

## 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 1	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 Pitt	Community Health and Wealth Building Strategy principles are at Scrutiny in July for member input, following co-development with key partners.	N/a	G	The work to date has informed the development of the Hinchingsbrooke Hospital rebuild programme and informed procurement activity at the Council.
2. Undertake a 'deliberative democracy' approach to the development of our Community Health and Wealth Strategy.	Cllr Pitt	Being discussed and consulted on as part of the Health and Wealth Building Strategy.	N/a	G	Discussions with partners on the community co-production being joint activity that also supports the delivery of the Huntingdonshire Futures place strategy work.



## Outcome: Improving the happiness and wellbeing of residents

### Activity type: Enable

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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	Delivery is underway, with dedicated skills advisors taking referrals and delivering sessions across the district. Targeted activity is scheduled with school leavers over the summer, and additional projects are under development.	↔	A	More skills support for HDC residents, particularly high need residents signposted through Residents Advice and Information Team.
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	Plan has been developed to deliver this work, and baseline all procurement spend. Work has been picked up by Oliver Morley following departure of Karen Sutton.	↑	A	Work will focus on key priorities identified as part of the Health and Wealth Strategy.
5. Focus on maximising physical activity in the district, and work to promote this across local partners.	Cllr Pitt	Successful delivery of the Community Health Prevention Project - reaching residents with underlying health vulnerabilities, and delivering activity in community setting, and delivering year on year growth in one leisure attendances.	N/a	G	Increase of 100,000 attendances across One Leisure in the past year, demonstrable improvements to mobility and fitness measures delivered to residents with health vulnerabilities.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	Direction of Travel	Latest Status	Impact as a Result of Action
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).	Cllr Pitt	Targeted support provided through a range of channels to ensure economic, social and physical activity needs are supported. Currently delivered to movers within the area via council tax, leaflets being delivered across the Oxmoor as part of a joint project with health, and targeted activity via community groups.	N/a	G	All data will be presented to members as part of regular quarterly reporting in July.




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

**Activity type: Influence**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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	Ongoing engagement with the Cambridgeshire Peterborough Combined Authority (CPCA) and Cambridgeshire County Council across a range of topics including East-West Rail, A141 and A428. It is anticipated that further discussions regarding Alconbury Station and mobility hubs will progress in Q2. Active travel is being promoted to be incorporated within other infrastructure where possible, including the Lincs and Fens Reservoirs.	↔	G	Feedback on reservoir proposals will be provided to Anglian Water. Commitment from CPCA to undertake a review of the case for Alconbury Station, linked to growth opportunities.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	Direction of Travel	Latest Status	Impact as a Result of Action
8. Formally engage with relevant stakeholders, residents and businesses to explore how place strategy priorities are transformed into practical delivery (PROJECT).	Cllr Conboy	Huntingdonshire Futures grant programme has been launched and we have begun to award to the first applicants - eight awarded so far. Inclusive Economy - three priority areas agreed as well as next steps for data analysis. Health Embedded - Refocus to support Community Health and Wealth Building informed by deliberative democracy. Environmental Innovation - Launch event held with 45+ stakeholders, forming initial priorities.	↑	G	Grants are bringing Futures to life, positively impacting residents linked to Pride in Place and Health Embedded. Inclusive Economy are focused on opportunities for those who are disabled and long-term sick, women going back into the workplace, and young people. Health Embedded focused on partnership working for the future benefit of Huntingdonshire.



**Outcome: Keeping people out of crisis**

**Activity type: Do**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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 Pitt	Slight delay to Citizens Advice (CA) relocation to Pathfinder House due to CA staff absences, but move will be completed in mid-July. NHS social prescribing team now also operating out of Pathfinder House, with regular joint working sessions.	↔	G	Joint working supporting improved resident outcomes.
10. Act on opportunities for early intervention and regularly report on learning and impact.	Cllr Pitt	Council Tax project and others identifying ways for us to intervene ahead of an issue materialising.	N/a	G	All data will be presented to members as part of regular quarterly reporting in July.



**Outcome: Keeping people out of crisis**

**Activity type: Enable**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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 Pitt	Joint data project with the police underway, to create targeted data insight.	N/a	G	All data will be presented to members as part of regular quarterly reporting in July.




**Outcome: Helping people in crisis**

**Activity type: Do**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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 Pitt	Work continues and has been extended to include further support for housing through the Local Authority Housing Fund.	↔	G	No refugees or guests have yet to end up in temporary accommodation due to failed placements, showing in part the positive outcomes delivered by the preventative approach.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	Direction of Travel	Latest Status	Impact as a Result of Action
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	Scrutiny review currently being scoped and finalised, and review and improvement of the processes is currently underway.	N/a	A	Improvements will deliver faster and more efficient service.




**Outcome: Helping people in crisis**

**Activity type: Enable**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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 Pitt	Community Health and Wealth Building Strategy principles are at Scrutiny in July for Member input, following co-development with key partners.	N/a	G	Improved local employment and wider benefit expected.
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 Pitt	Targeted support provided through a range of channels to ensure economic, social and physical activity needs are supported. Currently delivered to movers within the area via Council Tax leaflets being delivered across the Oxmoor as part of a joint project with health, and targeted activity via community groups.	N/a	G	All data will be presented to members as part of regular quarterly reporting in July.


2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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.	Cllr Pitt	Being promoted via leaflets across Oxmoor, on Council Tax leaflets for movers, and via community all pointing to different instances of the WeAreHuntingdonshire website to enable us to count impacts.	↔	G	Impacts are expected to include more residents gaining employment support and skills training, taking advantage of physical activity opportunities including free trials at One Leisure. There will also be improvements in social connection and volunteering opportunities. All of these are proven to improve quality of life outcomes.



**Outcome: Helping people in crisis**

**Activity type: Influence**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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.	Cllr Conboy	Taking an active part in the County Council's Poverty Commission.	N/a	G	More effective targeting of resources.



**Outcome: Improving housing**

**Activity type: Do**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	Direction of Travel	Latest Status	Impact as a Result of Action
18. Commence work on a new Housing Strategy for 2025-2030.	Cllr Wakeford	This work is scheduled for the last quarter of 2024/25	N/a	G	The completion of a new Housing Strategy will inform the delivery of new housing in the district.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	Direction of Travel	Latest Status	Impact as a Result of Action
19. Continue to use surplus Council owned sites to deliver affordable housing, for example working with the Longhurst Group (PROJECT).	Cllr Wakeford	New draft contracts have been issued by Longhurst to reflect revised Heads of Terms, work continues on the legal amendments necessary. In parallel, Longhurst continue to work on a revised planning application that they aim to submit in September 2024.	↔	A	The revision of the contract enables the Council and Longhurst to continue to work towards the use of Council owned sites to deliver affordable housing.
20. Complete an Affordable Housing Advice note that will support the delivery of new affordable housing by providing clear guidelines to developers.	Cllr Wakeford	Work has commenced on this document and an early stage "skeleton" document is being put together to share with housing and planning colleagues in Q2.	N/a	G	When completed, this document will give clarity to developers of affordable housing on the Council's expectations in relation to tenure, size and specialist housing. This will set clear expectations on the delivery of new affordable homes, including the objectives in our Climate Strategy and Corporate Plan.
21. Commence work on a policy to support the use of civil penalties with regard to private sector housing enforcement.	Cllr Ferguson	Work has started to draft a policy and review civil penalty schemes across neighbouring authorities to ensure consistency.	N/a	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 information released from the Government on when we can expect the regulations to be released that are associated with the Act. No work can commence until this information is available.	N/a	A	No immediate impact as we have been unable to commence this work so far.



2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	Direction of Travel	Latest Status	Impact as a Result of Action
23. Implement the government's new National Supported Housing Standards and introduce licensing regulations.	Cllr Ferguson	As with action 22, no further information released from the Government on when we can expect the regulations to be released that are associated with the Act. No work can commence until this information is available.	N/a	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 1	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 delivery of new housing is broadly in line with the Council's expectations for this year at the end of the first quarter.	↔	G	The delivery of new housing increases the number of homes each year to help people in housing need. New homes are also more thermally efficient.
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	Work continues in this area as opportunities arise, and information is shared amongst our Registered Providers (RP) partners. We recently had an RP Forum which focused on Place Making and work on the review of the Local Plan.	↔	G	Improving housing conditions supports Priority 2 of the Corporate Plan.



**Outcome: Improving housing**

**Activity type: Influence**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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	Discussions continue with Places for People on a regeneration opportunity in Huntingdon, but they have been concentrating their activity on new developments in recent months. Engagement with partners continues as we seek to maximise the benefits of shared working.	↔	A	Improving housing conditions supports Priority 2 of the Corporate Plan.
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 County Council has now shared demand profiles for specialist housing groups and discussions have commenced with commissioning teams and also Head of Brokerage at the County Council to help inform the delivery of new housing and the Housing Strategy for 2025.	↑	G	Improving housing conditions supports Priority 2 of the Corporate Plan.



## Outcome: Forward-thinking economic growth

Activity type: Do

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	Direction of Travel	Latest Status	Impact as a Result of Action
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.	Cllr Wakeford	Invest in Huntingdonshire has exhibited at a regional conference to promote our services to businesses. The Made in Huntingdonshire campaign has four new case studies of investors in the district.	↔	G	We are continuing to raise the profile of the district, its innovative companies and key selling attributes.
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).	Cllr Wakeford	UKSPF business support programmes are on track. The REPF business grant scheme was slightly delayed in starting and now has a pipeline of projects with the first round of grant awards made.	↑	G	Outcomes and outputs are recorded within the UK Shared Prosperity Fund programme separately.
30. Refresh the Huntingdonshire Economic Growth Strategy.	Cllr Wakeford	Delayed progress owing to resourcing. Scoping and planning underway, with the aim of completing procurement over the summer.	↔	A	No immediate impact as this work is being scoped and planned.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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>Town centre improvements works on schedule for completion in March 2025. Priory Centre refurbishment is due to commence in October, which is a month later than originally scheduled due to objections raised to the scheme planning application. Work is currently underway to resolve these objections and secure consent. Other elements of the programme include Ramsey Great Whyte, Digital Screens and the Shop Front grant scheme, which are all proceeding as planned.</p>	<p>↔</p>	<p>A</p>	<p>Improvement to the local economy of the four market towns in the district, creating more high-quality jobs and skills prospects for local residents. Additional benefits to the Council include increased Business Rates income potential.</p>

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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>The public engagement material on Further Issues and Options scheduled for consideration by O&amp;S and Cabinet in July has been delayed due to the General Election, which will also delay the consultation period originally scheduled from late July to mid October. A vacancy in the team has also reduced capacity. However, draft documents are under political consideration by the Local Plan Advisory Group.</p>	<p>↓</p>	<p>A</p>	<p>The public engagement phase will be amended to start in the third week of September, subject to Cabinet approval. This will actually be more convenient to many stakeholders, particularly Town and Parish Councils, as it overcomes the difficulties of engagement during August.</p> <p>It will give rise to a slight consequential delay in the Preferred Options engagement in 2025, which will be reflected in an updated Local Development Scheme. However, this could be beneficial in allowing additional time to better reflect anticipated changes to the national planning system.</p>

**Outcome: Forward-thinking economic growth****Activity type: Enable**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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	The third networking meeting took place in April, with updates on the economic outlook and the Made in Huntingdonshire campaign.	↔	G	Intelligence gathering from the market is a vital part of understanding trading conditions and business sentiment.

**Outcome: Forward-thinking economic growth****Activity type: Influence**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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	A business roundtable was held in April to gather feedback on future recruitment and talent pipeline needs. This will form part of the final recommendations that CPCA have commissioned. The initial report presentation is scheduled for July.	↑	G	A set of recommendations for Further Education provision and skills needs will support our corporate priorities and the Inclusive Economy workstream within the Huntingdonshire Futures project.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	Direction of Travel	Latest Status	Impact as a Result of Action
35. Influence and contribute to the creation of a Devolution2 deal for Cambridgeshire & Peterborough; the State of the Region and Place Strategy Vision work and the commissioning of all future business support and grant funding provision.	Cllr Wakeford	Monthly attendance at Technical and State of the Region updates. Attendance at in-person workshop with stakeholders to review progress, positioning and feedback on priorities, dashboard and themes emerging.	↔	G	Work still ongoing.
36. Influence delivery of infrastructure including East West Rail (EWR), A428, A141 Strategic Outline Business Case and future Transport Strategies.	Cllr Wakeford	A428: in construction and on target as per published timetable. EWR: limited activity in Q1 given announcement of July general election. A141: Strategic Outline Business Case ongoing and expected to be reported to CPCA Transport Infrastructure Committee in July.	↔	G	Given strategic nature of work, work is ongoing.



**Outcome: Lowering carbon emissions**

**Activity type: Do**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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	Trial complete including teaming up with Fire and Police services. Write up of lessons learned underway to come to Scrutiny in the autumn.	N/a	G	Reduction in carbon emissions.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	Direction of Travel	Latest Status	Impact as a Result of Action
38. Deliver a Fleet Decarbonisation Plan.	Cllr Taylor	Work is underway to secure appropriate technical support and to deliver the plan by the end of the municipal year.	N/a	G	Reduction in carbon emissions.
39. Deliver our Energy Strategy.	Cllr Pitt	Scope agreed with Local Partnerships. This work will be progressed in Q2.	↔	G	Lowering the carbon footprint of Council buildings through reduced energy use and changing energy sources.
40. Deliver the Climate Conversation in 2024, showcasing community action and listening to local people in their communities.	Cllr Davenport-Ray	Community Hub launched following success of Climate Conversation 2023. The 2024 event is being planned.	↔	G	Strong and established way to connect with communities and encourage residents to discuss climate interventions.
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	Facilities Management team are still looking at ways of providing electricity usage data for the data centre so we can calculate emissions. Data is being collected manually on a daily basis at the moment (two weeks so far) and this will be analysed after four weeks' data is available. Disposal methods for ICT equipment is via Waste Electrical and Electronic Equipment (WEEE) compliant processes with certificates of disposal provided by the supplier.	N/a	A	No immediate impact as data is still being collected.



2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	Direction of Travel	Latest Status	Impact as a Result of Action
42. Establish climate and carbon emissions learning and development plan for Council employees.	Cllr Davenport-Ray	Following several managers and staff obtaining a Carbon Literacy award, we have created an iLearning module to deliver learning and development. It is intended that the module will be added to the new iLearning system.	N/a	G	A greater awareness of climate impacts and adaptation for all staff so that the subject can be embedded in all decision making and guidance.
43. Accelerate Solar Power Adoption on Council Buildings.	Cllr Pitt	The proposal has passed stage two of the New Ideas process and a Project Initiation Document will now go to the Delivery Board for approval. The level of potential investment is £420k.	N/a	G	Self-generated electricity on Council operational sites in place by 2026, with reduced energy spend on electricity and improved energy security. The capital payback period is 7.5 years, with a 25 year equipment life.



**Outcome: Lowering carbon emissions**

**Activity type: Enable**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	Direction of Travel	Latest Status	Impact as a Result of Action
44. Support community projects and plans that reduce carbon emissions.	Cllr Davenport-Ray	We have linked up current community fridges, food waste redistribution services, community allotments, excess farm food waste and other current areas of practice to create a more unified approach in moving towards a more sustainable and climate friendly food system.	N/a	A	This will enable HDC to engage in stakeholder consultations and community outreach to gather insights, concerns and recommendations from residents, businesses and organisations.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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	The grant agreements for the pilot round have been progressed and there is only one site that needs to be progressed to this stage now. The Graduate Ecologists are currently working through the audits for the second round and major hurdles/issues, such as risk assessments for working in water, have now been resolved.	↑	G	Demonstrating our progress, engaging with our communities across Huntingdonshire will inform/influence decisions that increase biodiversity across the district.
46. Commission Active Travel Studies (UKSPF) to influence/inform future investment priorities (PROJECT).	Cllr Wakeford	The commissioning of the Active Travel Feasibility Studies is underway. The project has had a delayed start due to issues with the initial quote against the specification. An alternative supplier has been briefed, with a quote due in July. Project remains recoverable within 2024/25 if the contract is agreed in July.	↔	A	Improvement to the local economy of the four market towns in the district and creating increased high-quality jobs and skills prospects for local residents.
47. Deliver the Phase 1 Rural Pilot HDC Electric Vehicle (EV) Charging Strategy Actions.	Cllr Taylor	Rural pilot progressing, with land ownership research underway to support site investment.	N/a	G	Enabling access to EV charging in rural areas where onstreet and household charging is less feasible - delivering HDC's EV Charging Strategy.



**Outcome: Lowering carbon emissions**

**Activity type: Influence**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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	Looking to resource a new post for Social Value/Progressive Procurement. This post will be a data analyst role and will continue to work with the Procurement Lead on Social Value elements of procurement.	↑	G	Further enhancing support for local businesses and enabling reporting on local economy spend.
49. Expand positive climate action support for local businesses, celebrating best practice and sharing knowledge.	Cllr Davenport-Ray	Resources for Local Businesses section launched on Climate Hub website. We have linked the free consultancy and diagnostic of priorities and efficiencies launched by the Economic Development Team to the Climate Hub resource.	N/a	G	Further enhancing support to the business community to help deliver their net zero ambitions.
50. Adopt the Huntingdonshire Plan for Nature and influence the Cambridgeshire & Peterborough Local Nature Recovery Strategy (LNRS) with our priorities.	Cllr Taylor	The Wildlife Trust have completed the Hunts Nature Network document, which details Huntingdonshire's priority landscapes. In collaboration with Development Management teams, this work will follow a full policy pathway to be agreed by Cabinet in September.	↔	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 1	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	The current strategy continues to be appropriate in the current economic conditions. Economic changes, and a change of S151 Officer, have impacted on the resource and expertise to deliver this work. A delay in the CIS review does not cause any notable risk or negative overall effect. Initial work on commencing the review is due over the summer, with a view to the refresh being brought forward alongside the budget setting for 2025/26.	↔	A	Applicable reserves continue to be invested with the Debt Management Office (DMO), achieving a return similar to the aims of the existing CIS with a lower level of risk.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	Direction of Travel	Latest Status	Impact as a Result of Action
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).	Cllr Davenport-Ray	The project has remained on track against the plan. Further to the April 2024 Employment Committee, where we shared the second Pillar of the Workforce Strategy 'Engagement', the output from Pillar Three 'Well-being' was submitted to the Project Board on 13 May and presented at Employment Committee on 26 June with the full Workforce Strategy and Action Plan. The Committee endorsed the overall strategic direction and supported the proposed actions. The Committee has recommend that Council approve the Strategy when it meets on 17 July 2024.	↔	G	Adoption of the strategy will ensure we are working towards what our employees need now and what they will need in the future. Central to this plan is projecting our future workforce needs, based on service delivery plans and budget forecasts. By thoroughly assessing our current workforce, demographics, skills and gaps, we can then develop targeted recruitment, retention and reskilling strategies. Underpinning the entire plan is a commitment to fostering an engaged, high-performing and inclusive organisational culture.
53. Continue our Customer Services improvement programme to ensure that our customers are always at the heart of what we do (PROJECT).	Cllr Ferguson	The post to lead this work was advertised and a number of strong candidates came forward. Interviews have happened and at the time of writing an offer is being made.	↑	G	This post will lead the work to look at our customer service provision and will improve services and lower costs.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	Direction of Travel	Latest Status	Impact as a Result of Action
54. Continue the Development Management Improvement programme to improve the performance of the planning service (PROJECT).	Cllr Sanderson	The Project Manager left the authority in December 2023. Work remains ongoing on individual projects while balanced against maintaining performance with a number of vacancies within the department.	↔	A	Limited impact in Q1. However, the programme will need to be revisited upon outcomes of the General Election and any regulatory changes that may be made to the planning system. Any significant changes will need to be included in the priority programming of ongoing improvements, including any opportunities offered by government by way of transitional arrangements.
55. Progress delivery of Civil Parking Enforcement (CPE) across the District to enforce on-street parking activity (PROJECT).	Cllr Taylor	HDC have undertaken the signing/sealing of the Agency Agreement with CCC, with other works progressing. An update presentation is scheduled for Overview & Scrutiny on 11 July 2024.	↔	G	Progression on track towards the delivery of CPE.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	Direction of Travel	Latest Status	Impact as a Result of Action
56. Deliver the enhancement of visitor facilities at Hinchingsbrooke Country Park (PROJECT).	Cllr Taylor	<ul style="list-style-type: none"> <li>- Biodiversity Net Gain Ecological Reports</li> <li>- Archaeological Surveys given permission to proceed</li> <li>- UK Power Networks permission to proceed</li> <li>- Mitigations and adaptations to plan based on Ecological feedback ongoing</li> <li>- Engaged with Keystone communications</li> <li>- Data Reports from HUQ finalised</li> </ul>	↔	<b>G</b>	<p>Actions on track and designed to achieve the critical pathway of planning application submission in October 2024.</p> <p>Outstanding action of National Vegetation Classification survey feedback is all that remains to affect the finalised plan. This will then result in amendments and a design freeze for planning.</p> <p>Other elements have been given the go ahead to achieve iterative project outcomes through concurrent activity.</p>
57. Upgrade path and cycleways at Riverside Park St Neots (PROJECT).	Cllr Taylor	Work has started onsite in June. Contractor working to complete late July to enable events to continue to take place on site.	↔	<b>G</b>	Improvement to aesthetics and access to Riverside Park.

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	Direction of Travel	Latest Status	Impact as a Result of Action
58. Deliver an independent Corporate Peer Challenge of the Council that will assess, challenge and improve what we do.	Cllr Conboy	We have received a draft report from the Peer Challenge team and now have the opportunity to make corrections to inaccuracies and will then receive the final version. It will then go through the key decision pathway before being published by 16th August. The Action Plan will be developed alongside the approval process.	N/a	G	Findings will be reviewed and inform the Action Plan. The assessment and challenge we've received will help us to improve what we do.
59. Assess, and where prudent, use the emerging national benchmarking data from the Office of Local Government (Oflog) to improve our performance.	Cllr Ferguson	Our new suite of Performance Metrics has been approved and new targets are in place. Some of these are the same metrics as Oflog uses - enabling comparison. There are some caveats - while HDC captures and uses data monthly, Oflog data is only updated annually. The future of Oflog is also subject to change post-election.	N/a	G	Benchmarking allows comparisons to be made and for best practice to be shared - thereby improving customer service.
60. Bring forward and expand our use of unit costs to demonstrate productivity within priority service areas.	Cllr Ferguson / Cllr Mickelburgh	There are unit costs already used within service areas. However, two key resources who lead our performance management workload have progressed to other roles outside HDC and, while recruitment is underway, this has slowed further progress.	N/a	A	Other elements have been given the go ahead to achieve iterative project outcomes through concurrent activity.



2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	Direction of Travel	Latest Status	Impact as a Result of Action
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	HDC has approved an Artificial Intelligence (AI) policy to promote fair and safe use of AI products. This includes a number of controls.  In addition, a pilot is underway using Microsoft's Copilot product with users drawn from across the Council and from a number of roles.	N/a	G	Automation of tasks and activities is likely to increase productivity and doing this with controls will manage the risks of using this technology.
62. Listen to local residents and respond to their input on service delivery.	Cllr Conboy	The Police and Crime Commissioner elections in May and the General Election in July meant that the Council was in the pre-election period for much of Quarter 1.	↓	A	Greater understanding of residents' needs and how they can be taken into consideration in policy development and service delivery.



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

**Activity type: Enable**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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	Volunteers continued to support the work of Countryside Services in Q1. There were 800 practical volunteers sessions and 300 administrative/events volunteers sessions.	↔	G	The volunteer sessions equated to approximately 2,200 hours, or 60 weeks, of work.



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

**Activity type: Influence**

2024/25 Actions/Projects	Portfolio Holder	Progress Update at Quarter 1	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	The Peer Review has been undertaken in Q1. This important step used external resources to examine every aspect of what we do. An action plan, including areas of best practice, will be presented to Council in Q2.	↔	G	A well-run council meets customer needs. By sharing what we do with others, we seek to share good practice and enhance Huntingdonshire's reputation.