside Leisure Centre. This is a general careers fair, aimed at students in the day and open to the public in the evening, with a focus on highlighting 'Green' skills and careers.
- 3.18 A Community Energy Fund Stage 1 feasibility study, overseen by Grand Union Community Energy is underway to assess the technical and economic feasibility of a heat network to utilise the waste heat from the planned data centre in Abbots Langley. The study concludes by April 2026, after which, the next steps will be decided.
- 3.19 5 local community and charitable organisations have been awarded sustainability funding in 25/26 to date totalling £7,550. This has included solar on Chorleywood

Community Arts Centre, Rickmansworth Toy Library, Mill End Baptist Church for a new electric cooker, Ebony Ambassadors, Community Learning Partnerships, and Good Vibrations. The achievements of these projects will be communicated through digital channels, and further information on the projects funded is available on our website [here](#).

- 3.20 TRDC Officer will attend Hertfordshire Retrofit Strategy Steering Group meetings to contribute to the delivery of the Strategy. HCCSP is seeking funding to deliver Strategy from various sources currently. Priority action is to establish a Retrofit Advice Service for residents across Hertfordshire.
- 3.21 Continuing to deliver Warm Homes Local Grant funding in partnership with Watford Council. Results of first year of delivery to be shared from April 2026. ECO4 and GBIS schemes end in March 2026 and will not be renewed, following government announcement in Autumn budget.
- 3.22 TRDC have commissioned GUCE to offer Sustainable Streets to residents until October 2026 to encourage community-led sustainable behavioural change. GUCE are also offering free, in-person energy advice to residents at regular Healthy Hub locations and are currently planning their first retrofit event which will inform and inspire residents on the topic of home retrofit, with specific focus on heat pumps and solar panels, aiming for Spring 2026.
- 3.23 A screening of Power to the People was attended by over 60 people with a panel discussion at Watersmeet Theatre, panellists included representatives from Octopus Energy and GUCE, with productive discussions around barriers and solutions to installations such as funding and trust.
- 3.24 Electric Vehicle Charge Points (EVCP) installations are now complete, with 28 installations taking place across Three Rivers District Council car parks. Funding was secured from the Office for Zero Emission Vehicles' On-street Residential Charge point Scheme and from the Community Infrastructure Levy. There is also a contribution from Blink Charging, the chosen Charging Point Operator. The full list of sites can be viewed in Appendix 2.

Next steps to progress District Emission actions: March 26 – October 26

- 3.25 Establishment of the Environmental Champions Award approved at CMT in December 2025. Award to launch in March 2026, with winners announced at Great Big Green Week event combined with a free film showing at Watersmeet in June 2026.
- 3.26 Roll out of the solar and heat pump campaign materials in conjunction with engagement by GUCE.

3.27 Progress the feasibility for a Heat Network powered by the Abbots Langley Data Centre to attract private investment.

3.28 Work on the Three Rivers Energy Plan is continuing and will be completed ahead of the next action plan update.

4. Options and Reasons for Recommendations

4.1. The Council declared a Climate Emergency in 2019 and agreed a Climate Emergency and Sustainability Strategy in 2021, and the update in 2023. It was agreed on adoption of the strategy a bi-annual report would be brought to the Climate Change and Leisure committee bi-annually to update on progress against the strategy and the associated action plan.

5. Policy/Budget Reference and Implications

5.1. The recommendations in this report are within the council's agreed policy and budgets. The budgets associated with the actions are identified within the report and its appendices. Most identified actions are achievable within existing budgets; except where additional external funding is required or business cases are required to be submitted to Policy and Resources against the capital programme budget. The sustainability revenue budget is being used to secure external funds and deliver against agreed [net zero](#) projects as outlined in this report.

5.2. The recommendations in this report relate to the achievement of the following performance indicators:

- CP50 District carbon emissions reported as [tCO₂e](#) equivalent.
- CP52 Council Operations Carbon emissions reported as tCO₂e equivalent.

5.3. The impact of the recommendations on this/these performance indicator(s) is:

- The Actions and progress against these KPIs are the council's road map to reducing both the council's own operational emissions and supporting the district in reaching net-zero and therefore achieving the PIs.

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

Legal Implications

6.1. Contract work will be required on certain projects, and these will be managed on a case-by-case basis.

6.2. Policy and Resources Committee approval is required for all projects which intend to use the Council's Capital Sustainability Fund

Equal Opportunities Implications

- 6.3. A Short Equality Impact and Outcome Assessment has been completed and can be found at Appendix 4. There are no negative impacts identified as arising from the proposals within the Action Plan and its delivery to date. Equality Impact Assessments will be conducted for specific actions and proposals on a project-by-project basis.

Staffing Implications

- 6.4. All service areas are, and will continue to be involved with the delivery of the Action Plan, supported by the Climate Change team.

Environmental Implications

- 6.5. The Climate Emergency and Sustainability Action Plan reported in this report supports the Council and District to reduce emissions to net-zero carbon and increase sustainability across a wide range of areas. Furthermore, the Action Plan will support the [mitigation](#) of the impacts of the Climate Emergency.
- 6.6. A sustainability impact assessment can be found at Appendices 5 resulting in a score of 3.8/4.

Homes, buildings, infrastructure, equipment and energy	3.75
Travel	3.33
Goods and Consumption	4.00
Ecology	4.00
Adaptation	3.50

- 6.7. Achieving the actions in this Action Plan will improve community safety across the district through reducing the risks associated with the Climate Emergency, including wildfires, floods, and heatwaves.

Public Health implications

- 6.8. The Action Plan will contribute to the prevention of deterioration of health and well-being issues arising from the consequences of climate change such as overheating, skin cancers, decline in productivity, and respiratory illnesses.

- 6.9. Improvements in Home Energy Efficiency through [retrofit](#) work will improve environmental quality within homes and reduce energy bills, thereby assisting in reduction of financial anxiety related to household bills and benefitting physical health by improving the warmth and air quality within homes and preventing damp and mould.

Customer Services Centre Implications

- 6.10. Customer Services are briefed on a project-by-project basis.

Communications and Website Implications

- 6.11. The website is crucial to this strategy as the repository for the information regarding all relevant projects and initiatives.
- 6.12. The district emissions ambition in the strategy demonstrates the need for sustained engagement with the residents, businesses, and communities in the district to encourage a shift to more sustainable behaviours. The climate change team works closely with the communications team and will continue to do so.
- 6.13. Briefings are held with members as required to optimise the chances of success of the various initiatives.
- 6.14. Active engagement will continue to be essential with the Local Strategic Partnership, parish councils, schools, resident associations, housing associations, activist, and conservation groups.

Risk and Health & Safety Implications

- 6.15. The Council has agreed its risk management strategy which can be found on the website at <http://www.threerivers.gov.uk>. 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.
- 6.16. The subject of this report is covered by the Climate and Sustainability service plan. Any risks resulting from this report will be included in the risk register and, if necessary, managed within this plan.

Nature of Risk	Consequence	Suggested Control Measures	Response	Risk Rating
The Council fails to act to reduce its' CO2	The Council Net Zero target of 2030, Corporate Framework net zero carbon theme and requirements of the Climate and Emergency	For the Committee to note and continue to provide a	Treat	6

emissions	Sustainability Strategy are unlikely to be met unless a coordinated programme of activity is implemented. And importantly the Council will not be addressing the Climate Emergency and thus will contribute further to the increase in global warming and its' consequences.	mandate for officers to progress the actions identified.		
The Council fails to consider adaptation requirements to climate change	Services provided by the council are disrupted by extreme weather conditions, some of which could have been avoided with pre-planning. Customers are impacted by extreme weather conditions, some of which may have been avoidable with pre-planning	Continue to measure the risks and implement the actions associated with the risk register.	Treat	6

6.17. In the officer's opinion the risk that the Council fails to act to reduce its emissions would seriously prejudice the achievement of the Strategic Plan and therefore presents a strategic risk.

6.18. 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.

7 Data Quality

NA

8 Appendix 1: Glossary of Environmental Terms and References

Adaptation (Climate Adaptation)

Actions that reduce vulnerability to climate change impacts by adjusting infrastructure, ecosystems, or human behaviour.

Air Source Heat Pump (ASHP)

A low-carbon heating technology that extracts heat from outside air to heat buildings and water, even in cold temperatures.

Carbon Dioxide Equivalent (CO₂e)

A unit used to measure the global warming potential of different greenhouse gases, expressed as the amount of CO₂ that would have the same impact.

Community Energy Fund

A government grant to support the development of community-led renewable energy projects.

Decarbonisation

The process of reducing or eliminating carbon dioxide and other greenhouse gas emissions from activities such as transport, heating, and power generation.

Emissions Scope (1, 2, 3)

- **Scope 1:** Direct emissions from sources controlled by the council (e.g. gas boilers, fleet vehicles).
- **Scope 2:** Indirect emissions from purchased energy.
- **Scope 3:** Indirect emissions from activities not owned or controlled by the council, like procurement or business travel.

Fast Followers Programme

An Innovate UK-funded programme supporting local authorities in accelerating climate action and delivering replicable, scalable climate solutions.

Greenhouse Gases (GHGs)

Gases that trap heat in the atmosphere and contribute to climate change, including CO₂, methane (CH₄), and nitrous oxide (N₂O).

Ground Source Heat Pump

A renewable heating technology that extracts heat from the ground for use in heating buildings.

Heat Network

A system for distributing heat generated in a centralised location to residential and commercial buildings through a network of insulated pipes.

Local Area Energy Plan (LAEP)

A data-driven framework to plan for the energy transition at the local level, considering future electricity and heating needs.

Low Carbon Technologies (LCTs)

Technologies that produce less greenhouse gas emissions compared to traditional fossil fuels, e.g. solar PV, heat pumps, and EVs.

Mitigation (Climate Mitigation)

Actions that reduce the amount or speed of future climate change, usually by cutting emissions or enhancing carbon sinks.

Net Zero Carbon

Achieving a balance between the greenhouse gases put into the atmosphere and those removed or offset.

Carbon Offsetting

Compensating for carbon dioxide emissions resulting from council operational activity by investing in projects that reduce or remove emissions elsewhere, such as tree planting or renewable energy production.

Public Sector Decarbonisation Scheme (PSDS)

A UK government funding programme supporting energy efficiency and low-carbon heat in public sector buildings.

Retrofit (Home Energy Retrofit)

Improving the energy efficiency of existing buildings through insulation, heating system upgrades, glazing improvements, etc.

Retrofit One Stop Shop (ROSS)

A comprehensive technical advice service for homeowners in the district that offers free, independent guidance and support on planning retrofit, identifying funding and finance options for retrofit and finding accredited installers.

Solar Canopies

Structures installed over car parks or other open spaces with solar photovoltaic (PV) panels to generate renewable electricity.

Solar Photovoltaic (PV)

A renewable energy technology that converts sunlight directly into electricity using solar panels.

Solar Together

Solar Together is a **group-buying scheme**, delivered by iChoosr and in partnership with all 10 Local Authorities in Hertfordshire, that enables homeowners to register for free and, through a reverse auction, secure **high-quality solar PV panels** (and optional battery storage or EV charge points) at **competitive prices**—all while being supported throughout the process by vetted installers and dedicated helpdesks. It has been run three times across Hertfordshire to date.

Standing Charges

Fixed daily charges applied to energy bills, regardless of how much energy is used.

Sustainable Travel

Transport options that are environmentally friendly, such as walking, cycling, public transport, and electric vehicles.

Territorial Emissions

Greenhouse gas emissions from sources located within a specific geographical area, excluding imports and exports.

Transition Streets

A community-led behavioural change programme encouraging sustainable living by engaging small groups of neighbours in actions to reduce carbon footprints.

Tonne of Carbon Dioxide Equivalent (tCO₂e)

A standard unit for measuring carbon footprints, representing one metric tonne of CO₂ or its equivalent in other GHGs.

Utility Costs

The costs associated with electricity, gas, water, and other essential building services.

Background Papers**APPENDICES / ATTACHMENTS**

Appendix 1: Glossary of Environmental Terms and References

Appendix 2: Climate Emergency and Sustainability Strategy Action Plan 2024 - 2027

Appendix 3: TRDC Climate Emergency and Sustainability Strategy 2023 - 2027

Appendix 4: Equalities Impact Outcome Assessment

Appendix 5: Climate and Sustainability Impact Assessment

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Progress Key
Delayed and vulnerable to not happening
Delayed but still progressing
In Progress - On Track
Completed
Not Started
Retired
New Action

Council Themes	District Themes
Buildings, Emissions and Energy	Housing, Buildings, Energy and Emissions
Travel and Air Quality	Travel and Air Quality
Circular Economy/Waste and Resources	Circular Economy/Waste and Resources
Nature and Water	Nature and Water
Adaptation and resilience	Sustainable Living
Other	Adaptation and resilience

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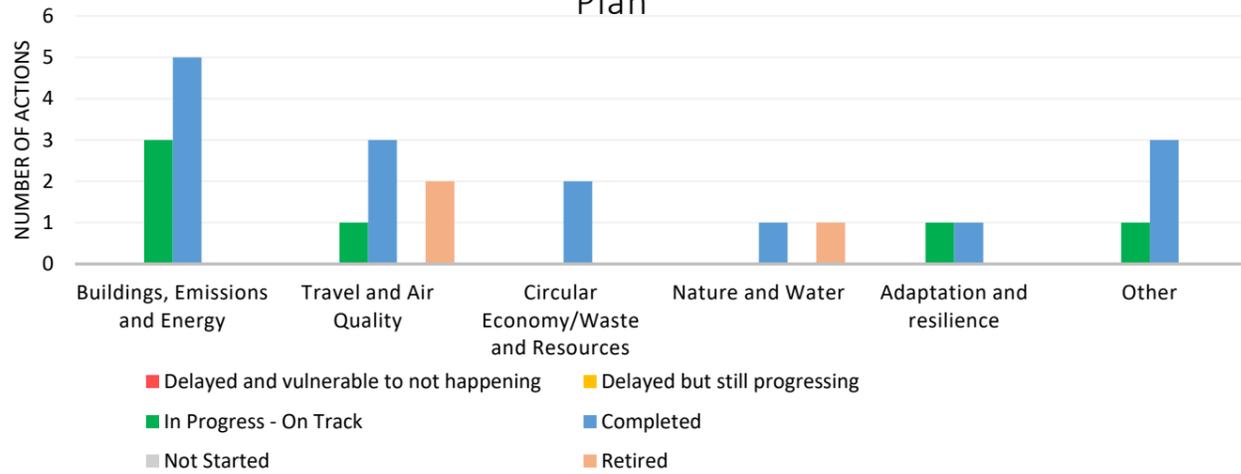
District KPIs/Objectives
Reduce emissions in the district by 14% annually 2023 - 2027
Reduce total household waste collected at the kerbside by 50% by 2042 against 2019 levels.
Reach 65% recycling rate for household waste by 2035.
Increase biodiversity and improve terrestrial and aquatic landscapes.
Influence residents and stakeholders to live, work and travel more sustainably.
Build a climate resilient community adaptable to climate change.

Council Objectives
Net-zero emissions for council operations by 2030
Improve biodiversity and/or water quality
Enable and inspire the district to achieve net-zero emissions by 2045
Improve circular economy
Reduce total household waste collected at the kerbside by 50% by 2042 against 2019 levels.
Build a climate resilient council adaptable to climate change.

Three Rivers District Council Climate Emergency and Sustainability Action Plan 2024 -2027 - Tracker

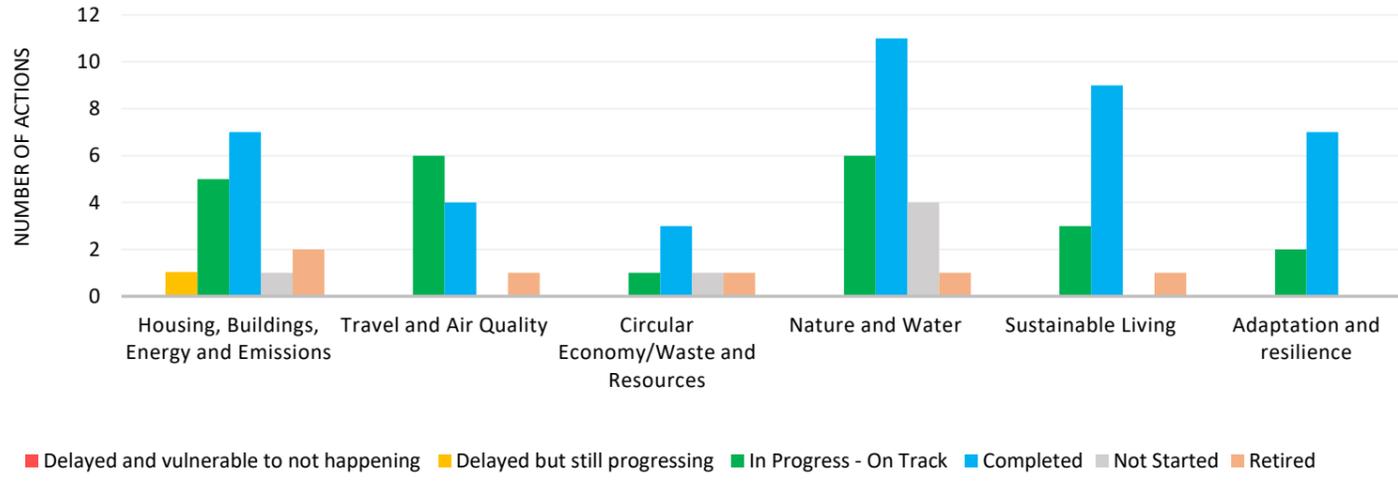
Council Emissions Action Progress	Council Emissions Action Progress						Total
	Buildings, Emissions and Energy	Travel and Air Quality	Circular Economy/Waste and Resources	Nature and Water	Adaptation and resilience	Other	
Delayed and vulnerable to not happening	0	0	0	0	0	0	0
Delayed but still progressing	0	0	0	0	0	0	0
In Progress - On Track	3	1	0	0	1	1	6
Completed	5	3	2	1	1	3	15
Not Started	0	0	0	0	0	0	0
Retired	0	2	0	1	0	0	3
Total	8	6	2	2	2	4	24

Overview of Action Progression - Council Emissions Action Plan



District Emissions Action Progress	District Emissions Action Progress						Total
	Housing, Buildings, Energy and Emissions	Travel and Air Quality	Circular Economy/Waste and Resources	Nature and Water	Sustainable Living	Adaptation and resilience	
Delayed and vulnerable to not happening	0	0	0	0	0	0	0
Delayed but still progressing	1	0	0	0	0	0	1
In Progress - On Track	5	6	1	6	3	2	23
Completed	7	4	3	11	9	7	41
Not Started	1	0	1	4	0	0	6
Retired	2	1	1	1	1	0	6
New Action	2	0	0	1	2	0	5
Total	18	11	6	23	15	9	82

Overview of Action Progression - District Emissions Action Plan



Three Rivers District Council Climate Emergency and Sustainability Action Plan 2024 -2027
District Emissions

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Housing, Buildings, Energy and Emissions	Encourage installation of Solar PV on residential dwellings through the uptake of the Solar Together bulk-buying scheme.	Reduce emissions in the district by 14% annually 2023 - 2027	Climate and Sustainability , HCCSP, Solar Together	£600 for promotion In existing budget	Annual scheme from 2022 - 2025	2 cohorts of Solar Together have been completed, resulting in 93 solar PV installations, 83 battery installations, 868 panels installed and 71.6 tonnes of carbon dioxide saved. The acceptance rate was 16.5%. The 2025 round of Solar Together Three Rivers had 454 registrations for solar with 82 residents paying deposits. Installations are underway, and 79 have accepted and paid the deposit for solar panels. For battery storage 27 registered and 3 have accepted and paid the deposit. This is the final round under the existing contract with Solar Together and so this action is complete. (June 25 ED)	Completed
Housing, Buildings, Energy and Emissions	Create an Energy Plan with associated targets and actions, and support the development of Regional Energy Strategic Plans and UK Power Networks infrastructure upgrades	Reduce emissions in the district by 14% annually 2023 - 2027	Climate and Sustainability , Greater South East Net Zero Hub, Energy Systems Catapult, DNO, HCCSP, Regional Energy Strategic Planners (RESPs)	N/A	Oct-26	Currently developing a LAEP for Three Rivers to identify current and future energy demand and production, including identifying opportunities for renewables deployment, heat networks and retrofit opportunities to support a route to net-zero. Support from REGEN has been secured as a critical friend through the Fast Followers programme. Our LAEP process and outcome will contribute to the Hertfordshire Area Energy Plan. Hertfordshire Growth Board will be the public face of the Hertfordshire Area Energy Plan (HAEP), lobbying government, power 'generators' and investors to help deliver the measures identified in the HAEP and the consequential benefits. (December 24 ED) The LAEP previously being developed will now be restructured into an Energy Plan inspired by a LAEP, making the document more aligned to the Council's needs, action focused, easier to communicate, and subject to continuous renewal. Businesses are being engaged with both online and in person, requesting that they complete a survey to understand current and future energy needs, and allow us to build a network of organisations to support in the future. Engagement is currently ongoing. (Sept 25 ED) <i>Final drafting of the Energy Plan is ongoing.</i>	In Progress - On Track
Housing, Buildings, Energy and Emissions	Support the creation of a Hertfordshire-wide Retrofit Strategy under the Local Area Retrofit Accelerator pilot project.	Reduce emissions in the district by 14% annually 2023 - 2027	HCCSP, Hertfordshire County Council, MCS Foundation	N/A	Draft January 2024 Aiming for HCCSP presentation Spring 2025	Development of a countywide retrofit strategy commenced Autumn 2024 and completed in Spring 2025. The Commitment to the final Strategy was adopted at Climate Change and Leisure committee (July 25).	Completed
Housing, Buildings, Energy and Emissions	Support the delivery of the Hertfordshire Retrofit Strategy as a member of the Hertfordshire Retrofit Partnership.	Reduce emissions in the district by 14% annually 2023 - 2027	HCCSP, Hertfordshire County Council	N/A	From July 2025 onwards	Countywide Retrofit Strategy completed in Spring 2025. The final Strategy was approved by TRDC's Climate Change and Leisure Committee on 2/7/25. A Hertfordshire Retrofit Action Plan will subsequently be developed, and from there we can assess what our role in this countywide wide plan will be. (EN: Sept 25). <i>TRDC Officer will attend Hertfordshire Retrofit Strategy Steering Group meetings to contribute to the delivery of the Strategy. HCCSP seeking funding to deliver Strategy from various sources currently. Priority action is to establish a Retrofit Advice Service for residents across Hertfordshire. (Jan 2026 EN)</i>	In Progress - On Track

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Housing, Buildings, Energy and Emissions	Reduce emissions from commercial buildings and operations by distributing grants for renewable energy technologies, energy efficiency improvements, and EV vehicles, to businesses in Three Rivers from the UK Shared Prosperity Fund (UKSPF).	Reduce emissions in the district by 14% annually 2023 - 2027	Climate and Sustainability,	£130,000 capital grants from UKSPF	March 2025	12 businesses have been selected to receive the grant and we are currently signing deeds with each business to permit the work to be carried out. The projects focus on variety of approved measures including Solar PV, insulation and LED lighting. (December 24) 10 businesses received grants valued up to £168,898, which lead, through match funding £230,060 investment in low carbon technologies. The businesses are forecast to save 52.5tCO2e in one year. Technologies ranged from solar panels, to insulation to a low carbon coffee roaster. (July 25)	Completed
Housing, Buildings, Energy and Emissions	Build a network of local businesses and support them to decarbonise non-domestic buildings with technical and financial support where possible.	Reduce emissions in the district by 14% annually 2023 - 2027	Climate and Sustainability,	Current Climate Change budget £50,000 over FY's 25/26 and 26/27	July 26 (will extend until funds are used)	Survey to local SMEs to gather information on current and future energy use to inform Energy Plan is currently live. >Climate team to consult with local businesses on their interest in an e-cargo bike loan scheme or grant, and will enquire with HCC if there are any plans for e-cargo bikes for businesses. >Climate team to consult with local businesses on their appetite for the type of support WENTA offers. >Climate team to promote Hertfordshire Growth Hub's free 1-2-1 business support through LAEP Business Engagement activities. (Sept 2025) Businesses have been engaged with through a survey and face to face meetings as part of the Energy Plan development. (Jan 26 ED)	In Progress - On Track
Housing, Buildings, Energy and Emissions *NEW ACTION*	Provide grant funding to local SMEs for solar and battery storage installation.	Reduce emissions in the district by 14% annually 2023 - 2027	Climate and Sustainability	Current Climate Change budget £50,000 over FY's 25/26 and 26/27	March 2028	Grant scheme offering eligible SMEs up to £3,000 grant towards the cost of solar panels and/or batteries for their commercial premises (requiring minimum 75% match funding from each business) to launch after Full Council announcement on 24th Feb 2026. (Jan 26 EN)	New Action
Housing, Buildings, Energy and Emissions	Install community-funded renewable energy on a building in Three Rivers.	Reduce emissions in the district by 14% annually 2023 - 2027	Climate and Sustainability, Grand Union Community Energy, Leisure, Property, Finance.		A detailed plan for community-funded solar on a building or land owned by TRDC . March '26	Initial exploratory work on community-funded solar canopies and rooftop solar completed in Fast Followers project from July 2023-June 2025. Investment Readiness Scheme funding secured to develop detailed business cases for solar canopies on council-owned car parks, which may include a blend of community funding and other finance. Cessation of Public Sector Decarbonisation Scheme funding has prompted the Council to re-assess projects with potential for community funding. Potential for community funding towards a viable solar canopy on council-owned car park. (July 25) The non-viability of the solar car park canopy project, and as TRDC are investing on solar projects on council buildings, means it is very unlikely there will be community projects on council buildings. Officers are continually looking across the district for opportunities on non-council	Retired
Housing, Buildings, Energy and Emissions	Host a developer conference to encourage developers to voluntarily adopt net-zero building standards by proving the commercial viability of this approach.	Reduce emissions in the district by 14% annually 2023 - 2027	Climate and Sustainability, HCCSP, Development Management, LEP, Herts Growth Board, Hertfordshire Building Control	£4,000	2026-2027	Action is delayed as it is a complex event and with the uncertainty surrounding target housing numbers, the Future Homes Standard and the need to have a concerted county wide effort through HCCSP, the timing needs to be right. (December 2024). This action needs to wait for the outcome of the draft sustainability policies in the Local Plan. Then it would need to be a countywide event. Timing of this remains critical. (July 25 ED) No update (Jan 26 ED)	Not Started

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Housing, Buildings, Energy and Emissions	Commission a report to understand the extent to which the Draft Local Plan can require optimal energy efficiency standards for new developments to meet net zero targets.	Reduce emissions in the district by 14% annually 2023 - 2027	Planning Policy	Within existing budget	Oct-24	<p>Consultant has provided draft policies and evidence bases for new Local Plan. These will progress through committee in 2025 aligned with Local Plan timelines (December 2024)</p> <p>Draft sustainability policies progressed through the Local Plan committee and have been incorporated into Regulation 19 Local Plan Consultation which commenced July '25. (July '25 JH)</p>	Completed
Housing, Buildings, Energy and Emissions	Encourage and support self-funding homeowners to retrofit their property, through projects such as the 'Retrofit One Stop Shop'.	Reduce emissions in the district by 14% annually 2023 - 2027	Climate and Sustainability	<p>Funding provided by Innovate UK Fast Followers project.</p> <p>£7500 from Climate Change budgets for interim support tool.</p>	By June 2025 successfully trialled a Retrofit One Stop Shop service, and understood non-technical barriers to domestic retrofit for self-funding sector. Considered options to scale and fund the service.	<p>Retrofit One Stop Shop, known as "Super Homes Three Rivers" launched in December 2023 and has delivered over 100 free retrofit surveys and plans to Three Rivers residents in "hard to treat" homes, with 23 homes going on to install energy saving measures. This will be progressed with the Hertfordshire Retrofit Strategy.</p> <p>In Three Rivers we have set up two contracts with GUCE to continue the delivery of Transition Streets and deliver targeting community energy advisory services, to engage with renewable energy solutions, unlock community funded opportunities, and assist residents with decarbonisation. (Sept 2025).</p> <p>Establishing a countywide Retrofit Advice Service is a priority action for the Hertfordshire Retrofit Strategy, so will be led by the Hertfordshire Retrofit Strategy Steering Group, of which TRDC is a member. (Jan 26)</p>	Completed
Housing, Buildings, Energy and Emissions	Investigate innovative sources of funding and financing for domestic retrofit for the "able to pay" sector.	Reduce emissions in the district by 14% annually 2023 - 2027	Climate and Sustainability, Hertfordshire County Council, Hertfordshire Local Enterprise Partnership, Greater South East Net Zero Hub	Funding to investigate options provided by Innovate UK Fast Followers project.	By end of Fast Followers project: have investigated options for financing retrofit.(June 2025)	Retrofit loans via Scroll Finance was explored. Lendology loans to be explored as part of Hertfordshire Retrofit Strategy. (June 2025).	Completed
Housing, Buildings, Energy and Emissions	Engage with local trades and SMEs about the market opportunity for retrofit in Three Rivers, and upskilling to retrofit related roles.	Reduce emissions in the district by 14% annually 2023 - 2027	Climate and Sustainability, Hertfordshire Local Enterprise Partnership, the National Energy Foundation (NEF), Hertfordshire Building Control, OVO, local Housing Associations	<p>Funding provided by Innovate UK Fast Followers project and UKSPF, and some activities funded by Herts LEP.</p> <p>Sponsorship considered too</p>	March 2027	<p>Hertfordshire Futures with support from TRDC, NEF hosted an SME-focused retrofit event 12th June 2024.</p> <p>Linked in with Job Centre to get people qualified for retrofit roles. Hosted a sustainability careers fair for 425 students and job seekers with a significant focus on retrofit, construction, and renewable energy technology related careers in March 2024.</p> <p>A Career fair was held in March 2025, in partnership with Watford Borough Council and Hertfordshire Futures for Secondary Schools across Watford and Three Rivers. Many local employers attended such as Warner Brothers, Skanska and Asos, there was also significant representation from Three Rivers Council. While the Careers Fair was a general one, Green Careers were highlighted and promoted. A further fair is planned for 2026.</p> <p>Retrofit-related Jobs and Skills support to be considered as part of Hertfordshire Retrofit Strategy. (June 2025)</p> <p>The responsibility for this is now mainly with HCCSP/Retrofit Steering Group on a countywide scale, and the Careers Fair with a focus on green careers is now an annual event as part of business as usual. (Jan 26 ED)</p>	Completed

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Housing, Buildings, Energy and Emissions	<p>Continue to manage and deliver grant-funded domestic retrofit schemes, and take relevant grant-funded retrofit opportunities as they arise.</p> <p>Regularly promote funding opportunities for retrofit to residents and businesses through Climate Change Team Communication Plan and through the Transitions Street programme</p>	Reduce emissions in the district by 14% annually 2023 - 2027	<p>Climate and Sustainability,</p> <p>ECO4/GBIS: E.ON and NEF</p> <p>Warm Homes Local Grant: Watford Borough Council and NEF</p>	<p>ECO/GBIS Funding from energy companies-undefined amount.</p> <p>Warm Homes Local Grant - £3.7 million total (£1.8mn for Three Rivers)</p> <p>Existing TRDC Warmer Homes budget</p>	<p>ECO4/GBIS: March 2026.</p> <p>Warm Homes Local Grant: 2025-2028</p>	<p>Energy Company Obligation Phase 4 and Great British Insulation scheme in partnership with E.ON, upgraded 87 local homes with fully-funded energy efficiency improvements (166 measures in total). £935k invested by E.ON in Three Rivers to-date.</p> <p>SHDF Wave 2 - 114 installs of external wall insulation completed in March 2025 (113 socially rented homes owned by Thrive, and 1 private infill).</p> <p>£3.7 million Warm Homes Local Grant funding awarded to Watford and Three Rivers for private residential retrofit. £345,804 is allocated to TRDC in the first year. Scheme launched May 2025. Managing agent is in place, and initial leads are being progressed.</p> <p>TRDC Fuel Poverty Grant has supported 7 eligible homes between March 24- February 25; part- or fully-funding two broken boiler replacements, one room in room insulation, two cavity wall insulation, two loft insulation, and ventilation installations. (EN June 2025)</p> <p>TRDC continuing to deliver Warm Homes Local Grant funding in partnership with Watford Council. Results of first year of delivery to be shared from April 2026. ECO4 and GBIS schemes end in March 2026 and will not be renewed, following government announcement in Autumn budget. (EN Jan 2026)</p>	In Progress - On Track
Housing, Buildings, Energy and Emissions	Report on the enforcement of the Minimum energy Efficiency Standards (MEES) regulations and establish interventions once outcomes are known.	Reduce emissions in the district by 14% annually 2023 - 2027	Housing, Facilities / Regulatory Services		November 2024. Annual report to be published online.	<p>Private landlords in Three Rivers who fail to meet the minimum standards will be signposted to relevant funding for energy efficiency improvements, where available.</p> <p>Annual Letter to Letting Agents advising them of legislative updates, grant opportunities and retrofit guidance / example case studies. Letter sent to 27 local letting agents on 6/12/23. The next letter to be sent November 2024 and the response rate to this letter will be recorded and published. Lack of resource meant this task was not completed in November, however, letters are projected to be sent out by the end of January 2025.</p> <p>A Green Incentives letter along with the Warm Homes Local Grant poster circulated to 28 x local estate agents who operate within the district in March 2025. No replies received from any of these agents at this time, however, any response will be recorded and reported on. (June 25 JH)</p> <p>The council's Housing team will contact local estate agents and private landlords to inform them of the funding and support available to improve</p>	In Progress - On Track
Housing, Buildings, Energy and Emissions	Identify and bid for additional funding to enhance the provision of the National Energy Foundation's Home Energy Support Service (Better Housing Better Health) helpline to include home visits, community engagement, and an enhanced retrofit funding pot.	Reduce emissions in the district by 14% annually 2023 - 2027	Climate and Sustainability, The National Energy Foundation (NEF)	Funding to be sought.	July 2024	Action retired as NEF source their own external funding to run the Better Housing Better Health service across several counties, including Hertfordshire, so not a responsibility of TRDC. (July 2025).	Retired

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Housing, Buildings, Energy and Emissions	Work to secure feasibility funding for a Heat Network powered by the recently approved Data Centre in Abbots Langley.	Reduce emissions in the district by 14% annually 2023 - 2027	Climate and Sustainability , DESNEZ, City Science, GUCE	In current Climate Change budget	December 25	Letters sent from Council Leader to DESNZ to request special circumstances for a Heat Network delivery unit grant. Draft Heat Network zone created by City Science and DESNZ. Letters of support received from HCC, WBC, Watford Hospital, Watford Community Housing Trust, and Greystoke the developer. Application for feasibility funding submitted - awaiting a response by end of October. (Sept 25 JH) Grand Union Community Energy (GUCE) did receive funding for a more modest feasibility study. This is due to complete in Matvh '26. This action will be retired and a new one created depending on the outcomes. JH Jan '26	Delayed but still progressing
NEW Housing, Buildings, Energy and Emissions	Develop and deploy a communications campaign to increase installations of Solar and Heat Pumps across the district.	Reduce emissions in the district by 14% annually 2023 - 2027	Climate and Sustainability , GUCE	In current Climate Change budget	April 2026	3 quotes were received from external graphic designers based on a creative brief, and the work has been awarded. Work has now started to develop the digital assets for the campaign. It will be displayed on waste vehicles, and communications will be used by GUCE. (Jan 26 ED)	New Action
Travel and Air Quality	Work with community groups to encourage them to take action on tackling vehicle idling in their areas.	Influence residents and stakeholders to live, work and travel more sustainably.	Leisure & Natural Infrastructure , HCC, HCCSP, Air Quality, Parish Councils, Community Groups	£500 in carbon neutral	Media Campaign October '24 Annual clean Air Day June	Croxley Green have expressed an interest. TRDC promoted sustainable travel through the climate change trail displayed at the Gardening Fair, Carpenders Park on the 26th May, Tour de Ricky, Maple Cross on the 1st June, Eco Homes and Gardens Event in Croxley Green on the 15th June and Abbots Fest on the 14th September. The climate change trail will be on show in Watersmeet Theatre on the 28th October and 12th November. TRDC promoted Cycle to Work Day on the 1st August via the Greener Living Newsletter. Clean Air Day Social Media Campaign published on 16/06 and 20/06. Comms Plan has been updated with the 2025 Clean Air day. Any comms developed by HCCSP will be shared. (January 25 ED) No further update. (July 25 ED) A talk was given at the June 25 Environmental Forum on air quality. There are campaign materials available from HCC.	In Progress - On Track
Travel and Air Quality	Develop a sustainable travel communications plan for encouraging active travel, EVs and public transport.	Influence residents and stakeholders to live, work and travel more sustainably.	Transport & Parking Projects	In existing budget; external grant funding where applicable.		Transport and Parking team are reviewing what promotion to link with in 2026. Include promotion of Communities 1st Shopper Bus service, Beryl Bikes, and walking and cycling routes - Community Conversations Recommendation. (Jan 26 TR)	In Progress - On Track
Travel and Air Quality	Continue to monitor air quality and submit an Annual Status Report (ASR) to DEFRA ensuring any recommendations are considered and implemented accordingly	Reduce emissions in the district by 14% annually 2023 - 2027	Environmental Health (Commercial)	In existing budget; external grant funding where applicable.	Annual	The 2025 report was submitted to DEFRA to achieve the 30th June deadline, and is currently under review. The report will be available once approved at https://www.airqualityengland.co.uk/local-authority/hnb . The latest monitoring data shows a continued trend of decreasing concentrations of NO2. (July '25 NE)	Completed
Travel and Air Quality	Prepare and implement an EV strategy to guide the growth of EV infrastructure in the district	Reduce emissions in the district by 14% annually 2023 - 2027	Transport & Parking Projects , HCC Highways	In existing budgets	Jul-25	The Three Rivers Electric Vehicle Charging Strategy has been adopted (July '25 TR)	Completed

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Travel and Air Quality	Investigate options for expanding shared bike scheme	Reduce emissions in the district by 14% annually 2023 - 2027	Transport & Parking Projects , HCC Highways		Apr-26	Officers are progressing an expanded shared bike scheme into new areas including South Oxhey, Leavesden and Rickmansworth. (Jan 26 TR)	In Progress - On Track
Travel and Air Quality	Investigate and implement EV charging in selected Council owned car parks	Reduce emissions in the district by 14% annually 2023 - 2027	Transport & Parking Projects , Property	External Government funding via ORCS and/or LEVI funding. Commercial model options.	Dec-25	TRDC have been awarded OZEV funding to enable EVCP installation in council-owned car parks. TRDC has appointed Blink Charging as the Charge Point Operator who will install, maintain and contribute to the cost of EVCPs in town centre and visitor destination car parks. Final work to have all sites live is concluding. (Jan 26 TR)	In Progress - On Track
Travel and Air Quality	Investigate options for home charging infrastructure projects and pilots which could be funded by the On-Street Residential ChargePoint Scheme or other future funding schemes	Reduce emissions in the district by 14% annually 2023 - 2027	Transport & Parking Projects , HCC	Local Electric Vehicle Infrastructure Fund (LEVI)	Jan-28	In March 2024 LEVI funding was awarded to HCC to facilitate the installation on On-Street Residential EVCPs. TRDC has been supporting the preparatory work by supplying potential postcode locations for EVCP installation to be reviewed and ratified by HCC as the Highways Agency and administrator of LEVI funds. A Member Consultation was completed in July 2024 which identified HCC's proposed priority postcode zones for EVCP installation. EVCP installation forecasted to start in 2026. HCC have appointed Believ Ltd as the Charge Point Operator for our area following a tender process.	In Progress - On Track
Travel and Air Quality	Review draft Local Cycling and Walking Infrastructure Plan (LCWIP) following 2023 consultation with progression to an adopted LCWIP.	Reduce emissions in the district by 14% annually 2023 - 2027	Transport & Parking Projects , HCC, WBC, DfT	Preparation and implementation of LCWIP in existing revenue budgets. Delivery of schemes will be reliant on existing budget and external funding.	Sep-25	The updated LCWIP was approved for adoption at the Policy and Resources committee on the 21/7/2025 following public consultation. Following this HCC adopted the LCWIP. The LCWIP will improve the availability, accessibility, and connectivity of cycle paths that lead to key areas/community amenities.	Completed
Travel and Air Quality	Identification and implementation of cycling infrastructure (routes and equipment)	Reduce emissions in the district by 14% annually 2023 - 2027	Transport & Parking Projects	In existing budget	Apr-26	Officers are conducting initial investigations into cycle route improvements on the Ebury Way, Rickmansworth and Springwell Avenue, Mill End. TRDC continue to work with partners on the LCWIP and other cycling infrastructure projects. No update	In Progress - On Track
Travel and Air Quality	Introduction of a pilot bike rental scheme in Croxley Green as an expansion to Watford scheme	Reduce emissions in the district by 14% annually 2023 - 2027	Transport & Parking Projects , Watford Borough Council, Beryl Bikes (SMIDSY Limited)	External funding sourced	Apr-24	A contract between Beryl Bikes and Three Rivers District Council has been signed for 5 sites across Croxley Green. Separately site licences for the bay marking with HCC highways and HCC property teams have been secured. The scheme launched in October 2024 and reached 1000 trips in December 2024. (January '25 TR)	Completed
Travel and Air Quality	Explore potential for an EV car sharing scheme.	Reduce emissions in the district by 14% annually 2023 - 2027	Transport & Parking Projects	No cost associated.	Jul-26	Transport team have scoped this with Enterprise initially, but cost and logistics do not make this project viable currently.	Retired

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Circular Economy/Waste and Resources	Encourage upcycling, use of second hand goods, increasing home composting, and reduction in buying new goods in order to reduce consumption.	Reduce total household waste collected at the kerbside by 50% by 2042 against 2019 levels.	Environmental Protection, Communications Team, Watford & Three Rivers Trust, Waste Aware, Comms, community groups, Sustainable 3 Rivers	Existing Environmental Protection and WasteAware budgets	Aug-22	<p>Working in partnership with WasteAware on Reduce, Reuse and Recycle campaigns including #WorthSaving and Sustainable Families to reduce waste production and encourage Recycling.</p> <p>Communications via social media and Greener Living newsletter continue to share support and information around waste reduction.</p> <p>Croxley Green Repair Cafe now up and running.</p> <p>Collected Household Waste per person (kgs): 2019/20, 349.5 2020/21, 369 increased by +5.6% 2021/22, 359.6 increased by +2.9% 2022/23, 340.0 reduced by 2.7% 2023/24, 337.4 reduced by 3.5%</p> <p>Increased promotion of home composting is needed to reduce volume of household waste collected.</p> <p>Croxley Green Repair Café promoted in Greener Living e-newsletter. - Community Conversations Recommendation. Collaborate with local groups e.g. walking groups, to litter pick during sessions. - Community Conversations recommendation. (June 25 ED)</p> <p>Social media messaging around these topics continue to be shared. Figures for 2024/25 are not yet available. (Jan 26 ED)</p>	In Progress - On Track
Circular Economy/Waste and Resources	Encourage the establishment of at least one *Repair shops/cafes, *Library Of Things, or furniture re-use and skills workshops for local people through the Sustainability Fund and signposting enquiries to existing providers to share knowledge.	Reduce total household waste collected at the kerbside by 50% by 2042 against 2019 levels.	Environmental Protection, Watford & Three Rivers Trust, Waste Aware, Communications Team, community groups	Existing Climate Change budget is funding the community sustainability grant.	Aug-24	This action has been taken on the by the community and TRDC role will be to support with communications, and so will move into business as usual. Hence it has been inserted into action above - "Encourage upcycling, use of second hand goods, and reduction in buying new goods in order to reduce consumption."	Retired
Circular Economy/Waste and Resources	Implement government resources and waste strategy.	Reach 65% recycling rate for household waste by 2035.	Environmental Protection, Communications Team, Watford & Three Rivers Trust, Waste Aware, community groups	Existing Environmental Protection and WasteAware budgets	Dependent upon Government timeline.	<p>Soft Plastics will be included in the Dry Mixed Recycling from 2027.</p> <p>Current recycling rate is over 60% and one of the best in England.</p> <p>Trade waste collections now include food waste. Food waste is now being collected from all Three Rivers buildings as per the Governments Strategy.</p> <p>(June 25 ED)</p>	Completed

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Circular Economy/Waste and Resources	Explore opportunities to increase the reuse of furniture and large items collected by the Council in bulky waste collections.	Reduce emissions in the district by 14% annually 2023 - 2027	Environmental Protection , Herts Waste Partnership, HCC	Existing Environmental Protection and WasteAware budgets	Aug-27	TRDC promoted "9 Lives furniture" (an upcycled and second hand furniture store) at the following events: Gardening Fair, Carpenters Park on the 26th May, Tour de Ricky, Maple Cross on the 1st June, ECO Homes and Gardens Event, Croxley Green on the 15th June and Abbots Fest on the 14th September. To be raised with Hertfordshire County Council as the Disposal Authority. POPs is a barrier. Can Waterdale Reuse shop take items to sell. Rickmansworth Recycling Centre cannot have a Reuse shop on site. (December 2024 ER) There is no feasible way currently to reuse Bulky items collected from homes. (July 25 ED)	Completed
Circular Economy/Waste and Resources	Complete trial to increase the uptake of food collections from flats in the District.	Reach 65% recycling rate for household waste by 2035.	Environmental Protection, HomeGroup Housing Associations	Existing Environmental Protection budget	May-24	We are collecting data on the current uptake and barriers to food waste collections in flats. This has not been progressed on the current time due to staff resource. (December 2024 ER) No update - action yet to start. (July 25 ED) No update - action yet to start. (Jan 26 ED)	Not Started
Circular Economy/Waste and Resources	Support businesses in reducing waste and increasing recycling. Begin trade collections of food waste in line with Governemnt Resources and Waste Strategy.	Influence residents and stakeholders to be live, work and travel more sustainably.	Environmental Protection , HCC	N/A	Apr-25	This action works towards the Government target within the Resources and Waste Strategy that 65% of municipal waste must be recycled by 2035. TRDC is reviewing how to implement food collection from businesses from April 2025. Trade food waste collections are available to our customers along with information for download and print on waste and recycling. (June 25 ED)	Completed
Nature and Water	Encourage widespread tree planting across the district fto improve nature and provide shade	Build a climate resilient community adaptable to climate change.	Leisure & Natural Infrastructure	Provided by HCC	Dec-25	HCC's Your Tree our Future programme 2024 results;- 3316 trees ordered, by 153 residents. 92 residents collected 2155 trees, - a 65% collection rate The balance of trees were used for district planting schemes. Planting locations can be found here. 2025 Scheme launched with 7000 trees requested in June and the giveaway booked for 6th December 25 at Woodoaks Farm. (July 25 AL) Alex to update when stats are in.	In Progress - On Track

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Nature and Water	Plot spaces managed for nature across Three Rivers to identify the best opportunities to encourage and connect nature	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure	In existing climate change budgets	Jun-25	The Council is working with the Herts Nature Recovery Partnership who are delivering the Local Nature Recovery Strategy, an element of which is to plot sites of strategic significance for biodiversity across the county. Landowners/managers were encouraged to submit land, the Council submitted appropriate land. An engagement event took place in Rickmansworth in July. Consultation is ongoing and Biodiversity Opportunities Audit is updated annually. (July 25 JH)	Completed
Nature and Water	Raise awareness of Biodiversity Net Gain and opportunity to connect nature with landowners and managers. Aim to encourage sites to be added to the HCC matching site	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure, Strategy and Partnerships, HCC,	In existing budgets	2027	The Council is working with the Herts Nature Recovery Partnership who are delivering the Local Nature Recovery Strategy, an element of which is to plot sites of strategic significance for biodiversity across the county. Landowners/managers were encouraged to submit land, the Council submitted appropriate land. An engagement event took place in Rickmansworth in July. The council's new biodiversity policy was published 5/8/24 https://www.threerivers.gov.uk/news/three-rivers-biodiversity-policy At P&R committee on Monday 26th January, the council's first Strengthened Biodiversity Duty report was agreed alongside an update to the Council's Biodiversity Policy. This also highlighted the publication of the Hertfordshire Local Nature Recovery Strategy which will now move into delivery.	Completed
Nature and Water	Establish a carbon offsetting / insetting approach for the district and the potential requirement for trees and hedgerows in delivering this	Reduce emissions in the district by 14% annually 2023 - 2027	HCCSP, Leisure & Natural Infrastructure, Climate Change	In existing budgets	Mar-27	Offsetting Principles for Hertfordshire approved by HCCSP on 3rd July 2025. TRDC to progress an Offsetting Strategy that incorporates these principles. HCCSP to develop a green asset sequestration calculation methodology Autumn/Winter 2025. (July 2025 EN) TRDC gained approval from CMT to create an offsetting guidance document to formalise council's approach to offsetting its own emissions. HCCSP Principles will be included in this. Document to be drafted in 2026. (Jan 2026 EN)	In Progress - On Track
Nature and Water	Deliver the Biodiversity Opportunities Audit - Alternative Grassland Management	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure, Grounds Maintenance, CMS and volunteers	Within existing budget - Alternative Grassland Management Budget & with external funding	Sites and cut reviewed annually	This work has now transitioned into business as usual for the service (Jan 2025)	Completed
Nature and Water	Deliver the Biodiversity Opportunities Audit - Spring Wildflower Planting	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure Grounds Maintenance, CMS and volunteers	In existing Community Biodiversity Budget	Actions reviewed annually	No planting scheduled for this year due to staff capacity and focusing on other initiatives. (July 25 JH) No update. (Jan 26 JH)	Not Started

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Nature and Water	Deliver the Biodiversity Opportunities Audit - Standard Tree Planting	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure , Grounds Maintenance, CMS and volunteers	Within existing tree planting budget and with external funding.	Actions reviewed annually	Planting of standard trees is progressing. Some modifications have been made to original plans, and new sites for planting have been identified, subject to available funding. Sites still available for planting include; Anthony Close, Bell Close, Oakfield, Ashburnham Drive, Denham Way, Grove Crescent, Northwick Road, Oaklands Play Area, Prestwick Road and Romily Drive Open Space Helston Place has planting scheduled for this winter. Oakfield planting is complete. Trowley Rise planting complete. (Jan 25 AL). Alex to update with info when available.	In Progress - On Track
Nature and Water	Deliver the Biodiversity Opportunities Audit - Woodland Creation	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure , Grounds Maintenance, CMS and volunteers	External Funding Required	Actions reviewed annually	Denham Way planting delivered in 2022/23; Cheshire Drive and Barton Way planting delivered in 2023/24; Cassiobridge planting delivered in 2024/25 (December 2024). No new woodland plantings identified in the BOA are planned in 2025/26.	Completed
Nature and Water	Deliver the Biodiversity Opportunities Audit - Hedgerow Creation and Restoration	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure Grounds Maintenance, CMS and volunteers	External Funding Required: UKSPF in 24-25	Actions reviewed annually	Two sections of hedgerow due to be restored in 2024-25, one at Beechen Wood and one at Romily Drive. Romily Drive is completed. Beechen is due for planting. Leavesden Country Park planting been undertaken. (July 25 AL) All three sites now complete. (Jan 26 AL)	Completed
Nature and Water	Support the ColneCAN Smarter Water Catchment funding bid which will result in £3m cash injection to improve water quality and river restoration	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure , ColneCAN , Climate & Sustainability, , Environment Agency, Thames Water, Neighbouring local authorities	N/A	Thames Water's SWC timeline and availability unknown TRDC attends the Steering Group on a quarterly basis	TRDC play an active role in ColneCAN working groups including water quality, the steering group, and invasive species group. ColneCAN are preparing an action plan which collates all potential projects so coordinated funding applications can be made. Timings for the plan TBC. Officers remain an active part of the steering groups to support the work where needed, unclear if/when a bid will happen. (July 25 ED)	Completed
Nature and Water	Continue to deliver tree planting within TRDC owned land as per the Council's Tree Strategy in relation to replacement trees, new standard trees and woodland planting.	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure ; Grounds Maintenance	Within existing tree planting budget and with external funding.	Annual, by the end of March	Replacement trees; planting identified in management plans, Biodiversity Opportunities Audit; Memorial trees; and trees given away to TRDC residents as part of the free tree giveaway on 7th Dec 2024. Planting planned on TRDC land in 2024/25 - 60 standards / 1000 bare root whips; whips given away, approx. 1,200 (December 24) South Oxhey Playing Fields woodland creation -1500 trees to be planted in 25/26 Winter. (July 25 AL) South Oxhey tree planing complete. Action now business as usual. (Jan 26 AL)	Completed

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Nature and Water	Delivery of the Nature Recovery Strategy - continue to develop chalk stream recovery projects on TRDC open space	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure; Grounds Maintenance and Partners	External Funding may be required depending on scale of work	March 2027	Two projects scheduled to take place during winter 2024/5: - The Bury Grounds, a stretch of the River Colne - Scotsbridge, a stretch of the River Chess (December 2024) The Bury project is complete, and Scotsbridge project due for completion before October 25. Further opportunities always being explored.	Completed
Nature and Water	Delivery of the Nature Recovery Strategy - investigate decultivating and naturalising of the water courses through South Oxhey Playing Fields	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure	External Funding is required		Workstream not yet started due to lack of officer capacity (December 2024) (Jan 26 JH)	Not Started
Nature and Water	Delivery of the Nature Recovery Strategy - Develop detailed plans for conservation grazing at Bishops Wood Country Park	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure; Countryside Management Service	External Funding is required	March 2025	New plan was adopted by the Council in 2023 and officers are delivering the action plan for the plan period 2023-2028 (Jan 2025).	Completed
Nature and Water	Delivery of the Nature Recovery Strategy - Investigate opportunities to use wildflower mixes to benefit pollinating insects within urban settings	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure; Grounds Maintenance	In existing budgets	March 2027	Workstream not yet started due to lack of officer capacity (December 2024) (Jan 26 JH)	Not Started
Nature and Water	Commission and act upon hydrological study of the Aquadrome to optimise management of water on the site in the Aquadrome as part of the management plan.	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure; Countryside Management Service	£80k external funding from NHLF and AMP	March 2025	Following release of the EA model for the area in October 2025, the project is not back on track for completion by February. Public engagement on the wider project is set to commence in February and the project will progress. Further hydrological work will now take place.	In Progress - On Track
Nature and Water	Establishment of a small community orchard and a community planting garden in the Aquadrome as part of the management plan	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure; Countryside Management Service; Grounds Maintenance	External Funding is required	March 2027	Subject to National Lottery Funding bid for the Aquadrome (December 2024) This action is no longer feasible as part of the new Management Plan. (Jan 26 JH)	Retired
Nature and Water	Maintain non-intervention approach within wet woodland and informal areas in the Aquadrome as part of the management plan	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure; Countryside Management Service	External Funding is required	Mar-27	This non-intervention approach will continue within the wet woodland with enhancement plans within the Aquadrome Project.	In Progress - On Track
Nature and Water	Create a new management plan for Pheasants and Solomons Wood. To include an action plan to support the management and enhancement of the woodlands for public use and biodiversity	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure; Countryside Management Service	External Funding may be required to deliver actions	March 2025	New plan approved on 16th Oct 2024 by the Climate Change, Leisure and Housing Committee. (Oct 24)	Completed

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Nature and Water	Facilitate the establishment or re-invigoration of at least one community garden or biodiversity hub on non-Council-owned land* in each parish in Three Rivers, maintained by volunteers. Ensure provision of compost bins and waterbutts are considered in design of volunteer-maintained community growing spaces as part of Working Group.	Influence residents and stakeholders to live, work and travel more sustainably.	Partnerships, Climate Change	No cost associated - TRDC Sustainability Grant may be used to support activities.	Ongoing	Community Partnerships "Community Growing Spaces" working group established and seeking establishment of new community gardens/growing spaces on non-council owned land across district. Due to capacity, the group is focussing on one garden at a time. (*Dig Deep Allotment is council-owned land and will be included in the Community Growing Spaces activities as an exception) - July 2025 TRDC have facilitated partnership between Sunnyside Rural Trust and a local housing association to develop a community garden on housing association-owned land in the district. Awaiting outcome of grant bid to fund the garden. - (Jan 2026 EN)	In Progress - On Track
Nature and Water	Support Services for Young People to create and maintain gardens/growing spaces in West Hyde Youth Club. Explore opportunities with Three Rivers local schools, youth councils and scout groups, as part of Community Growing Spaces Working Group.	Influence residents and stakeholders to live, work and travel more sustainably.	Partnerships, Climate Change	No cost associated - TRDC Sustainability Grant may be used to support activities.	September 2026	No update (Jan 26 FC)	Not Started
Nature and Water	Continue to offer nature-themed events and activities at council-owned green spaces for young people.	Influence residents and stakeholders to live, work and travel more sustainably.	Leisure & Natural Infrastructure	In existing budgets	July 2026	Inclusion of nature themed events within the councils events and activities offer. All events to be publicised through the councils website and social media. Events to be reviewed seasonally depending on officer capacity and available resource. (July 2025 JH) This is part of Business as Usual across a number of sites. (Jan 26 JH)	Completed
NEW Nature and Water	Develop a Green Space Strategy.	Increase biodiversity and improve terrestrial and aquatic landscapes.	Leisure & Natural Infrastructure	In existing budgets	Summer 2027	This would be a new strategy for the council building on the work of the Biodiversity Opportunities Audit, acknowledging many council owned greenspaces do not require full individual management plans. This project is in very early stages.	New Action

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Sustainable Living	Support and encourage public education around sustainable diets and food waste reduction to reduce food related emissions and promote local food production.	Reduce emissions in the district by 14% annually 2023 - 2027	Strategy & Partnerships, Climate and Sustainability, Environmental Protection, Healthy Hubs, Schools, Community centres, Services for Young People, South West Herts Partnerships, Sustainable Three Rivers	In existing budgets	Jan-27	<p>Promotion of #Worthsaying campaign in March '24 via TRDC social media. Work with Healthy Hubs, food banks, community gardens, and other community services to deliver education on sustainable diets and food waste reduction</p> <p>Promotion of food waste reduction at the Farming and Food event HCC June '24 and at the following events: . Gardening Fair, Carpenders Park, Tour de Ricky, Maple Cross, ECO Homes and Gardens, Abbots Fest September. Community Gardens have been set up in Rickmansworth, Chorleywood, and the South Oxhey "Dig Deep" Garden. A new residents garden for the temporary accomodation site South Oxhey (Lincoln Drive) is under construction . A community garden task group has been set up to encourage more gardens. The Food Box Project is active and aims to support residents through the cost of living by providing 6 weeks worth of fresh produce, improve cooking skills by introducing new recipies. 54 referrals have been received into the project.</p> <p>6 Inches of Soil documentary screening with a panel discussion was held for over 250 poeple at Watersmeet Theatre.</p> <p>Film screening of Ocean with David Attenborough was fully booked with over 300 people attending. The event was followed with information on how to consume fish/seafood more sustainably.</p> <p>TR Officer is on the WasteAware food waste sub group who are re-evaluating the County-wide food waste reduction strategy.</p> <p>(June 25 ED)</p>	In Progress - On Track
Sustainable Living	Pilot a Transition Streets project in the District to explore the impact and effectiveness of community-led approaches to sustainable behavioural change.	Reduce emissions in the district by 14% annually 2023 - 2027	Climate Change & Sustainability, Grand Union Community Energy (GUCE)	Funding provided by Innovate UK Fast Followers project.	June 2025	<p>Transition Streets launched September 2023. 3 neighbour-based groups completed pilot programme, and 1 employee based group is in progress. Inspired a group in Watford to start too.</p> <p>Case studies being created as part of final report. Plan to continue offering Transition Streets in Three Rivers after the Fast Followers funding ends. (June 2025).</p> <p>Completed - TRDC have contracted GUCE to offer Sustainable Streets to residents for another year. (January 26 EN)</p>	Completed
Sustainable Living	Explore the potential to trial a Transition Streets group for TRDC staff members.	Influence residents and stakeholders to live, work and travel more sustainably.	Climate Change & Sustainability, Grand Union Community Energy (GUCE)	Funding provided by Innovate UK Fast Followers project.	November 2025	<p>Staff Transition Streets group formed, and have completed 3 out of 7 sessions, with 4th session booked in. (June 2025 EN)</p> <p>Staff Transition Streets group completed programme in October 2025 - feedback was broadly positive but unlikely to continue offering the programme to staff unless there is a stated demand for it and responsibility for this is taken on by HR or service area managers. (EN January 2026)</p>	Completed
Sustainable Living NEW ACTION	Work with Grand Union Community Energy to inform and inspire residents to retrofit their homes and adopt low-carbon technologies through a series of retrofit-related events.	Reduce emissions in the district by 14% annually 2023 - 2027	Climate Change & Sustainability, Grand Union Community Energy	In existing budgets	October 2026	GUCE currently planning first retrofit event which will promote heat pumps and solar panels, aiming for Spring 2026. (January 2026 - EN).	New Action
Sustainable Living NEW ACTION	Work with Grand Union Community Energy to offer Sustainable Streets to residents as a means of supporting sustainable behavioural change.	Influence residents and stakeholders to live, work and travel more sustainably.	Climate Change & Sustainability, Grand Union Community Energy	In existing budgets	November 2026	Sustainable Streets (formerly Transition Streets) launched October 2025. GUCE leading delivery of scheme. (January 2026 - EN).	New Action

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Sustainable Living	Update the Council's "Guide to Greening Your Home" document annually.	Influence residents and stakeholders to live, work and travel more sustainably.	Climate Change & Sustainability	N/A	September 2024.	<p>Guide has been updated and uploaded to the website: https://www.threerivers.gov.uk/services/environment-climate-emergency/living-more-sustainably#Living%20more%20sustainably%20in%20Three%20Rivers</p> <p>This updated Guide includes practical information on physically adapting domestic dwellings to overheating, drought, and flooding.</p> <p>Now business as usual.</p> <p>(January 2025)</p>	Completed
Sustainable Living	Create and implement a communication plan on all topics relevant to the Climate Emergency and Sustainability Strategy to schedule the promotion of information, key engagement events, funding availability, volunteering opportunities and to share help on eco-anxiety. Ensure strategy is updated regularly.	Influence residents and stakeholders to live, work and travel more sustainably.	Climate Change & Sustainability, Communcation team, Three Rivers Museum, Watersmeet Theatre, Healthy Hubs, Faith Groups	£10,000 to deliver from existing budgets	July 2026	<p>Sustainabilty Communication Plan covering 2024 and 2025 events, social media and campaing have been created and shared with Comms team. This includes funding and volunteering opportunities too. (September 2024)</p> <p>Work has started to use West herts College media students to create video content for the #WorthSaving food waste campaign.</p> <p>A form is being developed by communications team for community groups to share their social media posts to be shared from our platforms - promoting local organisations and events while generating content and engagement for our platforms.</p> <p>Community Conversations recommendations: >Incorporate localised and project-specific door-knocking in to promotional plans for schemes where appropriate (e.g. Transition Streets or retrofit schemes). >TRDC will raise awareness of the waste collections that are on offer, maintain an anti-flytipping campaign online and publish stories on successful flytipping convictions to deter incidents. >TRDC will make information on textile banks more obvious on website. >Promote community volunteers for recycling/re-use collection via Transition Streets programme, and share with partners e.g. Repair Café volunteers, Sustainable Three Rivers etc. >Work in partnership with housing associations and wider agencies (social services, mental health services) to maximise engagement with tenants. (July 2025)</p>	Completed

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Sustainable Living	Host a sustainability and green economy focused careers fair in Three Rivers to inspire and inform local students about skills and careers in the "green" sectors, with a focus on retrofit.	Reduce emissions in the district by 14% annually 2023 - 2027	Climate Change & Sustainability, Hertfordshire Local Enterprise Partnership, Employers, Schools and Colleges, Employment Support Organisations, OVO	Funding provided by Innovate UK Fast Followers project with potential additional sponsorship	March 2024	<p>Event took place at Watersmeet Theatre on 27th March 2024 - in excess of 400 people attended - https://www.threerivers.gov.uk/news/council-pioneers-sustainability-focused-careers-fair.</p> <p>Careers fair in partnership with Watford is scheduled to take place on 31st March 2025. While this is not exclusively a retrofit or 'green careers' fair, stallholders will be encouraged to demonstrate their green career opportunities. This work now moves to Business as Usual</p> <p>(December 24 ER)</p> <p>Careers Fair took place in partnership with WBC and Hertfordshire Futures in March 2025. Council will continue to hold careers fairs with sustainability focus, annually until 2028. (July 25 ED)</p> <p>2026 Careers fair is taking place in March in partnership with Hertfordshire Futures and Watford Borough Council. This will continue to be an joint annual event so considered business as usual. (Jan 26 ED)</p>	Completed
Sustainable Living	Continue to Lobby central Government and relevant agencies to maximise policy, regulatory, and financial support to advance decarbonisation, sustainable development, and biodiversity protection and enhancement.	Influence residents and stakeholders to be live, work and travel more sustainably.	Climate Change & Sustainability, Planning, Housing, Leader of the Council, UK100, Hertfordshire Climate Change and Sustainability Partnership, Fast Followers cohort.	N/A	01/01/2027	<p>May 24 we supported HCCSP to lobby the minister for Water and Rural Growth on the state of chalk streams</p> <p>A letter sent Aug '24 to MP and relevant Ministers and to the District Council Network to ask for improvements to the ECO4 scheme's policy design to enable more effective delivery.</p> <p>August 2024 Cllr Mitchell lobbied MHCLG regarding energy efficiency standards on new builds.</p> <p>Letters sent to DEZNZ to request support from Central Government to establish techno/feasibility funds for a potential Heat Network using the waste heat from the recently approved Data Center.</p> <p>Action completed - action is part of business as usual.</p> <p>(June 25 ED)</p> <p>No further action this period (JH Jan '26)</p>	Completed
Sustainable Living	Encourage uptake of the Council's sustainability grants by community groups in the District, with emphasis on community gardens and other community led initiatives.	Influence residents and stakeholders to live, work and travel more sustainably.	Climate Change & Sustainability, Watford and Three Rivers Trust (W3RT)	£11,000 in carbon neutral budget.annually	March 2025	<p>£7960 has been awarded to community organisations through the Three Rivers Sustainability Grant for 2024/25 to date. Projects have included clearing litter at Hunton Bridge, improving biodiversity outside Kings Langley station, rain water harvesting in South Oxhey allotments and Sarratt community garden, insulation and LED lighting at the Henderson Hub and the training of Home Energy Champions.</p> <p>Comms plan to promote the grant to be developed, this was delayed due to staffing changes and reduced capacity.</p> <p>7 organisations recieved funding in 2024/25 totalling £7960. (July 25 ED)</p> <p>5 organisations have been awarded funding in 25/26 to date totaling £7550. This has included solar on Chorleywood community arts centre, Rickmansworth Toy Library, Mill End Baptist Church for a new electric cooker, Ebony Ambassadors, Community Learning Partnerships, and</p>	In Progress - On Track

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Sustainable Living	Research, seek agreement, develop and deliver a grantfunded programme to support local businesses to decarbonise their buildings and operations.	Reduce emissions in the district by 14% annually 2023 - 2027	Climate Change & Sustainability HCCSP, LEP,	£130,000 funding from UKSPF	March 2025	This is a copy of Action in row 7 and so is being retired.	Retired
Sustainable Living	Undertake "community conversations" exercise with Involve (public participation charity) to gain a detailed understanding of the views of residents and produce a positive vision for how the Council can respond to climate change locally in a way that improves the district and aligns with local peoples' priorities. The exercise will seek to engage marginalised and under-represented communities in Three Rivers.	Reduce emissions in the district by 14% annually 2023 - 2027	Climate Change & Sustainability , Strategy and Partnerships, Involve	Consultancy funded by Innovate UK	April 2025	Community Conversations exercise completed, recommendations and a vision for Three Rivers received. The outputs of this exercise have been reviewed by relevant departments, and viable recommendations have been incorporated in to the October 2025 action plan update. The Vision will inform the content of the updated Council Corporate Framework.	Completed
Sustainable Living	Re-design Environmental Forum with residents and key stakeholders to maximise participation and engagement with hard-to-reach groups.	Influence residents and stakeholders to live, work and travel more sustainably.	Climate Change , Committee Team	In climate change budgets	December 2025	<p>Following feedback received from residents attending the Environmental Forum in June 2025, TRDC's climate change team are working to re-design the format, frequency and content of the EF to increase community engagement, and make the forums more action-focused, interactive, and engaging. (July 2025).</p> <p>The Environmental Forum is proposing to be rebranded as the Environmental Network, and is now being held in person and rotated in different locations around the District to increase engagement by different communities. The Forum in June 25 was utilised to better understand what people want from the Forum, and how best the space can be used. The new format was used in November 25 in South Oxhey and focused on home and community energy. A report on the ammendment of the name and TOR of the formally called Environmnetal Forum has passed at CCLC and is going to Full Council for final approval on 24 February 2026 (Jan 26 ED)</p>	Completed
Sustainable Living Community Conversations	Establish a Three Rivers Environmental Champions Award and a prize for winners and nominees, annually until 2028.	Influence residents and stakeholders to live, work and travel more sustainably.	Climate Change	In climate change budgets	2026-2028	<p>This is a Recommendation from the Community Conversations climate change consultation. The Climate Change team will consider how a "Green Champions" award can be offered annually to recognise outstanding environmental stewardship and sustainability efforts from residents and local community groups. - July 2025.</p> <p>Establishment of the Environmental Champions Award approved at CMT in December 2025. Award to launch in March 2026, with winners announced at Great Big Green Week event combined with a free film showing at Watersmeet in June 2026. (January 26 EN)</p>	In Progress - On Track

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Sustainable Living Community Conversations	Encourage and promote environmental and sustainability focused volunteering by promoting the GoVol Herts volunteer database to potential volunteers and charities seeking volunteers, and signposting opportunities clearly on TRDC website	Influence residents and stakeholders to live, work and travel more sustainably.	Partnerships	No cost associated	December 2026	The Strategies and Partnerships Team hosted a successful volunteers networking event in June 2025, which will continue to run annually until 2027, where environmental (and other) volunteering opportunities can be promoted. A new section called 'Have Your Say and Get Involved and Have Your Say' has been added to the climate and environment section of the website with a link to GoVol Herts. (July 2025)	Completed
Adaptation and resilience	Encourage residents to prepare their homes and adapt behaviours to lessen the impact of severe weather	Build a climate resilient community adaptable to climate change.	Climate Change & Sustainability	In climate change budgets	July '24	Guide to Greening Your Home has been updated, communications and information on emergency planning and dealing with impacts of climate change are available and kept up to date on the https://cdn.threerivers.gov.uk/files/2024/08/661eba40-5945-11ef-bac0-8d9b25a22f0a-2024%20A%20guide%20to%20greening%20your%20home.pdf https://www.threerivers.gov.uk/services/environment-climate-emergency/adapting-to-climate-change Residents and businesses will be alerted through the comms plan and wild fire plan to prepare for extreme weather. This action is now business as usual.	Completed
Adaptation and resilience	Assist the Local Lead Flood authority (LLFA) as required in the installation of the pilot retrofit SUDS project in Eastbury / South Oxhey	Build a climate resilient community adaptable to climate change.	LLFA. Country Side Management Services (CMS)	LLFA to fund	Oct-25	Project is progressing, funding has been achieved for the ~ 33 leaky dams which will be installed in October 2025. The ponds were deemed to be aesthetic and so did not qualify for funding. (January '25 JH) All Leaky Barriers are now in and complete. Further information on the success of the project will be shared via the Members Information Bulletin once it is made available by the LLFA. (July 25 SH)	Completed
Adaptation and resilience	2 phased project to enhance the River Chess Channel to reduce flooding in the Scotsbridge area of Rickmansworth. This project will enhance a globally rare chalk stream habitat and create a wildlife rich river channel and improve enjoyment of a green space.	Build a climate resilient community adaptable to climate change.	HCC, Environment Agency, Leisure and Natural Landscapes	Funding to be secured by HCC and EA to create detailed construction ready plans.	Phase 1 - March 2026	Phase 1 - project to complete habitat and bank improvements upstream of the channel realignment project. This funding has been applied for and awaiting final outcome. Phase 2 - river channel realignment - report to be considered at Policy and Resources to support the project in principle, subject to a committed sum for ongoing maintenance and additional liability of land ownership of the riverbed. (December 24) Phase 1 nearly complete. Phase 2 awaiting detailed design. (July 25 JH) No update. Awaiting EA to progress. (Jan 26 JH)	In Progress - On Track
Adaptation and resilience	Driveway installation - Encourage residents to either install or modify driveways to reduce potential impacts of flooding.	Build a climate resilient community adaptable to climate change.	Climate Change & Sustainability, HCCSP	N/A	September '24	Guide to Greening Your Home includes advice on driveways and is provided to all planning applicants.	Completed
Adaptation and resilience	Prepare a communications plan to encourage residents to be ready for severe weather incidents. To be issued when forecasts are severe	Build a climate resilient community adaptable to climate change.	Climate Change & Sustainability	N/A	To be reviewed annually in April	Wild Fire Prevention programme and an extreme weather communications messaging system is in place, so this action is complete as the outcomes have moved into business as usual.	Completed

Theme	Action	Target/Ambition	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Adaptation and resilience	Prepare a behaviour change advice leaflet to encourage water saving, correct disposal of litter and use of sewerage system.	Build a climate resilient community adaptable to climate change.	Climate Change & Sustainability , HCCSP	Climate change revenue budget	December '24	Greener Living in Three Rivers - Sustainability booklet (2021) has been replaced by link to HCCSP online guide. The HCCSP guide was based off the TRDC Greener Living Guide, but will be kept up to date by HCCSP. (January 25 ED)	Completed
Adaptation and resilience	Work to raise awareness of misconceptions and encourage remediations where they are found to reduce flooding incidents.	Build a climate resilient community adaptable to climate change.	Climate Change & Sustainability , Hertfordshire Building Control, Thames Water, Environment Agency, ColneCAN	Climate change revenue budget	Ongoing	We continue to promote our Green Homes Guide which highlights the issue of misconceptions. Planners send out the guide when planning permission is granted to continue to educate. (July 25 ED)	Completed
Adaptation and resilience	Address sustainability issues impacting on the wider determinants of health, and reduce disparity in impacts of climate change on different parts of the community.	Build a climate resilient community adaptable to climate change.	Climate Change & Sustainability, Leisure and Natural Infrastructure Small Acts of Kindness	Public Health Funding and existing budgets.	Lincoln Drive garden completed August '24. communication plan updated March annually	Lincoln Drive temporary accommodation garden play equipment is complete. Planting session for residents to take place on 7 August encouraging growing outside and inside with take home plants. Gardening club will continue monthly. Bug hotels installed, session with residents on 7 August to fill the bug hotels and monthly nature sessions planned. Healthy Hub to visit temporary accommodation monthly along with Intensive Family Support Team. Warm in Winter bags distributed during winter months to support older residents in accessing local services and keeping warm. Herts sustainable Family campaign: Sustainable period, Reusable nappies, incontinence pants - promotion at Oxhey and Abbots Langley libraries during Rhyme time (August '24) . Warm in winter bags continue to be distributed through the Healthy Hubs. Residents living in areas of deprivation are invited through their GPs to complete a Health Survey - this survey includes a question relating to finances and offers signposting to BHBH. EON have held regular pop ups at Healthy Hubs. Exploring new location for Small Acts of Kindness which should improve sustainability of the charity (Jan 25 SD) Small Acts of Kindness are still looking for a permanent space. Healthy Hub pop ups and delivery of the health survey continue to improve access to services. Three Rivers District Council form part of the new Integrated Neighbourhood Team that will look at partnership approaches to health, prevention and inequalities. (July 25 SD) Warm Homes Local Grant funding will help improve the health and wellbeing of households at risk of fuel poverty by improving energy	In Progress - On Track
Adaptation and resilience	Embed Climate adaptation consideration into procurement tenders.	Build a climate resilient community adaptable to climate change.	Climate Change & Sustainability , Procurement	In current Climate Change budget	Dec-26	The Climate and Sustainability Impact Assessment has been updated and agreed to be used in procurement tenders. JH Jan '26	Completed

Three Rivers District Council Climate Emergency and Sustainability Action Plan 2024 -2027

Council's Operational Emissions

Theme	Action	Target	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Buildings, Emissions and Energy	Monitoring and reporting progress of the climate action plan including the development a visual demonstration of progress on the Climate Action Plans for the District and Council	Net-zero emissions for council operations by 2030	Customer Service Centre , Climate Change Team, LASER, Wave and Utility companies	N/A	Visual demonstration April 2024. Monitoring and reporting to be done annually.	Have improved the accuracy of utility readings and developed a sustainable process for data collection. Reprocured water supplier to improve accuracy, cost and responsiveness of supplier. Action Plan tracker now on website. Action is complete and is now business as usual.	Completed
Buildings, Emissions and Energy	Implement building decarbonisation action plan for Council core buildings, including: Three Rivers House, Watersmeet Theatre, William Penn & South Oxhey Leisure Centres, and the Fairway Inn.	Net-zero emissions for council operations by 2030	Climate Change & Sustainability Customer and Community Property Phil Whiting Consulting Finance, Parking and Projects, Grand Union Community Energy (GUCE)	Solar installations - if approved TRDC capital budget Business Case preparation for	Core Building finance decarbonisation plan completed June '25	Draft Decarbonisation Plan for the 6 TRDC core buildings was presented to senior leadership October '24. It proposed a blend of financing retrofits using grants, borrowing arising from community funds, and public / private agreements. The timeline was designed around the boiler replacement dates and stretches from 2025 through to 2045. The programme for WPLC has been modified see action below. Roof top solar businesses cases for Three Rivers House and south Oxhey Leisure Centre were accepted by Policy & Resources Committee September '25. Kick off meetings with contractors have been undertaken. Cavity Wall insualation for TRH and Watersmeet Theatre approved, however the material to be used has had to be changed, and the technical and fiancial implications of this is being considered. (July 25 JH) <i>146KwP solar array was installed on SOLC in January 2026. Cavity Wall Insulation at Watersmeet Theatre was installed 26th -28th January 2026. Cavity Wall Insulation and Solar installation at Three Rivers House commencing in March 26. A project to expand solar array on Batchworth Depot is also progressing and was approved at at Policy & Resorces Commitee in 26 Jan '26 (Jan 26 ED)</i>	In Progress - On Track

Theme	Action	Target	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Buildings, Emissions and Energy	Produce a Heat Decarbonisation Plan for William Penn Leisure Centre and car park. (This action is a key component of the above plan).	Net-zero emissions for council operations by 2030	Climate Change & Sustainability , Leisure & Natural Infrastructure, Appointed consultant Tomsons	£49,950 from Public Sector Decarbonisation Skills Fund Solar Canopy design and business case funded by Investment Readiness Grant.	Mar-26	<p>Technical design ready for review by 13/1/25. Review of technical design complete by 3/2/25. Draft HDP complete by 17/2/25. Final HDP report submitted and project complete by 28/2/25. Investment Readiness Grant from the Net Zero Hub (max &75k) has been secured to take the output of this decarbonisation plan forward to investment grade businessplan. (July 2025 JH)</p> <p>Public Sector Decarbonisation funds have ceased. Hence the plan to replace William Penn Leisure Centre boilers with a heat pump is now financially unviable, and the boilers need repalcing imminently. Using the Investment Readiness Grant a business case to install a solar canopy on the car park is being prepared. Other aspects of the Heat Decarbonisation Plan such as fabric improvements are being explored with SLM (July 25 JH)</p>	Completed
Buildings, Emissions and Energy	Install Solar Panels on William Penn Leisure Centre	Net-zero emissions for council operations by 2030	Leisure & Natural Infrastructure ,	Externally funded by Sport England	December 2024	<p>A 220kWp system consisting of 500 solar panels was installed and went live on 28/11/24. To date (December '24) the sytem has supplied 4% of the electrical requirement, and it is antcipated to provide 25% over the year. Bills saving to date £630.</p> <p>At 14.7.25 63t CO2e have been avoided this year, and £20,500 saved on utility bills. (July 25 JH)</p>	Completed
Buildings, Emissions and Energy	Establish the principles for carbon offsetting / insetting for the council.	Net-zero emissions for council operations by 2030	Climate Change & Sustainability, Hertfordshire Climate Change and Sustainability Partnership (HCCSP), University of Hertfordshire (UH), Local Government Association (LGA)	In existing Budget	March 2027	<p>HSOG have developed a set of Offsetting Principles for Herts LAs to voluntarily adopt. These principles were adopted at HCCSP on 3rd July. TRDC will create a report on offsetting and the council's proposed approach, based on these principles by February 2026. (EN: July 25)</p> <p>CMT approved officers to create a guidance document to formalise council's approach to carbon offsetting in December 2025. This guidance document will include HCCSP Principles. Officers will draft the document in 2026. (EN January 26)</p>	In Progress - On Track

Theme	Action	Target	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Buildings, Emissions and Energy	Explore renewable energy projects on car parks owned by the council with consideration of using community energy financing.	Net-zero emissions for council operations by 2030	Climate Change & Sustainability , Grand Union Community Energy (GUCE) are the lead, TRDC Transport, Property, Leisure, Legal. Apointed technical and legal Consultants.	£40,000 grant from Community Energy Fund	March '25	Supported by TRDC, GUCE secured £40,000 feasibility funding to assess the suitability of William Penn Leisure Centre, South Oxhey Leisure Centre, Causeway House, Community Way, Three Rivers House, Three Rivers Rose Garden, and Rickmansworth Aquadrome car parks for community-funded solar canopies. The study concluded in December 2024 and the results of this study, and recommendations will be taken to CMT on 4th February. (January 25 EN) The Stage 1 CEF study recommended the 3 most viable car park sites progress to business case creation - The Rose Garden, and both Leisure Centres. This work is underway and is funded by the IRG action below (July 25 JH)	Completed
Buildings, Emissions and Energy	Establish business cases for solar car park canopies on Rose Garden, William Penn and South Oxhey.	Net-zero emissions for council operations by 2030	Climate Change & Sustainability , Grand Union Community Energy (GUCE) Asteros Advisors - appointed financial consultants. Apointed technical and legal Consultants.	£75,000 Investment Readiness Grant (IRG) secured for the Net Zero Hub	March '26	Investment grade business cases are due to report in the new year. This study has completed, unfortunately, none of the 3 sites proved viable in the short term, with SOLC unlikely to ever be, and the other two worth looking at again if significant capital grant funding is available or method of providing the electricity to Three Rivers House can be established. The study will be used by the Great South East Net Zero Hub to help assess other projects across the country and is already being used in Watford. Essentially it is important that the power can be offset against normal electricity rates rather than sold as power purchase agreement. The public were very supportive of the concept, but grant funding would be needed to make it viable.(JH Jan'26)	Completed
Buildings, Emissions and Energy	Require the integration of net-zero aligned design and construction methods and materials, including renewable energy, within any new council developments and existing assets, and (where possible) within public and private sector developments.	Enable and inspire the district to achieve net-zero emissions by 2045	Property , Development Management, Watford Community Housing	£4.5m from Local Authority Housing Fund	26-Dec	TRDC intends to use Local Authority Housing Fund to redevelop three former garage sites for affordable housing. The Council aims for the homes to be over 60% more efficient than the requirements set out in Part L Building Standards, with the intention that the properties will be net zero ready and utilise net-zero aligned construction methods where possible. (January 25 JW) No progress on action. (July 25 JW) No update (Jan 26 JW)	In Progress - On Track
Travel and Air Quality	Monitor staff travel trends through the staff survey and encourage change through internal newsletter	Net-zero emissions for council operations by 2030	Transport & Parking Projects	In existing budget	Sep-24	Questions were included in the staff survey 2024 and these will form the base line for subsequent years. Initial exploratory work to develop a Sustainable Travel Plan for council officers is underway. A further EV focussed staff questionnaire circulated in September 2024 helped officers understand demand for the installation of EV infrastructure on site. (January 25 TR)	Completed

Theme	Action	Target	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Travel and Air Quality	Investigate and implement EV charging in selected Council owned car parks	Net-zero emissions for council operations by 2030	Transport and Parking Team , Property	External Government funding via ORCS and/or LEVI funding. Commerical model options. CIL monies identified.	Dec-25	<p>HCC have been provided LEVI funding for on-street residential EVCPs and are working to identify locations and appoint the Charge Point Operator. The tender has been launched. TRDC have been awarded OZEV funding to enable EVCP installation in town centre car parks. TRDC has appointed Blink Charging as the Charge Point Operator who will install, maintain and contribute to the cost of EVCPs in town centre and visitor destination car parks.</p> <p>High Street West Car Park - complete apart from rapid charger Talbot Road West - complete Henbury Way Car Park - complete Ferry Car Park - complete Causeway House Car Park - complete King George V playing fields car park - connection work left South Oxhey Leisure Centre - complete Three Rivers House (lower deck) - complete</p> <p>Three Rivers House installation is complete with four 7.4kW chargers and two 50kW chargers.</p> <p>(Jan 26 TR)</p>	Completed
Travel and Air Quality	Embed anti-idling policy for council vehicles	Net-zero emissions for council operations by 2030	Environmental Protection, Leisure and Landscapes , Property	In existing budget	Apr-24	Information has been included in the revised driver hand book which was distributed to drivers in Autumn 2024. Messaging on anti-idling are scheduled annually to all drivers as part of a clean air day (June annually) as part of BAU. (December '24 TR)	Completed
Travel and Air Quality	Updating the staff travel plan with consideration for new opportunities to encourage sustainable transport options.	Net-zero emissions for council operations by 2030	Transport and Parking Team	Budget considerations will be fully reviewed.		The team is reviewing to implement new travel plan in 2026 (Jan 26 TR)	In Progress - On Track
Travel and Air Quality	Explore procuring Ultra-low Emission vehicle (ULEV) and Electric Vehicle (EV) salary sacrifice scheme	Net-zero emissions for council operations by 2030	HR	In existing budget	October '25	<p>After thorough market evaluation, Octopus has been identified as the preferred supplier. WBC is the lead authority for HR and Payroll, a detailed proposal has been drafted and is currently under review by their Section 151 Officer and the Legal Department. Once approval received from both the Section 151 Officer and the Legal Department, the proposal will be reviewed by Corporate Management Teams (CMT) for final approval. Upon receiving the approvals, scheme can be fully operational within four weeks.(August 2024) - This has now been approved by WBC. The next step is to send to the S151 at TRDC for reveiw and to ensure the council is happy to agree to the checks required. If so, a paper will be taken to CMT on 4/2/25 for CMT approval.</p> <p>(January 25 LP)</p> <p>Action is covered in Row 24 - Staff benefits.</p>	Retired

Theme	Action	Target	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Travel and Air Quality	Establish a route to zero for the council fleet as part of a 5 year fleet procurement plan	Net-zero emissions for council operations by 2030	Environmental Protection, Facilities, Leisure and Landscapes	Existing facilities and climate change budgets.	Apr-25	<p>Electric charging points have been installed at the new Depot. The fleet contains four electric vans used by Enforcement and Animal Welfare Licensing Officers and the Leisure team. New refuse collection vehicles are Euro 6 which is the cleanest technology available. Carbon is embedded in vehicles we own, so only to be replaced with low carbon technology when replacements are needed. It is currently not feasible to change waste collection vehicles to electric as significant investment is needed in the depot and local grid infrastructure to accommodate the fleet. Onsite works will be progressed as part of the CIL funded works in Q3 and Q4 2024-5 but further investment will be needed to ensure local grid capacity and to cover the additional costs of electric refuse fleet which are significantly more expensive and more costly to maintain than their diesel equivalents. (August '24)</p> <p>External support also engaged to provide support in sourcing a new vehicle maintenance provider from July 2026. Options will also assess suitability of current depot to store alternative fuels.</p> <p>Any resulting tender for maintenance provision will include a requirement for most climate friendly plant and equipment.</p> <p>Options appraisal completed and is being considered. Meeting arranged with neighbouring authority to look a shared maintenance provision. (Jan 2025 CT)</p> <p>Conversations have taken place with relevant Authorities but have not led to any progress</p>	Retired
Circular Economy/Waste and Resources	Increase recycling and reduce waste production by staff and visitors across the 6 core council buildings.	Improve circular economy	Facilities	In existing budgets	March 2025 for improved signage. Education and awareness ongoing	<p>Waste and recycling signage is awaiting installation in Three Rivers House, The HIVE, Watersmeet Theatre staff areas and The Depot. (January 25 ED)</p> <p>As part of the new Government legislation, food waste collections are now taking place across the Council buildings, with signage placed on all food bins.</p> <p>New recycling signage is now up in all council buildings.</p> <p>Communications will be circulated to staff through Friday email, digital boards, and physical posters by bins.</p> <p>(June 25 ED)</p>	Completed
Circular Economy/Waste and Resources	Review the procurement and IT strategies to ensure IT and furniture reuse, repair and recycling are embedded.	Improve circular economy	Facilities, ICT	Existing facilities budget.	Mar-24	<p>When disposing of redundant ICT equipment, ICT use Stone computers, who are</p> <ul style="list-style-type: none"> - ADISA Accredited - Cyber Essentials Plus Certified - Valpak Zero Waste to Landfill Certified <p>Through the procurement process it will be stated that no waste should go to landfill and that any recycling facilities owned or used by the vendor have relevant accreditations from the Environment Agency.</p> <p>This is an ongoing action and disposal of redundant equipment occurs throughout the year. (January '25 ET)</p>	Completed

Theme	Action	Target	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Nature and Water	Compliance with Biodiversity Duty as per the Environment Act 2021	Improve biodiversity and/or water quality	Leisure & Landscapes , Herts County Council, Friends of Groups, Grounds Maintenance, Development Management & Planning	Existing budgets, Officer time, grant funding	First consideration made by Jan 2025, report due by January 2026 and then ongoing	Three Rivers Biodiversity Policy agreed at Full Council in July. This now transitions to business as usual fulfilling legislative obligations (August '24)	Completed
Nature and Water	Reducing food miles and encouraging local food production and a sense of community for staff by developing a staff community garden for their own consumption and suppliers for the local food bank	Enable and inspire the district to achieve net-zero emissions by 2045	Digital Communications Dig Deep	None	Sept '25	<p>Exploration of interest in the development of a staff allotment at Dig Deep South Oxhey to enable staff to grow their own vegetables with excess being donated to local food banks. Expressions of interest being requested to determine viability in January '25. (CH Jan '25)</p> <p>July update Unfortunately, we did not receive sufficient interest to move the project forward at this time. Additionally, the site is currently closed to members of the public.</p> <p>However, we now have six dates available in August for staff to volunteer at Dig Deep. These sessions will support efforts to get the project back up and running for the wider community. (July 25 CH)</p>	Retired
Adaptation and resilience	Implementation of the further actions arising from the risk register for adaptation and resilience against the impacts of climate change	Build a climate resilient council adaptable to climate change.	Strategy and Partnerships	N/A	Annually as part of Service Planning process	<p>The adaptation and resilience risk register is currently being reviewed and updated in advance of final service plans being agreed at full council on 25th February 2025. All service plans have a link to the risk registers now which means registers can be updated and reviewed more regularly.</p> <p>HCCSP has set up a new Adaptation subgroup led by the Lead Local Flood authority. The group is considering a countywide risk assessment which is aligned to the National Adaptation Programme, and will suit cross boundary working, putting us in a good place for Local Government Reform. We are a part of the group. (25 July JH)</p> <p>No further updates (JH Jan '26)</p>	In Progress - On Track
Adaptation and resilience	Monitor progress of resilience in service plans	Build a climate resilient council adaptable to climate change.	Strategy and Partnerships all Service areas	In existing budgets	Bi-annual reporting	The adaptation and resilience risk register is reviewed annually in the service plans with the next update spring '25. This action has been marked as complete as it is BAU going forward (JH Jan '25)	Completed
Other	Implement Procurement Strategy which ensures purchasing decisions align with the Council's Climate Emergency and Sustainability Strategy.	Net-zero emissions for council operations by 2030	Procurement	N/A	Ongoing	Procurement Strategy was adopted by P&R Committee December 2023. Process will be embedded into forthcoming IT procurement as existing staff computers are coming to end of life.	Completed

Theme	Action	Target	Lead department and partners	Budget	Completion date(s):	Progress	Status of Action
Other	Review staff benefits package connected to sustainability and publicise.	Net-zero emissions for council operations by 2030	Human Resources, Strategy and Partnerships	N/A	July '25	<p>After thorough evaluation, Octopus identified as preferred supplier for EV car salary sacrifice scheme. As WBC is the lead authority for HR and Payroll, a detailed proposal has been drafted and is currently under review by the Section 151 Officer and the Legal Department. Once approval from both the Section 151 Officer and the Legal Department, the proposal will be circulated to the respective Corporate Management Boards (CMB) and Corporate Management Teams (CMT) for final approval. Upon receiving the necessary approvals, we anticipate that the scheme can be fully operational within four weeks. Update - WBC have approved. Next steps will be for the S151 to review proposal and ensure compliance and governance meets the requirements for TRDC. The paper will then be shared with CMT on the 4/2/25 for approval.</p> <p>Bike to work scheme to be promoted to staff to encourage uptake in Autumn '24. (September '24)</p> <p>(January 25 LP)</p> <p>EV car proposal/ paper has been reviewed by SLT and is due to be shared CMT in the coming weeks. (July 25 ED)</p>	In Progress - On Track
Other	Embed specialist staff training relating to climate change and sustainability, relevant to employee roles, into Performance Development Reviews.	Net-zero emissions for council operations by 2030	Climate Change & Sustainability, HR	Within existing budget	Jul-26	<p>Mandatory training now in place for all staff. Carbon Literacy training booked for all Heads of Service and relevant managers for March / April 2025. 8 planning officers attending specialist planning training 28/1/25.</p> <p>13 Officers are now 'Climate Literate' following successful Carbon Literacy, with 3 others having undertaken the training but awaiting approval. (July 25)</p>	Completed
Other	Review and prepare a plan to reduce emissions from power tools and other council owned machinery.	Net-zero emissions for council operations by 2030	Environmental Protection	In existing budget	Ongoing	Environment Protection has had a replacement cycle incorporating electric tools since 2022, however performance and cost effectiveness is under review and each new purchase will take these aspects into account. (January 2025)	Completed

Three Rivers District Council

Climate Emergency and Sustainability Strategy 2023-2027

*Three Rivers
'enabling
and inspiring
sustainable
communities'*



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Foreword



Climate change and biodiversity destruction are the defining challenges of our time

Climate change and biodiversity destruction are the defining challenges of our time, posing an undeniable threat to communities, ecosystems, and economies across the world. The council's declaration of a "climate emergency" in 2019 recognised the urgent need to address the problem of a rapidly changing climate and avoid the dire consequences of inaction.

Since the council's original Climate Emergency and Sustainability Strategy was published in 2021, the effects of climate change have continued to manifest across the globe. The world's oceans were the hottest ever recorded in 2022, and arctic sea ice shrunk to its fifth-lowest maximum on record. Meanwhile, June 2023 was confirmed as the hottest June in the UK since records began in 1884, and July saw the world's hottest day with heatwaves across many parts of Europe, Asia, and the USA.

This year (2023), record-breaking wildfires have devastated parts of Greece, Spain, Portugal, Tenerife, Canada, Hawaii, Chile, and Russia exposing millions of people to toxic air pollution, while torrential rainfall, landslides, and deadly flooding impacted Italy, India, South Sudan, Libya, and the United States. We must take bold and decisive action to limit the extent of global heating and safeguard the

health of our planet and the wellbeing of all its inhabitants.

This update to the Climate Emergency and Sustainability Strategy renews the council's resolve to address the climate and ecological crises we face at a local level, and create a more sustainable, fair, and prosperous district for current and future generations.

Transitioning to a low-carbon, climate-resilient society is not without its challenges –volatile political landscapes, inconsistent national policy, economic austerity, technological uncertainties, infrastructure and supply chain constraints, resistance to behavioural change and misinformation, all hinder the attainment of net-zero. But it will also unlock a host of economic, technological, and societal opportunities which we must seize.

We cannot address a planetary scale, collective action problem alone. All of us – national and local government, business and industry, communities, voluntary organisations, households, and individuals – have a role to play in addressing a challenge of this magnitude and complexity.

The scale of the crisis can seem overwhelming, and we often hear that actions at the individual

Foreword



Climate change and biodiversity destruction are the defining challenges of our time

level are futile, or that the largest polluters should act first. However, the Office for National Statistics Environmental Accounts show that households are bigger emitters of greenhouse gases than any industry sector in the UK!

As my own blog has demonstrated on the smallest change to a weekly lifestyle such as the food we decide to put on our plate or the way we choose to travel, can have sizable impacts on our individual footprint yet do not diminish the quality of our lives at all.

Indeed, the things we consume account for more than 50% of household emissions, and what we choose to consume is frequently within our control as individuals and households. The updated Climate Emergency and Sustainability Strategy acknowledges that the council has a role to play in empowering and informing

residents to make more sustainable choices, but ultimately, the power to act rests with each of you.

By working together, we can realise a Three Rivers where clean energy powers our buildings and transport, homes are energy-efficient and comfortable, nature is respected, protected, and enhanced, resources are consumed consciously, and a circular economy is embraced, the air we breathe is clean and safe, and our food systems are regenerative and sustainable.

I hope you will join us at this critical juncture in rising to the challenge of net zero and creating a thriving low-carbon future.

Introduction



Net Zero

Can be achieved through a combination of emission reduction and emission removal

This document is the Three Rivers District Council (TRDC) Climate Emergency and Sustainability Strategy. The original strategy was written in 2021 in response to the council's declaration of a "climate emergency", and this updated version has been produced to reflect changes at an international, national, and local level, to policy, technology, and experience.

Since declaring a "climate emergency" in 2019, the council has worked to reduce its own emissions, whilst encouraging and enabling others to reduce their emissions, improve sustainability and resilience to the effects of climate change, to enable the council to achieve net-zero carbon for its own emissions by 2030, and support the district in reaching net-zero carbon by 2045.

This strategy focuses on what the council and its partners are doing and plan to do within the parameters of the current legal, financial, regulatory, and technological frameworks, under which we must operate to deliver substantial carbon emission reductions.

The Climate Emergency and Sustainability Strategy 2023-2027 is the detailed work behind the council's Corporate Framework where one of the council's four overarching objectives is to strive towards net-zero and be climate resilient.

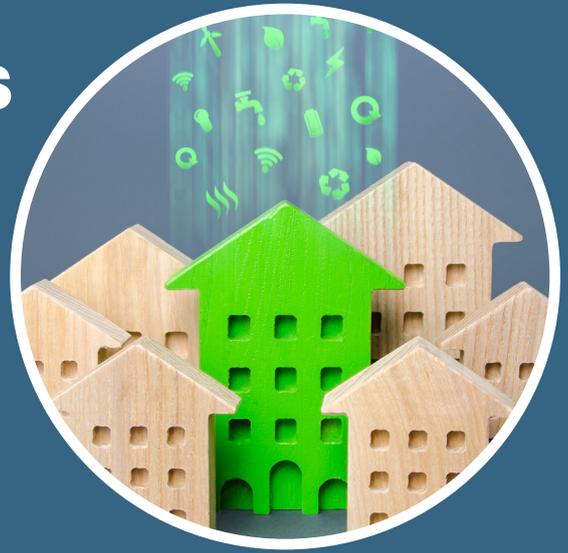
The strategy is supported by an Action Plan which details quantifiable, short-, medium- and long-term actions needed to meet our aims and is updated continuously and reviewed bi-annually by the Climate Change, Leisure, and Community Committee. The Council's progress addressing the climate emergency can be followed on the website [here](#).

The need to reduce emissions, while adapting and building resilience to the effects of climate change, remain the most urgent tasks of our time. Mitigation is necessary to limit the extent of global temperature rise and the severity of its impacts, however it is also critical to adapt to the impacts of climate change that we are already experiencing.

Our ability to reach net zero is greatly dependent on national and international action and policy on climate change. Addressing the planetary scale problem of climate change requires urgent and strong top-down leadership, and global collective action.

Net zero refers to the balance between the amount of greenhouse gas that is produced and the amount that is removed from the atmosphere. Net Zero can be achieved through a combination of emission reductions and emission removal.

Measuring Emissions



Measuring emissions

Emissions can be divided into three “Scopes”, described below.

Scope 1

Direct emissions

Resulting from vehicles, fuel use, and/or chemical leakage (Which for council operations includes gas and emissions from council owned vehicles).



Scope 2

Indirect emissions

Are associated with purchased electricity.



Scope 3

Other indirect emissions

Other indirect emissions which occur in the value chain of a company and are not already included with Scope 2, such as those from purchased goods and services, transport, or business travel. (Which for council operations includes water, business miles, and leased leisure facilities).



Scope 3 emissions are complicated, extensive, far-reaching and are very difficult to measure accurately with no consistent methodology currently in use. Therefore, only limited Scope 3 emissions will be included in the council’s emissions measurements, such as the leased-out leisure services, but not the wider supply chain, enabling the council to compare the emissions like-for-like each year. However, work continues to be done to reduce Scope 3 emissions and improve sustainability of the council and district despite only a limited range being included in council carbon targets.

Council operational emissions



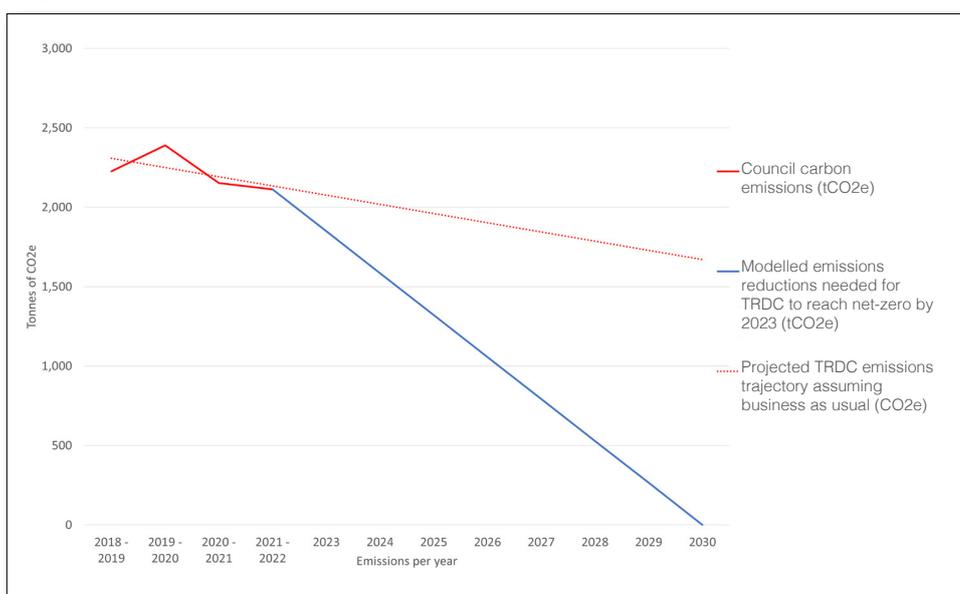
Net-zero carbon by 2030

A reduction of 264t CO₂e/year on average is needed.

Achieving net-zero CO₂e is a huge challenge and will require a reduction of 264t CO₂e/year on average. [The Association for Public Service Excellence](#) (APSE)'s Carbon Trajectory Report 2022 estimated the cost to decarbonise the Council would be £19million at 2022 prices, with an annual saving of £160,000 per year. This presents a significant financial barrier to achieving our 2030 net-zero ambition. To explore possible solutions the council has

secured funding from Innovate UK's Net Zero Living Programme to research the use of innovative sources of finance, including community and private finance, to fund decarbonisation activities. This is a two year project and will be explored fully during the course of the Action Plan which will run alongside this strategy.

Figure 1 Modelled trajectory of our ambition to achieve net zero by 2030



This Figure shows the measured emissions generated by the council between April 2018 – March 2020 with a trajectory showing emissions to 2030. The dotted line shows a business-as-usual trajectory, and the blue line demonstrates that active interventions are required to meet net zero by 2030.

The council measures and publishes its own emissions annually in accordance with the Greenhouse Gas Protocol and uses conversion factors for the carbon dioxide equivalent (tCO₂e).

Three Rivers District Emissions

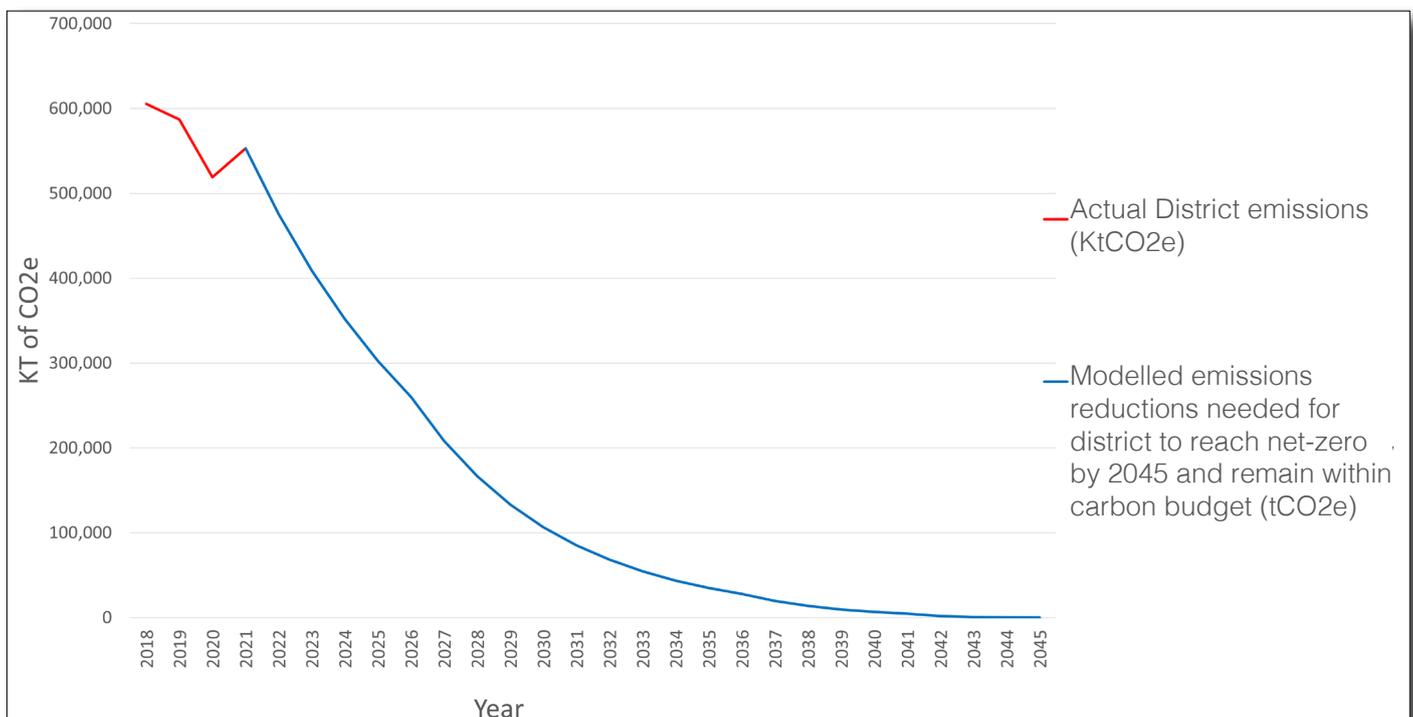


Net-zero carbon by 2045 for the district will require a reduction of 14% annually.

The district will need to reduce emissions by a minimum of 14% annually¹ for the next 5 years to make its fair contribution to the Paris Climate Change agreement.

The figure below shows measured carbon emissions for the District taken from ONS data from 2005 – 2021², and the estimated rate of emissions reductions needed to meet net-zero by 2045 and remain within our carbon budget.

Figure 2 Trajectory Ambition to achieve net zero for the district 2045



The council measures and publishes its own emissions annually in accordance with the Greenhouse Gas Protocol and uses conversion factors for the carbon dioxide equivalent (tCO₂e). **Page 76**

Reaching net-zero together



Working together

Key stakeholders to lead, enable and inspire.

•GOV

Local Authorities and Government

Stakeholders

Central Government, Hertfordshire County Council, Hertfordshire Climate Change and Sustainability Partnership, Three Rivers District Council.

Key roles

Lead by example by reducing emissions and changing internal practices to be more sustainable .

Enable all to reduce emissions through the policy framework and lobbying, accessing sources of funding, educational and networking support.

Inspire all to reduce emissions and change behaviours through knowledge sharing.

Key areas of influence

Own operations – Reduce emissions associated with the council's estate, fleet, and service provisions.

Policy and strategy – Planning, land management, waste and recycling, transport management, and community services.



Community and voluntary organisations

Stakeholders

Community and voluntary organisations such as conservation groups, community energy groups, environmental advocacy groups, faith groups, residents associations, and charities.

Key roles

Engagement – Trusted source to inspire behaviour change and deliver action and projects in the community.

Key influence areas

Community projects – Community projects with local social benefits that make use of economies of scale e.g. community energy and community gardens.

Reaching net-zero together



Working together

Businesses, organisations and residents.



Businesses and organisations

Stakeholders

NHS/healthcare providers, schools, independent businesses, national chains, suppliers, Hertfordshire Local Enterprise Partnership (LEP), Local Strategic Partnership, Parish and Community Councils, Greater South-East Net-Zero Hub, District Council Network, UK100, Local Enterprise Partnership, Innovate UK, Healthy Hubs

Key roles

Networks – share best practice and knowledge.

Sponsorship – Sponsoring, funding, and supporting community projects.

Engagement – Engage with staff, customers, and suppliers to inspire sustainable choices.

Key influence areas

Buildings – Improve energy efficiency and incorporate renewable energy technologies.

Travel – Use sustainable modes of transport for movement of goods and people.

Production/consumption – Reduce emissions associated with production of products.

Supply chain – Addressing and reducing supply chain emissions and waste.



Residents

Key roles

Behaviour change – Changes to consumption and lifestyle to reduce carbon footprint.

Lobbying – Vote, ask local representatives for change and engage with local decision making.

Engagement – Communicate and share knowledge and skills within your community/network and engage businesses, organisations and community groups to support and drive change.

Key influence areas

Home – Reduce energy, water and resource use at home and enhance nature.

Travel – Increase use of active travel or public transport.

Consumption – Reduce consumption and switch to more sustainable, low-carbon alternatives. Reduce, Reuse, Recycle.

Sustainable living



Consumption of goods and services

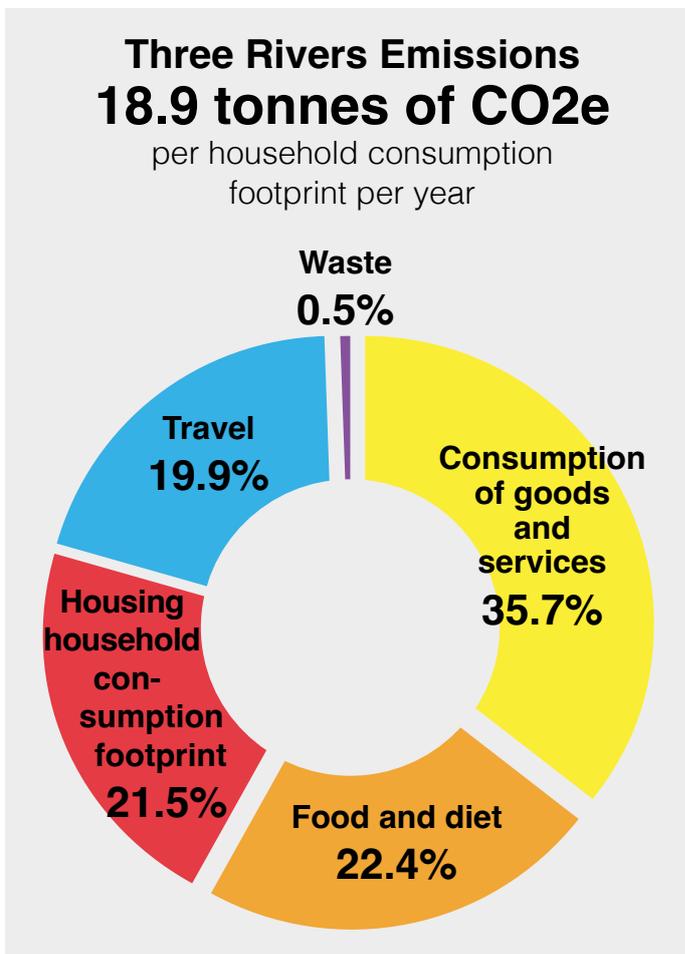
is responsible for the majority of household emissions in Three Rivers.

The average household in Three Rivers produces 18.9t of CO₂e per year compared to the GB average of 16t of CO₂e per year, with consumption of goods and services having the highest impact (Figure 3).

The emissions generated across Three Rivers vary considerably between local areas. The Community Carbon Calculator indicators³ the carbon footprint of different areas and is a useful tool for measuring your areas impact.

To avoid the worst impacts of the climate emergency, the carbon emissions associated with our lifestyles need to fall dramatically. Some positive movements have started through digital second-hand marketplaces, clothes swaps, high levels of recycling in the district, making more sustainable choices when shopping and reducing single-use plastic. However, more needs to be done – such as adopting low-carbon travel, sharing tools and equipment, repairing broken goods, insulating our buildings, and switching to electric heating systems. Active community groups can assist in these behavioural changes through a collective approach which enables shared learning, economies of scale, developing

libraries of things, community fridges and gardens, repair shops, and buying local goods and services.



³ <https://impact-tool.org.uk/report?regionId=E07000102&geography=local-authority>

Challenges



Challenges to net-zero

Outside influences and obstacles.

This strategy's ambition to achieve net-zero by 2030 for the council's own operations is an enormous challenge. Where possible, we will look for external funding and work with our partners to address this.

The strategy sets out our direction of travel and overarching ambitions. Some of the challenges we face for delivery include:

Lack of readily available funding to support emissions reductions for council operations and the wider district.



The high cost of: finance, retrofitting buildings, and transitioning to low-carbon transport.



Skills shortages such as accredited retrofit professionals and suitably qualified professionals for installing retrofit technologies.



Lack of long-term direction on net zero policies and finance from central government



Uncertainty over "low carbon" technologies such as hydrogen, electric vehicles and heat pump installation and operation.



Lack of awareness among residents and stakeholders of the benefits of adopting: new methods of heating, sustainable travel, incorporating sustainability into decision making, and Page 80 consumption habits.



Offsetting



Ways to reach net-zero

Prioritising emissions avoidance and reduction.

There are a variety of ways to reach net-zero, and not all of them are equal. The council will follow the carbon management hierarchy; this means the council will prioritise emissions avoidance and reduction, and only replace or compensate our hard-to-treat emissions as a last resort.

The council will consider the opportunities for tree planting and other nature based solutions in the district (and county where applicable). Developers will be encouraged to consider carbon absorption opportunities alongside nature enhancements in delivering their Biodiversity Net Gain (BNG) obligations.

Given the geographical limitation for extensive tree planting in Three Rivers, we will be working across the County to identify opportunities for large scale woodland planting in Hertfordshire for carbon offsetting.

Additionally, a review of renewable energy generation opportunities on council owned sites such as car parks will be undertaken.

Achievements since 2021



Reaching net-zero carbon emissions

for our own operations by 2030

- ✓ **Replaced** depot building and now includes an air source heat pump, radiant heating, solar panels electric vehicle charging points, bat bird boxes, an otter holt, insect pile in and fruit trees.
- ✓ **Retrofit** of Three Rivers House including the installation of air source heat pump and energy efficient cooling systems in the server room saving 335,170 kilowatt hours per annum.
- ✓ **Started** electrifying the council's fleet with three electric vans
- ✓ **Adopted** an Environmental Impact Assessment tool which embeds consideration of climate change and sustainability in to the council's decision-making processes.
- ✓ **Upgraded** all Three Rivers District Council owned streetlights to energy efficient LED or solar.
- ✓ **Introduced** climate change training for all council staff, with senior leadership benefiting from advanced training on climate change and adaptation.

Achievements since 2021 in the district



Supporting Three Rivers District

to reach net-zero carbon by 2045:

- ✓ **Joined Solar Together** scheme with at least 76 homes in the district installing solar panels and a new round launched in August 2023.
- ✓ **Retrofitted** 117 private homes saving 161.2 tonnes of CO₂e annually and 82 social homes.
- ✓ **Supported** energy efficiency improvements for the least efficient homes in the district through the delivery of Energy Company Obligation (ECO4) and Social Housing Decarbonisation fund.
- ✓ **New independent Home Energy Support Service** helpline provided free advice to over 250 residents.
- ✓ **Resurfaced** a significant section of the Ebury Way trail for walkers and cyclists.
- ✓ **Improved** the northbound link in the Grand Union Canal towpath (Three Rivers) route.
- ✓ **Inspired** sustainable behaviour change at events discussing issues with over by over 2000 residents.
- ✓ **Published** "Guide to Greening Your Home" and 'Greener Living Guide'.
- ✓ **Provided** 2,920 free trees to residents in 2022, with a further 7,086 trees reserved by residents in 2023.
- ✓ **Adopted the Biodiversity Opportunities Audit** (BOA), Nature Recovery Strategy, and Alternative Grassland Management (AGM) Initiative throughout the District.
- ✓ **Creation of two new woodlands**, made up of 750 trees in Leavesden County Park and Denham Way Playing Fields.
- ✓ **Planted** 59 street (standard) trees throughout the district.
- ✓ **Conservation grazing introduced** to the Horses' Field at Leavesden Country Park.
- ✓ **Developed** and approved the management plan for the Rickmansworth Aquadrome.
- ✓ **Hosted** 50 wildlife themed events attended by over 850 local people.

Achievements since 2021 in the district



Supporting Three Rivers District

to reach net-zero carbon by 2045:

- ✓ **Commissioned reports** to improve active travel in our key centres.
- ✓ **Installed** wayfinding signage in Croxley Green to encourage active travel.
- ✓ **Developed** and consulted on the district's Local Walking and Cycling Infrastructure Plan.
- ✓ **Installed** Real Time Information signs at 15 district bus stops.
- ✓ **Established** the Three Rivers Water Partnership to help protect and improve water quality.
- ✓ **Awarded community grants** for 14 low-carbon and sustainable projects totalling £19,438 since April 2022.
- ✓ **Delivered a Sustainable Business Programme**, helped 12 SMEs develop climate action plans.
- ✓ **Secured** £300k funding unding from Innovate UK to deliver projects with our partners Grand Union Community Energy and the National Energy Foundation, to overcome barriers to net-zero. The projects include:
 - The development of a retrofit fit one-stop shop (ROSS)*
 - Assessment of green finance options for Three Rivers District Council premises*
 - A community energy project*
 - A pilot Transition Streets programme*

Reaching net-zero by 2030



What must the council do to reach net-zero by 2030 and improve sustainability?

The council has embedded consideration of the climate emergency into its culture and decision-making processes. Our ambition is to achieve an average annual reduction of 264t CO₂e to reach net-zero by 2030.

Buildings

Integrate net-zero design and renewable energy into new council and joint venture developments.

Assess opportunities to reduce emissions from council-owned buildings and identify cost-effective finance solutions to fund the decarbonisation of council-owned buildings.

Develop the business case for solar PV on council buildings, sites, and car parks.

Reduce carbon emissions from existing council buildings through retrofit and energy demand reduction.



Travel and Air Quality

Where suitable, progress switching the fleet to low-emission or electric vehicles.

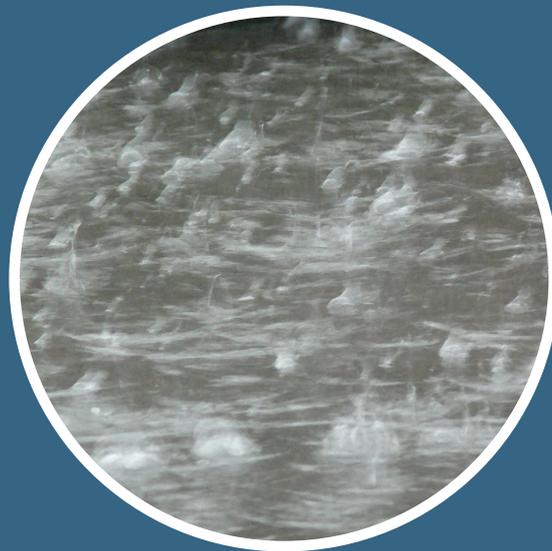
Continue to encourage remote working and virtual meetings to reduce staff travel.

Install electric charging points at council buildings for staff and fleet.

When staff travel is necessary encourage sharing, and low carbon forms of transport.



Reaching net-zero by 2030



What must the council do to reach net-zero by 2030 and improve sustainability?

Circular economy/ waste and resources

Reduce waste and increase the proportion of composting, reuse, and recycling within council operations.

Consider all suitable technology when replacing waste collection vehicles to reduce their carbon footprint.

Continue to use fleet vehicles to promote reduction, reuse, and recycling.



Nature and water

Ensure that all TRDC-owned land is managed sustainably and for the benefit of biodiversity, soil health, public education, responsible recreation and climate resilience.

Reduce the council's water consumption across its estate.



Adaptation and resilience

Ensure our emergency and public health plans account for more severe weather and its impacts on infrastructure and communities.

Ensure the council's infrastructure, landscapes, and services are built, maintained, and managed to be resilient to the impacts of climate change.



Supporting the district to reach net-zero



How is the council supporting the district to reach net-zero by 2045 and improve sustainability?

The council will inspire, enable and support everyone in the district to reduce emissions, and adopt sustainable, climate resilient behaviours to achieve net zero emissions by 2045.

Progression and adoption of a new Local Plan is critical to secure the highest standards of environmental performance and sustainability in development.

Housing and buildings

Encourage developers to adopt net zero design standards including the integration of renewable energy and low-carbon heat technologies.

Require all major developments to submit an adaptation strategy and sustainability statement to demonstrate how the development will mitigate and adapt to climate change over its lifetime.

For major non-residential developments, proposals should achieve BREEAM 'Excellent' as a minimum with the ambition to achieve "Outstanding."

Require new development to install flood mitigation measures and facilitate optimum water and wastewater efficiency aiming for water neutrality.

Refuse development if it is subject to unacceptable flood risk or if it would exacerbate flood risk on site or elsewhere.

Develop and implement a decarbonisation action plan to reduce emissions from residential properties.

Encourage community led approach approach to retrofit and sustainability.

Support residents and businesses to reduce their energy use and improve the efficiency of their homes and buildings.

Work in partnership to support the development of the local retrofit supply chain to increase skills and capacity for retrofit in the district and wider county.



Supporting the district to reach net-zero



How is the council supporting the district to reach net-zero by 2045 and improve sustainability?

Circular economy/ waste and resources

Continue to play an active role in the Hertfordshire Waste Partnership to produce and promote campaigns, resources, and support.

Consult on and comply with the Government's Resources and Waste Strategy.



Travel and Air Quality

Promote and encourage the use of public transport and active travel.

Adopt and implement a Local Cycling and Walking Infrastructure Plan.

Increase the availability of community services in neighbourhoods to reduce the need for travel.

Support our partners and stakeholders in the development and promotion of strategic sustainable passenger transport and infrastructure.

Develop a county-wide programme that supports a transition to low-carbon private hire vehicles and taxis.

Maximise opportunities in new developments to increase sustainable low- and zero-carbon transport infrastructure.

Ensure Air Quality Management Plans are successfully delivered.

Encourage behavioural change on vehicle idling through education and partnership working.

Expand public electric vehicle charging infrastructure within Three Rivers .



Supporting the district to reach net-zero



How is the council supporting the district to reach net-zero by 2045 and improve sustainability?

Nature and water

Enforce Biodiversity Net Gain requirements under the Environment Act (2021) and encourage the net-gain to be achieved in-situ on development sites or within the district.

Work in partnership on a catchment-scale with key stakeholders to protect and enhance local rivers and the habitats and wildlife supported by them.

Promote reductions in water consumption in the district.

Actively encourage Thames Water to invest in their wastewater catchments and the Maple Lodge Sewage Treatment Works to ensure sufficient capacity and eradication of untreated sewage discharges into the chalk streams.



Sustainable living

Adopt a community-led approach to encouraging sustainable behaviours and energy reduction.

Encourage and enable renewable energy generation in the district.

Encourage and inspire local landowners to increase biodiversity and climate resilience and explore options for renewable energy production.

Encourage and inspire local, sustainable food producers to connect food retailers, the hospitality sector, and residents.

Encourage local food production through the development and stewardship of community gardens, allotments, and orchards.

Engage with local businesses, community groups, and residents to adopt sustainable food consumption and reduce food waste.



Supporting the district to reach net-zero



How is the council supporting the district to reach net-zero by 2045 and improve sustainability?

Adaptation and Resilience

Adopt a community-led approach to encouraging sustainable behaviours and energy reduction.

Understand the value of trees in the district and the role they will play in tackling the climate emergency locally.

Encourage ecologically resilient and varied landscapes to ensure that habitats remain diverse and adaptable to the impacts of climate change, thereby safeguarding local flora and fauna.

Prioritise climate adaptation efforts that explicitly help our most vulnerable populations.

Inspire and support stakeholders, partners, community groups, businesses, and residents to be resilient to the impacts of climate change.

Encourage landowners in the district to enhance biodiversity through proactive land management to incorporate climate resilience, adapt to a changing climate, and contribute to carbon storage.



How can residents and businesses help



How can residents and businesses help contribute to a sustainable, net-zero district by 2045?

We have a range of information on our website including a 'Greener Living' guide and 'Guide to Greening Your Home' with lots of helpful hints and tips on living sustainably.

Housing and Buildings

Optimise insulation, install renewable energy, give nature a home, install water saving appliances, and explore smart home technology - home renovations are an ideal opportunity to incorporate these changes.

Reduce your energy use, and switch to a renewable energy provider where installing renewable energy is not possible.



Travel and Air Quality

Increase use of public transport and active travel.

Turn vehicle engines off when not in use to reduce pollution from idling.

Businesses to review active travel plans to encourage use of public and active transport, increase cycling facilities and electric vehicle infrastructure.

Install electric charging points on private property.



How can residents and businesses help



How can residents and businesses help

contribute to a sustainable, net-zero district by 2045?

Circular economy/waste and resources

Prioritise reduction and reuse of waste over recycling.

When buying goods, consider if it is really needed, whether it can be purchased second hand, borrowed or shared, and if new is required consider optimal sustainable choices.

Businesses to have clear reduction, reuse, recycling policies to minimise excess consumption and reduce waste to landfill.

Reduce food waste and increase composting.



Nature, water and food

Reduce water consumption in homes and workplaces.

Maximise space for nature in homes, businesses and on farmland and open spaces.

Consider volunteering on projects that support nature conservation.

Choose in-season, local foods, and look for food items which have a lower carbon impact, such as plant proteins.

Consider options for growing food either in your garden, allotment, or a community space.



Adaptation and resilience

If you have a garden or community space, improve soils, utilise diverse native plant species in landscaping, and plant new trees/hedges.

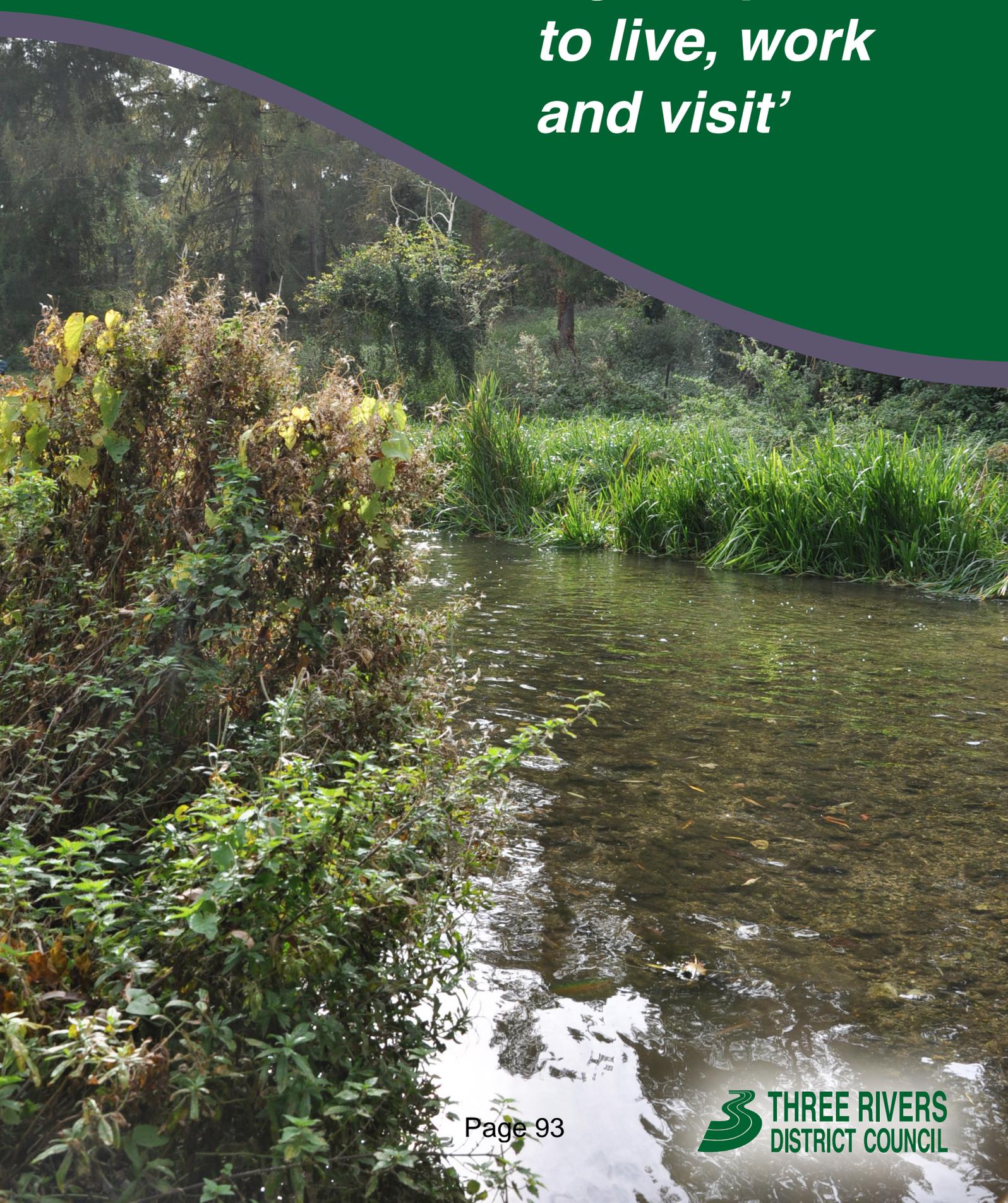
Help prevent flooding and pollution of our rivers by disposing of waste responsibly and using the sewerage system correctly.

Ensure driveways and outdoor spaces have permeable surfaces and incorporate planting to reduce flood risk.

Retrofit houses and buildings to keep cool in the summer and warm in winter.



*Three Rivers
'a great place
to live, work
and visit'*



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Short Equality Impact and Outcome Assessment (EIA)

EIAs make services better for everyone and support value for money by getting services right first time.

EIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then action plan to get the best outcomes for staff and service-users¹. They analyse how all our work as a council might impact differently on different groups²

They help us make good decisions and evidence how we have reached these decisions.³

See end notes for full guidance. For further support or advice please contact the Community Partnerships Team

Equality Impact and Outcomes Assessment (EIA) Template

First, consider whether you need to complete an EIA, or if there is another way to evidence assessment of impacts, or that an EIA is not needed⁴

Title ⁵	Climate Emergency and Sustainability Action Plan Update 2024 - 2027	ID No ⁶	
Team/Service ⁷	Environment (Climate Change and Sustainability)		
Focus of EIA ⁸	<p>A core objective of the Corporate Framework is to achieve net zero carbon and be climate resilient. This update to the Climate Emergency and Sustainability Action Plan 2024-27 sets out how the Council is working to achieve this overarching objective across all service areas.</p> <p>Stakeholders at all levels will have a role to play in the delivery of the action plan – for residents this may include being a recipient of funded retrofit measures, taking part in a group purchasing scheme for renewable energy, volunteering at a community garden, participating in Transition Streets etc.</p> <p>The principle focus of the Action Plan is for the Council and the District to make substantive reductions in carbon emissions to support the achievement of carbon neutrality.</p>		
Assessment of overall impacts and any further recommendations ⁹			
<p>The Action Plan spans all service areas of the Council, detailing individual projects / tasks. Many of the actions create co-benefits such as improving health and wellbeing, promoting social inclusion, addressing economic and health inequalities, reducing energy bills and associated fuel poverty, and improving community resilience to adverse impacts such as flooding and overheating.</p> <p>The grant funded retrofit projects typically focus on more economically deprived areas as they are more likely to meet the eligibility criteria of poor EPC ratings and receipt of means-tested benefits or low household income. If issues are found which could hinder inclusion e.g. hoarding or anxiety, then support is provided to enable participation in the scheme/event.</p>			

<p>The Home Energy Support Service offers all residents free, independent advice. Funding opportunities and relevant discounts/benefits are signposted and in-person home visits are offered to vulnerable/elderly residents.</p> <p>Piloting the Transition Streets programme in Three Rivers is an inclusive community-led approach to household carbon emissions reductions – there is no eligibility criteria to participate and participation is free, so open to everyone.</p>	
<p>Potential Issues</p>	<p>Mitigating Actions</p>
<p>There are no known negative equalities impacts identified as arising from the proposals within the Action Plan.</p>	<p>Equality Impact Assessments will be carried out for specific actions and proposals on a project-by-project basis.</p>
<p>Actions Planned ¹⁰</p>	
<p>The Action Plan includes a wide array of actions which cover numerous services and community demographics within Three Rivers, with many of the major initiatives positively impacting the most vulnerable who are most likely to benefit from grant-funded house retrofits, and are most at risk from the impacts of the Climate Emergency. We will ensure that due regard is given to any potential impact of specific proposals on protected characteristics by conducting Equality Impact Assessments for specific actions and proposals as required. This process is designed to help maximise positive impacts and ensure we are thoughtful and intentional about designing inclusivity and equity in to our work. It also helps us identify potential negative impacts and how we can eliminate, minimise or mitigate these.</p>	

EIA sign-off: (for the EIA to be final an email must sent from the relevant people agreeing it or this section must be signed)

Equality Impact Assessment officer: Elen Dolder

Date: 23/01/26

Equalities Lead Officer:

Date:

Guidance end-notes

¹ The following principles, drawn from case law, explain what we must do to fulfil our duties under the Equality Act:

- Knowledge: everyone working for the council must be aware of our equality duties and apply them appropriately in their work.
- Timeliness: the duty applies at the time of considering policy options and/or before a final decision is taken – not afterwards.
- Real Consideration: the duty must be an integral and rigorous part of your decision-making and influence the process. • Sufficient Information: you must assess what information you have and what is needed to give proper consideration.
 - No delegation: the council is responsible for ensuring that any contracted services which provide services on our behalf can comply with the duty, are required in contracts to comply with it, and do comply in practice. It is a duty that cannot be delegated.
- Review: the equality duty is a continuing duty. It applies when a policy is developed/agreed, and when it is implemented/reviewed.
- Proper Record Keeping: to show that we have fulfilled our duties we must keep records of the process and the impacts identified.

NB: Filling out this EIA in itself does not meet the requirements of the equality duty. All the requirements above must be fulfilled or the EIA (and any decision based on it) may be open to challenge. Properly used, an EIA can be a tool to help us comply with our equality duty and as a record that to demonstrate that we have done so.

² Our duties in the Equality Act 2010

As a council, we have a legal duty (under the Equality Act 2010) to show that we have identified and considered the impact and potential impact of our activities on all people with 'protected characteristics' (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership).

This applies to policies, services (including commissioned services), and our employees. The level of detail of this consideration will depend on what you are assessing, who it might affect, those groups' vulnerability, and how serious any potential impacts might be. We use this EIA template to complete this process and evidence our consideration

The following are the duties in the Act. You must give 'due regard' (pay conscious attention) to the need to:

-
- avoid, reduce or minimise negative impact (if you identify unlawful discrimination, including victimisation and harassment, you must stop the action and take advice immediately).
 - promote equality of opportunity. This means the need to: – Remove or minimise disadvantages suffered by equality groups – Take steps to meet the needs of equality groups – Encourage equality groups to participate in public life or any other activity where participation is disproportionately low – Consider if there is a need to treat disabled people differently, including more favourable treatment where necessary
 - foster good relations between people who share a protected characteristic and those who do not. This means: – Tackle prejudice – Promote understanding

³ EIAs are always proportionate to:

- The size of the service or scope of the policy/strategy
- The resources involved
- The numbers of people affected
- The size of the likely impact
- The vulnerability of the people affected

The greater the potential adverse impact of the proposed policy on a protected group (e.g. disabled people), the more vulnerable the group in the context being considered, the more thorough and demanding the process required by the Act will be.

⁴ When to complete an EIA:

- When planning or developing a new service, policy or strategy
- When reviewing an existing service, policy or strategy
- When ending or substantially changing a service, policy or strategy
- When there is an important change in the service, policy or strategy, or in the city (eg: a change in population), or at a national level (eg: a change of legislation)

Assessment of equality impact can be evidenced as part of the process of reviewing or needs assessment or strategy development or consultation or planning. It does not have to be on this template, but must be documented. Wherever possible, build the EIA into your usual planning/review processes.

Do you need to complete an EIA? Consider:

- Is the policy, decision or service likely to be relevant to any people because of their protected characteristics?
- How many people is it likely to affect?
- How significant are its impacts?
- Does it relate to an area where there are known inequalities?

How vulnerable are the people (potentially) affected? If there are potential impacts on people but you decide not to complete an EIA it is usually sensible to document why.

⁵ **Title of EIA:** This should clearly explain what service / policy / strategy / change you are assessing

⁶ **ID no:** The unique reference for this EIA. This will be added by Community Partnerships

⁷ **Team/Service:** Main team responsible for the policy, practice, service or function being assessed

⁸ **Focus of EIA:** A member of the public should have a good understanding of the policy or service and any proposals after reading this section. Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'

This section should explain what you are assessing:

- What are the main aims or purpose of the policy, practice, service or function?
- Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person/team/body and where other organisations deliver under procurement or partnership arrangements.
- How does it fit with other services?
- Who is affected by the policy, practice, service or function, or by how it is delivered? Who are the external and internal serviceusers, groups, or communities?
- What outcomes do you want to achieve, why and for whom? Eg: what do you want to provide, what changes or improvements, and what should the benefits be? • What do existing or previous inspections of the policy, practice, service or function tell you?
- What is the reason for the proposal or change (financial, service, legal etc)? The Act requires us to make these clear.

⁹ **Assessment of overall impacts and any further recommendations**

- Make a frank and realistic assessment of the overall extent to which the negative impacts can be reduced or avoided by the mitigating measures. Explain what positive impacts will result from the actions and how you can make the most of these.

-
- Countervailing considerations: These may include the reasons behind the formulation of the policy, the benefits it is expected to deliver, budget reductions, the need to avert a graver crisis by introducing a policy now and not later, and so on. The weight of these factors in favour of implementing the policy must then be measured against the weight of any evidence as to the potential negative equality impacts of the policy,
 - Are there any further recommendations? Is further engagement needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?

¹⁰ **Action Planning:** The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further equality assessment and consultation are needed.

TRDC Climate and Sustainability Impact Assessment

Score / Colour Code	Impact and Recommendation
Dark green (4)	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.
Light green (3)	Some positive impact for climate/sustainability. Recommendation to further enhance this aspect where possible and proceed.
Yellow (2)	Some possible negative impacts for climate/sustainability. Recommendation to review these aspects and find mitigations where possible.
Red (1)	Considerable inconsistency with the council's climate/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. Then provide Justification (Column E) to explain your score.

Please email your completed copy of the form to climate.change@threeivers.gov.uk.

Key to the colour coding of answers is given at the top of the page.

NB: "Not applicable" scores do not count towards the average score.

Name of project/policy/procurement and date	Climate Emergency and Sustainability Action Plan update March 26.
Brief description of project/policy/procurement (1-2 sentences):	Bi-annual Climate Emergency and Sustainability Action Plan update March 26.

Homes, buildings, infrastructure, equipment and energy			
Question	Impact (select from list)	Score (-1 to 4)	Justification or mitigation
1 Will this project increase overall energy use (electricity or other fuels)?	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.	4	Purpose of action plan is to reduce energy use
2 Does this project directly use fossil fuels such as gas, petrol, diesel, oil?	Some positive impact for climate/sustainability. Recommendation to further enhance this aspect where possible and proceed.	3	Fleet replacements will be low carbon when the technology is suitable and affordable. Use of fossil fuels in buildings will also be reduced through retrofitting.
3 Does this project further maximise the use of existing building space? <i>E.g. co-locating services; bringing under-used space into use; using buildings out-of-hours</i>	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? <i>e.g. high levels of insulation, low energy demand per m2, no fossil fuel heating, EPC rating "A" or BREAM "excellent".</i>	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.	4	Maple Cross Pavilion will be constructed to optimum standards
5 Does this make use of sustainable materials / inputs in your project? <i>e.g. re-used or recycled construction materials; timber in place of concrete</i>	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0	
6 Will this increase the supply of renewable energy? <i>e.g. installing solar panels; switching to a renewable energy tariff</i>	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.	4	Actions in this Action Plan include exploring switching to a green tariff and installing solar on multiple council-owned buildings.
7 Are any appliances or electrical equipment to be used highly energy efficient? <i>e.g. Energy rating label A-G</i>	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0	
Average Score		3.75	

Ways to optimise sustainability and work towards net zero carbon:

- Insulate buildings to a high standard.
- Include energy efficiency measures during renovations
- Replace gas boilers with low-carbon heating, such as heat pumps. Consider enabling connection to future District Heat Networks, where possible.
- Construct new buildings to Passivhaus standard and seek to reduce the embodied energy of the construction.
- Design and deliver buildings and infrastructure with lower-carbon materials, such as recycled material, wool- or hemp-based insulation, 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 technologies, and consider including battery storage.
- Switch to a certified renewable energy provider e.g. utilise power purchase agreements (PPA)
- Use energy-efficient appliances. For more information: <https://energysavingtrust.org.uk/advice/home-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.

TRDC Climate and Sustainability Impact Assessment

Score / Colour Code	Impact and Recommendation
Dark green (4)	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.
Light green (3)	Some positive impact for climate/sustainability. Recommendation to further enhance this aspect where possible and proceed.
Yellow (2)	Some possible negative impacts for climate/sustainability. Recommendation to review these aspects and find mitigations where possible.
Red (1)	Considerable inconsistency with the council's climate/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.

Travel			
Question	Impact	Score (0-4)	Justification or mitigation
8 Will this project increase overall private vehicle use?	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0	
9 Will this project purchase new zero-emission vehicles, or lower-emission vehicle models (compared to alternatives)?	Some positive impact for climate/sustainability. Recommendation to further enhance this aspect where possible and proceed.	3	The actions in the Action Plan encourage exploration of, and investment in low electric and hybrid fleet vehicles.
10 Will this project support people to use active or lower-emission transport? <i>E.g. cycling, walking, switching to electric transport</i>	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.	4	Actions in the Action Plan relate to increasing accessibility and use of active and public travel, and installation of EV charge points.
11 Will the project be easily accessible for all by foot, bike, or public transport, including for disabled people?	Some positive impact for climate/sustainability. Recommendation to further enhance this aspect where possible and proceed.	3	Venues for events will be accessible to those with disabilities, and where possible accessible by active or public travel. Where public transport is not possible efforts will be made to encourage car sharing and active travel.
12 Will the project provide or enhance infrastructure for bikes, public transport or zero-emission vehicles? <i>e.g. secure bike storage, EV charging points etc.</i>	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.	4	A number of transport actions are included in the Action Plan which includes improving active travel and encouraging use of public transport as well as installations of EV charge points.
13 Has the project taken steps to reduce traffic? <i>e.g. Hosting event online, car-sharing, using e-cargo bikes, timing activities or deliveries to be outside peak congestion times</i>	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0	
Average Score		3.50	

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 vehicles.
- 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
14 Will Environmental Social and Governance (ESG) criteria be included in the procurement evaluation framework? (See TRDC Procurement Policy here: https://www.threerivers.gov.uk/services/your-council/our-policies-and-plans)	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.	4	Any procurement that takes place will have consideration of ESG criteria.
15 Will the project procure goods or services from a certified B Corporation or business with other industry-recognised environmental accreditations? <i>e.g. FSC certified wood products, organic produce, Fairtrade, ISO14001 etc.</i>	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0	
16 Will this project reuse existing goods and materials to the greatest extent possible, instead of acquiring newly manufactured ones? <i>e.g. re-purpose natural materials found on-site, using refurbished electronic goods etc.</i>	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0	
17 Does the project include maintenance, repair, or leasing to extend the longevity of the product and reduce reliance on buying newly manufactured goods? <i>E.g. repair and re-use; sharing and lending goods between services or people; leasing or product-as-a-service rather than ownership</i>	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0	
18 Does the project 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	
19 Does the project enable others to make sustainable choices within their lifestyles, or engage people about this? <i>e.g. promote re-use, repair or sharing</i>	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.	4	A significant section of the Action Plan is aimed at encouraging residents and other customers to make more sustainable choices.

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.

TRDC Climate and Sustainability Impact Assessment

Score / Colour Code	Impact and Recommendation			
Dark green (4)	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.			
Light green (3)	Some positive impact for climate/sustainability. Recommendation to further enhance this aspect where possible and proceed.			
Yellow (2)	Some possible negative impacts for climate/sustainability. Recommendation to review these aspects and find mitigations where possible.			
Red (1)	Considerable inconsistency with the council's climate/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.			
20	Is the material used able to be re-used, re-purposed, or recycled at end of its life? <i>e.g. recyclable materials, donation of old equipment/objects</i>	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0	
21	Has the project taken steps to ensure any food and associated packaging is more sustainable? <i>E.g. recyclable/compostable packaging (non single use plastic), less and high-quality (high welfare) meat and dairy; minimises food waste; seasonal produce; locally sourced.</i>	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.	4	This will be considered in the procuring of any food for events relating to this Action Plan.
Average Score			4.00	

TRDC Climate and Sustainability Impact Assessment

Score / Colour Code	Impact and Recommendation
Dark green (4)	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.
Light green (3)	Some positive impact for climate/sustainability. Recommendation to further enhance this aspect where possible and proceed.
Yellow (2)	Some possible negative impacts for climate/sustainability. Recommendation to review these aspects and find mitigations where possible.
Red (1)	Considerable inconsistency with the council's climate/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.

Biodiversity & Nature

Question	Impact	Score (0-4)	Justification or mitigation
22 Does the project benefit nature and biodiversity? <u>Examples for guidance:</u> 1. Negative impact: reduced variety of species, reduced number of trees and/or reduced area of habitat. No plans/resources for future management. 2. Some negative impact: reduced variety of species 3. Overall neutral impact 4. Some positive impact: increased variety of species 5. Positive impact: increase variety of species, increased number of trees and/or area of habitat. Plans and resources available for future positive management.	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.	4	Many actions in the Action Plan relate to improving natural green and blue infrastructure, and improving biodiversity.
23 Does the project include a management plan to ensure the biodiversity benefits are sustained over time? <u>Examples for guidance:</u> 1. Negative impact: there is no plan or resource available for any future management 2. Some negative impact: there is a plan for management but no resource 3. Overall neutral impact: interventions have minimal management 4. Some positive impact: there is a plan for short term management 5. Positive management: there is a plan for long term (over 5 years) management	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.	4	Biodiversity actions include long-term strategies and management plans.
24 What effect does this project have on the quality of non-amenity green/blue space i.e. woodland, grassland, wetland, gardens, lakes, rivers, ponds etc.? <u>Examples for guidance:</u> 1. Negative impact: pesticides are used as management practice, amenity grass cutting regimes used 2. Some negative impact: reduced variety of species planted, management with amenity focus 3. Overall neutral impact 4. Some positive impact: increased variety of species planted with appropriate management 5. Positive impact: appropriate planting and management with a local focus (i.e. pollinator friendly planting, improving connectivity corridors)	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.	4	Biodiversity actions include long-term strategies and management plans.
25 Does your project benefit priority species or habitats as identified in the Local Nature Recovery Strategy (LNRS)? Priority Species include: Nightingales, Swifts, Pasqueflower, Water Vole, White Admiral, rare arable plants.	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.	4	Biodiversity actions include the LNRS
26 Does the project help people understand the value of biodiversity, and encourage residents to support it in their private and community spaces?	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.	4	
Average Score		4	

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, hedgehog hides 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
- For more information on priority species and habitats please see: <https://preview-hcc.cloud.contentis.com/about-the-council/how-the-council-works/partnerships/herts-nature-recovery-partnership/local-nature-recovery-strategy.aspx>

Adaptation

Question	Impact	Score (0-4)	Justification or mitigation
27 Does any planned project, construction or building include measures to reduce water usage?	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 ensure soft, permeable surfacing to reduce flood risk? e.g. landscaped soakaway areas, de-paving areas, green roofs, ponds, swales, or permeable materials	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0	

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

TRDC Climate and Sustainability Impact Assessment

Score / Colour Code	Impact and Recommendation
Dark green (4)	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.
Light green (3)	Some positive impact for climate/sustainability. Recommendation to further enhance this aspect where possible and proceed.
Yellow (2)	Some possible negative impacts for climate/sustainability. Recommendation to review these aspects and find mitigations where possible.
Red (1)	Considerable inconsistency with the council's climate/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.

29	Has the project or service considered ways to reduce the impact of extreme weather i.e. extreme heat, fire, flooding, and drought? <i>e.g. changing ways of working to reduce risk, reflective materials to reduce heat-gain, drought-tolerant planting, planting for shade and flood mitigation, insulation and ventilation, fans etc.</i>	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.	4	Actions relating to adaptation and resilience are in the Action Plan	possible, and install Sustainable Drainage systems (SUDS). - Plant drought-tolerant plants and mulch landscapes to avoid water loss through evaporation.
	Average Score		4.0		
Engagement and Influence					
30	Question	Impact	Score (0-4)	Justification or mitigation	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.
	Does this project raise awareness and understanding of climate change, biodiversity, and sustainability, and the steps that people can take to live more sustainably?	Strong positive impacts for climate/sustainability. Recommendation to proceed as is with this aspect.	4		
	Average Score		4		
Total Overall Average Score			3.88		

Now the assessment is complete, copy and paste the box below into your business case or committee report (under environmental implications 6). The full assessment document can be attached as an appendix to your report. Procurement bidders must submit completed assessment with their tender.

Climate and Sustainability Impact Assessment Summary	
Homes, buildings, infrastructure, equipment and energy	3.75
Travel	3.50
Goods and Consumption	4.00
Biodiversity & Nature	4.00
Adaptation	4.00
Engagement and Influence	4
Total Overall Average Score	3.9

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**Prestwick Road
Meadows
Management Plan
2026-2036
11/03/2026**

**CLIMATE CHANGE AND LEISURE COMMITTEE
WEDNESDAY 11 MARCH 2026**

PART I

**PRESTWICK ROAD MEADOWS MANAGEMENT PLAN 2026-2036
ADE**

1 Summary

- 1.1 New ten-year management plan has been developed for Prestwick Road Meadows in South Oxhey.
- 1.2 The new plan contains management actions over the next ten years from financial year 2026/27 until 2035/36. The detailed actions relate to habitat management, scrub/vegetation management, pond clearance and tree works.
- 1.3 Officers are recommending that this plan is approved by the Climate Change and Leisure Committee and adopted by the Council. Should the plans be approved, Officers will seek to implement the actions within the plans over the next ten years. Work will be completed within existing budgets or subject to external funding.

2 Recommendation

- 2.1 That the Climate Change and Leisure Committee:
- 2.2 Adopt the new ten-year Management Plan for Prestwick Road Meadows.
- 2.3 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.
- 2.4 That public access to the report be immediate.
- 2.5 That public access to the decision be immediate.

Report prepared by: Kelly Barnard, Leisure Assets Manager

3 Details

3.1 Plan development process

- 3.1.1 The plans were developed and produced by Countryside Management Service (CMS) part of Hertfordshire County Council, who commissioned by Three Rivers District Council (TRDC) to assist with the management of TRDC Open Space.
- 3.1.2 Public consultation on the management plan was carried out in two stages. An initial period of consultation was held to encourage residents, site users, Councillors and other interested parties to share ideas and thoughts on the management of the meadows over the next ten years.

3.1.3 Once draft plans had been completed, a second period of consultation was held to enable stakeholders to comment on draft versions of the plans. Minor amendments were made to the plans to produce the final version.

3.2 Consultation Process

3.2.1 An initial engagement period was held from 1 - 22 September 2025, to establish core aims and objectives for the site; these are reflected in Section 4 of the management plan.

3.2.2 A second stage of engagement was held from the 13 - 28 November 2025, which enabled stakeholders a further opportunity to comment on the proposed management actions for the site.

3.2.3 A summary of engagement responses are included in the management plan under 7.1 to 7.1.3.3 Engagement Summary. Responses to the engagement periods were received by Local Residents, Butterfly Conservation Trust, Watford Rural Parish Council and Hertfordshire County Council.

3.3 Aim and Objectives

3.3.1 The aim and objectives of the management plan is to provide a valuable, welcoming green space for the community whilst ensuring the biodiversity features are protected and enhanced.

3.3.2 The key detailed actions relate to maintenance of trees and scrub/vegetation management, taking into account and working with the Butterfly Conservation Trust to protect the brown hairstreak butterfly which has been found on this site and are noted as one of Britain's rarest and most elusive butterflies and pond clearance.

4 **Options and Reasons for Recommendations**

4.1 The officer recommendation is that the new ten-year management plan for Prestwick Road Meadows is formally adopted by the Council.

4.2 Officers will then begin to implement the actions within the plans, subject to available funding where necessary.

4.3 If the plans are not approved by the committee, maintenance of the site will continue at a minimum level, but no additional improvements for biodiversity or public access will be undertaken.

5 **Policy/Budget Reference and Implications**

5.1 The recommendations in this report are within the Council's agreed budgets. The proposals also relate to securing additional funding, as outlined within the report.

5.2 The recommendations in this report relate to the achievement of the following performance indicators for the Leisure and Natural Infrastructure Service Plan 2026-2029.

5.2.1 LNI04 - External Funding secured to support Leisure and Natural Infrastructure Projects and Activities.

5.2.2 LNI05 - Year on year increase in the area of land owned by Three Rivers District Council, being managed for biodiversity benefit.

5.3 The recommendations in this report relate to the achievement of the following Corporate Framework Objectives:

5.3.1 Healthy, safe and thriving communities

5.3.2 A green and sustainable future

5.3.3 A well-run council

6 Financial Implications

6.1 The Council's Medium Term Financial Plan includes an annual budget to maintain 13 sites with management plans, including the management of Prestwick Road Meadows. This is not sufficient to deliver the actions planned within the Management Plan as such the delivery of projects will be dependent on securing external funding which will need to be obtained in advance of projects proceeding.

7 Legal Implications

7.1 All proposed works and equipment will be tendered within the Council's constitution and Contract Procedure Rules, where required.

7.2 The preparation of this plan is being undertaken in order to support compliance with the Council's statutory obligations and its Corporate Framework and Priorities.

7.3 The Council has a duty to have regard to conserving and enhancing biodiversity under S40 of the Natural Environment and Rural Communities Act 2006. This does not mean that the duty must be given greater weight than other matters and the Management Plan recommendations that are being presented within this report satisfy the duty, which is for the Council to 'have regard' when it exercises its functions.

7.4 Subject to the receipt of external funding, under the Council Constitution (as outlined in part 3, section 4.1.3 of the Council Constitution), Committee approval is required to enter into any contract above the value of £25,000.

8 Equal Opportunities Implications

8.1 An Impact Assessment has been completed for these Management Plans.

8.2 On the whole the new Management plans should have a positive impact on the accessibility of the site.

8.3 Funding will need to be sourced in order to make these improvements.

9 Staffing Implications

9.1 Delivering the Management Plan project and objectives as well as securing external funding in order to deliver these will be led by the Leisure and Natural Infrastructure Service.

9.2 In particular, it will require the time of the Leisure Assets Manager and the Principal Trees and Woodlands Officer.

9.3 Officers will also be working collaboratively and will require support and input from Officers in other services, including Regulatory Services, Property

Services, Environmental Protection, Community Partnerships, Finance and Legal.

10 Environmental Implications

11 Community Safety Implications

11.1 None Specific

12 Public Health implications

12.1 Accessible, well-maintained parks and open spaces have never been more vital to the health and wellbeing of individuals. Being able to connect with wildlife has a positive impact on both the physical and mental health and wellbeing of individuals.

13 Customer Services Centre Implications

13.1 None specific

14 Communications and Website Implications

14.1 The website will be kept updated with any relevant changes to the site, following the adoption and ongoing delivery of the Management Plan.

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

15 Risk and Health & Safety Implications

15.1 The Council has agreed its risk management strategy which can be found on the website at <http://www.threerivers.gov.uk>. 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.

15.2 The subject of this report is covered by the Leisure & Natural Infrastructure service plan. 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 <i>(tolerate, treat, terminate, transfer)</i>	Risk Rating <i>(combination of likelihood and impact)</i>
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 hi-light any issues at an early stage	Tolerate	4
Harmful materials (inc Asbestos)	Reputational damage to the	Implement monitoring	Treat	4

	Council Management plan actions couldn't be carried out including working parties by volunteers	procedures for exposure levels, if necessary. Ensure any hazardous waste is appropriately disposed of following correct containment methods (double bagged for asbestos etc)		
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15.3 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	Low	High	Very High	Very High
	4	8	12	16
	Low	Medium	High	Very High
	3	6	9	12
Likelihood	Low	Low	Medium	High
	2	4	6	8
Remote	Low	Low	Low	Low
	1	2	3	4
	Low	Impact		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%))

15.4 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.

Data Quality

Data sources:

Public and Stakeholder Consultation

Data checked by:

Andrew Taylor – Projects Officer, Countryside Management Service (CMS)

Data rating: Tick

1	Poor	
2	Sufficient	✓
3	High	

Background Papers

APPENDICES / ATTACHMENTS

APPENDIX A: Prestwick Road Meadows Greenspace Action Plan 2026 - 2036



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@threerivers.gov.uk.

Key to the colour coding of answers is given at the top of the page.

Name of project/policy/procurement and date	Prestwick Road Meadows Management Plan 2026-2036
Brief description (1-2 sentences):	New ten-year management plan for Prestwick Road Meadows

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?	Some possible negative impacts for sustainability. Recommendation to review these aspects and find mitigations where possible.	2	Where any work is required on the sites, local companies will be used to reduce the impact of emissions.	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.	3
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 / inputs 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		2.00			3.00

Ways to optimise sustainability and work towards net zero carbon:

- Insulate buildings to a high standard.
- Include energy efficiency measures when carrying
- 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, wool- or hemp-based insulation, 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.

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.

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?	Some possible negative impacts for sustainability. Recommendation to review these aspects and find mitigations where possible.	2	Where any work is required on the sites, local companies will be used to reduce the impact of emissions.	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.	3
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? <i>E.g. cycling, walking, switching to electric transport</i>	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.	3	Opportunities for walking on site and as a though route. This will be enhanced by keeping paths clear of foliage and any path improvements	Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.	4
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? <i>Using e-cargo bikes; timing activities or deliveries to be outside peak congestion times</i>	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		2.50			3.50

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?	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.	3	Where there may be a need for tree felling, or the creation of habitats, consideration will be given to dead wood bring left on the site if applicable and if meeting the requirements of	Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.	4
15 Does it reduce reliance on buying newly manufactured goods? <i>E.g. repair and re-use; sharing and lending goods between services or people; leasing or product-as-a-service rather than ownership</i>	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	0
17 Does it enable others to make sustainable choices within their lifestyles, or engage people about this?	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.	3	Interpretation around the site will show the benefits of nature and biodiversity.	Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.	4
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	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	0
20 Has it taken steps to ensure any food it offers is more sustainable? <i>E.g. less and high-quality (high welfare) meat and dairy; minimises food waste; seasonal produce; locally sourced.</i>	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	0
Average Score		3.00			4.00

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.

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.

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,	Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.	4	The management plan look at how the site is utilised	Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.	4
22 Does the project create more habitat for nature? E.g. native plants, trees, and flowers	Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.	4	There are a number of actions in the management plan to support the creation of or improvement of habitat for nature	Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.	4
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	Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.	4	The management plan looks at how habitats are protected and how new ones can be developed / introduced	Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.	4
24 Does it help people understand the value of biodiversity, and encourage residents to support it in their private and community spaces?	Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.	4	Interpretation on site will explain the benefits	Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.	4
Average Score		4			4

**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, hedgehog hides and passages, log piles
- Consider the ecological impacts from manufacture

Adaptation					
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?	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.	3	Mitigating the use of water by planting at the right time, planting the right species and use of hydration bags where necessary	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.	3
26 Does anythe project , consider how to sustainably protect people from extreme weather?	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.	3	not want to encourage more trees on the site. As such the management of the site will be beneficial for flood risk and as a flood plain,	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.	3
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?	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.	3	not want to encourage more trees on the site. As such the management of the site will be beneficial for flood risk and as a flood plain,	Neutral or not applicable. Recommendation to consider how benefits could be achieved in this area, but otherwise proceed.	0
Average Score		3.0			3.00

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.

Engagement and Influence					
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?	Some positive impact for sustainability. Recommendation to further enhance this aspect where possible and proceed.	3	Potential for increased partnership working, environmental focused educational events and messaging	Strong positive impacts for sustainability. Recommendation to proceed as is with this aspect.	4
Average Score		3			4
Total Overall Average Score		2.92			3.6

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.

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

Climate and Sustainability Impact Assessment Summary	
Homes, buildings, infrastructure, equipment and energy	3.00
Travel	3.50
Goods and Consumption	4.00
Ecology	4.00
Adaptation	3.00
Engagement and Influence	4
Total Overall Average Score	3.6

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.

Equality Impact and Outcome Assessment (EIA)

EIAs make services better for everyone and support value for money by getting services right first time.

EIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then action plan to get the best outcomes for staff and service-users¹.

They analyse how all our work as a council might impact differently on different groups².

They help us make good decisions and evidence how we have reached these decisions³.

See end notes for full guidance.

For further support or advice please contact Community Partnerships

1. Equality Impact and Outcomes Assessment (EIA) Template

First, consider whether you need to complete an EIA, or if there is another way to evidence assessment of impacts, or that an EIA is not needed⁴.

Title of EIA⁵		ID No.⁶	
Team/Service ⁷			
Focus of EIA⁸			

2. Update on previous EIA and outcomes of previous actions ⁹

What actions did you plan last time? (List them from the previous EIA)	What improved as a result? What outcomes have these actions achieved?	What <u>further</u> actions do you need to take? (add these to the Action plan below)

3. Review of information, equality analysis and potential actions

Protected characteristics groups from the Equality Act 2010	What do you know ¹⁰ ? Summary of data about your service-users and/or staff	What do people tell you ¹¹ ? Summary of service-user and/or staff feedback	What does this mean ¹² ? Impacts identified from data and feedback (actual and potential)	What can you do ¹³ ? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age ¹⁴				
Disability ¹⁵				
Gender reassignment ¹⁶				
Pregnancy and maternity ¹⁷				
Race/ethnicity ¹⁸ Including migrants, refugees and asylum seekers				
Religion or belief ¹⁹				
Sex/Gender ²⁰				

Protected characteristics groups from the Equality Act 2010	What do you know¹⁰? Summary of data about your service-users and/or staff	What do people tell you¹¹? Summary of service-user and/or staff feedback	What does this mean¹²? Impacts identified from data and feedback (actual and potential)	What can you do¹³? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Sexual orientation²¹				
Marriage and civil partnership²²				
Community Cohesion²³				
Other relevant groups²⁴				
Cumulative impact²⁵				
Assessment of overall impacts and any further recommendations²⁶				

4. List detailed data and/or community feedback that informed your EIA

Title (of data, research or engagement)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)

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5. Prioritised Action Plan²⁷

Impact identified and group(s) affected	Action planned (Action Owner)	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service plans and/or PDRs and monitored to ensure they achieve the outcomes identified.				

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EIA sign-off:

Staff member competing Equality Impact Assessment:

Date:

Head of Service

Date:

TRDC Equality lead:

Date:

Guidance end-notes

¹ The following principles, drawn from case law, explain what we must do to fulfil our duties under the Equality Act:

- **Knowledge:** everyone working for the council must be aware of our equality duties and apply them appropriately in their work.
- **Timeliness:** the duty applies at the time of considering policy options and/or before a final decision is taken – not afterwards.
- **Real Consideration:** the duty must be an integral and rigorous part of your decision-making and influence the process.
- **Sufficient Information:** you must assess what information you have and what is needed to give proper consideration.
- **No delegation:** the council is responsible for ensuring that any contracted services which provide services on our behalf can comply with the duty, are required in contracts to comply with it, and do comply in practice. It is a duty that cannot be delegated.
- **Review:** the equality duty is a continuing duty. It applies when a policy is developed/agreed, and when it is implemented/reviewed.
- **Proper Record Keeping:** to show that we have fulfilled our duties we must keep records of the process and the impacts identified.

NB: Filling out this EIA in itself does not meet the requirements of the equality duty. All the requirements above must be fulfilled or the EIA (and any decision based on it) may be open to challenge. Properly used, an EIA can be a tool to help us comply with our equality duty and as a record that to demonstrate that we have done so.

² Our duties in the Equality Act 2010

As a public sector organisation, we have a legal duty (under the Equality Act 2010) to show that we have identified and considered the impact and potential impact of our activities on all people with 'protected characteristics' (age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership).

This applies to policies, services (including commissioned services), and our employees. The level of detail of this consideration will depend on what you are assessing, who it might affect, those groups' vulnerability, and how serious any potential impacts might be. We use this EIA template to complete this process and evidence our consideration.

The following are the duties in the Act. You must give 'due regard' (pay conscious attention) to the need to:

- **avoid, reduce or minimise negative impact** (if you identify unlawful discrimination, including victimisation and harassment, you must stop the action and take advice immediately).
- **promote equality of opportunity.** This means the need to:
 - Remove or minimise disadvantages suffered by equality groups
 - Take steps to meet the needs of equality groups
 - Encourage equality groups to participate in public life or any other activity where participation is disproportionately low
 - Consider if there is a need to treat disabled people differently, including more favourable treatment where necessary
- **foster good relations between people who share a protected characteristic and those who do not.** This means:
 - Tackle prejudice
 - Promote understanding

³ EIAs are always proportionate to:

- The size of the service or scope of the policy/strategy
- The resources involved
- The numbers of people affected
- The size of the likely impact
- The vulnerability of the people affected

The greater the potential adverse impact of the proposed policy on a protected group (e.g. disabled people), the more vulnerable the group in the context being considered, the more thorough and demanding the process required by the Act will be.

⁴ **When to complete an EIA:**

- When planning or developing a new service, policy or strategy
- When reviewing an existing service, policy or strategy
- When ending or substantially changing a service, policy or strategy
- When there is an important change in the service, policy or strategy, or in the city (eg: a change in population), or at a national level (eg: a change of legislation)

Assessment of equality impact can be evidenced as part of the process of reviewing or needs assessment or strategy development or consultation or planning. It does not have to be on this template, but must be documented. Wherever possible, build the EIA into your usual planning/review processes.

Do you need to complete an EIA? Consider:

- Is the policy, decision or service likely to be relevant to any people because of their protected characteristics?
- How many people is it likely to affect?
- How significant are its impacts?
- Does it relate to an area where there are known inequalities?
- How vulnerable are the people (potentially) affected?

If there are potential impacts on people but you decide not to complete an EIA it is usually sensible to document why.

⁵ **Title of EIA:** This should clearly explain what service / policy / strategy / change you are assessing

⁶ **ID no:** The unique reference for this EIA.

⁷ **Team/Department:** Main team responsible for the policy, practice, service or function being assessed

⁸ **Focus of EIA:** A member of the public should have a good understanding of the policy or service and any proposals after reading this section. Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'

This section should explain what you are assessing:

- What are the main aims or purpose of the policy, practice, service or function?
- Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person/team/body and where other organisations deliver under procurement or partnership arrangements.
- How does it fit with other services?
- Who is affected by the policy, practice, service or function, or by how it is delivered? Who are the external and internal service-users, groups, or communities?
- What outcomes do you want to achieve, why and for whom? Eg: what do you want to provide, what changes or improvements, and what should the benefits be?
- What do existing or previous inspections of the policy, practice, service or function tell you?
- What is the reason for the proposal or change (financial, service, legal etc)? The Act requires us to make these clear.

⁹ **Previous actions:** If there is no previous EIA or this assessment is of a new service, then simply write 'not applicable'.

¹⁰ **Data:** Make sure you have enough data to inform your EIA.

- What data relevant to the impact on protected groups of the policy/decision/service is available?¹⁰
- What further evidence is needed and how can you get it? (Eg: further research or engagement with the affected groups).
- What do you already know about needs, access and outcomes? Focus on each of the protected characteristics in turn. Eg: who uses the service? Who doesn't and why? Are there differences in outcomes? Why?
- Have there been any important demographic changes or trends locally? What might they mean for the service or function?
- Does data/monitoring show that any policies or practices create particular problems or difficulties for any groups?
- Do any equality objectives already exist? What is current performance like against them?
- Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?
- Use local sources of data (eg: JSNA: and Herts Insight <https://www.hertfordshire.gov.uk/microsites/herts-insight/home.aspx>) and national ones where they are relevant.

¹¹ **Engagement:** You must engage appropriately with those likely to be affected to fulfil the equality duty.

- What do people tell you about the services?
- Are there patterns or differences in what people from different groups tell you?
- What information or data will you need from communities?
- How should people be consulted? Consider:
 - (a) consult when proposals are still at a formative stage;
 - (b) explain what is proposed and why, to allow intelligent consideration and response;
 - (c) allow enough time for consultation;
 - (d) make sure what people tell you is properly considered in the final decision.

-
- Try to consult in ways that ensure all perspectives can be considered.
 - Identify any gaps in who has been consulted and identify ways to address this.

¹² Your EIA must get to grips fully and properly with actual and potential impacts.

- The equality duty does not stop decisions or changes, but means we must conscientiously and deliberately confront the anticipated impacts on people.
- Be realistic: don't exaggerate speculative risks and negative impacts.
- Be detailed and specific so decision-makers have a concrete sense of potential effects. Instead of "the policy is likely to disadvantage older women", say how many or what percentage are likely to be affected, how, and to what extent.
- Questions to ask when assessing impacts depend on the context. Examples:
 - Are one or more protected groups affected differently and/or disadvantaged? How, and to what extent?
 - Is there evidence of higher/lower uptake among different groups? Which, and to what extent?
 - If there are likely to be different impacts on different groups, is that consistent with the overall objective?
 - If there is negative differential impact, how can you minimise that while taking into account your overall aims
 - Do the effects amount to unlawful discrimination? If so the plan must be modified.
 - Does the proposal advance equality of opportunity and/or foster good relations? If not, could it?

¹³ Consider all three aims of the Act: removing barriers, and also identifying positive actions we can take.

- Where you have identified impacts you must state what actions will be taken to remove, reduce or avoid any negative impacts and maximise any positive impacts or advance equality of opportunity.
- Be specific and detailed and explain how far these actions are expected to improve the negative impacts.
- If mitigating measures are contemplated, explain clearly what the measures are, and the extent to which they can be expected to reduce / remove the adverse effects identified.
- An EIA which has attempted to airbrush the facts is an EIA that is vulnerable to challenge.

¹⁴ **Age:** People of all ages

¹⁵ **Disability:** A person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. The definition includes: sensory impairments, impairments with fluctuating or recurring effects, progressive, organ specific, developmental, learning difficulties, mental health conditions and mental illnesses, produced by injury to the body or brain. Persons with cancer, multiple sclerosis or HIV infection are all now deemed to be disabled persons from the point of diagnosis.

¹⁶ **Gender Reassignment:** In the Act a transgender person is someone who proposes to, starts or has completed a process to change his or her gender. A person does not need to be under medical supervision to be protected

¹⁷ **Pregnancy and Maternity:** Protection is during pregnancy and any statutory maternity leave to which the woman is entitled.

¹⁸ **Race/Ethnicity:** This includes ethnic or national origins, colour or nationality, and includes refugees and migrants, and Gypsies and Travellers. Refugees and migrants means people whose intention is to stay in the UK for at least twelve months (excluding visitors, short term students or tourists). This definition includes asylum seekers; voluntary and involuntary migrants; people who are undocumented; and the children of migrants, even if they were born in the UK.

¹⁹ **Religion and Belief:** Religion includes any religion with a clear structure and belief system. Belief means any religious or philosophical belief. The Act also covers lack of religion or belief.

²⁰ **Sex/Gender:** Males and Females are covered under the Act. The Equality Act has some exceptions that allow employers or organisations to discriminate because of your sex

²¹ **Sexual Orientation:** Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes. There are a small number of circumstances when being treated differently due to sexual orientation is lawful.

²² **Marriage and Civil Partnership:** Only in relation to due regard to the need to eliminate discrimination.

²³ **Community Cohesion:** What must happen in all communities to enable different groups of people to get on well together.

²⁴ **Other relevant groups:** eg: Carers, people experiencing domestic and/or sexual violence, substance misusers, homeless people, looked after children, ex-armed forces personnel, people on the Autistic spectrum etc

²⁵ **Cumulative Impact:** This is an impact that appears when you consider services or activities together. A change or activity in one area may create an impact somewhere else

²⁶ **Assessment of overall impacts and any further recommendations**

- Make a frank and realistic assessment of the overall extent to which the negative impacts can be reduced or avoided by the mitigating measures. Explain what positive impacts will result from the actions and how you can make the most of these.
- Countervailing considerations: These may include the reasons behind the formulation of the policy, the benefits it is expected to deliver, budget reductions, the need to avert a graver crisis by introducing a policy now and not later, and so on. The weight of these factors in favour of implementing the policy must then be measured against the weight of any evidence as to the potential negative equality impacts of the policy.
- Are there any further recommendations? Is further engagement needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?

²⁷ **Action Planning:** The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further equality assessment and consultation are needed.

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Equality impact Assessment

Project Information	
Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	Prestwick Road Meadows Management Plan 2026-2036
Service Area <i>Main team responsible for the policy, practice, service or function being assessed</i>	Leisure and Natural Infrastructure
EIA Author <i>Name and Job Title</i>	Kelly Barnard – Leisure Assets Manager
Date EIA drafted	8 January 2026
ID number <i>This will be added by the Strategy and Partnerships Team</i>	LL012

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>The formal adoption and implementation of a new ten-year management plan for Prestwick Road Meadows.</p> <p>The new plan contains management actions for the site over the next ten years from financial year 2026 until 2036.</p> <p>The implementation of the new management plan is the responsibility of the Leisure and Natural Infrastructure Service in partnership with Environmental Protection and Hertfordshire County Councils Countryside Management Service.</p> <p>The site remains open to the public at all times.</p> <p>The actions within the management plan considers opportunities to improve accessibility through the enhancement of pathways, keeping pathways clear and where bench replacement is required, these will include a back and arm rests.</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	<p>Not having the funding to support the delivery of the actions, which will have a positive impact on the accessibility of the site.</p> <p>Inaccessibility of the site for those with disability requirements.</p>	<p>Existing budgets to be used to support the ongoing actions and external funding to be secured before other projects commence.</p> <p>Enhancement of pathways, keeping pathways clear and where bench replacement is required, these will include a back and arm rests, supporting elderly or frail residents.</p>
Disability	<p>Not having the funding to support the delivery of the actions, which will have a positive impact on the accessibility of the site.</p> <p>Inaccessibility of the site for those with disability requirements.</p>	<p>Existing budgets to be used to support the ongoing actions and external funding to be secured before other projects commence.</p> <p>Enhancement of pathways, keeping pathways clear and where bench replacement is required, these will include a back and arm rests.</p>
Gender reassignment (or affirmation)		
Pregnancy or maternity		
Race		
Religion or belief		
Sex		

Sexual Orientation		
Marriage and Civil Partnership		
The council recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel.		

Actions Planned
<p><i>In this section you can add information on additional or proactive steps you are taking that enhance equity, engagement or equality of access to services, as well as those mitigating actions identified in the section above that will be undertaken.</i></p> <p><i>The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further equality assessment and consultation are needed.</i></p> <p>Continue to source additional funding to support the implementation of the action plan for Prestwick Road Meadows.</p>

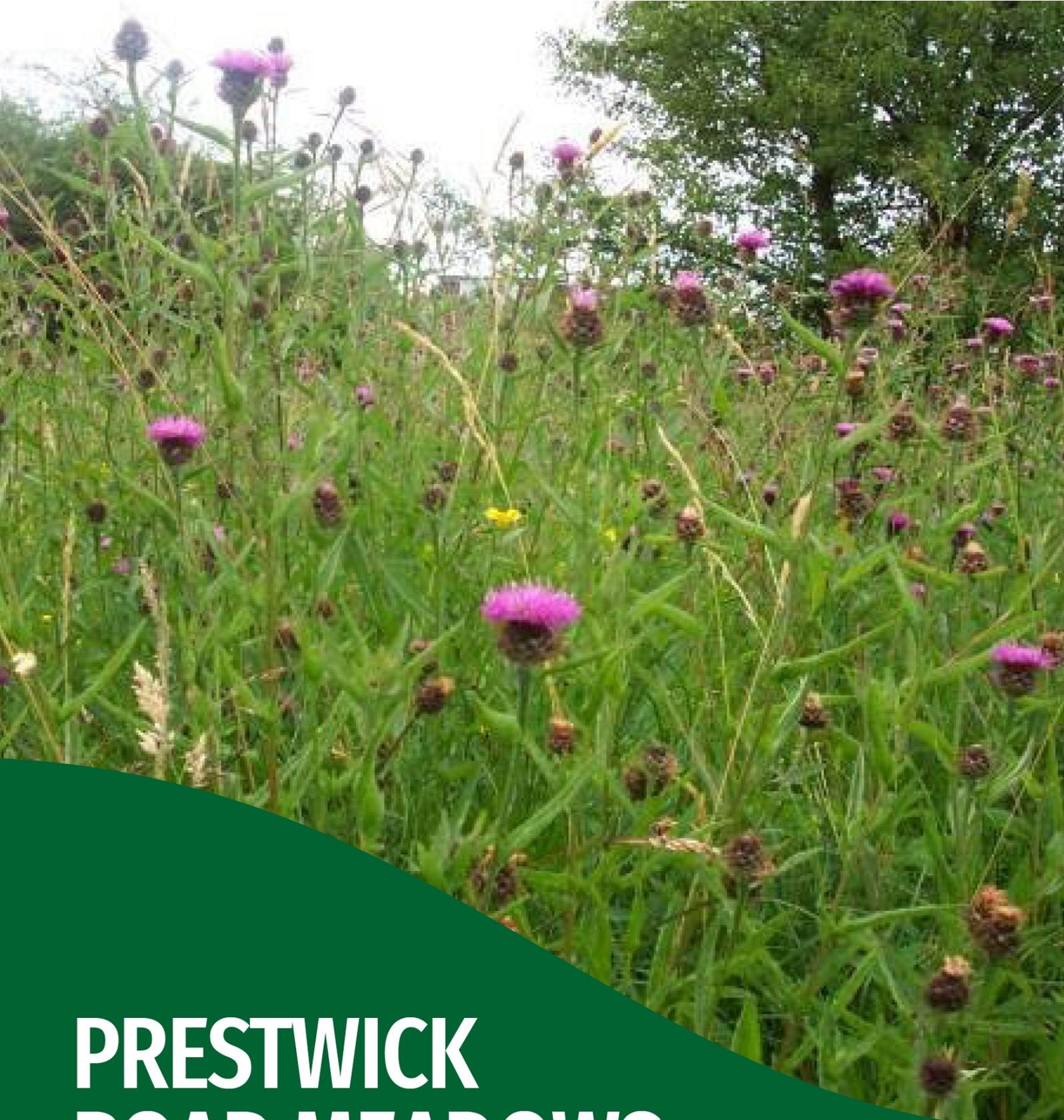
Additional Information

Space to provide any additional information in relation to protected characteristics or equity, diversity, equality and inclusion.

Sign off:

Equalities Lead Officer	Date
Shivani Davé	29/01/2026





PRESTWICK ROAD MEADOWS GREENSPACE ACTION PLAN 2026-2036

OVERVIEW

Greenspace Action Plans

Greenspace Actions Plans (GAPs) are map-based management plans which specify activities that should take place on a site over a stated period; these activities will help to deliver the agreed aspirations which the site managers and stakeholders have identified for that site. The plan is set out sequentially, first providing background information on the site (Site Description) and an assessment of its condition and opportunities for improvement (Analysis and Evaluation). This is developed into Aims and Objectives for the site, a set of Action Plans which identify how these objectives will be achieved, and detailed specifications for the work to complete the actions. All actions within the plan are aspirational, are not guaranteed to take place within the specified year and may be subject to external funding.

Public Engagement

Engagement with stakeholders is at the centre of effective management planning on any site. An initial engagement period was held for 1st – 22nd September 2025, to establish core aims and objectives for the site; these are reflected in Section 4. To support this stage, a guided walk and engagement session took place on Tuesday 16th September onsite. A second stage of engagement was completed from 13th November – 28th November 2025 which enabled stakeholders to comment on the proposed management actions for the site. An engagement summary included as an appendix to this plan details the engagement process and summarises the comments received, and any amendments made to the plan as a result.

Version Control

Version	Issue Date	Details	Author	Reviewed	Approved

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1.0 WELCOME & INTRODUCTION

1.1 Vision Statement

Prestwick Road Meadows is a highly valuable, ecologically rich band of historic remnant farmland that provides an irreplaceable resource for the residents of South Oxhey. With opportunities for informal recreation, the Local Nature Reserve offers visitors the chance to relax in and discover wildlife on their doorstep, with footpath connections extending out into the beautiful countryside.

1.2 Introduction

Prestwick Road Meadows is an important area of public open space located within the densely populated residential area of South Oxhey and is owned and managed by Three Rivers District Council. It forms an important 'green finger' with access and ecological links to the wider countryside.

It is a designated Local Nature Reserve, consisting of several open areas of species-rich neutral unimproved grassland, divided and punctuated by large blocks of thorn scrub with occasional mature oak trees. The site contains a pond which has been known to host amphibian populations. The layout of the site is still that of a remnant medieval field system with ancient hedgerow boundary features intact. The network of grass paths and access routes from the housing estate makes it a well-used site for informal recreation such as dog walking.

To the north of Prestwick Road, smaller in size and of less biodiversity value, this area was once open and grassy and formed part of the Local Wildlife Site, with recorded populations of slow worm. A gradual succession to woodland saw its value decrease and the designation removed. In 2014, this part of Prestwick Road Meadows underwent significant change with the construction of Ashridge Play Area and path network, and tree works took place to open up a wide ride through the woods. The management of the Ashridge Play Area will not be included in the GAP for Prestwick Road Meadows.

Previous management plans have been produced for the site by the Countryside Management Service, most recently covering the period from 2015-2020. Scrub removal works took place in 2025 to improve access and prevent encroachment onto the grassland, and over the next ten years we aim to continue this work, improving the site for wildlife and people.

The site is managed by Three Rivers District Council (TRDC), with regular grounds maintenance in place. This includes mowing grass pathways through the meadow, an annual cut and collect of the meadow and litter picking.

2.0 SITE DESCRIPTION

2.1 Site Summary

Site Name: Prestwick Road Meadows
Site Address: Prestwick Road, Watford, WD19 7EA
Grid Reference: TQ 118 921
Size: 3.62 ha
Designations: Local Nature Reserve and Local Wildlife Site
Owner: Three Rivers District Council

Prestwick Road Meadows

Location Plan

Legend

— Site Boundary

Prestwick Road Meadows
Grid Ref: TQ116922
Easting: 511659
Northing: 192297

Scale @ A4
1:18,008
Date
August 2025
Rev
00



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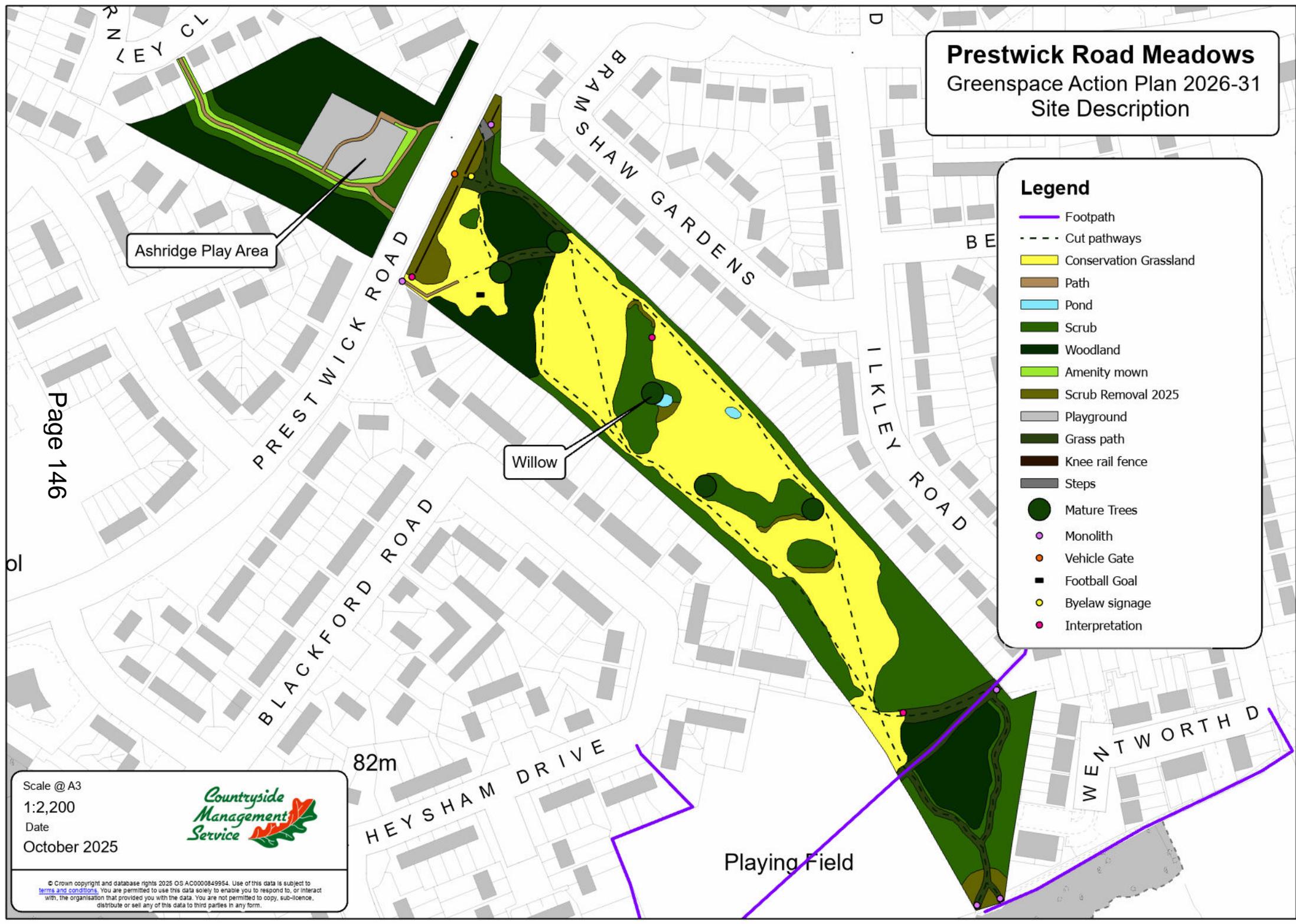
Prestwick Road Meadows

Greenspace Action Plan 2026-31

Site Description

Legend

-  Footpath
-  Cut pathways
-  Conservation Grassland
-  Path
-  Pond
-  Scrub
-  Woodland
-  Amenity mown
-  Scrub Removal 2025
-  Playground
-  Grass path
-  Knee rail fence
-  Steps
-  Mature Trees
-  Monolith
-  Vehicle Gate
-  Football Goal
-  Byelaw signage
-  Interpretation



Ashridge Play Area

Willow

Playing Field

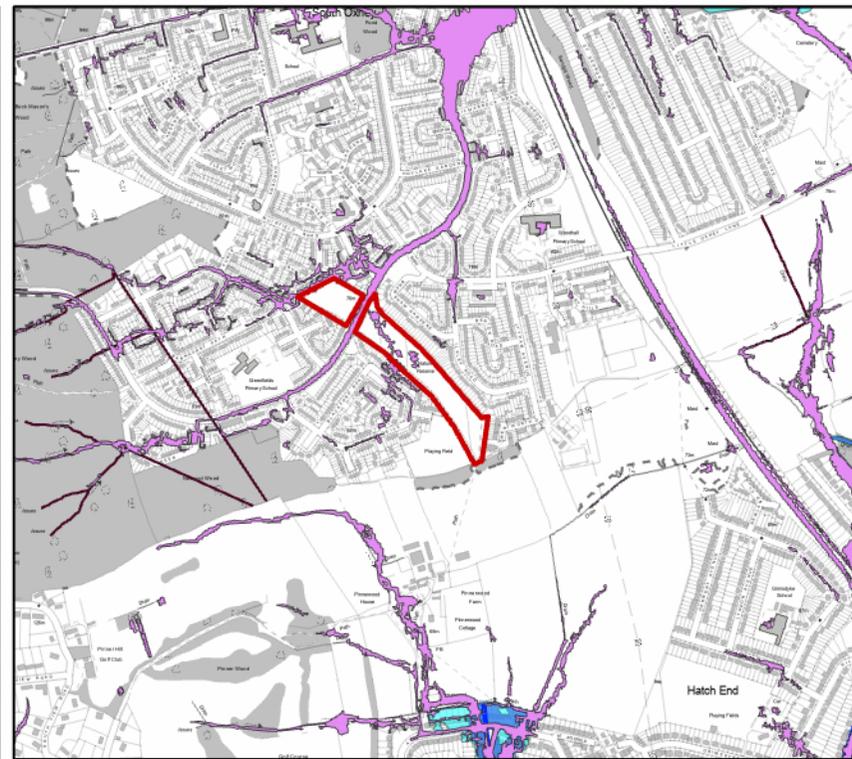
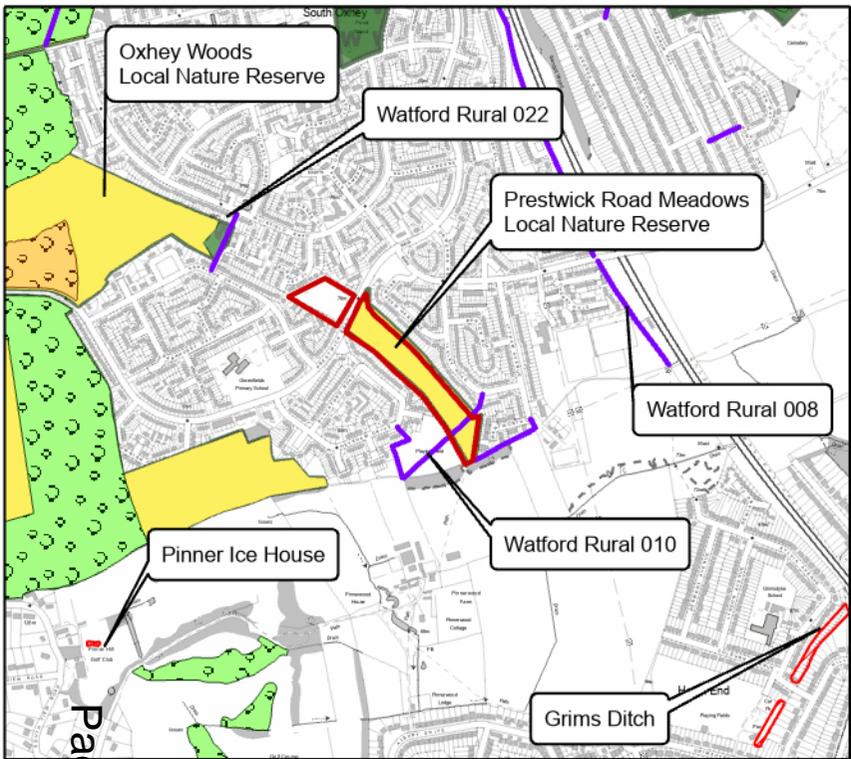


Prestwick Road Meadows

GAP 2026-31
Constraints Plan

Legend

- Site Boundary
- Footpath
- Flood Zone 3
- Flood Zone 2
- Scheduled Monument
- Ancient & Semi-Natural Woodland (ASNW)
- Plantations on Ancient Woodland Sites (PAWS)
- LNR
- Wildlife Site
- Greenbelt
- Risk of surface water flooding



Scale @ A4
1:17,700
Date
October 2025
Rev
00



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2.2 Site Designations

The site is declared as Local Nature Reserve by the local authority and is designated as a Local Wildlife Site largely due to its meadow habitat. More than 97% of flower rich hay meadows and pastures have been lost since the 1940s and this is one of the few meadows that has survived untouched.

2.3 Geology and Hydrology

The area's geology consists of Tertiary clay, which is overlain by slowly permeable soils that are seasonally waterlogged. There are no water courses through the site, however the seasonal waterlogging creates wet grassland habitat and maintains water in the pond and other seasonally wet areas.

2.4 Landscape Character

The area is defined by the urban areas of South Oxhey to the north, east and west. Landscape character area Bushey Hill Pastures lies to the south, a sloped landscape, which is predominantly used for grazing. Oxhey Woods and Old Hangings lie to the west beyond the houses, a combination of ancient woodland and new plantation.

2.5 History and Archaeology

Prestwick Road Meadows open space was created in the early 1950s following a post-war boom in housing construction in South Oxhey. The estates were built over an historic farmed landscape belonging to Little Oxhey Farm which was demolished to make way for the development. The linear site of Prestwick Road Meadows cut across several of the fields, preserving remnants of the post-medieval field boundaries and a farm pond.

Aerial photographs dating from the 1950s at the time of the estate construction (see below) show these boundaries as managed hedgerows with occasional hedgerow trees. The meadows are open and grassy with no other scrub or trees, and the pond is noticeably devoid of surrounding scrub vegetation.



*The South Oxhey Housing Estate under construction, South Oxhey, 1949
© English Heritage (Prestwick Road Meadows marked in blue)*

2.6 Habitats and Wildlife

2.6.1 Grassland

The unimproved meadows provide the main ecological interest. They retain a good diversity of plant species and form an important remnant of the area's ecological heritage. Species include black knapweed, cranesbill, common sorrel, meadow buttercup and birds foot trefoil. The plant diversity in turn attracts an array of butterflies and invertebrates.



Unimproved neutral grassland

2.6.2 Scrub

In addition to the expanding former hedgerows, pockets of blackthorn and bramble scrub have developed elsewhere on the site. The perimeters of the site all have scrub edges and there is dense blackthorn throughout the wooded area to the south of the site. This was managed in part by scrub works in 2025 and pathways have been opened up and the original public right of way route reinstated. Brown hairstreak butterflies have been recorded and are breeding on site, using the blackthorn, predominantly sucker growth, to lay their eggs. They are a Section 41 species of principal importance under the NERC Act in England, Priority Species under the UK Biodiversity Action Plan and protected under Schedule 5 of the 1981 Wildlife and Countryside Act.



Recent scrub clearance through the woodland



Scrub removal, historic hedgerow island



Scrub removal grassland edge



Brown hairstreak butterfly

2.6.3 Pond

The pond is an historic feature of the previously farmed landscape. It was cleared out and de-silted in 2003 and subsequently retained water throughout winter and spring. The pond is still holding small amounts of water and has recently been cleared of surrounding scrub on the south side and tree works completed on the willow tree to allow light back into the area.



Scrub removal around pond

2.6.4 Hedgerow

The hedgerows are a significant part of Prestwick Road Meadows, defining the remnant ancient field boundaries with banks and ditches. They consist predominantly of hawthorn and blackthorn with occasional mature oak trees. Since the change of land use from farming to public open space, the hedgerows have over time changed significantly in character, developing into substantial sprawling masses of scrub vegetation, obscuring both the hedgerow trees and other remnant field boundary features, and encroaching into the valuable grassland.



Images showing changes to scrub and historic hedgerow 2000 (top) to 2023 (bottom)

2.6.5 Trees

The southern part of the site contains several oak trees including some good mature specimens. Some are located within the hedgerow and are likely to be the same that are visible on the aerial photos from the 1950s. There are also small, wooded areas at the north and south entrances.

In the northern section there is a small, wooded area, which is largely left unmanaged, other than tree risk surveys.



Mature oak

2.7 Access, Facilities and Infrastructure

2.7.1 Entrances

The main entrance to both sections of the site is from Prestwick Road. This shared boundary along a relatively busy highway makes for a green, inviting entrance to both sides of the site with a great deal of potential for encouraging people in.

There are also entrances from Ilkley Road and Heysham Drive, and a footpath out into the countryside at the south end. Watford Rural 10 public footpath passes through the site from Ilkley Road. In the northern section there is access from Burnley Road.

2.7.2 Infrastructure

The entrance at Prestwick Road has a knee rail fence and vehicle access gate which are in a poor condition.



Knee rail fence

2.7.3 Interpretation & Signage

The site has three interpretation panels produced in 2018, containing watercolour pictures of the flora and fauna that can be found on the site. All entrances also have monolith welcome signage.

The entrance at Prestwick Road has multiple signage for byelaws and site use advice.



Byelaw signage at Prestwick Road entrance

2.7.4 Facilities

There is a football goal located on an area of open grass at the northern end of Prestwick Road. Ashridge play area falls within the site; however, it is not managed as part of this plan.

2.8 Community and Events

The Butterfly Conservation Trust has taken a keen interest in the site recently. Following public engagement for scrub removal works in 2025, several brown hairstreak butterfly eggs were found at the site, rescued and relocated for the winter whilst scrub works took place, and returned in spring.



Rescued eggs stored safely over the winter months



Unhatched egg returned to site in the spring



Successful hatching, note the hole in the egg

2.9 Site Management and Sustainability

2.9.1 Site Management

The site is managed by Three Rivers District Council (TRDC), with regular grounds maintenance taking place. This includes mowing grass pathways through the meadow, an annual cut and collect of the meadow and litter picking. Management of Prestwick Road Meadows should be guided by all relevant TRDC policies and strategies, including the [Three Rivers Nature Recovery Strategy](#).

All actions within the plan are aspirational, are not guaranteed to take place within the specified year and may be subject to external funding.

In the past management plans have been produced and implemented by CMS on behalf of TRDC. However, no management plan has been in place since 2020.

The site is promoted online through TRDC and CMS websites and social media alongside volunteer activity and when project-related opportunities arise.

2.9.2 Health and Safety

Tree Health and Safety surveys are undertaken in accordance with the [TRDC Tree Strategy](#). Works identified are then prioritised and completed, as necessary.

Risk assessments are completed by TRDC, grounds maintenance teams, CRoW staff and contractors to ensure all works and activities carried out onsite are completed in a safe manner and training delivered where appropriate.

TRDC staff will undertake regular site inspections and will investigate and respond promptly to reports of misuse of the site.

3.0 ANALYSIS & EVALUATION

3.1 A welcoming place

Infrastructure and signage around the site have become dated or fallen into disrepair, particularly around entrances. This includes byelaw signage, a knee rail fence, steps, vehicle access gate, interpretation boards and monoliths. In order to create a welcoming feel and improve accessibility the following works will be carried out.

At the Prestwick Road entrance of the southern side, the knee rail fence will be replaced, steps reprofiled and the vehicle access gate painted. A football goal found in the open area will be removed, as it is not structurally sound and is little used. A second goal has already been removed from this area.

Byelaw signage will be improved at the Prestwick Road entrance, where currently there are outdated communications. Monoliths, interpretation boards and other signage to be clean and well maintained and damages repaired.

Steps at the entrances to Prestwick Road entrances of the north side should be reprofiled.

Interpretation should be relocated across the site to be better placed and easily reached by visitors. During the next five years a review should be undertaken on the interpretation and possible renewal to ensure the boards are still relevant to the site.



Monoliths at all entrances



Interpretation board to be repaired



Vehicle entrance



Steps at Prestwick Road entrance

3.2 Healthy, safe and secure

Visibility is important particularly on the play area site. The woodland has been maintained as it has wildlife value and a screening function for residents of properties neighbouring the site. However, it is important that the shrub level is not allowed to become too dense to make the play area enclosed which could lead to issues of security and vulnerability. The entrance to this side of the site will also be cleared of scrub and saplings to ensure good sightlines.

3.3 Well maintained and clean

The current regular grounds maintenance programme should continue. Particular attention should be given to regularly mowing grass pathways, ensuring the cut and collect of the meadow is carried out in a timely manner, and ensuring areas cleared of scrub are cut as scheduled to secure the restoration of grassland in these areas.

The pathways that have been reintroduced with the small, wooded area at the south of the site should be tidied of debris and litter, and subsequently regularly mown and kept clear for access.

A local resident currently carries out regular litter picks across the site.

3.4 Environmental management

3.4.1 Funding

Due to the aspirational nature of this plan any capital works included are dependent on funding being identified. Applications should be made to secure external funding for larger projects and capital works.

3.4.2 Monitoring

3.4.3 Wildlife

Volunteers will be approached to implement a programme for monitoring the success of management activities, including:

- Rapid Grassland Assessment (RGA) of wildflower meadow and glades
- Butterfly monitoring

Volunteers will be provided with training to deliver these surveys as part of regular volunteer activities.

3.4.4 Invasive non-native species

There are no concerning invasive non-native plant species at the site, although there is some presence of variegated yellow archangel. This will continue to be monitored on site visits by TRDC and the CMS.

Oak processionary moth (OPM) has been identified on site, and should be managed following the latest advice from the Forestry Commission (FC) found [here](#). Three Rivers district sits within the established area for OPM.

3.4.5 Climate Change Mitigation

Management regimes should be monitored, and adjustments made where necessary to allow for changes, for example reviewing cut and collect timings to reflect weather conditions and ensuring works are carried out at the appropriate times of year for minimal disturbance to wildlife, noting any changes in breeding times.

Encouraging as diverse a range of species as possible, particularly in the wildflower meadow, will help mitigate against any future changes.

A 2024 feasibility study commissioned by Hertfordshire County Council to investigate the potential for using a combination of SuDS and Natural Flood Management (NFM) measures to reduce the risk of overland flooding in Eastbury and South Oxhey identifies an opportunity for a series of approximately five leaky woody dams at Prestwick Road Meadows. This would slow the flow in heavy rain events and have a minor benefit in reducing flooding.

3.5 Biodiversity, landscape and heritage

3.5.1 *Grassland*

Management of the grassland is through an annual cut and lift operation, taking place in July, which will continue. Pathways through the grassland should be regularly mown, once a month. Maintaining the conservation management of grassland areas will promote botanical and invertebrate diversity and removing the cuttings will promote the reduction of soil fertility and reduce dominant grass species.

Care needs to be taken when cutting to prevent damage ant hills where possible as the interaction with ants relates to the life stages of some butterfly species. Blackthorn sucker growth should be protected where possible, as this is important for age diversity within the habitat for the life cycle of Brown hairstreak butterflies. However, this should only be the case in areas where scrub has previously been cleared, no further encroachment into the grassland should be permitted.



Wildflowers within grassland



Cut paths through grassland

An area of grassland at the entrance to the southern part of the site was previously amenity mown but should be brought into the annual cut and lift regime with the remainder of the grassland.

3.5.2 *Scrub*

Encroachment of scrub across the grassland is impacting the habitat and landscape character. Scrub vegetation does have ecological value, providing a food source for birds and invertebrates, sheltered edges that can provide reptile and amphibian habitat, and the blackthorn is the key larval foodplant of the brown hairstreak butterfly. However, on Prestwick Road Meadows the value of scrub vegetation is significantly less in comparison to the grassland, pond and original hedgerows. Ideally, scrub vegetation should be reduced to proportions seen at the site in 2000.

Scrub should be reduced over 5 years, pushing back areas encroaching onto the grassland and from the historic hedgerow, and focusing on different areas in each operation, see maps in section 5. Boundary scrub should also be reduced, ensuring neighbouring fences are not obstructed. This should then be maintained annually to ensure regrowth is restricted, by rough cutting the reclaimed areas four times between April and September to control scrub regrowth and aid grassland establishment during the peak growing season. Rough cuts should be reviewed to gauge grassland establishment and areas should subsequently be brought into the cut and collect regime as necessary.

Green hay from the cut and collect of the conservation grassland areas should be spread across rough cut areas in July to aid grassland establishment.

After initial scrub reduction, a two-meter margin should be left uncut, to be managed as part of scrub rotational management, with sections being managed every 5 years. See maps in section 5. This will support diversity within the habitat with scrub development at different stages, supporting brown hairstreak butterfly populations which require a continual supply of young blackthorn shoots.

After the recent scrub removal in the wooded area and public footpath towards the southern end of the site, regular maintenance will be carried out to ensure access is not restricted again. This should include mowing all mapped pathways including the reintroduced route of the public right of way, four times between April and September.

Scrub was also recently cleared from the entrance at Prestwick Road, this should also be managed rotationally, ensuring some is left for wildlife and blackberry picking. The entrance to the northern section should also be managed in this way, with initial scrub removal carried out.

Areas around the wooded area to the north of the site should also be managed rotationally for scrub removal to prevent encroachment.



Entrance, recently cleared of scrub



Blackthorn encroachment



Right of way cleared of scrub

3.5.3 Pond

Previous management referred to a good frog population and range of native aquatic vegetation including floating sweet grass. At the time of writing this plan, the pond has recently been cleared of obscuring scrub including vigorous growth from the osier coppice and raising the canopy of the large willow. This has encouraged some amphibian activity in the spring of 2025. To maintain this habitat in the long-term regular control of scrub growth, particularly around the south side is necessary.



Pond post scrub removal



Pond holding water in the winter

Desilting will also be carried out, and the pond enlarged, ideally including an adjoining boggy wetland area. This can provide a habitat for wildflowers such as hemp agrimony, water mint, fleabane and purple loosestrife, which thrive in a damp environment and provide valuable nectar sources during long hot dry summers. A feature of this type is increasingly important to mitigate adverse effects of climate change.

Further works to the willow tree are required as a fallen arm of the tree is obstructing the grassland. Other willows, which are a valuable larval foodplant for several moth species, should be retained or managed through pollarding.

Creation of a new pond would greatly support developing amphibian populations by expanding the habitat and creating migratory routes. Flag iris is evident in one area, which suggests a pond may have been there in the past. See maps in section 5.

3.5.4 Hedgerow

The historic character of the hedgerows has changed significantly and become overgrown with scrub and will be included as part of the scrub reduction plan specified in section 3.5.2.

Alongside the boundary of the new housing development towards the south of the site there is a large gap in the hedgerow boundary, this should be planted with a native hedgerow.



Gap in hedgerow by housing development

3.5.5 Trees

Tree works will be carried out in line with TRDC Tree Strategy. Some of the mature oaks need canopy lifting, and two mature apples trees require pruning, identified in section 5 of this plan.

3.6 Community Involvement

TRDC and CMS will work in partnership with local groups and stakeholders for the benefit of Prestwick Road Meadows and the surrounding landscape.

Opportunities to link with other environment-based initiatives should be encouraged to ensure that environmental and wildlife issues are high on the agenda within the local community.

Engagement with the Butterfly Conservation Trust should continue to support the brown hairstreak population as scrub removal works take place.

4 AIM & OBJECTIVES

The aim and objectives of the GAP are as follows:

4.1 Aim

Prestwick Road Meadows will be a welcoming and accessible greenspace, enjoyed by the local community. It will provide opportunities for informal recreation both on the site and through footpath connections extending out into the local countryside. Historic landscape features and ecologically rich habitats of the Local Nature Reserve will be re-established and conserved, restoring its inherent ecological value.

4.2 Objectives

A. *A welcoming place-* *To provide a welcoming green space for the enjoyment of the local community*

- A1 Improve access into and around the site, ensuring pathways and entrances are kept clear and open and maintaining clear sight lines
- A2 Update and improve signage around the site
- A3 Improve the visitor experience and enhance opportunities for informing and educating by reposition interpretation panels

B. *Healthy, Safe and Secure-* *To provide and maintain clear and safe public access to Prestwick Road Meadows*

- B1 Carry out tree risk surveys in line with TRDC tree strategy and reactive tree works to address safety issues
- B2 Respond promptly to reports of misuse of the site

C. *Well Maintained and Clean-* *To ensure that all aspects of Prestwick Road Meadows are kept clean and well maintained*

- C1 Manage and maintain paths, access infrastructure and signage
- C2 Remove fly-tipping, undertake regular litter picking, empty dog bins and carry out small scale vegetation management along access routes
- C3 Ensure a good standard of general site maintenance is upheld through grounds maintenance operations

D. Environmental Management- To ensure all aspects of site management are undertaken with sustainability as a guiding principle

- D1 Ensure all site activities adhere to relevant TRDC policies and strategies, including all work undertaken by contractors
- D2 Ensure ongoing maintenance costs are financially sustainable
- D3 Secure external funding to ensure the viability of capital works
- D4 Ensure impacts of climate change are considered in management decisions
- D5 Carry out management according to environmental best practice, including a presumption against the use of herbicide
- D6 Monitor results of delivery to evaluate the success of management activities

E. Biodiversity, Landscape and Heritage- To conserve and enhance the important wildlife, landscape, and heritage features of Prestwick Road Meadows

- E1 Manage unimproved neutral grassland to promote wildflower diversity through annual cut and collect of the meadow
- E2 Re-establish grassland areas by reducing scrub across the site through a funded project to address the serious issue of scrub growth.
- E3 Implement a programme of management to help turn reclaimed land back into rich grassland meadow.
- E4 Management of pond to maintain habitat in the long term and implement pond creation to support amphibian communities
- E5 Work with local groups to ensure protected and important wildlife populations are supported

F. Community Involvement- To ensure engagement and involvement of local communities

- F1 Support volunteer activity and ensure all involved operate towards achievement of the Management and Maintenance Plan
- F2 Support and encourage the local community to become further involved in the management of Prestwick Road Meadows in a structured and supported way

G. Marketing and Communication- To promote awareness and interest in Prestwick Road Meadows

- G1 Promote the site through TRDC and CMS websites and social media.

5 ACTION PLANS AND MAPS

5.1 Annual and Regular Actions

Ref. no.	Action	Obj. Ref.	When	Lead	Delivery	Funding	Est. Cost	Spec. Ref.	Status
Site Maintenance									
0.1	Litter picking	C2	Weekly	TRDC	Grounds Maintenance	GM Budget			
0.2	Clean interpretation and monoliths	C1	As needed	CMS	Volunteers	Officer Time			
0.3	Mow all cut paths and amenity grass areas	A1, C1, C3	4 times between Apr- Sept	TRDC	Grounds Maintenance	GM Budget			
0.4	Maintain vegetation at entrances and along pathways	A1, C1, C2, F1	Sept-Feb	CMS	Volunteers	Officer Time			
Habitat Management									
0.5	Rough cut of reclaimed areas to control scrub regrowth and aid grassland establishment.	D5, E2, E3	4 cuts between Apr-Sept	TRDC	Grounds Maintenance	GM Budget			
0.6	Cut and collect grassland	E1, E3, D2, D4	July	TRDC	Contractor	TRDC Budget			
0.7	Spread green hay on rough cut areas	D5, E2, E3	July	CMS	Volunteers	Officer Time		6.1	

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Ref. no.	Action	Obj. Ref.	When	Lead	Delivery	Funding	Est. Cost	Spec. Ref.	Status
0.8	Rotational scrub management of grassland, boundaries, pond and wooded areas.	D5, E2, F1	Sept-Feb	CMS	Volunteers	Officer Time			
Wildlife Monitoring									
0.9	Liase with Butterfly Conservation Trust to translocate brown hairstreak eggs, only in advance of scrub management	E5, F2	Sept-Feb	CMS	Butterfly Conservation Trust	Officer Time			
0.10	Butterfly monitoring	D6, E5, F1, F2	April-Sept	CMS	Butterfly Conservation Trust	Officer Time			
0.11	Rapid grassland assessment	D6, F1, F2	June/July every 3 years	CMS	Butterfly Conservation Trust/ Volunteers	Officer Time			
0.12	Monitor invasive species	D5	Upon site visits	TRDC/ CMS	Officers	Officer Time			
Health & Safety									
0.12	Tree surveys and reactive works	B1	As per TRDC policy	TRDC	TRDC	Officer Time			

Prestwick Road Meadows

Greenspace Action Plan

Annual & Regular Actions

Task Responsibility

- District led } Officer/ Contractor delivered
- CMS led } Officer/ Contractor delivered
- District led } Volunteer delivered
- CMS led } Volunteer delivered

Legend

- Footpath
- Conservation Grassland
- Scrub
- Pond
- Woodland
- Amenity mown
- Path
- Scrub Removal 2025
- Playground
- Grass path
- Knee rail fence
- Steps
- Cut pathways
- Mature Trees
- Monolith
- Vehicle Gate
- Football Goal
- Byelaw signage
- Interpretation

Annual Management

Habitat Management

- Cut & collect conservation grassland □
- Rough cut reclaimed grassland areas post scrub removal □
- Rotational scrub management from grassland, boundaries and pond □

Site Maintenance

- Mow cut pathways and amenity grass areas □
- Clean interpretation and monoliths □
- Maintain vegetation at site entrances and pathways □
- Litter pick □

Site Management

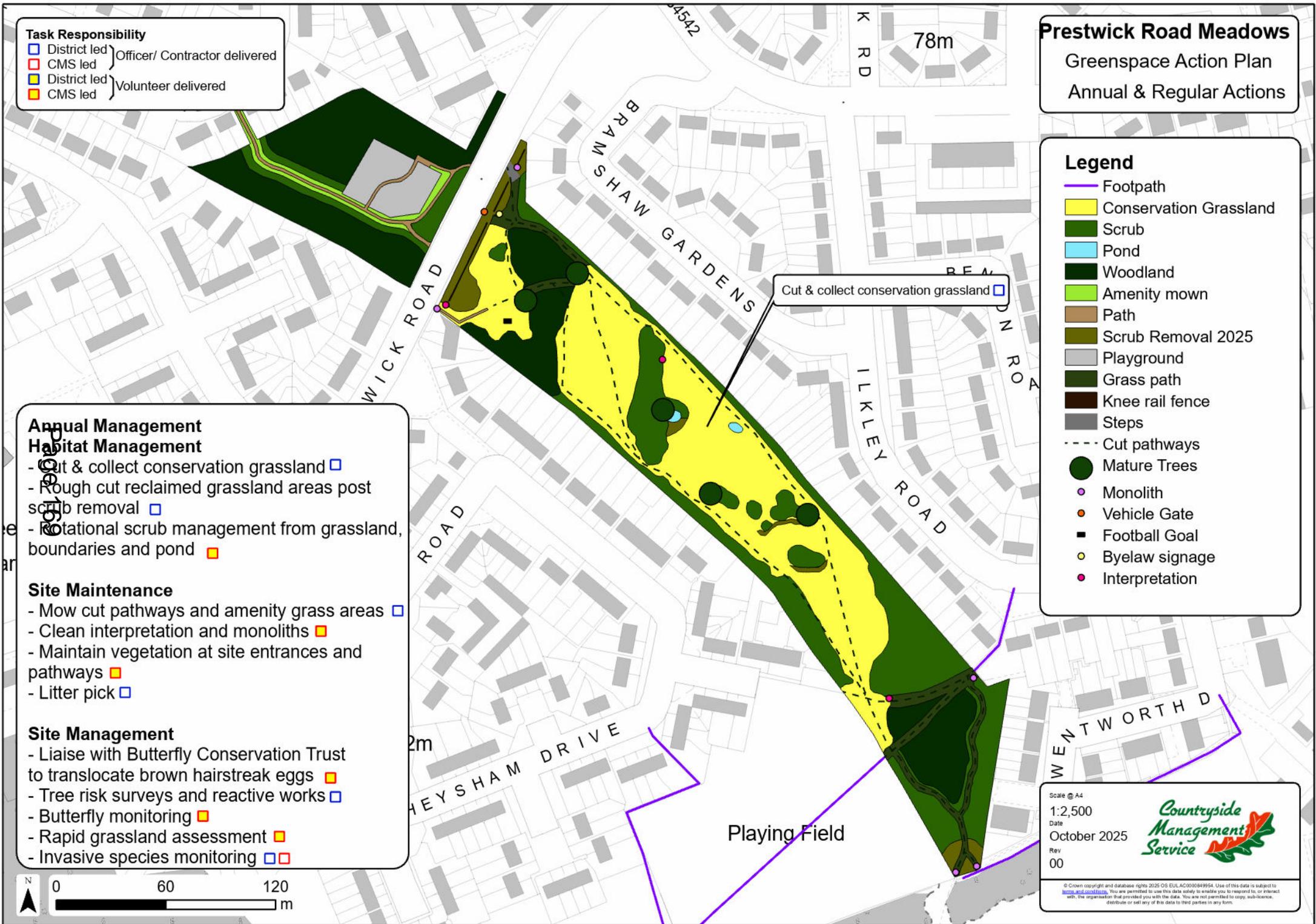
- Liaise with Butterfly Conservation Trust to translocate brown hairstreak eggs □
- Tree risk surveys and reactive works □
- Butterfly monitoring □
- Rapid grassland assessment □
- Invasive species monitoring □ □

Cut & collect conservation grassland □



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5.2 Year 1-10 Actions 2026-36

All actions within this section are aspirational, are not guaranteed to take place within the specified year, and may be subject to external funding.

Ref. no.	Action	Obj. Ref.	When	Lead	Delivery	Funding	Est. Cost	Spec. Ref.	Status
Signage									
1.1	Update/remove outdated byelaw signage at entrance	A2	Year 1	TRDC	Grounds maintenance	TRDC			
1.2	Repair interpretation board at Prestwick Road Entrance	A2	Year 1	CMS	Volunteers	Officer Time	£150		
1.3	Relocate interpretation boards	A2, A3	Year 1	CMS	Volunteers	Officer Time			
Infrastructure									
1.4	Replace knee rail fence	C1	Year 1	CMS	Volunteers	TRDC	£500		
1.5	Reprofile entrance steps	A1, C1	Year 1	CMS	Volunteers	TRDC	£450		
1.6	Paint vehicle entrance gate	C1	Year 1	CMS	Volunteers	TRDC	£100		
1.7	Remove football goal	A1	Year 1	TRDC	Grounds maintenance	TRDC			
1.8	Create five leaky barriers for natural flood management	D4	Year 1	CMS	Officer Time	External	£1000		
Scrub									

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Ref. no.	Action	Obj. Ref.	When	Lead	Delivery	Funding	Est. Cost	Spec. Ref.	Status
1.8	Identify and secure funding for scrub reduction.	E2	Year 1	CMS	CMS	Officer Time			
1.9	Scrub reduction from grassland, boundaries and along historic hedgerow	D1, D3, D5, E2, E3	Year 1,3,5 Sept-Feb	CMS	Contractor	External Funding	£20000	6.1	
1.10	Clear scrub from northern section entrance	A1	Year 1	CMS	Volunteers	Officer Time			
Grassland									
1.11	Review rough cut for reclaimed grassland areas and move into cut & collect as appropriate	E3	Year 3 onwards	CMS	CMS	Officer Time			
Pond									
1.12	De-silt pond and create boggy wetland area	D1, D5, E4	Year 3 Sept-Feb	CMS	Contractor	External Funding	£2000	6.2	
1.13	Pond Creation	D5, E4	Year 3 Sept-Feb	CMS	Contractor	External Funding	£1000	6.2	
1.14	Maintain vegetation around ponds	D5, E4	Year 4 onwards	CMS	Volunteers	Officer time			
Trees & Hedgerows									
1.15	Tree works – canopy lift of oak trees and prune mature apple trees	D1, D5	Year 1 Sept-Feb	CMS	Contractor	TRDC	£2000		
1.16	Coppice willow	D1, D5, E4	Year 1	CMS	Contractor	TRDC	£500		

Ref. no.	Action	Obj. Ref.	When	Lead	Delivery	Funding	Est. Cost	Spec. Ref.	Status
			Sept-Feb						
1.17	Plant native hedgerow along boundary	D5, F1	Year 1 Sept-Feb	CMS	Volunteers	TRDC	£500	6.3	
Marketing & Communication									
1.18	Carry out review of site interpretation	G1	Year 4	TRDC/CMS	TRDC/CMS	Officer time			
Monitoring									
1.19	Carry out a review of the GAP to evaluate the success of management activities	D6	Year 5	TRDC/CMS	TRDC/CMS	Officer time			

Prestwick Road Meadows

Greenspace Action Plan

Year 1-10 Action Plan

Task Responsibility

Blue square	District led	} Officer/ Contractor delivered
Red square	CMS led	
Yellow square	District led	} Volunteer delivered
Orange square	CMS led	

Legend

- Footpath
- Conservation Grassland
- Pond
- Path
- Scrub
- Woodland
- Amenity mown
- Scrub Removal 2025
- Playground
- Grass path
- Knee rail fence
- Steps
- Cut pathways
- Mature Trees
- Monolith
- Vehicle Gate
- Football Goal
- Bylaw signage
- Interpretation
- Leaky Dam

Page 1 of 3
Penfields Primary School

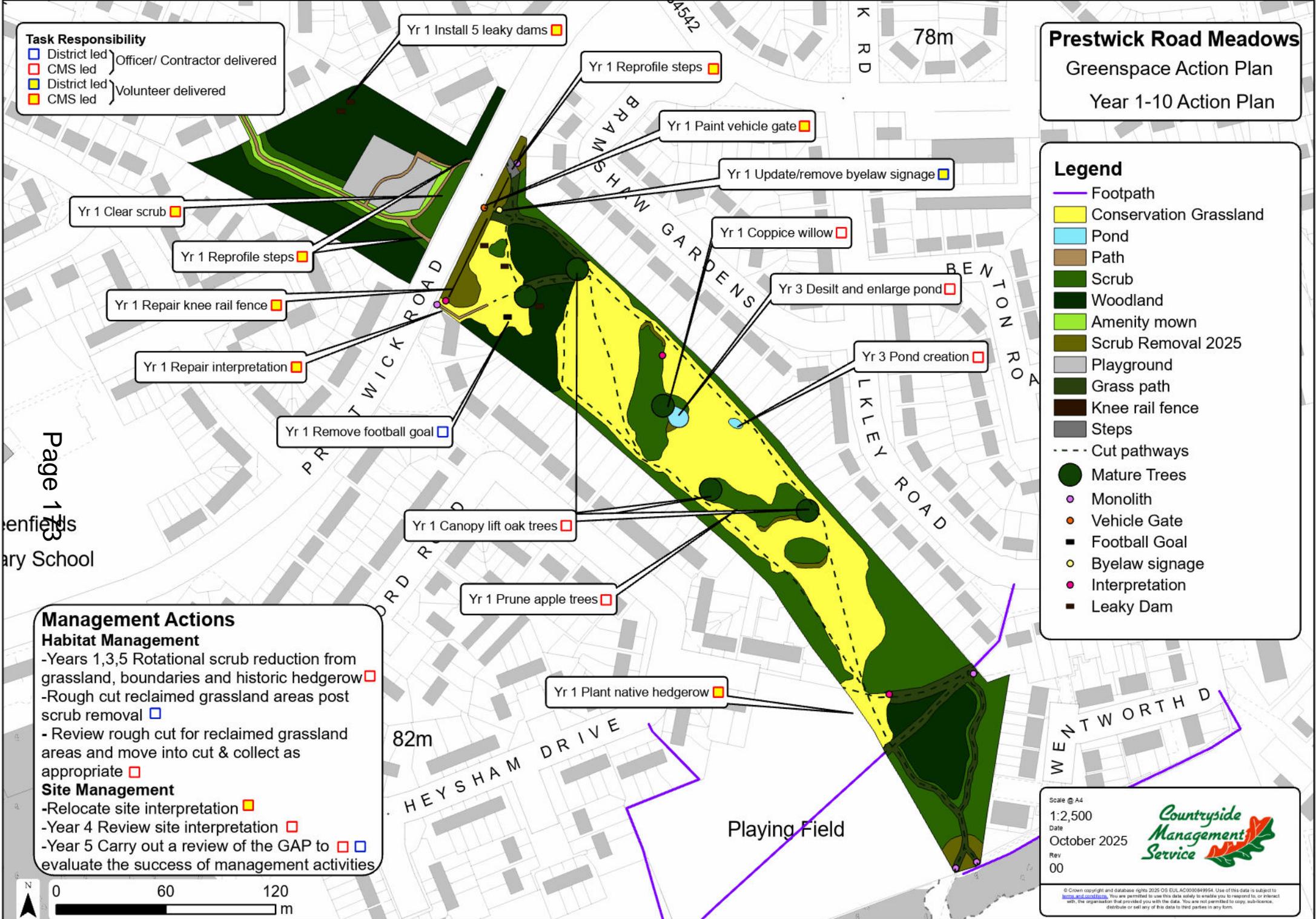
Management Actions

Habitat Management

- Years 1,3,5 Rotational scrub reduction from grassland, boundaries and historic hedgerow □
- Rough cut reclaimed grassland areas post scrub removal □
- Review rough cut for reclaimed grassland areas and move into cut & collect as appropriate □

Site Management

- Relocate site interpretation □
- Year 4 Review site interpretation □
- Year 5 Carry out a review of the GAP to □ □ evaluate the success of management activities



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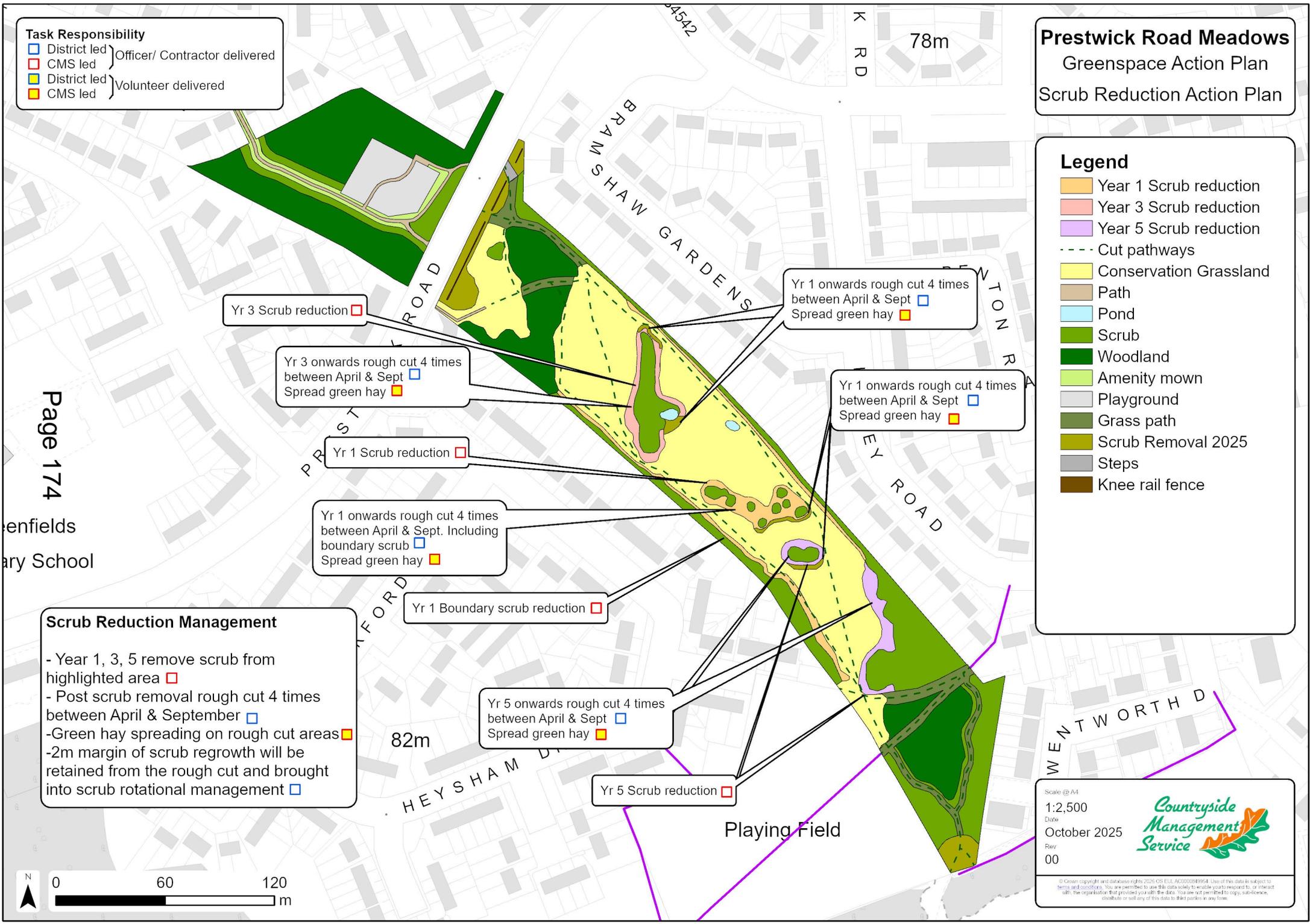
Task Responsibility

- District led } Officer/ Contractor delivered
- CMS led } Officer/ Contractor delivered
- District led } Volunteer delivered
- CMS led } Volunteer delivered

Prestwick Road Meadows
 Greenspace Action Plan
 Scrub Reduction Action Plan

Legend

- Year 1 Scrub reduction
- Year 3 Scrub reduction
- Year 5 Scrub reduction
- - - Cut pathways
- Conservation Grassland
- Path
- Pond
- Scrub
- Woodland
- Amenity mown
- Playground
- Grass path
- Scrub Removal 2025
- Steps
- Knee rail fence



Yr 3 Scrub reduction □

Yr 3 onwards rough cut 4 times between April & Sept □
 Spread green hay ■

Yr 1 Scrub reduction □

Yr 1 onwards rough cut 4 times between April & Sept. Including boundary scrub □
 Spread green hay ■

Yr 1 Boundary scrub reduction □

Yr 5 onwards rough cut 4 times between April & Sept □
 Spread green hay ■

Yr 5 Scrub reduction □

Yr 1 onwards rough cut 4 times between April & Sept □
 Spread green hay ■

Yr 1 onwards rough cut 4 times between April & Sept □
 Spread green hay ■

Scrub Reduction Management

- Year 1, 3, 5 remove scrub from highlighted area □
- Post scrub removal rough cut 4 times between April & September □
- Green hay spreading on rough cut areas ■
- 2m margin of scrub regrowth will be retained from the rough cut and brought into scrub rotational management □



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Task Responsibility

- District led } Officer/ Contractor delivered
- CMS led } Officer/ Contractor delivered
- District led } Volunteer delivered
- CMS led } Volunteer delivered

Prestwick Road Meadows
 Greenspace Action Plan
 Scrub Rotational Management

Legend

- Year 1 Scrub management A
- Year 2 Scrub management B
- Year 3 Scrub management C
- Year 4 Scrub management D
- Year 5 Scrub management E
- - - Cut pathways
- Conservation Grassland
- Path
- Pond
- Scrub
- Woodland
- Amenity mown
- Playground
- Grass path
- Scrub Removal 2025
- Steps
- Knee rail fence

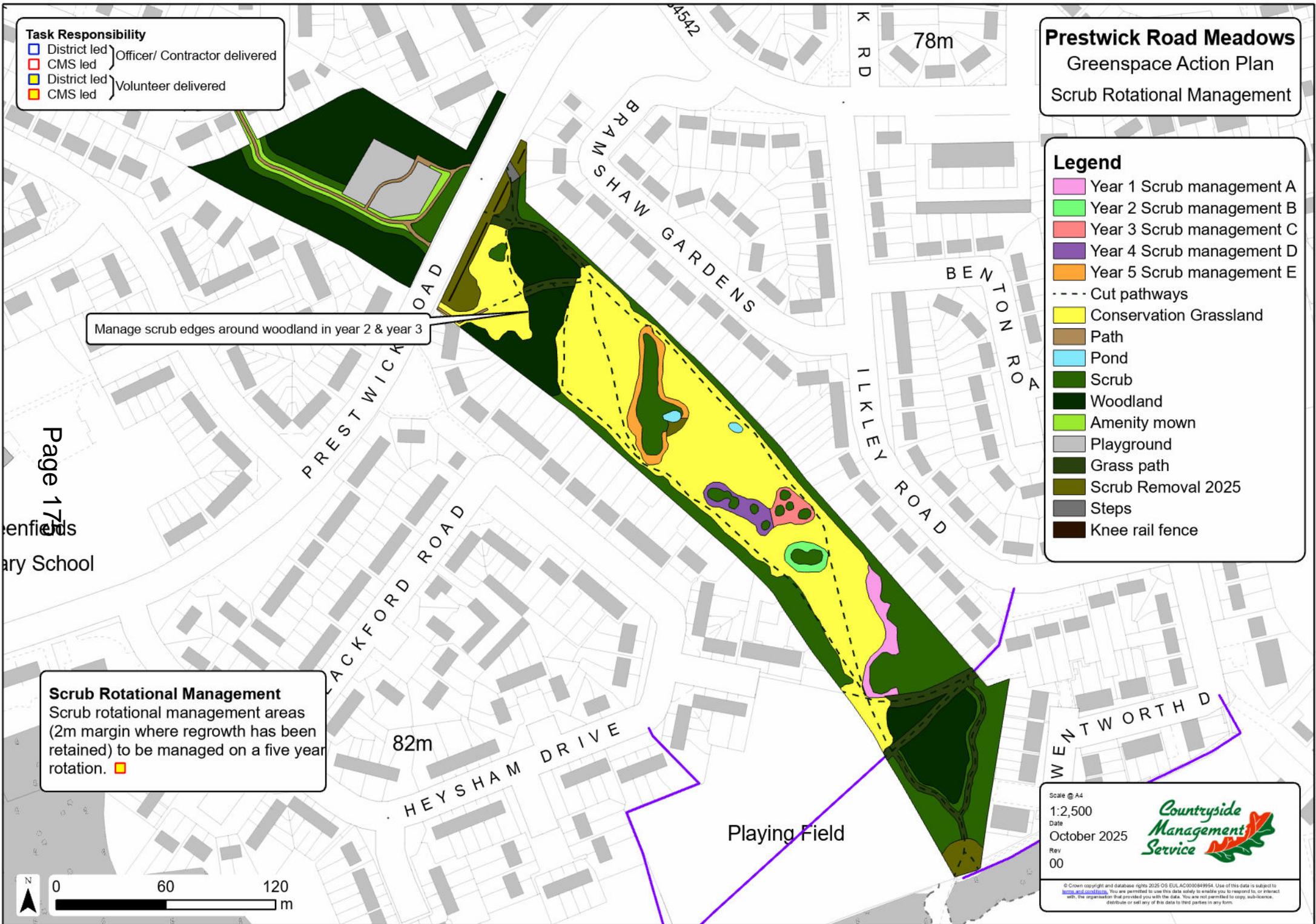
Manage scrub edges around woodland in year 2 & year 3

Scrub Rotational Management
 Scrub rotational management areas (2m margin where regrowth has been retained) to be managed on a five year rotation. ■



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6 SPECIFICATIONS

6.1 Scrub reduction and rotational management

All works to be carried out between September and February to avoid bird nesting seasons. Scrub should be reduced according to the map in section 5. Scrub should be mechanically removed, by uprooting rather than coppicing or flailing where possible, creating a graded edge and arisings removed from site.

To maintain the removal and aid the establishment of grassland, rough cuts should be undertaken four times between April and September of areas recently removed and should continue to be managed in this way until a review takes place. On review, areas will then be brought into the cut and collect regime.

Spread green hay from cut and collect of conservation grassland areas onto rough cut areas to aid establishment of grassland. Green hay is collected over an area three times greater than the receptor site, using a different area of the meadow each year. Green hay is transferred to rough cut areas as soon as possible after cutting, spread evenly using forks, hay will be trodden in after spreading to help seed contact soil and be raked off into piles after one to two weeks.

Rotational scrub management of areas indicated in the map in section 5, will be carried out using hand tools on a 5-year rotation of each section.

6.2 Pond creation, desilting and wetland creation

Desilt or create the pond to a depth of 1.5m. Varying water depths from shallow edge to deepest part. Excavated surfaces around the edge and base should be left rough, which improves plant colonisation. Pond to have gentle sloping edges less than 1 in 5 (12 degrees) to create wide shallow margins around the perimeter of the pond. For the boggy wetland area from the existing pond excavate a small depression next to the pond, lower than the pond's edge to allow water to flow in, leaving a ridge of soil between areas.

6.3 Hedgerow planting

400mm-600mm whips should be planted in secured 600mm tree tubes in two parallel lines 0.3m apart and at 0.4m spacings, offset by 0.2m using a native hedgerow mix of species of hawthorn, field maple, hazel, guelder rose, dogwood, dog rose. Exclude blackthorn as this is already prevalent on site. The length is approx. 17m totalling 102 whips.

7 APPENDICES

7.1 Engagement Summary

7.1.1 Introduction

An initial engagement period was held for 1st – 22nd September 2025, to establish core aims and objectives for the site; these are reflected in Section 4.

To support this stage, a guided walk and engagement session took place on Tuesday 16th September. This was for any users or interested groups that wished to discuss the proposals or a particular aspect in more detail.

A second stage of engagement was completed from 13th November– 28th November 2025 which enabled stakeholders to comment on the proposed management actions for the site.

The documents were shared with the following stakeholders and through site posters.

- Hertfordshire County Council portfolio holder and local member
- Three Rivers District Council lead members and local members
- Relevant Hertfordshire County Council officers
- Relevant Three Rivers District Council officers
- Watford Rural Parish Council
- Hertfordshire Ecology
- Hertfordshire Historic Environment Record
- Butterfly Conservation Trust
- Herts & Middlesex Moth Group
- Herts & Middlesex Wildlife Trust
- Local Community
- Ramblers Association

7.1.2 Briefing Document Engagement Feedback

Number of responses: 3

7.1.2.1 Local residents

Two local residents joined for the guided walk where they were able to share their support for the proposed objectives, particularly regarding keeping pathways clear and actions to enhance the pond.

Actions: Responses noted, actions within the plan address this.

7.1.2.2 Butterfly Conservation Trust

Feedback was also given by the Butterfly Conservation Trust who have a keen interest in the site due to the presence of brown hairstreak butterflies. Their comments are summarised below.

- Suggestions relating to meadow management, woodland management, pond management and hedgerow planting.
- Highlighting the importance of young blackthorn shoots as the larval food plant of brown hairstreaks, and how careful management of scrub should be undertaken.
- Opportunities for volunteers to contribute to community objectives, through better wildlife recording and butterfly egg translocation.
- Noted artificial light disruptions at the site.

Actions: Response acknowledged, with further communication about habitat management, particularly advice on blackthorn management which helped to form management actions of the GAP.

7.1.3 Draft GAP Engagement Feedback

Number of responses: 3

7.1.3.1 Butterfly Conservation Trust

- Suggested further areas to include in scrub rotational management.
- Suggested scarifying and seeding of the grassland to reduce rank grasses and a second cut & collection in early spring, particularly in mild winters.
- Supports the management action to improve pond habitats.
- Suggested including disease resistant elm and alder buckthorn in hedgerow planting to support White-letter hairstreak and Brimstone butterflies.
- Suggests scrub reduction to be done annually rather than every other year as this could impact Brown hairstreak populations.

Action: Response acknowledged, additional areas of scrub rotational management included in the GAP, hedgerow species noted. Discussed reasons for not seeding grassland and scrub reduction timings.

7.1.3.2 Watford Rural Parish Council

- The Council were in support of the aims and thought the plans were excellent.
- Concern around accessibility for those with disabilities to allow them to enjoy the area. But they realise that this would be costly.
- No mention of invasive species monitoring was also mentioned.

Action: Response acknowledged, including accessibility, section added on invasive non-native species.

7.1.3.3 Hertfordshire County Council

- Noted the opportunity for three leaky wood dams in Prestwick Road Meadows to reduce the risk of overland flooding in South Oxhey. This was suggested in a 2024 feasibility study commissioned by Hertfordshire County Council to investigate the potential for using a combination of SuDS and Natural Flood Management (NFM) in the area.

Action: Response acknowledged, and action added to the GAP.

7.2 Policy Context

7.2.1 Three Rivers District Council Strategies

7.2.1.1 Corporate Framework

Each year, Three Rivers District Council updates its Strategic Plan. This is a document that brings together our high level, medium- to long-term objectives which, following consultation and analysis of data, the Council considers to be its priorities for the District.

It focuses on those areas where the Council has a lead role or can play a key part in delivering or influencing the outcomes. Its purpose is to guide the Council in its annual consultation, planning, resource allocation and performance management process. [Corporate Framework \(threerivers.gov.uk\)](https://www.threerivers.gov.uk/corporate-framework)

7.2.1.2 Climate Emergency and Sustainability Strategy

Three Rivers declared a climate emergency and is committed to achieving net-zero emissions by 2030 for their own emissions and by 2045 for the District.

The [Climate Emergency and Sustainability Strategy](#) sets out how the Council can improve and lead by example in our own operations. It also sets out how they will work with and assist the residents, businesses, and other stakeholders in the area to reduce their impact on the environment, improve sustainability and also adapt to and build resilience to a changing climate.

7.2.1.3 Nature Recovery Strategy 2023-28

The [Three Rivers Nature Recovery Strategy](#) specifically addresses the Council's approach to protection of the natural world within the District. At the heart of the strategy is a 5-year Action Plan, which identifies and prioritises actions to be undertaken for the benefit of Biodiversity.

The strategy also recognises the rich diversity of wildlife already present within the District, both within protected nature reserves as well as public open space, residential gardens, grass verges, and more.

7.2.1.4 Pesticide Strategy

This strategy sets out how TRDC will reduce the unnecessary use of harmful chemicals.

7.2.1.5 Tree Strategy

The [Tree Strategy](#) sets out TRDC's approach to a whole range of tree issues and identifies a number of specific and deliverable actions for TRDC to achieve over the five-year period of 2022-2027. These actions are intended to address many of the aims of TRDC's Climate Emergency and Sustainability Strategy and serve as a 'road map' towards the sustainability goals of TRDC.

7.2.1.6 Local Plan

The current [Local Plan](#) for the district was published in 2014. Three Rivers District Council is preparing a [new Local Plan](#) that will set out a vision and policy framework for the future levels of growth within the district until 2041. These documents include policies which relate to nature conservation.

7.2.2 Hertfordshire County Council Strategies

7.2.2.1 Sustainable Hertfordshire Strategy (2022, revised March 2023)

Hertfordshire County Council declared a climate emergency in July 2019 and have since committed to make Hertfordshire cleaner, greener and more sustainable.

HCC want to:

1. Lead in their own operations
2. Enable sustainability with their programmes, policies and decisions
3. Inspire businesses and residents to take action

The ambitions of the [Sustainable Hertfordshire Strategy](#) include achieving net zero greenhouse gas emissions before 2050, ensuring communities are ready for future climates and improve wildlife in our land and water by 20% by 2050.

7.2.2.2 Tree and Woodland Strategy (2022-30)

The Tree and Woodland Strategy sets out ambitions for Hertfordshire's treescapes until 2030:

- Supporting the establishment of at least 1.8 million new trees across Hertfordshire, including at least 1.2 million trees, one for every resident of Hertfordshire, and at least 100km of hedgerows, equating to 600,000 hedgerow trees.

- Promoting and supporting the development of woodland management plans to help ensure woodlands provide a range of benefits to their owners, wildlife and local communities, while remaining resilient to pressures on tree health.
- Facilitating and enabling residents and businesses to support tree and woodland establishment and enhancement initiatives in Hertfordshire.

7.3 Byelaws

The Byelaws for Pleasure Grounds, Public Walks and Open Spaces dated 05-10-2020 apply to Prestwick Road Meadows: [Byelaws | Three Rivers District Council](#)

CLIMATE CHANGE AND LEISURE COMMITTEE WORK PROGRAMME - 11/03/2026 - 18/11/2026

WORK PROGRAMME

No.	Items to be considered	Date of Next Meeting	Purpose of the Report	How the work will be done	Responsible Officer	Outcome Expected
1.	Budget Management Report P10 - CC&L	11 Mar 2026	This report covers this committees 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	
2.	Climate Emergency and Sustainability Action Plan Update	11 Mar 2026	Climate Emergency and Sustainability Action Plan Update report	Climate Emergency and Sustainability Action Plan Update	Elen Dolder, Climate Change, Sustainability and Recycling Officer	
3.	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 Assets Manager	
4.	Parking on The Green	Aim for 11 March 2026			TBC	
5.	Rickmansworth Aquadrome Programme	24 June 2026		Rickmansworth Aquadrome Programme	Emma Sheridan, Associate Director – Environment	

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Agenda Item 9

No.	Items to be considered	Date of Next Meeting	Purpose of the Report	How the work will be done	Responsible Officer	Outcome Expected
6.	Update from Everyone Active, Sport and Physical Activity Strategy	24 June 2026		Presentation	Kelly Barnard, Leisure Assets Manager	
7.	Watersmeet Annual Review 2025/26	9 September 2026	A presentation on Watersmeet performance during 2025/26 financial year	Presentation	Ben Terry – Watersmeet General Manager Judy Simpson Marketing & Campaigns Manager	
8.	Service Plans	18 November 2026		Presentation and report	Rebecca Young - Head of Strategy and Partnerships	