

Council Plan Theme	Aims	Action	Owner	Start date	Completion date
Healthy, safe and thriving communities	Improve access for all ages to health facilities, leisure services and community spaces.	Managing parks and open spaces by delivering the new Green Space Strategy	Leisure and Natural Infrastructure	Apr-25	Mar-27
	Improve access for all ages to health facilities, leisure services and community spaces.	Enhance existing tennis courts to improve leisure experience for residents	Leisure and Natural Infrastructure	Apr-24	Mar-27
	Improve access for all ages to health facilities, leisure services and community spaces.	Delivery of Healthy Hub provision at four locations across Three Rivers as well as pop up hubs	Strategy & Partnerships	Apr-26	Mar-27
	Improve access for all ages to health facilities, leisure services and community spaces.	Secure developer contributions through the planning process in accordance with relevant legislation and policy	Regulatory Services	Ongoing	Ongoing
	Improve access for all ages to health facilities, leisure services and community spaces.	Delivery of active travel and other transport schemes (inc LCWIP)	Regulatory Services	Ongoing	Ongoing
	Improve access for all ages to health facilities, leisure services and community spaces.	Delivery of Health and Wellbeing Initiatives and development of partnerships	Strategy & Partnerships	Ongoing	Ongoing
	Work with developers and housing providers to help increase affordable housing within the district.	Implementation of relevant Local Plan policies for new development including requirement for affordable housing contributions, public open space and leisure policies, consideration of sustainable forms of development including sustainable transport	Regulatory Services	Ongoing	Ongoing
	Work with developers and housing providers to help increase affordable housing within the district.	Work in partnership with Registered Providers to agree nomination rights on all new developments containing an affordable housing provision	Housing & Residential Services	Ongoing	Ongoing
	Work with developers and housing providers to help increase affordable housing within the district.	Complete annual review on council's housing register and TA placements to ensure that correct property sizes are allocated by developers	Housing & Residential Services	Apr-26	Mar-27
	Work with our partners in the Community Safety Partnership (CSP) to maintain a low crime, low antisocial behaviour district	Deliver initiatives through the Community Safety Partnership including Safer Streets, Cuckooing and Hate Crime Awareness	Strategy & Partnerships	Ongoing	Ongoing
	Work with our partners in the Community Safety Partnership (CSP) to maintain a low crime, low antisocial behaviour district	We will use a whole system approach by working with partners to jointly target ASB through, ASBAG, ASB Case Reviews and YAP	Strategy & Partnerships	Ongoing	Ongoing
	Work with our partners in the Community Safety Partnership (CSP) to maintain a low crime, low antisocial behaviour district	Focus on Prevention of Violence Against Women and Girls (VAWG) and domestic abuse (White Ribbon Accreditation)	Strategy & Partnerships	Ongoing	Ongoing
	Support planning applications that aim to deliver thriving communities and a healthier environment.	Promoting net carbon zero and the Councils' Climate Agenda at an early stage in pre-application discussions	Regulatory Services	Ongoing	Ongoing
	Support planning applications that aim to deliver thriving communities and a healthier environment.	Implementation of national planning policies and Local Plan policies for renewable energy/energy efficiency	Regulatory Services	Ongoing	Ongoing
	Work with the voluntary sector to support positive outcomes for vulnerable residents.	Manage and monitor Community and Voluntary Sector Grants	Strategy & Partnerships	Ongoing	Ongoing
	Work with the voluntary sector to support positive outcomes for vulnerable residents.	Developing and overseeing the Equalities Forum	Strategy & Partnerships	Ongoing	Ongoing
	Work with the voluntary sector to support positive outcomes for vulnerable residents.	Boost awareness of Pension Credit to reduce pensioner poverty by Collaborating with Citizens Advice to increase take-up to mitigate the cost of living crisis	Revenues and Benefits	May-26	Dec-26
	Actively pursue grant opportunities to fund our major projects and services.	Submit the Delivery Phase Funding Application to the National Lottery Heritage Fund for the Rickmansworth Aquadrome Programme.	Leisure and Natural Infrastructure	Apr-26	Mar-27
	Actively pursue grant opportunities to fund our major projects and services.	Apply for Crisis Resilience Funding from Hertfordshire County Council to enhance or develop resilience services within Three Rivers	Strategy & Partnerships	Apr-26	Mar-28
	Actively pursue grant opportunities to fund our major projects and services.	Identify opportunities to fund sustainable transport schemes in partnership with external stakeholders	Regulatory Services	Ongoing	Ongoing

	Continue to prevent homelessness in the district.	Continue to support vulnerable customers, including those who are experiencing or have experienced domestic abuse, engaging with the council's Housing Service	Housing & Residential Services	Ongoing	Ongoing
	Continue to prevent homelessness in the district.	Successful implementation of the required legislative changes following the introduction of the Renters Rights Act	Housing & Residential Services	May-26	Mar-29
	Continue to prevent homelessness in the district.	Continue to maintain our green RAG rating on the H-CLIC performance dashboard issued by MHCLG	Housing & Residential Services	Ongoing	Ongoing
A green and sustainable future	Finalise a local plan that delivers on our statutory responsibilities and the priorities of our residents.	Following direction from government to add more sites to Local Plan, supporting evidence is being updated. Regulation 19 consultation will commence in July 2026 and the plan will be submitted to the Planning Inspectorate in November 2026. Examination is expected early next year with adoption of the plan expected spring/summer 2027	Planning Policy & Conservation	Jul-17	Jun-27
	Maintain our performance as a top recycling authority in UK	Redevelopment of satellite depot at Furtherfield	Waste & Environment	Feb-26	Mar-28
	Maintain our performance as a top recycling authority in England.	Procurement of new MRF contract to secure the disposal route for the districts household and commercial recycling waste	Waste & Environment	Mar-25	Feb-27
	Maintain our performance as a top recycling authority in England.	Procurement of new fleet maintenance contract	Waste & Environment	Dec-25	Jul-26
	Continue to invest in and improve our parks, open spaces and walking routes.	Through the new Green Space Strategy outline how sustainable travel will be implemented across the Council's green estate, including opportunities to upgrade routes, subject to securing external funding	Leisure and Natural Infrastructure	Apr-25	Mar-27
	Continue to invest in and improve our parks, open spaces and walking routes.	Glade Bridge Replacement - to replace the existing glade bridge, which is reaching end of life, with associated biodiversity enhancements	Leisure and Natural Infrastructure	Jul-25	Jun-27
	Continue to invest in and improve our parks, open spaces and walking routes.	The Aquadrome Programme will deliver a suite of improved and sustainable routes for active travel, including the Woodland Walk, hydrological enhancements and an activity programme that will encourage active travel	Leisure and Natural Infrastructure	Apr-27	Mar-30
	Continue to invest in and improve our parks, open spaces and walking routes.	Delivery of the LCWIP priority walking routes	Regulatory Services	Ongoing	Ongoing
	Continue to invest in and improve our parks, open spaces and walking routes.	Undertake enforcement action in relation to fly-tipping and other environmental offenses	Waste & Environment	Ongoing	Ongoing
	Continue to invest in and improve our parks, open spaces and walking routes.	Investigate walking and cycling improvements across the district	Regulatory Services	Ongoing	Ongoing
	Focus on restoring nature, boosting biodiversity, protecting trees and woodlands and key habitats.	To deliver the S106 obligations from the Maple Lodge Developments in relation to non-mandatory Biodiversity Net Gain	Leisure and Natural Infrastructure	Apr-24	Nov-28
	Focus on restoring nature, boosting biodiversity, protecting trees and woodlands and key habitats.	Delivering a programme of tree planting initiatives and implement a robust monitoring regime	Leisure and Natural Infrastructure	Ongoing	Ongoing
	Focus on restoring nature, boosting biodiversity, protecting trees and woodlands and key habitats.	Through the Aquadrome Programme, enhancing, restoring and sustaining the unique habitats of the site	Leisure and Natural Infrastructure	Apr-27	Mar-30
	Work on adjusting to the impacts of climate change and continue progress on making Three Rivers a more climate resilient district.	Undertake a feasibility study to determine the viability of heat network using the waste heat from the Abbots Langley data centre	Climate Change & Sustainability	Mar-26	Mar-27
	Work on adjusting to the impacts of climate change and continue progress on making Three Rivers a more climate resilient district.	Deliver grant funding to eligible residents to retrofit their homes	Climate Change & Sustainability	May-25	Mar-28
	Work on adjusting to the impacts of climate change and continue progress on making Three Rivers a more climate resilient district.	Encourage and support self funding homeowners to retrofit their property	Climate Change & Sustainability	Jan-26	Mar-29
	Encourage sustainable transport initiatives and greener vehicle options.	Continue to work with Hertfordshire County Council on delivering the Local Electric Vehicle Infrastructure (LEVI) fund	Regulatory Services	Ongoing	Ongoing
	Encourage sustainable transport initiatives and greener vehicle options.	Monitor the expansion of the Beryl Bike hire scheme and review plans for further expansion	Regulatory Services	Apr-25	Apr-27

	Encourage sustainable transport initiatives and greener vehicle options.	Continue to review the council's Green Travel Plan and encouragement of sustainable travel initiatives	Regulatory Services	Ongoing	Ongoing
	Champion a greener and more sustainable council and district that strives to reduce our carbon footprint.	Move all election staff role confirmations and appointments to a fully digital system, removing the need for sending multiple letters	Legal, Elections & Democratic Services	Mar-26	Jun-26
	Champion a greener and more sustainable council and district that strives to reduce our carbon footprint.	Install solar panels on SOLC and TRH and Batchworth depot investigate other viable net zero projects for council buildings and car parks	Climate Change & Sustainability	Jan-26	Mar-29
	Champion a greener and more sustainable council and district that strives to reduce our carbon footprint.	Support the delivery of the Hertfordshire Retrofit Strategy as a member of the Hertfordshire Retrofit Partnership	Climate Change & Sustainability	May-25	Mar-29
	Champion a greener and more sustainable council and district that strives to reduce our carbon footprint.	Create an Energy Plan with associated targets and actions and support the development of Regional Energy Strategic Plans and informing infrastructure upgrades	Climate Change & Sustainability	Jan-25	Oct-27
A prosperous and vibrant district	Attract and retain economic investment in the district.	Ensure that all Council owned properties are used efficiently to attract and retain businesses	Property Services & Major Projects	Ongoing	Ongoing
	Attract and retain economic investment in the district.	Planning and Licensing pre application process offered to prospective applicants to support business opportunities within the district	Regulatory Services	Ongoing	Ongoing
	Continue to build and nourish the council's partnerships with local businesses.	Support initiatives and work with the Chamber of Commerce through Connecting Three Rivers	Strategy & Partnerships	Ongoing	Ongoing
	Continue to build and nourish the council's partnerships with local businesses.	Continue to provide grants for solar installations for businesses	Climate Change & Sustainability	Mar-26	Mar-28
	Continue to build and nourish the council's partnerships with local businesses.	Continue to provide an annual careers fair in partnership with WBC and Herts Futures to encourage career opportunities with local businesses	Climate Change & Sustainability	Ongoing	Ongoing
	Encourage and facilitate external investment into our high streets and shopping areas.	Implementation of a Parking Management Programme designed to manage parking demand, balancing the need to encourage turnover for visitors while accommodating longer-term parking for businesses, residents, and visitors	Regulatory Services	Ongoing	Ongoing
	Encourage and facilitate external investment into our high streets and shopping areas.	Solar grants from TRDC and air source heat pump grants are available to high street businesses. These are promoted through social media and the business newsletter	Climate Change & Sustainability	Mar-26	Mar-28
	Encourage and facilitate external investment into our high streets and shopping areas.	Continue to review wayfinding (signage) around town centre locations	Regulatory Services	Ongoing	Ongoing
	Celebrate and invest in local culture, art and heritage.	Rickmansworth conservation area appraisal	Planning Policy & Conservation	Mar-26	Dec-26
	Celebrate and invest in local culture, art and heritage.	Supporting local community and amateur theatre groups by offering reduced rate packages for multi day highers	Communications, Customer & Culture	Ongoing	Ongoing
	Celebrate and invest in local culture, art and heritage.	Provide film hire opportunities for local and national film organisations within Three Rivers	Leisure and Natural Infrastructure	Ongoing	Ongoing
	Celebrate and invest in local culture, art and heritage.	Delivery of Artistmeet, providing 4 showcase opportunities for local, aspiring artists	Leisure and Natural Infrastructure	Ongoing	Ongoing
	Continue to encourage equal access to council services for all residents.	Support local providers of holiday activities for children, by working in partnership to deliver the Three Rivers ACE (Accessible Childcare for Everyone)	Leisure and Natural Infrastructure	Ongoing	Ongoing
	Continue to encourage equal access to council services for all residents.	Service signposting and regular attendance at the Healthy Hubs by the council's Customer Service Representatives to widen accessibility for residents	Communications, Customer & Culture	Ongoing	Ongoing
	Continue to encourage equal access to council services for all residents.	Continue to maintain an above sector average accessibility tool on the council's website that remains disability compliant	Communications, Customer & Culture	Ongoing	Ongoing
	Promote inclusive communities and resident participation.	Assist council departments by offering residents and businesses a clear, single point of contact for enquiries	Communications, Customer & Culture	Ongoing	Ongoing

	Promote inclusive communities and resident participation.	Implement the outcomes from the Aquadrome Accessibility Audit to provide opportunities for all - from physical disabilities to those with sensory or medical needs	Leisure and Natural Infrastructure	Apr-27	Mar-30
	Promote inclusive communities and resident participation.	Maintain and develop the Inclusion and Wellbeing Working Group to achieve the council's Equality Objectives	Strategy & Partnerships	Ongoing	Ongoing
	Promote inclusive communities and resident participation.	Proactively deliver a programme of community co-design opportunities as outlined in the Three Rivers Play Space Strategy	Leisure and Natural Infrastructure	Apr-25	Mar-30
	Promote inclusive communities and resident participation.	Commitment to engage with our communities on new schemes, projects and policies utilising the Have Your Say platform	All service areas	Ongoing	Ongoing
	Collaborate with partners to advance shared economic, environmental, and community goals.	Inspire businesses to adopt renewable energy and EV infrastructure through encouragement and grant offers, thus improving business resilience through reduced energy costs	Climate Change & Sustainability	Ongoing	Ongoing
	Collaborate with partners to advance shared economic, environmental, and community goals.	Collaborate with local businesses to understand their needs and how the council can support their growth	Property Services & Major Projects	Ongoing	Ongoing
	Collaborate with partners to advance shared economic, environmental, and community goals.	Secure funding for promoting and allocating grants through the Connecting Three Rivers Fund to deliver partnership initiatives and the Community Strategy	Strategy & Partnerships	Ongoing	Ongoing
A well-run council	Ensure the delivery of good quality, efficient and effective services for our residents.	Monitor and deliver the Corporate Peer Challenge Action Plan	Strategy & Partnerships	Jul-26	Dec-26
	Ensure the delivery of good quality, efficient and effective services for our residents.	Provide financial support to residents on low incomes by running a take-up campaign to promote the Council Tax Reduction Scheme	Revenues and Benefits	May-26	Dec-26
	Ensure the delivery of good quality, efficient and effective services for our residents.	Ensure call wait times are kept to a minimum, not exceeding 10 minutes, improving experience for those who can only use phone contact	Communications, Customer & Culture	Ongoing	Ongoing
	Ensure the delivery of good quality, efficient and effective services for our residents.	Adopt the updated Customer Experience Strategy and monitor outcomes	Communications, Customer & Culture	Apr-26	Mar-29
	Ensure the delivery of good quality, efficient and effective services for our residents.	Governance and allocation of CIL spend to ensure the money is well spent	Regulatory Services	Ongoing	Ongoing
	Ensure the delivery of good quality, efficient and effective services for our residents.	To complete the review of the constitution to ensure it is up to date and delegations and procedures are in line with current practices.	Legal, Elections & Democratic Services	Ongoing	Ongoing
	Ensure the delivery of good quality, efficient and effective services for our residents.	Review and maintain the council's policy and procedure on RIPA	Legal, Elections & Democratic Services	Jun-26	Dec-26
	Ensure the delivery of good quality, efficient and effective services for our residents.	Review the annual canvass procedure	Legal, Elections & Democratic Services	Jun-26	Jun-27
	Maintain a balanced and transparent budget that upholds the council's secure financial position.	Produce an annual Medium Term Financial Plan (MTFP)	Finance	Ongoing	Ongoing
	Maintain a balanced and transparent budget that upholds the council's secure financial position.	Ensure budget monitoring reports are presented to the relevant Committee within agreed timeline to enable robust scrutiny	Finance	Ongoing	Ongoing
	Set clear performance targets that are aligned with our Council Plan to ensure accountability and continuous improvement.	Prepare and analyse annual and quarterly Performance Management reports to monitor performance over time and against target	Strategy & Partnerships	Ongoing	Ongoing
	Set clear performance targets that are aligned with our Council Plan to ensure accountability and continuous improvement.	Oversee the major and minor project reporting process, including management of the major projects board	Strategy & Partnerships	Ongoing	Ongoing
	Set clear performance targets that are aligned with our Council Plan to ensure accountability and continuous improvement.	Lead and coordinate the Connecting Three Rivers Board (including the Community Safety Board) and develop and progress actions to achieve the Community Strategy	Strategy & Partnerships	Ongoing	Ongoing
	Set clear performance targets that are aligned with our Council Plan to ensure accountability and continuous improvement.	Ensure minutes and decisions post committee and Full Council are circulated within the agreed timeframe	Legal, Elections & Democratic Services	Ongoing	Ongoing
	Guarantee value for money in all council activities.	Implement a new procurement strategy	Finance	Apr-26	Nov-26
	Guarantee value for money in all council activities.	Finance colleagues to guide and oversee robust budget monitoring process in collaboration with Heads of Service	Finance	Ongoing	Ongoing

	Provide clear, timely, and innovative communication to keep residents informed, engaged and empowered.	Develop a regular podcast series highlighting the council's work across all service areas, for internal and external use	Communications, Customer & Culture	Apr-26	Nov-26
	Provide clear, timely, and innovative communication to keep residents informed, engaged and empowered.	Empower residents to have their say through the delivery of the annual residents survey	Communications, Customer & Culture	Oct-26	Dec-26
	Provide clear, timely, and innovative communication to keep residents informed, engaged and empowered.	Providing the council's elected and corporate leadership with communications support for external platforms to reach a diverse audience across the district and further afield	Communications, Customer & Culture	Ongoing	Ongoing
	Explore the use of existing and developing technology to improve efficiency across the organisation.	To develop a chatbot function on the main website to reduce the number of calls and emails to customer services at TRDC	Communications, Customer & Culture	Apr-26	Dec-26
	Explore the use of existing and developing technology to improve efficiency across the organisation.	Exploration of greater integration with the Finance system to provide live rent accounting	Property Services & Major Projects	Apr-26	Mar-27
	Continue to be responsible, conscientious and proactive landowners across the council's diverse estate.	Proactively manage and maintain the Council's Tree Stock	Leisure and Natural Infrastructure	Apr-26	Mar-27
	Continue to be responsible, conscientious and proactive landowners across the council's diverse estate.	Ensuring the Council's woodlands have up to date, and deliverable Management Plans	Leisure and Natural Infrastructure	Ongoing	Ongoing
	Continue to be responsible, conscientious and proactive landowners across the council's diverse estate.	Complete garage, car park, footpath and road refurbishment in accordance with the works programme	Property Services & Major Projects	Apr-26	Mar-27
	Continue to be responsible, conscientious and proactive landowners across the council's diverse estate.	Undertake an investment Property review	Property Services & Major Projects	Apr-26	Sep-26