# Appendix B: Progress to Target on Delivery Plan 2025-27

## Leading by Example

| Target | Action | Delivery Date | Progress -end 25/26 | BRAG[1] | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| To meet the Council Plan's Greener, Brighter Future commitments by 2026 | Wheel or equivalent in all PH reports | Spring 2026 | Wheel in report template for CMB and PH reports. | | Review use of wheel in PH reports. | Review delayed due to staff absence. |
| | Ongoing 6 monthly review and development. | Ongoing | | | Guidance to be reviewed Summer 2026.<br>Review of use of tool Summer 2026, to feed into training in Autumn 2026 | See above |
| | Agreed sustainability decision making approach to be included in Cabinet reports | Spring 2007 | No action | | Include in review<br>Take proposals to CMB | This may get delayed due to LGR process |
| | Ensure decision making wheel is used early on project / policy / strategy developments | Ongoing | | | Review use and guidance for projects and ways to improve | This may be limited due to LGR process |

[1] B= Blue, where the action has been removed as no longer appropriate. Dark green is where action is complete.

| Target | Action | Delivery Date | Progress -end 25/26 | BRAG[1] | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| | Regular training run for staff on wheel or equivalent. | Ongoing | Initial training held in Sept 2025 | | Further training to be held in Autumn 2026 and then twice yearly or as required. | Delay in training and reviewing due to staff absence. |
| Ensure that the Council is a leader in coordinating with stakeholders across the borough to address the climate and ecological emergencies | Host Stakeholder Symposium in autumn each year. | Autumn 2025 Autumn 2026 | No Symposium held | | Review purpose and desired outcomes for symposium. Hold Schedule stakeholder event on climate and ecological emergency if appropriate for 27/28. | Reduced resources |
| Environmental strategy targets and associated actions embedded in all council strategies and plans as they are developed or reviewed, or by 2030 at the latest. | For strategies to be updated by 2025, review Environmental Strategy Implications | Spring 25 and ongoing | BAU as Wheel part of review process | | Review how Wheel is being used in development of strategies. Ensure the training covers this use. | No/ limited development of strategies due to LGR process. |
| Councillors and all staff trained on the strategy and its impacts, climate change and the ecological emergency by 2024, and ongoing annual or biennial thereafter | Become carbon literate silver organisation | Spring 2027 | Training planned for Autumn 25, but cancelled due to staff absence | | Complete second e-learning course – this is in the final stages.<br>Ongoing carbon literacy training to be run, with the aim to achieve silver carbon literacy status.<br>Identify senior staff to meet bronze / silver requirement | e-learning delayed due to staff absence<br>Training delayed due to staff absence.<br>Scale of training may change due to LGR commitments |

| Target | Action | Delivery Date | Progress -end 25/26 | BRAG[1] | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| | Develop and deliver c2hr training course for councillors, including a mandatory element. | Autumn 2025 | Training planned for November 2025 | | Run training course for councillors in Autumn 2026 | Training course was scheduled for Nov. 2025, but was cancelled due to staff absence |
| Ensure the Council lobbies regionally and nationally to improve ability of Watford, and the UK to meet their environmental targets | Proactive lobbying, as a council and through HCCSP, UK100 and MP | On going | Councillor and Officer on UK100 policy group.<br>HCCSP – lead CEO is now Watford CEO and Chair is Watford Portfolio Holder for Transport and Sustainability. | | Active engagement with UK100, with Portfolio holder and Officer on policy committee<br>Active engagement with HCCSP, with Watford CEO still lead CEO | Impact limited by LGR commitments |
| Annual reporting of key targets: Published by October each year | Publish annual report. | Autumn 2025<br>Autumn 2026 | Second annual report published October 2025 | | Third annual report due to be published early October 2026 | |
| Regular review of the procurement strategy 2022-26. | Embed sustainability into all procurement, though working with the Sustainability Board. | Autumn 2025 and ongoing | Development of the Employment, Skills and Social Value (ESSV) framework | | Consider further how to ensure climate change is effectively considered throughout the procurement process. | |
| | Training to all staff | Autumn 2025 and ongoing | | | Procurement training in Summer and Autumn 2026 | |
| | Sustainability checklist for procurement, and evaluation approach to be taken. | Autumn 2025 | Employment, Skills and Social Value framework developed with Hertfordshire Futures | | Launch and 1 year pilot of framework. | |

| Target | Action | Delivery Date | Progress -end 25/26 | BRAG[1] | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| Ensure ESG remains a key consideration in where we invest. | Ensure climate change is a core consideration in the Medium-Term Financial Plan | Part of ongoing review. (Already part of Croxley Park Investment) Winter 2025 (and ongoing) | ESG policy adopted. | | Ensure climate change is a core consideration in the medium-term financial plan. | |
| | Continue to implement ESG policy at Croxley Park | Ongoing | BAU | | BAU | |
| | Ensure that climate change, ESG and wider sustainability issues are considered in the whole tender process for the Bank retender in 2027 | Ongoing | No action | | See below | |
| | When Council's banking provider is next tendered, include ESG as a key part of the tender evaluation. | Spring 2027 | Bank contract reviewed as part of framework. | | Ensure ESG included in tender requirements and evaluation | There is limited competition in the LA banking market. |

| Target | Action | Delivery Date | Progress -end 25/26 | BRAG[1] | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| Property investments (excluding FRI leases extending beyond 2030) to have EPC rating of B or higher by 2030; | Ensure new investment meets EPC rating or higher and that the environmental implications identified in environmental checklist for property are considered. | Ongoing | Multi-let investment properties where WBC has a landlord role have been reviewed and programmes communicated to tenants. | | Develop a simple environmental checklist to use.<br>Ensure all new investment meets EPC C or higher and that environmental implications are properly considered. | Education on the wider benefits to tenants has been undertaken. |
| ESG / Environmental impacts to be a key consideration in all new JV and own projects by 2025 | All new projects to be developed with consideration to Net Zero targets, and environmental implications as per environmental checklist for property and procurement requirements. | Ongoing | Looked at on case by case | | Ensure the Watford Wheel and environmental checklist are used at the earliest opportunity for all projects. | |
| | All new projects to use the wheel / procurement checklist at early stage of development – from at least RIBA stage 1 | Summer 2025 and ongoing | No Action | | Include within Wheel training and guidance | Delay in training due to staff absence |

## People Power:

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments/ Mitigation |
|---|---|---|---|---|---|---|
| 10% of Watford Households signed up to Count Us In or equivalent by 2025; 25% by 2027; 50% by 2030 | Develop community engagement programme to be implemented in 2025-2027 | Summer 2025 and ongoing | Regular monthly internal newsletters in 2025.<br>Updated comms document produced in Jan 26 | | Embed within the Council comms plan and community engagement plan.<br>Create top tips and topics to be included as appropriate in both internal and external existing channels | Reduced staff resource has required reconsideration of best way to engage both internally and externally. |
| | Develop climate public engagement plan which:<br>• Links to and references key stakeholders<br>• Sets out our external comms plan for 2025/26 and review approach | Summer 2025 and ongoing | Green issues included in About Watford. | | See Above | |
| Engage with 50% of fuel poor households on how they can reduce their energy costs by 2025; 75% by 2027 and 90% by 2030 | Create and deliver plan to deliver new grant scheme, which will engage with fuel poor households | April 2025-March 2028 | Ongoing delivery of the Warmer Homes Grant and Council Carbon Community Assistant Grant | | Ongoing delivery of Warmer Homes Grant and Council Carbon Community Assistance Grant.<br>Ongoing support through Better Homes Better Health<br>Working with the solutions from Local Area Retrofit Accelerator (LARA) project and the Herts wide retrofit manager. | |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments/ Mitigation |
|---|---|---|---|---|---|---|
| | Continue to work with Better Homes Better Health to support fuel poor households | Ongoing | Ongoing support to residents. | | Ongoing support to residents through Better Homes Better Health. | |
| 75% SME and large businesses engaged on to sustainable 2027 | Business Pledge signed by 90 businesses by 2026 | 2026 | 35 businesses have signed the Business Pledge | | Work with local businesses to encourage 20 new businesses each year to sign up to the Business Pledge. | |
| | Develop and implement action plan to encourage uptake of pledge and awareness of addressing sustainability. | Summer 2025 Ongoing | Sustainability woven into existing programmes. | | Using the pledge as a vehicle to promote sustainability. Ongoing support through Environmental Managers Network or similar | Sustainability woven into other programmes - e.g. Watford skills brokerage support, supply chain support programme, Watford generation skills event. |
| | Regular sustainability feature in the newsletter | Summer 2025 Ongoing | A sustainability section was added to the regular Economic Development Newsletter | | Provide regular, useful information to be included in the ED newsletter. | |
| | Support for Watford business on sustainability from Hertfordshire business | Summer 2025 Ongoing | Regular support provided to local businesses and reported to the sustainability board. | | Ongoing reporting to Board | |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments/ Mitigation |
|---|---|---|---|---|---|---|
| | support agencies reported | | | | | |
| Increase uptake of local climate initiatives by 10% year on year from 2024 to 2030 | Maintain GBGW support in 2025 and 2026 | Ongoing | Actively participated in GBGW in 2025.<br>Due to staff resources, hosting of events in 2026 curtailed, but positive action by the comms team | | Support the planning of GBGW 2027 and run events during it. | |
| | Identify opportunities and support actions for climate initiatives across the borough and throughout the year. | Ongoing | Friends of the Earth launched their Repair Café at St Mary's church in October 2025, and this is now monthly.<br>WBC provided a grant for the start up of a Library of Requirements in West Watford. | | Continue to support Repair Café and Library of Requirements as appropriate.<br>Launch Thermal Imaging Camera loan scheme, in conjunction with Hertfordshire Libraries. | |
| | Monitor climate emergency projects supported by the Mayor's grant and the Neighbourhood grant and review performance and uptake. | Ongoing | Ongoing and see above | | Ongoing | |
| | Encourage environmental / sustainability groups | Ongoing | | | Ongoing | |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments/ Mitigation |
|---|---|---|---|---|---|---|
| | to apply to those funds. | | | | | |
| Increase by at least 10% year on year opportunities for people to be engaged with educational or voluntary activities in this area | Identify opportunities and support actions for climate initiatives across the borough and throughout the year. | Ongoing | Ongoing | | Ongoing | |
| Develop a skills and employment plan, with green skills and jobs as a key strand by 2024, implementing the targets and actions thereafter. | Work with the Employers group to encourage up take of green skills training by employers and employees | Ongoing | Completed | | Completed | |

## Achieving Net Zero

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| To achieve NET zero by 2030 for the Council emissions it is proposed to have a stepped increase in emissions reduction - 22% reduction in CO2e emissions and 6% offsetting by 2025; 40% reduction, 11% offsetting by 2027 | Agree implementation plan to achieve 40% reduction of carbon emissions | 40% by 2027 | 21.4% reduction cf 2019/20 | | Install PVs on appropriate buildings, such as Central Leisure Centre.<br>Identify buildings for any second stage community energy project | |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| Council business travel to transition to net zero by 2030, with the following interim reductions: 2025 - 50% reduction; 2027 - 75% reduction | Implement Council Business travel plan | Winter 2025 | On hold following initial discussion with HR | | Produce briefing note of what could be put in place.<br>Integrate with the Travel working group initiatives. | Staff absence |
| Staff travel and home working to transition to net zero by 2030, with the following interim reductions: 2025- 25% reduction; 2027 - 50% reduction; 2029 - 75% reduction | Annual or quarterly staff travel and working from home surveys | Ongoing | 2 surveys completed – September and December | | At least twice yearly but ideally quarterly surveys will be completed in June, September, December and March. | |
| | Implement actions from staff travel and working from home plan | Ongoing | Achieved Good rating n with ModeSHIFT Star in July 2025 | | Re- instigate Working Group.<br>Work towards achieving Very Good rating by Mar 2027 | |
| Council services transport fleet to transition to net zero by 2030, with the following interim reductions: 2025- 25% reduction; 2027 - 50% reduction; 2029 - 75% reduction | Ongoing feasibility of electrification of waste vehicles. | Winter 2025 | Fully feasible, rejected due to extensive costs.<br>HVO fuel swap rejected due to costs | | On hold until post LGR – contract has been extended until 2032 and vehicle life in line with this.<br>Review assessment of HVO as costings have changed. | The feasibility work in complete. Any implementation is on hold post LGR. Review will be done on cost benefits of HVO as costings have changed. |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| | Develop business case for fleet vehicles | Winter 2025 | Fleet procurement to continue in line with the replacement schedule. Business case to remain as is, no change | | Ongoing review on case by case | |
| | Procurement (approach) agreed for waste vehicles in line with new contract in 2028, with the view for these to be electric. | Spring 2026 | Veolia contract now extended to 2032, waste vehicles extended in line with this. | | No action – on hold until post LGR and nearer end of use of vehicles | |
| | Reduction of council use vans to 5. | Ongoing | Reduced to 4 vans | | Complete | |
| | Replacement of vehicles with electric as they reach end of life. | Ongoing | Ongoing | | Review on case-by-case basis. Review costs for each vehicle. Ongoing | |
| Council buildings net zero by 2030 – i.e. scope 1 and 2 for our buildings | | | 26% reduction since 2019 of scope 1 and 2 emissions | | Ongoing work to reduce our emissions as described below | |
| | Financial and implementation plan for CAR work to facilitate net zero by 2030. | Winter 2025 | | | | Preparing plan for CAR work complete. |
| | Implement actions. | | | | Progressing through GUCE - Watford Central, Meridan and Cassiobury park hub - solar projects. | |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| | | | | | Ongoing looking at buildings and improvement as and when funding available | |
| | Manage buildings effectively to minimise avoidable energy waste | | | | Ongoing review of energy usage across the Council estate. | |
| | Educate staff on how to ensure the energy Is used efficiently | Summer 2025 and ongoing | Monthly internal staff newsletter on environmental issues, including energy. | | Regular tips to go into InTouch or whole staff briefings as appropriate - with a list of potential items updated quarterly | |
| | Roll out of metering where required to ensure effective management | Summer 2025 and ongoing | Bureau management system implemented in October 2025 | | Full implementation of BMS metering system and new meters as required for better operation.<br>6 weekly review between FM and Sustainability on progress. | |
| | Increase renewable energy supply for council buildings | Ongoing | No change in energy supplier.<br>PVs on Colosseum operational. | | Review of supply options as available, including PPA with new renewable energy installation.<br>PVs on Colosseum and Town Hall to be fully integrated when TH works complete in 2027 | |
| | Monitoring of Leisure centre emissions KPIs and work with contractor to reduce emissions to an agreed target. | Summer 2025 and ongoing | Solar Panels installed at Woodside and operational from May 2025 resulting in a 27% reduction in $CO_2e$ compared to 204/25. | | Initial target met (Woodside solar installed). Monitoring KPIs with an annual report. Reviewing feasibility for GUCE installing solar into Central Leisure Centre | |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| | | | Ongoing monitoring of both Leisure centres demonstrated a $CO_2e$ reduction was 18% compared to 2024/25 and 2% compared to 2019/20 | | 26/27 - solar panels in by Spring 27 at Central<br>26/27 - ongoing monitoring emissions | |
| | Feasibility study for PSDS funding for improving leisure centres | Summer 2025 and ongoing | PSDS Funding ended | | No Action | PSDS funded rounds have now stopped |
| | Monitor emissions as Colosseum comes back into use. | From Autumn 2025 | Gas usage monitored from October 2025.<br>Ongoing review of solution to combined electricity metering. | | Ongoing monitoring of gas usage.<br>Determine solution to electricity metering issue. | |
| | Agree KPI on carbon emissions with AEG for 26/27 onwards. | Spring 2026 | No Action | | Agree KPI on carbon emissions and monitor. | |
| | All future council owned or managed housing e.g. Temporary accommodation: new acquisitions either solely owned or JV will be C or above or brought up to it<br><br>Current buildings will be brought up to C | Ongoing | 1 property brought up to C or above. 6 properties remain at D | | Upgrade remaining 6 D rated properties. This is likely to be done as they become vacant. | |
| | Review properties for PSDS funding | Autumn 2025 | PSDS 5 is cancelled and the whole PSDS funding | | | Funding scheme cancelled |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| | Secure funding for property improvement in line with net zero | | programme has been cancelled | | | |
| | Implement PSDS funding on 3 awarded buildings | Ongoing | Works completed | | Complete | |
| To achieve net zero by 2030 for the Borough emissions | See actions below which relate to this. | | Reduction of 23.5% compared to 2019/20 | | This is based on the data supplied by central government | Significant reduction but not enough to meet 2030 net zero target. |
| | Support local community energy generation projects | Summer 2025 and ongoing | Attended Community Energy Conference.<br>Work started with GUCE to install renewables on Council buildings. | | Ongoing work with GUCE to install renewables on Council buildings as part of a community energy project | |
| Modal shift away from private cars - Public transport shift from 11.5% to 15%; cycle modal shift from 2.5% to 7% and walking modal shift from 28% to 34% by 2030 | Expansion of Beryl Bikes scheme to surrounding areas, and with additional modes e.g. cargo bikes | Ongoing | Beryl Bikes now have 90 bays, including 5 in Croxley and 5 in Bushey which WBC manage.<br>Use of Beryl bikes has saved 67.85 tonnes of $CO_2e$ | | Continue to grow and improve Beryl bike scheme, achieve 134,00 rides in 26/27 and reach 2 million km travelled by March 2028<br>Expand scheme in Three Rivers<br>As appropriate, review the inclusion of additional bike types e.g. cargo bikes and scooters<br>Proactive resident engagement<br>Attend events as appropriate | |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| | Expansion of car club within the borough: 22 vehicles by 2027 | Spring 2027 | 9 Bays | | Grow and improve Car Club with a target of 11 bays by March 2027<br>Proactive resident engagement<br>Attend events as appropriate | Expansion of new bays is dependent on utilisation reaching approx. 30%. Therefore update target to 11 from 22 by 2027. |
| | Expand the EV charging network to at least 435/100 000 population | Spring 2027 and ongoing | 148 charging stations, 280 ports.<br>127 charging stations, 249 ports on street, rest in public car parks | | Support delivery of further EV charging points in Watford through work with HCC. | New EV charging points through LEVI are now delivered through HCC |
| | Further development of the green loop as per plan, prioritisation of improvements on the other LCWIP routes. | Ongoing | New pedestrian signals at Thomas Sawyer way<br>Century Park access, St John's road contraflow and lower high street work in progress. | | Green Loop - support HCC in delivering above (and 27/28)<br>LCWIP – improvements on Hempstead Road and Vicarage Road.<br>Ongoing support of HCC on LCWIP | LCWIP = Local Cycling and Walking Infrastructure Plan |
| Encouraging and facilitate developers to build all new buildings to net zero standards by 2030 | As part of the Local Plan review, best practice net zero carbon and sustainability approaches will be considered, including:<br>• Operationally net zero buildings | Spring 2027 | No Action | | New NPPF introduces National Development Management Policies and gives additional weight to reuse of existing buildings. 26/27<br>Due to start work Oct 27 (local plan 5 years old) discussing whether bring this forward to 26/27 (TBC) | |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| | • Explicit fabric first approach<br>• Improvement over part L<br>• Whole life cycle carbon assessment<br>• Requirement for renewable generation.<br><br>Ensure the Design Code and any associated guidance, which is being developed as part of Local Plan work, fully address sustainability, including sustainable design and construction. | | | | | |
| | Develop a Local Area Energy Plan | Autumn 2025 | Initial desk review began. | | Briefing note to be prepared so work can begin when appropriate.<br>Look at how can link with Local Plan review. | Staff Absence and resource.<br>LGR. |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| Encourage and facilitate existing building owners to review their buildings for energy efficiency improvements, and implemented where practical by 2030 | Build on Warmer Homes grant funding | Ongoing | Ongoing implementation of Warmer Homes grant | | Continue implementation of warmer homes grant funding | |
| | Lobby government on grants and apply for funding to support this. | Ongoing | Ongoing, and through HCCSP and UK100. | | Ongoing | |
| | Develop a pilot project at Watford Business Park, and secure funding, to engage with landlords and long-term tenants to implement carbon saving approaches. | Spring 2027 | No Progress | | Review work at Croxley BP and look to see whether there are lessons learnt that can carry over the Watford Business Park. | |
| Facilitate the means for all fuel poor dwellings to have an EPC rating of C or higher by 2030 where practical | Develop retrofit strategy / approach following the completion of the Local Area Retrofit Accelerator | Spring 2026 | Grant support for households.<br>Part of Herts wide LARA project. High level LARA strategy agreed in Summer 2025,<br>Work on implementing the LARA strategy begun with the setting up one stop shop | | Ongoing grant support to households.<br><br>Ongoing support of the implementation of LARA and delivery mechanism. This included the One Stop Shop and recruiting a Herts wide retrofit manager. | We no longer are planning a separate retrofit strategy, working instead across Herts with HCCSP. This action and deadline will be amended in light of this. |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| | Continue partnership with Better Buildings Better Health and maintain available grant funding. | Ongoing. | Grant support for households.<br>Ongoing partnership with Better Buildings Better Health.<br>Completion of Solar Together initiative for 2025. | | Continue partnership with Better Buildings Better Health and maintain available grant funding. | |
| Facilitate rented properties to have an EPC rating of C or higher by 2030 where practicable | Build on Warmer Homes grant funding | Ongoing | Supported landlords to bring properties up to EPC C rating and pointed them to existing funding streams | | Ongoing support to landlords through existing grants and contacts | |
| Encourage all dwellings to have an EPC rating of C or higher by 2030 | Develop retrofit strategy / approach following the completion of the Local Area Retrofit Accelerator | Ongoing | Implementation of Council grant programme for residents and support of LARA Strategy.<br>EPC average increased in Watford from 59 to 67 (69 threshold for C) | | Ongoing support of households through Better Buildings Better Health and Council Grant programmes.<br>Active participation in the LARA to ensure benefits to residents. | The delivery date has changed to ongoing to reflect we are now working with HCCSP on the ongoing LARA project. |

## Nature and ecological restoration

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| 45% by area of our green spaces managed to support nature by 2030; 20% by 2025 | Identify opportunities for further quality wildlife areas | Summer 2025 and ongoing | St Marys Church has implemented a new wildflower meadow | | St Marys - extension of new wildflower areas.<br>Church applying to an eco church and set up Green Heart of Watford, other areas for wildflower planting are being explored. | |
| | Implement the green spaces strategy | Summer 2025 and ongoing | Green Spaces Strategy Approved | | Delivering the strategy<br>Public facing document to be shared with breakdown of key themes, key priorities and action plan.<br>Report on agreed key actions and themes | |
| | Maintain quality of current areas managed for nature. | Ongoing | BAU | | BAU Continues | |
| | Continue to engage with HCC and surrounding LAs on LNRS and biodiversity net gain | Ongoing | Final version of LNRS strategy received | | Complete | |
| | Continue programme of investment and improvement in Watford parks | Ongoing | All 17 green flags awarded status for 12 months. | | Ensure Knutsford Playing Fields meets green flag standard and add to the current list of 17 to be assessed. By Spring 2027<br>Maintaining existing green flag parks. | |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| 30% by area of our corporate estate green spaces managed to support nature by 2030; 10% by 2025 | Baseline data on Watford based investment portfolio (inc. Croxley Park) | Spring 2026 | | | | |
| | Min 30% managed for nature by 2030 | Review annually | | | To be reviewed for Croxley Park only | |
| | Min 30% managed for nature by 2030 | Review Spring 2027 | | | Only got control at ColesHill at Birmingham - it is strips of grass at edge rest is concrete Set out what can (or not do) Creating a briefing note | |
| Council to ensure separate water monitoring for council activities by 2025 | Install metering so can be managed effectively and leaks identified | Winter 2024 | Further training on Metering system to be undertaken in August. New water supply service from July 22 2025 should help with management of water across the organisation. water meters installed everywhere except the annex. Include also submetering for TH complex inc colosseum in making this happens | | Ongoing refinement of metering and managing process. | |
| | Water monitoring of splash pools and | Summer 2025 and ongoing | Major upgrade to tank system, with new | | New tanks live as of 1/5/26 – there will be ongoing monitoring of them, however | |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| | identify means to reduce usage. | | overground tank system and pumps installed. | | we should see more efficient operation. | |
| Council to achieve water usage of 12 l/employee/day by 2030 for office based activities. An interim target for 2027 will be set in 2025 | Educating staff on how to optimise their water use | Summer 2025 and ongoing | Sust team completed water literacy course.<br>Now have new water supplier and metering approach. . | | Include water saving awareness raising in regular staff briefings.<br>Identify any actions which can be taken to improve water consumption.<br>Ongoing monitoring of water usage. | |
| Ensure sports facilities, trees and amenity planting are primarily irrigated by rainwater where practicable by 2030 | Develop options with Veolia for rainwater harvesting, with cost implications and operational benefits. | Spring 2026 | North Watford cemetery - water butts installed off chapel. | | Investigate the use of water butts or similar at St Mary's church and implement if appropriate.<br>Ongoing exploring of rainwater harvesting options and facilitating where appropriate. | |
| | Create implementation plan. | Summer 2026 | | | | This work is being done on a case by case basis |
| | Implement implementation plan | Ongoing | | | | See above |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| For the council to meet the International Dark-Sky Associations 'Five Principles for Responsible Outdoor Lighting' across all council-operated properties by 2025 (Five Principles for Responsible Outdoor Lighting - International Dark-Sky Association (darksky.org)) | Regularly review and send to FM operatives to implement. | Summer 2025 and ongoing | Planned review and correspondence with FM in Sept/ October 25. | | Ensure protocol continues to be implemented across the council.<br>Need ongoing plan to ensure it is adhered to across the estate.<br>Each Autumn send information to FM. | |
| | Encourage businesses to sign up to the Dark Sky protocol, through pledge, EMN, key businesses etc | Autumn 2025 and ongoing | | | Each Autumn send information to ED to share more widely and Property / Croxley BP | |
| All WBC café/ concession operators to have in place an approach to include plant based options and provide information on the carbon implications of food choices on the menu by 2030, or as soon as the contract is up for renewal (whichever is sooner); This to be a requirement | Include requirements as part of any future tender requirements. | Ongoing | | | Museum Café | On a case by case basis |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| for all new operators by 2023 | | | | | | |
| Biodiversity net gain of 10% or greater for all new development, with any offsetting occurring within the borough or adjoining boroughs/districts by 2030 | As part of the local plan review, look at whether it is appropriate:<br>• to increase the BNG<br>• introduce additional guidance | Spring 2027 | 10% BNG requirement is required. Additional guidance is not required at this time as national guidance is available. | | The new NPPF does not allow national BNG targets to be exceeded. However, review as part of the local plan review to identify other ways to increase BNG through site allocations etc. | |
| Minimum canopy target 25% by 2030; interim target of 23% by 2027 | 5000 number of trees to plant across the borough, working with our community. | Spring 2027 | Trees planted to Mar 26 - tbc | | 5000 tree in tree giveaway to residents and community groups in 2026<br>A total of at least 10000 trees planted across the borough by Mar 2028 | |
| | Where trees are taken down, replace in a suitable location | Ongoing | Where we have cut down trees (usually due to tree health or safety) we have sought to replace them. | | Where we have to cut down trees in parks etc (usually due to tree health or safety) we will replace them as part of our continuing our tree programme. | WBC does not manage highway trees. |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| Work with partners to facilitate Rivers Colne and Gade in the borough meeting the Water Framework Directive (WFD) good standard for biodiversity and at least moderate for chemical water quality by 2030 | River Colne – continue to implement the 10 year plan:<br>• Radlett Road site (subject to Environment Agency approval)<br>• Ongoing citizen science programme<br>• Ongoing volunteer engagement | Spring 2027 and ongoing | Ongoing work as per River Colne project programme.<br>Tales of the River festival August 2025.<br>Continual funding bids and monitoring | | Ongoing work as per River Colne project programme<br>Continual funding bids and monitoring | |
| | Cassiobury Wetland Project - Work with partners and volunteers to Implement management plan. | Ongoing | Friends continue to be engaged for wetlands. They have funding for boardwalk and viewing platform | | Cassiobury Park: create a climate garden<br>Ongoing collaborations with Friends of Cassiobury Park. | |
| Maintain or improve access to private outdoor amenity space (e.g. gardens, balconies you can go out on, private communal spaces) | Continue to implement as part of the Local Plan requirements. | Ongoing | Outdoor amenity space standards are required as part of the Local Plan. | | Review as part of the local plan review. | This will go with other elements related to the Local Plan |
| Maintain or improve the green space per capita and distance from green space and improve where practical | Implement the Green Spaces Strategy | Autumn 2025 and ongoing | GSS Approved | | Key themes and actions to be embedded in this delivery plan<br>Implement the GSS<br>Embed key themes and actions into Environmental Strategy Delivery Plan extension to cover 27/28 | . |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| | Planning to support development of new greenspaces in major development, where practicable. | Ongoing | GSS Approved | | See Above | |
| Support residents to achieve an annual average residential use of 110 l/p/d by 2030; interim targets of 145 l/p/d by 2025 and 130 l/p/d by 2027 | Work with partners to support residents reducing water usage:<br>• Affinity Water<br>• Water Quality Forum<br>• River Colne Project<br>• Environmental Managers Network. | Ongoing | Supported water literacy course run by Groundwork | | Continued communications and education.<br>Engage with water company Ongoing | |
| All Watford to meet national Air Quality Objectives and Air Quality Standards Regulations | Implement Air Quality Action Plan and work with HCC on cross Herts Air Quality Strategy<br>Objective – To take steps to ensure compliance with the Air Quality standards and National Air Quality Objectives across the borough. | Ongoing | Ongoing – number of AQMAs has reduced. | | Ongoing - BAU | This is BAU, but remains in the delivery plan for completeness. |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| 60% of waste food collected to be recycled 2030; with interim targets of 50% by 2027 | Ongoing campaigns, e.g. with Waste Aware (love food hate waste etc) | Ongoing | Part of ongoing Education, Communication and Outreach by Veolia. | | Calculate food waste recycling % and use this to inform comms and engagement | |
| | Local food waste recycling engagement project to be developed and implemented | Spring 2026 | To be informed by Waste compositional analysis due in Spring 2026. | | To be informed by Waste compositional analysis due in Spring 2026.<br>Once reviewed we will use these results to build a specific campaign<br>Plan with WasteAware and Veolia local engagement plan post comp analysis | |
| | Roll out food waste collection to flats | Winter 2026 | Rolled out to flats from August 2025 | | Complete | |
| | Do regular compositional analysis for food waste understanding – (every 4 years) | 2026 | Compositional analysis completed in Spring 2026 | | Completed compositional analysis report in Summer 2026 | |
| Improve the ability of those in the borough to grow food, year on year. | Deliver new allotment strategy | Spring 2026 | No Action | | Allotment strategy to be updated in April 2026.<br>Implement strategy to LGR timescale | |
| | Develop a Food Strategy for Watford, | Spring 2026 | Briefing note produced | | No further action to be taken. | Due to resource restrictions and LGR this is on |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| | relating to Watford specific issues | | | | | hold and will be considered with others post LGR or if an opportunity arises. |
| | Review and facilitate if appropriate Watford becoming a Food Partnerships town and identify key stakeholders. | Spring 2027 | No Action | | Work with Food Futuring as appropriate | Identify if there is action that can be taken with the Food Futuring initiative. |
| | Develop an edible food growing project as a pilot. | Spring 2026 | No action taken | | No action to be taken | Due to resources and LGR this is permanently on hold. |
| | If funding available, develop across the borough, linking with community orchards and community gardens, which are managed by the community. | Spring 2027 | No action taken | | No funding available, no action to be taken. | |

## Responsible Resource Use

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| Council-generated waste reduced to as near zero as practicable by 2030 | Staff education and awareness raising initiatives | Summer 2025 and ongoing | regular staff sustainability newsletter now implemented | | Top tips included in internal comms, and updated quarterly. | |
| | Regular (quarterly) waste audits | Ongoing | Audits completed in September and December 2025 | | 4 x waste audits, 1 each quarter proposed. | |
| | Carry on waste reduction initiatives, such as:<br>• Gift swap<br>• Clothes swap<br>• Promoting WasteAware initiatives to staff | Ongoing | Clothes swap held as part of part of GBGW 2025<br>Post Christmas cloths swap held | | Ongoing.<br>Clothes swap planned for GBGW and a second one in the year.<br>Gift swap<br>Compost giveaway took place in May | |
| | Manage IT waste effectively and ensure that we continue to meet good environmental standards. | Ongoing | TBC | | TBC | |
| | Ensure that IT is reused where practical, either internally or with community groups. | Ongoing | TBC | | TBC | |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| Ensure the Council is recycling 60% of its own waste by 2025 and 70% by 2028 | Staff education and awareness raising initiatives | Summer 2025 and ongoing | Work with comms through the sustainability board to issue staff comms (through the new screens in staff areas and newsletter) | | Work with comms through the sustainability board to issue staff comms (through the new screens in staff areas and newsletter) | |
| Borough is recycling 60% of its residential waste by 2030; with an interim target of 54% by 2027 | Undertake Waste compositional analysis to inform future campaigns and service options | Spring 2026 | Compositional analysis carried out in Spring 2026 | | Report of compositional data in Summer 2026 | |
| Residential borough waste reduced by 50% by 2030, based on 2019/20. | Undertake Waste compositional analysis in Mar 2026 to inform future campaigns and service options and impact of Simpler Recycling | Spring 2026 | See Above | | See Above | |
| | Work with partners to develop reuse schemes such as:<br>• Library of Things, Repair cafes etc | Ongoing | Repair fair monthly at St Mary's church – first held on in Oct 2025<br>Additional repair fair through scouts in west Watford.<br>Initial development of Library of Requirements | | Launch of Library of Requirements in Summer 2026<br>Ongoing work with community groups to support repair fairs, library of requirements and other similar initiatives | |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comments / Mitigation |
|---|---|---|---|---|---|---|
| Businesses to reduce their waste by 50% by 2030, based on 2019/20 | Promote waste reduction and Simpler Recycling requirements to businesses to encourage reduction in waste and improve recycling | Ongoing | Promoted through EMN and ED more generally | | Ongoing work with ED to provide advice to business on implications of simpler recycling. | |

## Adapting to Change

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comment / Mitigation |
|---|---|---|---|---|---|---|
| Corporate and service risk registers explicitly address climate change, and report on climate incidents by 2024 | Monitor and report on CCRA | Ongoing | Climate change included in Corporate Risk register, which is regularly reviewed | | Ongoing review of corporate risk register | |
| | Identify and implement any adaption | Summer 2025 and ongoing | | | | |
| All our operations and services ready for future climates (based on most up to date climate projections for the UK) by 2030 | Actively engage with external partners such as Water company, Environment Agency etc on climate risks, mitigation and adaptation | Autumn 2025 and ongoing | Included as BAU as part of specific projects | | Included as BAU as part of specific projects | |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comment / Mitigation |
|---|---|---|---|---|---|---|
| Ensure that the Council has addressed the Government's 8 priority risk areas by 2025 | | Ongoing | | | | |
| Ensure that information and education is available about climate change, risk and adaptations for local people and groups by 2024, and regular (at least annual) updates are sent thereafter | Develop information pack on climate risk and adaptation for local people and groups. | Winter 2025 | No Action | | Review appropriateness of developing further information specifically related to adaptation this pre LGR and create if required. | Staff Absence |
| | Disseminate information to appropriate groups etc, and develop engagement plan | Spring 2026 and ongoing | The council offers free energy advice for those who ask for it. BHBH service also offer free support. Our web site has advice and downloads such as 'A greener, cleaner Watford' booklet. | | See above | |
| Facilitate the Borough to be ready for future climates by 2030 | | Ongoing | | | | |

| Target | Action | Delivery Date | Progress – end 25/26 | BRAG | 2026/27 Actions | Comment / Mitigation |
|---|---|---|---|---|---|---|
| Encourage and facilitate all housing providers and developers to provide a climate change risk register, guidance by 2025, with actions to mitigate and actions for adaptation by 2030 | Develop guidance for housing providers and developers | Winter 2025 | | | | As above |
| | Work with stakeholders to ensure the relevant people are aware of the guidance and take it into account, e.g. through planning. | Spring 2026 and ongoing | | | | |