

## Telford and Wrekin Council Corporate Carbon Neutral Action Plan (updated October 2025)

The Corporate Climate Change Carbon Neutral Action Plan reflects the Councils' priorities for climate change; to decarbonise the Council's activities, explore renewable energy feasibility, support communities in decarbonisation and build resilience against the impacts of climate change.

The Action Plan is a living document and is monitored and updated by the Climate Change Team on a regular basis. It is formally reviewed and reported to Cabinet as part of the annual Climate Change Report.

| 1 Adaptation |                                                                                                         |                                                                                                                                                                                                                   |                                 |
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|              | Action                                                                                                  | Comments                                                                                                                                                                                                          | Lead Area                       |
| 1.1          | Update the Corporate Risk Register annually.                                                            | The Adaptation Plan Cabinet report and accompanying Corporate Risk Register was formally adopted on 16/05/24.<br>Risk register has been updated for 2025 and will continue to be updated annually moving forward. | Climate Change & Sustainability |
| 1.2          | Annual updates on the progress of the Adaptation Plan to be shared with Environment Scrutiny Committee. | The Adaptation Plan now forms part of a wider Climate Change report which will be presented to Environment Scrutiny Committee 4 <sup>th</sup> March 2026.                                                         | Climate Change & Sustainability |

| Action                     |                                                                                                                                                                                                       | Comments                                                                                                                                                                                                                                                                                                                                                                                                                                | Lead Area                                                                        |
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| <b>2 Affordable Warmth</b> |                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                  |
| 2.1                        | Explore a group buying scheme for domestic solar PV and battery storage e.g. Solar Together or a local alternative.                                                                                   | This is currently being promoted through the Future Ready Homes scheme, working in partnership with the Marches Energy Agency.                                                                                                                                                                                                                                                                                                          | Climate Change & Sustainability / Strategic Housing, Employment & Infrastructure |
| 2.2                        | Explore carbon reduction proposals for future NuPlace developments.                                                                                                                                   | Donnington Wood Way: All Nuplace properties complete and occupied. "12 Months On" tenant case study to be developed to explore how the occupier is finding living in a Future Home. The monitoring of the impact of Future Homes properties on tenants will be used as learning and to review their roll out.<br>Station Quarter: Works commenced on site to deliver a low carbon / sustainable scheme at the heart of the town centre. | Prosperity & Investment                                                          |
| 2.3                        | Promotion of energy efficiency activities addressing fuel poverty for eligible residents through Telford Energy Advice (TEA).                                                                         | Embedded in business-as-usual service delivery with regular monitoring by the Strategic Housing Team. This is used to monitor challenges facing residents and shape information shared via communication campaigns and to shape any new grant opportunities.                                                                                                                                                                            | Strategic Housing & Regeneration                                                 |
| 2.4                        | Develop support measures for residents most impacted by high energy rises but who fall outside the Government's definition of fuel poverty. This could include grants for renewable installations and | Warm And Well Telford grant now live, and extends eligibility beyond that required by the government to reach more residents "in the gap".                                                                                                                                                                                                                                                                                              | Strategic Housing & Regeneration                                                 |

| Action | Comments                                                                                                                                          | Lead Area                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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|        | <p>insulation in conjunction with the Government's Great British Insulation Scheme (GBIS).</p>                                                    | <p>Residents may be eligible if gross combined household income is less than £50,000 per year, which means we can reach more people than by using the £36,000 gross combined household income threshold set by the government.</p> <p>In a joint bid with Shropshire and Herefordshire, we were successful in securing Warm Homes Local Grant funding for all 3 authorities of £6,717,405. This funding will allow us to deliver energy performance and low carbon heating upgrades to low-income homes in the borough.</p> |
| 2.5    | <p>Procure a second round of energy efficient lightbulbs to support vulnerable residents and those in fuel poverty.</p>                           | <p>New supplier now in place. Since the last update, 7,184 LED bulbs have been distributed through 33 key community partners across the borough signed up as distributors, with the last order being in April 2025. Since the schemes inception in November 2022, a total of 18,184 LED bulbs have been distributed to residents to support with the cost-of-living crisis.</p>                                                                                                                                             |
| 2.6    | <p>Install fabric first energy efficiency measures through the Home Upgrade Grant (2) funding for eligible off-gas properties in the borough.</p> | <p>The Grant scheme was completed in March 2025.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|        |                                                                                                                                                   | Climate Change & Sustainability                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|        |                                                                                                                                                   | Strategic Housing & Regeneration                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

| Action                                | Comments                                                                                                                                                                                    | Lead Area                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                  |
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|                                       |                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                  |
| 2.7                                   | To enforce the Minimum Energy Efficiency Standards on non-compliant landlords. Ensuring all private rented properties meet the minimum EPC rating.                                          | Embedded in business-as-usual service delivery through the Private Sector Housing Team.                                                                                                                                                                                                                                                                                                                                                                                         | Strategic Housing & Regeneration |
| 3 Biodiversity & Carbon Sequestration |                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                  |
| 3.1                                   | Explore use of green finance and accreditation in the management of TWC's open space which will also increase carbon capture and resilience.                                                | Action wording has been broadened, previous wording: "Explore accreditation schemes for biodiversity offset e.g. Carbon Credits and the Woodland Carbon Code." Biodiversity Net Gain is live for planning applications, however there is no simple mechanism for a Council to deliver offsite works; this is being monitored. Proposed that the Carbon Credits and Woodland Carbon Code is incorporated into the larger remit of borough green space management including LNRs. | Prosperity & Investment          |
| 3.2                                   | Developments to contribute towards the maintenance and/or extension of the borough's canopy cover (areas covered by trees) through various mechanisms to be defined through the Local Plan. | The new Local Plan has been submitted to the Government Inspector and is anticipated to be subject to examination in public in early 2026. . Policy NE2 - Tree policy requires protection of trees and mitigation for any loss. Ward level                                                                                                                                                                                                                                      | Prosperity & Investment          |

| Action | Comments                                                                                                                                                | Lead Area                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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|        |                                                                                                                                                         | canopy data and opportunity mapping to inform level and type of new tree provision within new developments.                                                                                                                                                                                                                                                                                                                                              |
| 3.3    | As LNRS is adopted by TWC, TWC to investigate funding opportunities to deliver climate beneficial projects on TWC land that align with LNRS priorities. | Local Nature Reserve Strategy (LNRS) progressing in partnership with Shropshire (lead authority) and a steering group including the Environment Agency & Shropshire Wildlife Trust. No specific creation targets are within the strategy; however, it sets out areas of high potential and habitat types that would be most beneficial and practical. Adoption of the LNRS expected in early 2026 following public consultation and approval from DEFRA. |
| 3.4    | Create and enforce a biodiversity net gain commitment for new developments such as trees and hedges.                                                    | The Publication version of the new Local Plan Policy NE3, sets a minimum of 10% Biodiversity Net Gain in line with legislation and sets an aspiration for 20% subject to viability. Hierarchy to deliver onsite first before offsite solutions are considered and weighted accordingly.                                                                                                                                                                  |
| 3.5    | Create and enforce green space requirements for new developments through development management.                                                        | The proposed new Local Plan Policy NE4 includes a Greenspace Factor for major development (0.4 residential, 0.3 non-residential).                                                                                                                                                                                                                                                                                                                        |

| Action                    | Comments                                                                                                                              | Lead Area                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                            |
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| 4 Borough Resources/Waste |                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                            |
| 4.1                       | Promote and, where able, support circular economy initiatives through the added value commitments within the Waste Services Contract. | Annual investment from 24/25 has been 10k into the new reuse initiative. To date nearly 100 tonnes of waste has been rescued and reused. Further reuse events are planned. Ongoing Promotion through Communications and Engagement of these initiatives and education on food minimisation is delivered jointly with Veolia.                                                                                                                                                                                                                                                                                                                                            | Neighbourhood Services Contract Management and Performance |
| 4.2                       | Reintroduce a food recycling service in council buildings with the potential to also engage schools.                                  | <b>Facilities Management update -</b> Resources to implement are currently limited. Cleaning contracts have recently been reduced so would be unable to take on the extra work of collecting the food waste bins in Council buildings. Position is subject to review with potential to implement alongside expected changes to domestic waste collection in 2026.<br><br><b>Waste Team update -</b> To drive up recycling rates across England, Central Government have introduced a number of resource and waste reforms including Simpler Recycling.<br><br>From 31 March 2025 non-households (inc Schools) will be required to have in place collections of recycled | Neighbourhood Services Contract Management and Performance |

| Action               | Comments                                                                                       | Lead Area                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                |
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|                      |                                                                                                | materials to include plastic, cans glass, foil, a separate collection of paper and card, and also food waste Schools have control over which waste management provider they use, however we offer a recycling service at cost pass through. This has and is being promoted through the Telford Education Services team, by attending Head teachers forum, through the education newsletter and via Veolia when they deliver the education program in schools. |                |
| 5 Corporate Catering |                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                |
| 5.1                  | Explore school catering options with the aim to make council-run catering services low-carbon. | Three vans are currently hired to deliver food to nurseries and the option of switching to three EV / hybrid vans is currently being investigated. Lack of onsite charging remains a barrier.                                                                                                                                                                                                                                                                 | Catering Group |

| Action                    |                                                                                                                                                                                       | Comments                                                                                                                                                                                                                                                                                                                                                         | Lead Area                                |
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| <b>6 Corporate Estate</b> |                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                  |                                          |
| 6.1                       | Identify and deliver one community or publicly owned renewable energy project (e.g. new solar farm, solar streets, mine water district heating).                                      | Several options are currently being investigated.                                                                                                                                                                                                                                                                                                                | Climate Change & Sustainability          |
| 6.2                       | Wellington Leisure Centre refurbishment. Consultants commissioned to identify a range of energy efficiency measures with a view to submitting a bid to Salix 3c in October 2023.      | £1.082M bid to Salix was successful for thermal upgrade and Air Source Heat Pump technology. Works completed in late August 2025.                                                                                                                                                                                                                                | bIT                                      |
| 6.3                       | Implement new power settings and usage controls on laptops, monitors and printers to reduce energy usage when not in use.                                                             | Printer reduction is part of a new contract, and laptops are part of a Lenovo zero carbon initiative.                                                                                                                                                                                                                                                            | Information and Digital Technology (IDT) |
| 6.4                       | Explore new opportunities to improve the energy efficiency of the council's Property Investment Portfolio (PIP).                                                                      | Potential to add Solar PV to Euston House as roof now replaced and has the structural integrity.                                                                                                                                                                                                                                                                 | Regeneration and Investment              |
| 6.5                       | As part of the wider Levelling Up Fund-funded project to install LED lightning, solar panels, air source heat pump and upgraded thermal fabric to Telford Theatre, subject to survey. | The project design team have incorporated low power LED lighting, the reuse of existing PV and a thermal specification that goes beyond building regulation standards to increase the energy performance of the new Telford Theatre building. Following the start of demolition, construction works are due on site in early 2026 with theatre delivery in 2027. | bIT                                      |
| 6.6                       | Ercall Wood School (extension) to include LED lighting solar PV and upgraded thermal fabric.                                                                                          | Works currently on site. System includes upgraded thermal fabric, Solar PV, LED lighting and EV chargers. Handover August 2025                                                                                                                                                                                                                                   | bIT                                      |

| Action | Comments                                                                                                                                                                                       | Lead Area                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| 6.7    | Lawley School (extension) to include LED lighting Solar PV and upgraded thermal fabric.                                                                                                        | Works now complete. Works included LED Lighting, Solar PV, EV chargers and thermal upgrade above building regulations.<br>bIT                                                                                                                                                                                                                                                                                                                                                                                |
| 6.8    | Investigate measures to improve energy efficiency at Unit 10 Horsehay (The Skills & Enterprise Hub).                                                                                           | Midlands Net Zero Hub's Project Barrier Fund application is currently being filled out to enable funding to look at the feasibility of a range of measures on site.<br>Climate Change & Sustainability                                                                                                                                                                                                                                                                                                       |
| 6.10   | Oakengates Leisure Centre Thermal upgrade to Fitness Suit and pool refurbishment including air source heat pump, upgrade thermal fabric etc.                                                   | Complete with site reopening on schedule on Monday 22 <sup>nd</sup> July 2024.<br>bIT                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 6.11   | Captain Matthew Webb Swimming and Fitness Centre to be designed and constructed with sustainability at its core, incorporating low carbon technologies to reduce operational carbon emissions. | The project is designed with sustainability at its core, focusing on low energy consumption and reduced carbon emissions, aligning with the Council's carbon neutrality target. The Dawley area, identified as having the highest unmet demand for swimming provision, was chosen after a thorough site review.<br><br>Subject to planning approval, the facility is expected to open in early 2027, creating over 20 local jobs and contributing to the Council's goal of building a better borough.<br>bIT |

| Action                                           | Comments                                                                                                                      | Lead Area                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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| 6.12                                             | Work with the Midlands Net Zero Hub (MNZH) to develop next phase of improvement works to key operational buildings.           | Discussions ongoing to investigate feasibility of a shared heat network between several key operational buildings. Site information has been sent across for feasibility reports to be produced with site visits to be arranged to progress these reports in early 2026.                                                                                                                                                                                                                                                                                        |
| <b>7 Highways &amp; Transport</b>                |                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 7.1                                              | Install charging points for electric vehicles at Darby House.                                                                 | Awaiting Believ to install EV charging points.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 7.2                                              | Develop and implement a Corporate Travel Plan minimising car travel for staff commuting and between offices.                  | Car club trials continue, HR to consider wider policy elements.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 7.3                                              | Deliver the Councils electric vehicle strategy including the installation of 140 EV charging points through external funding. | The Council was awarded £683,370 from On-street Residential Charge Point scheme (ORCS) managed by Office for Zero Emission Vehicles (OZEV) for the installation of 70 dual fast EV charge points in Council car parks to support residential charge points. The Council has appointed an EV charge point operator who will deliver the ORCS funded charge points but will also fully fund additional EV charge points in Council car parks. Overall, this project could see an additional 104 EV charge points (208 sockets) installed over the next 12 months. |
| Climate Change & Sustainability                  |                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| bIT                                              |                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Strategic Transport & Highway Network Management |                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Strategic Transport & Highway Network Management |                                                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

| Action | Comments                                                                                                                                                             | Lead Area                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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| 7.4    | Procurement of a multi partner electric vehicle framework and deployment across car parks in Telford and Wrekin – not limited to Telford & Wrekin Council ownership. | In partnership with EV operator Believ, the first 14 dual electric vehicle charge points have been successfully installed and commissioned across five car parks within the Borough. Planning and installation work is already underway for the next phase, which will see additional car parks equipped with EV charging facilities.                                                                                                                                                                                                                                                                     |
| 7.5    | Local EV Infrastructure scheme                                                                                                                                       | The Council has been awarded a grant of £1,020,000 from Local EV Infrastructure fund (LEVI). The Council has joined Midlands Connect Consortium with other Local Authorities to pool grant funding in order to maximise the number of on-street charge points. The consortium is currently procuring an EV charge point operator with the aim to enter into contract in the new year subject to successful procurement. It is anticipated the first on-street EV charge points would be installed from 2026 and then rolled out over a five-year period to 2031. The contract would operate for 15 years. |

| Action | Comments                                                                                                                                  | Lead Area                                                                                                                              |
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| 7.6    | Review the Council's Fleet Services to ensure optimum efficiency and carbon reductions.                                                   | Electric bus being trialled on public bus network with a view to potentially investing in the future.                                  |
| 7.7    | Improvements to bus and rail services through the development of the Local Transport Plan.                                                | New contracts operational with Arriva, routes performing well since transfer and further operational benefits being explored.          |
| 7.8    | Improvements to cycling and walking routes as well as a review of the Local Transport Plan to include a new Walking and Cycling Strategy. | Ongoing as BAU.<br><br>Last phase of Oakengates to Town Centre scheme about to commence.                                               |
| 7.9    | Explore the provision of a 100% renewable fast charging electric vehicle forecourt.                                                       | Council will continue to support developers to bring forward EV charging forecourts where applicable.                                  |
| 7.10   | Identify where natural flood management approaches and Sustainable Drainage Systems (SuDS) can be used to increase carbon sequestration.  | This is done ad hoc as no budget is specifically allocated for a strategic approach. No NFM or SuDS schemes are currently funded/live. |
| 7.11   | Explore public car share schemes for residents such as Co Wheels Car Club.                                                                | Linked to 7.2, to be trialled internally first.                                                                                        |
|        |                                                                                                                                           | Strategic Transport & Highway Network Management                                                                                       |

| Action                    | Comments                                                                                                                                                                                                   | Lead Area                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                        |
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| 8 Investment and Business |                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                        |
| 8.1                       | Introduce training and skills provision for industrial decarbonisation - including carbon literacy training, engagement with providers and specific apprenticeship schemes including the Retrofit Academy. | The Retrofit Academy programme continues to be provided via Local Skills Improvement Fund (LSIF) with delivery through local Training Providers.                                                                                                                                                                                                                                                                                                                                                                                                           | Inward Investment and Business Support |
| 8.2                       | Support the ongoing rollout of the Marches Energy Grant.                                                                                                                                                   | The programme closed in April 2025. A final report on what has been achieved from the project delivery partner (Worcestershire council council) has been received, highlighting the below outcomes:<br>-Number of business grants awarded and completed = 21<br>-Number of community centre grants awarded and completed = 2<br>-Amount of funding awarded = £483,532                                                                                                                                                                                      | Inward Investment and Business Support |
| 8.3                       | Support for the Telford Sustainability and Energy Cluster.                                                                                                                                                 | Following a study visit for businesses to Tyseley Energy Park in February 2024 a programme of further visits and knowledge exchange is being delivered including to Lyreco to look at their onsite renewables which took place on the 20th June 2024. The TSEC AGM at Harper Adams University included NGED who also ran a workshop for businesses in October 2024 to address grid connection issues. Through our TSEC membership, we have also been able to introduce companies to Hemiko who are keen to engage with companies to supply heat and energy | Inward Investment and Business Support |

| Action            | Comments                                                                                                                                                                                                                                                                                        | Lead Area                                                                                                                                                                            |                    |
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|                   |                                                                                                                                                                                                                                                                                                 | networks. We have also introduced some eligible Telford businesses to The River Severn Partnership who will be recipients of funded industrial water butts for a wastewater project. |                    |
| 9 Planning Policy |                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                      |                    |
| 9.1               | Use the review of the Local Plan to develop robust policy that supports and promotes a move to carbon neutrality. This includes consideration of how development will need to adapt to the impacts of climate change and promotes opportunities to maximise carbon sequestration in the future. | The Local Plan review has now reached submissions stage and is anticipated to be subject to examination by an independent government appointed inspector, in early 2026.             | Strategic Planning |

| Action                 |                                                                                                                                                                                                                        | Comments                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Lead Area                                          |
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| <b>10 Plastic Free</b> |                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                    |
| 10.1                   | Review single-use plastic used in the Council's procurement processes.                                                                                                                                                 | Procurement template documentation includes climate change & environmental questions for the supply chain.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Place Based Commissioning, Procurement & Brokerage |
| 10.2                   | Achieve plastic free accreditation for the borough by end 2027 (potentially first local authority to do so).                                                                                                           | Ongoing work programme with T&WPC and partners.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Climate Change & Sustainability                    |
| 10.3                   | Review single-use plastic used in our Care sector: first aid / medical equipment, disposable aprons, vinyl/latex gloves are not widely recyclable – research and replace with sustainable alternatives where possible. | Majority of single-use plastic comes from PPE (gloves and aprons) and greener alternatives don't appear to be widely used in the care sector and those "greener" alternatives still rely on either a biodegradable nitrile, with varying claims, or incorporating a relatively small amount of recycled plastic. Research also suggests that the energy required to produce the alternatives may leave a much larger carbon footprint. Greener alternatives are also at a premium price. Similar issues relating to purchasing single-use plastic free milk. Further work planned with the Integrated Care System (ICS). | Adult Social Care                                  |

| Action                           | Comments                                                                                                                                                        | Lead Area                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                              |
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| 11 Communications and Engagement |                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                              |
| 11.1                             | Explore employee discount or salary sacrifice schemes to support employees with buying energy efficient purchases such as solar panels / battery installations. | The benefits platform continues to offer a salary sacrifice car scheme covering Electric and Hybrid cars as well as free installation of an electric home charging point (subject to conditions). There is not an option for solar panels or battery installation, and this is not something our current provider plans to offer nor are we aware of other providers who offer this. However, our current benefits contract is coming to an end so we will be reviewing our benefit platform provider over the coming 12 months and will include this as a consideration when reviewing tenders. | Organisational Development   |
| 11.2                             | Raise more awareness of climate change through events such as showcasing local food, stalls, speakers, activities and crafts etc.                               | We host the Marches Energy Agency (MEA) with their T&WC funded Telford Energy Advice stall at our events including Spring into St Georges Day - raising the profile of the energy saving and carbon reduction measure advice service that they offer as well as giving advice and free saving devices such as smart plugs and LED bulbs. MEA also attend the Climate Change Borough Partnership Community Forum meetings, as well as the partnerships annual conferences, developing key relationships with communities in the borough to                                                        | Culture & Wellbeing Services |

| Action | Comments                                                                                                                                                                                                      | Lead Area                                                                                                                                                                                                                                                                                                                                                                                                                 |
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|        |                                                                                                                                                                                                               | promote and deliver their services such as Telford Energy Advice (TEA) and Future Ready Homes.                                                                                                                                                                                                                                                                                                                            |
| 11.3   | Develop and deliver an engagement programme for local schools, community groups, interest groups and residents to promote climate change and gauge ways to support/get involved with the Borough Partnership. | Borough Climate Change Partnership event took place on 18th October 2024. The 2025 conference took place Friday 31st October at the Park Lane Centre.                                                                                                                                                                                                                                                                     |
| 11.4   | Periodically hold a youth climate summit – as part of this promote and increase take-up of Eco-Schools programme.                                                                                             | A second Youth Climate Summit is being planned for 2026.                                                                                                                                                                                                                                                                                                                                                                  |
| 11.5   | Ensure that all employee benefits that would contribute to our carbon reduction and carbon offsetting targets are clearly identified in our employee benefits package.                                        | The Benefits platform has recently undergone an upgrade and refresh - as such, the content remains the same, but the look and feel has changed. Therefore, work is needed to identify those elements of the platform (e.g. salary sacrifice car and bike schemes) which contribute to carbon offsetting - this will be undertaken as part of our tender and implementation process for our new benefit platform provider. |
| 11.6   | Continue to roll out climate change awareness across the council via Ollie and through management and leadership meetings.                                                                                    | Ollie course “Climate Change: An Introduction” is now live. Next phase is to consider rolling out Carbon Literacy training.                                                                                                                                                                                                                                                                                               |

| Action                               | Comments                                                                                                                                                                                                                                                        | Lead Area                                                                                                                                                                                                                                                              |
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| <b>12 Performance and Monitoring</b> |                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                        |
| 12.1                                 | Investigate the inclusion of additional Scope 3 emissions in the Council's baseline. This could be extended to include areas such as indirect emissions created by goods / services procured by the Council and those emissions as a result of waste generated. | We are currently looking at the feasibility of including further Scope 3 emissions as well as those already included in reporting.<br><br>Climate Change & Sustainability                                                                                              |
| 12.2                                 | Annually monitor & report on greenhouse gas emissions (CO <sub>2</sub> e) of the Council's estate and services internally and publicly via corporate website.                                                                                                   | Calculations to finalise 2024/25 carbon emissions are almost finalised subject to water consumption figures – these make up a very small proportion of our overall emissions. Six monthly reporting will continue during 25/26.<br><br>Climate Change & Sustainability |
| 12.3                                 | Re-establish a Council cross-working group to help support the ongoing review and monitoring of the plan.                                                                                                                                                       | This is currently being reviewed internally. Actions are led by individual services and reported on a rolling basis and for the annual reporting.<br><br>Climate Change & Sustainability                                                                               |