Appendix B: Progress to Target on Delivery Plan 2023-25

Leading by Example

Target	Action	Delivery Date	Progress -end 24/25	BRAG[1]	2025/26 Actions	Comments / Mitigation
To meet the Council Plan's Greener, Brighter Future commitments by 2026	Implement sustainability decision making approach across the council	Spring 2024	Wheel in report template		Watford Decision making wheel training to be held in Autumn 2025 and ongoing review and updating	
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	Summer 2023 and ongoing	Strategies reviewed		Use of Wheel will highlight implications for sustainability as BAU Ongoing review of strategies	No further action required
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	Created / adapt e-learning training courses	Spring 2024	Second e-learning course developed.		e-learning for environmental strategy to be completed. Ongoing carbon literacy training to be run, with the aim to achieve silver carbon literacy status. 1-2 hour short course to be made available to Councillors in Autumn 2025 onwards	E-learning taking longer to turn into module – material developed awaiting conversion into module. Optional training for Councillors scheduled

[1] B= Blue, where the action has been carried over to the next delivery plan.

Target	Action	Delivery Date	Progress -end 24/25	BRAG[1]	2025/26 Actions	Comments / Mitigation
Ensure that the Council is a leader in coordinating with stakeholders across the borough to address the climate and ecological emergencies	Host a cross borough stakeholder symposium	By Autumn 2023, and at least annually.	Held in October 2024		Event planned for October 2025	
Ensure the Council lobbies regionally and nationally to improve ability of Watford, and the UK to meet their environmental targets	Proactive lobbying on environmental impacts affecting Watford and the climate emergency	On going	Through work with HCCSP		Ongoing. Membership of UK100 will enhance this. HCCSP – lead CEO is now Watford CEO and Chair is Watford Portfolio Holder for Transport and Sustainability.	
Annual reporting of key targets from 2024	Implement monitoring and reporting practice	Spring 2024	First annual report published October 2024		Second annual report due to be published early October 2025	
Regular review of the procurement strategy 2022-26.	Annual review of sustainability targets in strategy	Spring each year	Reviewed in May 2024		Consider further how to ensure climate change is effectively considered throughout the procurement process.	
Ensure ESG remains a key consideration in where we invest.	When tendering for Money Market Fund providers consider ESG as a key part of the tender evaluation.	Part of ongoing review. (Already part of Croxley Park Investment)	ESG policy adopted.		Ensure climate change is a core consideration in the medium term financial plan.	

Target	Action	Delivery Date	Progress -end 24/25	BRAG[1]	2025/26 Actions	Comments / Mitigation
	When Council's banking provider is next tendered, include ESG as a key part of the tender evaluation.	Spring 2024	Bank contract reviewed as part of framework.		No Action	There is limited competition in the LA banking market.
Property investments (excluding FRI leases extending beyond 2030) to have EPC rating of B or higher by 2030;	Property Asset review to determine baseline, actions and any other appropriate indications for good environmental investments	Spring 2025	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. 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	Develop policy and guidance on requirements, this will include EPC, BREEAM and / or other certification standards.	Spring 2024	Looked at on case by case		Ensure the Watford Wheel and environmental checklist are used at the earliest opportunity for all projects.	

People Power:

Target	Action	Delivery Date	Progress – end 24/25	BRAG	2025/26 Actions	Comments/ Mitigation
10% of Watford Households signed up to Count Us In or equivalent by 2025; 25% by 2027; 50% by 2030	Develop portal to engage with community. This addresses all targets within People Power.	Summer 2024	Alternative funding options looked at and new bid submitted - unsuccessful		Community engagement will progress on a smaller scale with funding available within the Council's control.	Not successful with funding bid. Discussions on-going with providers for alternative solutions.
	Develop a strategic approach to engagement across the targets and borough.	Summer 2024	See above. Regular Internal staff newsletter		See above.	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	engage	Spring 2025	Ongoing – regular engagement in 24/25. Numbers not achieved, but estimated to be achieved by end 2025.		Continued promotion of ways to reduce energy costs. Continued grants available from the Council for specific demographics. Successful in Warm Homes grant, which will help in supporting this.	Fuel poverty increasing due to factors outside the Councils control. Resource and grant assistance available through the Council or Government policies not sufficient to meet need. Further Government grants required.

Target	Action	Delivery Date	Progress – end 24/25	BRAG	2025/26 Actions	Comments/ Mitigation
50% SME and large businesses sign up to sustainable business charter by Mar 2025 and 75% by 2027	Develop sustainable business charter	Summer 2023	Business Pledge launched in Summer 2024		Ongoing promotion of business pledge as BAU	Action now complete
	Promote uptake of charter or equivalent	Ongoing	See above and ongoing promotion		Sust team to work with ED to support their Delivery Plan for the sustainability aspects of the business pledge.	
25% micro businesses sign up to sustainable business pledge by Mar 2025 and 50% by 2027	Develop simplified charter for micro businesses	Autumn 2023	See Above		See Above	
	Work with partners to promote and encourage uptake	Autumn 2023	See Above		See Above	The promotion of these will form part of the ED delivery plan for the Business Pledge, which the Sustainability team will support as required.
Increase uptake of local climate initiatives by 10% year on year from 2024 to 2030	Support GBGW in 2023 and 2024	June 2023; June 2024	GBGW June 2024 – ran 3 events, had stalls at a further 1, supported others of our partner orgs.		Continued support of GBGW. Support through Mayoral grants. Support other initiatives as required.	
	Develop sustainability comms plan	Summer 2023	Outline ideas developed.		Overall comms and engagement approach to be developed	Funding bid (see above) not successful. Reviewing

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					which fits within available resources.	comms resources to support this.
Increase by at least 10% year on year opportunities for people to be engaged with educational or voluntary activities in this area	As above		See above and worked with community grants team.		Proactively identify and support actions for climate initiatives across the borough	GBGW promotes more activities. River Colne Project also has volunteer opportunities. Cassiobury Wetlands creates more volunteer opportunities.
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 local partners to develop green skills and jobs plan.	Spring 2024	Skills and Employment Plan complete.			The plan will be overseen by West Herts College and be accountable to One Watford for Business.

Achieving Net Zero

Target	Action	Delivery Date	Progress – end 24/25	BRAG	2025/26 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	See actions below which relate to this.	22% by 2025	7.9 % by Mar 25 Regular utility meetings to monitor usage		Improvement to metering and management. Review where building upgrades can be carried out. Work with staff to improve energy usage.	

Target	Action	Delivery Date	Progress – end 24/25	BRAG	2025/26 Actions	Comments / Mitigation
Council business travel to transition to net zero by 2030, with the following interim reductions: 2025 - 50% reduction; 2027 - 75% reduction	Development of council business travel plan	Spring 2024	Initial discussions begun		To be completed in 2025	Business travel is a low proportion of the WBC emissions
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	Staff travel and home working survey	Summer 2023	Survey completed in Winter 24/25		At least twice yearly but ideally quarterly surveys will be completed.	Specific staff survey was carried out, looking to improve on the response rate.
	Staff travel and home working plan	Winter 2023/24	Achieved accreditation with ModalSHIFT Star in March 2025		Work on improving accreditation through ModalSHIFT Star, developing an action plan and setting up a working group to facilitate this.	
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	Produce fleet policy and strategy	Summer 2024	Feasibility study on waste fleet and dept electrification complete		Ongoing replacement of cars / vans with electric models as renewed. Further electrification on a case by case basis. Waste fleet electrification on hold due to pending LGR.	
Council buildings net zero by 2030 – i.e. scope 1 and 2 for our buildings	Implement initial actions in APSE carbon reduction report.	Spring 2025	15.3% reduction since 2019 of			See progress to date in emissions report

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			scope 1 and 2 emissions			
	Community asset review and action plan	Summer 2024	Continued work carried out on this, and PSDS funding achieved for 3 buildings.		Actions to be implemented continue to be reviewed and projects to reduce emissions identified, funding secured and implemented. PSDS works on site with completion projected to be December 2025/January 2026.	The CAR has determined those buildings most in need of repair and alongside necessary works opportunities have been considered for carbon reduction.
To achieve net zero by 2030 for the Borough emissions	See actions below which relate to this.		Reduction of 11.1%		This is based on the data supplied by central government	The central government allocated figure for 'Waste Management' has increased by 37% compared to 2019 and 50% compared to 2022. It is significantly higher than elsewhere in Hertfordshire. Seeking clarification from central government to understand why this is the case.
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	Implement TTiW strategy		On going – expansion of Beryl bikes to adjoining boroughs. Expansion of car club		On going Maintaining and enhancing both the bike and car schemes.	

Target	Action	Delivery Date	Progress – end 24/25	BRAG	2025/26 Actions	Comments / Mitigation
Encouraging and facilitate developers to build all new buildings to net zero standards by 2030	Develop design codes and guidance on sustainable design and construction.	Spring 2025	Initial development begun.		As part of the Local Plan review. May be impacted by LGR	
Encourage and facilitate existing building owners to review their buildings for energy efficiency improvements, and implemented where practical by 2030	Lobby government on grants and apply for funding to support this.	Ongoing	Supported in a number of applications / grant support. Awarded Warm homes grant.		Ongoing Where appropriate work with county and regional parties and bids.	
Facilitate the means for all fuel poor dwellings to have an EPC rating of C or higher by 2030 where practical	Develop housing retrofit improvement strategy.	Spring 2025	Grant support for households. Part of Herts wide LARA project.		Continue to work with the Herts retrofit strategy initiative and link to Watford work.	
	Continue to work with partners to ensure residents have access to grant funding.	Ongoing.	Grant support for households. Solar Together initiative		Continue partnership with Better Buildings Better Health and maintain available grant funding. Taking forward Warmer Homes.	

Target	Action	Delivery Date	Progress – end 24/25	BRAG	2025/26 Actions	Comments / Mitigation
Facilitate rented properties to have an EPC rating of C or higher by 2030 where practicable					See mitigation	Around 70% of social properties have EPC C or above (with WCHT at 87%) Around 43% of private rented properties have EPC C or above Around 37% of owner occupied properties have EPC C or above
Encourage all dwellings to have an EPC rating of C or higher by 2030	Develop housing improvement strategy and action plan	Spring 2025	EPC average increased in Watford from 59 to 67 (69 threshold for C)		Part of retrofit strategy, see above.	

Nature and ecological restoration

Target	Action	Delivery Date	Progress – end 24/25	BRAG	2025/26 Actions	Comments / Mitigation
30% by area of our green spaces managed to support nature by 2030; 20% by 2025	Develop and begin implementing Biodiversity Strategy	Summer 2024	Draft of Green Spaces Strategy developed. Ongoing engagement		Publish Green Spaces Strategy, and start to implement action plan.	Officers reviewing the draft strategy

Target	Action	Delivery Date	Progress – end 24/25	BRAG	2025/26 Actions	Comments / Mitigation
			with HCC with LNRS, which went out for consultation			
	Continue programme of investment and improvement in Watford parks	Ongoing	Cassiobury Wetlands project complete		As above.	
30% by area of our corporate estate green spaces managed to support nature by 2030; 10% by 2025			No progress		Develop an approach for actioning this.	This has been moved to the new delivery plan.
Council to ensure separate water monitoring for council activities by 2025	Implement water monitoring programme	Spring 2024	Monthly utilities meetings to review usage		Metering to be installed. Ongoing monitoring and review of how new approach is working.	
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	Develop water management strategy	Spring 2025	Ongoing monitoring and review.		See above. Agreed that no strategy will be developed as the regular monitoring meetings will determine next steps	
Ensure sports facilities, trees and amenity planting are primarily irrigated by rainwater where practicable by 2030	Develop water management strategy with Veolia	Spring 2024	No further progress.		New approach added to the next delivery plan.	

Target	Action	Delivery Date	Progress – end 24/25	BRAG	2025/26 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))	Implement Dark Sky external lighting protocol	Autumn 2023	All FMs at council operated properties informed of policy		Ensure protocol continues to be implemented across the council.	Action complete, need to ensure it is maintained
Biodiversity net gain of 10% or greater for all new development, with any offsetting occurring within the borough or adjoining boroughs/districts by 2030	SPD on Biodiversity Net Gain	Summer 2024	Not completed		No action required	SPD was not completed as it is not required due to the requirement being mandated in the Environment Act 2021, which came into force in April 2024.
Minimum canopy target 25% by 2030; interim target of 20% by 2027	Work with our community to plant 20,000 trees across the borough	2026	26,000 trees given away and planted up to 24/25		Further tree giveaway as part of trees for the future.	Canopy cover currently 26%

Target	Action	Delivery Date	Progress – end 24/25	BRAG	2025/26 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 Project		River Colne project engaged with numerous partners to continue overall strategy aims through the River Colne project. Works to Waterfields' site completed in winter 24/25		Ongoing work as per River Colne project programme. Tales of the River festival August 2025. Continual funding bids and monitoring	
	Cassiobury Wetland Project		Completed		Ongoing management and working with volunteers.	Heavy rain fall has impeded planning of official opening and allowing the public in.
Maintain or improve access to private outdoor amenity space (e.g. gardens, balconies you can go out on, private communal spaces)	Develop design codes and guidance on sustainable design and construction.		No action required as Local Plan already requires amenity space for all new homes.			Local Plan already requires amenity space for all new homes

Target	Action	Delivery Date	Progress – end 24/25	BRAG	2025/26 Actions	Comments / Mitigation
Maintain or improve the green space per capita and distance from green space and improve where practical	Develop and implement Green Infrastructure Strategy	Summer 2024 and ongoing	Near complete version of Greenspace strategy		Implementation of Greenspaces strategy and action plan.	Additional work required to produce a public facing document.
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.	Ongoing	Supported water literacy course run by Groundwork		Continued communications and education. Engage with water company	
All Watford to meet national Air Quality Objectives and Air Quality Standards Regulations	Review and update our Air Quality Action Plan	Spring 2025	Ongoing.		The next Annual Status update will be completed in accordance with the DEFRA timetable (submitted prior to 30th June 2025)	
60% of waste food collected to be recycled 2030; with interim targets of 50% by 2027	Work with partners to reduce food waste.	Ongoing	Ongoing roll out of food waste collection, including to schools. Ongoing food waste reduction campaigns through WasteAware		Preparation for roll out to all flats by 2026 in line with simpler recycling Ongoing campaigns	
	Work to ensure food waste is collected		As above		As above	

Target	Action	Delivery Date	Progress – end 24/25	BRAG	2025/26 Actions	Comments / Mitigation
	separately for recycling					
Improve the ability of those in the borough to grow food, year on year.	Working with partners provide information, support and opportunity for food growing.	Ongoing	Allotments have high level of occupancy and BAU to ensure plots are used properly.			
	Review opportunity for Incredible Edible type project in borough	Summer 2024	No action		Look at potential pilot Incredible Edible type project.	
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 for all new operators by 2023	Ensure appropriate clauses are put in tender and contracts for WBC café / concessions	Autumn 2023	Draft document produced and given to museum team. Added to museum EoI but tender process not complete		Ensure added in where appropriate to tender and procurement documents.	

Responsible Resource Use

Target	Action	Delivery Date	Progress – end 24/25	BRAG	2025/26 Actions	Comments / Mitigation
Council-generated waste reduced to as near zero as practicable by 2030	Monitor waste generated by council	Summer 2023	Waste audit completed March 2025		At least twice yearly, ideally quarterly waste audits, in line with when staff travel surveys are completed.	
	Initiate waste reduction strategies and initiatives to engage with staff, such as cloths swaps	Summer 2023 and ongoing	Staff gift swap. Improved signs for recycling		Clothes swap in GBGW Promote waste aware initiatives such as sustainable nappies, periods, continence with staff. Staff awareness events, in GBGW, recycling week etc.	
Ensure the Council is recycling 60% of its own waste by 2025 and 70% by 2028	Monitoring of waste and recycling.	Summer 2023	As above		As above	
	Staff awareness initiatives.	Ongoing	Labels by bins		Look at staff awareness raising initiatives.	
Borough is recycling 60% of its residential waste by 2030; with an interim target of 54% by 2027	Work with WasteAware to encourage recycling	Ongoing	Fortnightly recycling in place. Monitoring recycling rate via quarterly WasteDataFlow returns. Promotion of waste aware		Promotion of waste aware. Refreshed communications campaign on recycling and food waste recycling to be delivered in 25/26. Flats to receive food recycling by end of 25/26	

Target	Action	Delivery Date	Progress – end 24/25	BRAG	2025/26 Actions	Comments / Mitigation
Residential borough waste reduced by 50% by 2030, based on 2019/20.	Action plan to encourage alternative approaches to waste, e.g. through charity shop trail, repair fairs / shop, resilience hub	Spring 2025	Worked with local groups to develop ideas on repair cafes/ library of things etc.		Support local groups developing Repair cafes, library of things etc.	
Businesses to reduce their waste by 50% by 2030, based on 2019/20	Work with partners to support businesses reduce their waste and increase their recycling rates		Ongoing promotion of simpler recycling and waste reduction to businesses, working with ED. Promotion of waste aware		Ongoing work with ED to provide advice to business on implications of simpler recycling.	

Adapting to Change

Target	Action	Delivery Date	Progress – end 24/25	BRAG	2025/26 Actions	Comment / Mitigation
Corporate and service risk registers explicitly address climate change, and report on climate incidents by 2024	Provide training to senior officers.	Autumn 2023	Training link circulated Autumn 2023		Risk workshop held to expand on training in April 24	

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	Implement Local Partnerships toolkit	Winter 2023			Work delayed as new government guidance being trialled elsewhere. Work with HCCSP Adaptation Group.	
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	Ongoing	Included as BAU as part of specific projects		Included as BAU as part of specific projects	
Ensure that the Council has addressed the Government's 8 priority risk areas by 2025	Review risk areas, identify actions and incorporate into service plans	Spring 2025	No Action		See above	
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.	Spring 2024	No action		On-going discussions to agree new deadline	
Facilitate the Borough to be ready for future climates by 2030						

Target	Action	Delivery Date	Progress – end 24/25	BRAG	2025/26 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	Spring 2024	No action		As above and engage with Housing and Wellbeing teams	As above