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| **Theme: Governance and Leadership Action Plan** | | |
| Overarching Actions (By 2030) | Actions (2024 - 2027) |
| GL-1:  Ensure all Council plans, strategies and decisions articulate how they will support the corporate emissions reduction commitment, help to deliver the Strategy, support biodiversity and promote climate resilience. | GL-1.1:  Ensure that all emerging and refreshed strategies take account of, reference and support the Sustainability and Climate Crisis Strategy and actions. |
| GL-1.2:  Develop a more robust process for assessing the sustainability impact of decisions and capital-funded projects. This can include conducting Carbon Impact Assessments and calculating Scope 3 emissions where feasible to maximise the climate benefit of Council investments and limit new sources of corporate emissions. |
| GL-1.3:  Assess all relevant potential climate risks and impacts on Council services to produce an up-to-date Climate Risk Register. Begin identifying strategies and actions as part of this work to ensure responsibility and next steps are taken towards ensuring climate resiliency and risk mitigation. |
| GL-1.4: Finalise and implement the sustainability policies for all Council events to reduce environmental impacts. |
| GL-2: Embed positive behaviour change to reduce Council greenhouse gas emissions in all service areas and assets. | GL-2.1: Deliver an appropriate level of climate literacy style training for all decision-makers, managers, elected members, staff in key service areas and committee chairs. |
| GL-2.2:  Provide an appropriate level of climate literacy style training as part of the induction process for all new staff and councillors. |
| GL-2.3:  Encourage staff to set appropriate performance goals/objectives relating to their contribution to the delivery of the Sustainability and Climate Crisis Strategy. Evidence of how this has been achieved can be assessed during the annual review process by managers. |
| GL-2.4:  Make the Council's commitment to deliver the Sustainability and Climate Crisis Strategy clear throughout the recruitment process. |
| GL-2.5: Make it an ongoing business requirement that each service area regularly reviews and seeks to identify ways in which Council services and processes can be more efficient and reduce emissions e.g. reducing waste, paperless working and reducing work mileage. |
| GL-2.6: Include progress, opportunities and expectations to deliver the Sustainability and Climate Crisis Strategy in staff briefings to ensure it is recognised as a corporate objective. |
| GL-2.7:  Work with leaders to deliver ongoing engagement and awareness raising to staff, contractors and service providers on sustainability issues and solutions through the staff portal, weekly Team Brief, staff emails and direct training. Leaders to lead by example, regularly demonstrating their own engagement and relevant actions. |
| GL-3: Ensure our commitment to reduce corporate emissions to net zero by 2030 is reflected in the Council’s procurement process. | GL-3.1:  Monitor which contracts are due for renewal over the forthcoming year to assess current sustainability impacts and methods of making improvements at the next contract upgrade. |
| GL-3.2:  Require all proposed contractors to set out their own sustainability measures and conditions and how they intend to carry out works on behalf of the Council in a way that contributes to the delivery of the Sustainability and Climate Crisis Strategy. This should be taken into account when awarding contracts. |
| GL-3.3: Require Council contractors over a certain size to regularly report their greenhouse gas emissions and the measures that have been, and will be taken to reduce these emissions and promote sustainable work practices. This information should be used to challenge contractors to make ongoing emissions reductions. |
| GL-3.4:  Develop standard green clauses to ensure new tenants and leaseholders have Net Zero requirements in their leasehold agreements where possible, including annual reporting on energy consumption and greenhouse gas emissions. |
| GL-4: Manage, monitor and report progress on meeting our commitment to reduce corporate emissions to net zero by 2030. | GL-4.1: Report progress on actions to the senior management team and members in full annually, with an informal update on the progress of projects selected by the sustainability officer quarterly. |
| GL-4.2:  Explore the potential to capture additional elements within the corporate emissions analysis and publish the Council and District greenhouse gas reports annually on the Council website. |
| GL-4.3  Take steps to support the sustainability officer and team with the necessary resourcing to oversee the implementation of the Action Plan and gather progress updates. Responsibility for the delivery of specific actions should be assigned to the relevant service areas. |
| GL-4.4:  Require the officers responsible for delivering actions to update the sustainability officer / team on progress via the action plan tracker quarterly. Updates on specific projects should also be given to the relevant manager and / or committee as appropriate. |
| GL-4.5:  Review the financing mechanisms available to fund the actions in this plan and ensure they match or a plan is developed to identify additional sources. This should include a clear policy of financing Invest to Save proposals based on specific emission and cost-saving criteria. |
| GL-5: Communicate effectively with the local community to raise awareness, facilitate behaviour change, reduce District greenhouse gas emissions, improve the resilience of the District to climate change and support biodiversity. | GL-5.1: Deliver strong and consistent messages to the public about sustainability, the environment and climate change through the Council's publicity channels, which include the Community News publication, www.stalbans.gov.uk, MyStAlbans District account, press releases, social media, events, Sustainability News and the Building Futures website. |
| GL-5.2:  Lead St Albans Greener Together by working in partnership with local groups, organisations, businesses and local citizens to develop solutions to overcome barriers to actions. This will include ensuring the delivery of the Communications and Behaviour Change Plan along with the administration of the St Albans Greener Together fund. |
| GL-5.3:  Keep the Council website up to date with relevant Action Plan and greenhouse gas report progress. |
| GL-6: Work with partners, including the County Council, to deliver, support and promote opportunities and projects for communities to mitigate and adapt to climate change, support biodiversity and promote sustainability across the District. | GL-6.1:  Amplify communications related to partnership projects including those of Hertfordshire County Council and Town or Parish Councils. |
| GL-6.2: Encourage communities and businesses to develop and implement their own greenhouse gas emission reduction plans and initiatives. |
| GL-6.3:  Seek to influence the Government to introduce more stringent sustainability policy in areas such as building, housing, renewable technologies, energy, water, waste and habitat protection, through responding to consultations and working with organisations such as the Local Government Association. |
| GL-6.4:  Work with the Business Improvement District and other business networks, to develop and deliver city-wide environmental schemes and improvements. This might include Greening Business Support Schemes or Business sponsored renewable projects. |
| GL-6.5:  Work with existing or new strategic partnerships to help promote and deliver the action plan. |
| GL-6.6:  Update the Economic Development Strategy to promote sustainability and circular economy principles such as low carbon skills development and use of local products and workforce. We will recommend organisations that can support businesses with emissions reduction. |
| GL-7: Ensure the Local Plan fully addresses climate change, promotes sustainability, supports biodiversity and helps to deliver the strategy. | GL-7.1:  Prepare a robust evidence base to explore potential opportunities for the Local Plan to incorporate climate change mitigation and adaptation policies including sustainable building practices, renewable energy allocations, transport, sustainable drainage, biodiversity and the natural environment. |
| GL-7.2:  Ensure the Local Plan growth strategy takes account of the Sustainability and Climate Crisis Strategy. |
| GL-7.3:  Encourage Neighbourhood Plans to include climate change considerations and policies. |
| GL-7.4:  Use planning and regulatory powers as appropriate to ensure all new developments are built to high sustainability standards, support active and sustainable travel, promote circular economy principles, conserve and enhance the natural environment and biodiversity, promote water efficiency and reduce the risk of flooding. |
| **Theme: Energy and Buildings Action Plan** | | |
| Overarching Actions (By 2030) | | Actions (2024 - 2027) |
| EB-1: Decarbonise all Council-operated built assets. | | EB-1.1:  Undertake detailed energy audits for all outstanding Council-operated corporate assets. Review existing energy audits and ensure that any out-of-date or insufficient assessments are re-commissioned. |
| EB-1.2: Review the findings of the Council-operated corporate building energy audits and use these as the basis for creating full decarbonisation plans. Develop a decarbonisation roadmap, prioritising worst-performing assets and incorporating recommendations from completed energy audits where possible. |
| EB-1.3: Develop decarbonisation plans for Council-operated housing assets to achieve retrofits consistent with net-zero carbon and in line with requirements to improve Energy Performance ratings. |
| EB-1.4: Embed sustainable business principles throughout the procurement and commissioning cycle so that new contracts ensure that energy is sourced from renewable sources and suppliers are clear about their roles and encouraged to make improvements. |
| EB-1.5: Ensure all new Council-led developments aim to meet the RIBA 2030 Climate Challenge targets as a minimum and take account of both operational and embodied carbon. |
| EB-2:  Identify, invest in, and deliver energy infrastructure to decarbonise Council operations and heating, increase the renewable energy mix, generate income and embed resiliency. | | EB-2.1: Identify Council-operated assets with renewable energy opportunities and develop associated renewable energy schemes. |
| EB-2.2: Investigate the possibility of supporting the development of large-scale energy generation via Local Plan allocated sites to decarbonise the Council's operations, generate income and embed energy resiliency. |
| EB-3: Support and promote sustainable building practices and sustainable development that is consistent with net zero operational carbon and minimises embodied emissions. | | EB-3.1: Develop Planning Policy that encourages new developments to be built to high sustainability standards and consider embodied carbon. Prioritise retrofitting over demolition and implement on-site renewable and /or low-emission energy generation when appropriate. |
| EB-3.2: Ensure the Development Management Team is equipped with expertise in sustainable construction methods and low-carbon technology to better understand the solutions available and require appropriate improvements. |
| EB-3.3: Explore financial and other means of securing carbon offsetting measures in major developments. |
| EB-4: Support residents and businesses in championing the reduction of their own energy use, community emissions and costs in existing developments. | | EB-4.1: Support households by providing information and access to funding for the installation of energy efficiency, heat decarbonisation and renewable energy measures. |
| EB-4.2: Encourage and provide guidance to businesses on the installation of energy efficiency, heat decarbonisation and renewable energy measures. Signpost and promote retrofit and funding opportunities for businesses. |
| EB-4.3: Develop and disseminate a programme educating tenants and landlords (in New Capital Developments or social homes) on how new technologies installed in households should be operated in order to maximise potential energy savings. Notably, if the mode of operation differs from the conventional gas central heating system. |
| EB-4.4: Work with landlords of privately-rented domestic properties, through the House in Multiple Occupation (HMO) licensing function, to ensure that their properties are compliant with the Minimum Energy Efficiency Standard (MEES) when they grant a new tenancy to new or existing tenants, including encouraging landlords to upload a copy of their Energy Performance Certificate (EPC) when applying for a licence. |
| EB-4.5: Attend Landlord Forums and work with lettings agents and private landlords when appropriate to disseminate information and raise awareness of Landlords’ duties to meet minimum standards and to provide advice on the assistance available. |
| EB-5: Implement low-emission energy generation and storage capabilities in the District. | | EB-5.1: Review the sites allocated for renewable infrastructure development within the Local Plan and consider any relevant opportunities for renewable, low-carbon energy and heat generation and/or on-site storage. |
| EB-5.2: Support and enable the large-scale solar power generation proposal at East Hemel Central Broad Location as identified in the Local Plan. |
| EB-6: Support energy efficiency measures in low income households to tackle fuel poverty and raise living standards. | | EB-6.1: Work with partners to improve the identification of vulnerable energy consumers and ensure that they are aware of the support available to them. |
| EB-6.2: Improve the promotion and delivery of advice, schemes and grants that provide support for managing bills and improving the energy efficiency and warmth of low-income and vulnerable households. |

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| **Theme: Transport and Air Quality Action Plan** | | |
| Overarching Actions (By 2030) | Actions (2024 - 2027) |
| TAQ-1: Decarbonise the Council fleet. | TAQ-1.1:  Develop a low-carbon Fleet Replacement Plan. |
| TAQ-1.2:  Install sufficient infrastructure to support the transition to electric vehicles for users of Council sites. |
| TAQ-2: Decarbonise corporate travel emissions. | TAQ-2.1:  Promote and encourage the use of the Council's electric vehicle pool cars. |
| TAQ-2.2:  Develop a Workplace Travel Plan to support staff and Councillors in reducing unnecessary travel and increasing sustainable modes of travel. This includes exploring options for incentivising lower-emission travel such as a salary sacrifice scheme for electric vehicles. |

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| TAQ-3:  Promote active and sustainable travel and reduce the need for people to travel. | TAQ-3.1:  Implement the Local Cycling and Walking Infrastructure Plan (LCWIP) for the District. |
| TAQ-3.2:  Work with Hertfordshire County Council to deliver joint projects to support active and sustainable travel. |
| TAQ-3.3:  Support community engagement to promote sustainable and active travel including working with schools, businesses and community groups. |
| TAQ-3.4:  Develop active and sustainable travel policies within the Local Plan that include new routes, design standards and cycle infrastructure and storage. |
| TAQ-4: Reduce transport emissions and support the transition to low-carbon vehicles. | TAQ-4.1:  Implement low-emission development policies within the Local Plan that encourage new public transport solutions and electric car charging points. |
| TAQ-4.2:  Support the delivery of EV charging infrastructure across the District. |
| TAQ-4.3:  Work with local taxi firms to encourage the switch to lower-emission vehicles. |
| TAQ-4.4:  Work with community rail partnerships to encourage travel by rail as an alternative to the car, including improving connections to and from railway stations. |
| TAQ-4.5:  Work with businesses to encourage and facilitate low carbon travel through advice, good practice and funding. |
| TAQ-4.6:  Ensure regular engagement with transport stakeholders and local forums. |
| TAQ-5: Work with partners and the local community to improve air quality across the District. | TAQ-5.1: Update and implement the measures outlined in the Air Quality Management Plan (AQMP). |
| TAQ-5.2: Support Hertfordshire County Council initiatives to reduce air pollution and improve air quaity. |

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| **Theme: Circular Economy, Waste and Food Action Plan** | |
| Overarching Actions (By 2030) | Actions (2024 - 2027) |
| CEWF-1: Reduce the levels of waste from Council assets and events. | CEWF-1.1: Explore the feasibility and introduction of food waste recycling at Council events and markets. |
| CEWF-1.2: Review and update the Council's Plastic Free Action Plan to ensure ongoing progress in reducing plastic waste. |
| CEWF-1.3: Appoint a contractor responsible for a cost-neutral, profit or externally funded pallet and crate takeback scheme. |
| CEWF-1.4: Review the current Market waste recycling facilities with a view to developing a strategy to significantly improve the % of Market waste that is recycled. |
| CEWF-1.5: Improve the recycling of waste produced from the operation of Council assets to a minimum of 60%. |
| CEWF-2: Ensure Circular Economy principles are embedded into all Council processes, procurement and projects. | CEWF-2.1: Aim for Council-led developments to integrate circular economy and whole life-cycle principles of eliminating waste and pollution, retaining material value and utilising local supply chains when practical. |
| CEWF-3: Provide and promote sustainable and inclusive food options at Council sites and events. | CEWF-3.1:  Provide a range of sustainable food options at Council-operated sites and events prioritising local producers and suppliers. |

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| CEWF-4:  Work with partners and communities to reduce waste and increase recycling across the District. | CEWF-4.1: Develop and deliver a comprehensive Litter Strategy and continue to support community litter picks. |
| CEWF-4.2: Continue to explore options for maximising recycling across the public realm. |
| CEWF-4.3:  Develop and implement a Flats Recycling Strategy to increase recycling collection from all flats. |
| CEWF-4.4: Work with other Councils, landowners and the Police to reduce fly-tipping. |
| CEWF-4.5: Widely promote local recycling facilities and the waste hierarchy to reduce waste and overcome barriers to participation. |
| CEWF-4.6: Support the work of the HCC Education Officer in promoting positive waste management behaviours within school curriculums and ensure as many schools as possible have access to recycling infrastructure. |
| CEWF-5: Promote Circular Economy principles across the District. | CEWF-5.1: Reflect Circular Economy and whole life-cycle principles in the Local Plan. |
| CEWF-5.2: Update the Local Plan to include stronger requirements for new developments including prioritising circular economy statements. |
| CEWF-6: Work with partners and communities to promote sustainable food. | CEWF-6.1:  Actively promote sustainable food choices through working with communities, providing advice and signposting to good practice. |

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| **Theme: Natural Environment and Biodiversity Action Plan** | |
| Overarching Actions (By 2030) | Actions (2024 - 2027) |
| NEB-1: Manage Council land to promote climate resiliency, support biodiversity and maximise carbon sequestration. | NEB-2.1: Ensure rewilding principles that enhance biodiversity are incorporated into new developments and existing assets where possible. |
| NEB-2.2: Ensure parks, green spaces and recreational facilities are managed to increase biodiversity value, rewild and create new habitats. |
| NEB-2.3:  Ensure new Council planting schemes include plants and trees that are tolerant to pests and climate change. |
| NEB-2: Work with communities, landowners, partners and local groups to make the natural environment more resilient to climate change. | NEB-3.1: Work with Hertfordshire County Council and local communities to retain existing street trees and vegetation that provide important cooling effects and develop projects for new planting. |
| NEB-3.2:  Set out guidance on greening within public realm schemes to help enhance carbon sinks and provide climate resilience benefits as well as biodiversity co-benefits. |
| NEB-3.3: Ensure new developments include climate resiliency measures that support the natural environment including drought-resistant planting and connected green infrastructure through Local Plan policy. |
| NEB-3: Work with partners and communities to identify areas with opportunities to improve biodiversity and create new habitats. | NEB-4.1: Work with the Countryside Management Service (CMS) and Herts and Middlesex Wildlife Trust (HMWT) to implement the environmental actions of the Green Spaces Management Plan. |
| NEB-4.2: Work with partners and/or officers to engage and educate the public on the value of conservation and habitat management including the use of pesticides and pollution control. |
| NEB-4.3:  Develop Planning Policy within the Local Plan to mandate developments support biodiversity, tree planting and encourage the creation of wildlife habitats and corridors. |
| NEB-4.4: Implement the actions and objectives set out in the updated Tree Strategy. |
| NEB-4.5: Work with Hertfordshire County Council to manage grass verges and trees along highways, and to reduce the use of glyphosate. |
| NEB-4.6:  Work with the Local Nature Partnership to help deliver the Nature Recovery Strategy. |
| NEB-4.7: Progress the 'Revitalise the River Ver' project to transform and naturalise the River Ver and improve it's biodiversity. |
| NEB-4.8: Remain open to requests to review the opportunity for creating pocket gardens, promoting tree planting and / or food growing on Council or third-party land. |
| NEB-4.9: Work with the Joint Allotment Group to implement and uphold the allotment rules concerning pesticide use. |
| NEB-4.10:  In line with the strengthened biodiversity duties introduced by the Environment Act 2021, we will review the actions we can take to conserve and enhance biodiversity and periodically publish a report detailing progress. |

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| **Theme: Water Resources and Flooding Action Plan** | |
| Overarching Actions (By 2030) | Actions (2024 - 2027) |
| WF-1: Achieve high levels of water efficiency in Council assets. | WF-1.1: Re-procure the Council's water supply to enable better consumption monitoring. |
| WF-1.2:  Make physical infrastructure changes within Council buildings to reduce water usage, e.g. low flow and sensor/push taps and review the feasibility of installing rainwater and greywater harvesting to new and existing assets. |
| WF-2: Reduce the flood risk of Council assets. | WF-2.1: Implement appropriate measures to address the risk H3a of the 2022 UK Climate Change Risk Assessment (CCRA) '*Risks to people, communities and buildings from river and surface flooding'* in the Flood Response Operational Plan. |
| WF-2.2: Implement appropriate measures to address the Climate Change Risk Assessment (CCRA) through the Winter Treatment Operation Plan. |
| WF-2.3: Ensure parks and recreational facilities are resilient to projected extreme weather, including increased rainfall and dehydrated / saturated ground conditions. |
| WF-3: Work with partners and the community to deliver projects that manage water resources more efficiently. | WF-3.1: Develop Planning Policy within the Local Plan to set water consumption targets for new developments. |
| WF-4: Work with partners and the community to reduce the risk of all types of flooding. | WF-4.1:  Assist the Hertfordshire County Council Flood Management Team and the Environmental Agency to deliver natural flood management projects. |
| WF-4.2: Work with our community to provide advice and aid during instances of flooding through the emergency planning function and in partnership with other organisations. |
| WF-4.3: Develop Planning Policy within the Local Plan that requires all new developments to reduce the risk of flooding and incorporate Sustainable Drainage Systems (SuDS). |