

## Appendix A: Progress on Corporate Plan Actions



Outcome: Improving the happiness and wellbeing of residents

Activity type: Do

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
1. Deliver a Community Health and Wealth Strategy, to link broader social determinants of health with a Community Wealth Building approach.	Cllr Howell	With the strategy and funding in place, practical delivery is underway. Procurement activity to buy a tool to measure impact is underway, recruitment of a Comms & Engagement role is happening and an approach to deliver grants is being built before sharing with O&S. In addition, significant progress has been made with the NHS and they are committed as an Anchor Institution to maximise the benefits of the new hospital for Huntingdonshire.	↔	G	The approval of the strategy and the associated fund demonstrates a clear way of working for the future as well as reassures partner organisations that collaborating on funding opportunities will achieve greater outcomes for all and a greater return on investment.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
2. Undertake a 'deliberative democracy' approach to the development of our Community Health and Wealth Strategy.	Cllr Howell	Sessions with seldom-heard groups have occurred in Q3. Time spent with rural communities, young people and other groups has been used to help shape the objectives of the Community Health & Wealth Strategy.	↔	G	Ensures that the criteria that are developed around the fund are inclusive and representative of our different communities and what they deem to be priorities.



## Outcome: Improving the happiness and wellbeing of residents

### Activity type: Enable

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
3. Deliver the skills and employment workstream of the UK shared prosperity programme (PROJECT).	Cllr Wakeford	The project has been completed in terms of financial claims and drawdown. An element focused on recruitment to Hinchinbrooke Hospital will continue beyond the end of 2024/25, which has been delegated to the NHS with funding of £100,000 passed to the NHS for oversight and implementation.	↔	G	All contractually required outputs and outcomes have already been completed. The project delegated to the NHS is focused on resourcing the recruitment of non-medical staff with an emphasis on the employment of residents for Hinchinbrooke Hospital. This will continue for 12 months to the end of March 2025. All funding claims, however, have been completed and HDC's role in relation to this sub-project will be based on monitoring completion.
4. Refresh our Social Value Policy and explore larger opportunities to maximise local benefit through a Community Wealth Building approach to procurement and the roles of anchor institutions.	Cllr Davenport-Ray	Funding has been passported across to NWAFT and performance measures set for the new role. Recruitment to commence imminently.	↔	G	This is an excellent example of using funding to target residents who need the most support to access employment opportunities within a sector that they may have previously overlooked. The initiative will focus on the relationship between the community and the hospital and not only create pathways into employment for local people but also strive to retain staff and enable development and progression onto other roles.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
5. Focus on maximising physical activity in the district, and work to promote this across local partners.	Cllr Howell	<p>Gym refurbishments have been completed at OL St Neots and OL St Ives.</p> <p>Preliminary work has started with the two remaining sites (OL Huntingdon and OL Ramsey) due to be refurbished in early summer 2025.</p> <p>Active Lifestyles have delivered 4,000 sessions in 2024-25, a 41% increase on the previous year.</p> <p>The Community Health Prevention Project has continued to deliver on its aims with the Over 60's sessions and Active for Life becoming established sessions payable by customers.</p>	↑	G	<p>The Centres are experiencing growth across Health and Fitness and Swim Schools.</p> <p>The Community Health Prevention Programme (CHPP) has recorded over 11,000 attendances since the start with 1,235 individuals taking part (a growth of 235 since the last quarter).</p> <p>The Active Lifestyles healthy weight programme 'Active for Health' has now seen 643 individuals start the 12-week programme with over 400 completing the 12 weeks. Attendances across all activities at the Leisure Centres have increased from 670 in 2021 to 7,910 in 2024 demonstrating continuing behaviour change from participants.☑</p>

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
<p>6. Maximise, and report on, the benefits of a targeted approach to support residents to improve their quality of life through the promotion and delivery of relevant services (e.g. run campaigns based on a customer segmentation approach, track progress and regularly report on take-up and impact).</p>	<p>Cllr Howell</p>	<p>Workwell is fully embedded into the RAI Team with 35-40 new clients being signed up to the programme each month. Referrals predominantly from partner organisations or self-referral with DWP and GPs being targeted to promote the offer to their clients. Initial participants of the CT project were reviewed and the process was revised to reflect where improvements can be made.</p>	<p>↑</p>	<p><b>G</b></p>	<p>Health is a significant barrier to employment. The longer a person is on a FIT Note, the less likely they are to return to employment. Workwell provides wrap-around support to those who can work but their mental or physical health is preventing them. The tailored approach finds person-centred solutions with employers who recognise the approach that needs to be taken to manage health issues. Providing targeted support for our residents from a central location like HDC has ensured that the necessary services are involved and information is shared to get the best results.</p>



**Outcome: Improving the happiness and wellbeing of residents**

**Activity type: Influence**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
7. Continue to work with statutory partners to secure improvements to transport options for Huntingdonshire, including active travel.	Cllr Wakeford	No further update to the Q3 position on reservoirs; discussions continue in Grafham to Cambridge. A141 SOBC continues and is reported via CPCA. A428 is in delivery; EWR discussions continue with a focus for HDC on technical matters, governance and legacy opportunities to connect to new stations to maximise economic opportunities in conjunction with A428.	↔	G	Continued positive engagement regarding reservoirs; A141 SOBC remains on track and the outcome of the analysis of consultation is awaited; EWR discussions continue in respect of technical matters to inform DCO while exploring opportunities to maximising connectivity opportunities to the stations to maximise economic development opportunities for Huntingdonshire, in tandem with A428; A428 is in delivery, no significant issues to report.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
<p>8. Formally engage with relevant stakeholders, residents and businesses to explore how place strategy priorities are transformed into practical delivery (PROJECT).</p>	<p>Cllr Conboy</p>	<p>In Q4 several significant pieces of work have been delivered or moved into delivery. These include the partnership with the Great Ouse Valley Trust to procure a business case on a self-designated landscape for the Great Ouse Valley in Huntingdonshire. This has gone out to tender after a collaborative process and will be appointed in May. This process has also involved developing an MoU between GOVT and HDC. The Huntingdonshire Futures Grant Scheme 2025 launched in March and has already received numerous applications for events to celebrate Huntingdonshire and Pride in Place. The report on barriers facing women and access to work was delivered at the end of March.</p>	<p>↔</p>	<p>G</p>	<p>The MOU will establish a long-term relationship with the GOVT, and HDC and GOVT have already been working together on developing the self-designated landscape RFQ. The self-designated landscape project aims to have wide-reaching positive implications for Huntingdonshire and beyond. The Huntingdonshire Futures grant scheme will deliver small grants to local community groups, allowing them to bring their communities together and celebrate Huntingdonshire and what makes them unique.</p>



**Outcome: Keeping people out of crisis**

**Activity type: Do**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
9. Report regularly on progress on the delivery of an integrated financial vulnerability model between HDC and partners (PROJECT).	Cllr Howell	The co-location has enabled more outreach options with RAI and CAB now working out of multiple sites across the district every week. This has ensured that those who struggle with getting help due to accessibility have a greater chance of getting the help that they need.	↔	G	Residents are getting help and support from the right place sooner. Residents are being helped to find longer-term solutions to their situations as there is a joined-up multi-agency approach to the support provided.
10. Act on opportunities for early intervention and regularly report on learning and impact.	Cllr Howell	Re-promotion of training for all front-line services of the signs that someone may need help. Targeted work around utilising professional curiosity to establish and try to assist with the root cause of the issues.	↔	G	An awareness of the warning signs that a resident is struggling is greater across the organisation. This means that opportunities to intervene at an earlier stage are not being missed. This is helping to shape what the RAI offer might look like moving forward and to understand where all services in this space can be better aligned to ensure value for money.



**Outcome: Keeping people out of crisis**

**Activity type: Enable**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
11. Maximise, and report on, the benefits of a targeted approach to support residents at risk of experiencing crisis through the promotion and delivery of relevant services (e.g. improve data sharing with the police to inform a targeted on-the-ground door-knocking campaign to help prevent crime).	Cllr Howell	The pilot with the Police on data sharing has been successful. Both HDC and the Police have been able to share anonymised data to inform analysis of serious crimes. Both parties are now working on proposals for further work - but fundamentally we have solid foundations to share data safely and securely.	↔	G	Progress will inform the targeting of resources into the identified areas of the district to address issues of crime and specifically violent offences.



## Outcome: Helping people in crisis

### Activity type: Do

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
12. Continue to support refugees and other guests, seeking to support good community relations and smooth transition into long-term residency or return home.	Cllr Howell	Few arrivals from Ukraine with a stable cohort of guests who have been supported to be wholly independent. This programme has evidenced the excellent model of working that we have in place. 18 asylum seekers are currently being accommodated across 5 residential properties with no more coming online due to difficulties in procuring stock. We have been asked to assist with Afghan refugees locating from other countries and we have agreed to assist a small number of families if the MoD can source the properties.	↔	G	The assistance that we have provided to the refugee cohorts has continued to demonstrate that our model works and is enabling refugees to establish independent resilient lives in our district.
13. Work with partners to review the provision of Disabled Facilities Grants and ensure we maximise our ability to prevent crisis and support those who need help.	Cllr Ferguson	Recommendations were presented to the working group with tasks to be allocated.	↑	G	Any assistance to ensure that residents receive the help that they need more quickly is a positive. Many of the steps are outside the control of HDC so partners must understand the impact the slow process has.



## Outcome: Helping people in crisis

### Activity type: Enable

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
14. Focus on maximising the economic success of residents via a Community Wealth building approach.	Cllr Howell	With the strategy and funding in place, practical delivery is underway. Procurement activity to buy a tool to measure impact is underway, recruitment of a Comms & Engagement role is happening and an approach to deliver grants is being built before sharing with O&S. In addition, significant progress has been made with the NHS and they are committed as an Anchor Institution to maximise the benefits of the new hospital for Huntingdonshire.	↔	G	The approval of the strategy and the associated fund demonstrates a clear way of working for the future as well as reassures partner organisations that collaborating on funding opportunities will achieve greater outcomes for all and a greater return on investment.
15. Maximise, and report on, the benefits of a targeted approach to support residents experiencing crisis through the promotion and delivery of relevant services (e.g. identifying individuals who could benefit from support offered by the Resident Advice and Information team and reporting on outcomes).	Cllr Howell	Action completed in Summer 2024.	↔	G	Action completed in Summer 2024

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
16. Continue to promote WeAreHuntingdonshire as a tool for partners to provide directed and tailored support based on our wider determinants approach.	Clr Howell	Continuing to be reviewed as part of the service design process to ensure that the site has value.	↑	G	We must evidence the value of the site to justify the resource that it absorbs. The review will continue alongside the service design work.



**Outcome: Helping people in crisis**

**Activity type: Influence**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
17. Lobby, and support campaigns, for improvements to the living conditions of local residents.	Clr Conboy	The Council continues to work with partners seeking improvements. The creation of a Poverty Commission for Cambridgeshire (run by the County) will see input from HDC.	↔	G	Those most in need are identified and targeted support is given.



**Outcome: Improving housing**

**Activity type: Do**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
18. Commence work on a new Housing Strategy for 2025-2030.	Cllr Wakeford	Work is on track to complete a new Housing Strategy by the end of 2025. This new strategy will be informed by the Housing Needs Assessment which is being completed to support the evidence for the new Local Plan which is expected in July 2025.	↔	G	The action to date will support the completion of a New Housing Strategy for the Council. This will inform the direction of travel for the delivery of new homes in the district to meet housing needs, including specialist provision.
19. Continue to use surplus Council owned sites to deliver affordable housing, for example working with the Longhurst Group (PROJECT).	Cllr Wakeford	The submission of the planning application has been delayed by one month, due to the availability of ecologists to update and carry out the necessary surveys as part of the planning submission. This is now expected at the end of April 2025.	↔	A	The revised contract enables the submission of a planning application for the largest site and the delivery of the remaining eight sites for affordable housing, The Council continues to look to identify further sites with Amplius to support further delivery.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
20. Complete an Affordable Housing Advice note that will support the delivery of new affordable housing by providing clear guidelines to developers.	Cllr Wakeford	The Affordable Housing Advice Note has now been completed and was included in a Housing Report to Cabinet in December 2024.	↔	G	The advice note provides clarification and transparency in how the Council delivers new affordable housing in the District.
21. Commence work on a policy to support the use of civil penalties with regard to private sector housing enforcement.	Cllr Ferguson	No further update at this time as the guidance is still awaited.	↔	A	This will allow civil penalties to be issued where breaches of legislation are found and allow the enforcement of housing legislation in the private housing sector.
22. Carry out a review of supported exempt accommodation in the area, linked to the Supported Housing (Regulatory Oversight) Act, which will lead to the development of a Supported Housing Strategy.	Cllr Ferguson	No further update at this time.	↔	A	No immediate impact as we have been unable to commence this work so far.
23. Implement the government's new National Supported Housing Standards and introduce licensing regulations.	Cllr Ferguson	No further update at this time.	↔	A	No immediate impact as we have been unable to commence this work so far.



## Outcome: Improving housing

### Activity type: Enable

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
24. Maintain the level of new housing delivery, which meets the needs of Huntingdonshire residents, including the type of home and tenure (open market and social housing).	Cllr Wakeford	The Council continues to work with Developers and Registered Providers to deliver new affordable homes, however, this year's total will be considerably lower than last year, although we already have over 300 homes on site that will deliver in 25/26. It is not uncommon in the construction of new homes to have some years with higher delivery than others.	↔	A	The delivery of new homes helps to support housing needs and growth in the district, whilst the number of affordable homes is lower this year than last, the number of market homes remains high. The delivery of housing also supports the district's economic growth ambitions.
25. Work in partnership to look at best practice and funding to improve housing conditions, including retrofit programmes in social and private housing.	Cllr Wakeford	Cambs Private Sector Hsg Group met on Jan 25, the meeting was well received by both private and social landlords that attended, presentations were given on retrofit options to improve energy performance, the government guidance on damp and mould and the emerging Awaab's Law.	↔	A	Damp and Mould remains a priority issue for residents living in social housing, by holding this event we can share good practices across the sector.



## Outcome: Improving housing

### Activity type: Influence

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
26. Continue to work with Registered Providers to improve conditions in existing accommodation through regeneration schemes.	Cllr Wakeford	Further meetings have taken place for this project and they have advised us that they wish to commence delivery of this project on 25/26. Ultimately, we are working to the timetable of an external organisation, where we are offering support and guidance within the Enabling Team.	↔	A	The regeneration project will deliver improved housing conditions for existing residents in the district whilst also enabling a better housing mix to be brought forward that meets future needs.
27. Work with Health and Social Care Providers to explore future models of housing, support and care, enabling people to live independently for longer.	Cllr Wakeford	The need analysis has been completed for the Older Person's demand although we are still waiting for the outcome from Social Care to identify housing needs for other specialist groups, in the meantime we continue to work at a local level with commissioning teams to identify housing opportunities.	↔	G	Working with Cambridgeshire County Council in the demand for specialist housing provision enables the Council to be informed on the type of housing required in the district based on housing projections, this will also support the work undertaken on the Housing Strategy in 2025.



**Outcome: Forward-thinking economic growth**

**Activity type: Do**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
<p>28. Promote Huntingdonshire as a destination for high value inward investment, prioritising businesses that are proactively reducing their carbon emissions, and produce an annual report on activity.</p>	<p>Cllr Wakeford</p>	<p>The Economic Development Team alongside other colleagues within HDC continue to advertise and promote the Invest In Huntingdonshire brand and support and exhibit at events. Within the LinkedIn platform, there has been a greater take up of "followers" and engagement on posts. The provision of business support for existing businesses and new businesses continues to be an area of focus.</p>	<p>↔</p>	<p><b>G</b></p>	<p>Our LinkedIn subscribers grew from 736 to 1,035 in January 2025, website page impressions exceeded 2,000 in the last month, which is now open to all business sectors. Attendance has more than doubled, and we are expanding events district-wide, encouraging businesses to host and speak.</p>
<p>29. Deliver the business support projects within the UK Shared Prosperity Fund (UKSPF) and Rural England Prosperity Fund (REPF) programme, including Manufacturing Digitalisation, Green Business Initiative, Jumpstart business competition and a new Start-up programme (PROJECT).</p>	<p>Cllr Wakeford</p>	<p>We have continued to support businesses that have been awarded grants within the UK Shared Prosperity Fund and REPF programme of projects. The grants have been fully spent by the end of the financial year to ensure we met CPCA timescales.</p>	<p>↔</p>	<p><b>G</b></p>	<p>Across the 4 UKSPF programmes, the REPF has supported a total of 218 businesses which has meant that jobs created 29, Safeguarded 26 jobs and seen a total of 22 new businesses created The Rural England Prosperity Fund has seen us able to provide funding to farms &amp; wineries.</p>

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
30. Refresh the Huntingdonshire Economic Growth Strategy.	Cllr Wakeford	Work has commenced on the EGS, and the data collected so far has reinforced Huntingdonshire's strengths, such as our small business base, strategic location, and the quality of life of our residents. The latest evidence has also shone a spotlight on challenges within our district, including connectivity between our town centres and access to good opportunities for our residents.	↔	G	The project is progressing on schedule, with key milestones set for completion in the coming months. By March 2025, we had produced the vision and draft evidence base, with the expansion of the evidence base in April. May 2025, will focus on gathering qualitative insights, with stages 4 and 5 dedicated to the submission of the draft in June. The project is set for completion and final sign-off in July 2025, ensuring we stay on track to deliver a well-supported and comprehensive outcome.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
<p>31. Continue the delivery of the Market Town Programme, including the ongoing delivery of Future High Street projects in St Neots, development of new Retail Hub in Ramsey, and various other funded projects within the four market towns. Commence feasibility work on new projects to enable them to be brought forward when funding is available (PROJECT).</p>	<p>Cllr Wakeford</p>	<p>The St Neots town centre improvements will be completed by April 2025. Work on the major refurbishment and improvement of the Priory Centre in St Neots is due to begin in April 2025. A planning application for the Old Falcon went to DMC on Feb 25 with a recommendation to approve, this should be determined shortly. We will continue to engage with the property owner to support works commencing and the building being brought back into economic use. Other elements of the programme are proceeding satisfactorily. Digital screens will be installed in the four market towns during Spring 25. We are also expecting to submit a planning application about the Ramsey Great Whyte public realm and retail units project in early 25/26.</p>	<p>↔</p>	<p>G</p>	<p>The programme is being delivered in line with schedules. No major issues are reported. Work will continue in the new year with an emphasis on finalising the Ramsey project and beginning delivery within 2025/26.</p>

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
<p>32. Continue the update to the Local Plan, including updating evidence bases in line with National Planning Policy, particularly where it relates to Economy, Environment and Housing (PROJECT).</p>	<p>Cllr Sanderson</p>	<p>Significant changes have been made to the programme to prepare the Local Plan update in response to the NPPF issued in December 2024 which resulted in revised transition arrangements for submitting a local plan under the current legislation. An updated Local Development Scheme was approved at Cabinet in February 2025 accelerating the preparation time. Evidence has now been commissioned on housing needs, strategic transport impacts, infrastructure requirements and a whole plan viability assessment. <a href="#">?</a></p>	<p>↔</p>	<p><b>G</b></p>	<p>The timetable for preparation of the Local Plan update has been substantially accelerated in response to national changes and timelines for introducing new legislation for preparing and examining local plans. A revised Local Development Scheme was approved by Cabinet in February 2025 in response to this. 7,000 responses were received to the autumn 2024 public engagement opportunities on further issues and options and the assessments of all potential sites promoted through the call for sites. Progress is ongoing on assessing the outcomes and using them to shape inputs to the next stage of the Local Plan Update.</p>



**Outcome: Forward-thinking economic growth**

**Activity type: Enable**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
33. Work with intermediaries, professional service networks, investors and developers to understand the health of the economy, develop responses and attract investment.	Cllr Wakeford	We have successfully delivered the Huntingdonshire Business Network event and CEO Breakfast, bringing together intermediaries, professional service networks, investors, and developers. These events provided valuable insights into the health of the local economy, fostered collaboration, and supported our efforts to develop strategic responses and attract investment into the region.	↔	G	This year, we engaged over 1,000 businesses through biweekly bulletins and sent welcome packs to new businesses in the district. We distributed a business support leaflet with the annual business rate bill and supported economic growth-related planning applications. Efforts to streamline the PPA process and increase revenue were also prioritised. Collaboration with the business rates team on the retail relief scheme and advertising the Economic Development team's services on council refuse trucks further supported local businesses. Additionally, we promoted Business Growth Rate Relief options and corporate memberships for One Leisure.



**Outcome: Forward-thinking economic growth**

**Activity type: Influence**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
34. Work with the CPCA and partners to complete a review of the future demand for Further Education (FE) provision in the St Neots area and development of the Local Skills Implementation Plan, prioritising connections between FE provision and local employers aligned to core growth sectors.	Cllr Wakeford	St Neots has received 10 (EOIs) under the CPCA Skills Capital Grant funding. Providers include Cambridge Regional College, West Suffolk College, Steadfast Training Ltd, Evolve Your Future, and Back 2 Work Complete Training Ltd. This is a key step in developing the Local Skills Implementation Plan and supporting partnerships to drive education and economic growth.	↔	G	St Neots has successfully received 10 Expressions of Interest (EOIs) under the CPCA Skills Capital Grant funding, this marks a significant step in advancing the Local Skills Implementation Plan, fostering education and economic growth in the region. Moving forward, a third party will take the lead on this initiative with our continued support.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
<p>35. Influence and contribute to the creation of a Devolution2 deal for Cambridgeshire &amp; Peterborough; the State of the Region and Place Strategy Vision work and the commissioning of all future business support and grant funding provision.</p>	<p>Cllr Wakeford</p>	<p>The team has ensured work aligns with the Inclusive Economy workstream and the "Pride in Place" principles within the Place Strategy, reinforcing our commitment to sustainable and equitable growth. Additionally, we continue to shape the future commissioning of business support and grant funding to best serve local businesses and communities.</p>	<p>↔</p>	<p>G</p>	<p>This year, the Inclusive Economy workstream has made significant progress, celebrating local businesses through the "Made in Hunts" brand and launching the "Women in Work" research to support skill development. Our Food and Drink Collaboration has promoted local purchasing. Tourism has become a priority following the success of the "Pride in Place" event. We're developing a new tourism brand, 'Discover Huntingdonshire,' which will include a website, marketing materials and a business community partnership to drive tourism and economic growth.</p>
<p>36. Influence delivery of infrastructure including East West Rail (EWR), A428, A141 Strategic Outline Business Case and future Transport Strategies.</p>	<p>Cllr Wakeford</p>	<p>To be read in conjunction with Priority 7.</p>	<p>↔</p>	<p>G</p>	<p>Continued engagement with Infrastructure Providers recognising the need for infrastructure to support ambitious growth, including the uplift in housing identified in the NPPF, issued December 2024.</p>



## Outcome: Lowering carbon emissions

### Activity type: Do

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
37. Complete Hydrotreated Vegetable Oil (HVO) Fuel Trial and present a business case for decision.	Cllr Taylor	The trial was completed, with an updated report going to Cabinet in March 2025. The cabinet agreed to the recommendations of implementing HVO across the entire fleet of HDC vehicles.	↔	G	We are currently in the process of obtaining the best prices of HVO to procure it.
38. Deliver a Fleet Decarbonisation Plan.	Cllr Taylor	The report is being completed by the Energy Savings Trust and is expected to be completed by June 26. There have been delays with obtaining data, however, this has now been received and is being fed into the final plan.	↔	G	The report is being completed by the Energy Savings Trust and is expected to be completed by June 26. There have been delays with obtaining data, however, this has now been received and is being fed into the final plan.
39. Deliver our Energy Strategy.	Cllr Howell	A contract was signed with a Consultant to deliver the draft by May 1st, with expected delivery being July 2026.	↔	G	Lowering the carbon footprint of Council buildings through reduced energy use and changing energy sources.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
40. Deliver the Climate Conversation in 2024, showcasing community action and listening to local people in their communities.	Cllr Davenport-Ray	Climate Conversation delivered on 6th November 2024	↔	G	Maintaining the Council's climate leadership role by influencing and inspiring other agencies and Councils to take climate action. A successful Climate Conversation was held in Nov 2024 and plans are being made for the 3rd Climate Conversation in Nov 2025.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
41. Identify emissions from HDC IT data centres to include in reporting and establish disposal methods for IT equipment to reduce environmental impact.	Cllr Davenport-Ray	Suggest closing this activity down as now undertaking a broader strategy and anticipated energy consumption lowering has been achieved.	↑	G	Action is completed.
42. Establish climate and carbon emissions learning and development plan for Council employees.	Cllr Davenport-Ray	Online training rolled out to all staff to improve Climate Awareness whilst at work.	↔	G	Greater awareness of Climate issues helps to make decisions that are climate-conscious and reduce carbon emissions where possible.
43. Accelerate Solar Power Adoption on Council Buildings.	Cllr Howell	Project awarded, contracts signed and sealed. Works to begin 22nd April 2025. - Approx. 10-week program.	↔	G	Self-generated electricity on Council operational sites in place by 2026, with reduced energy spent on electricity and improved energy security. The equipment has a 25-year expected lifespan.



**Outcome: Lowering carbon emissions**

**Activity type: Enable**

<b>2024/25 Actions/Projects</b>	<b>Portfolio Holder</b>	<b>Progress Update at Quarter 4</b>	<b>Direction of Travel</b>	<b>Latest Status</b>	<b>Impact as a Result of Action</b>
44. Support community projects and plans that reduce carbon emissions.	Cllr Davenport-Ray	Net Zero Villages Fund has successfully awarded £257,376.60 to 11 applicants across Huntingdonshire. A competitive process with over 30 applications to consider. Awards were given for solar panel installation, active travel and replacing old heating systems.	↔	G	Each Grant will benefit from reduced energy bills and improved green spaces. Our council is committed to supporting rural residents on this journey delivering lasting benefits for current and future residents of Huntingdonshire.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
45. Deliver Biodiversity for All (2023-2025) to enable community action and support green skills development (PROJECT).	Cllr Taylor	Progress continues across key strategic sites including Hill Rise, Priory Park, and Spring Common, with habitat banking quotes requested and management plans underway. A successful bid to the CPCA Climate Opportunities Fund will support natural flood defence initiatives. Highlights this quarter include the Greenskills celebration at Huntingdon Riverside Park, an application for Berman Park to host a Biodiversity event, and the induction of the new Project Support Officer. Work has also progressed on the Small Grants Project, claim submission and mapping data access.	↔	G	Engaging with our communities across Huntingdonshire has informed/influenced decisions that increase biodiversity across the district. To date, we have delivered · Delivered 11 new habitats which is anthequivalent of 6.09 biodiversity units gained in our Parks.
46. Commission Active Travel Studies (UKSPF) to influence/inform future investment priorities (PROJECT).	Cllr Wakeford	Draft study and draft route plans complete. working to refine plans with the officer working group on routes (HDC/CCC).	↔	G	Draft study and draft route plans complete. working to refine plans with the officer working group on routes (HDC/CCC).

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
47. Deliver the Phase 1 Rural Pilot HDC Electric Vehicle (EV) Charging Strategy Actions.	Cllr Taylor	There are agreements in place to undertake works at 2x P/C locations, as well as EV charge point installation works commencing; which will see a refit of existing points and upgraded on-site peripheral equipment.	↔	G	These actions support the delivery of the outcome, showing considerable progress with the final commissioning of all sites to be complete in early 2025/26.



**Outcome: Lowering carbon emissions**

**Activity type: Influence**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
48. Develop the Council's procurement rules to further embed social and environmental value.	Cllr Davenport-Ray	New staff are now embedded at HDC and project work has resumed to further develop procurement rules.	↑	A	Further enhancing support for local businesses and enabling reporting on local economic spending. Progress has now resumed following staff changes.
49. Expand positive climate action support for local businesses, celebrating best practice and sharing knowledge.	Cllr Davenport-Ray	Green Business Awards: run by PECT for us partnering with the economic development team. Partnership with HDC, CC and SC councils from UKSPF - in terms of the number of businesses helped 19 grants were approved, 11 were disbursed and 5 declined.	↑	G	The PECT grant application process will enable business carbon savings and gather energy usage data e.g. gas bills, energy bills, and mileage, with the main focus being on scope 1 and scope 2 emissions.
50. Adopt the Huntingdonshire Plan for Nature and influence the Cambridgeshire & Peterborough Local Nature Recovery Strategy (LNRS) with our priorities.	Cllr Taylor	Action is completed. Huntingdonshire's Priority Natural Landscapes were endorsed in October by Cabinet and Council.☒	↔	G	The impact of this action has strengthened the council's ability to contribute to the LNRS and comply with the Biodiversity Net Gain (BNG) requirements set out in the Environment Act. This will have a positive benefit to nature in the district.



**Outcome: Delivering good quality, high value-for-money services**

**Activity type: Do**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
51. Refresh our Commercial Investment Strategy to develop proposals for future strategic investments.	Cllr Mickelburgh	There is a workshop scheduled on the 28th of April with Members to inform draft strategy.	↔	G	There is a workshop scheduled with our members in Late April to inform the synthesis of a draft strategy.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
<p>52. Complete the remaining elements of the Workforce Strategy to prepare the Council for the changing skills needed in our future workforce and ensure we can continue to attract, retain and nurture talent (PROJECT).</p>	<p>Cllr Davenport-Ray</p>	<p>Breakdown of actions at the end of March:  11 Completed  19 in progress  19 to start  —</p> <p>Examples of some work:  - 2 rounds of Roadshows held with staff at all sites to promote initiatives  - Health Kiosk in place at Pathfinder and Eastfield House - wellbeing initiatives promoted alongside this including Slimming World, Active Lifestyles, Healthy You, cervical screening mobile units and more.  - Engagement initiatives and events including International Women's Day, menopause awareness, Prostate Cancer Awareness, Blue Monday, Random Acts of Kindness day  - Leadership development programme launched</p>	<p>↔</p>	<p>G</p>	<p>Positive staff feedback at road shows, workshops in engagement initiatives and events. Sickness days lost per FTE have reduced from 8.9 in Q2 to 8.5 days in Q3. Long-term sickness absence days have also dropped from 823 days in Q2 to 525 days in Q3. Turnover has been reducing steadily since November 2024 and is within benchmark figures.</p>

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
53. Continue our Customer Services improvement programme to ensure that our customers are always at the heart of what we do (PROJECT).	Cllr Ferguson	PECT go through the grant application process to do carbon savings and gather energy usage data e.g. gas bills, energy bills, and mileage, with the main focus being on scope 1 and scope 2 emissions. Once all info had been gathered it was then brought into a recommendation report for them.	↔	G	The website upgrade has optimised the front end of the customer contact process, making it easier for our customers. Our work with PECT has also helped us to identify energy-saving efficiencies that we can capitalise on in 25/26.
54. Continue the Development Management Improvement programme to improve the performance of the planning service (PROJECT).	Cllr Sanderson	Final Peer review report published. Ongoing workshops with officers and Members of DMC ahead of formal publication. Change Programme Lead officer to commence with HDC April 2025 and will shape action plan for implementation commencing Q1 25/25.	↔	G	Peer Review Report received end of Q4 24/25. Engagement is underway with officers and with members of DMC Q1 25/26. Action Plan for implementation to be prepared Q1 25/26.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
55. Progress delivery of Civil Parking Enforcement (CPE) across the District to enforce on-street parking activity (PROJECT).	Cllr Taylor	<ul style="list-style-type: none"> <li>- Agency Agreement in place with CCC to support future operations.</li> <li>- Remedial works underway across district which have primarily been funded by HDC.</li> <li>- Off-street order scheduled for O&amp;S/Cabinet in April to progress to consultation.</li> <li>- Outside of original timescales due to DfT's ability to secure parliamentary time, however, the paper will update on likely August 2025 commencement following the latest DfT comms.</li> </ul>	↑	A	These actions support the delivery of the outcome, showing considerable progress on the delivery of the works to implement Civil Parking Enforcement in Huntingdonshire.
56. Deliver the enhancement of visitor facilities at Hinchingsbrooke Country Park (PROJECT).	Cllr Taylor	Full Planning Application submitted in March 2025. Procurement is to be started in April 2025.	↑	G	Enabling significant investment to provide enhanced visitor facilities to support increased population growth and use of site-supporting activity, physical and mental. The improvements will address the issues arising from the popularity that impact near neighbours with parking issues. The work undertaken will ensure any biodiversity impact is mitigated.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
57. Upgrade path and cycleways at Riverside Park St Neots (PROJECT).	Cllr Taylor	Completed. Works delivered using allocated CIL funding and full planning permission achieved for whole site improvements to pathways. Alternative funding is being sourced to complete the full site design.	↔	G	Upgraded paths enable full use in all weathers and expand the inclusiveness to support all users, enhancing and encouraging the use of this beautiful riverfrontage for health and well-being in this strategic open space serving St Neots.📍
58. Deliver an independent Corporate Peer Challenge of the Council that will assess, challenge and improve what we do.	Cllr Conboy	An update report was presented to members on the second of April. Amendments were requested for future reporting. Reporting has been scheduled for the new civic year.	↔	G	Clear actions were adopted to reflect the peer challenge suggestions and the subsequent report was presented to members in early April. Feedback from which has been taken on board ready for the new civic year.
59. Assess, and where prudent, use the emerging national benchmarking data from the Office of Local Government (Oflog) to improve our performance.	Cllr Ferguson	The new Government has announced the closure of Oflog, so this action is concluded.	↔	G	The new Government has announced the closure of Oflog, so this action is concluded.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
60. Bring forward and expand our use of unit costs to demonstrate productivity within priority service areas.	Cllr Ferguson / Cllr Mickelburgh	The national decision to remove Oflog has removed many aspects of this task. With the push to support Local government reorganisation, the team have had higher priority tasks to focus on. It is intended to add this to the Service Plans in 25/26.	↔	A	This will be looked at again, however, other priority tasks have meant progress was not as intended. It is noted there remains a full dashboard of 31 metrics that are monitored and published every quarter.
61. Pilot the use of Artificial Intelligence within the Council, seeking to create efficiencies and service improvement whilst ensuring we comply with all relevant legislation.	Cllr Ferguson	Microsoft Co-pilot is now used by several Officers. It shows promise in automating tasks and activities. There has also been action at a national level to obtain the best licence prices for the public sector - and this has concluded. With the appointment of a Chief Digital and Information Officer (CDIO) in 3C there will be further advancement of this technology in 25/26.	↔	G	Automation of tasks and activities is likely to increase productivity and doing this with controls will manage the risks of using this technology.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
62. Listen to local residents and respond to their input on service delivery.	Cllr Conboy	There has also been significant market engagement in the use of AI to improve customer service provision.	↔	G	As a result of the insight gathered as part of the Community Health and Wellbeing Strategy, we have a better understanding of what a good life looks like to people in Huntingdonshire. As Local Government Reorganisation (LGR) progresses over the coming year, community engagement will play an important role. Feedback gathered through the Community Health and Wellbeing Strategy could be reviewed to determine whether it could influence the questions posed to residents about LGR.



**Outcome: Delivering good quality, high value-for-money services**

**Activity type: Enable**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
63. Enable our outstanding volunteers in our parks, nature reserves and elsewhere to continue to improve the quality of those spaces.	Cllr Taylor	Continued green skills volunteering with biodiversity for all, continued seasonal maintenance on countryside sites.	↔	G	Community participation promotes health and well-being, physical exercise and supporting maintenance of valued public spaces.



**Outcome: Delivering good quality, high value-for-money services**

**Activity type: Influence**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 4	Direction of Travel	Latest Status	Impact as a Result of Action
64. Our well-run council will act as a model for our peers.	Cllr Conboy	In Q4 the Peer Challenge Team returned to visit HDC and their assessment of progress will be reported to Cllrs in Q1 25/26 (although O&S will have insight at the very end ofg Q4). Progress against the recommendations is very positive. A Peer Challenge of the Planning Service has also been conducted and the action plan for that will be delivered and reported to Cllrs on 25/26 Finally, Senior Officers attend and speak at national events and the strong work by HDC has been recognised by Govt Speakers at DCN and MJ Futures Forum.	↔	G	A well-run council meets customer needs. By sharing what we do with others, we seek to share good practices and enhance Huntingdonshire's reputation.